
NORTH ATLANTIC TREATY
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AC/323(HFM-295)TP/1129

SCIENCE AND TECHNOLOGY
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STO TECHNICAL REPORT

TR-HFM-295

Sexual Violence in the Military

(Violence sexuelle dans l'armée)

Final report of Task Group HFM-295.



Published January 2024

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The NATO Science and Technology Organization

Science & Technology (S&T) in the NATO context is defined as the selective and rigorous generation and application of state-of-the-art, validated knowledge for defence and security purposes. S&T activities embrace scientific research, technology development, transition, application and field-testing, experimentation and a range of related scientific activities that include systems engineering, operational research and analysis, synthesis, integration and validation of knowledge derived through the scientific method.

In NATO, S&T is addressed using different business models, namely a collaborative business model where NATO provides a forum where NATO Nations and partner Nations elect to use their national resources to define, conduct and promote cooperative research and information exchange, and secondly an in-house delivery business model where S&T activities are conducted in a NATO dedicated executive body, having its own personnel, capabilities and infrastructure.

The mission of the NATO Science & Technology Organization (STO) is to help position the Nations' and NATO's S&T investments as a strategic enabler of the knowledge and technology advantage for the defence and security posture of NATO Nations and partner Nations, by conducting and promoting S&T activities that augment and leverage the capabilities and programmes of the Alliance, of the NATO Nations and the partner Nations, in support of NATO's objectives, and contributing to NATO's ability to enable and influence security and defence related capability development and threat mitigation in NATO Nations and partner Nations, in accordance with NATO policies.

The total spectrum of this collaborative effort is addressed by six Technical Panels who manage a wide range of scientific research activities, a Group specialising in modelling and simulation, plus a Committee dedicated to supporting the information management needs of the organization.

- AVT Applied Vehicle Technology Panel
- HFM Human Factors and Medicine Panel
- IST Information Systems Technology Panel
- NMSG NATO Modelling and Simulation Group
- SAS System Analysis and Studies Panel
- SCI Systems Concepts and Integration Panel
- SET Sensors and Electronics Technology Panel

These Panels and Group are the power-house of the collaborative model and are made up of national representatives as well as recognised world-class scientists, engineers and information specialists. In addition to providing critical technical oversight, they also provide a communication link to military users and other NATO bodies.

The scientific and technological work is carried out by Technical Teams, created under one or more of these eight bodies, for specific research activities which have a defined duration. These research activities can take a variety of forms, including Task Groups, Workshops, Symposia, Specialists' Meetings, Lecture Series and Technical Courses.

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List of Acronyms

AI	Artificial Intelligence
ALDP	Army Leadership Development and Development Programme
BAF	Bulgarian Armed Forces
CA	Canadian Army
CAF	Canadian Armed Forces
Capt	Captain
CEAM	Centre d'expertise aérienne militaire
CIMIC	Civil-Military Cooperation
CKSE	Core Knowledge, Skills and Experience
CMW	Combat, Masculine-Warrior
CO	Commissioned Officer
Col	Colonel
CPD	Continuing Professional Development
DCI	Defense conseil international
DGM	Designated Group Member
DHRD	Directorate of Human Rights and Diversity
DHRIM	Director Human Resources Information Management
DITB	Defence Industrial and Technological Base
DND	Department of National Defence
EE	Employment Equity
EMRA	Electronic Medical Record Analyser
EU	European Union
EUFOR	European Union Force in Bosnia and Herzegovina
F2T2EA	Find, Fix, Track, Target, Engage and Assess
GBA+	Gender-Based Analysis Plus
HFM	Human Factors and Medicine
HMI	Human Machine Interface
ISAF	NATO-Led International Security Assistance Force in Afghanistan
ISIS	Islamic State in Iraq and Syria
JIMP	Joint International Multi-Agency Public-Private
JNCO	Junior Non-Commissioned Officer
JOTAC	Junior Officer Tactical Awareness Course
JSSDC	Joint Strategic-Level Security and Defence Colleges
KFOR	NATO-Led Kosovo Force
KSE-B	Knowledge, Skills and Experience – Behaviours
LGBTQ	Lesbian Gay, Bisexual, Transgender, Queer
Lt	Lieutenant

Maj	Major
MALE	Medium Altitude Long Endurance
MoA	Ministry of Armies
MoD	Ministry of Defence
NATO	North Atlantic Treaty Organization
NCM	Non-Commissioned Member
NCO	Non-Commissioned Officer
NTM-1	NATO Training Mission – Iraq
NZ	New Zealand
OAE	Operation Active Endeavor
OODA	Observe, Orient, Decide, and Act
PESTEL	Political, Economic, Social, Technological, Environmental, Legal
PME	Professional Military Organisation
PSOs	Peace Support Operations
RCAF	Royal Canadian Air Force
RCN	Royal Canadian Navy
RE	Royal Engineer
RMA	Revolution in Military Affairs
RTG	Research Task Group
SDSR	Strategic Defence and Security Review
SEE	South Eastern Europe
SEEBRIG	South-East European Brigade
SFIR	Stabilisation Force in Iraq
SFOR	NATO-led Stabilisation Force in Bosnia and Herzegovina
SNCO	Senior Non-Commissioned Officer
SWOT	Strengths, Weaknesses, Opportunities and Threats
UAV	Unmanned Aerial Vehicles
UK	United Kingdom
UNMIK	United Nations Peacekeeping Operation in Kosovo
UNTAC	United Nations Transitional authority in Cambodia
US	United States of America

HFM-295 Membership List

CO-CHAIRS

Dr. Sanela DURSUN
Defence Research and Development Canada
CANADA
Email: sanela.dursun@forces.gc.ca

Professor Matthew FOSSEY
Anglia Ruskin University
UNITED KINGDOM
Email: matt.fossey@aru.ac.uk

MEMBERS

Ms. Ulrike BECKMANN ZIMMERMANN
Bundeswehr
GERMANY
Email: ulrikebeckmann@bundeswehr.org

Lt Col Camilla SJÖHLEN
Swedish Armed Forces
SWEDEN
Email: camilla.sjohlen@mil.se

Lt Col Jonathan BUXTON
British Army
UNITED KINGDOM
Email: jonathan.buxton592@mod.uk

Ms. Anna SJÖLANDER
Swedish Armed Forces
SWEDEN
Email: anna.sjolander@mil.se

Ms. Helena HOFFMAN
Swedish Armed Forces
SWEDEN
Email: helena.hoffman@mil.se

CDR Leedjia SVEC
United States Navy
UNITED STATES
Email: leedjia.a.svec.mil@health.mil

Ms. Paula LANCHBURY
British Army
UNITED KINGDOM
Email: Paula.Lanchbury100@mod.gov.uk

Col Vesna TRUT
Ministry of Defence
CROATIA
Email: vesna.trut@morh.hr

Col Vasile MARINEANU
Ministry of National Defence
ROMANIA
Email: vasile.marineanu@g.unibuc.ro

PANEL/GROUP MENTOR

Ms. Eugenia KALANTZIS
Department of National Defence
Canada
Email: Eugenia.kalantzis@forces.gc.ca



Sexual Violence in the Military

(STO-TR-HFM-295)

Executive Summary

Sexual harassment and violence continue to be a pervasive problem in many NATO militaries, having a negative impact on capability, unit morale, cohesion, and operational readiness. Such behaviour also negatively affects individual physical and mental health, leading, in some cases, to PTSD and even suicide. Moreover, media stories about sexual violence and harassment among NATO members damage public perception and trust in NATO, especially on operations. This reporting may also be affecting retention and recruitment at a time when many militaries are struggling in these areas.

RTG HFM-295 was thus formed in the summer of 2018 with a panel of academics, policy experts, and active-service personnel from seven countries – Canada, Croatia, Germany, Romania, Sweden, the United Kingdom, and the United States – to develop a culturally sensitive instrument for collecting data on sexual harassment and sexual violence, to update the definitions of these terms, and to develop training scenarios.

Given the considerable inconsistency in measuring data on sexual harassment and sexual violence across the seven countries, the panel developed a common, culturally sensitive instrument that could be used in all NATO countries. The instrument was then translated into the languages of the member nations as well as into French and Spanish. The methods used and the survey and definitions can be found in Chapter 9.

The panel developed the following definitions of sexual harassment and sexual violence that can be used across NATO nations:

Sexual harassment is defined as “behaviour of a sexual nature that is unwanted and has the purpose or effect of violating your dignity. Including, but not limited to any unwelcome sexual advance, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts or gestures of a sexual nature.”

Sexual assault is defined as “unwanted sexual contact and includes a broad range of behaviours, ranging from unwanted sexual touching to sexual violence.”

Further, the panel developed a number of scenarios for use in training in NATO countries (Chapter 10). Each scenario addresses a different form of sexual violence in a range of military contexts, and all can be adapted to different nation’s cultures and circumstances. Respondents read the scenarios and decide on a course of action using the policies and procedures in place in their military. Reviewing the results of this training can therefore be used to refine responses to sexual violence across NATO.

The panel’s three recommendations for NATO follow on its work:

- 1) Adopt the panel’s common definitions for sexual harassment and sexual violence across NATO documents.
- 2) Use the RTG’s validated tool for collecting data on the range of issues relating to sexual harassment and sexual violence, which will enable reflection and action to tackle issues.
- 3) Invest in technologies and training interventions to change attitudes, culture, and behaviours and to eradicate sexual harassment and sexual violence in the workplace.

Finally, the panel has committed to working with NATO leaders to integrate the definitions of sexual harassment and violence that the expert group has developed into NATO policies and frameworks alongside the validated survey instrument.

Violence sexuelle dans l'armée

(STO-TR-HFM-295)

Synthèse

Le harcèlement sexuel et la violence sexuelle, toujours répandus dans de nombreuses armées de l'OTAN, ont une incidence négative sur les capacités, le moral des unités, la cohésion et l'état de préparation opérationnelle. Ces comportements nuisent également à la santé physique et mentale des individus et engendrent, dans certains cas, un SSPT, voire poussent au suicide. De plus, ce que relatent les médias sur la violence sexuelle et le harcèlement sexuel au sein de l'OTAN nuit à la réputation de cette dernière auprès du grand public ainsi qu'à la confiance qui lui est témoignée, en particulier en ce qui concerne les opérations. Ce constat peut également avoir une incidence sur la conservation des effectifs et le recrutement, alors même que de nombreuses armées rencontrent des difficultés dans ces domaines.

Le RTG-295 a ainsi été créé, à l'été 2018, avec un panel d'universitaires, d'experts politiques et de membres du personnel actifs issus de sept pays (Allemagne, Canada, Croatie, États-Unis, Roumanie, Royaume-Uni et Suède). Ses missions ? Développer un instrument tenant compte de la dimension culturelle pour collecter des données sur le harcèlement sexuel et la violence sexuelle, mettre à jour les définitions de ces termes, et mettre au point des scénarios de formation.

Compte tenu de l'incohérence des méthodes de mesure des données sur le harcèlement sexuel et la violence sexuelle mises en place dans les sept pays, le panel a développé un instrument commun qui tient compte de la dimension culturelle et peut être utilisé dans tous les pays de l'OTAN. L'instrument a ensuite été traduit dans les langues des pays membres ainsi qu'en français et en espagnol. Les méthodes utilisées ainsi que l'étude et les définitions figurent au Chapitre 9.

Le panel a rédigé les définitions du harcèlement sexuel et de la violence sexuelle suivantes, qui peuvent être utilisées dans tous les pays de l'OTAN :

Le harcèlement sexuel est défini comme « un comportement à caractère sexuel non désiré ayant pour objet ou pour effet de porter atteinte à votre dignité. Il inclut, sans s'y limiter, toute avance sexuelle inopportune, toute attention sexuelle non désirée, toute demande de faveurs sexuelles, ou tout geste ou acte verbal, en ligne ou physique de nature sexuelle. »

Les agressions sexuelles sont définies comme « des contacts sexuels non désirés qui englobent un large éventail de comportements, des contacts sexuels non désirés aux violences sexuelles ».

En outre, le panel a élaboré un certain nombre de scénarios à utiliser dans le cadre de la formation au sein des pays de l'OTAN (Chapitre 10). Chacun d'entre eux, qui traite d'une forme de violence sexuelle différente, dans divers contextes militaires, peut être adapté à différentes cultures et circonstances nationales. Il incombe aux répondants de lire les scénarios et de décider d'une ligne de conduite à adopter en fonction des politiques et des procédures en place au sein de leur armée. L'étude des résultats de cette formation peut donc servir à affiner les mesures à prendre contre la violence sexuelle au sein de l'OTAN.

Les trois recommandations du panel pour l'OTAN découlent de ce travail :

- 1) Adopter les définitions communes établies par le panel pour ce qui est du harcèlement sexuel et de la violence sexuelle, et ce, dans tous les documents de l'OTAN ;

- 2) Utiliser l'outil validé par le RTG pour collecter des données sur les différents problèmes liés au harcèlement sexuel et à la violence sexuelle afin de réfléchir et d'agir en vue de la résolution des problèmes ;
- 3) Investir dans des technologies et des formations pour faire évoluer les attitudes, la culture et les comportements et éradiquer le harcèlement sexuel ainsi que la violence sexuelle sur le lieu de travail.

Enfin, le panel s'est engagé à collaborer avec les dirigeants de l'OTAN pour intégrer les définitions du harcèlement sexuel et de la violence sexuelle, développées par le groupe d'experts, dans les politiques et les cadres de l'OTAN, en plus de l'instrument d'étude validé.

Chapter 1 – INTRODUCTION

Sanela Dursun

Department of National Defence
CANADA

Matt Fossey

Anglia Ruskin University
UNITED KINGDOM

1.1 BACKGROUND

For several decades, most NATO militaries have sought to rid their ranks of sexual misconduct with mandatory training in the policies and expected behaviours and formal policies prohibiting sexual harassment and violence. Nonetheless, sexual violence has remained a pervasive problem in military services in many NATO forces. The impact of sexual violence on victims can be devastating, affecting their psychological and physical health, military careers, and success after leaving the military. Due to severe underreporting, data on sexual violence in the military are largely inadequate (Castro et al., 2015). Some evidence suggests that post-service research is more reliable because service members can speak without career implications (Kintzle et al., 2015). In past decades, for example, sexual harassment and sexual misconduct in the Canadian Armed Forces (CAF) have frequently made national news headlines. The military's lack of progress stems in part from the complexity of the problem. In order to develop effective strategies and programs to end sexual violence, however, a deep understanding of these complexities is needed. The work of the NATO HFM-ET-152 on sexual harassment and violence in the military confirmed that it is an important personnel issue in defence organisations and highlighted gaps in knowledge and research requiring further exploration.

1.2 RELEVANCE TO NATO

In addition to the harm suffered by victims, addressing sexual violence in NATO forces is important for organisational reasons:

- NATO countries have participated in operations over the past several decades, which entails close interaction among different service's members. This trend is likely to continue; thus, service members will need a common understanding of inappropriate sexual behaviour.
- Many NATO countries intend to increase the number of women in their forces, and research suggest that sexual violence in the military is a barrier to recruiting and retaining women.
- Consequences of sexual violence and harassment may include low unit morale, poor cohesion and productivity, decreased operational readiness, and poor gender integration. Additionally, organisational sexual harassment and violence can lead to poor physical and mental health outcomes and substance misuse problems.
- NATO has a responsibility to ensure that women can participate and operate under the same conditions as men.
- The public perception and support of NATO missions can be impacted by incidents of sexual violence.
- It is expected that NATO's commitment to addressing sexual violence will facilitate discussions on and attention to this issue in the countries where it is not well acknowledged.

1.3 AIM AND SCOPE

The NATO Science and Technology Organization (STO) Human Factors and Medicine (HFM) Research Task Group (RTG) HFM-295 was established to investigate the approaches taken by different NATO militaries and to gain a common understanding of the mechanisms and challenges involved in eradicating sexual harassment and violence in the military. The panel was to provide recommendations on measurement and to develop a set of principles to define sexual harassment/violence, along with reporting mechanisms to ensure NATO interoperability. The work of RTG was to provide the command structure with the tools to address and minimise the problem, thereby improving effectiveness and operational readiness.

The participating nations were Canada, Croatia, Germany, Romania, Sweden, the United Kingdom, and the United States.

The objectives of the Research Task Group (RTG) were as follows:

- To review existing legislation, policies, and reporting mechanisms relating to sexual violence in the military across NATO countries;
- To propose best definitions of sexual assault, sexual harassment, and sexual misconduct to facilitate operationalization and measurement;
- To identify best practices for collecting self-reported prevalence data and attitudinal information on sexual violence;
- To review measurement tools available across NATO countries;
- To develop and pilot test a standard NATO survey instrument of sexual violence (i.e., to develop an instrument available to all NATO members for assessing the prevalence of sexual violence in their militaries); and
- To translate the proposed NATO survey instrument of sexual violence into several languages of NATO nations and partner countries, including Croatian, French, German, Romanian, Spanish, and Swedish.

1.4 ORGANISATION OF THIS REPORT

One of the main objectives of this Research Task Group was to conduct a cross-national comparison of legislation, policies, and reporting mechanisms related to sexual violence. Chapters 2 to 8 in this report present the national reports on these dimensions, based on the data sources, databases, and policy and strategic documents available in each country. Empirical research into the prevalence and outcomes of inappropriate sexual behaviour tended to be discussed using a variety of key terms, such as sexual harassment, sexual assault, sexual violence, sexual aggression, sexual trauma, and sexual victimization, among others. Thus, Chapter 9 proposes best definitions of sexual assault, sexual harassment, and sexual misconduct to facilitate operationalization and measurement.

Another component of the NATO STO RTG HFM-295 program of work was to identify best practices for collecting self-reported prevalence data and attitudinal information on sexual violence. In response, the group drafted a survey instrument of sexual harassment and sexual assault, based on expert consensus and published evidence. The cognitive interview method was used to pre-test survey questions to minimise the misinterpretation of the questionnaire's scales and items. Seven NATO countries participated in the cognitive interviewing task of the NATO Sexual Harassment and Assault Survey: Canada, Croatia, Germany, Romania, Sweden, the United Kingdom, and the United States. The instrument was translated into the language of

participating nations and was tested in cognitive interviews with participating members. The results of cognitive interviews were analysed descriptively to identify misinterpretations of survey items and to identify common themes. Findings from all cognitive interviews were used by the team to modify the initial survey and draft the final version.

Chapter 9 in this report presents the methodology and results using a cross-national approach. In particular, it delineates the objectives of the survey, the survey instrument, the sampling and survey administration procedures, and the national sample characteristics. This chapter also presents the cross-national descriptive results, with findings classified into five categories: General, Interpretation, Recall, Judgement, and Response options. A sixth category, Gender differences, is also included for relevant findings.

An exhaustive compilation of sexual misconduct-related training and education was not feasible, so Chapter 10 outlines existing literature on the use of scenario and vignette training, and then summarises the development of sexual violence training scenarios by the NATO Sexual Violence Working Group (HFM-295). The sexual violence group examined attitudes toward various forms of sexual violence in military-specific situations. The group highlights the value and applicability of these scenarios as a training tool for NATO countries to understand and respond to sexual violence in their respective militaries.

Chapter 11 integrates the component chapters. The main findings are summarised, and the challenges experienced by military and civilian personnel working together in defence organisations are summarised. Recommendations for addressing the pervasiveness of sexual harassment and sexual misconduct in the military are offered. Specifically, the survey instrument and the training scenarios, created by experts across several NATO nations, can be implemented in all NATO militaries. It is expected that these two tools will provide significant insight into both the nature and scope of sexual misconduct in a nation's military, including sexual harassment and sexual assault. It is hoped that these findings will be used to uncover problematic attitudes and experiences among service personnel, discern the extent to which personnel are aware of policies and procedures in place, and, ultimately, highlight where to direct reform and training efforts.

1.5 REFERENCES

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Chapter 2 – COUNTRY REPORT: CANADA

Manon LeBlanc and Sanela Dursun

Department of National Defence (DND)

CANADA

The Canadian Armed Forces (CAF) is committed to a work environment free from sexual misconduct. An important part of the effort to address sexual misconduct in the military has been to develop anti-harassment policies and procedures, to measure the prevalence of sexual misconduct in the organization, and to develop initiatives (e.g., training programs) to reduce or eliminate misconduct. This chapter discusses these efforts. To begin, we discuss relevant definitions and the CAF's anti-harassment policies and procedures, including Defence Administrative Orders and Directives (DAOD) 5012-0 (Harassment Prevention and Resolution), DAOD 9005-1 (Sexual Misconduct Response), and DAOD 5019-1 (Personal Relationships and Fraternalization). Second, we discuss the Sexual Misconduct Incident Tracking System (SMITS), used to record and track sexual misconduct incidents in the CAF, and the incidence of sexual misconduct recorded in SMITS from 2016 to 2018. Third, we discuss the organization's current and previous initiatives to combat sexual misconduct. Lastly, we discuss the results of research conducted on sexual harassment from the 1990s to the present. To ensure the accuracy of the information we present, sections of this chapter have been copied and pasted from their original sources.

2.1 RELEVANT DEFINITIONS

Harassment (defined in DAOD¹ 5012-0, Harassment Prevention and Resolution):

Harassment is improper conduct by an individual that offends another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the *Canadian Human Rights Act* (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered). Harassment is normally a series of incidents but can be one severe incident which has a lasting impact on the individual. Harassment that is not related to grounds set out in the *Canadian Human Rights Act* must be directed at an individual or at a group of which the individual is known by the harassing individual to be a member.

The following six criteria must be met for harassment to have occurred:

1. Improper conduct by an individual;
2. Individual knew or ought reasonably to have known that the conduct would cause offence or harm;
3. If the harassment does not relate to a prohibited ground of discrimination under the *Canadian Human Rights Act*,² the conduct must have been directed at the complainant;³
4. Conduct must have been offensive to the complainant;

¹ Defence Administrative Orders and Directives.

² The *Canadian Human Rights Act* protects people in Canada from discrimination when they are employed by or receive services from the federal government, First Nations governments, or private companies that are regulated by the federal government.

³ Complainant is the victim of an alleged offence.

5. Conduct may consist of a series of incidents, or one severe incident which had a lasting impact on that complainant; and
6. Conduct must have occurred in the workplace.

Sexual Misconduct (defined in DAOD 9005-1, Sexual Misconduct Response):

Sexual misconduct is conduct of a sexual nature that causes or could cause harm to others, and that the person knew or ought reasonably to have known could cause harm, including:

- Actions or words that devalue others on the basis of their sex, sexuality, sexual orientation, gender identity or expression;
- Jokes of a sexual nature, sexual remarks, advances of a sexual nature or verbal abuse of a sexual nature in the workplace;
- Harassment of a sexual nature, including initiation rites of a sexual nature;
- Viewing, accessing, distributing or displaying sexually explicit material in the workplace; and
- Any *Criminal Code*⁴ offense of a sexual nature, including:
 - Section 162 (voyeurism, i.e., surreptitiously observing or recording a person in a place where the person exposes or could expose his or her genital organs or anal region or her breasts or could be engaged in explicit sexual activity, or distributing such a recording);
 - Section 162.1 (publication, etc., of an intimate image without consent i.e., publishing, distributing, transmitting, selling or making available an intimate image of another person without their consent, such as a visual recording in which the person depicted is nude, exposing his or her genital organs or anal region or her breasts, or is engaged in explicit sexual activity); and
 - Section 271 (sexual assault, i.e., engaging in any kind of sexual activity with another person without their consent).

Fraternization (defined in DAOD 5019-1, Personal Relationships and Fraternalization):

Fraternalization is any relationship between a CAF member and a person from an enemy or belligerent force, or a CAF member and a local inhabitant within a theatre of operations where CAF members are deployed.

Personal Relationship (defined in DAOD 5019-1, Personal Relationships and Fraternalization):

Personal relationship is an emotional, romantic, sexual or family relationship, including marriage or a common-law partnership or civil union, between two CAF members, or a CAF member and a DND employee or contractor, or member of an allied force.

Workplace (defined in DAOD 5012-0, Harassment Prevention and Resolution):

The physical work location and the greater work environment where work-related functions and other activities take place and work relationships exist, such as:

- On travel status;
- At a conference where the attendance is sanctioned by the DND or the CAF;
- At DND or CAF sanctioned instruction or training activities, or information sessions; or
- At DND or CAF sanctioned events, including social events.

⁴ The *Criminal Code of Canada*, which is federal legislation, sets out criminal law and procedure in Canada.

2.2 POLICIES AND PRACTICES RELATED TO HARASSMENT

The information provided in this section comes from DAOD 5012-0, Harassment Prevention and Resolution.

2.2.1 Policy Direction

2.2.1.1 Interpretation

In DAOD 5012-0:

- “Harassment” may include the abuse or misuse of authority inherent in the position of an individual;
- “Harassment” is also any act that involves participation as a result of expressed or implied coercion, and that demeans, belittles or causes personal humiliation or embarrassment at any ceremony or other event, such as an initiation rite;
- “Abuse of authority” may mean: taking advantage of a position of authority to exploit, compromise or mistreat others; the improper use of power or authority to endanger a person’s job or threaten a person’s economic livelihood, or to interfere with or influence the career of an individual; intimidation, threats, blackmail and coercion. Abuse of power may include behaviour such as shouting, belittling a person’s work, favouritism/disfavouritism, unjustifiably withholding information that a person needs to perform their work and asking subordinates to take on personal errands. However, if an individual has authority over another individual in a situation by virtue of law, military rank, civilian classification or appointment, the proper exercise of that authority is not harassment. This includes the proper exercise of authority related to the provision of advice, the assignment of work, counselling, performance appraisal, discipline, and other supervisory and leadership functions.
- “Workplace” in the DND and CAF context can include places such as messes, on-base clubs, quarters, dining halls, gyms, and sanctioned events such as holiday gatherings and course parties as well as office spaces, classrooms, garrisons, ships, hangars, vehicles, aircraft, online forums, etc.

2.2.1.2 Policy Statement

- i. Harassment in any form, including in the use of social media, constitutes unacceptable conduct and will not be tolerated in the DND and the CAF. It is prohibited for any DND employee or CAF member to subject any person in the workplace to harassment.
- ii. The DND and the CAF are committed to providing a respectful workplace through:
 - Prevention of harassment by:
 - a. Establishing the promotion of a comprehensive harassment prevention and awareness policy;
 - b. Ensuring that all DND employees and CAF members have the right to be treated respectfully and with dignity in a workplace free of harassment; and
 - c. Ensuring that managers, supervisors, and leaders at all levels take immediate steps, whether or not a complaint has been submitted, to stop any harassment that they witness or is brought to their attention.
 - Resolution of harassment by:
 - a. Establishing efficient harassment complaint resolution processes, including workplace restoration activities;
 - b. Offering informal conflict resolution, in a timely fashion, if appropriate;

- c. Taking steps in the workplace when it has been determined that harassment has not occurred but that a workplace conflict exists; and
- d. Monitoring of the effectiveness of DAOD 5012-0 and other applicable policies and instructions.

2.2.1.3 Obligations

- i. The DND and the CAF must provide CAF members with:
 - Information about:
 - a. Conduct that constitutes harassment;
 - b. Their rights and responsibilities in respect of harassment prevention and resolution;
 - c. Ways of dealing with harassment; and
 - d. The resources available to them;
 - Ongoing prevention activities to promote a respectful workplace;
 - Knowledge of the various informal resolution mechanisms in the case of harassment;
 - Access, without fear of reprisal, to effective, timely and confidential harassment complaint resolution processes;
 - Clear roles and responsibilities for Responsible Officers (ROs),⁵ harassment advisors and investigators, labour-relations officers and other persons in key positions in support of harassment prevention and resolution; and
 - Guidance, support and training for ROs and supervisors to carry out their responsibilities to prevent harassment and resolve harassment and conflict situations that may occur.

Note 1 – All parties directly involved in the resolution of a complaint of harassment or workplace conflict are expected to limit the discussions pertaining to the complaint to those who need to know.

Note 2 – All decision-makers involved in the resolution of a complaint of harassment must adhere to the principles of procedural fairness and natural justice. This includes:

- Notice to affected parties that a complaint has been submitted and of the allegations;
- Disclosure of information to be used in rendering a decision;
- An opportunity to make representations;
- The right to a fair and unbiased decision; and
- Written reasons for the decision.

In addition to a final investigative report, decisions also include the Situational Assessment. Any RO that is in a real or perceived conflict of interest or is biased in any way must recuse themselves from a file, including at the initial stages and prior to conducting a Situational Assessment.

⁵ Responsible Officer (RO) (defined in DAOD 5012-0): A director general at National Defence Headquarters; a superior of a director general at National Defence Headquarters in the case of a complaint of harassment involving a director general or superior of a director general; an officer commanding a command or formation; a chief of staff or equivalent officer at a command or formation if directed by the applicable commander; a commanding officer of a formation headquarters if directed by the formation commander in the case of any complaint of harassment made by a CAF member; any other commanding officer; or a senior civilian manager who is a head of a lodger or integral unit in a region or formation.

- ii. The ability of the DND and the CAF to provide confidential harassment complaint resolution processes may be limited by any obligation on a CAF member to report to the proper authority an infringement of the pertinent statutes, regulations, rules, orders and instructions that govern the conduct of any person subject to the Code of Service Discipline⁶ (CSD). Unit authorities should consult with the local representative of the JAG as appropriate.
- iii. When harassment is considered not to have occurred but a workplace conflict exists, the RO must take steps to address the conflict.
- iv. Detailed implementing instructions are set out in the Harassment and Prevention and Resolution Instructions.

2.2.2 Compliance and Consequences

DND employees and CAF members must comply with DAOD 5012-0. Should clarification of the policies or instructions set out in DAOD 5012-0 be required, DND employees and CAF members may seek direction through their Channel of Communication or CoC, as appropriate. Managers and military supervisors have the primary responsibility for and means of ensuring the compliance of their DND employees and CAF members with DAOD 5012-0.

2.2.2.1 Consequences of Non-Compliance

- i. DND employees and CAF members are accountable to their respective managers and military supervisors for any failure to comply with the direction set out in DAOD 5012-0. Non-compliance may have consequences for both the DND and the CAF as institutions, and for DND employees and CAF members as individuals. Suspected non-compliance may be investigated. Managers and military supervisors must take or direct appropriate corrective measures if non-compliance with DAOD 5012-0 has consequences for the DND or the CAF. The decision of a senior official to take action or to intervene in a case of non-compliance, other than in respect of a decision under the CSD regarding a CAF member, will depend on the degree of risk based on the impact and likelihood of an adverse outcome resulting from the non-compliance and other circumstances of the case.
- ii. The nature and severity of the consequences resulting from non-compliance will be commensurate with the circumstances of the non-compliance and other relevant circumstances. Consequences of non-compliance may include one or more of the following:
 - The ordering of the completion of appropriate learning, training, or professional development;
 - The entering of observations in individual performance appraisals;
 - Increased reporting and performance monitoring;
 - The withdrawal of any authority provided to a DND employee or CAF member;
 - The reporting of suspected offences to responsible law enforcement agencies;
 - The application of specific consequences as set out in applicable laws, codes of conduct, and DND and CAF policies and instructions;
 - Other administrative action, including the imposition of disciplinary measures, for a DND employee;
 - Other administrative or disciplinary action, or both, for a CAF member; and
 - The imposition of liability on the part of Her Majesty in right of Canada, DND employees and CAF members.

⁶ The *Code of Service Discipline* is the basis of the Canadian Forces military justice system.

2.3 POLICIES AND PRACTICES RELATED TO SEXUAL MISCONDUCT

The information provided in this section comes from DAOD 9005-1, Sexual Misconduct and Response.

2.3.1 General Principles

2.3.1.1 Interpretation

In DAOD 9005-1:

- “Complainant” refers to a person who reports an alleged sexual misconduct incident. A complainant may or may not also be the victim in the incident;
- “Consent” refers to the voluntary, ongoing and affirmative agreement to engage in the sexual activity in question. Submission or passivity does not constitute consent as a matter of law.

2.3.1.2 Context

Sexual misconduct undermines trust, cohesion, confidence and morale, and thus threatens CAF operational readiness and effectiveness. Sexual misconduct is contrary to the values and ethical principles set out in the *DND and CF Code of Values and Ethics*.⁷ Sexual misconduct must never be minimised, ignored or excused.

2.3.1.3 Available Courses of Actions

Sexual misconduct can be addressed through:

- The application of administrative action;
- The military justice system by charging an individual with a service offence (including charges laid pursuant to the Criminal Code); and
- The civilian criminal justice system in the case of conduct that is prohibited under the *Criminal Code*.

2.3.1.4 CAF Commitment

The CAF is committed to:

- Preventing sexual misconduct;
- Ensuring that all reported sexual misconduct incidents are investigated and dealt with as soon as practical; and
- Fully supporting victims and other CAF members who have been affected by sexual misconduct.

2.3.1.5 Standard of Conduct

CAF members are prohibited from engaging in sexual misconduct.

⁷ The DND and CF Code of Values and Ethics sets a standard of expected behaviours for all personnel in the DND and the CAF.

2.3.2 Reporting

2.3.2.1 Reporting of Sexual Misconduct – All CAF Members

- i. All CAF members have a duty to report to the proper authority any infringement of the pertinent statutes, regulations, rules, orders, and instructions governing the conduct of any person subject to the CSD.
- ii. It is expected that all CAF members will report to the proper authority any sexual misconduct committed by any person in the workplace or on a defence establishment.

2.3.2.2 Reporting of Sexual Misconduct – Exceptions

- i. DND employees and other civilians are not generally required to report sexual misconduct incidents.
- ii. Officers who can deal adequately with a sexual misconduct incident are not required to report.

2.3.2.3 Privacy

The CAF must only collect personal information for which it has a demonstrable need. All parties involved in the handling of personal information related to sexual misconduct incidents must limit the discussion and dissemination of this information to those who have a need-to-know. If possible, personal information must be collected directly from the individual to whom it relates.

2.3.2.4 Proper Authority

- i. Commanders at all levels must treat information regarding sexual misconduct incidents in a discreet and sensitive manner and in accordance with the proper handling of personal information.
- ii. Regardless of whether or not a sexual misconduct incident has been reported, those affected by sexual misconduct may access support and medical treatment as needed.

2.3.2.5 Reprisal and Other Hurtful Behaviours

A CO must investigate any report of a reprisal or other threatening, intimidating, ostracising or discriminatory behaviour taken in response to a report of sexual misconduct. Any CAF member participating in such behaviour may be subject to administrative or disciplinary action or both.

2.3.3 Roles and Responsibilities of COs and Other Members of the Chain of Command

2.3.3.1 Action by COs and Other Members of the CoC

COs and other members of the CoC must:

- Be knowledgeable on the actions required upon receipt of a report of alleged sexual misconduct;
- Ensure, subject to legal limitations, ongoing communication and transparency with the victim;
- Enquire with the victim as to immediate care, safety and support needs and ensure these are considered;
- Refer the victim to support services; and
- Consider how to mitigate and continually monitor the real and ongoing risk of reprisal and immediately address, to the extent possible, any such issues.

2.3.3.2 Action by a CO

Upon becoming aware of alleged sexual misconduct, a CO must:

- Take immediate action, as necessary, to ensure the well-being and safety of the victim;
- Ensure that the victim and witnesses are informed about the full range of support options that may be available to them;
- Ensure that the well-being and safety of the respondent⁸ are considered and that they are informed about the full range of services that may be available to them and of their right to due process and procedural fairness;
- Consider whether it is appropriate to remove the respondent from a supervisory, instructional or command position, temporarily modify their work location or order no contact or any form of communication, directly or indirectly, with the victim or witnesses; and
- Monitor the impact on unit morale and cohesion.

2.3.3.3 Administrative Action – General

- i. In weighing the evidence surrounding the sexual misconduct incident and before selecting any remedial measure or other administrative action, the following factors must be considered:
 - All relevant facts, including:
 - a. The degree to which the act was intrusive or violent;
 - b. The sentence imposed, if any;
 - c. Whether the respondent ignored a request to stop or failed to confirm consent;
 - d. The victim's circumstances, including the impact on their health and well-being; and
 - e. The respondent's relationship to the victim at the time of the incident;
 - The degree to which the respondent:
 - a. Accepted responsibility and demonstrated remorse for the sexual misconduct; and
 - b. Actively took steps to modify their behaviour;
 - The respondent's entire period of service, taking into account their rank, military occupation, experience, position and leadership role, and any previous conduct deficiencies; and
 - The impact on the respondent's unit and the CAF.
- ii. The outcomes of administrative action taken in response to a sexual misconduct incident can be disclosed to the victim, if it is deemed appropriate to do so. The victim's CO is responsible for informing the victim of their ability to request this information and providing the information as required.

Note – Actions or measures that include highly sensitive personal information such as medical or psycho-social assessments or treatment must not be disclosed.

⁸ Respondent refers to a person who is the subject of an alleged sexual misconduct incident.

2.3.4 Support

2.3.4.1 Guiding Principles

The CoC should apply the following guiding principles for supporting a victim or other complainant to the extent feasible and preferred by the victim or complainant, regardless of which process is followed, if any:

- Maintaining regular and open two-way lines of communication, rather than only one-way transmission of information;
- Facilitating, if the CoC is not the authority responsible for the investigation or the proceeding, contact with the appropriate military or civilian justice system representatives;
- Checking in throughout the process, including during any delays, as long periods without updates and inaction without information can be very difficult;
- Verifying at regular intervals, including after all proceedings have ended, as to whether access to the appropriate resources and support is available;
- Determining if there are any barriers or other concerns preventing access to the required support, resources or information; and
- Appreciating that, regardless of whether or not charges were laid or a guilty verdict rendered, the victim may continue to need support.

2.3.4.2 Victim Workplace Requests

A victim may experience difficulties in the workplace as a result of a sexual misconduct incident, regardless of the outcomes of disciplinary and administrative actions. Therefore, the CoC must consider requests made by a victim to enable their effective functioning in the workplace if the request is in relation to effects experienced as a result of a sexual misconduct incident.

2.3.4.3 Information for Victims During Disciplinary Processes

- i. The CoC must ensure that a victim is aware that they can request information and the proper means of requesting such information. The information desired and available in each case and at each stage may vary.
- ii. If the matter is to be handled by civilian authorities, the CoC should facilitate contact with the appropriate authorities within the best of their ability.

2.3.5 Training and Education

The CAF sexual misconduct policy and related resources shall be made known to:

- All applicants on enrolment in the CAF;
- CAF members during recruit and basic officer training;
- CAF members on military occupation qualification training;
- CAF members on leadership courses; and
- CAF members prior to and after deployment.

2.3.5.1 Compliance and Consequences

i. Compliance:

CAF members must comply with this DAOD. Should clarification of the policies or instructions set out in this DAOD be required, CAF members may seek direction through their CoC. Military leaders have the primary responsibility for, and means of, ensuring the compliance of their CAF members with this DAOD.

ii. Consequences of non-compliance:

CAF members are accountable to their respective military leaders for any failure to comply with this DAOD. Non-compliance with this DAOD may have consequences for both the DND and the CAF as institutions, and for CAF members as individuals. Suspected non-compliance may be investigated. Military leaders must take or direct appropriate corrective measures if non-compliance with this DAOD has consequences for the DND or the CAF.

The nature and severity of the consequences resulting from non-compliance should be commensurate with the circumstances of the non-compliance and other relevant circumstances.

iii. Failure by CO

A CO must act in good faith in addressing any alleged sexual misconduct. Should a CO fail to do so, administrative or disciplinary action, or both, may be initiated.

2.4 POLICIES AND PRACTICES RELATED TO PERSONAL RELATIONSHIPS IN THE WORKPLACE

The information provided in this section comes from DAOD 5019-1, Personal Relationships and Fraternalization.

2.4.1 Overview

2.4.1.1 Role of the Chain of Command (CoC)

In keeping with professional military values, leaders and the CoC have a responsibility to uphold standards of conduct in relation to personal relationships and fraternization, through personal example, as well as the judicious use of administrative and disciplinary action.

2.4.2 Operating Principles

2.4.2.1 Personal Conduct

- i. CAF members in a personal relationship shall refrain from conduct that may be considered unprofessional in a military context. For example, a CAF member while in uniform in public with another person shall not:
 - Hold hands;
 - Kiss, except in greeting and farewell; or
 - Caress or embrace in a romantic manner.
- ii. A CAF member in a personal relationship with another CAF member, DND employee or member of an allied force, contractor or an employee of a contractor shall not be involved, regardless of rank or authority, in the other person's:

- Performance appraisal or reporting, including training evaluations and audits;
 - Posting, transfer or attached posting;
 - Individual training or education;
 - Duties or scheduling for duties;
 - Documents or records;
 - Grievance process; or
 - Release proceedings.
- iii. CAF members shall notify their CoC of any personal relationship that could compromise the objectives of DAOD 5019-1.

2.4.2.2 Administrative Intervention

- i. In order to protect CAF members in vulnerable situations and to ensure fair treatment, restrictions may be imposed on the duty or posting of CAF members involved in a personal relationship if the circumstances could result in:
- An instructor/student relationship that would have an effect on the security, morale, cohesion and discipline of a unit; or
 - A senior/subordinate or inter-rank personal relationship in the same direct CoC if there is a difference in rank or authority.
- ii. Commanding Officers (COs) shall apply appropriate situational-specific criteria when dealing with individual situations or establishing any local policy with respect to personal relationships. Before establishing any local policy, unit authorities should consult with the local representative of the Judge Advocate General (JAG). Any local policy shall not be less restrictive than DAOD 5019-1.

2.4.2.3 Fraternalization

Fraternalization can have detrimental effects on unit operation effectiveness due to potential threats to the security, morale, cohesion and discipline of a unit. Task force commanders shall issue orders and guidance on fraternization appropriate to the situation in their area of operations.

2.4.3 Administrative Action

2.4.3.1 Adverse Personal Relationships

- i. If a personal relationship has a negative effect on the security, cohesion, discipline or morale of a unit, the personal relationship is considered adverse for the purpose of DAOD 5019-1.
- ii. Administrative action must be taken to separate CAF members who are involved in an adverse personal relationship.
- iii. If an adverse personal relationship cannot be changed within the applicable unit/sub-unit for the CAF members in a supervisor/subordinate relationship, the CAF members shall be separated by attached posting, posting, change in work assignments or other action.
- iv. Such a separation is not punitive in nature, nor must there be a negative stigma or career implication towards the CAF members.

2.4.3.2 Postings

- i. CAF members who are known to be, or have declared themselves to be involved, in a personal relationship must normally not be posted to the same unit. If the unit is of sufficient size that posting the CAF members involved is unlikely to have an adverse effect on the security, cohesion, discipline or morale of the unit, they may be posted to the same unit, but not the same sub-unit.
- ii. CAF members who form a personal relationship must normally complete current postings, provided the work relationship does not have a negative effect on the security, cohesion, discipline or morale of the unit.

2.4.3.3 Criteria for Decision to Post

- i. If CAF members are involved in an adverse personal relationship and posting is being considered, the CO must consult the appropriate authority.
- ii. The decision having the least negative career effect on both CAF members shall be taken, considering:
 - Future career prospects for both CAF members; and
 - The effects upon both CAF members of an internal reassignment, attached posting, posting or sub-component transfer.

2.4.2.4 Posting Process

The CO of the CAF member determines if the personal relation is adverse.

2.4.2.5 Disciplinary and Career Action

Before taking disciplinary and/or career action for conduct which is contrary to DAOD 5019-1, unit authorities should consult with the local representative of the JAG.

2.5 TRACKING OF SEXUAL MISCONDUCT⁹

Starting on 1 April 2016, incidents of sexual misconduct were reported to the CAF Strategic Response Team on Sexual Misconduct¹⁰ for collation in a master database. In January 2018, the CAF launched a database called the Sexual Misconduct Incident Tracking System (SMITS)¹¹ to record and track sexual misconduct incidents. Any incident reported to the chain of command that involves at least one CAF member, either the target of sexual misconduct (“affected person”) or the person who is alleged to have committed an incident of sexual misconduct (“respondent”), can be reported in the database regardless of when it occurred. In this subsection, we present sexual misconduct incident data collected from fiscal years (FYs)¹² 2016 to 2021. The data reported in this subsection were extracted on 30 July 2021.

Table 2-1 shows aggregated data for the FY the sexual misconduct incidents were reported and the FY in which the incidents occurred. As can be seen, the majority of incidents were reported within the year they occurred.

⁹ Information in this section was taken from the *2021 Sexual Misconduct Incident Tracking Report*.

¹⁰ The organization has since been renamed the Directorate General Professional Military Conduct.

¹¹ The database was originally called the *Operation HONOUR Tracking and Analysis System (OPHTAS)*.

¹² Fiscal year starts on 1 April and ends on 31 March of the following calendar year.

Table 2-1: FY of Incident Occurrence and Number of Incidents Reported Each FY.

FY Incidents Occurred	FY Incidents Were Reported					Total Incident Occurrence
	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021	
FY 2016 – 2017	228	38	7	4	6	283
FY 2017 – 2018	-	273	31	19	16	339
FY 2018 – 2019	-	-	284	51	21	356
FY 2019 – 2020	-	-	-	382	52	434
FY 2020 – 2021	-	-	-	-	304	304

To date, the largest number of sexual assaults reported occurred during FY 2019 – 2020 (Table 2-2). The relatively low number of incidents that occurred during FY 2020 – 2021 may be due to both COVID-19 pandemic workplace restrictions¹³ and a lag in reporting.

Table 2-2: Total Number of Incidents for Categories of Sexual Misconduct by FY.

Categories of Sexual Misconduct Reported	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Sexual assault	78	135	125	154	88
Sexual harassment	45	41	45	33	42
Sexual remarks and/or jokes	44	55	51	49	68
Requests of a sexual nature	24	21	29	40	18
All other sexual misconduct ¹⁴	92	87	106	158	88
Total incident occurrence	283	339	356	434	304

In SMITS, sexual assault is categorised into three types: unwanted sexual touching, sexual activity unable to consent, and sexual attack.¹⁵ There is also an “Other” category, which is used when a sexual assault incident is entered but details of the type of sexual assault are unknown. As can be seen in Table 2-3, the most common type of sexual assault reported is unwanted sexual touching. The gender profiles of both affected persons and respondents appear in Table 2-4. Because of missing data and the potential for more than one affected person and more than one respondent in an incident, the number of affected persons and the number of respondents is not the same as the number of sexual assault incidents. In all FYs, the majority of affected persons were females and the majority of respondents were male.

¹³ When possible, CAF members were required to work from home during the pandemic.

¹⁴ This category includes types of sexual misconduct that are not listed as a specific category.

¹⁵ The types align with the sexual assault definition in the Criminal Code of Canada and the sexual assault questions in the Survey on Sexual Misconduct in the CAF, which Statistics Canada administered to members in 2016 and 2018. The 2020 administration of the SSMCAF was postponed due to the COVID-19 pandemic. The third administration took place in 2022.

Table 2-3: Sexual Assault Types for Incidents Occurring in the FY.

Types of Sexual Assault Reported	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Unwanted sexual touching	43	78	71	104	40
Sexual activity unable to consent	17	15	19	21	6
Sexual attack	11	23	24	21	14
Other	7	19	11	8	28
Total	78	135	125	154	88

Table 2-4: Sexual Assault: Gender Profile of Affected Persons and Respondents.

Gender Profile		FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Affected Person	Female	71 (85.5%)	110 (87.3%)	101 (82.1)	133 (82.1)	62 (73.8%)
	Male	12 (14.5%)	16 (12.7%)	22 (17.9%)	29 (17.9%)	22 (26.2%)
Respondent	Female	5 (6.2%)	6 (5.2%)	5 (4.2%)	4 (2.7%)	1 (1.2%)
	Male	74 (93.7%)	109 (94.8%)	113 (95.8%)	145 (97.3%)	81 (98.8%)

Once a case is entered into SMITS, the CoC is required to track and record subsequent actions taken. As an initial action, respondents in positions of authority (e.g., supervisors, instructors) may be removed from their duties. The number of respondents removed from positions of authority was higher in FYs 2018 – 2019 and 2019 – 2020 than in other FYs (Table 2-5).

Table 2-5: Respondents Removed from Positions of Authority for Sexual Misconduct Incidents.

	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Total	62	58	103	97	61

Respondents may face administrative actions, disciplinary actions, or both. Administrative actions, including remedial measures, may be taken regardless of the outcome of any disciplinary/criminal investigation or trial. Remedial measures are, in increasing significance, initial counselling, recorded warning, and counselling and probation. The total number of remedial measures recorded in SMITS are reported in Table 2-6. Incidents occurring in FY 2020 – 2021 may not be resolved yet.

Table 2-6: Remedial Measures for Sexual Misconduct Incidents.

	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Initial counselling	19	25	20	38	28
Recorded warning	44	40	47	62	30
Counselling and probation	30	38	40	28	19
Total	93	103	107	128	77

Disciplinary actions are dealt with by court martial or summary trial. The former are conducted in accordance with rules and procedures similar to those of civilian criminal courts, while the latter allow for relatively minor service offences to be dealt with by members of the unit CoC. Table 2-7 reports the outcomes of courts martial and summary trials.

Table 2-7: Outcomes of Courts Martial and Summary Trials for Sexual Misconduct Incidents.

	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Courts martial					
Guilty	24	24	19	24	5
Not guilty	3	4	2	1	0
Summary trials					
Guilty	16	19	29	30	20
Not guilty	1	0	4	2	0

Punishments given by both courts martial and summary trials appear in Table 2-8. More than one punishment can be given at a court martial or summary trial. Very few courts martial results were entered into SMITS in FY 2020 – 2021, which may be due to reduced court martial activity because of COVID-19 pandemic work restrictions. As we can see, fines are the most common punishments given.

Respondents may also be released in response to incidents of sexual misconduct. Table 2-9 reports the number of releases.

Table 2-8: Punishments Given by Courts Martial and Summary Trials for Sexual Misconduct Incidents.

	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Dismissal	2	0	0	0	0
Imprisonment	1	1	0	0	0
Severe reprimand	2	2	0	1	1
Reprimand	2	0	1	6	1
Reduction in rank	0	1	2	0	0
Fine	18	25	20	16	10
Minor punishments	7	5	5	7	4
Blank/other	9	5	9	17	6

Table 2-9: Releases for Sexual Misconduct Incidents.

	FY 2016 – 2017	FY 2017 – 2018	FY 2018 – 2019	FY 2019 – 2020	FY 2020 – 2021
Total	29	28	28	16	4

2.6 PREVIOUS AND CURRENT INITIATIVES

In 2015, an independent review concluded that sexual harassment and sexual assault were problems in the CAF (Deschamps, 2015). Following the results of this review, the Chief of the Defence Staff (CDS) issued operational orders, referred to as Operation HONOUR, to counter sexual misconduct (Government of Canada, 2021a).

Operation HONOUR was based on the principles that:

- Every man and woman who serves their country deserves to be treated with dignity and respect – anything less is simply unacceptable; and
- Any attitudes or behaviours which undermine the camaraderie, cohesion and confidence of serving members threatens the CAF’s long-term operational success.

Numerous initiatives aimed at reducing sexual misconduct and monitoring and measuring the effects of Operation HONOUR were implemented. Some of these initiatives (Wallace, personal communication, August 24, 2018) are described below.

2.6.1 Training

- 1) The principles of Operation HONOUR were embedded in education and training programs across the CAF. Personnel ranging from recruits on basic training to senior members on career courses were being reminded that exemplary conduct is part of their obligations as CAF members.

- 2) Over 70,000 CAF members received mandatory *Bystander Intervention Training* in the first years of Operation HONOUR. This training showed bystanders and leaders that they had the capability of stopping incidents of sexual misconduct.
- 3) Beginning in 2018, the CAF began to offer CAF members a voluntary one-day workshop, *Respect in the CAF*, which is designed to promote the military's high standards of conduct in which sexual misconduct has no place. It aims to foster a sustained change in attitudes and behaviours and focusses on building a respectful climate and culture within the CAF. It helps participants better understand sexual misconduct, its impact on the individual, the unit, and the organisation.

Recent high profile allegations of sexual misconduct within the CAF have led to the commission of a second independent external review of current policies, procedures, programs, practices, and culture within the CAF and the DND. The aim of the review is to “shed light on the causes for the continued presence of harassment and sexual misconduct despite efforts to eradicate it, identify barriers to reporting inappropriate behaviour and to assess the adequacy of the response when reports are made, and to make recommendations on preventing and eradicating harassment and sexual misconduct” (Government of Canada, 2021b).

The allegations have also resulted in the culmination of Operation HONOUR (CBC News, 2021) and the formation of a new organisation – Chief, Professional Conduct and Culture (CPCC) –within the DND and the CAF. A goal of CPCC is to lead a fundamental transformation in the way systemic misconduct, which includes sexual misconduct, hateful conduct, systemic barriers, harassment, violence, discrimination, employment equity, unconscious biases, and abuse of power, is understood and addressed in the DND and the CAF (Government of Canada, 2022).

2.6.2 Measurement

The Survey on Sexual Misconduct in the CAF (SSMCAF) was developed by Statistics Canada to collect information regarding the prevalence of sexual misconduct within the CAF and to understand member awareness of policies, programs, and associated support mechanisms. The first administration of the survey was in 2016, and the plan was to repeat the administration of the survey every two years. The survey was re-administered in 2018 and the results were compared with the baseline data collected in 2016. The 2020 administration of the survey was postponed due to the COVID-19 pandemic. Data for the third administration were collected in fall/winter 2022. Biannual data collection will help to determine what changes have occurred, the impact of initiatives to date, any remaining gaps, and valuable insights for course correction.

2.6.3 Victim Support

The Sexual Misconduct Response Centre (SMRC) was established in September 2015. It is an independent support centre for currently serving and former CAF members and DND employees. Victims of sexual misconduct can reach out for information or support without automatically triggering formal reporting and the subsequent investigative and judicial processes that may follow reporting. For more information on the SMRC go to: <https://www.canada.ca/en/department-national-defence/services/benefits-military/health-support/sexual-misconduct-response.html>

A mobile application, *Respect in the CAF*, was released in July 2017. It provides critical information on support services, reporting procedures, educational tools, and points of contact for CAF members around the globe.

2.7 RESEARCH AND MEASUREMENT OF SEXUAL MISCONDUCT IN THE CAF

Since the 1990s, 18 surveys were administered to CAF members that asked about sexual misconduct experiences. All of the surveys asked about sexual harassment. However, only the SSMCAF administered in 2016 (Cotter 2016) and 2018 (Burczycka, 2019; Cotter, 2019) asked detailed questions about sexual assault. Table 2-10 summarises these studies.

Table 2-10: CAF Data Sources.

Survey Instrument	Year of Administration	Author(s)	Time ¹⁶	Sample
CFPHQ ¹⁷	1992	Hansen (1993)	12 months	Regular Force (Reg F)
CFHQ ¹⁸	1998	Adams-Roy (1999a)	12 months	Reg F
				Trainees ¹⁹
CFHQ	1998	Adams-Roy (1999b)	12 months	Primary Reserves (P Res)
CFWHS ²⁰	2012	Coulthard and Larochelle (2013)	12 months	Reg F
		LeBlanc and Coulthard (2015)		
2013 YSS ²¹	2013	Peach and Squires (2013)	12 months	Reg F
Exit Survey	2013 – 16	Laplante, Wing, and LeBlanc (2016)	12 months	Voluntarily releasing
2014 YSS	2014	Squires, Hlywa, and Lemieux (2015)	12 months	Reg F
CFWHS	2014	Wright and Wang (2015)	12 months	P Res
CFWHS	2014-15	Wright, LeBlanc, and Wang (2015)	12 months	COATS ²²
2015 YSS	2015	Daugherty (2018) ²³	12 months	Reg F
SSMCAF	2016	Cotter (2016)	12 months ²⁴	Reg F
		LeBlanc and Wang (2017)		P Res
2016 YSS	2016	Daugherty and Peach (2018)	12 months	Reg F
				P Res

¹⁶ The timeframe respondents reflected upon when responding to the survey.

¹⁷ Canadian Forces Personal Harassment Questionnaire (CFPHQ).

¹⁸ Canadian Forces Harassment Questionnaire (CFHQ).

¹⁹ Personnel in basic training or occupational training, as well as Royal Military College of Canada (RMCC) cadets.

²⁰ Canadian Forces Workplace Harassment Survey (CFWHS).

²¹ Your Say Survey (YSS).

²² COATS refers to the Cadet Organizations Administration and Training Service.

²³ Daugherty, C. (personal communication, March 9, 2018).

²⁴ Respondents were also asked their experiences prior to April 2015 but since joining the CAF.

Survey Instrument	Year of Administration	Author(s)	Time ¹⁶	Sample
2017 YSS	2017	Daugherty and Smith (2018)	12 months	Reg F
				P Res
SSMCAF	2018	Cotter (2019)	12 months	Reg F
		Burczycka (2019)		P Res
2019 YSS	2019	Daugherty and Russell (2019)	12 months	Reg F
				P Res
2020 YSS	2020	Daugherty (2021)	12 months	Reg F
				P Res
CFWHS	2014 – 15	LeBlanc and Wright (2015)	12 weeks	Recruits
CFWHS	2014 – 15	LeBlanc and Wright (2016)	14 weeks	Officer cadets

2.7.1 Sexual Harassment

As Table 2-11 illustrates, the majority of research found sexual harassment incident rates varied from 1.5% (Coulthard and Larochelle, 2013) to 5.1% (Peach and Squires, 2013). This variation may be explained by differences in methodology (e.g., survey questions) and populations across studies (e.g., Reg F compared to recruits compared to members who are releasing) (see LeBlanc and Wright, 2018). The exceptions were the 2016 and 2018 administrations of the SSMCAF. Differences in methodology used in the SSMCAF (e.g., the absence of a gating question) compared to, for example, the CFWHS may explain these higher rates of sexual harassment. It is important to note that in the SSMCAF administrations, both male and female Reg F and P Res respondents were more likely to report being the target of sexual jokes than other forms of sexual harassment. For example, 76% of SSMCAF Reg F respondents in the 2016 administration of the survey witnessed or experienced sexual jokes, and 10% indicated they found the behaviour somewhat or very offensive. As Table 2-11 shows, the prevalence of sexual harassment was consistently higher for women than for men.

Table 2-11: Reported Sexual Harassment by Sex.

Author	Sample	SH	Test for Sex Differences	Sex	
				W	M
Hansen (1993)	Reg F	-	N	26.2%	2.0%
Adams-Roy (1999a)	Reg F	4.0%	Y	14.0%*	3.0%*
	Trainees	4.0%		14.0%*	2.0%*
Adams-Roy (1999b)	P Res	-	Y	11.0%*	1.0%*
Peach and Squires (2013)	Reg F	5.1%	N	-	-
LeBlanc and Coulthard (2015)	Reg F	1.5% ²⁵	Y	9.1%*	0.4%*
Squires et al. (2015a)	Reg F	2.1%	N	5.4%	1.4%

²⁵ This percentage comes from Coulthard and Larochelle (2013).

Author	Sample	SH	Test for Sex	Sex	
Wright and Wang (2015)	P Res	2.2%	Y	11.0%*	0.3%*
Wright et al. (2015)	COATS	2.1%	N	-	-
Cotter (2016)	Reg F	16.3%	Y	29.1%*	14.2%*
LeBlanc and Wang (2016)	P Res	19.2%		33.4%*	16.3%*
Daugherty (2018)	Reg F	1.8%	N	6.8%	.80%
Laplante et al. (2016)	VR	2.5%	N	18.4%	0.6%
Daugherty and Peach (2018)	Reg F	3.0%	Y	8.7%**	1.8%**
	P Res	3.1%		8.4%**	1.9%**
Daugherty and Smith (2018)	Reg F	-	Y	7.3**	1.6**
	P Res	-		10.9**	1.7**
Cotter (2019)	Reg F	14.3%	Y	24.7%*	12.3%*
Burczycka (2019)	P Res	16.0%	Y	32.0%*	12.0%*
Daugherty and Russell (2019)	Total force ²⁶	2.6%	Y	7.2%**	1.6%**
Daugherty (2021)	Total force	2.4%	Y	4.9%*	1.8%*
LeBlanc and Wright (2015)	Recruits	2.7%	N	13.9%†	1.0%†
LeBlanc and Wright (2016)	Officer cadets	2.4%	N	6.0%†	1.5%†

* Indicates significant difference at $p < .05$; ** indicates significant difference at $p < .001$;

† Indicates a difference between women and men.

- No data available.

2.7.2 Sexual Assault

In the 2016 administration of the SSMCAF, Reg F and P Res members were asked about their experiences of sexual assault in the past 12 months (since April 2015), as well as their experiences prior to April 2015 but since joining the CAF (Cotter, 2016). In Table 2-12, the results from the Reg F are presented, followed by the results for the P Res (Table 2-13).

In the 2018 administration of the SSMCAF, both Reg F (Cotter, 2019) and P Res (Burczycka, 2019) members were asked about their experiences of sexual assault in the past 12 months. In Table 2-14, the results from the Reg F are presented, followed by the results for the P Res (Table 2-15).

There were no significant differences in rates of sexual assault between 2016 and 2018 among either Reg F or P Res members.

²⁶ Total force includes both Reg F and P Res members.

Table 2-12: Sexual Assault of Reg F Members in the Past 12 Months and Since Joining the CAF, by Sex and Type of Sexual Assault.

	Sexual Attacks ²⁷	Unwanted Sexual Touching ²⁸	Sexual Activity Unable to Consent ²⁹	Total Sexual Assault
	Percentage			Percentage
In the past 12 months				
Women	0.9*	4.0*	0.7*	4.8*
Men†	0.2	1.1	0.1	1.2
Total	0.3	1.5	0.2	1.7
Since joining the CAF				
Women	9.8*	24.0*	8.7*	27.3*
Men†	0.5	3.4	0.7	3.8
Total	1.8	6.3	1.9	7.1

† Reference category

* Significantly different from reference category (p < .05)

Table 2-13: Sexual Assault of P Res Members in the Past 12 Months and Since Joining the CAF, by Sex and Type of Sexual Assault.

	Sexual Attacks	Unwanted Sexual Touching	Sexual Activity Unable to Consent	Total Sexual Assault
	Percentage			Percentage
In the past 12 months				
Women	1.9	6.7*	1.5 ^E	8.2*
Men†	F	1.3	F	1.4
Total	0.4	2.2	0.4^E	2.6
Since joining the CAF				
Women	10.3*	24.8*	9.6*	28.6*
Men†	0.4 ^E	3.5	0.5	3.9
Total	2.0	7.1	2.0	8.1

† Reference category

* Significantly different from reference category (p < .05)

²⁷ Has anyone forced you or attempted to force you into any unwanted sexual activity, by threatening you, holding you down, or hurting you in some way?

²⁸ Has anyone touched you against your will in any sexual way? This includes unwanted touching or grabbing, kissing or fondling.

²⁹ Has anyone subjected you to a sexual activity to which you were not able to consent? This includes being drugged, intoxicated, manipulated or forced in other ways than physically.

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Table 2-14: Sexual Assault of Reg F Members in the Past 12 months, by Gender and Type of Sexual Assault, 2016 and 2018.

	Sexual Attacks	Unwanted Sexual Touching	Sexual Activity Unable to Consent	Total Sexual Assault
	Percentage			Percentage
2016				
Women	0.9*	4.0*	0.7*	4.8*
Men†	0.2	1.1	0.1	1.2
Total	0.3	1.5	0.2	1.7
2018				
Women	0.8*	3.7*	0.9*	4.3*
Men†	0.1	1.0	0.1 ^E	1.1
Total	0.2	1.4	0.2	1.6

† Reference category

* Significantly different from reference category ($p < .05$)

Table 2-15: Sexual Assault of P Res Members in the Past 12 Months, by Gender and Type of Sexual Assault, 2016 and 2018.

	Sexual Attacks	Unwanted Sexual Touching	Sexual Activity Unable to Consent	Total Sexual Assault
	Percentage			Percentage
2016				
Women	1.9	6.7*	1.5 ^E	8.2*
Men†	F	1.3	F	1.4
Total	0.4	2.2	0.4^E	2.6
2018				
Women	2.5	5.8*	1.9 ^E	7.0*
Men†	F	1.2	F	1.2
Total	0.5	1.9	0.4	2.2

† Reference category

* Significantly different from reference category ($p < .05$)

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Chapter 3 – COUNTRY REPORT: THE REPUBLIC OF CROATIA

Vesna Trut
Ministry of Defence
REPUBLIC OF CROATIA

3.1 BACKGROUND

Proceedings in the cases of harmful and inappropriate sexual behaviour in the Armed Forces of the Republic of Croatia (CAF) are primarily regulated by civil laws that must be applied to the military. Encouraged by the European Union and NATO accession process, since 2000 the Republic of Croatia has been building up its institutional and legislative framework for regulating women's rights that includes regulations of sexual violence as well (Radačić, 2014). Since then, *Gender Equality Law* (Official Gazette, No 69/17), *Anti-Discrimination Law* (Official Gazette, No 112/12), and *Law on the Protection of the Family Violence* (Official Gazette, No. 118/18) have been adopted. Also, numerous changes of the *Labour Law* (Official Gazette, No 98/19) and the new legislation have taken place. In addition to the aforementioned legislative reforms, a number of strategic documents have been adopted and at present they include: *National Policy for Gender Equality 2011 – 2015* (Official Gazette, No 88/11), *Rules of Procedure in Case of Family Violence* (Government of the Republic of Croatia 2019a), *Rules of Procedure in Case of Sexual Violence* (Official Gazette, No 70/18), *National Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security, and related resolutions 2019 – 2023* (Government of the Republic of Croatia, 2019b). It is great importance to mention that the independent body of Gender Equality Ombudsperson was introduced in Croatian legislation system in 2003. The Ombudsperson is in charge of combating discrimination in the field of gender equality. All employees in the public sector, including servicepersons and civil servants in the Ministry of Defence (MoD) and the CAF, have the right to address the Ombudsperson directly.

The key law that regulates the area of sexual violence is the *Penal Code* (Official Gazette, No 126/19). In amending the *Penal Code* in 2012, for the first time, the idea of consent became prominent in legislation, and the *Penal Code* introduced a new offence of the sexual intercourse without consent (Art. 152). The *Penal Code* also criminalized sexual harassment for the first time (Art. 156). Until the adoption of the *Penal Code* sexual harassment was treated only as a misdemeanour, while today it could be treated as a criminal offence¹, too.

Furthermore, the Government of the Republic of Croatia has adopted the *Rules of Procedure in Case of Sexual Violence*. It recognises the fact that sexual violence is a dominant form of gender based violence, where the majority of cases involve male perpetrators and female victims. It proscribes obligations of competent bodies which participate in detecting and eliminating violence and providing assistance and protection to the victims, as well as rules of procedure to be followed in cases of sexual violence (Bodiriga-Vukobrat and Martinović, 2017).

In accordance with the *Gender Equality Law* and *Anti-Discrimination Law* as well, the victims of harassment at workplace can take their case exclusively to civil court. The court will decide if the harassment took place, forbid any further similar behaviour, make a decision about the compensation due to violation of personal dignity, and make a criminal proceeding through which the offender can be sanctioned (Ljubčić, 2014).

¹ For example: Whoever sexually harasses another person who is in inferior position, or who is dependent on him, or who is especially vulnerable due to age, illness, handicap, addiction, pregnancy, severe physical or mental difficulty, will be punished up to one year imprisonment. (*Penal Code*, Art. 156).

There are no separate laws or policies intended to combat sexual violence in the MoD and CAF. However, two main military acts (*Defense Law*, Official Gazette No 30/18; *Law on Service in the Armed Forces of the Republic of Croatia*, Official Gazette No 125/19), inter alia, recognise and forbid all forms of harmful and inappropriate sexual behaviour in the military, but they do not define them precisely.

Law on Service in the Armed Forces of the Republic of Croatia should be mentioned as a key law that regulates disciplinary behaviour by military personnel in the country and abroad. Important changes took place in 2014 with the adoption of the *Gender Mainstreaming Policy in the MoD and CAF*, because the prevention of all forms of gender discrimination in the military is mentioned as one of its important goals. Consequently, the MoD established two committees: *Gender Equality Committee* and *Committee for the Protection of Dignity of Military Personnel*.

3.1.1 Demographic Data

There are no restrictions for women serving in the CAF, nor are there restrictions that apply to women being deployed in military operations (Table 3-1, Table 3-2). In other words, all active duty positions are open to women. However, the enlistment requirements are different for men and women regarding the physical fitness test only: There is no quota system for men or women.

Overall, the average age of active duty military personnel serving in the CAF is 38 years for women and 37 years for men: 43 for women and 40 for men among NCOs, 41 for women and 43 for men among officers, 39 for women and 37 for men among deployed personnel.

Table 3-1: All Active Duty Military Personnel in the CAF (2021).

Service	Men	Women
Army	42,24%	6,16%
Air Force	7,83%	0,98%
Navy	8,38%	1,01%
Other	28,25%	5,15%
Total	86,70%	13,30%
Ranks	Men	Women
OF 6 and	0,24%	0,05%
OF 3-5	11,22%	14,93%
OF 1-2	10,47%	19,98%
OR 5-9	33,58%	27,39%
OR 1-4	44,48%	37,64%

Table 3-2: All Personnel in the Ministry of Defence (2021).

	Men	Women
Active Duty Personnel	86,70	13,30
Civil servants (high level)	28,99	71,01
Civil servants (low level)	72,68	27,32

3.2 RELEVANT DEFINITIONS

Definitions of various types of sexual violence are included in the *Gender Equality Law*, the *Anti-Discrimination Law*, the *Labour Law*, the *Penal Code*, the *Law on Misdemeanours*, the *Act of the Protection from Family Violence* and some other regulations, as well as in the relevant literature related to this issue (Ajduković and Pavleković, 2004).

The *Gender Equality Law* (Art. 8) and the *Anti-Discrimination Law* (Art. 3) recognise and forbid harassment (*sex-based harassment*) and sexual harassment. The main difference lies in the nature of treating a victim, i.e., in the way the victim has been humiliated. Harassment and sexual harassment shall be deemed to be discrimination within the meaning of the above mentioned Laws.

Harassment (sex-based harassment): any unwanted conduct related to the sex of a person that occurs with the purpose or effect of violating the dignity of a person and of creating an unpleasant, hostile, degrading or offensive environment.

It means unwanted conduct that is related to an individual’s sex or the sex of another person. Sex-based harassment will not, therefore, be sexual in nature but will be behaviour that is linked in some way to gender and causes offence to an individual. Basically, there are two kinds of this harassment that includes *quid pro quo* harassment and hostile work environment harassment.

Sexual harassment: any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that occurs with the purpose or effect of violating the dignity of a person, in particular when creating an unpleasant, hostile, degrading or offensive environment.

It includes any conduct by which a victim is sexually objectified and by which his/her sexuality is emphasised. Sexual harassment means violation of human dignity.

Due to the perceived ambiguities in the practical application of the legal provisions, which regulate sexual violence, the Government of the Republic of Croatia adopted the *Rules of Procedure in Cases of Sexual Violence in 2018*. It differentiates three types of sexual violence.

Sexual harassment: includes unwanted sexual behaviour that does not necessarily involve physical contact and thus bring a person in an unpleasant and degrading position and cause a sense of shame. In most cases it is about repeated behaviour that occur over a longer period of time and for which the victim cannot find a systematic

solution. The most common forms of sexual harassment are unwanted sexual remarks and comments; unwelcome attention; physical contacts; sexist, insulting and discriminating remarks and jokes; spreading sexual rumours, and similar.

Sexual abuse (molestation) and/or forcible sexual activities: represent a heavier form of sexual violence, including non-consensual sexual behaviour exerted by force or threat, and include physical contact with the offender: unwanted and forcible touches of intimate body parts; sexual activity manipulated by lies, threats, and pressure; forcible to masturbation.

Rape: the most severe form of sexual violence that involves forced vaginal, anal and/or oral penetration by penis, other body parts and/or objects.

The following sections present information related to policies and procedures that regulate sexual misconduct in the CAF, which are derived from a brief overview of Croatian defence legislation and customary practices.

3.3 POLICIES AND PROCEDURES ON SEXUAL RELATIONSHIPS IN THE WORKPLACE

3.3.1 Policy Direction

There are no acts or rules of procedures that precisely regulate personal relations among military personnel in the CAF. Consequently, personal relationships and fraternization are not particularly recognised and forbidden. It is probably related to social and cultural norms in the Croatian society, as well as to the way of creating the CAF (established in the Homeland War, involving many civilians in defence activities in the beginning). However, in accordance with the *Law on Service in the Armed Forces of the Republic of Croatia (Art. 175)* every rude behaviour (misconduct) that damages the reputation of the MoD and CAF is deemed as a violation of the proper military discipline.

In keeping with professional military values, leaders and commanders in the Chain of Command have a responsibility to uphold standard of conduct and prevent any behaviour that may be considered rude and unprofessional in a military context. It may also include any personal relationship that has a negative effect on the security, cohesion, discipline or morale of a military unit, including fraternization. Moreover, leaders and commanders have a responsibility for the reasonable use of disciplinary and / or corrective (administrative) actions, depending on the type and severity of discipline violation.

Although not formally prescribed, restrictions may be imposed on the duty or posting of members involved in a personal relationship. To protect service members in vulnerable situations and to ensure fair treatment, special attention is paid on the prevention of a senior/subordinate and instructor/student personal relationship. In practice, leaders/commanders apply situational-specific criteria when dealing with individual situations, which inevitably includes some limitations. However, due to the lack of a prescribed code of conduct related to personal relationships in the CAF, the conduct and imposing disciplinary measures may depend on the subjective assessment of the leader/commander who should determine what constitutes unacceptable and improper behaviour.

3.4 POLICIES AND PRACTICES RELATED TO HARASSMENT (INCLUDING SEXUAL HARASSMENT)

Harassment and sexual harassment are not explicitly defined in Croatian military legislation and the definitions of civil law are used. However, the *Law on Service in the Armed Forces of the Republic of Croatia (Art. 175)* clearly categorises sexual harassment and abuse as a serious violation of military discipline. It also stipulates (*Art. 12*) that a serviceman or servicewoman, whose dignity is violated, especially if he or she experiences sexual harassment or abuse, has the right to address the Gender Equality Committee and the Committee for the Protection of Dignity of Military Personnel directly. That right ensures a confidential harassment complaint resolution process, especially in situations where superiors are perpetrators of workplace harassment. According to the *Law on Service in the Armed Forces of the Republic of Croatia (Art. 175)* the concealment or the failure to report a perpetrator of disciplinary offences is also considered a serious breach of military discipline.

Formal procedures to report harassment, including sexual harassment, are contained only in the *Standard Operational Procedures of the Military Police*.

3.4.1 Policy Direction

Law on Service in the Armed Forces of the Republic of Croatia (Art. 12) prescribes the principles of equal opportunities and equal treatment of all military personnel in the CAF. Consequently, the CAF is obligated to provide safe environment, as well as protection of its military personnel from all forms of discrimination at the workplace.

When a CAF member commits a crime (misdemeanour or felony), he or she is to be prosecuted by the civilian criminal court due to the fact that Republic of Croatia has no special military criminal or disciplinary court. However, criminal responsibility does not exclude disciplinary ones. So, a separate military disciplinary proceeding can be conducted at the Military Disciplinary Court of the Croatian MoD, but it is administrative body independently of the results of the civilian law suit. Military personnel are disciplinary prosecuted for two reasons: firstly, because of the crime; and secondly because of the damage he or she has caused to the reputation of the CAF. If a CAF member commits a crime during a deployment abroad, he or she will face severe disciplinary actions, and his or her career consequences will be more severe too.

All leaders/commanders are obliged to stop any harassment that they witness or have knowledge of. Also, they should initiate disciplinary actions. As harassment and sexual harassment are more severe forms of military discipline violations, commanders in the Chain of Command should conduct an initial investigation, contact the Military Police and initiate disciplinary proceedings at the Military Disciplinary Court, whether or not a complaint has been submitted. If necessary, commanders may consult competent representatives of the Military Disciplinary Court.

Military personnel are required to report any incident of harassment and sexual harassment to the Commanding Officer through the Chain of Command.

Victims can complain to their superior commander and to the Military Police, to the *Gender Equality Committee* or the *Committee for the Protection of Dignity of Military Personnel* as well.

However, there are some limitations of this practice. Namely, there are difficulties in recognition of various forms of harassment at workplace. Leaders/commanders and other authorised persons are sometimes unaware of their roles and responsibilities to prevent harassment, resolve harassment and conflicting situations that

harassment may cause. Furthermore, the long procedure of determining harassment and sexual harassment at various instances evokes a range of negative consequences for victims and discourages them to file complaints.

3.5 POLICIES AND PRACTICES RELATED TO SEXUAL ABUSE

3.5.1 Policy Direction

Law on Service in the Armed Forces of the Republic of Croatia (Art. 175) clearly categorises sexual abuse (sexual assault) as a serious violation of military discipline. No CAF member shall engage in sexual misconduct. A military person who engages in sexual assault is liable to criminal, disciplinary and administrative action. When a CAF member commits a crime (felony), he or she is criminally prosecuted at a civilian court, but Military Police has authority to investigate a reported incident of sexual misconduct to the State Attorney's Office (a civilian body). The Military Police, if necessary, cooperates with the civilian police in the investigation, especially when the criminal offence was not committed in a military facility.

Commanders should conduct an initial evaluation, contact the Military Police, submit a significant incident report to the General Staff, inform the Chief of Staff of the CAF directly and initiate disciplinary proceedings against the perpetrator at the Military Disciplinary Court.

The Military Police should investigate as required and provide all reports related to the incident to the State Attorney's Office and to the Chief of the Staff of the CAF.

Military Disciplinary Court of the Croatian MoD should conduct exclusively disciplinary proceedings.

All CAF members are required to report any incident of sexual abuse to the Commanding Officer through the Chain of Command, to the Military Police or to the Military Disciplinary Court.

Victims can complain to their superior commander, to the Military Police, to the Gender Equality Committee, to the civilian police and to the State Attorney's Office.

3.6 CURRENT INITIATIVES

Some initiatives aimed at reducing and preventing sexual violence in the CAF are visible in the field of military education and training. The principles of equal opportunities and equal treatment are embedded in all military educational and training programmes, especially during pre-deployment courses that are mandatory for all military personnel involved.

There are no workshops or special trainings aimed specifically at raising awareness dealing with incidents of sexual violence. However, in 2020, the project *Strengthening and Supporting Women in the Armed Forces and Peacekeeping Missions of the Republic of Croatia* was launched. Project is funded by the U.S. Department of State - 2020 AEIF /U.S. Embassy in the Republic of Croatia. Through the implementation of various educational activities, its direct impact on raising the level of awareness and knowledge in the field of combating gender-based violence, as well as on strengthening gender equality and detecting weaknesses within the security sector is expected.

There is no formal information regarding the prevalence of sexual violence within the CAF, nor information related to the level of awareness of service members in terms of policy, programmes and associated support mechanisms related to this topic.

There is no specific support centre or body that is designed exclusively for assisting victims of sexual misconduct in the CAF. However, each service member may directly address the Gender Equality Committee, either in writing or by e-mail (ors@morh.hr). Furthermore, all employees in the MoD and the CAF have the right to address the Gender Equality Ombudsperson directly.

3.7 RESEARCH AND MEASUREMENTS OF HARMFUL AND INAPPROPRIATE SEXUAL BEHAVIOUR

There is no survey on sexual misconduct designed primarily to gather information regarding the prevalence of sexual misconduct within the CAF, and/or to understand member's awareness of policy, programmes, and related support mechanisms. Only two studies with some data on the prevalence of sexual misconduct in the CAF have been collected so far.

The first survey on sexual misconduct was conducted in 2005 in the Croatian Navy. A questionnaire *SUZE* (Milavić, 2005) with 10 subscales was prepared, five of which were related to the area of sexual harassment. Overall, the results showed that women had experienced sexual harassment more frequently than men. In addition, the majority of the participants (men and women) said that they were insufficiently informed about their rights and legal protection options in the case of sexual misconduct.

The study on the determinants of the position of women in the CAF was conducted in 2019 (Trut, 2021). Representative sample consisted of 445 servicemen and 450 servicewomen, including active soldiers, non-commissioned officers, and officers from all organisational units of the CAF. The study results showed that servicewomen were more likely to experience all forms of gender-based discrimination in the workplace to servicemen. The questionnaire used included one question about personal experience of sexual harassment in the workplace, in the last 12 months. The results showed that sexual harassment was experienced by 20% of servicewomen (9.44% once; 6.97% several times; 3.60% often) and 4.51% of servicemen (1.13% once; 1.58% several times; 1.81% often).

3.8 REPORTS

The official database is not publicly available. According to the National Reports of NATO Members and Partner Nations to the NATO Committee on Gender Perspective three incidents on sexual harassment have been reported since 2015.

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Chapter 4 – COUNTRY REPORT: GERMANY

Ulrike Beckmann-Zimmerman

Bundeswehr
GERMANY

4.1 INTRODUCTION – HISTORICAL CONTEXT

The Bundeswehr was founded in November 1955 after World War II. Despite the principle of equality in Article 3(2) of the German Basic Law passed on 23 May 1949 stating that “men and women shall have equal rights,” women were initially only allowed to serve in the medical service or in the military music service (Basic Law of the Federal Republic of Germany, 1949).

In every respect, the German Basic Law is the foundation for all further laws and regulations. In the debate about a new constitution, courageous women in parliament had succeeded with their motion to include the following sentences.

Basic Law of the Federal Republic of Germany, Article 3:

- 1) All persons shall be equal before the law.
- 2) Men and women shall have equal rights. The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.
- 3) No person shall be favored or disfavored because of sex, parentage, race, language, homeland and origin, faith, or religious or political opinions. No person shall be disfavored because of disability.

Today, these sentences lay the foundation for equal rights for all people, anti-discrimination and diversity. However, it has taken until the late 1960s and beyond for these principles to actually be applied to the laws and regulations based on them.

With reference to the principle of equality, the European Court of Justice decided on 11 January 2000 that all positions in the German Armed Forces must be opened [to women]. This decision was made against the backdrop of then Article 12, Section 4 of the German Basic Law, which prohibited women from rendering services involving the use of arms, being in violation of the EU Directive 76/297 (replaced by Directive 2006/54 EG). Tanja Kreil had filed a lawsuit, which tipped the balance and eventually led to the opening. Since 1 January 2001, all military careers have been open to female applicants.

However, the “aptitude, ability and achievement” principle also applies to women in the German Armed Forces. Due to the physical requirements, this means that to this day there are no women in the German Special Forces and only a few in the paratroopers.

From December 2000 onward, the opening toward women has been supervised by the Leadership Development and Civic Education Centre in Koblenz. The centre has been a place of education and discourse concerning the medical, legal, ethical and quite practical aspects of leadership. The target groups included company commanders as well as battalion commanders and military personnel management staff. Coincidentally,

sexuality in the Armed Forces became an important topic for the first time. The “male domain” was facing a serious challenge, from struggling to find the right way of dealing with women to the risk of sexual assault. The East German Armed Forces, however, already had employed women in uniform up until the fall of the wall. After the German reunification on 20 June 1991, these women were incorporated into the civilian sector of the Federal Republic of Germany as far as possible.

Regarding the definition of “internal leadership” (*Innere Führung*), the following sentences can be found on the website of the Federal Ministry of Defense (Leadership Development, The Concept, 2010):

- 1) *Innere Führung* is the Bundeswehr’s leadership philosophy. As citizens in uniform, servicemen and women are particularly obliged to uphold the values and norms of the Basic Law. The principles of *Innere Führung* form a basis for military service in the Bundeswehr and influence the self-image of soldiers.
- 2) *The principles of Innere Führung form a basis for military service in the Bundeswehr and influence the self-image of soldiers. They are a guideline on how to lead people and deal with and treat them properly. There is no single definition of Innere Führung. It is based on values, standards and laws.*”

Innere Führung forms the moral foundation for responsible conduct in the Bundeswehr. All members of the Bundeswehr are regarded as “citizens in uniform.” This means that they have the same rights and obligations as any other German citizen. However, they are specifically obliged to uphold the values and norms of the Basic Law.

Innere Führung conveys these values: they include human rights, freedom, peace, justice, equality, solidarity and democracy. They are always an integral part of the training and further education of military personnel, because, in extreme circumstances, servicemen and women are prepared to give their life for these values.

These words are of key importance, especially since the next section is going to reference civilian and military laws and regulations that are based upon the principles of *Innere Führung*.

From a scientific viewpoint, the integration of women in the Armed Forces used to be overseen by the Bundeswehr Institute of Social Sciences. Today, this institute is integrated into the Centre for Military History and Social Sciences.

4.2 LEGAL FOUNDATIONS AND GUIDELINES

The laws and guidelines mentioned in the following are not intended to provide a complete list of all applicable regulations. Instead, the aim is to provide a view on the issue of sexual violence in the German Armed Forces from a national and international legal point of view. This makes clear to what extent military-specific laws, regulations and standards are based upon these foundations, how they are intertwined and which specific characteristics must be taken into account when it comes to definitions as well as the procedures of prosecuting such incidents.

4.2.1 Legal Foundations and Guidelines (International)

The main international and European influencing factors include UN Resolutions 1325 et seq. (United Nations Security Council, 2000), the Convention on the Elimination of All Forms of Discrimination against Women

(CEDAW), (1979, [Federal Law Gazette], 1985, p. 647)¹ (and the Council of Europe Convention on preventing and combating violence against women and domestic violence (CETS Council of Europe, 2011), which became part of German Federal Law in 2017 (Federal Law Gazette, 2017). In the preamble to this European Convention, the following is emphasized very clearly:

- “The implementation of legal and actual equality of men and women is a key element of violence prevention [...]”
- “Violence against women is a symptom of a historically engrained imbalance of power between men and women, which has led to men’s domination of and discrimination against women, preventing women from being completely equal;”
- “Violence against women is a structural form of gender-specific violence;”
- “Violence against women is one of the most decisive social mechanisms by which women are forced into a subordinate position compared to men;”
- “Domestic violence disproportionately affects women. Men can also become victims of domestic violence.”

Article 3 of this convention makes it clear that “violence against women” is a human rights violation and that it is “a form of discrimination against women...”. It also emphasizes the triad of fundamental rights, equality and non-discrimination coinciding with nations’ pledge to exercise due diligence.

4.2.2 Legal Foundations and Guidelines (National)

The above-mentioned European Convention was also passed as a law in Germany. The obligation of implementation specified in this law is mirrored in these German laws and regulations:

- German Criminal Code (StGB) in case of bodily harm, sexual offences, stalking, etc.,
- Protection against Violence Act (GewSchG) including injunctions and restraining orders;
- German Civil Code (BGB) in connection with the
- Residence Act (when handing a residence over to a ward) and the
- Crime Victims Compensation Act (OEG).

At the federal level, “two action plans” (Federal Law Gazette (Bundesgesetzblatt), 1985 II) to combat violence against women were drawn up in 1999 and 2007 to clarify at which levels measures are necessary to combat violence” (Bundestag Doc. No. 18/12037, p. 52 et seq.). The first action plan focused on measures against domestic violence and victim support systems. The second action plan focused on combating violence against women by means of 135 individual measures. One essential part was the financing and implementation of a nationwide telephone help line for women who have experienced violence. All key ministries such as justice, health, family, consumer protection, labour and social affairs, etc. were involved in both action plans.

As “citizens in uniform,” female soldiers in the Armed Forces naturally have access to all these measures.

¹ The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) under the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth: UN women’s rights convention of 1979 and the 1999 addendum were published in the Federal Law Gazette (BGBl) 1985, p. 647, thus it is equivalent in rank to a federal law.

The implementation of UN Resolutions 1325 et seq., the listed European resolution and the German Basic Law (particularly Article 3) as well as today's generally applicable legal norms led to adjustments in existing laws and even completely new legislative initiatives.

Other important national laws include the Act on the Protection of Employees against Sexual Harassment at Work (Employment Protection Act (Beschäftigungs-schutzgesetz) 1994 – 2006), which was replaced with the introduction of the **General Equal Treatment Act (AGG)** (General Act of Equal Treatment (Allgemeines Gleichbehandlungsgesetz), AGG 2006). This federal law, also known as the Anti-Discrimination Act, is intended to prevent and eliminate discrimination. In addition to “discrimination on grounds of race or ethnic origin, sex, religion or belief, disability or age,” this also includes “discrimination because of sexual identity (lesbian, gay, bisexual, trans*, inter* and queer (LSBTIQ*) persons)”. The AGG stipulates claims and legal consequences resulting from discrimination on the job as well as in civil law.

4.2.2.1 National Definition: Sexual Harassment, Defined in the AGG, s. 3, para. 4

[...] unwanted, sexually explicit conduct, including unwanted sexual acts and requests for such acts, sexually explicit physical contact, remarks of a sexual nature, and the unwanted showing or visible display of pornographic images, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

In the Federal Anti-Discrimination Agency's guideline for employees, employers and works councils titled “Sexual Harassment in the Workplace: What to Do?” goes on to explain that sexual harassment is **unwanted, gender-specifically sexualizing** and a **violation of dignity**. It is **prohibited in the workplace**. It does not matter whether the harassment was intentional or whether it was met with explicit rejection (Federal Anti-Discrimination Agency, 2019, p. 5).

The guideline uses examples to distinguish between:

- Verbal (jokes, comments, demands);
- Nonverbal (suggestive looks, whistling after, unwanted mails, photos, pornographic material); and
- Physical harassment (unwanted touching, invasion of personal space, sexualized assaults up to rape). (Federal Anti-Discrimination Agency, 2019, p. 6).

The boundaries to flirting “are clearly set”: “undesirability, humiliation and degradation, one-sidedness, crossing of boundaries, promises of professional advantages in return for sexual concessions (and) threats of professional disadvantages in case of refusal” (Federal Anti-Discrimination Agency, 2019, p. 7).

In contrast to everyday life, harassment at the workplace is prohibited and the employer has the responsibility to create a harassment-free workplace. He is obligated to penalize such incidents and take appropriate preventive and protective action. Since the AGG applies to all staff, it includes civil servants, judges and employees of the federal and state governments, and thus soldiers, through public service law (General Act of Equal Treatment, AGG, 2006, p.24).

Kümmel (2019, p. 74) points out that there are “inherent correlations and connections between sexual harassment and sexual violence. An environment that tolerates or allows for sexual harassment to take place can thus provide fertile ground for sexual violence. This means that the fight against sexual violence must start with fighting sexual harassment”.

4.2.2.2 National Procedures on Harassment

Persons affected have the following rights (General Act of Equal Treatment, AGG, 2006):

- Right of complaint (s. 13, AGG);
- Right to refuse performance (s. 14, AGG); and
- Right to claim compensation and damages (s. 15, AGG).

Work and staff councils, equal opportunity commissioners and direct supervisors within the company are responsible for providing assistance and advice. Outside of the workplace, trade unions, lawyers, women's counselling centres and the federal anti-discrimination office can provide further assistance (Federal Anti-Discrimination Agency, 2019, p. 17).

In such cases, the AGG (Section 12 (3)) provides for prevention, reprimands, warnings, relocation, transfer and dismissal as appropriate measures to be taken by companies. The person lodging a complaint must not suffer any disadvantages as a result.

Public sector employers (civil servants) can, according to the Federal Disciplinary Act, also take measures such as reduction of salary, downgrading to a lower salary group or even removal from civil service.

When the AGG took effect, the German Criminal Code (StGB) was amended by s. 184i (German Criminal Code, StGB, 1988).

If the employer, the victim, the police or a lawyer files a criminal charge, the following sentences due to sexual harassment are to be expected:

- 1) Whoever touches another person in a sexual manner, and thereby harasses that person, incurs a penalty of imprisonment for a term not exceeding two years or a fine, unless the offence is subject to a more severe penalty under other provisions.
- 2) In especially serious cases, the penalty is imprisonment for a term of between three months and five years.
- 3) An especially serious case typically occurs where the offence is committed jointly by more than one person.
- 4) The offence is prosecuted only upon request, unless the prosecuting authority deems there to be a special public interest in prosecution, which calls for ex officio intervention (German Criminal Code, s. 184i)².

In addition to sexual harassment, the German Criminal Code (StGB) names further forms of violation against sexual self-determination (sections 174-184j).

These include:

- Sexual abuse of persons in one's charge (s. 174, 174a, 174b, 174c);
- Sexual abuse of children (s. 176, 176a, 176);
- Sexual assault, sexual coercion, rape (s. 177) resulting in death (s. 178);

² Regulation added by the 50th law amending the German Criminal Code titled "Improving the Protection of Sexual Self-Determination," 4 November 2016 (https://dejure.org/BGBI/2016/BGBI_I_S_2460), effective as of 10 November 2016.

- Promotion of sexual acts by minors (s. 180);
- Exploitation of prostitutes (s. 180a);
- Pimping (s. 181a);
- Supervision of conduct (s. 181b);
- Sexual abuse of juveniles (s. 182);
- Acts of exhibitionism (s. 183) and causing public nuisance (s. 183a);
- Dissemination of pornography (s. 184, details in s. 184a-g).

4.2.2.3 National Definition: Sexual Assault, Sexual Coercion, Rape (Criminal Code, s. 177)

The law states the following (abridged to focus on the essentials):³

- 1) Whoever, against a person's discernible will, performs sexual acts on that person or has that person perform sexual acts on them, or causes that person to perform or acquiesce to sexual acts being performed on or by a third person (...).
- 2) Whoever performs sexual acts on another person or has that person perform sexual acts, or causes that person to perform or acquiesce to sexual acts being performed on or by a third person incurs the same penalty if:
 - a) The offender exploits the fact that the person is not able to form or express a contrary will;
 - b) The offender exploits the fact that the person is significantly impaired in respect of the ability to form or express a will due to said person's physical or mental condition, unless the offender has obtained the consent of that person;
 - c) The offender exploits an element of surprise;
 - d) The offender exploits a situation in which the victim is threatened with serious harm in case of offering resistance; or
 - e) The offender has coerced the person to perform or acquiesce to the sexual acts by threatening serious harm.
- 3) The attempt is punishable.
- 4) The penalty is imprisonment for a term of at least one year if the inability to form or express a will is due to the victim's illness or disability.
- 5) The penalty is imprisonment for a term of at least one year if the offender:
 - a) Uses force against the victim;
 - b) Threatens the victim with a present danger to life or limb; or
 - c) Exploits a situation in which the victim is unprotected and at the mercy of the offender's influence.
- 6) In especially serious cases, the penalty is imprisonment for a term of at least two years. An especially serious case typically occurs where:

³ Quoted from www.dejure.org, criminal code, chapter 13 "offenses against sexual self-determination" (sections 174 to 184j); version based on the law amending the German Criminal Code titled "Improving the Protection of Sexual Self-Determination," dated 04 November 2016 (https://dejure.org/BGBI/2016/BGBl_1_S_2460), effective as of 10 November 2016.

- a) The offender has sexual intercourse with the victim or has the victim have sexual intercourse or commits such similar sexual acts on the victim or has the victim commit them on them which are particularly degrading for the victim, especially if they involve penetration of the body (rape); or
 - b) The offence is committed jointly by more than one person.
- 7) The penalty is imprisonment for a term of at least three years if the offender:
- a) Carries a weapon or other dangerous implement;
 - b) Otherwise carries an instrument or other means for the purpose of preventing or overcoming the resistance of another person by force or threat of force; or
 - c) Places the victim at risk of serious damage to health.
- 8) The penalty is imprisonment for a term of at least five years if:
- a) The offender uses a weapon or other dangerous implement during the commission of the offence; or
 - b) The offender:
 - i) Seriously physically abuses the victim during the offence; or
 - ii) By committing the offence places the victim in danger of death.

However, Section 184h of the penal code states the following: “Within the meaning of this statute, (1.) ‘sexual acts’ are only those which are of some relevance to the protected legal interest in question.”

In the individual sections of the code, the corresponding penalties for each offence are set forth.

The internet platform www.dejure.org refers to the definitions in the (German) Wikipedia (accessed 2021).

4.2.2.4 Definition of Sexual Assault (Coercion) on German Wikipedia

- “In German criminal law, sexual coercion is a criminal offence directed against the legal interest of sexual self-determination (...) and, together with rape (s. 177, paragraph 6, no. 1 (...)), forms a rule example of a particularly serious case (...). Sexual coercion is a crime because of the minimum threat of one year imprisonment.
- “Sexual coercion shall be punished if, irrespective of gender, another person, by force or by threat of present danger to life or limb, compels another person to tolerate sexual acts of the perpetrator or of a third party per se or to engage in sexual acts or exploits a situation in which the victim is defenseless against the perpetrator’s influence for sexual acts.
- Violence can be overwhelming (*vis absoluta* = e.g., shackles, confinement, knocking down, stunning) or prevent the will (*vis compulsiva*). The intensity of the violence is insignificant; it must be directed against persons. If the perpetrator does not act with force, but takes up the threat, then a danger for body and life must be threatened”.

4.2.2.5 Definition of Rape on German Wikipedia (2021)

- *“According to Article 36 of the Istanbul Convention⁴, rape is a sexually determined vaginal, anal or oral intrusion into the body of another person without their consent. There is no voluntary consent of the person as a result of free will.*
- *Rape means a massive violation of the victim’s self-determination, pain (e.g., coitus pain or vaginismus (...)) or a possible transmission of venereal diseases or pregnancy and often have serious psychological consequences.*
- *The legal assessment varies from country to country. Rape violates the human right to sexual self-determination, which is defined by the German Basic Law as part of general freedom of action under Article 2 (2) 1 of the Basic Law in conjunction with Article 1 (1) of the Basic Law.”*

Kümmel (2019, p. 73) points out in his article “Sexuelle Belästigung und sexuelle Gewalt im Militär: Die arbeitsweltlichen Konsequenzen” [Sexual Harassment and Sexual Violence in the Military: Consequences in the World of Work] that sexual harassment and sexual violence do not constitute two different situations, but that these two situations are on a spectrum. According to him, only the one end of the spectrum can be divided again into the subcategories “attempted rape and the rape carried out” (Kümmel, 2019, p. 73). This connection on a spectrum is important because “a climate in which sexual harassment is tolerated or permitted can certainly prepare the ground for sexual violence” (Kümmel, 2019, p. 74).

4.3 LEGAL FRAMEWORK ARMED FORCES LEGISLATION AND ORDINANCES APPLICABLE TO SOLDIERS

Just like legislation for society as a whole (cf. AGG, §§184i), those laws have had to be adapted and newly created in the past because, due to their special nature, they exclusively apply to military personnel.

Generally, the same laws and procedures apply to soldiers as have previously been described for the national sector. However, the special legal position of a soldier being a “citizen in uniform” requires specification in further laws and regulations. For this group of persons, for example, there is a definition of sexual harassment and sexual abuse that goes beyond those legal norms that already apply to the national area.⁵

- 1) Soldiers’ Act (Soldatengesetz, SG).⁶
- 2) Act on the Equal Treatment of Soldiers (Gesetz über die Gleichbehandlung der Soldatinnen und Soldaten, SoldGG).⁷
- 3) Dealing with sexuality in the Bundeswehr (Umgang mit Sexualität in der Bundeswehr, Type A General Publication A-2160/6, para. 1.46).⁸

⁴ Convention on Preventing and Combating Violence Against Women and Domestic Violence (Council of Europe, Deutschland), 12 October 2017, BGBl. 2017 II pp. 1026-1027.

⁵ All legislation and provisions hereinafter (1-6) are excerpts from Schnell and Ebert, 2016.

⁶ Soldiers’ Act (Soldatengesetz, SG), see Footnote 16 as amended as of 30 May 2005 (Federal Law Gazette I, p. 1482).

⁷ Act on Equal Treatment of Male and Female Soldiers (Gesetz über die Gleichbehandlung der Soldatinnen und Soldaten, SoldGG) vom 14. August 2006 (Federal Law Gazette I, p. 1897, 1904), which was last amended by Article 4 of the Act of 31 July 2008 (Federal Law Gazette I, p. 1629).

⁸ This is an individual regulation under the Military Disciplinary Code and the Military Complaints Regulations (A2160/6). The technical competence for these provisions rests with the German Leadership Development and Civic Education Center.

- 4) Sharing Military Communities (Leben in der militärischen Gemeinschaft [Life in the Military Community], (Type A2 General Publication A2-2630/0-0-2-, bullets 2-4).
- 5) Military Penal Code (Wehrstrafgesetz, WStG).
- 6) Military Disciplinary Code (WDO) and
- 7) Military Complaints Regulation Order (WBO) (Type A General Publication A2160/6).

Ad 1. Soldiers' Act (SG)

The Soldiers' Act (SG) ensures in §6 the same civil rights for every soldier as every other citizen of the Federal Republic. These may, however, be limited by service-related duties. Since a soldier is obliged to obey superiors and carry out orders “completely, conscientiously and without delay” (SG §11), the subject of “sexual violence in military” requires special attention. An order may not be executed if it involves a criminal offence (SG §11 para. 2).

The SG continues: **“The cohesion of the Bundeswehr is essentially based on comradeship. It obliges all soldiers to respect the dignity, honor, and rights of their comrades and assist them in situations of distress and danger.”** This includes mutual recognition, consideration, and respect for diverging opinions (SG §12).

§17 SG regulates military conduct during and outside duty hours. The paragraph stresses again that soldiers “must maintain discipline” (SG §17 para. 1) “their behavior must not be detrimental to the reputation of the Bundeswehr (...) to the respect and trust (...) as required by good soldiering (...)”. (SG §17 para .2). Since soldiers may be obliged to share accommodation quarters, this also requires special respect for their comrades. The law further stipulates that a soldier may “lose their rank by way of law or judgement” (SG §26) and reassures the soldier of “the right to submit complaints” (SG §34).

“A soldier who is convicted by a German court to (a) serve a one-year minimum prison sentence for a crime or for an intentional act (...)” may not be appointed (§38) and may be removed from office (SG §48). This has the consequence that he also loses his entitlement to salaries and pensions payments (SG §49).

This means the SG lays the general foundation for further laws, regulations, and behaviour going beyond the inherent stipulations. These are reflected in the following definitions and procedures, prohibiting any kind of discrimination.

Ad 2.: Gesetz über die Gleichbehandlung der Soldatinnen und Soldaten (*SoldGG, Act on the Equal Treatment of Soldiers*)

The aim of “the Act is to prevent or eliminate discrimination on the grounds of race, ethnic origin, religion, ideology or sexual identity for service as a soldier” (SoldGG §1.Abs. 1) and **to protect soldiers from discrimination on the grounds of sex in the form of sexual harassment, and sexual harassment during duty** (SoldGG §1.Abs. 2). (cf. AGG as part of national legislation). Para. 3 stresses that all soldiers are required to support the achievement of these goals (SoldGG §1, para. 3). In this context, however, soldiers entrusted with “superior and management duties”, the Bundeswehr as an employer, all persons and bodies who exercise participation rights are of particular importance, and the portfolio of duties to be performed by the equal opportunities commissioner or her deputies also includes reaching these goals (SoldGG §1.Abs. 3). The SoldGG §3 deals with the definitions. To start with, direct and indirect disadvantages are defined.

4.3.1 Definition of Harassment/Sexual Harassment (Military)

“Harassment as a kind of discrimination is defined as undesirable conduct related to a reason mentioned in §1 (1) or (2) SoldGG pursuing the purpose or effect of violating the dignity of the person concerned and of creating an intimidating, hostile, degrading, humiliating or offensive environment” (SoldGG §3 (3)).

“Sexual harassment as a kind of discrimination is defined as undesirable, sexually determined conduct, which also includes undesirable sexual acts and incitements to such conduct, sexually determined physical contact, remarks of sexual content as well as undesirable showing and visible display of pornographic images, pursuing the purpose or effect of violating the dignity of the person concerned, in particular if an environment marked by intimidation, hostility, degradation, humiliation or insult is created” (SoldGG §3 para.4).

“For this purpose, any kind of obscenity in the official environment is contrary to duty. This applies even if expressions or gestures with sexual reference are only meant as jokes” (Type A General Publication A-2160/6).

“The instruction to discriminate against a person on one of the grounds mentioned in §1 (1) is deemed to be discrimination. Such an instruction exists in relation to §2 (1) Nos. 1 to 3 in particular if someone designates a person to behave in a way which discriminates against or may discriminate against one of the persons named in §6 on a ground named in §1 (1)” (SoldGG §3 (5)).

§7 (SoldGG) (Prohibition of discrimination) prohibits “any harassment, sexual harassment and instruction to such conduct”, and clarifies that this is a “violation of official duties” (SoldGG §7 para. 1 and para. 2). The employer protects every soldier against harassment and thus also sexual harassment during duty and must also bear the burden of proof that he has done everything to prevent any kind of discrimination (SoldGG §15).

Type A General Publication A-2160/6 “Dealing with Sexuality in the Bundeswehr” refers to the fact that the personal space of the soldiers “as part of their personal right is fundamentally beyond the employer’s control” (Type A General Publication A-2160/6; 1.4.1 Principle). This means handling of sexuality “is only of importance if it disturbs duty operations, impairs cohesion among comrades, or in any other way leads to a substantial interference of the order on duty” (Type A General Publication A-2160/6, 1.46.1 Principle).

This means personal rights directly verge on military duties. In this regard, the text reads: “A culpable violation of these duties constitutes a misdemeanor punishable under the disciplinary system. Superiors who do not intervene against sexual assaults and misconduct of soldiers and who do not initiate the necessary measures violate their “official duties” (Type A General Publication A-2160/6; 1.46.3, 1458).

Permissible sexual relations include non-marital partnerships (also of different sexes) and partnerships between different ranks (Type A General Publication A-2160/6; 1.45.3, 149), which in turn find their limits if the above principle is violated. The following is cited as an example of a non-permissible relationship: “... if superiors give up due objectivity and neutrality in order to initiate or promote sexual relations or if, in this context, unjustified preferential or disadvantageous treatment during duty with the persons concerned occurs (Type A General Publication A-2160/6; 1.46.4, 1461).

“Starting non-consensual sexual acts – irrespective of the possible penal assessment – always constitutes a misconduct” (Type A General Publication A-2160/6; 1.46.5, 1461). If a rank, position or superior position is misused to establish a sexual relationship, this constitutes a significant breach of duty (Type A General Publication A-2160/6; 1.46.3, 1461).

With regard to disciplinary law, consensual sexual activities inside military accommodation quarters are irrelevant. They may, however, be detrimental to military cohesion, thus constituting a breach of duty. (Type A General Publication A-2160/6; 1.46.7, 1464) A similar evaluation applies to “printed matter, film, sound products, Internet, etc.” They are permitted as long as they do not disregard human dignity, or are not related to military attributes (Type A General Publication A-2160/6; 1.46.8, 1467).

4.3.2 Legal Framework for Procedures Against Harassment/Sexual Harassment in a Military Environment

The SoldGG stipulates that a soldier, if discriminated against, may file a complaint (SoldGG §11)⁹ and is entitled to compensation and damages “in the event of a violation of the prohibition of discrimination” (SoldGG §12). In addition, a soldier may not be discriminated against for claiming these rights (SoldGG §13). This also applies to witnesses and persons supporting the person concerned. It is possible to enforce these rights under service and disciplinary law.¹⁰

Lawyers from civilian anti-discrimination associations are permitted to provide assistance to soldiers (SoldGG §16), and the anti-discrimination body may also exercise its tasks and powers in the military field (SoldGG §17).¹¹ In the event of an interrogation regarding a potential incident of sexual harassment, it is at the discretion of the disciplinary superior to admit such a person of trust during the interrogation. Generally, however, this wish should be granted (Type A General Publication A-2160/6; 1.46.9, 1468).

The implementation provisions of Type A General Publication A-2160/6 provide the following recommendation:

“In the event of sexual harassment committed to a subordinate female soldier, the regular consequence should include a demotion, and may eventually result in discharge.¹² The duty to be loyal to the legal system (§7 SG) is seriously violated if a soldier has committed an offence (§177 paras. 1 and 5 StGB) through sexual coercion in the course of his official duties.”

4.3.3 Legal Framework for Procedures in the Event of Sexual Abuse in a Military Environment

The duty to be loyal to the legal system (§7 SG) is seriously violated if a soldier has committed a punishable offence (§177 paras. 1 and 5 StGB) through sexual coercion in the course of his official duties”. Sexual acts without the free will of the other person are covered by the Criminal Code “Offences against Sexual Self-Determination” (StGB) as set out in the chapter “Legal Foundations and Guidelines – National”.

“Violations of sexual criminal law have considerable repercussions on the internal order and public standing of the armed forces. For this reason, they count as particularly serious offences under Section 1.9.8 (A-2160/6) and must always be referred to the public prosecutor’s office” (Type A General Publication A-2160/6; 1.45.10, 1469). General criminal law also applies to the military sector, unless the military criminal code (Wehrstrafgesetz) provides otherwise (Wehrstrafgesetz (WStG) §3.1). For example, humiliating treatment (WStG §31), abuse of the authority to issue orders for inadmissible purposes (WStG §32), and the inducement to

⁹ In this respect, cf. the information on the Military Complaints Order (German WBO) hereafter.

¹⁰ In this respect, cf. Type A General Publication A-2160/6 Dealing with Sexuality in the Bundeswehr (Umgang mit Sexualität in der Bundeswehr) A2160/6 1.45.2, (Schnell and Ebert, 2016).

¹¹ Cf. para. 6, AGG.

¹² Cf. Military Disciplinary Code, §58.

commit an unlawful act (WStG §33) by superiors lead to an aggravation of punishment. WStG §40 paras. 1 and 2, also govern the duty of a superior to report the suspicion of an unlawful act, investigate and refer it to the prosecution authorities (public prosecutor's office).

A crime punished under civilian criminal law is additionally sanctioned by military disciplinary law in order to maintain the military order.

After describing the legal framework including the respective definitions in the previous sections, the next chapter provides an overview of the procedures members of the Armed Forces may follow. The continuum from sexual harassment to sexual offences must be observed.

4.3.4 Procedural Routes/Reporting Channels in the Event of Sexual Harassment or Sexual Violence in the Bundeswehr

If a soldier has become a victim of sexual harassment or sexual violence, he/she may proceed as follows:

1) File a police report

As with any other civilian citizen, the case is then taken over by the civilian public prosecutor's office and, where appropriate, by the civilian courts.

This option is particularly important if an act of sexual harassment or violence has been committed against or by a soldier in a civilian setting.

A disciplinary superior will be informed of a soldier's criminal offences by the law enforcement authorities.

2) File an official report with a superior

An official report is an informal piece of information submitted to a superior in the military field. It is not subject to any conditions of admissibility and does not entitle the submitter to a notice (A-2160/6 3.3.2.2.5).

If the competent disciplinary superior suspects a disciplinary offence, or an offence under the military penal code, he will initiate an investigation.

In the event of a disciplinary offence, he may conduct the investigation himself and impose a disciplinary measure where applicable.

If he suspects an offence under the military penal code, he will hand over the investigation to the military prosecutor¹³. The military prosecutor may start his own investigations and, if necessary, bring charges before a Bundeswehr disciplinary and complaints court¹⁴. At the same time, the civilian public prosecutor's office will be called in. (In case of a criminal offence, the obligation exists to notify the law enforcement authorities. Cf. Type A General Publication A-2160/6, para. 1.9).

¹³ Military prosecutors are legal advisers in a secondary function and assigned to command authorities and Chiefs of Staff of the services.

¹⁴ In accordance with Article 96 (4) of the Basic Law, Bundeswehr disciplinary and complaints courts have been established to exercise jurisdiction over military disciplinary offenses and complaints lodged by members of the armed forces. They belong to the area of responsibility of the Federal Ministry of Defense. Judicial independence is guaranteed. (Military Disciplinary Code Sec 68 ff. (Werhdisziplinarordnung, WDO) 2001, Sec. 68ff).

3) File a military complaint

In contrast to an informal report, a complaint is a formal procedure subject to deadlines and standards. It mandates the competent disciplinary superior not only to review the allegation but also to send a written notice (including the right to appeal) to the complainant (A-2160/6 3.3.2.1). This means that the complainant may lodge another appeal against this notice with the next higher authority. As with an official report, the response of the competent disciplinary superiors may lead to a disciplinary measure or a trial before a Bundeswehr disciplinary and complaints court and a civilian criminal court. Details can be found in the Military Complaints Ordinance (WBO).

4) File a petition with the Armed Forces Commissioner

In the 1950s, the office and duties of the Armed Forces Commissioner were laid down in the Basic Law and in the Act on the Parliamentary Commissioner for the Armed Forces: Protect the fundamental rights of the soldiers, investigate violations of the principles of leadership development and civic education, and keep the German Bundestag up to date on the internal state of the Armed Forces. Thus, the Armed Forces Commissioner occupies a special position in the parliamentary control of the Armed Forces. He is neither a member of parliament nor a civil servant (German Bundestag, Armed Forces Commissioner Handout, 2021).

A petition filed to the Armed Forces Commissioner is an informal letter sent directly to the Armed Forces Commissioner's Office without following the chain of command and without the knowledge of the superiors. A petition may include any work-related, social, or personal concerns associated with military life. Once a year, the Armed Forces Commissioner prepares a report to regularly inform parliament and the public about, for instance, women in the Armed Forces.

The Armed Forces Commissioner requests a review of the incident by the Ministry of Defense and receives a report of the outcome of the review. This review yields the same measures as would an official report.

4.4 PREVENTION OF HARASSMENT/SEXUAL HARASSMENT/SEXUAL VIOLENCE – MILITARY

4.4.1 Legal Basis

The employer, i.e., the Bundeswehr, is obligated to take all measures, including those geared at prevention, to avoid the above-mentioned discrimination (Act on the Equal Treatment of Female and Male Military Personnel (*SoldGG*) Sect. 10 para. 1). This includes all types of basic and advanced training and education (*SoldGG* Sect. 10 para. 2). The law also mandates the employer to take official measures that are suitable, necessary and appropriate to prevent such discrimination. (*SoldGG* Sect. 10 para. 3). The Act on the Equal Treatment of Female and Male Military Personnel and the provisions of the General Equal Treatment Act (*AGG* para. 6) must therefore be “made known”.

The above-mentioned international, national, and military laws and guidelines provide a well-defined framework to prevent harassment, sexual harassment, and sexual violence.

Depending on their status group, all soldiers (privates, non-commissioned officers, officers) receive legal instruction based on their career paths, which also includes the topic discussed here.

4.4.2 Basic and Advanced Training and Education

The Leadership Development and Civic Education Centre has lead responsibility for the “Dealing with Sexuality in the Bundeswehr” manual and continues to run a wide variety of courses on this topic. Training courses for staff councils, equal opportunities officers, company sergeants and chief courses take place here. The principles of leadership development and civic education for the “citizen in uniform”, i.e., the soldier, provide an ethical foundation for all military laws and are included in all courses on law and military order.

4.4.3 Administrative Control and Points of Contact

Superiors have full responsibility for enforcing existing laws and investigating any kind of harassment.

In addition to the superiors who ensure compliance with legal principles by regularly exercising administrative control, other points of contact include the equal opportunities officers, members of the staff council, status group spokespeople, and military psychologists.

Both military equal opportunities officers and military psychologists have direct access to the commander/head of agency.

Equal opportunities officers and their representatives are responsible for preventing any form of discrimination and thus, as described above, harassment and sexual harassment. (Leadership Development – Self-Image, and Leadership Culture, 2008). Therefore, they are involved in the issuance of orders, they provide advice, and they can offer specific lessons as necessary.

In February 2017, a “Point of Contact for Discrimination and Violence in the Bundeswehr” was established at the ministerial level with the Equal Opportunities, Diversity, and Inclusion staff element.

Currently, the Federal Ministry of Defense is working on a handout on how to deal with discriminating behaviour and sexual harassment, which will also contain information on legal principles, suspect case management for superiors, victim protection measures, points of contact, and relevant leaflets (Armed Forces Commissioner Annual Report, 2019, p. 81).

4.4.4 Internal and Social Situation – Obligation of Notification

The Internal and Social Situation Division (*ISoLa*) is the Bundeswehr’s early-warning system for identifying, analysing, and evaluating the internal and social situation in the Bundeswehr (*Zentrum Innere Führung, Bereiche/Abteilungen, ISoLa, 2019*). The main idea is to identify trends and developments at an early stage in order to issue appropriate recommendations for action.

“Sensors” include:

- Observation visits by the Commissioner for Education and Training of the Chief of Defense;
- Reports by the Parliamentary Commissioner for the Armed Forces;
- Internal Bundeswehr studies (e.g., Centre for Military History and Social Sciences);¹⁵

¹⁵ Compare to Section 4.1 of this chapter: Introduction – Historical Context: Assisting in the Opening of all Bundeswehr Career Paths to Women.

- External studies;
- Student interviews (commanders, unit leaders, company first sergeants); and
- ISoLa reporting.

Reportable events are events which “may be of particular importance for the internal social situation, the operational readiness, and the public reputation of the Bundeswehr due to the effect they cause” (A-2640/34). Accordingly, a report must be filed for acts of discrimination (refer to the information on *AGG* and *SoldGG*) and inequality, suspected cases (including criminal acts) against sexual self-determination, as well as any other form of sexual harassment committed by or against members of the Bundeswehr (Criminal Code, Sections 174 – 184i).

On an international level, the Equality Plan contains measures to prevent sexual harassment and raise the number of female personnel in the armed forces, and it also reports on these issues at regular intervals (NATO HQ Office of the Gender Advisor, 2016, p. 112).

Another preventive measure in terms of public effect may be the announcement and easy comparison of NATO member states (Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives/2016 Report: Prevention of Sexual Harassment and Sexual Abuse).

4.4.5 Facts and Figures

The facts and figures on sexual harassment in the Bundeswehr can be found in the annual reports published from 2016 to 2020 by the German Parliament’s Commissioner for the Armed Forces:

Table 4-1: Reports on “Notifiable Incidents” Regarding Suspected Offences Against Sexual Self-Determination.

Reports on “notifiable incidents” regarding suspected offences against sexual self-determination					
Annual Report released in	2016	2017	2018	2019	2020
Year of report covered	2015	2016	2017	2018	2019
Number of annual report	57	58	59	60	61
Total of “notifiable incidents”	“Not very high in comparison to the personnel strength.”	131	235	288	345

The annual reports do not only contain the total of “notifiable incidents” regarding suspected offences against sexual self-determination. They also demonstrate that, over the past years, the awareness of such incidents has changed significantly. The annual reports from 2016 to 2018 (57 to 59) included the issue of sexual harassment in the chapter of “Workplace bullying – sexual harassment” (as a sub-chapter in the category of “Legal and legal violations”). The 2016 annual report (57) failed to mention specific figures. It can also be seen that the numbers have increased continuously. It should be noted that, in recent years, the sensitivity of the general public and the Bundeswehr to sexual harassment has increased (2018 Me-Too Movement), and so has the number of reports of such offences.

The number of victims who are ready to report incidents of sexual harassment has risen, too. This demonstrates that trust in the institutions has increased, that such reports are taken seriously without causing job-related or personal disadvantages. What used to be reported anonymously in previous years¹⁶ (cf. Kümmel 2014, pp. 50-53) is now visibly reflected by official figures.

In addition, these figures are likely to include offences soldiers allegedly committed outside the Bundeswehr environment. For the reporting year 2017, 54 cases are reported, including child pornography, sexual abuse of children and adolescents, exhibitionism, and sexual assaults against female civilians (German Parliamentary Commissioner for the Armed Forces, 2018, p. 77). In 9 cases, these were attacks by civilians on female soldiers, which also constitute a notifiable event. (German Parliamentary Commissioner for the Armed Forces, 2018, p. 77).

In his 2019 annual report, the German Parliamentary Commissioner for the Armed Forces evaluates the number of notifiable incidents as “high.” Yet, he also feels that his statement of increased reporting rates based on research reflects “an increasingly sensitive treatment of accusations of sexual harassment.” [...] “Submitted to us, the investigation documentation clearly reveals that the Bundeswehr, if made aware, does not tolerate any kind of sexual harassment, seriously and thoroughly following up on such accusations.” (German Parliamentary Commissioner for the Armed Forces, 2020, p. 81).

Figures are also contained in the *Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives*:

For 2016, these figures state 105 cases regarding women and nine cases regarding men when it comes to sexual harassment in a military environment. The cases reported by women included sexual assault (excluding rape), sexual harassment, rape, and stalking. Cases reported by men included sexual assault (excluding rape), and sexual harassment. For 2018, on the part of Germany, women reported 173 cases of sexual harassment and 68 cases of sexual violence. Thirty (30) men reported sexual harassment, and no case of sexual violence.

4.5 RESEARCH

As described in the introduction, the Bundeswehr Institute of Social Sciences scientifically accompanied the process of making all military careers available to women. The following relevant research reports, studies, and documentations on the topic of women in the Bundeswehr have been published, taking into account the issue of sexual harassment/sexual violence:

- 1) **Zwischen Differenz und Gleichheit:** Die Öffnung der Bundeswehr für Frauen [Different or Equal? Opening the Bundeswehr to Women], Kümmel, G.; Klein, P.; Lohmann, K. (2000).
- 2) **Truppenbild mit Dame** [Troop Portrait with Lady], Kümmel, G., research report (2008).
- 3) **Truppenbild ohne Dame?** [Troop Picture without a Lady?], Kümmel, G., evaluation (2014).
- 4) **Soldatinnen in der Bundeswehr – Integrationsklima und Perspektiven** Dokumentation des Symposiums an der Führungsakademie der Bundeswehr in Hamburg am 10. und 11. Juli 2014. [Female Soldiers as Bundeswehr Members – Perspectives of Integration in the Military Environment, documentation by the Bundeswehr Command and Staff College, 10/11 July 2014]. Kümmel, G. (ed.) (2016).

¹⁶ The German Parliamentary Commissioner for the Armed Forces (German Bundestag, 24. January 2017) quoted from the report Troop Picture without a Lady (Kümmel, 1/2014) that 50 % of the female military Bundeswehr staff reported at least one incident of sexual harassment during their Bundeswehr term of service.

- 5) **Sexuelle Belästigung und sexuelle Gewalt im Militär** Sexuelle Belästigung und sexuelle Gewalt im Militär: Die arbeitsweltlichen Konsequenzen [Sexual Harassment and Sexual Violence in the Military: The Consequences in the Labor Environment]. In A. Dörfler-Dierken, Hinschauen! Geschlecht, Rechtspopulismus, Rituale – Systemische Probleme oder individuelles Fehlverhalten? [Do Not Look Away! Gender, Right-Wing Populism, Rituals – Systemic Problems or Individual Misconduct?], pp. 71-96. Norderstedt: Carola Hartmann Miles-Verlag.

4.5.1 Important Findings

Generally, the afore-mentioned studies place their focus on the overall process of integrating women in the armed forces. The studies include separate chapters dealing with the topic of sexual harassment.

The research report “Truppenbild mit Dame” [Troop Portrait with Lady] is based on a quantitative questionnaire study including 5,300 male and female soldiers (Kümmel, 2008, p. 5). This is the first study to quantitatively reflect the topic of sexual harassment/sexual violence within the armed forces (p. 75).

The percentages displayed in the table hereafter reflect the replies to question 34 of the overall questionnaire according to Kümmel (2008, pp. 75-78): “**According to your knowledge, have soldiers from your unit fallen victim to sexual harassment?** (Sexual harassment includes sexist remarks/abusive jokes, intentionally touching breasts and/or buttocks, sexual assaults.)” (Kümmel, 2008, p. 138).

Table 4-2: Knowledge of Sexual Harassment of Others in Your Unit.

2008 %	No	Individual Cases	Sometimes	Often	I Don't Know
Sexist remarks/jokes					
Men	31.6	19.4	8.5	2.9	37.5
Women	41.9	31.0	18.3	8.8	
Intentional touching of breasts and/or buttocks					
Men	50.9	6.3	0.7	0.2	41.9
Women	81.3	16.0	2.4	0.3	
Sexual assault in the form of attempted or successful sexual coercion and rape					
Men	56.0	2.9	0.5	0.2	40.5
Women	95.4	4.2	0.3	0.1	

The follow-up study titled “Truppenbild ohne Dame?” [Military Life without Women?] interviewed 14,500 male and female soldiers (Kümmel, 2014, p. 17) was amended to include “unwanted showing or open display of pornographic material” as part of sexual harassment. Also, parts of the study were modified, making it

impossible to achieve a direct comparison in the form of a table. (Kümmel, 2014, p. 49). In contrast to the 2008 study, men and women were asked directly about “sexual harassment they experienced themselves” and the results are displayed here in a way similar to Kümmel, 2014, p. 50-53.

The results clearly show that female soldiers are subject to sexual harassment more often than their male counterparts (Kümmel, 2014).

Table 4-3: Personal Experience of Sexual Harassment.

2014 %	No	Once	Repeatedly	Often	Total Yes
Remarks/jokes with sexual content					
Men	93	2	4	1	7
Women	53	11	27	9	47
Unwanted showing or open display of pornographic material					
Men	92	1	5	2	8
Women	75	7	14	4	25
Unwanted sexualized physical contact such as stroking of shoulders, touching of breasts and/or buttocks					
Men	96	1	2	0	3
Women	75	13	10	1	23
Acts against sexual self-determination (coercion, rape)					
Men	100				
Women	96				

Kümmel (2019, p. 73, 77-78) points out that, compared to other European countries, Germany is not different when it comes to the prevalence of sexual harassment and sexual/physical violence in civilian society. In his article, he references an investigation conducted by the EU Agency for Fundamental Rights (2014, p. 28f, 34, 99f). It states that in the last 12 months, 22 % of women in Germany have felt sexually harassed and 8 % stated they have experienced sexual violence/physical violence. From his research, Kümmel concludes that it is vital to “not look away.” That way, individuals and the armed forces as a whole can be shielded from damage. He quotes Castro et al. (2015, p. 54): “Sexual assaults within the military represent a significant threat to military readiness, as sexual assaults inflict serious health effects and performance degradation.”

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Chapter 5 – COUNTRY REPORT: ROMANIA

Vasile Marineanu, Lorina Ariton and Verzes Camelia

Ministry of National Defence
ROMANIA

5.1 RELEVANT DEFINITIONS

1) At the national level:

Harassment: any unwanted behaviour of a person, which occurs with the purpose or has the effect of undermining the dignity of the person and creating a degrading, intimidating, hostile, humiliating or offensive environment (Law 202/2002, 2018).

Sexual Harassment:

- Any unwanted behaviour, verbal or nonverbal/physical, of sexual nature which affects the dignity of the person and/or creates a degrading, intimidating, hostile, humiliating, or offensive environment (The Law 202/2002, 2018); and
- Repeatedly demanding sexual favours in the context of labour relations [...], if the victim was intimidated by it or it was placed in a humiliating situation (The Romanian Penal Code, 2014).

Sexual Aggression: a sexual act, other than rape, against a person, using coercion, impossibility of defending himself/herself or expressing his/her will or taking advantage of this state (The Romanian Penal Code, 2014).

2) At the military level:

There are no specific definitions at the military level; definitions at national level are applied at the military level as well.

5.2 POLICIES ON SEXUAL RELATIONSHIPS IN THE WORKPLACE

There are no specific policies on sexual relationships in the workplace, at the ROU Armed Forces level.

5.3 POLICIES AND PRACTICES RELATED TO HARASSMENT (INCLUDING SEXUAL HARASSMENT)

Since 2018 Romania has implemented a legal framework in order to build knowledge and integrate gender considerations, including policies and regulations concerning sexual harassment and sexual violence, into all aspects of national security and stability.

The Women, Peace and Security Agenda is a tool for managing issues related to equal opportunities and treatment between women and men, as well as conflict, violence and security.

The Ministry of National Defence has taken the lead in promoting and implementing the Women, Peace and Security Agenda, and Romania has adopted the National Strategy and National Action Plan regarding the

implementation of UNSCR 1325(2000) Women, Peace and Security 2020 – 2023 at the national level, through Government Decision no. 561/2020.

The National Strategy and National Action Plan regarding the implementation of UNSCR 1325(2000) Women, Peace and Security, 2020 – 2023 is an instrument underlying the development of common policies and directions for implementing UNSCR 1325(2000), used by institutions in the national system of defence, public order and national security in Romania.

Furthermore, the Minister of National Defence has approved the Ministerial Order no. 203/2020 regarding the enforcement of the National Strategy and National Action Plan for the implementation of UNSCR 1325(2000) Women, Peace and Security 2020 – 2023. The most notable provision of the aforementioned order consists of the need to elaborate a code of conduct from a gender perspective.

In order to achieve the objectives set by the National Strategy and National Action Plan for the implementation of UNSCR 1325(2000) Women, Peace and Security, 2020 – 2023 on preventing and combating all forms of discrimination, harassment and sexual violence based on gender, the “Military guidelines regarding the implementation of gender perspective in the Ministry of National Defence” have been developed, approved by the Minister of National Defence through provision no. DRP 2/2021, this being a guiding tool in the process of training the military both at internal and external level.

The training activity is carried out in order to prevent acts of sexual harassment committed by the military in units, in peacetime, crisis or in operations and missions abroad, to prevent acts of sexual violence and abuse by soldiers in peacekeeping operations towards the local population, as well as the identification, reporting and implicitly the prevention of acts of sexual violence committed by actors involved in the conflict.

Effective activities for the prevention of acts of sexual violence are a solid basis for ensuring that all personnel on missions permanently maintain the highest standards of conduct and integrity. Conduct and discipline issues are essential components of pre-deployment training programs, being mandatory for all peacekeepers, both civilian and military.

5.4 POLICIES AND PRACTICES RELATED TO SEXUAL MISCONDUCT

See Section 5.3.

5.5 LEGAL JUDGEMENTS

One documented case (2003) – a soldier who raped a girl (minor) was tried and convicted.

5.6 CURRENT INITIATIVES

See Section 5.3 pre-deployment training activities.

5.7 RESEARCH AND MEASUREMENTS OF HARMFUL AND INAPPROPRIATE SEXUAL BEHAVIOUR IN THE ROU ARMED FORCES

There has been no research and/or survey specially dedicated to the topic of sexual violence in the ROU Armed Forces. Although,

- In 2009, as part of a study regarding the integration of women in the ROU Armed Forces, two questions about sexual harassment were addressed (“Do you think there are sexual harassment cases in the ROU Armed Forces?”, and “If you think there are such cases, how do you think they could be solved?”). Table 5-1 presents the results.

Table 5-1: Attitudes Toward Sexual Harassment in the ROU Armed Forces.

Question	Answers	N
<i>Do you think there are sexual harassment cases in the ROU Armed Forces?</i>	Yes – 33%	676 military women
	No – 32%	
	I don’t know / prefer not to say – 35%	
	Yes – 20%	678 military men
	No – 42%	
	I don’t know / prefer not to say – 38%	
<i>If you think there are such cases, how do you think they could be solved?</i>	<ul style="list-style-type: none"> • <i>I don’t think they could be solved / it can’t be solved, if you are subordinated to the bully / women don’t have the courage to report/ these situations are overlooked.</i> • <i>By reporting and through disciplinary measures/punishment.</i> • <i>Through education / through diplomacy/trying to impose respect.</i> • <i>By avoiding situations.</i> • <i>By imposing boundaries.</i> • <i>By changing mentalities regarding women.</i> • <i>Sometimes it is the victim’s fault.</i> 	676 military women/only 20 answers
	<ul style="list-style-type: none"> • <i>They couldn’t be solved.</i> • <i>By having the courage to report.</i> • <i>By common sense / understanding/respect.</i> • <i>Men should change their mentalities, and women, their behaviours.</i> • <i>By avoiding the integration of women in large male groups/by setting up separate military units for women.</i> • <i>Women should keep the distance from men.</i> • <i>Women are only good for office work.</i> 	678 military men/only 11 answers

- In 2014, as part of a study regarding organisational health in the ROU Armed Forces, two questions about sexual harassment were addressed (“Do you think there are sexual harassment cases in your military unit?”, and “If you think there are such cases, how do you think they could be solved?”). Table 5-2 presents the results.

Table 5-2: Knowledge of Sexual Harassment and Solutions to it.

Question	Answers	N
<i>Do you think there are sexual harassment cases in your military unit?</i>	Yes – 2%	447 military personnel
	No – 87%	
	I don’t know / prefer not to say – 11%	
<i>If you think there are such cases, how do you think they could be solved?</i>	<ul style="list-style-type: none"> • <i>I’m sure there are women who are promoted because of the sexual favours offered to their commanders. I don’t know if it’s about pleasure, opportunism or other reasons (NCO, male, 38 years).</i> • <i>They will be solved with the change of generations (WO, male, 32 years).</i> • <i>Boldly steps should be taken: women should go in court (Officer, male, 42 years).</i> • <i>Through respect (WO, male, 25 years).</i> • <i>I prefer to not talk about it (NCO, female, 33 years).</i> 	447 military personnel/only 5 answers

- **During October 2017 – January 2018**, a study on the prevalence of mental disorders among military personnel was conducted by the Behavioural and Social Research Centre and the University of Bucharest, on approx. 5000 military (90% men, and 10% women); the questionnaire contained a section regarding lifetime traumatic events, including sexual aggression (rape, attempted rape, and other sexual aggressions):
 - 1) 5% of women and 0.5% of men reported, as a traumatic event, rape or attempted rape;
 - 2) 5% of women and 1% of men reported, as a traumatic event, other sexual aggressions.

5.8 REFERENCES

- [1] Government Decision no. 561/2020 on the Implementation of National Strategy and National Action Plan Regarding the Implementation of UNSCR 1325(2000) Women, Peace and Security, 2020 – 2023.
- [2] Law 202/2002 Regarding the Equal Opportunities between Men and Women [Legea 202 2002 egalitatea de sanse actualizata] (2018). <https://legeaz.net/legea-202-2002-egalitatea-de-sanse/>
- [3] Provision no. DRP 2/2021 for Approving the Military Guidelines Regarding the Implementation of Gender Perspective in the Ministry of National Defence.
- [4] The Romanian Penal Code [Noul Cod Penal (Legea nr. 286/2009)] (February 2014). <https://legeaz.net/noul-cod-penal/>

Chapter 6 – COUNTRY REPORT: SWEDEN

Klas Eksell, Anna Sjölander, Camilla Sjöhlen and Helena Hoffman

Swedish Armed Forces

SWEDEN

6.1 BACKGROUND

The Swedish Armed Forces' employment policy is gender neutral since 1989. However, up until 2009 only Swedish male citizens were assigned for conscription. The Swedish Parliament decided to temporarily terminate military service conscription from 2009. New legislation was put forward and a gender neutral act regarding conscription was put in place (Act of Total Defence and Military Service – *Lag om totalförsvarsplikt* 1994:1809). With a renewed focus on Swedish Total Defence, the Swedish Parliament reinstated “National service duty” as of 2017. National service duty applies for both men and women, hence conscription is gender neutral. Admission is made with consideration to the willingness, interest, motivation, and abilities of the individual.

A mixed model – recruitment on voluntary basis in combination with gender-neutral conscription – provides the Swedish Armed Forces with a more flexible personnel system. The gender neutral conscription is a complement to the voluntary service recruitment to balance the total need for personnel in the Swedish Armed Forces. That both men and women are called to the enlistment process supports the Swedish Armed Forces' will to increase the proportion of women in the armed forces.

All positions in the Swedish Armed Forces are open to women and men. The enlistment requirements for military service, for example physical requirements, are the same for women and men. Women and men conduct the same education, under the same terms and conditions and with the same eligibility for continued employment within the Swedish Armed Forces.

The Swedish Armed Forces has since 2009 been tasked by the government to increase the proportion of women at all levels of the organization. Therefore, recruitment targets for women in military and civilian positions have been developed. The targets are realistic approximates of what the Swedish Armed Forces should be able to successfully achieve during the given time-frame. Increasing the proportion of women through military service and the Officer's Programme is of priority, since this is a prerequisite for increasing the proportion of women at higher levels. There are no indications of gender differences regarding termination of employment among permanent contract military personnel.

6.2 RELEVANT DEFINITIONS

Definitions, policies, and practices in this report are primarily regulated by the Discrimination Act 2008:587 and the Work Environment Act (Systematic work environment management AFS 2001:1, Organizational and social work environment AFS 2015:4).

In legal terms, sexual harassment is a form of discrimination, and employers have specific responsibilities to prevent, investigate and take measures to cease the behaviour. The Discrimination Act also holds a special section on military service. The Discrimination Act thus regulates Swedish Armed Forces' responsibilities as a work place, and as organizers of military training and other educations. The definitions require that the actions interfere with work, are made a condition of employment, or create an intimidating, hostile or offensive work environment.

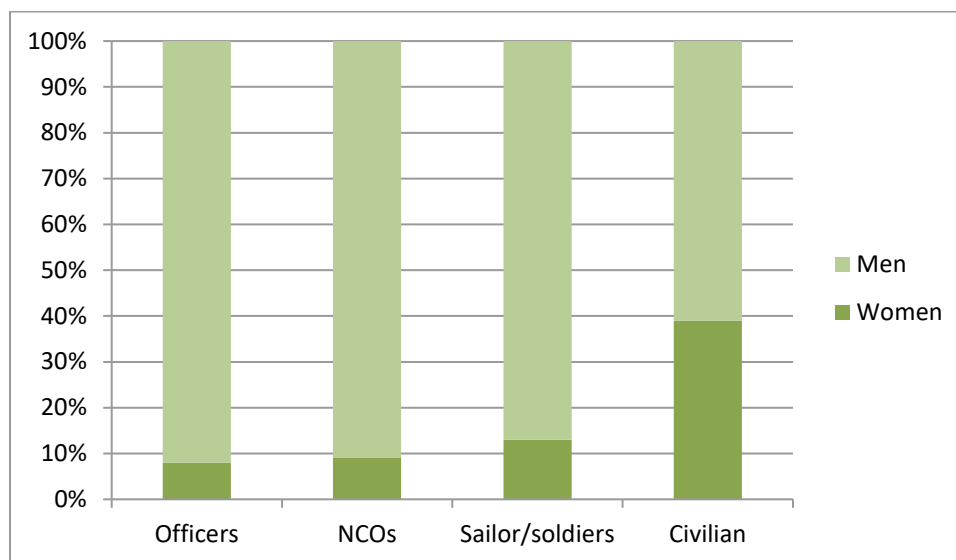


Figure 6-1: Ratio Between (Permanent Contract) Men and Women in Military and Civilian Positions. December 2020.

Bullying/victimization: Acts that are experienced as violating or in another way undesirable by the person or persons who are subjected to them, which can lead to illness for the one or the ones affected and that the actions lead to the victim being placed outside the social community at the workplace (AFS 2015:4). Examples of bullying/victimization are slander, complicating someone’s work through consciously withheld information, condescending or humiliating comments, or spread of rumours that undermine a person’s dignity (Swedish Armed Forces, 2020).

Harassment: Conduct that violates a person’s dignity and that is associated with at least one of the grounds of discrimination; sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age (Discrimination Act 2008:587). Examples of harassment are offensive or derogatory behaviour, through words or action, in connection to someone’s ethnicity or sexual orientation (Swedish Armed Forces, 2020).

Sexual harassment: Conduct of a sexual nature that violates someone’s dignity (Discrimination Act 2008:587). Sexual harassment can be physical, verbal, or digital. Examples of sexual harassment are unwelcome sexual advances, requests for sexual favours, groping, texts/images, or gestures of a sexual nature (Swedish Armed Forces, 2020).

Reprisals: Being subjected to any type of punishment or ill-treatment, as a reaction to having reported or called attention to discrimination, participated in an investigation, rejected, or given in to harassment or sexual harassment on the part of the employer (Discrimination Act 2008:587). Examples of reprisals are acts causing harm or discomfort, or worsening of terms and conditions at the workplace (The Equality Ombudsman, 2019).

Unwelcome behaviour: The Swedish Armed Forces’ collective term for bullying/victimization, harassment, sexual harassment, and reprisals (Swedish Armed Forces, 2020).

Sexual abuse: Sexual actions which are not sexual intercourse or comparable to sexual intercourse with a person who is not participating voluntarily (Swedish Penal Code 1962:700).

Rape: Sexual intercourse or other comparable sexual acts with a person who is not participating voluntarily. Intercourse can never be deemed as voluntary if participation is a consequence of violence or threat, if the victim is in a particularly vulnerable situation due to unconsciousness, sleep, serious fear, illness, injury, mental disorder, being affected by drugs or alcohol, or if the victim is dependent on the offender. A special “negligence liability” clause states that a person who is grossly negligent regarding the fact that the other person is not participating voluntarily is guilty if negligent rape (Swedish Penal Code 1962:700).

6.3 POLICIES AND PRACTICES

The information in this section comes from Guideline and rules of action regarding bullying/victimization, harassment, and sexual harassment within the Swedish Armed Forces (Swedish Armed Forces, 2020). The guideline links to the Swedish Armed Forces’ professional core values and code of conduct, and to legislation regarding unwelcome behaviour. The guideline applies for the whole organization and all personnel under the command of the Swedish Armed Forces, including the Home Guard and conscripts.

6.3.1 Policy Direction

The Swedish Armed Forces does not accept any forms of bullying/victimization, harassment, sexual harassment, or reprisals – zero tolerance applies. When it comes to the Swedish Armed Forces’ knowledge that someone in the organization experiences themselves subjected to unwelcome behaviour, it should be handled in a professional, objective, and uniform manner. We must always take action, and never look the other way.

All leaders in the chain of command have the responsibility to ensure that all kinds of unwelcome behaviour are promptly investigated, in accordance with the Swedish Armed Forces’ established guideline. The responsibility to investigate unwelcome behaviour reaches far, including incidents that has happened outside working hours or the work place, but is related to work such as business travels and work events. There is no distinction between formal and informal complaints; a commander that notice or is brought to attention that someone might experience unwelcome behaviour is obliged to initiate an investigation. Individuals can report complaints through the chain of command, through their HR-department, with assistance from a union representative or through a telephone support line.

The investigation should be conducted by investigators with specialist competence. The objectiveness of the investigators must be ensured in each specific case, there must be no risk of bias and the investigators cannot be dependent on either of the parties involved. Since 2019 the Swedish Armed Forces has a central unit with responsibility to conduct investigations, provide guidance, and conduct evaluations on individual cases.¹

Sexual abuse and rape are prosecutable and should be reported to the police. In general, the victim themselves report to the police but the employer should yet provide support to the parties involved. The Swedish Armed Forces do not have a military court system of their own, thus all prosecutable cases are handled by the civil judiciary system.

Reprisals are forbidden against personnel that are being subjected to, that brings attention to or that files a complaint of unwelcome behaviour. Reprisals are also forbidden against a person that has participated in an investigation or in any other way been involved in a complaint. Reprisals are investigated in the same manner as other forms of unwelcome behaviour.

¹ For further information, see the section “Current initiatives”.

Preventive work against unwelcome behaviour should be conducted systematically and continuously at each military unit and be described in a local action plan.

6.3.2 Professional Core Values

The central concepts of the Swedish Armed Forces' professional core values are Openness, Results, and Responsibility.

Openness – We are competent and honest team players

We are competent team players who help each other towards success, sometimes under the most difficult conditions. To be able to face new tasks and situations, we value experience, and develop and train constantly. We are an inclusive organization in which we treat each other with mutual respect, honesty, and see our differences as a strength.

Results – We act with determination to complete our tasks

We act with determination to complete our tasks, when required and with what we have available. With working methods and judgement based on our core values and professional expertise, we can take action under unique conditions. We practice to increase our skills, and to create the self-confidence and courage to take action when required.

Responsibility – We are reliable and considerate

We are loyal and reliable, both to the task and the surroundings we find ourselves in. We take responsibility by being committed and competent, and guided by our core values and instructions. We are open and clear in the way we communicate. We care about ourselves and each other, and act with a great degree of safety-mindedness.

Action when action is required

6.3.3 Code of Conduct

The Code of Conduct guides how we in the Swedish Armed Forces conduct ourselves. It aims to benefit our activities, to contribute positively to our abilities as a group, while also serving as support for the individual.

I will honour the trust implicit in my position

I understand what is expected of me, and I will not take advantage of my position nor allow myself to be taken advantage of by others. I will ensure that I uphold the confidence in me, in my role as a representative of the Swedish Armed Forces and in how I carry out my tasks, and I am aware that my relationships, both on and off duty, could affect that confidence.

I will show respect to everyone in my surroundings

As a representative of the Armed Forces, I will live by the values that we are tasked with defending: justice, equality, and the equal value of all people. This will be reflected in my conduct and our activities. Therefore, I will be able to act with respect in different cultural and social situations.

I will make a positive contribution to the group's capability and results

I will actively contribute to the group in completing its tasks. I will share my experiences and knowledge and draw on the experiences and knowledge of others. I will show personal consideration for my colleagues and support them, and I will contribute towards creating security and trust within the group by being open and honest.

I will take responsibility for my actions

I know the laws and regulations that apply to my field of activity, and I have the education, practice, and training for the task. Therefore, I can take responsibility for my actions, and better see the consequences of my decisions and actions, which improves the conditions for me to achieve the required results in every situation.

I am responsible for my own physical and mental health

By taking responsibility for my own physical and mental wellbeing, I improve the conditions for the group to carry out its tasks. I also care about my colleagues' health, and will speak up when I discover that my state of health, or anyone else's, may have a negative effect on our work.

I will take action when anyone in my surroundings violates the code of conduct.**6.3.4 Process****Informal Process**

An informal process is adequate when it is possible to handle and reach solutions without an investigation. For instance, in cases where the situation has not escalated, and when the parties are still willing to listen to each other and re-evaluate their position. The commander responsible for the informal process needs to document all actions taken and follow up the case. An informal process can at any time change into a formal process, if the taken measures are insufficient or if any of the parties wishes so.

Formal Process

A formal process is appropriate in complex cases, when there is risk for illness, or someone being placed outside the social community at the workplace. All investigations which are handled in a formal process are either conducted or supervised by the central unit responsible for investigations of unwelcome behaviour.

When a commander notices or receives a complaint regarding any form of unwelcome behaviour, the central unit is contacted for guidance and assignment dialogue.

An investigation is always conducted by two investigators, using the investigation method Faktaundersökning². The investigators conduct in-depth interviews with the complainant, the accused and possible witnesses. Each party reads and approves the transcripts of the interview, to assure that all relevant information is in their statement and that it has been interpreted correctly. An assessment and report are written by the investigators, based on the interviews and other possible documentation/evidence, on whether unwelcome behaviour has taken place in relation to the legal definitions and the Swedish Armed Forces' core values and code of conduct. The report includes an analysis on risk factors which may have contributed to the unwelcome behaviour and recommendations on actions to be taken.

² Nordic investigation method equivalent to workplace investigation.

The report's result is communicated to the responsible commander and to each party separately. A follow up is conducted in each individual case by the central unit, to make sure that the unwelcome behaviour had ceased and that necessary actions has been taken.

Consequences

Potential consequences are assessed in each individual case. It is the responsibility of the commander in consultation with the legal department to make a petition on disciplinary actions to the Swedish Armed Forces Disciplinary Board (*FPAN*). The Disciplinary Board consists of representatives from the Swedish Armed Forces and union representatives. Each case is assessed in relation to practice in the Labour Court and practice in the Disciplinary Board.

Depending on the seriousness of the case consequences can be a correction/reminder, redeployment, payroll deduction or dismissal.

The Disciplinary Board also refers prosecutable cases to the police and the civil judiciary system.

6.3.5 Training

Diversity, gender equality, discrimination and unwelcome behaviour are subjects included in all training of recruits, soldiers, officers, and new employees. The training includes for instance fictive cases and experiences from investigations regarding unwelcome behaviour. The purpose is to increase awareness and to develop the culture in a positive and inclusive way.

In addition, the Swedish Armed Forces has courses in gender mainstreaming and preventive anti-discrimination work, which are held at the Swedish Military Academy on annual basis.

The largest training initiative is the "Gender Coach program", which is an exclusive training program for senior management aiming to develop their knowledge of, and ability to enforce, gender equality and the Women, Peace and Security Agenda. The program consists of three components; coaching, seminars, and an individual development plan. This combination provides participants with the opportunity to reflect, obtain new information, and acquire concrete tools for change. For example, this can include strengthened capabilities to establish a more gender-sensitive management culture, realize equal opportunity policies, or ensure that programs and activities are gender mainstreamed. In addition, the program is designed to have an impact on the organization by contributing to the institutionalization of the knowledge. Therefore, the content should be connected to the participants' functions and everyday tasks as well as be set in the context of existing organizational policies and processes.

6.3.6 Current Initiatives

The Swedish Armed Forces took important steps in the aftermath of #Metoo and #Givaktochbitihop³. An extensive investigation on the topic was conducted, including recommendations on how to develop the organizations' preventive work and the capacity to handle cases of sexual harassment and other forms of unwelcome behaviour.

³ Women from the Swedish Armed Forces shared their stories of experiencing sexual harassment at work under the hashtag #Givaktochbitihop (roughly translated "Attention and suck it up").

One direct action taken in 2017 was the establishment of a telephone support line available for all personnel. This was done in order to create a complementary way to receive guidance and file complaints outside the chain of command.

In 2019 a central unit was established at the Human Resource Centre⁴, with the purpose to improve the Swedish Armed Forces' capacity to handle and prevent cases of unwelcome behaviour. It is a central actor towards which commanders must seek guidance in any case or allegation of unwelcome behaviour. The unit is responsible for supervising commanders formally responsible for the investigation, and to provide guidance and support to personnel experiencing themselves subjected to unwelcome behaviour. The centre conducts investigations where there is risk of bias, when the case is particularly complex or when the accused is a commander. The unit is also responsible for monitoring and evaluation, collecting and aggregating information over time, which will support the Swedish Armed Forces in gaining a better understanding of trends, developments, and barriers. Conclusions will be integrated into the Swedish Armed Forces preventive work against unwelcome behaviour. A centralized system also aims to increase trust in reporting mechanisms, so as to enable individuals hesitating to report, to come forward.

The Swedish Armed Forces is committed to developing our military profession, leadership capability and acting in accordance with our code of conduct: that is, living our core values which mirror the societal values regarding democracy, human rights and equality which are placed at the forefront of the Swedish Constitution and reflected in our National Security Strategy. In order to prioritize and put special focus on the internal values and the concrete mechanisms in support of following those values, the Swedish Armed Forces is from military strategic level working on a change management project. Its development, outcomes, and dialogue touch every military unit in the Swedish Armed Forces. This work includes issues such as workplace environment, equal treatment, mission orientated leadership and simplifying mechanisms regarding administration. It is carried out as one important part of our doctrinal moral pillar, in support of the overall warfighting capability of the Swedish Armed Forces.

6.3.7 Reports

Since the establishment of the central unit in 2019, aggregated data on complaints of unwelcome behaviour is collected on central level. As of the end of 2020, 26 of the complaints received resulted in formal processes, where the central unit has conducted the investigation. Guidance for personnel and commanders, for instance on whether the case should be handled in a formal or informal process⁵, has been given in approximately 120 cases. The central unit has also supervised local investigators in their work.

Due to the lack of data from previous years it is misleading to make comparisons, however there is a hypothesis that #Metoo has resulted in increased awareness and an increased tendency to report complaints. Further, since the Swedish Armed Forces implemented a guideline that applies for the whole organization, the central unit experience an increased inflow of guidance, investigation, and supervision cases.

Employee Survey

The Swedish Armed Forces' employee survey is named *FM VIND* (Swedish Armed Forces organizational indicators). *FM VIND* is a comprehensive survey conducted on annual basis for all permanent and every two years for part-time personnel within the Armed Forces and the Home Guard, and focus on how personnel experience the organization and the work environment. After 2017, the employee survey was developed to

⁴ A military unit in the Swedish Armed Forces.

⁵ For further information, see Section 6.3.4 of this chapter: Process.

include aspects of sexual harassment by integrating definitions from the Work Environment Act and the Discrimination Act under the collective definition “unwelcome behaviour”.

It is not mandatory to respond to the employee survey, and participants answer anonymously. In 2020, the survey had a response rate of at least 77%.

In the personnel survey from 2020, approximately 7% of the survey population stated that they had been subjected to unwelcome behaviour in the past 12 months. This indicates a slight increase (0,5 p.p.) since the previous year⁶, however 3.6% of the survey population chose not to answer the question if they had been subjected to unwelcome behaviour. Being a woman was the single largest risk factor for being subjected to unwelcome behaviour (13% of the female respondents). However, as the majority of the permanent contract personnel in the Swedish Armed Forces are men, one should note that the number of men experiencing themselves subjected to unwelcome behaviour is larger than the number of women. A follow-up question about the type of unwelcome behaviour experienced, shows that 9% of those answering that they had been subjected to unwelcome behaviour had experienced sexual harassment.

Table 6-1: FM VIND 2020 – Sex-Disaggregated Data Regarding Unwelcome Behaviour.⁷

Total	7%	
	♂ 54%	♀ 37%
Type of Unwelcome Behaviour		
Bullying/victimization	28%	
	♂ 56%	♀ 36%
Discrimination	20%	
	♂ 49%	♀ 45%
Sexual harassment	9%	
	♂ 16%	♀ 78%
Other form of unwelcome behaviour	73%	
	♂ 55%	♀ 38%

Results from 2020 show that there is an overrepresentation of sexual harassment among women who are military personnel, and that sexual harassment has increased in all personnel categories since the previous year. Since #Metoo, sexual harassment has received a high level of management attention in the Swedish Armed Forces, which possibly have contributed to the increase in the proportion of respondents willing to answer the questions regarding sexual harassment in the employee survey. Results show that sexual harassment occurs in all combat forces, and that the issue cannot be derived from a specific combat force.

⁶ Due to the revision of the section “unwelcome behavior” no comparisons are made between the results from 2018 and previous years.

⁷ Some individuals have not answered questions on background information, therefore the sex-disaggregated data is not complete.

In comparison to those who reported other forms of unwelcome behaviour, the individuals who experienced sexual harassment appear to have sought and received support from their immediate commander to a larger extent. In addition, they report to a larger extent no longer being subjected to sexual harassment, in comparison to those experiencing other types of unwelcome behaviour. However, a relatively big proportion, 25%, has not informed the employer since they deemed the incident “not serious enough” to do so.

There are most likely still a number of unreported cases, as the drop-out in follow-up questions and background questions show that the issue of sexual harassment is still considered as sensitive. There will also always be a number of individuals that does not trust the anonymity of the survey. The survey results strengthen the image that was portrayed during #Metoo, that there is a culture of silence and there are still barriers to file a complaint for those experiencing sexual harassment.

6.4 REFERENCES

- [1] Equality Ombudsman (2019). Discrimination Act (2008:587). Retrieved 02 July 2019 from www.do.se
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- [4] Swedish Work Environment Authority (2017). Work Environment Act (Systematic Work Environment Management AFS 2001:1, Organisational and social work environment AFS 2015:4). Retrieved 02 July 2019 from www.av.se



Chapter 7 – COUNTRY REPORT: UNITED KINGDOM

Paula Lanchbury
Ministry of Defence/British Army
UNITED KINGDOM

Jonathan Buxton
British Army
UNITED KINGDOM

In the following chapter, policies and practices related to unacceptable and inappropriate sexual behaviour (including sexual violence) in the UK Armed Forces workplace are discussed, with a particular emphasis on the largest of the UK Armed Forces, the Army. Unacceptable and inappropriate sexual behaviour is at times referred to as sexual harassment in this chapter.

7.1 CONTEXT

The UK Armed Forces are made up of the Royal Navy (RN) which includes the Royal Marines, the Army, and the Royal Air Force (RAF). Whilst there are civilians (Civil Servants and contractors) who work within the UK Armed Forces, they are part of the Ministry of Defence and not the Armed Forces.

The gender, age and ethnic demographic of the UK Armed Forces (both Regular and Reserve) can be seen in Figure 7-1, Figure 7-2, and Figure 7-3.

Within the UK Armed Forces, unacceptable and inappropriate sexual behaviour is an unfortunate reality and the detrimental impact that such behaviour has on serving personnel is clearly recognised. It is not, however, just a unique challenge for the UK Armed Forces; sexually unacceptable and inappropriate behaviour also persists in broader society¹ where there is an increased cultural awareness of diversity and inclusion and what is and what is not acceptable.

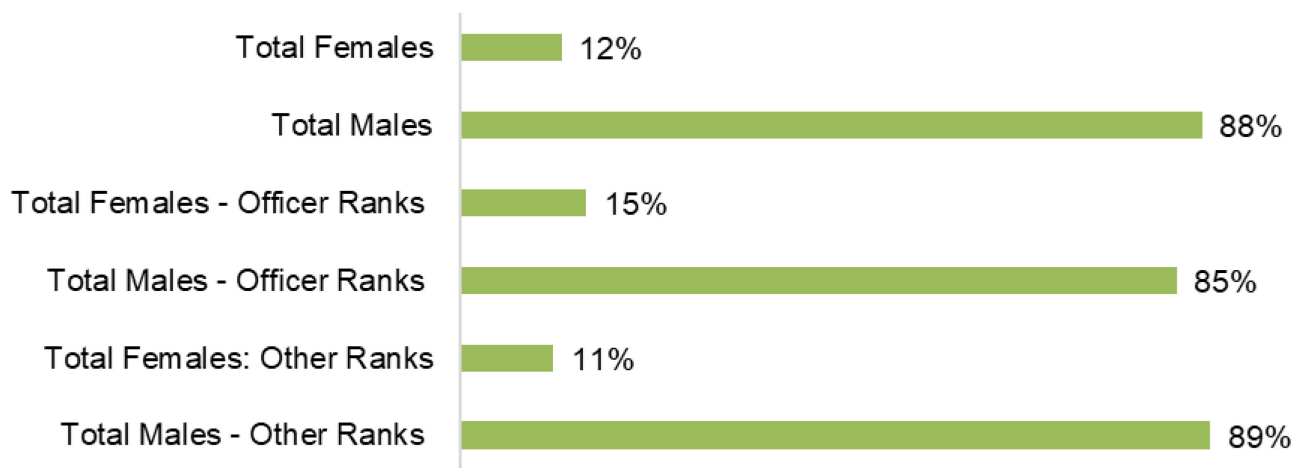


Figure 7-1: Gender and Rank Profile of the UK Armed Forces.

¹ In 2020 the Government Equalities Office (EQO) survey of the general UK population found that 72% of respondents had experienced some form of sexual harassment (Government Equalities Office (EQO), 2020).

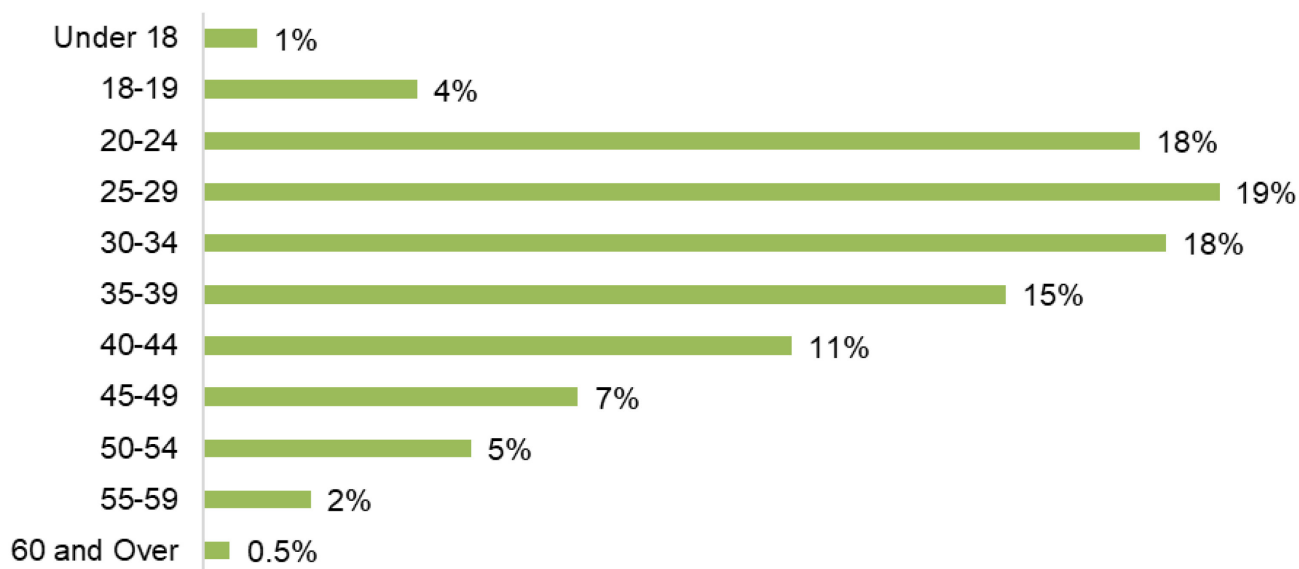


Figure 7-2: Age Profile of the UK Armed Forces.

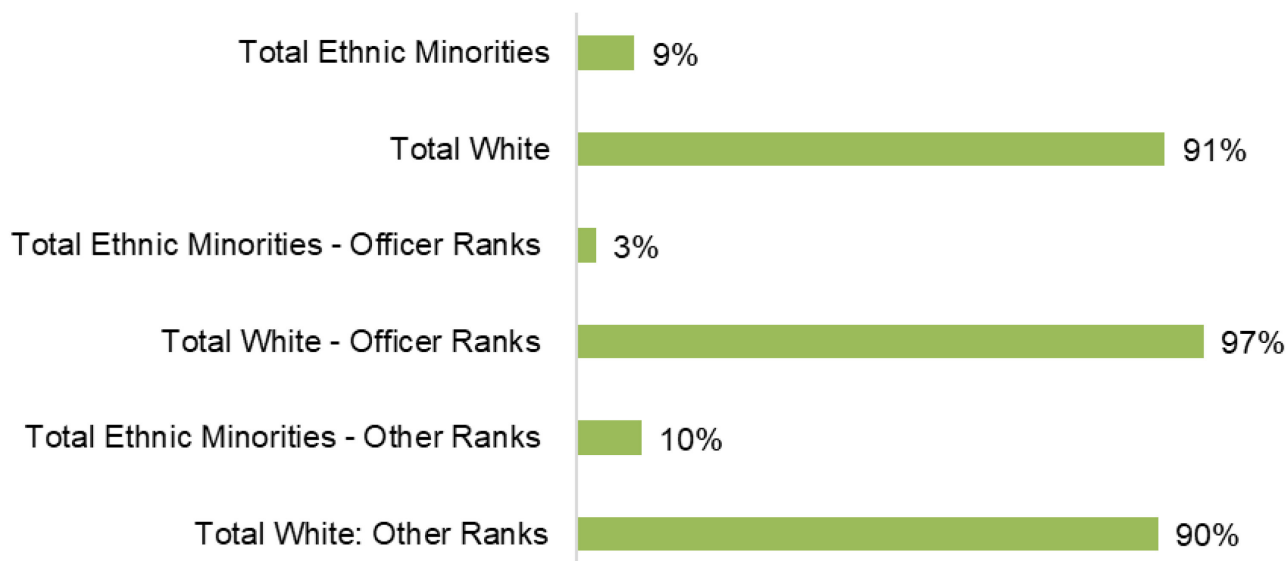


Figure 7-3: Ethnicity (Self-Declared)² and Rank Profile of the UK Armed Forces. NB: Ethnic minorities excludes white minorities.

² Ethnic Minority includes those who identify as part of Black, Asian, or Minority Ethnic groups. White includes those who identify as part of White Background, White English/Welsh/Scottish/Northern Irish/British, White Gypsy or Irish Traveller, White Irish, Other White Background and Any Other White background.

Research suggests that unacceptable and inappropriate sexual behaviour or sexual harassment is most likely to take place in workplaces that have an imbalance of power, and that sexual harassment often reflects an abuse of power where a person/people have greater power than others (Hunt et al., 2007). Sexual harassment is also more prevalent in work situations where there is an unequal sex (gender) ratio and where there are large differentials between men and women. An authoritarian style of leadership where there is limited consultation with staff is particularly associated with sexual harassment. This suggests that the UK Armed Forces currently constitute an environment where sexual harassment may be more likely to occur. Life-style factors such as shared living accommodation and high mobility, cultural influences such as hypermasculinity and attitudes towards women, as well as policy such as top-down hierarchical structures may also contribute to the prevalence of sexual harassment and assault. Along with an increased interest in understanding unacceptable and inappropriate sexual behaviour and sexual harassment in the workplace, there has also been a corresponding increase in research within the military context with organisations across the world adopting a systematic approach to understanding the prevalence of sexual harassment within the Armed Forces, and actions to address it.

The commitment to preventing and tackling all forms of sexually unacceptable and inappropriate behaviour within the UK Armed Forces is enduring. When Service personnel behave sexually unacceptably or inappropriately there are clear processes to follow to take appropriate action. The Joint Services Publication (JSP) 763:Behaviours and Informal Complaints Resolution Policy (Ministry of Defence, 2010) is the authoritative policy and guidance on behaviours and the informal complaints resolution process. It outlines the core behaviours expected within the UK Armed Forces which contribute to an inclusive working environment and those which are unacceptable. The JSP 831:Redress of Individual Grievances Service Complaints, is the authoritative policy and guidance for the procedures to follow to address Service Complaints. It outlines the actions to take to ensure that Service Complaints are handled and resolved in accordance with legislation, using a process that is efficient, fair, and transparent. The Joint Services Publication 830: Manual of Service Law (Ministry of Defence, 2106b) is the authoritative policy and guidance on the Service Justice System and the Armed Forces Act 2006.

Within the Army there is also the Army General and Administrative Instructions (AGAI) 75 which clearly gives policy, guidance and instructions regarding diversity, inclusion and appropriate behaviours; within the Navy there is the Royal Navy Policy in BRd3 which clearly gives policy and guidance on Diversity & Inclusion (Chapter 30) and the discipline process (Chapter 20); and within the RAF there is the Major Admin Action Policy (AP3392 Vol 4) which clearly gives the policy and guidance on discipline.

7.1.1 Research Related to Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

Measuring and defining unacceptable or inappropriate sexual behaviour and sexual harassment remains a difficult task due to its subjective nature, with the emphasis being placed on unwanted conduct of a sexual nature and on what the individual finds uncomfortable, unreasonable, or offensive. The reluctance of individuals to report cases of sexual harassment also makes it difficult to quantify.

In 2006 the UK Ministry of Defence (MoD) signed an agreement with the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission) on preventing and dealing effectively with sexual harassment in the UK Armed Forces. Under the agreement, research into sexual harassment in the UK Armed Forces was carried out. This included a Tri-Service survey and focus groups looking at monitoring and understanding sexual harassment in 2006 and a Tri-Service survey in 2009. The Agreement was concluded in July 2008 and following the 2009 survey the funding for the Tri-Service research was withdrawn. Since then, each of the three single Services have used their own methods for monitoring and understanding sexual harassment.

In 2014, the Army committed, up to 2021, to better understand sexual harassment by conducting regular systematic research every three years and, since then, there has been a survey and focus groups conducted in 2014 (Ministry of Defence, 2015a) and 2017 (Ministry of Defence, 2018). In 2014 the RAF elected to better understand subtle gender interactions and boundary issues around sexual behaviours in order to ensure future policies and cultures could be developed to more effectively support serving personnel. They undertook an in-depth qualitative investigation into gender-related behaviours experienced by personnel and what is perceived as acceptable and appropriate by men and women alike. The Royal Navy (RN) and Royal Marines (RM) funded a Sexual Harassment Survey in 2015 (Ministry of Defence, 2015b) in order to better understand the nature, extent and impact of sexual harassment and how effectively the RN/RM prevents and manages sexual harassment.

The 2019 MOD Report on Inappropriate Behaviours (Ministry of Defence, 2019) judged the research work on sexual harassment within the UK Armed Forces as offering an important and unique insight and recommended that further work and in particular a survey be conducted in 2020. Each of the single Services conducted a Sexual Harassment Survey (SHS) in 2021 (Ministry of Defence, 2022) and in addition the Army also ran focus groups. A specific question on sexual harassment was also introduced into the UK Armed Forces Continuous Attitude Survey (AFCAS) in 2021. Going forward, following the MOD's Inappropriate Behaviours Report, future sexual harassment research within the UK Armed Forces will most probably be directed once again at Tri-Service level (building upon the Army research and informed by an independent advisory board). This will better enable comparisons to be made across all of the UK Armed Forces. The Tri-Service sexual harassment research will also be expanded to cover the whole-force to ensure that others who work alongside serving personnel, such as Civil Servants and contractors can share their experiences. The commitment to being transparent and accountable will continue with the publication of the research findings.

7.1.2 Additional Monitoring of Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

A further mandate from the 2019 MOD Report on Inappropriate Behaviours directed the use of 'climate assessments' to be conducted as ongoing activity within the UK Armed Forces. These were to be aimed at Unit/Station level to identify any negative behaviour or negative local culture early so interventions could be pursued as appropriate. Climate assessments are based on a two level approach consisting of an online survey (Level 1) and in-depth focus group discussions (Level 2), if judged necessary from the findings of the Level 1 survey, or as requested by the Commanding Officer (CO). The Army have been conducting Unit Climate Assessments (UCA) since 2017 with the design being primarily adapted from the Canadian Forces military climate survey. Every Commanding Officer or Head of Establishment within an Army Unit conducts a climate assessment at least once during their tenure, normally within the first six months. The results are used to create an action plan which addresses any areas of concern. Assurance checks provide oversight that Climate Assessments are being conducted and that an associated Action Plan is being followed. Any evident trends in Service Complaints³ are monitored and actioned by the designated Service Complaint Team. The Navy conducted their first UCA in Autumn 2021 and the RAF are currently in the pilot phase of their UCA, with the aim of being fully operational in Autumn 2022. Both the Navy and the RAF UCA has incorporated a set of core questions around unacceptable and inappropriate behaviour which are taken from the Army UCA question set. This standardisation of core questions enables valid and reliable analysis across the UK Armed Forces. Beyond the regular timing of climate assessments, a range of additional factors could trigger the need for a climate assessment, for example:

- A high number of calls to helplines.
- A high number of personnel on sick leave or medically downgraded.

³ A Service Complaint is a formal complaint made by Serving personnel, and is called a Service Complaint at the point when an informal complaint is formalised.

- A high number of complaints – both informal and formal.
- A high number of personnel citing unacceptable or inappropriate behaviours as a reason for leaving in exit data.

The UK Armed Forces release an annual report which provides official statistics on recent and historical offences committed by UK Armed Forces personnel that are contrary to the Sexual Offences Act 2003 (SOA 03)⁴ and that are dealt wholly within the Service Justice System (SJS). The Armed Forces Act 2006 (AFA 06) provides the legislation for the SJS and this is supported by the Manual of Service Law (MSL), which provides the necessary guidance to those that are required to deliver it. The SJS is primarily delivered by Commanding Officers (COs), the Service Police (the Royal Navy Police (RNP), Royal Military Police (RMP) and Royal Air Force Police (RAFP)), the Service Prosecuting Authority (SPA) and the Military Court Service (MCS). The AFA 06 requires all allegations of SOA 03 offences to be reported to the Service Police, who are trained to undertake investigations into sexual offences at the Defence School of Policing and Guarding. All allegations of a sexual offence reported to the Service Police are investigated outside of the Chain of Command. The figures for those sexual offences committed by UK Armed Forces personnel which are dealt with outside of the SJS are not published.

Cases included in the published annual official statistics are either reported to the Service Police, referred to the Director of Service Prosecutions (DSP) or heard in the Court Martial. Key points from the 2020 report (between 1 January 2020 to 31 December 2020) are (Ministry of Defence, 2016c):

- During 2020 the Service Police conducted 161 investigations into sexual offences; 146 were into offences contrary to the SOA 03 and 15 were investigations into historical offences. This represents a total decrease of 24 investigations contrary to the SOA 03 for 2020 compared to 2019 and an increase of 7 historical investigations from 2019.
- Of the 161 investigations, 100 led to charges being referred to the DSP by the Service Police, 29 investigations did not lead to a referral and 33 were still under investigation at the end of 2020. This represents a decrease of 10 cases that resulted in a referral of charges, a decrease of 6 cases that were not referred and the same number of cases still under investigation compared to the 2019 figures.
- The 146 investigations into SOA 03 offences involved 150 suspects (140 male, 4 female and 6 unidentified suspects) and 180 victims (36 male, 137 female and 7 unknown or unspecified).
- The Service Prosecuting Authority (SPA) received 152 case referrals from the Service Police, referred charges contrary to the SOA 03 in 86 cases, 47 cases were non-directed and referred an alternative non-SOA 03 charge in 4 cases. The SPA figures for 2020 contain cases which are still in the process of being investigated and therefore no decision has yet been made as to whether these cases will be charged or non-directed.
- The Court Martial tried 51 defendants in 2020 who faced 81 charges. Of these charges, 50 were found guilty, 30 were found not guilty and 1 charge was discontinued at Court Martial. 30 defendants were found guilty of a sexual offence. Please note that several defendants were convicted of multiple sexual offence charges.

⁴ The majority of the SOA 03 came into force on 1 May 2004, in the main replacing the Sexual Offences Act 1956.

7.2 RELEVANT DEFINITIONS

Unacceptable or Inappropriate Behaviour as specified in JSP763 (Ministry of Defence, 2010) is:

Any conduct that is unlawful or inconsistent with core behaviours. It includes all criminal and disciplinary behaviour, for example sexual and violent offences, as well as bullying, harassment, discrimination, victimisation, and other types of conduct which go against the values, standards, and codes of conduct of the Service. The policy states that all Service personnel across the three Services of the UK Armed Forces, regardless of rank or grade, have a right to be treated with dignity.

Workplace is defined as:

The place where you engage in work related activity or are on duty (regardless of location); to include working over the phone or using electronic communication; participating in work-sponsored or organised social events / sporting events (including adventurous training); work travel; when using social media at all times, including during leisure time and any other duties associated with work, whether or not they take place at your usual place of work.

Harassment as defined in Section 26 of the Equality Act 2010 (and specified in JSP763) is:

Unwanted conduct related to a relevant protected characteristic⁵ that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment occurs when:

- There is conduct which may be physical (e.g., physical gestures, physical assault), verbal (e.g., name-calling, banter) or non-verbal (e.g., offensive texts, emails, social media posts, graffiti) which is offensive or harmful to the recipient/s.
- The conduct is unwanted, unwelcome, or uninvited by the recipient/s.
- The conduct is prohibited on one or more grounds – on grounds of race, ethnic or national origins, religion or belief, sexual orientation, age, gender, gender reassignment or for a reason which relates to the recipient's disability.
- The conduct is either directed to an individual recipient/s or to a group of individuals (this can include a general culture or atmosphere which is for example hostile to a cohort of individuals such as women or a particular ethnic group).
- The conduct can occur on a number of occasions or can be a serious isolated incident.
- The perpetrator knew or should reasonably know that the conduct would cause offence or harm to the recipient/s.

Sexual Harassment is a specific type of harassment and is specified in JSP763 (Ministry of Defence, 2010) as:

Unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating the recipient's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Sexual Harassment occurs when:

⁵ The relevant protected characteristics for harassment are age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation (s.26(5)) Equality Act 2010.

- There is conduct of a sexual nature which is harmful or offensive to the recipient/s; this can be physical (e.g., inappropriate or overfamiliar touching groping, fondling) verbal (e.g., commenting on the individual's anatomy, making suggestive remarks or obscene gestures, leering or wolf-whistling) or non-verbal (e.g., displaying nude pin-ups, circulating emails, texts or multimedia messages containing 'dirty' jokes or other sexual content or images, downloading, watching or reading pornographic images, films or magazines in a communal area).
- The conduct of a sexual nature is unwanted or unwelcome or uninvited by the recipient/s.
- The conduct of a sexual nature has the purpose or effect, whether intended or not, of violating the recipient's dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- The conduct of a sexual nature can occur on a number of occasions or can be a serious isolated incident.
- The conduct of a sexual nature is either directed to an individual recipient/s or to a group of individuals (this can include a general culture or atmosphere which is for example hostile to a cohort of individuals such as women or a particular ethnic group).
- The perpetrator knew or should reasonably know that the conduct of a sexual nature would cause offence or harm to the recipient/s.

7.3 POLICIES AND PRACTICES RELATED TO SEXUALLY UNACCEPTABLE OR INAPPROPRIATE BEHAVIOURS IN THE WORKPLACE IN THE UK ARMED FORCES

There are two different policy areas related to unacceptable and inappropriate sexual behaviour (including sexual violence) in the UK Armed Forces:

- 1) Policy related to unacceptable and inappropriate sexual behaviour (i.e., sexual harassment) and sexual offence in the workplace -covered here in Section 7.3.
- 2) Policy related to unacceptable or inappropriate personal or sexual relationships in the workplace – covered in Section 7.4.

7.3.1 Policy Related to Unacceptable and Inappropriate Sexual Behaviour (i.e., Sexual Harassment) and Sexual Offence in the Workplace

Unacceptable or inappropriate behaviour is seen in the UK Armed Forces as any conduct that is unlawful or inconsistent with core behaviours. It includes all criminal and disciplinary behaviour, for example sexual and violent offences, as well as bullying, harassment, discrimination, victimisation, and other types of conduct which go against the values, standards, and codes of conduct of the Armed Forces. Policy clearly states that all Service personnel across the three Services, regardless of rank, have a right to be treated with dignity and that all have a role in creating an inclusive, safe, and supportive working and social environment. Any misconduct involving abuse of position, trust or rank is viewed as being particularly serious.

In addition to illegal acts, such as rape and sexual assault (which may include hazing⁶) which are dealt with in the UK Armed Forces by the Military Police, the following are examples of sexually unacceptable or inappropriate behaviour not tolerated in the UK Armed Forces:

- Unwelcome sexual attention including unwanted sexual advances, asking unwanted questions of a sexual nature, wolf-whistling or catcalling.
- Lewd or suggestive comments and/or gestures of a sexual nature including unwanted terms of endearment (e.g., ‘babe’ or ‘stud’).
- ‘Environmental’ harassment such as the open display or watching of pornographic material/imagery and sexually explicit conversation or jokes.
- Ridiculing someone sexually (e.g., making fun of the way they look or speak) or insulting them or sexual comments and jokes.
- Touching someone in a way which makes them feel uncomfortable.
- Encouraging, verbalising, or acting on sexual stereotypes of men, women, or members of minority groups.
- Ostracising someone, excluding them from group activities (or conversely, coercing them into taking part in unwanted sexual activities through fear of being ostracised).
- Spreading malicious rumours of a sexual nature about someone.
- Labelling someone who has made a complaint of sexual harassment a “troublemaker”, or retaliating against/victimising them.
- Pressurising someone into not making a complaint.
- Domestic sexual abuse or violence.
- Sexual initiation ceremonies.

The UK Armed Forces are committed to ensuring that sexually unacceptable or inappropriate behaviour is never tolerated in any form. Service personnel found to be perpetrators of sexually unacceptable or inappropriate behaviour will have contravened the standards of behaviour expected by the Ministry of Defence (MoD). Where an individual’s sexual conduct harms or might foreseeably cause harm to others, might adversely impact on operational effectiveness, or might cause reputational harm to the Service, that individual can face disciplinary, administrative, or misconduct action.

A range of disciplinary, administrative, and misconduct procedures, updated in 2021, are in place for the UK Armed Forces to deal with sexually unacceptable or inappropriate behaviour in the workplace. The Joint Services Publication (JSP) 763: Behaviours and Informal Complaints Resolution Policy (Ministry of Defence, 2010) is the authoritative policy and guidance on unacceptable behaviours (including sexual offending) and the informal complaints resolution process. The JSP 831: Redress of Individual Grievances Service Complaints (Ministry of Defence, 2012) is the authoritative policy and guidance for the procedures to follow to address Service Complaints. More recently single Service policies have been aligned to create an overarching zero tolerance approach to sexual offending and sexually unacceptable behaviour within the UK Armed Forces (2022). Such zero tolerance clearly states that anyone convicted of a sexual offence or misconduct can expect to be dismissed. Further policy has been strengthened regarding sexual exploitation and abuse prohibiting the use of transactional sex workers.

⁶ Hazing refers to the practice of rituals, challenges, and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group including a new fraternity, sorority, team, or club.

7.3.2 Reporting Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

All Service personnel within the UK Armed Forces are seen to have a responsibility to challenge sexually unacceptable or inappropriate behaviour and are expected to:

- Ensure that their own conduct does not amount to sexual harassment.
- Have the moral courage to challenge unacceptable and inappropriate behaviour.
- Be prepared to support those who experience or witness sexual harassment.
- Report sexual harassment against themselves or others.

The Chain of Command (CoC) has additional responsibilities to set the highest example through their own behaviour and to ensure that Service personnel for whom they are responsible, are aware of, understand and adhere to the policies. If sexually unacceptable or inappropriate behaviour does occur, they are expected to have the moral courage to deal with it properly and promptly, whether a complaint has been made or not. Where an allegation has been made of sexually unacceptable or inappropriate behaviour towards an under 18, there is a need to refer to the separate safeguarding policy outlined in JSP 834: Safeguarding (Ministry of Defence, 2020a), which gives the policy requirements and comprehensive practical guidance for the safeguarding of children and young people.

Significant effort has been invested within the UK Armed Forces, and still is being invested, to encourage reporting from both victims of sexually unacceptable or inappropriate behaviour and colleagues witnessing such behaviour. It is recognised however that not everyone feels comfortable about reporting or ‘calling out’ sexually unacceptable or inappropriate behaviours. Research within the UK Armed Forces shows that very few Service personnel are likely to make a formal complaint and the majority do not tell anyone at work about what happens (Ministry of Defence, 2022). There still appear to be significant barriers to reporting sexual harassment within the UK Armed Forces, the most significant being the perceived negative repercussions of making a complaint such as making the work situation unpleasant, being labelled a troublemaker, not being believed, the negative impact on job/career, and feeling ashamed. There is also a growing body of research in general society illustrating the hesitance to report experiences of sexual harassment and exploring the reasons for this. The Equality and Human Rights Commission (2020) found high levels of non-reporting (50%) with respondents reporting that barriers preventing them from reporting their experience included lack of appropriate recording procedures, belief that the employer would not take the situation seriously, belief that the perpetrator would be protected, especially senior staff, and concerns about victimisation. Since more high-profile cases have been brought to public attention in the media and the #Time’sUp and #MeToo movements⁷ have raised the profile of reporting, the Chartered Institute of Personnel and Development (CIPD, 2020) indicated that there has been a change in employees’ willingness to question and come forward regarding unacceptable and inappropriate sexual behaviours; with a third (33%) saying they have been confident enough to challenge such behaviour as harassment and 29% said they are more confident to raise a complaint about it.

With employees being reluctant to report cases of sexually unacceptable and inappropriate behaviour to their employer, the UK Trades Union Congress (TUC) with their #ThisIsNotWorking campaign in 2020 (Trades Union Congress, 2020) proposed that employers needed to change their approach to protect their workers from sexual harassment. They put forward a number of proposals – education through mandatory training, anonymous reporting systems for victims to anonymously report their experience and lastly repercussions for employees who don’t comply with the policies. The UK Armed Forces have adopted a similar approach in their encouragement of Service personnel to report and ‘call out’ unacceptable or inappropriate sexual behaviour. In addition to the established mandatory ‘call out’ training and the confidential and anonymous helplines,

⁷ Ground-breaking anti-sexual assault and women’s empowerment movements.

anonymous online reporting tools are being investigated so that all personnel can make the Armed Forces aware of any unacceptable and inappropriate behaviours without fear of repercussion or negative consequences. The promotion of a work culture where the reporting of such unacceptable or inappropriate sexual behaviour is not seen as a sign of failure or ‘unsafe’ is ongoing, and where conversely the failure is seen as the not taking of appropriate and timely reporting and action. The endorsement of a workforce that is unafraid to challenge and address unacceptable behaviour and that is confident to ‘speak truth unto power’ is becoming more and more prominent across the UK Armed Forces. Furthermore, the zero tolerance clearly states that anyone convicted of a sexual offence or misconduct can expect to be dismissed.

7.3.3 Making an Informal Complaint about Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

If possible and where appropriate, in the first instance early informal resolution of allegations of sexually unacceptable or inappropriate behaviour is recommended. However, all serving personnel have a right to make a formal complaint if they feel they have been sexually harassed, this is part of their statutory right of complaint under sections 334 to 339 of the Armed Forces Act 2006 (AFA 06). If at any time during the complaint process it is determined that something illegal has occurred, then the complaints process will be terminated, and the military or civilian police will be contacted, and they will take over the investigation.

The informal complaint route involves the recipient of the behaviour explaining clearly to the perpetrator that their behaviour is unwanted and unacceptable, and what the recipient wants them to do about it. There are a series of options (not sequential), constituting this informal complaint route, which the recipient of the behaviour can choose to do:

- Speaking to the perpetrator directly. The recipient should briefly describe what the perpetrator(s) said, or did, which caused offence, listen carefully to any response, and avoid getting involved in arguments. It may be helpful for the recipient to explain their concerns to the perpetrator(s) and then for the parties to agree to discuss the matter after a period of reflection.
- Writing to the perpetrator. The recipient may choose to write to the perpetrator about their behaviour. This would also establish an audit trail, particularly if sent as an email attachment.
- Using the Command Chain. The recipient may ask someone in the Command Chain to speak to the perpetrator(s) about their behaviour. This does not necessarily mean that more senior Commanders are made aware of the allegations, merely that appropriate Command Chain action – at the lowest appropriate level – may be taken as soon as possible to curtail the behaviour.
- Using an Armed Forces colleague. The recipient may speak to the perpetrator(s) in the presence of an Armed Forces colleague or ask them to speak to the perpetrator(s) on their behalf. In either case, the perpetrator(s) may also have their own Armed Forces colleague present.
- Using Mediation. If all parties agree, they may try to resolve any dispute between them through the assistance of trained mediators.

At any stage before, during, or after an attempt at informal resolution, the recipient retains the right to make a formal complaint, at which point the informal complaint process is formalised and is known as a Service Complaint. Together the Armed Forces Act 2006 (Redress of Service Complaints) and the Armed Forces (Service Complaints) Regulations 2015, as amended by the Armed Forces Regulations 2022, provide the legal framework and authority for the Service Complaints System, and sets out the powers of the Service Complaints Ombudsman for the Armed Forces (SCOAF). The aim of the Service Complaints system is to provide serving and former UK Armed Forces personnel with a process that is efficient, effective, and fair so they can resolve valid grievances on matters relating to their service in the UK Armed Forces and seek redress.

7.3.4 Making a Formal Complaint (Service Complaint) about Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

The process for a formal complaint (i.e., a Service Complaint) can be seen in Figure 7-4. Firstly, the complaint must be submitted in writing and within 3 months of the incident complained about, or, if the complaint is about a series or pattern of incidents, the latest incident. Although a complaint may initially be submitted in any written format, a formal complaint form is also required to be completed and submitted. This formal complaint form is provided either by the Chain of Command (CoC) or direct from the Service Complaints Secretariat (see Annex A: Formal Complaints Form).

A formal complaint is then submitted to the Specified Officer (SO) who makes a decision as to whether the complaint is admissible i.e., allowed as a Service Complaint as some matters are excluded from the system, and time limits apply (providing they are not implicated within the complaint). If it is admissible the Service Complaints Secretariat will appoint a decision body who is at the correct level to be able to decide the case. If the recipient making the complaint is not happy with the decision made they can appeal and, if the appeal is deemed admissible, the case will be reviewed by an appeal body. At admissibility, if the case is deemed significant or the recipient is of a senior rank, the case can be referred to the Army Defence Council for a decision, this decision cannot be appealed. Externally to the internal Armed Forces complaint process, and after the completion of a complaint, the complaints can be reviewed by the Service Complaints Ombudsman who has the statutory powers to overrule any internal decisions and who can also rule on maladministration. If any doubt exists on any aspect of the Service Complaints process, legal and MOD policy advice can be sought from the appropriate single Service Secretariat.

7.3.5 Support for those Involved in a Formal Complaint (Service Complaint) Related to Unacceptable and Inappropriate Sexual Behaviour (Including Sexual Violence) in the UK Armed Forces

There are support networks available to both the victim and the alleged perpetrator involved in a formal complaint (Service Complaint) related to unacceptable and inappropriate sexual behaviour within the UK Armed Forces. The JSP 839: Victims Services gives guidance and procedures for providing the appropriate assistance to victims of crime including sexual offence (Ministry of Defence, 2016a).

If an individual is a victim, they are issued with a comprehensive leaflet explaining the next steps in the process including victim support, protection against harassment or intimidation, the process for dealing with someone who has been charged, going to court as a witness and the compensation processes. They are allocated a Victim Liaison Officer who is responsible for providing information on the progress of the case and any key events. Additionally, depending on the severity of the allegation or offence, the individual, who is the victim, may be placed on a Unit/Station Vulnerability Risk Management (VRM) Register and monitored by the Commanding Officer on a regular basis.

All alleged perpetrators are provided with a booklet titled “your rights if you are accused of an offence under the Service Justice System”. This provides advice for anyone who has been arrested for or charged with an offence and explains the individual’s rights and what will happen next. All alleged perpetrators are also issued with an Assisting Officer (AO) to talk them through the process and act as a liaison with the Chain of Command. Additionally, an individual who is investigated or charged with a sexual offence may be placed on a Unit/Station VRM register and monitored by the Commanding Officer on a regular basis.

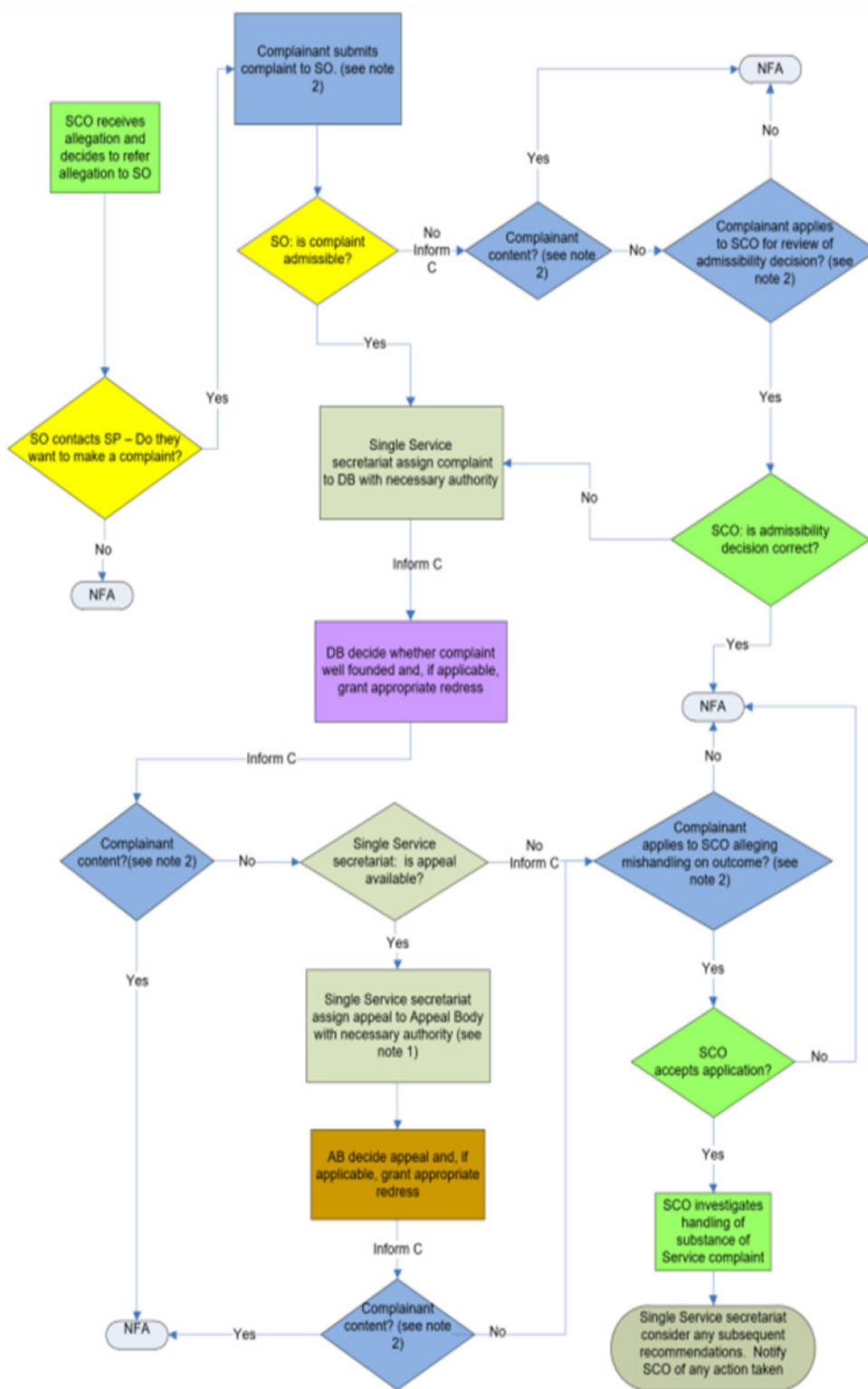


Figure 7-4: Formal Service Complaints Process Flowchart.

7.4 POLICIES AND PRACTICES RELATED TO PERSONAL OR SEXUAL RELATIONSHIPS IN THE WORKPLACE IN THE UK ARMED FORCES

The Armed Forces Code of Social Conduct (Ministry of Defence, 2014) explains the UK Armed Forces policy on personal relationships between Service personnel which applies to all members of the Armed Forces regardless of their protected characteristics, ability, rank, or status. The provisions apply equally to members of the Regular and the Reserve Forces.

In the area of personal relationships, the overriding operational imperative is to sustain team cohesion and to maintain trust and loyalty between commanders and those they command in order to maintain operational effectiveness. This imposes a need for standards of behaviour that are more demanding than those required in society at large and are equally necessary during peacetime and on operations. It is important to acknowledge that in the tightly knit military community there is a need for mutual respect and a requirement to avoid conduct which undermines trust and cohesion, damages a unit's morale or operational effectiveness, or offends or causes distress to others.

In the area of personal relationships examples of such undermining conduct may include:

- Over-familiarity with the spouses, civil partners, or partners of other Service personnel.
- Displays of affection which might cause offence to others.
- Unwelcome sexual attention in the form of physical, verbal, or virtual conduct.
- Behaviour which damages or puts at risk the marriage, civil partnership or personal relationships of Service personnel or civilian colleagues within the wider Defence community.
- Misuse of rank and taking advantage of subordinates.
- Probing into a person's private life and relationships.

Whilst it is not practical to list every type of conduct that may be unacceptable or inappropriate behaviour in the area of personal relationships, the seriousness with which misconduct is regarded depends on the individual circumstances and the potential for adversely affecting operational effectiveness and team cohesion. Nevertheless, misconduct involving abuse of position, trust, or rank, or taking advantage of an individual's separation, is viewed as being particularly serious. In order to prevent damage to team cohesion and operational effectiveness, timely advice and informal action is advised as important to avoid a situation developing to a point where it could:

- Impact adversely on third parties.
- Impair the effectiveness of a Service individual or a Unit/Station.
- Result in damage to the Armed Forces image or reputation.

Reporting unacceptable and inappropriate sexual personal or sexual relationships in the workplace in the UK Armed Forces

When considering whether the UK Armed Forces has a duty to intervene in the personal lives of its personnel, Commanding Officers (COs) are instructed to consider each case against the following Service Test: *"Have the actions or behaviour of an individual adversely impacted or are they likely to impact on the efficiency or operational effectiveness of the Service?"* They are advised to determine the seriousness of the behaviour involved, its impact on operational effectiveness and thus the appropriate response and should at all times refer

to Service specific guidance. It is clear that they should not use the Service Test to invasively examine the personal lives of people under their command, especially those who have made allegations of sexual harassment or sexual offences, as it undermines trust (such allegations are dealt with through other formal administrative or disciplinary processes).

The Service Test lies at the heart of the UK Armed Forces Code of Social Conduct and the personal relationships policy, and it can apply to all forms of social conduct, including behaviour while not on duty. Any sexual behaviour which fails the Service Test is unacceptable.

In order to decide whether the Service Test has been breached, conduct or performance should be considered as to whether in some way it:

- Adversely affects the standards, effectiveness or reputation of the UK Armed Forces or the Unit/Station.
- Undermines confidence in Service Personnel's (SP) ability to perform their duties appropriately or calls into question their integrity, honesty, commitment to the UK Armed Forces values and standards or their suitability for their rank or appointment.
- Damages or compromises command or management relationships.
- Damages or hazards the marriage or personal relationships of others within the immediate Defence community that supports them.
- Adversely affects the UK Armed Forces as a corporate body, although it has no direct bearing on the Unit/Station to which the SP belongs (e.g., where a SP's failings have resulted, or had the potential to result, in adverse media coverage).
- Undermines morale, good order, discipline, trust or Unit/Station cohesion and standards of conduct in the broadest sense.
- Failed to maintain the standards of performance and conduct reasonably expected of those of their rank and Service.

7.5 CURRENT SOURCES OF ADVICE AND SUPPORT RELATED TO SEXUALLY UNACCEPTABLE OR INAPPROPRIATE BEHAVIOURS IN THE WORKPLACE IN THE UK ARMED FORCES

Where sexually unacceptable or inappropriate behaviour is unlawful conduct or a criminal offence this is immediately brought to the attention of either the Service Police or the Defence police. Where sexually unacceptable or inappropriate behaviour is not unlawful conduct nor a criminal offence, there are many other options available for Service personnel within the UK Armed Forces to access advice and support.

7.5.1 Training and Education

A range of training is in place across the UK Armed Forces to ensure serving personnel have the awareness and knowledge to support broader cultural change and call out sexually unacceptable and inappropriate behaviour; this includes annual mandatory training on values and standards and diversity and inclusion. Bespoke consent training is run by specialist police within the Armed Forces and covers sexual offending, consent understanding and aims to build confidence in reporting. This has become core learning for new recruits in the Army; the Royal Navy is integrating formal consent training into training establishments and leadership courses, and the RAF Police deliver sexual offence awareness campaign presentations widely in Units and to all levels of command as

well as to all phase one trainees. Active Bystander principles were developed in 2020 to empower personnel to ‘call out’ unacceptable and inappropriate sexual behaviour. Since then, these have been developed into a training package to enable personnel to challenge unacceptable and inappropriate behaviour and encourage positive behaviour across Defence, regardless of Service, or rank. The package trains personnel to safely intervene when they witness incidents of unacceptable or inappropriate sexual behaviour regardless of the environment. In the Army, Service personnel undertaking Phase One and Two training and those on career progression courses are mandatorily taught Active Bystander principles as part of the training syllabus. In the RN there is a mandatory module in their Navy Command Diversity and Inclusion training and in the RAF, whilst not mandated, Active Bystander training is referenced in their Everyone Everyday training which is undertaken by OF5 and below.

7.5.2 Internal Advisers

Diversity and Inclusion Advisers (D&I(As)) and Diversity and Inclusion Practitioners (D&I(Ps)), formerly known as Equality Diversity and Inclusion Advisers (EDIAs and Assistant EDIAs), are the primary source of advice and support to Service personnel on D&I issues, unacceptable and inappropriate behaviours, informal complaints, and bullying, harassment, and discrimination formal complaints processes. Each of the 3 Services which make up the UK Armed Forces have a set number of D&I A/Ps embedded within their different Units/Stations. The role of the D&I(A/P) is important in creating an environment where Service personnel are treated inclusively, and issues are tackled before they become more significant. They are the ‘eyes and ears’ on the ground and are trained to be able to challenge unacceptable or inappropriate sexual behaviours where encountered. The role is also focused on delivering appropriate training and providing a signposting function.

D&I(As) are trained to understand where issues fall outside of their remit, for example, when a matter should be handled under different policies and procedures (e.g., misconduct or discipline). They have recently been upskilled on understanding sexually unacceptable and inappropriate behaviour and building confidence in dealing with it. Work is underway to formalise the training for D&I(A/P) and accredit the qualification.

Lead D&I(A/Ps) are required to complete a monthly summary log of all incidents raised, which is anonymous and is shared with the Commanding Officer. This recordkeeping is important to understand and monitor the climate within the different Units/Stations across the UK Armed Forces, check that cases are being closed/resolved, provide evidence of how issues were handled, provide evidence for the wider Defence understanding of the scale of unacceptable and inappropriate behaviour and ensure resources are properly targeted. This recordkeeping has recently, in the summer of 2021, been digitised to enable the central location of monthly summary logs and the exploration of longer-term trend analysis within the UK Armed Forces.

7.5.3 Anonymous Support Lines and Guides

The anonymous Defence bullying, harassment (including sexual harassment) and discrimination helpline was set up in September 2020 to provide support and advice to Service personnel who experience unacceptable and inappropriate sexual behaviours and harassment or witnessed them in their workplace. The Army also has its own anonymous helpline called Speak Out and this has been in existence since 2011. The RAF trialled an anonymous reporting helpline in 2020 – 2021 which was replaced in 2022 by the (already running) RAF Crime and Confidential Reporting Hotline.

A guide to sexual harassment called Sexual Harassment: What You Need to Know was also published in 2020. The booklet explains what sexual harassment is and what to do if you experience or witness it. The 6-page guide clearly indicates sources of support for both UK Armed Forces and wider Defence personnel.

7.5.4 Additional Sources, Both Internal and External to the UK Armed Forces

Internal sources of support and advice available to the UK Armed Forces are:

- Local D&I Adviser or Practitioner.
- Chain of Command.
- Unit/Station Welfare staff.
- Padre / Chaplain.
- Medical Officer.
- Colleague.
- Staff network.
- Associated Service welfare organisations (Royal Navy Family and Personnel Support, Army Welfare Service triage cell, Royal Air Force Welfare).
- Defence Bullying Harassment and Discrimination Helpline.
- Army Service personnel can additionally contact the Army Speak Out.
- Confidential hotline.

External sources of support and advice available to the UK Armed Forces and who are familiar with the UK Armed Forces policies are:

- Defence's Military mental health helpline administered by Combat Stress.
- Service Complaints Ombudsman for the Armed Forces (SCOAF).
- The Soldiers, Sailors, Airmen, and Families Association (SSAFA – The Armed Forces Charity).

External sources of support and advice available to the UK Armed Forces and who are not familiar with the UK Armed Forces policies are:

- Help at Hand.
- Citizen's Advice.
- The Samaritans.
- Victim Support, Women's Aid, Survivors UK, Rape Crisis.
- Local Sexual Assault Referral Centres.
- National Centre for Domestic Violence, Men's Advice Line, Respect.

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Appendix 1: FORMAL COMPLAINTS FORM**SERVICE COMPLAINT FORM****For official use only – SR number from JPA**

Complaint Informal

Complaint Formal

To: Royal Navy/ Army/ RAF single Service Secretariat Central Admissibility Team
(Delete as appropriate)

Section 1 – Your details

Full Name:

Rank/Rate:

Service Number:

Location currently at or assigned/attached to (or last location if no longer serving):

Date discharged on (if applicable):

Current Address:

Contact Details (telephone, email, etc.):

Preferred method of contact: email/telephone/post (delete as appropriate)

Please provide dates to avoid where you know you will not be available, e.g., holidays booked or medical procedures (provide dates from and to):

Name/contact details of Assisting Officer (if already appointed):

Section 2 – Special-to-Type (STT) Complaint Procedures

For certain types of complaints, there are Special-to-Type (STT) procedures that you should follow before you make a Service Complaint (see guidance notes for further details).

Please tick the relevant box below to confirm if there is a STT procedure for the type of complaint you are making:

- There is no STT procedure for the type of complaint I am making.
- There is a STT procedure for the type of complaint I am making, and I have followed that process and it is complete.

Section 3 – How do you feel you have been wronged?

When detailing your complaint, please make sure you separate out each incident in order of events. Please include date (s) and times, location, clear description(s) of the nature of the incident(s), the name of any person who you allege to be the subject of or implicated in any way in the matter, or matters complained about, and any individuals you believe have wronged you. If there were any witnesses to the incident(s), please include their names and what they were a witness to.

If you consider your complaint includes allegations of bullying, harassment, unlawful discrimination, or any other allegation specified in regulation 5(2) of the Armed Forces (Service Complaints Miscellaneous Provisions) Regulations 2015, please refer to the guidance notes at paragraph 8-10.

Add more boxes below if required.

1. Alleged wrong:

What is the wrong (and if appropriate, who you believe wronged you)?

Why was it wrong?

What was the impact on you?

Do you consider it includes allegations specified in regulation 5(2) of the Armed Forces (Service Complaints Miscellaneous Provisions) Regulations 2015 (see paragraph 9 of the guidance notes above)? If so, please state why you believe this and provide details of the relevant conduct.

What outcome or redress do you want?

2. Alleged wrong:

What is the wrong (and if appropriate, who you believe wronged you)?

Why was it wrong?

What was the impact on you?

Do you consider it includes allegations specified in regulation 5(2) of the Armed Forces (Service Complaints Miscellaneous Provisions) Regulations 2015 (see paragraph 9 of the guidance notes above)? If so, please state why you believe this and provide details of the relevant conduct.

What outcome or redress do you want?

Section 4 – Person(s) you believe have wronged you or have behaved towards you under a category (or categories) of behaviour (as described in Section 3)

If identifying more than one person, please make sure you specify which alleged wrong they relate to in your complaint in Section 3.

Add more boxes below if required.

Name:
 Rank/Grade:
 Unit, phone, email details:
 Relationship to you:
 Which alleged wrong:

Name:
 Rank/Grade:
 Unit, phone, email details:
 Relationship to you:
 Which alleged wrong:

Section 5 – Contact details of witnesses (as referred to in Section 3)

Please make sure you specify which alleged wrong each witness relates to in your complaint in Section 3.

Add more boxes below if required.

Name:
 Rank/Grade:
 Unit, phone, email details:
 Relationship to you:
 Which alleged wrong:

Name:
 Rank/Grade:
 Unit, phone, email details:
 Relationship to you:
 Which alleged wrong:

Section 6 – Reasons for delay in submitting your complaint (if applicable)

Complaints submitted under the Armed Forces (Service Complaints) Regulations 2015 must normally be submitted within 3 months of the date that the matter complained of occurred or of the latest in a connected series of incidents. This time limit is 6 months if your complaint is about discrimination and 9 months if it is about equal pay. Please provide an explanation if you think that this complaint is made outside the relevant time limit and why it should be considered – see JSP 831, Part 2, Annex R for further guidance on what might constitute just and equitable reasons.

Section 7 – Declaration

I make this complaint in accordance with Section 340A of the Armed Forces Act 2006, and I consent to the disclosure of my relevant personal employment/medical information for the purposes of investigating and deciding my complaint:

Signature of Complainant:

Print name:

Date:

Chapter 8 – COUNTRY REPORT: UNITED STATES

Leedjia Svec
 United States Navy
 UNITED STATES

8.1 INTRODUCTION

The United States military is a diverse and multidisciplinary fighting force comprised of distinct branches reflective of the domain in which they serve. Founded in 1775, The Army primarily engages in ground combat, the Navy primarily engages in combat at sea, and the Marines are a forward operating force; the Air Force (founded in 1947) engages primarily in Air operations, with Space Force (founded in 2019) engaged in space operations (U.S. Department of Defense, About). These departments comprise the Department of Defense (DoD). Common to all branches are support staff and medical personnel as well as adherence to the Uniformed Code of Military Justice (UCMJ). The National Guard has a dual mission providing trained units to the states, territories and the District of Columbia and keeping itself equipped to protect life and property. The Guard also provides trained units to the nation ready to defend the United States and its interests around the globe. Militias may be mobilised into federal service to provide security at home and combat terrorism abroad (U.S. Department of Defense, About). The United States DoD takes sexual harassment and sexual assault very seriously and is engaged in many efforts to prevent, address, and respond to sexual harassment and sexual assault. The following overview provides a brief look at these efforts.

Demographics

Demographic information obtained from military members upon entry includes gender, age, ethnicity, and religion. Each prospective member undergoes background checks and medical screenings. Upon exit from the military, Service members are given a questionnaire to include their reason for exiting. Throughout the time period of service, entities such as the Office of People Analytics (OPA) (established 2016) conducts focus groups, interviews, and surveys to collect data on Service members (Office of People Analytics, 2021). Data collected reflects a range of research interest, from job performance to satisfaction with support services to general military experiences. Other questions asked include education and marital status. Surveys may be singular or longitudinal. Survey statistics are presented in annual reports, available on program websites, or available to some governmental individuals by request through various avenues and services.

The overall demographics of the DoD as of 2020 are 234,634 Officers and 1,099,188 Enlisted. Lesbian Gay and Bisexual service members are 16% of women and 5% of men. Within each branch, the majority demographics may differ as illustrated in Table 8-1 and Table 8-2.

Table 8-1: Gender Demographics as of January 2020. (Source: Military One Source, 2021).

Number of Individuals	Female Officer	Female Enlisted	Male Officer	Male Enlisted
Army	16,520	56,401	75,486	326,436
Navy	10,735	56,362	44,247	223,312
Marines	1,782	14,951	19,647	149,185
Air Force	13,898	54,717	49,638	210,479

Table 8-2: Race Demographics as of January 2020. (Source: Office of People Analytics, 2021).

	Black/African American	American Indian/Alaskan Native	Hispanic	Asian/Pacific Islander	Caucasian
Army	19.4%	.7%	15.3%	5.7%	69.9%
Navy	17.3%	1.9%	16.4%	6%	62.3%
Marines	10.2%	1%	23.6%	4.4%	79.8%
Air Force	14%	.7%	14%	5.3%	72.8%

Percentages for multi-racial category not shown, not all Services utilise these categories.

8.2 PROGRAMMES

The Secretary of Defense has directed 54 initiatives to improve prevention and response since 2012 (Department of Defense (2021a)). The Department of Defense Sexual Assault Prevention and Response office (DoD SAPRO) is the authority for matters of military sexual assault (Department of Defense (2021a)) and represents the Secretary of Defense. This office promotes military readiness by reducing sexual assault through advocacy and execution of program policy, planning, and oversight across the DoD community and unifies the prevention and response efforts of the Army, Marine Corps, Navy, Air Force, and National Guard. DoD applies a strategic approach to combatting sexual assault; typically guided by five critical focus areas. These include:

- Prevention to foster a culture that prevents sexual assault.
- Victim Assistance to deliver consistent, high-quality care and support that restore resiliency and empower survivors to report.
- Investigation to develop special investigators and prosecutors through trauma-informed training, yielding timely and accurate results.
- Accountability to hold offenders appropriately accountable through the military justice system.
- Assessment to effectively measure, analyse, assess, and report on the state of the problem in addition to progress toward program success.

SAPRO also manages various programs and services in support of DoD’s SAPR mission to include:

- SAPR Connect, an online community of practice for SAPR stakeholders.
- DOD Safe Helpline, an anonymous, live, one-on-one crisis intervention, support, information, and resources to members of the DoD community who have been affected by sexual assault.
- DoD Sexual Assault Advocate Certification Program (D-SAACP), a certification program that standardises victim advocacy across the Department and professionalises the role of Sexual Assault Response Coordinators (SARCs) and SAPR Victim Advocates.
- DoD Sexual Assault Incident Database (DSAID), a centralised case-level database that collects and maintains information on sexual assaults involving Armed Forces members.

The policies that govern SAPR include DoD Directive 6495.01 Sexual Assault Prevention and Response Program (SAPR) Program, and the following DoD Instructions:

- 6495.02, Volume 1 Sexual Assault Prevention and Response (SAPR) Program Procedures.
- 5505.18, Investigation of Adult Sexual Assault in the Department of Defense.
- 6400.09 (DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm.
- 6495.02, Volume 2 Sexual Assault Prevention and Response (SAPR) Program Procedures: Education and Training.

These are further augmented by periodic memorandums.

Each Service is given a basic requirement to meet (laid out in DoD Instructions) and may adjust their approach as appropriate, within the parameters set forth by the Department of Defense. Each Service has its own entity responsible for overseeing the prevention and response to sexual assault.

With regard to Sexual Harassment, Department of Defense Instruction (DoDI) 1020.03 *Harassment Prevention and Response in the Armed Services*, directs Service Secretaries to establish military harassment prevention and response programs (Department of Defense, 2018). while the DoDI 1350.02 *DOD Military Equal Opportunity Program* establishes policy placing Sexual Harassment under the domain of Military Equal Opportunity (MEO) (Department of Defense, 2020d).

Army

The Army Sexual Harassment/Assault Response and Prevention (SHARP) program is unique among the Services as it integrates sexual harassment and sexual assault training to address prevention at the earliest point in the continuum of harm (Department of Defense, 2020e). It is designed to address behaviours before they escalate into more serious offenses. Leaders across the Army are taught about sexual assault myths and facts, fostering a preventive culture, ensuring a safe reporting environment, and ensuring appropriate accountability. Soldiers are taught about offender tactics, how to intervene to stop sexual assaults from occurring, and how to report an incident. Soldiers and Army Department Civilians are taught how they can influence the safety of the Army Community and the workplace. The Army's efforts are an "all-hands-on-deck approach", with intervention to stop incidents occurring from the individual Soldier level on up.

Navy

The U.S. Navy's Sexual Assault Prevention and Response (SAPR) program is designed to meet the needs of victims and The Navy's SAPR Program falls under the purview of the 21st Century Sailor Office (OPNAV N17) (Department of Defense, 2020f). Services are available to victims regardless of whether the victim knows the offender, and regardless of where and when the assault took place. Sexual assaults encompass a broad range of intentional sexual contacts that are unwelcome and without consent. The most serious sexual assaults, include rape, sodomy, and forced forms of sex. No form of sexual assault is ever acceptable in the Department of the Navy, and all are crimes. Close coordination with law enforcement and legal is essential for successful prosecutions. Active intervention is one key element of sexual assault prevention. It emphasises the responsibility of all Sailors and Marines to protect each other and to actively intervene in circumstances that may lead up to sexual assault.

The Department of the Navy Sexual Assault Prevention and Response Office (DON SAPRO) provides expertise, policy, resources, and oversight to prevent and respond effectively to sexual assault, military sexual harassment, and suicide in order to establish and maintain a healthy culture where every Sailor, Marine, and Civilian can thrive. Additionally, DON SAPRO serves as an advisor to the Secretary of the Navy on all matters of sexual assault, military sexual harassment, and suicide prevention and response (Office of the Secretary of the Navy).

Sexual Harassment is within the domain of the Navy's Equal Opportunity Office (Department of Defense, 2020d). Sexual Harassment is further addressed via the Command Managed Equal Opportunity Program (CMEO). The objective of this program is to promote positive command morale and quality of life by providing an environment in which all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on race, colour, religion, sex (including gender identity), national origin, or sexual orientation. Command leaders must create, shape, and maintain a positive Equal Opportunity (EO) and Sexual Harassment (SH) prevention environment through policy, communication, training, education, enforcement and assessment.

Marine Corps

Sexual Assault Prevention and Response Program provides 24/7 support and advocacy to all Marines, Sailors, and military dependents over 18. The program addresses the prevention of sexual assault through awareness, education, and training. Additionally, the program ensures that all Marines who are victims of sexual assault are treated with dignity, sensitivity, and without prejudice (Department of the Navy, 2019).

Sexual Assault Prevention and Response (SAPR) is a science-based, comprehensive and integrated program for the United States Marine Corps that is committed to the prevention and ultimate elimination of sexual assault in the Corps while simultaneously providing world-class care to victims of the crime. SAPR is a Commander's Program that is supported by several agencies across the Corps, including but not limited to Headquarters Marine Corps SAPR, U.S. Navy Bureau of Medicine and Surgery, Chaplains, Clinical Counseling Program, Victims' Legal Counsel Organization, Naval Criminal Investigative Service (NCIS), and Judge Advocate Division (U.S. Marine Corps – Marine Corps Community Services, 2016). Similar to the Navy, military sexual harassment is addressed via Military Equal Opportunity which prevents discrimination, including disparate treatment, of an individual or group on the basis of race, colour, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation that is not otherwise authorised by law or regulation and detracts from military readiness (Department of Defense, 2020d).

Air Force

The US AF Sexual Assault Prevention and Response Program reinforces the Air Force's commitment to eliminate incidents of sexual assault through awareness and prevention training, education, victim advocacy, response, reporting and accountability (Department of Defense, 2020g). The Air Force promotes sensitive care and confidential reporting for victims of sexual assault and accountability for those who commit these crimes.

The Air Force, through the Department of the Air Force Resilience Program, seeks to provide Airmen and Guardians and their families the tools and resources they need to thrive. This program strives to set the national benchmark for recovery and eliminate sexual assault through empowered and engaged Airmen. To accomplish that goal, they educate, advocate and collaborate through Sexual Assault Prevention and Response teams at all Air Force installations to respond to and stop sexual assault and its harmful effects on the Air Force. This program also mitigates all instances of interpersonal and self-directed violence within the Department of the Air Force, while promoting resiliency, connectedness and respect for all (Department of the Airforce, Resilience, 2021). The Air Force addresses military sexual harassment through Air Force Military Equal Opportunity (MEO) Program.

National Guard Bureau

The National Guard Bureau is committed to eliminating incidents of sexual assault by instituting a comprehensive policy that focuses on increasing awareness through prevention and education, victim centered support, intimidation free reporting, thorough investigation, and accountability for those who commit sexual crimes (Department of Defense, 2020h). Sexual harassment is managed via the Equal Opportunity and Equal Employment Opportunity program.

8.3 DEFINITIONS

Sexual contact is defined as intentional sexual contact, characterised by use of force, physical threat or abuse of authority or when the victim does not or cannot consent (Department of Defense, 2012). It includes rape, non-consensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender or spousal relationship or age of victim. Consent shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a person uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious.

The Department uses the term “sexual assault” to refer to a range of crimes, including rape, sexual assault, non-consensual sodomy, aggravated sexual contact, abusive sexual contact, and attempts to commit these offenses, as defined by the Uniform Code of Military Justice (UCMJ) (United States Department of Defense, 2021c). The following definitions are provided directly from the UCMJ:

Military sexual trauma, or MST, is the term created by Congress and used by the Department of Veterans Affairs (DVA) to refer to experiences of sexual assault or repeated, threatening acts of sexual harassment throughout the course of one’s military career. The term is used for screening, diagnosing, and treating the psychological trauma and other mental health problems that stem from sexual assault or harassment. This broad definition of MST allows the DVA to identify and treat as many veterans as possible.

Sexual Assault Response Coordinator (SARC): An installation/base resource who provides confidential support and coordinates care for a victim of sexual assault throughout the investigation and recovery.

SAPR Victim Advocate (VA): An advocate who provides confidential support, education, and resources to a victim of sexual assault under the supervision of the SARC.

Military Chaplain: A military member who can provide spiritual advice and counselling to a victim of sexual assault. Communication with a Chaplain is protected and will not be shared. However, Chaplains cannot accept a Restricted Report.

Sexual Assault Medical Forensic Examiner (SAMFE): A specially trained medical professional who can conduct a Sexual Assault Forensic Examination (SAFE) and address medical concerns associated with the sexual assault.

Special Victims’ Counsel/Victims’ Legal Counsel (SVC/VLC): An active duty Judge Advocate who represents a victim of sexual assault by providing legal advice, guidance, and assistance with exercising their legal rights as a crime victim, in a confidential, attorney-client relationship throughout the investigation and prosecution processes.

Special Victim Investigator: A Military Criminal Investigation Organization (MCIO) member who is specially trained on the effects of trauma associated with sexual assault crimes and applies this understanding to investigation techniques.

Sexual Assault: The DoD “uses the phrase “sexual assault” to refer to a range of crimes, including rape, sexual assault, forcible sodomy, aggravated sexual contact, abusive sexual contact, and attempts to commit these offenses, as defined by the Uniform Code of Military Justice” (DoD Annual Report on Sexual Assault in the Military).

Sexual Harassment: The DoD puts forth the following definition of Sexual Harassment. Section 1561 of Title 10, United States Code, defines “sexual harassment” as conduct that involves unwanted sexual advances, requests for sexual favours, and deliberate or repeated offensive comments or gestures of a sexual nature when: Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career; Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive environment; and is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

This definition emphasises that conduct, to be actionable as harassment, does not need to result in concrete psychological harm to the victim, but rather only be so severe or pervasive that a reasonable person would perceive the environment as hostile or offensive. Any person in a supervisory or command position who uses or condones sexual behaviour to control, influence, or affect the career, pay, or job of a Service member or DoD civilian employee is engaging in sexual harassment. A Service member or DoD civilian employee who makes deliberate or repeated unwelcome verbal comments, non-verbal, or physical contact of a sexual nature is engaging in sexual harassment.

8.4 REPORTING

Sexual Assault

The Department of Defense (DoD) collects data on sexual assault to inform Sexual Assault Prevention and Response (SAPR) policy, program development, and oversight actions. Congress requires DoD to supply data about sexual assault reports and the outcome of sexual assault investigations. Each year, the Department of Defense Sexual Assault Response and Prevention Office (SAPRO) aggregates data on reports of sexual assault, analyses the results, and presents them in this report (Department of Defense, 2021c).

Reports may be restricted, where a victim confidentially discloses the crime to specifically identified individuals without triggering the official investigative process or notification to command. An unrestricted report starts an official law enforcement investigation, enlists the support of the chain of command, law enforcement notification/investigation, command notification/support. Both reports provide medical care to the victim. A victim can choose to convert a Restricted Report to Unrestricted at any time. Reports are entered into the Defense Sexual Assault Incident Database (DSAID).

The number of sexual assaults reported to DoD authorities is not necessarily indicative of the number of sexual assaults that may have occurred, as estimated by scientific surveys of Academy students. DoD and civilian research indicate that a small fraction of people who experience sexual assault report the crime to law enforcement. Additionally, only an investigation can determine whether a sexual assault incident occurred. The Department employs a measure of Unwanted Sexual Contact (USC) that covers a range of activities prohibited by the Uniformed Code of Military Justice (UCMJ), which provides a reliable estimate of the sexual assault crimes addressed by the Sexual Assault Prevention and Response (SAPR) program.

Sexual Harassment

Department of Defense Instruction 1020.03 mandates establishment of standardised DoD Component data reporting requirements for harassment complaints and information collection and tracking, including approval of automated data collection interface systems. Reporting requirements include an aggregation and assessment of the information and data, including social media misconduct, provided by the Military Departments, information regarding DoD efforts to improve harassment prevention and response policies and procedures, and recommendations to strengthen harassment prevention and response efforts. Under the purview of the Executive Director, Force Resiliency, the Office for Diversity, Equity, and Inclusion’s responsibility includes oversight of policy development, standardisation of training and education, data collection, and analysis of military sexual harassment data. Sexual Harassment is reported via the Command Managed Equal Opportunity Program Officer and entered into the Discrimination and Sexual Harassment (DASH) system (Department of Defense, 2020c).

8.5 STATISTICS

According to the 2018 Workplace and Gender Relations Survey of Active Duty Members Overview Report, an anonymously completed survey conducted every two years, 6.2 percent of DoD women (an estimated 12,927 service members) and 0.7 percent of DoD men (an estimated 7,546 service members) experienced a sexual assault in the past 12 months (Department of Defense (2020a).

The number of reports and rates of sexual assault, obtained via estimation based on reporting per branch is illustrated in Table 8-3.

Table 8-3: Sexual Assault Reporting and Prevalence.

	2020 Total Sexual Assault Number of Reports	Prevalence (2018)
Army	3,250	Women: 5.8% Men: 7%
Navy	1,724	Women: 7.5% Men: 1%
Marines	1,228	Women: 10.7% Men: .8%
Air Force	1,661	Women: 4.3% Men: .5%

Across DoD there were 932 complaints of Sexual Harassment, with 24.2% of Women making a report and 6.3% of Men. Highly detailed reports are available on the Department of Defense SAPR website.

8.6 RESPONSE

Response to sexual assault incidents varies with type of report, which may be restricted or unrestricted. A Report is labelled Restricted when a victim confidentially discloses the crime to specifically identified individuals without triggering the official investigative process or notification to command (Department of Defense, 2021c). Victims receive access to advocacy services, medical/counselling services, victims’ legal counsel, the Uniformed Victim Advocate (UVA), the SAPR Victim Advocate (VA), a Sexual Assault Response Coordinator (SARC), and healthcare personnel, chaplain, and victims’ legal counsel.

When victims report an unrestricted report, this starts an official law enforcement investigation, enlists the support of the chain of command, and provides a victim with access to all the Restricted Report options in addition to law enforcement notification/investigation, command notification/support, military protective order, and expedited transfer. A victim may choose to convert a Restricted Report to Unrestricted at any time. Additionally, military members may call the military crisis line, the DoD Safe Helpline, and the Military OneSource line for assistance.

“Catch a Serial Offender” (CATCH) Program is a system that allows a sexual assault victim, who files a Restricted Report, to anonymously provide information about their assault and alleged assailant, without jeopardising the restricted nature of their report. The system also provides a mechanism for later inviting the victim to step forward if the same assailant is identified in a subsequent additional assault. In this way, prior victims may have the opportunity to add their testimony in later prosecutions of repeat or serial offenders (Department of Defense, 2020f).

Department policy encourages resolution of situations perceived to involve sexually harassing behaviours at the lowest interpersonal level, but Service members may also elect to address offensive situations through an informal or formal complaint system via MEO.

8.7 TRAINING

Training is required of all service members on an annual basis. Each Service handles their training differently however, the core message of prevention and response is similar across the services.

Army

The Army integrates sexual harassment and sexual assault training to address prevention at the earliest point in the continuum of harm (Department of Defense, 2020e). This approach is unique among the Services, but is designed to address behaviours before they escalate into more serious offenses. Leaders are taught about sexual assault myths and facts, fostering a preventive culture, ensuring a safe reporting environment, and ensuring appropriate accountability. Soldiers are taught about offender tactics, how to intervene to stop sexual assaults from occurring, and how to report an incident. Soldiers and DA Civilians are taught how they can influence the safety of the Army Community and the workplace. The Army’s efforts are very much an “all-hands-on-deck approach”, with intervention to stop incidents occurring from the individual Soldier level on up (Department of the Army Sexual Harassment/Assault Response and Prevention (SHARP), 2021).

In order to educate the Army Community and increase awareness, the Army employs SHARP training during Initial Military Training (IMT): Basic Combat Training (BCT), Basic Officer Leadership Course (BOLC)-Assessment (United States Military Academy and Reserve Officer Training Course), BOLC-Basic (Branch Training). Individuals who take part in IMT receive a 90-minute block of classroom instructions and a 90-minute block of instruction titled “Sex Signals”, which address the facts and myths about dating, alcohol, sexual consent, etc. This group also uses “Sex Rules” messaging which associates the 10 “Sex Rules” to the seven Army Values, along with hip-pocket reinforcement training to address scenarios on sexual harassment and sexual assault.

SHARP Training is also conducted at specialty schools/courses to include Drill Sergeant School, the Advanced Individual Training (AIT) Platoon Sergeants Course, Recruiting and Retention Course, Company Commander/First Sergeants Course and the Pre-Command Course. BOLC-A Students and Cadets are also provided with online training modules on social/personal pressures.

All Advanced Individual Training (AIT) courses that are eight weeks long include two hours of SHARP reinforcement training. AIT courses that are greater in length than 23 weeks receive initial reinforcement training and SHARP training quarterly.

SHARP Institutional Training, referred to as Professional Military Education (PME), requirements are included in the Warrior Leader Course, Advanced Leader Course, Senior Leader Course, Sergeants Major Course, Captain's Career Course, Intermediate Level Education, Army War College and all Warrant Officer Courses. New Soldiers receive SHARP training within their first week of Basic Combat Training. The Army's approach to training and educating new recruits/Soldiers leverages proven cultural change model precepts that employ six sources of influence--personal motivation and ability, social motivation and ability, and structural motivation and ability.

Department of the Navy

All Sailors and Marines receive General Military Training (GMT) on topics of importance, to include sexual assault prevention and response awareness. The goals of the Navy's Sexual Assault Prevention and Response (SAPR) Program are a Navy in which every Sailor knows what sexual assault is, how it hurts the Navy, how to play a role in prevention, how to report it, and a Navy in which every Sailor knows that if prevention fails, victims will be supported, and offenders will be held appropriately accountable. This training is facilitated in person by an instructor as well as located in the online GMT system. Some sailors may receive reinforcement training, for example in the form of interactive theatre groups, graphic novels on consent, or other efforts.

Air Force

The Air Force employs training in the prevention of sexual assault through the concept and office of resilience, seeking to educate, advocate and collaborate through Sexual Assault Prevention and Response teams at all Air Force installations (Department of the Air Force, Resilience, 2021). Their mission is to respond to and stop sexual assault and its harmful effects on the Air Force. The Air Force's annual sexual assault training curriculum emphasises retaliation, prevention strategies, and how to respond to and manage retaliation effectively. The training addresses the Department of Defense's core competencies and learning objectives regarding retaliation and seeks to empower all Airmen so that they fully understand their roles and protections as a victim, witness, or bystander who feels they have been subject to retaliation. Specifically, the training highlights that these individuals have the right to discuss career impacts with a General or Flag Officer if they believe the impacts were due to their report of retaliation or the assistance they provided to the retaliation reporter.

Sexual Harassment

Department of Defense Instructions 1020.03 (Department of Defense, 2018) and 1350.02 (Department of Defense, 2020d) mandate the provision of DoD guidance on oversight, training, and mechanisms for reporting and responding to harassment incidents in the Armed Forces. The policy also requires that harassment prevention and response training and education programs be established at all levels of professional military development from accession to the assumption of senior leader grade. Additionally, the policy delineates specific requirements that the Military Services include in their harassment prevention and response training and education programs.

8.8 PREVENTION AND RESEARCH

Teams from prevention programs at the DoD and Service/National Guard Bureau (NGB) headquarter level convened to co-develop policy elements for a cross-cutting primary prevention and sexual assault prevention specific policy in response to the Fiscal Year (FY) 2020 National Defense Authorization Act (NDAA) requirement to reinvigorate sexual assault prevention (Department of Defense, 2021c). Policy requirements must establish a common framework and definitions that serve as a basis for aligning prevention approaches across DoD and establish an Office of Secretary of Defense-level council for alignment and oversight of DoD prevention policies. Participants include the Services/NGB SAPROs, United States Coast Guard, DoD SAPRO, Family Advocacy Program, Office of Diversity Equity and Inclusion, and Defense Suicide Prevention Office. The 2019-2023 Prevention Plan of Action (PPoA) was released by SAPRO on May 2, 2019, to guide the Department's prevention efforts at each echelon of the military environment. The PPoA identifies the key military stakeholders and resources that make up the system needed to improve prevention efforts and lays the foundation for concrete action to address sexual assault in the military environment.

In addition to the previously mentioned efforts, the Catch a Serial Offender (CATCH) Program allows an adult victim who chooses to file a Restricted Report of sexual assault to confidentially submit information about their alleged offender or incident into the CATCH system to help the Department identify serial offenders. The DoD Retaliation Prevention and Response Strategy (RPRS) provides support to individuals who experience retaliation after reporting sexual assault. Released in July 2017, RPRS addresses retaliation against Active Duty, Reserve, or National Guard Service members who allege they were sexually assaulted while performing Active Service or Inactive Duty training and report sexual assault or sexual harassment. Another major effort by the DoD includes the DoD Plan to Prevent and Respond to Sexual Assault of Military Men includes researched-informed, gender-specific prevention techniques to protect military men from sexual assault. Lastly, DoD SAPR supports Sexual Assault Awareness and Prevention Month (SAAPM), recognized annually in the month of April by both civilian and military communities. DoD observes SAAPM by focusing on creating the appropriate culture to eliminate sexual assault and requiring a personal commitment from all Service members at every level.

Additionally, The DoD and Services are engaged in a wide variety of initiatives and efforts. DoD SAPRO is creating Male-specific Safe Help Room sessions and conducting assessments to measure effectiveness of Case Management. DoN SAPRO's research efforts recently engaged in partnership with Naval Postgraduate School for the development of situational judgement tests to address active duty military managers' ability to respond to grey zone sexual harassment behaviours. Within the Air Force, a prevention program known as Green Dot, among others, was piloted and assessed. The Army ensures a dedicated funding program specifically for sexual assault related research. From graphic novels to theatre based role-play to big data analytics, the DoD and Services are engaged in a wide variety of innovative and cutting edge research aimed at prevention of Sexual Assault. These efforts are best reviewed from each Service's respective Service, as well as DoD SAPR, websites.

8.9 CONCLUSION

The Department of Defense is engaged in continual efforts to stamp out the scourge of sexual violence in the military. There are numerous policies, practices, laws, and resources available to both prevent and respond to sexual assault. The Department continues to revise and improve its effort in reducing the occurrence of this tragic crime through a wide array of directives, policies, training and education, communities of practice, research, and more. While zero incidents may be unrealistic, one assault is too many. It is this stance the DoD embraces in the pursuit of Sexual Assault Prevention and Response.

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Chapter 9 – A COMPARISON OF COGNITIVE TESTING RESULTS OF NATO’S SEXUAL HARASSMENT AND ASSAULT SURVEY FROM SEVEN MEMBER COUNTRIES¹

Jennifer Zhang and Sanela Dursun
Department of National Defence
CANADA

9.1 INTRODUCTION

The authors of this chapter are grateful to the contributions of the HFM-295 panel members for all of their input and persistence during the duration of this work. All panel members have contributed to the development of the instrument and have worked with their home nations on the cognitive testing of the tool. This gratitude extends to the many others who have also helped in this process, including researchers, administrators and Service Personnel. Without them, it would not have been possible to conclude the work of this RTG.

Sexual harassment is a serious issue in the military as evident by the numerous reports that have been published by military organisations highlighting its high prevalence and pervasiveness and proposing solutions to lower its prevalence (Cotter, 2019; Markson, 2018; Department of Defense, 2019).

For the Canadian Armed Forces (CAF), the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF) is administered every two years since 2016 (Cotter, 2019). The results from the most recent survey administered in 2018 found 70% of “Regular Force members witnessed (saw or heard) or experienced sexualized or discriminatory behaviour in the military workplace” and 1.6% of Regular Force members were victims of sexual assault in the 12 months leading up to the survey. For the Army service of the British Armed Forces, the Sexual Harassment Survey is administered every three years since 2015 and previous surveys were also administered in 2005 and 2009 (Markson, 2018). The results from the most recent survey administered in 2018 found 89% of servicewomen and 85% of servicemen experienced at least one form of generalised behaviours and 22% of service personnel experienced at least one form of targeted behaviours (Markson, 2018). Generalised behaviours were defined as those behaviours reflecting the culture and working environment while targeted behaviours were those aimed specifically at an individual (Markson, 2018). In addition, 4% of service personnel experienced at least one behaviour that was considered assault if these behaviours (“Intentionally touched you in a sexual way without your consent,” “Attempted to sexually assault you,” “Made a (serious) sexual assault on you,” and “Raped you”) were aligned with the sexual assault behaviours present in the SSMCAF. For the United States Department of Defense (US DoD), sexual harassment cases are handled by the Military Equal Opportunity programs whereas sexual assault cases are handled by the Sexual Assault Prevention and Response (SAPR) programs and processed under the Uniform Code of Military Justice (UCMJ) (Stander, and Thomsen, 2016). For the fiscal year (FY) 2019, the number of formal complaints of sexual harassment increased by 10% from FY18 from 932 to 1,021 (Department of Defense, 2020a). The Workplace and Gender Relations Survey of Active Duty Members (WGRA) is measured every two years and sexual assault and sexual harassment prevalence are estimated (Department of Defense, 2019). For FY 2018, the survey results found an increase in the estimated prevalence of sexual assault for active duty women from 4.3% in 2016 to 6.2%

¹ The seven NATO countries included Canada (CAN), Croatia (HRV), Germany (DEU), Romania (ROU), Sweden (SWE), the United Kingdom (GBR), and the United States (USA).

(Department of Defense, 2019). For FY 2019, the number of sexual assault reports increased by 3% from FY18 from 6,053 to 6,236 (Department of Defense, 2020b).

Sexual misconduct has been shown in literature to lead to negative outcomes for both the individual and the organisation (Stander and Thomsen, 2016; Estrada and Berggren, 2009; Estrada, Olson, Harbke and Berggren, 2011; Fitzgerald, Gelfand and Drasgow, 1995; Larsen, Nye and Fitzgerald, 2019; Nielsen, Bjørkelo, Notelaers, and Einarsen, 2010). On the individual level, sexual misconduct can lead to poor job satisfaction, general health, and psychological well-being (Larsen et al., 2019). On the organisational level, sexual misconduct can lead to decreased organisational commitment and increased turnover (Larsen et al., 2019). Sexual misconduct in the military is unique because boundaries are blurred between the work setting and the social setting and this is especially apparent during an operational deployment (Stander, and Thomsen, 2016). Burgess, Slattery and Herlihy (2013) explained Military Sexual Trauma (MST), which is defined by the US Department of Veterans Affairs (VA) as repeated threatening sexual harassment or physical assault of a sexual nature, usually occurs in the workplace setting whereas rape in the civilian setting usually occurs in the social or community setting. They also stated a 2011 Pentagon report reported 97% of military victims knew their assailant. Victims of MST may continue to be in close proximity to their perpetrators and continue to be exposed to the same risk factors that led to MST in the first place (Burgess et al., 2013). Given this reality and the feeling of a sense of betrayal from their fellow service members and leadership, the outcomes of sexual trauma are more severe for military victims (Stander and Thomsen, 2016; Laws, Mazure, McKee, Park and Hoff, 2016).

9.2 DEFINITIONS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT

Sexual harassment was labelled as a social issue in the 1970s and 1980s (Vohlídalová, 2011). The recognition of sexual harassment as a social issue facilitated the development of policies and legislations to address this issue. Two distinct concepts exist for sexual harassment and give rise to different definitions (Fitzgerald et al. (1995). With regards to legal definitions of sexual harassment, the Equal Employment Opportunity Commission (EEOC) categorizes sexual harassment into quid pro quo harassment and hostile work environment (Gutek, Murphy and Douma, 2004). In quid pro quo harassment, the conditions of employment are contingent on the transactions of sexual favours (Estrada and Berggren, 2009) Under hostile work environment, the unwelcome behaviour is judged to be severe enough to bring about a hostile atmosphere (Estrada and Berggren, 2009). The psychological definition of sexual harassment is much broader than its legal counterpart (Fitzgerald et al., 1995) The first instrument developed to measure sexual harassment, the Sexual Experiences Questionnaire (SEQ), divided sexual harassment into three dimensions: sexual coercion, gender harassment, and unwanted sexual attention (Fitzgerald et al., 1995). Sexual coercion is analogous to quid pro quo harassment while gender harassment and unwanted sexual attention fall under hostile work environment (Gutek et al., 2004). The definition of psychological sexual harassment that served as the basis for the development of the SEQ is "...offensive, sex-related behaviour that is unwanted, unwelcome, and unreciprocated." (Gutek et al., 2004; Fitzgerald, Swan and Magley, 1997). Regarding other expert definitions of sexual harassment, Nielsen et al. (2010) noted the "phenomenological experience of harassment is determined solely by the experience of the victim" and differs from the legal definition of sexual harassment. Similar to Fitzgerald et al. (1997), they defined sexual harassment "as unwanted sex-related behaviours at work that are appraised by the recipient as offensive and that exceed one's coping resources or threaten one's well-being." The definition also extended to the notion that the behaviour is unwelcomed and undesired (Nielsen et al., 2010). Vohlídalová (2011) noted "sexual harassment is usually defined as unwanted, inappropriate, and offensive behaviour, which usually involves the abuse of unequal power derived from the institutional or gender structure." In the European Union (EU), "harassment and sexual harassment are defined 1) with a reference to the harasser's intention, 2) by the fact that such behaviour constitutes a violation of a person's dignity, and 3) by the explicit inclusion of physical

forms and forms of hostile environment (Vohlídalová, 2011). The common themes drawn from the expert definitions of sexual harassment reflect that sexual harassment is an unwanted behaviour which negatively impacts people's well-being and human dignity (Vohlídalová, 2011).

Regarding country specific definitions, sexual misconduct is defined by the SSMCAF as comprising of "sexual assault, inappropriate sexualized behaviours, and discriminatory behaviours on the basis of sex, sexual orientation, or gender identity" (Cotter, 2019). Sexual assault behaviours included in the SSMCAF were derived from the range of experiences considered by the *Criminal Code* of Canada to constitute sexual assault (Cotter, 2019). As previously noted, the United States Department of Veterans Affairs (VA) have a broader definition for military sexual trauma that comprises of both severe harassment and sexual assault in order to identify those at high risk of experiencing long-term negative health impacts (Stander, and Thomsen, 2016). The definition aligns with a treatment objective and reflects the severity of exposure that a member would have to experience to seek treatment. In contrast, the DoD have separate definitions for sexual harassment and sexual assault and separate agencies were created to respond to them independently (Stander, and Thomsen, 2016). Sexual harassment is defined by the DoD as "unwelcome sexual advances, requests, or other sexualized behaviour that are pervasive enough to create a hostile working environment or that involve the threat/promise of employment-related punishments/ rewards (i.e., quid pro quo)." Sexual assault is defined by the DoD as "...intentional sexual contact, characterized by use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Sexual assault includes rape, forcible sodomy (oral or anal sex) and other unwanted sexual contact that is aggravated, abusive, or wrongful (to include unwanted and inappropriate sexual contact) or other attempts to commit these acts" (Stander, and Thomsen, 2016). For the United Kingdom (UK), sexual harassment is considered "targeted sexualised behaviours that caused distress and upset to the recipient" and "the key characteristic of sexual harassment is that the behaviour is unwanted" (Markson, 2018). Different terms are used to label sexual misconduct in the literature. These include sexual harassment, sexual assault, military sexual stressors (LeardMann, Pietrucha, Magruder et al., 2013), military sexual trauma (Burgess et al., 2013), military sexual assault (Rabelo, Holland and Cortina, 2019), military sexual aggression (Stander, and Thomsen, 2016), and military sexual victimization (Stander, and Thomsen, 2016). In addition, the term "perpetrator" is used to describe those perpetrating sexual aggression (Stander, and Thomsen, 2016). These terms will be used throughout the chapter based the label used by each of the cited reference.

9.3 DIRECT METHOD VERSUS INDIRECT METHOD OF MEASURING SEXUAL HARASSMENT

There are two distinct approaches to measure the prevalence of sexual harassment: indirect and direct (Ilies, Hauserman, Schwochau and Stibal, 2003). The indirect query relies on using behavioural exemplars and graded response scales to measure the frequency of behaviours (e.g., never to very often) (Estrada and Berggren, 2009). This approach reduces individual bias and allows comparability of incidence rates between studies (Ilies et al., 2003). However, Ilies et al. (2003) noted the indirect approach cannot eliminate all perceptual bias due to the use of implicit wording. Longitudinal designs based on the indirect measure can be used to assess temporal changes. On the other hand, the direct query is based on the respondent's own definition and asks a respondent directly whether they have been sexually harassed. The direct approach is sensitive to individual subjectivity and can be influenced by the psychological climate of the organisation (Ilies et al., 2003). An individual's perception of sexual harassment can change with time and therefore the direct approach cannot accurately assess temporal trends. In addition, differences in perceptions of sexual harassment exist between men and women and therefore the direct approach cannot be used to disentangle perceived differences from real differences of sexual harassment rates between gender. However, the direct measure based on perception is important to predict victim responses and organisational outcomes. Differences in the rates reported between the two measurement

approaches can enable researchers to explore the reasons for such differences such as unwillingness to label offensive experiences as sexual harassment. The comparison will also allow researchers to test for the whiner hypothesis whereby the rate from the direct measure is higher than the rate from indirect measure due to respondents overreporting minor events as sexual harassment (Ilies et al., 2003).

Fitzgerald et al. (1988) included both measures when they first developed the Sexual Experiences Questionnaire (SEQ). The criterion item of "I have been sexually harassed" appeared at the end of the self-report inventory after the behavioural items and was used to evaluate the criterion validity of the SEQ. They acknowledged there is ambiguity regarding the term "sexual harassment" and respondents are different in their willingness to label what they have experienced as sexual harassment (Fitzgerald et al., 1995). Gutek et al. (2004) identified the global criterion item in the SEQ to be a measure of labelling and noted poor criterion validity of the SEQ based on the weak correlation of the SEQ items with the criterion item (Gutek et al., 2004).

Ilies et al. (2003) investigated the effect of direct versus indirect query on the reported incidence rate of sexual harassment in the workplace. They performed a meta-analysis of 96 estimates of sexual harassment incidence rates obtained from studies conducted in females from 1967 to 2000. Studies using the direct query resulted in an average incidence rate of 0.35 whereas studies using the indirect query resulted in an average incidence rate of 0.62.

Estrada and Berggren (2009) investigated the incidence and dimensions of sexual harassment in women officers and cadets in the Swedish Armed Forces and used both the direct and indirect method to measure sexual harassment. They found the direct measure of sexual harassment led to lower incidence rates than the indirect measure (31% versus 84%). The indirect measure rate was computed by including individuals who endorsed at least one item on the SEQ-DoD, the military version of the SEQ. Both approaches were recommended to be used given the methodological differences. They explained the large difference in the incidence rates obtained by the direct and indirect measures could be due to the recall of the respondents that is subjective in nature and therefore would vary between the respondents. Furthermore, it was noted that respondents may be unwilling to label their experience as sexual harassment in order to protect their self-esteem and self-image. In addition, people possess different psychological meaning and appraisal of sexual harassment and therefore the difference in the rates may reside in how sexual harassment is conceptualized as opposed to a true difference in the actual experience. It was also recommended that measurement of sexual harassment should include the type, frequency, and severity of sexual harassment.

Nielsen et al. (2010) conducted a study to estimate the prevalence of sexual harassment in a sample of Norwegian employees and used both the direct and indirect approach. They noted that research on sexual harassment has been subject to biases due to the difference in conceptual and operational definitions used in studies and the lack of representative studies. It was noted that broader operational definitions of sexual harassment such as using behaviour examples instead of using a single-item question pertaining to self-labelled exposure to sexual harassment would lead to higher estimates. Their study found the prevalence to be 1.1% and 18.4% by using the single-item question of self-labelled victimization and sexual harassing behaviours, respectively.

Vohlídalová (2011) conducted a study in Czech university students and used a quantitative survey and semi-structured in-depth interviews to assess their attitudes and experiences towards sexual harassment in late 2008 and early 2009. She found only 2.8% of female and 2.5% male respondents responded affirmatively to the direct question of sexual harassment while 67% of students had experienced some form of sexual harassment and 22% had experienced more serious forms of sexual attention or sexual coercion. She attributed this large gap between the students' experience and labelling of sexual harassment to five aspects:

- 1) The construction of sexual harassment as something unreal and abstract,
- 2) The explicitness of sexual harassment,
- 3) Power imbalance,
- 4) Context of the interaction (intention and prior relationship between the actors), and
- 5) Type of personality and subjective boundaries. She further explained two reasons why individuals do not label their experience as sexual harassment.

First, women are cognizant of masculine norms and thus have learned to downplay their perception of situations and to not consider their experiences as “real”. Another reason is that women may think that they would not be believed. She also pointed out that minority women may have a different construct of sexual harassment than Caucasian women due to their ethnic origin or race and they are more likely to view the definition of sexual harassment to be narrowly linked to discrimination. Through her interview with the students, she concluded the student’s attitudes and constructs are a direct reflection of their environment as the Czech society is not very gender sensitive and has shown tolerance towards sexual harassment.

9.4 SAMPLING METHOD

Ilies et al. (2003) investigated the effect of sampling method on the reported incidence rate of sexual harassment in the workplace. They noted convenience sampling is subject to selection bias and can result in underestimation or overestimation depending on the sample used. It was found that studies that used the direct approach and probability sampling resulted in an incidence rate of 0.24 and studies that used the direct approach and convenience sampling resulted in an incidence rate of 0.51. For the indirect approach, an incidence rate of 0.58 and 0.84 were obtained for probability sampling and convenience sampling, respectively. A downward trend over time was observed for studies that used convenience samples and they attributed this decrease to overreporting bias of earlier studies using convenience samples. Furthermore, a slight increase of rates over time using the direct method and probability sampling and a higher increase of rates over time using the indirect method and probability sampling was observed. They explained the upward trend for the indirect method could be due to women reporting more behaviours corresponding to sexual harassment or to more behavioural items added to the survey over time (Ilies et al., 2003).

Nielsen et al. (2010) also criticized the approach for sampling in previous research on sexual harassment. They used a random sample including both men and women in their study to overcome the issue of poor representation and to improve the generalizability of the results.

9.5 INSTRUMENTS TO MEASURE SEXUAL HARASSMENT

The following instruments have been developed to measure sexual harassment.

The initial Sexual Experiences Questionnaire (SEQ) developed by Fitzgerald, Shullman and Bailey (1988) tapped into the dimensions of sexual harassment initially conceptualized by Till and was the first attempt to assess the prevalence of sexual harassment that satisfied traditional psychometric standards (Fitzgerald et al., 1995; Till, 1980). Fitzgerald, et al. (1988) broadened the legal concept of sexual harassment to its psychological consequences in order to develop an instrument to measure sexual harassment in the workplace. While acknowledging that the legal concept and the psychological constructs are correlated with each other, they stressed the two are not the same. The psychological construct is viewed to correspond to a pattern or process that is represented by multiple observable indicators on a dimension of a construct while the legal definition can

be met by an isolated behaviour represented by a single indicator (Fitzgerald et al., 1995). They conceptualized a model to define the theoretical dimensions of sexual harassment that would give rise to the development of observable indicators or behaviours under each dimension. The model included three related but conceptually distinct dimensions: sexual coercion, unwanted sexual attention, and gender harassment. Indicators included under each dimension comprised the full range of experiences that have the potential to meet the legal criteria (Fitzgerald et al., 1995). The SEQ was determined to have satisfactory reliability and validity for research purposes. All items included in the self-report inventory were strictly written in behavioural terms without explicit mention of sexual harassment until the end of the inventory. The reason for this is due to the ambiguity regarding the term “sexual harassment” and the respondents’ differences in willingness to label what they have experienced as sexual harassment (Fitzgerald et al., 1995). The SEQ published by Fitzgerald et al. (1995) consisted of 54 behaviour items and a five-point scale replaced the initial three-point scale for the reporting of frequency of the behaviours. The items appeared in the SEQ in order of their severity. The SEQ version developed for the Armed Forces (SEQ-DoD) was first published in 1999 and consisted of 26 items (Fitzgerald et al., 1999). A shorter version containing 16 items with minimal loss of potential information has also been proposed (Stark, Chernyshenko, Lancaster, Drasgow and Fitzgerald, 2002). The military version divided sexual harassment into four dimensions; gender harassment was further broken down into sexist hostility and sexual hostility. The Deployment Risk and Resilience Inventory-2 (DRRI-2) was developed by the VA to evaluate key deployment-related risk and resilience factors and items 9 to 16 of the DRRI-2 measured the “exposure to unwanted sexual contact or verbal conduct of a sexual nature from other unit members, commanding officers, or civilians during deployment that contribute to a hostile working environment” (U.S. Department of Veteran Affairs, 2019; 2018). The Sexual Harassment Inventory (SHI) was developed by Murdoch and McGovern (1998) and the conceptual framework used to develop the instrument corresponded more towards the legal definition of sexual harassment. The military version of the instrument contained 21 items written in behavioural terms and the items were assigned severity weights. The development of severity weights was done with a sample of 160 Equal Employment Opportunity (EEO) officers of VA hospitals ranging from volunteers to full-time specialists. The use of severity weighting in the SHI sets this instrument apart from other measures of sexual harassment. From a design perspective, the SHI reduces the sample size required for a study compared to other measures due to the treatment of severity weights as a continuous variable (Murdoch and McGovern, 1998). The Bergen Sexual Harassment Scale (BSHS) was developed in Norway and was used by Nielsen et al. (2010) in their study to assess the exposure to sexual harassment in Norwegian workers. Nielsen et al. (2010) described the inventory to contain 11 behavioural examples that pertained to unwanted verbal sexual attention, unwanted physical sexual behaviours, and sexual pressure. The respondents were asked to report the frequency of behaviours they experienced in a quantitative manner (never, once, 2 – 5 times, and more than 5 times). In addition, a single item also asked respondents whether they have experienced sexual harassment without providing a definition and the response options were “no”, “yes to a certain extent”, and “yes to a large extent”.

An instrument needs to possess good psychometric properties as evaluated by its reliability and validity in order for results from surveys to be analysed and interpreted accurately (Ilies et al., 2003). Results from sexual harassment surveys can be used to assess workplace policy changes and the effectiveness of training programs targeted at reducing sexual harassment. A valid measure is one that actually measures what it is intended to measure and a reliable measure is one that yields consistent results every time (Gutek et al., 2004). Internal consistency reliability is met if all items of a scale measure the same construct and these items are highly correlated with each other (Gutek et al., 2004). Test-retest reliability is met if the same responses are obtained with repeated administrations of a scale under the same circumstances (Gutek et al., 2004). Content validity is achieved if the items used to measure a construct fully represent that construct and the scale excludes items measuring something completely different from that construct (Gutek et al., 2004). Construct validity (or convergent validity) can be assessed by examining the extent to which scores from the scale of a construct correlate with other measures in an expected way (Gutek et al., 2004). For example, a respondent that has a high

score for “ambient sexual harassment” should be expected to have poor job satisfaction and psychological well-being as measured by other measures (Gutek et al., 2004). Factor analysis is another method that can be used to support construct validity and internal consistency is further supported if the items load onto the same intended dimension based on factor analysis results from different samples (Gutek et al., 2004). Gutek et al. (2004) criticized the SEQ to not have good construct validity as high correlation amongst the items did not support the representation of sexual harassment by three separate constructs. However, Fitzgerald et al. (1995) explained the reason is because the items in the SEQ are influenced by the same underlying organisational and individual factors and forms of sexual harassment rarely occur in isolation. As such, intercorrelation amongst the dimensions is expected and leads to less than desired differentiation between the dimensions. Criterion validity (or concurrent validity) of the SEQ is assessed by examining the correlation of a single criterion item (“I have been sexually harassed”) to each behaviour item (Fitzgerald et al., 1988). As previously noted, weak correlations correspond to poor criterion validity.

The instruments, their psychometric properties, the study population, and the context in which the psychometric properties were assessed are provided in Table 9A1-1 in the Appendix, and Figure 9A1-4 to Figure 9A1-8.

9.6 NEED FOR STANDARDISED INSTRUMENT

Many researchers have identified the need to develop a standardized instrument to measure sexual harassment. Gutek et al. (2004) envisioned this instrument to contain the same number of items, wording of items, time frames, and response options to be used every time to allow for the comparison of studies and for the generalizability of findings. In their critique of the SEQ, they noted the wording of some items changed in various versions (Gutek et al., 2004). In addition, the response options also differed in the scales used and in the description of quantities used for reporting of the frequency. They also criticized the items of the SEQ to not reflect the definition of psychological sexual harassment. For example, the item “told suggestive stories” did not correspond to unwanted, unwelcome, or unreciprocated behaviour. They argued as the SEQ is not standardized, it does not allow for the computing of a base score to evaluate changes and to enable comparison between different occupational settings. As such, a score obtained from the SEQ is meaningless in the absence of a reference score and scoring procedures. Ilies et al. (2003) noted construct confusion has led to different rates reported by surveys that used different operational definitions. Nielsen et al. (2010) cautioned against comparing sexual harassment prevalence results from different countries that used different definitions, terminology, survey methods, instruments, and time frames. More research was recommended using the same methods to be done to investigate the relationship between cultural characteristics and sexual harassment. Finally, Stander and Thomsen (2016) commented differences in study samples, study design, construct measurement, and methodologies do not enable comparison of the prevalence and rates across studies and different military organisations. An instrument should address these issues and be designed in a standardized manner to allow for comparisons between studies and to assess for changes in the rate of sexual misconduct over time.

9.7 Methods

Survey items may fail to measure what they are intended to measure because researchers may believe the items to be clear when in reality they are frequently misinterpreted by respondents (Willis and Artino, 2013). Many comprehension problems can occur because of lexical or structural ambiguity (Popper and Petrjanošová, 2016). Lexical ambiguity occurs when a word has several meanings. Structural ambiguity occurs when a word can be interpreted as both a verb and an adjective and the incorrect interpretation alters the meaning of the sentence. The aim of a question is to “get respondents to understand the question in the same way that the researcher does.” (Popper and Petrjanošová, 2016).

Cognitive interview is a method used in the design and refinement process of survey development for pretesting survey questions or questionnaires to minimize the misinterpretation of the questionnaire's scales and items (Popper and Petrjanošová, 2016). Beatty and Willis defined cognitive interviewing "as the administration of draft survey questions while collecting additional verbal information about the survey responses, which is used to evaluate the quality of the response or to help to determine whether the question is generating the information that its authors intend" (Beatty and Willis, 2007). The method not only evaluates an individual's mental processing but also the background social context that shapes the respondent's response. Therefore, the method enables the identification of items that are culturally specific or vary by country or context (Willis and Artino, 2013). Another purpose of cognitive interviewing is it can better inform the evaluation of the quality of survey evidence and contributes to improving the validity of the data (Popper and Petrjanošová, 2016).

Cognitive interviewing is comprised of four stages: comprehension, retrieval of information, judgement or estimation, and selection of a response (Willis and Artino, 2013). Although the method has been used since the late 1980s, there is no generally accepted best practice with respect to the cognitive techniques, optimal sample size, number of interviews, interviewers or rounds of interviewing, and the interpretation of results [49]. The goal of recruitment is "not to achieve any type of statistical representation" but to ensure the various types of respondents are included (Willis and Artino, 2013). There are two basic techniques used for cognitive interview (Popper and Petrjanošová, 2016). The "thinking aloud" interviewing method instructs participants to actively verbalize their thoughts while answering a question (Willis and Artino, 2013). This method proves to be effective when a respondent's verbal record provides valuable diagnostic information to evaluate a survey item. One disadvantage of the "thinking aloud" method is that it can create interview burden on the respondents as they may not be used to expressing their thoughts in this manner. On the other hand, the verbal probing technique requires the interviewer to ask specific probing questions to obtain information from respondents on their understanding and interpretation of the questions (Willis and Artino, 2013). This technique results in the acquisition of more information than the usual degree of information offered by respondents. The probes can be prepared before the interview or they can be formulated in a reactive manner during an interview based on the respondent's behaviour (Willis and Artino, 2013). Verbal probing requires more training and preparation from the interviewer to avoid using unnecessary probes that have the potential to result in response bias. Both techniques can be done concurrently (Willis and Artino, 2013).

Seven NATO countries participated in the cognitive interviewing task of the NATO Sexual Harassment and Assault Survey – Canada (CAN), Croatia (HRV), Germany (DEU), Romania (ROU), Sweden (SWE), the United Kingdom (GBR), and the United States (USA).

9.7.1 Canada

Eight military personnel (six female and two male) were interviewed. The demographic characteristics in terms of service, rank, age, and length of service varied amongst the respondents. Three civilians (two female and one male including the pilot interview) were also interviewed. Both methods of cognitive interviewing were used. Specific probing questions developed before the interview were asked of later respondents based on the information obtained from earlier respondents. A pilot interview was conducted and the tone of the interviewer when reading the questions out loud was found to potentially influence the respondents' responses. Therefore, the questions were not read aloud to the respondents to allow them to fully interpret the questions by themselves. The interviews were audio-recorded, and the relevant points were transcribed. The number of respondents making similar comments to a question was reported.

9.7.2 Croatia

Twenty-five active military personnel (12 female and 13 male) were interviewed. The demographic characteristics in terms of service, rank, age, and length of service varied amongst the respondents. The number of respondents making similar comments to a question was reported. The interviews were not audio-recorded, field notes were taken. The interview length ranged between 50 to 60 minutes.

9.7.3 Germany

Volunteers were solicited to participate in the cognitive pretesting. Eight respondents (5 female and 3 male) were interviewed. The demographic characteristics in terms of age, marital status, rank, service, and education varied amongst the respondents. The interview length ranged between 53.01 to 120.27 minutes. The respondents were briefed on the purpose of cognitive interview and were instructed on the "Thinking aloud" method by using an example as a warm-up exercise. The respondents were offered to have a third party supervise the interview. The interviews were audio-recorded. Note taking was done in earlier interviews but was found to disrupt the flow of interviews. In subsequent interviews, note taking was done to only record gestures and body language.

9.7.4 Romania

Twenty-three volunteers participated (11 female and 12 male). The demographic characteristics in terms of rank and length of service varied amongst the respondents. The survey was translated to Romanian by two experts independently and back-translated to English by another two experts independently. The volunteers filled out the survey individually and answered the cognitive interview questions afterwards. The interviews were audio-recorded with the participants' consent and transcribed by two experts. The number of respondents making similar comments was reported.

9.7.5 Sweden

Six volunteers/respondents (three female and three male) participated. The demographic characteristics in terms of rank and service varied amongst the respondents. The respondents were briefed in advance of the structure and understanding of the survey. The interviews were conducted one-to-one in a private room and the respondents provided verbal consent. They were assured of their confidentiality and were told that they could stop the interview at any given time. The interviews were not audio-recorded, field notes were taken. The number of respondents making similar comments to a question was reported. The number of times a comment was made on the demographic question was reported.

9.7.6 UK

Six volunteers (four female and two male) participated, and volunteers were sampled from the Army service. The demographic characteristics in terms of rank, age, and marital status varied amongst the respondents. The respondents were briefed in advance of the structure and understanding of the survey. The interviews were conducted one-to-one in a private room and the respondents provided verbal consent. They were assured of their confidentiality and were told they can stop the interview at any time without giving a reason. The questions were asked in the order in which they appeared in the survey and the results were grouped together without counting how many times a comment was made. No details were provided on whether the interviews were audio-recorded and transcribed.

9.7.7 US

Nine respondents (six female and three male) participated. The demographic characteristics in terms of rank varied amongst the respondents. The number of respondents providing comments to a question was reported. No details were provided on whether the interviews were audio-recorded and transcribed. Interviews were both face-to-face and written, such that participants provided both verbal and written feedback, which was compiled into a summary of comments per each question.

9.7.8 Analysis and Presentation of Cognitive Interview Results

The demographics section of the survey is not analysed as the questions are relatively straightforward and it is expected that different NATO nations will adapt the questions concerning rank, commitment type, and present status in accordance with the terminology used in their own organisation. The significant findings reported by each nation for all survey questions are included and the findings are classified into five categories: General, Interpretation, Recall, Judgement, and Response options. A sixth category, Gender differences, is also included for relevant findings. Findings that are deemed relevant to more than one category are presented under the heading of the combined category. Please note that the numbering in Table 9-1 relates to the cognitive survey interview, not the final questionnaire.

9.8 RESULTS

9.8.1 Working Environment and Sexual Harassment Behaviours

Table 9-1: Question 1.

In the past 12 months, have you experienced any of the following in your workplace*, and with what frequency? Please check the appropriate box(s).	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> • The definition of workplace was helpful for respondents and some respondents used this definition to answer the question. • Asked whether the behaviours for items #1 (“Someone told unwanted sexual jokes and stories”) and #2 (“Unwanted sexual attention, such as whistles, suggestive looks, gestures or body language, unwelcome comments”) are directed at them. <p>Judgement</p> <ul style="list-style-type: none"> • Endorsed the behavioural items based on whether they felt uncomfortable and whether the behaviour was unsolicited. • Commented items #4 (“Inappropriate discussion about sex life or sexual activity”) and #6 (“Indecently exposed or inappropriately displayed body parts”) should be revised to reflect the intention behind the behaviour and the intended recipient. • Commented item #11 (“Someone treated you unfairly for refusing to engage in sexual activity”) should be expanded to include suggestive activities that can lead to sexual activity. <p>Response Options</p> <ul style="list-style-type: none"> • Identified an issue with the scaling used for reporting the frequency of sexual harassment behaviours as there was no option between never and every month. • Suggested frequencies be presented numerically.

In the past 12 months, have you experienced any of the following in your workplace*, and with what frequency? Please check the appropriate box(s).	
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> The definition of workplace was helpful for respondents <p>Response Options</p> <ul style="list-style-type: none"> Identified an issue with the scaling used for reporting the frequency of sexual harassment behaviours (Never, Every Month, Every Week, Every Day) and suggested using “never, rarely, occasionally, often, very often” instead <p>Gender Differences</p> <ul style="list-style-type: none"> Gender differences in responding to items: All female respondents were satisfied with the items while ten male respondents were surprised by the items and three respondents made cynical comments
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Equated the term “unwelcome” to “unwanted”. Mentioned social media for item #5 (“Someone took or displayed unwanted sexually explicit materials”). Mentioned psychological manipulation (“threat with consequences”) for item #7 (“Repeatedly pressured by the same person for dates or sexual relationships”). Noted items #10 (“Someone offered you workplace benefits for engaging in sexual activity”) and #11 (“Someone treated you unfairly for refusing to engage in sexual activity”) are related in that the latter is the counter item to the former. <p>Recall</p> <ul style="list-style-type: none"> Asked if 12 months is an appropriate timeframe. <p>Judgement</p> <ul style="list-style-type: none"> Commented some items are relationship context-dependent (e.g., “Someone told unwanted sexual jokes and stories,” “Unwanted sexual attention, such as whistles, suggestive looks, gestures or body language, unwelcome comments,” “Inappropriate sexual comments about your appearance or body,” “Inappropriate discussion about sex life or sexual activity”). Provided an example of a professional situation (assessment interview) that can be perceived to be sexualization of a situation. Mentioned alcohol as a factor for item #4 (“Inappropriate discussion about sex life or sexual activity”).
ROU	<p>Response Options</p> <ul style="list-style-type: none"> Identified an issue with the scaling used for reporting the frequency of sexual harassment behaviours and changed scaling to “1. Never; 2. Less than once a month; 3. Once a month; 4. Few times a month; 5. Once a week; 6. Few times a week; 7. Every day”.

In the past 12 months, have you experienced any of the following in your workplace*, and with what frequency? Please check the appropriate box(s).	
SWE	<p>Interpretation</p> <ul style="list-style-type: none"> Requested removal of the word “unwanted” as <i>“In Sweden it’s not ok with any form of sexual jokes”</i> (One respondent from Sweden). <p>Judgement</p> <ul style="list-style-type: none"> Commented item #1 (“Someone told unwanted sexual jokes and stories”) should contain an element of offense to be considered hostile work environment (<i>“Even if I don’t find it offensive it can still be a sign of hostile work environment”</i>).
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Requested definitions for sexual harassment, “inappropriate”, and “unwanted”. Recommended “exposure” (“Indecent exposure or inappropriately display of another person’s body parts”) be clarified and “getting too close” (“Given unwelcome physical contact, such as hugs or shoulder rubs, or getting too close”) should be clarified to not mean physical contact. <p>Gender Differences</p> <ul style="list-style-type: none"> Discussed potential gender differences in answering this question due to differences in make-up of the respondent’s unit as <i>in some units it is very male oriented and so there is a certain level of acceptability</i>.
USA	<p>General</p> <ul style="list-style-type: none"> Suggested using a validated measure, the SEQ-DoD, to measure behaviours of sexual harassment. <p>Interpretation</p> <ul style="list-style-type: none"> Suggested replacing the term “workplace” and its definition with the term “someone from work”. <p>Response Options</p> <ul style="list-style-type: none"> Suggested the scale should be reorganised from never to daily.

Table 9-2: Question 2.

In the past 12 months, have you been sexually harassed in the workplace?	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> Differed in their individual definitions of sexual harassment due to the absence of a standard definition in the survey. One respondent noted sexual harassment was not defined.
HRV	<p>Response Options</p> <ul style="list-style-type: none"> 15 respondents suggested changing the response option from “I don’t know” to “I’m not sure”.
DEU	<p>Recall</p> <ul style="list-style-type: none"> Discussed priming of this question by the behavioural-based items in the previous question.

In the past 12 months, have you been sexually harassed in the workplace?	
ROU	<p>Interpretation</p> <ul style="list-style-type: none"> Varied on their conceptual definition of sexual harassment (some included any bothering behaviour while others included only rape or attempted rape).
SWE	<p>Response Options</p> <ul style="list-style-type: none"> Confused by the response option "I don't know" and asked whether this should be "I don't think".
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Requested for the definition for sexual harassment. <p>Response Options</p> <ul style="list-style-type: none"> Noted the response option "I don't know" may be selected as <i>they might not be aware that it was sexual harassment</i> and suggested "why" to be added as a follow-up to the "I don't know" option.
USA	<i>No significant comments.</i>

Table 9-3: Question 3.

In the past 12 months, have you observed a situation in the workplace that you thought was sexual harassment?	
CAN	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> One respondent noted the wide spectrum of sexual harassment behaviours and suggested the same weight should not be applied to all behaviours as some are more egregious than others. One respondent noted this question to be context-dependent similar to the comment made by German respondents for Question 10. One respondent asked whether this was directed at someone else.
HRV	<p>Response Options</p> <ul style="list-style-type: none"> 15 respondents suggested changing the response option from "I don't know" to "I'm not sure".
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Interpreted question to apply to a witness.
ROU	No comments.
SWE	<p>Response Options</p> <ul style="list-style-type: none"> Confused by the response option "I don't know" and asked whether this should be "I don't think".

In the past 12 months, have you observed a situation in the workplace that you thought was sexual harassment?	
GBR	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> Viewed this question to be judgemental and to not have a neutral tone and noted this question (and also Question 24) to carry <i>too many</i> “moral” connotations. Commented the response can be subject to response bias (<i>may not get many people saying yes because they don’t want to be judged as having done nothing about it</i>).
USA	<p>General</p> <ul style="list-style-type: none"> Recommended additional questions be asked about the alleged offender of sexual harassment similar to questions asked for sexual assault as sexual harassment is more prevalent than sexual assault and is a predictor of sexual assault.

9.8.2 Working Environment and Sexual Assault Behaviours

Table 9-4: Question 4.

Please answer the following questions in relation to your experiences at work. In the past 12 months, has anyone....	
CAN	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> One respondent commented “unwanted” may be interpreted differently. One respondent brought up the use of psychological manipulation for item #3 (“subjected you to a sexual activity to which you were not able to consent?”).
HRV	<p>General</p> <ul style="list-style-type: none"> Expressed uneasiness in answering this question (<i>“it may be easier for someone to reveal sexual assault in a survey than through a complaint”</i>). <p>Judgement</p> <ul style="list-style-type: none"> Five Croatian respondents raised possibility of response bias.
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Brought up the word “penetration” to be associated with rape for item #4 (“raped you or attempted to rape you”). <p>Interpretation and Judgement</p> <ul style="list-style-type: none"> Interpreted item #1 (“ever touched you against your will in any sexual way?”) to be departing from professional norms (<i>leave a professional context</i>). Interpreted item #2 (“forced you or attempted to force you into any...”) to denote physical violence and brought up the use of psychological manipulation for item #3 (“subjected you to a sexual activity to which you were not able to consent?”).
ROU	No comments.
SWE	No comments.

Please answer the following questions in relation to your experiences at work. In the past 12 months, has anyone....	
GBR	<p>General</p> <ul style="list-style-type: none"> Suggested a reporting column to appear in this question <i>so the respondent is thinking about the whole picture.</i> <p>Interpretation</p> <ul style="list-style-type: none"> Questioned the difference between items #3 (“subjected you to a sexual activity to which you were not able to consent?”) and #4 (“raped you or attempted to rape you”). Mentioned in Question 10 the legal definition for rape needs to be verified with respect to different genders <i>such as penetration by female on female?</i>
USA	<p>General</p> <ul style="list-style-type: none"> Noted sexual harassment and sexual assault are not always mutually exclusive and depends on definition. Recommended to use the Sexual Experiences Survey (SES) or the Office of People Analytics Service Academy Gender Relations Survey (OPA SAGR) Unwanted Sexual Contact Measure (since it aligns with the UCMJ) to measure behaviours associated with sexual assault.

Table 9-5: Question 5.

If yes, with what frequency?	
CAN	<p>General</p> <ul style="list-style-type: none"> Suggested question be applied to each of the items in Question 13. <p>Response Options</p> <ul style="list-style-type: none"> Suggested an option be added for “don’t want to disclose”.
HRV	<p>General</p> <ul style="list-style-type: none"> Confused about which items in Question 13 the question applies to. <p>Response Options</p> <ul style="list-style-type: none"> Identified “don’t know” to not be an appropriate option and suggested changing to “don’t remember” as this response is possible.
DEU	<p>General</p> <ul style="list-style-type: none"> Suggested question to be applied to each of the items in Question 13.
ROU	<p>Response Options</p> <ul style="list-style-type: none"> Identified “don’t know” to not be an appropriate option but recognized respondents may forget the frequency.
SWE	<p>Response options</p> <ul style="list-style-type: none"> Identified “don’t know” to not be an appropriate option and suggested removing “Three times or more”.

If yes, with what frequency?	
GBR	<p>General</p> <ul style="list-style-type: none"> Noted the sensitive nature of this question and suggested language to ease respondents into question (“<i>we understand that this is difficult but if yes please can you tell us how often....</i>”). Recommended to not use the word “frequency” as it is not understandable and <i>it’s too statistical and impersonal</i>.
USA	No comments as Questions 13 to 15 were consolidated in their version for comments.

Table 9-6: Question 6.

If you answered ‘yes’ to any of the behaviours listed above, were those responsible:	
CAN	<p>Response Options</p> <ul style="list-style-type: none"> Noted the victim may not know the gender of the perpetrator.
HRV	<p>Judgement and Response Options</p> <ul style="list-style-type: none"> Respondents asked how to answer if they had more than one experience.
DEU	<p>Response Options</p> <ul style="list-style-type: none"> Suggested adding the category “Diverse”.
ROU	<p>Judgement and Response Options</p> <ul style="list-style-type: none"> Noted the perpetrator can be more than one person.
SWE	<p>Response Options</p> <ul style="list-style-type: none"> Suggested adding more categories pertaining to sexual orientation.
GBR	<p>Response Options</p> <ul style="list-style-type: none"> Noted the victim may not know the gender of the perpetrator and suggested adding the option “unsure”.
USA	No comments as Questions 13 to 15 were consolidated in their version for comments.

Table 9-7: Question 7.

If you answered 'yes' to any of the behaviours, where did they occur? Please mark all that apply	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> • Gave specific examples of the different settings listed and minor differences in the interpretation of the settings were identified (e.g., respondents working at the national headquarters in Ottawa noted they did not have a military home base although they acknowledged this would apply to military personnel working on military bases across the country). • One respondent took "training unit" to mean training area. • Noted the overlap between "workplace" and "communal area". • Gave examples for "on duty" and "off duty". • One respondent noted "deployed" and "overseas" are not the same. <p>Response Options</p> <ul style="list-style-type: none"> • Some respondents noted exercises not captured as a response option. • One respondent commented options do not capture being away from normal place of work.
HRV	<p>Judgement and Response Options</p> <ul style="list-style-type: none"> • Respondents asked how to answer if they had more than one experience.
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> • Gave specific examples of the different settings listed and identified minor differences in the interpretation of the settings. • Interpreted "training unit" as a place to take courses.
ROU	No comments.
SWE	No comments.
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> • Noted overlap between items #1 and #2 ("workplace" and "communal area") and asked if item #1 is office environment. • Pointed out "on duty" and "off duty" need to be clarified.
USA	No comments.

Table 9-8: Question 8.

Please provide information on the individual responsible for the MOST UPSETTING experience. If there was more than one person responsible, please pick the individual who had the greatest effect on you	
CAN	<p>General</p> <ul style="list-style-type: none"> Four respondents found the question to be inappropriate (one found it disturbing and two thought the question did not align with the intentions of the survey to ask about sexual misconduct and its frequency). <p>Interpretation and Judgement</p> <ul style="list-style-type: none"> Encountered problems with the interpretation and judgement of “most upsetting”. One respondent explained the individual that had the greatest effect may not always be the perpetrator and the greatest effect could be associated with the trauma experienced after the experience.
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> Asked whether the question is asking about sexual harassment, sexual assault, or both. Encountered problems with the interpretation of “greatest effect” and the question.
DEU	No comments.
ROU	No comments.
SWE	<p>Interpretation</p> <ul style="list-style-type: none"> Commented greatest effect and seriousness may not correspond to upset.
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Suggested changing the wording from “most upsetting” to “most traumatic” to not downplay the event and to change “effect” to “affect”.
USA	<p>Interpretation</p> <ul style="list-style-type: none"> Noted a definition for “most disturbing” is needed or the respondents will apply their own definition (Revised question is “Looking back at your answers to question 14, please provide information on the individual responsible for the <i>most disturbing</i> experience.”) They provide the definition for “greatest effect” in their national surveys (<i>The following questions ask about the unwanted situation that had the greatest effect on you. Before you continue, please choose the one unwanted situation in the past 12 months that you consider to be the worst or most serious.</i>)

Table 9-9: Question 9.

What rank was the individual responsible for the most upsetting experience?	
CAN	<p>Response Options</p> <ul style="list-style-type: none"> • Did not think "Other" should be included as an option. • Noted "Enlisted" is not a rank and "Senior non-commissioned officer" is missing. • Suggested ordering the ranks from most to least senior.
HRV	<p>Response Options</p> <ul style="list-style-type: none"> • Found "Not applicable" to be unclear and questioned difference between "Other" and "Not applicable".
DEU	<p>Response Options</p> <ul style="list-style-type: none"> • Commented on "ex-military" as an option and civilian option can be further differentiated. • Commented on use of rank groups or concrete ranks.
ROU	No comments.
SWE	No comments.
GBR	<p>Response Options</p> <ul style="list-style-type: none"> • Questioned "other" or "not applicable" as options. • Advised clarifications should be given on whether the ranks are absolute or relative ranks since a private may view a captain as a "senior" officer. • Suggested not using "Enlisted". • Commented SNCOs and WOs are missing, and civilian option can be further differentiated.
USA	No comments.

Table 9-10: Question 10.

Was the individual responsible for the most upsetting experience:	
CAN	<p>Response Options</p> <ul style="list-style-type: none"> • Suggested adding "Other" and "Don't know" as options.
HRV	No comments.
DEU	<p>Response Options</p> <ul style="list-style-type: none"> • Suggested adding "Other" options.
ROU	No comments.
SWE	<p>Response Options</p> <ul style="list-style-type: none"> • Suggested adding more options regarding sexual orientation similar to suggestion made for question 15.

Was the individual responsible for the most upsetting experience:	
GBR	Response Options <ul style="list-style-type: none"> Suggested adding more options.
USA	No comments.

Table 9-11: Question 11.

Thinking about your response to the most upsetting experience:	
CAN	General <ul style="list-style-type: none"> Noted the grouping for some items (active versus passive statements and items containing the word “threaten”). Interpretation <ul style="list-style-type: none"> Four respondents read meditation instead of mediation. Judgement <ul style="list-style-type: none"> Two respondents provided explanation to their response for item #1 (“I did nothing”) and item #5 (“I made a joke of it”) as they did not want to damage the working relationship. Response Options <ul style="list-style-type: none"> Two respondents commented reporting directly to Chain of Command was missing and one respondent commented to whom it was reported to was missing (Chain of Command, Military Police).
HRV	General <ul style="list-style-type: none"> Noted that some items listed are not the respondent’s own response (item #8 “Someone in the command/line management chain took action or said something on my behalf” and item #10 “Colleague took action or said something on my behalf”). Commented on the rarity or inapplicability of using mediation in their organisation. Interpretation <ul style="list-style-type: none"> Noted overlap between items #8, #10, and #11 (“I asked someone else to speak to the person responsible”).
DEU	Interpretation <ul style="list-style-type: none"> Gave explicit examples for each item. Noted item #7 (“I went along with it”) to be conflicting as one going along with it does not mean consent. Commented mediation is often misread.
ROU	General <ul style="list-style-type: none"> Noted some items listed are other people’s reactions.
SWE	No comments.

Thinking about your response to the most upsetting experience:	
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Commented the question should be emphasised to be applicable only to the respondent and not someone else. <p>Response Options</p> <ul style="list-style-type: none"> Suggested adding "I spoke to/discussed it with my family and friends" as an option. Suggested respondents should be allowed to expand their response beyond ticking a box.
USA	<p>Interpretation</p> <ul style="list-style-type: none"> Clarification needed on threat vs. force

Table 9-12: Question 12 and Question 13.

Did you tell anyone what happened? and Q21 Who did you tell? (Tick all that apply) How helpful was this source of support in resolving the situation?	
CAN	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> Made the distinction between "resolving the situation" and receiving support from the roles listed and explained that only those with authority in the workplace can resolve the situation. Some interpreted resolving situation as healing and full resolution. Provided examples that corresponded to different degrees of the helpfulness ("Very helpful", "Moderately helpful", and "Not at all helpful").
HRV	<p>Response Options</p> <ul style="list-style-type: none"> Suggested degrees of helpfulness recategorized to "yes" or "no".
DEU	<p>General</p> <ul style="list-style-type: none"> Noted skip pattern if answered "No" to Question 20. <p>Interpretation and Judgement</p> <ul style="list-style-type: none"> Provided examples and behaviours that corresponded to different degrees of the helpfulness ("Very helpful", "Moderately helpful", and "Not at all helpful") and noted providing support to men who make a report is a big help.
ROU	No comments.
SWE	<p>General</p> <ul style="list-style-type: none"> Noted skip pattern if answered "No" to Question 20.

Did you tell anyone what happened? and Q21 Who did you tell? (Tick all that apply) How helpful was this source of support in resolving the situation?	
GBR	<p>General</p> <ul style="list-style-type: none"> • Commented answer to Question 20 has been implied in previous question and suggested to ask, “why not” and “what happened”. • Commented Question 21 is asking a lot of information and recommended dividing question to ask about support and resolving separately. <p>Interpretation and Judgement</p> <ul style="list-style-type: none"> • Made the distinction between support and resolving.
USA	<p>General</p> <ul style="list-style-type: none"> • Pointed out redundancy of Question 20 if a respondent answered affirmatively to certain items in Question 19. • Suggested removing specific items pertaining to telling someone from Question 19 to remove the redundancy.

Table 9-13: Question 14.

If you didn't tell anyone in the workplace what happened, why not? Please tick all that apply	
CAN	<p>General</p> <ul style="list-style-type: none"> • One respondent suggested items be balanced between stronger versus vulnerable statement. <p>Response Options</p> <ul style="list-style-type: none"> • One respondent suggested using Likert scale for the response instead of dichotomous.
HRV	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> • Three respondents indicated that the item #5 (“I didn’t want to hurt or upset the person who harassed me”) could be replaced with, “I was afraid of the perpetrator”. <p>Response Options</p> <ul style="list-style-type: none"> • Female respondents worried about the incident having a negative impact on their personal lives and that item should be added to the list (e.g., “I was afraid of the consequences that telling someone could have on my personal/family life”).

If you didn’t tell anyone in the workplace what happened, why not? Please tick all that apply	
DEU	<p>Interpretation and Judgement</p> <ul style="list-style-type: none"> • Noted some items can carry both a positive and a negative connotation and this is dependent on the victim. For example, item #1 (“I thought I could handle the situation myself”) can reflect both a strong stance taken by the victim or a vulnerable stance for those that don’t want to be a burden or are fearful. • Noted item #5 (“I didn’t want to hurt or upset the person who harassed me”) also carry two constructs; upset interpreted if the victim was fearful of their perpetrator or hurt interpreted if the victim was sympathetic towards their perpetrator or had a close relationship with them. • Noted items #6 (“I was worried that everyone would find out”) and #9 (“I thought it would make my work situation unpleasant”) to reflect victim shaming. <p>Response Options</p> <ul style="list-style-type: none"> • Suggested an open text response be allowed for this question. • Commented shame and generation gap missing.
ROU	No comments.
SWE	No comments.
GBR	<p>General</p> <ul style="list-style-type: none"> • Suggested others who were not direct targets of the sexual assault but were involved by association should be allowed to respond to this question.
USA	<p>Interpretation</p> <ul style="list-style-type: none"> • Noted the use of the word “why” in the question may evoke a defensive reaction from the respondents. • Suggested asking something along the lines of “What were your reasons for not telling someone” instead of “why” to allow the question to take a more neutral tone. <p>Judgement</p> <ul style="list-style-type: none"> • Provided reasons for why someone would not tell anyone about their sexual assault experience and all these reasons <i>tend to be personal</i>.

Table 9-14: Question 15.

In the last 12 months, have you witnessed others experience sexual assault in the work environment?	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> One respondent asked if the question was about <i>sexual assault behaviour</i>. <p>Judgement</p> <ul style="list-style-type: none"> Commented it is difficult to assess objectively whether one has witnessed others experience sexual assault without talking to them unless the sexual assault incident was very obvious. <p>Response Option</p> <ul style="list-style-type: none"> Option of “not sure” is suggested as the respondent may not always get a chance to speak to the victim.
HRV	No comments.
DEU	<p>General</p> <ul style="list-style-type: none"> Provided skip pattern suggestions to go straight to Question 25 if responding “No” to this question.
ROU	No comments.
SWE	<p>Judgement</p> <ul style="list-style-type: none"> Commented it is difficult to assess objectively whether one has witnessed others experience sexual assault (“<i>Can I witness someone experience? Don’t know how they experience it</i>”).
GBR	<p>General</p> <ul style="list-style-type: none"> Noted it should be made clear the question is asking about sexual assault and not sexual harassment as question is similar to Question 12.
USA	No comments

Table 9-15: Question 16.

If you answered ‘Yes’, did you act/ intervene?	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> One respondent had issues with using the terms “perpetrator” and “victim” as labels should not be used at this point and suggested “Affected parties” to be a more appropriate term. <p>Response Options</p> <ul style="list-style-type: none"> Suggested changing to an open-ended format as the respondent may have had the intent to intervene but did not have the opportunity to do so and replace the current response options with “If Yes, and why?”, and “If No, and why?”

If you answered ‘Yes’, did you act/ intervene?	
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> • Question was confusing for respondents. <p>Response Options</p> <ul style="list-style-type: none"> • Suggested changing to an open-ended format to ask, “How did you act?” and removing “Yes” and “No”.
DEU	<p>General</p> <ul style="list-style-type: none"> • Raised the possibility of shame felt by respondents that responded to “No -- I did nothing because I didn’t want to get involved”. <p>Response Options</p> <ul style="list-style-type: none"> • Suggested more space if “other” is selected.
ROU	No comments.
SWE	<p>Response Options</p> <ul style="list-style-type: none"> • Suggested asking respondents to specify “other” option.
GBR	<p>General</p> <ul style="list-style-type: none"> • Found this question to be judgemental and suggested rephrasing question and noted respondents may not answer truthfully.
USA	No comments.

9.8.3 Response Process

Table 9-16: Question 17.

Do you know how to file a complaint about inappropriate sexual behaviours	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> • Encountered difficulties with the interpretation of the word “file” and respondents with similar explanations selected different responses based on their different interpretations.
HRV	No comments.
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> • Listed the mechanisms by which personnel can file a complaint about inappropriate sexual behaviours.
ROU	No comments.
SWE	No comments.

Do you know how to file a complaint about inappropriate sexual behaviours	
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Suggested to replace the word “file” with “make” or “deal with” as this may make the question more understandable and suggested adding “through official chain/way”. Noted the question need to be limited to filing a complaint in the workplace and different procedures for the military and civilian need to be distinguished.
USA	<p>Interpretation</p> <ul style="list-style-type: none"> Suggested adding a definition for “formal complaint” based on their experience with their surveys of respondents thinking they have filed a complaint when in reality they have not.

Table 9-17: Question 18.

Have you made a complaint in the last 12 months?	
CAN	<p>General</p> <ul style="list-style-type: none"> One respondent suggested to also ask “has a complaint been made against you in the last 12 months?”
HRV	<p>Response options</p> <ul style="list-style-type: none"> Suggested adding an option for “No, but I thought about it”.
DEU	<p>General</p> <ul style="list-style-type: none"> Noted skip pattern if answered “No”.
ROU	No comments.
SWE	No comments.
GBR	No comments.
USA	No comments.

Table 9-18: Question 19.

If you made a complaint, how satisfied are you with the following?	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> Noted for item #2 (“Your understanding of how to make a complaint”), it is not the respondent’s understanding that matters the most but how straightforward the process was to file a report. <p>Judgement</p> <ul style="list-style-type: none"> Noted satisfaction can be influenced by either the respondent’s perception of the fairness of the outcome or their perception of the actual outcome. <p>Response Options</p> <ul style="list-style-type: none"> Suggested adding option for process is ongoing. Some respondents did not feel “Neutral” belonged on the scale and suggested using “Neither satisfied or dissatisfied” instead.
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> Identified overlap between item #7 (“The outcome of any follow-up action taken against the person/people responsible”) and item #8 (“The actions taken to try to resolve the situation”).
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Provided examples of behaviours for each item. Commented the items reflect the training on how to submit a complaint, the respondent’s own knowledge and their expectation of their superiors to deal with the complaint, the timeliness of handling the complaint, the disciplinary measures taken against the offender, and the protection of the privacy of the respondent. Identified overlap between item #7 (“The outcome of any follow-up action taken against the person/people responsible”) and item #8 (“The actions taken to try to resolve the situation”).
ROU	<p>Interpretation</p> <ul style="list-style-type: none"> Identified overlap between item #7 (“The outcome of any follow-up action taken against the person/people responsible”) and item #8 (“The actions taken to try to resolve the situation”). Commented that item #8 (“The actions taken to try to resolve the situation”) does not make a clear terminological distinction between the types of actions.
SWE	<p>Interpretation</p> <ul style="list-style-type: none"> Noted for item #2 (“Your understanding of how to make a complaint”), it is not the knowledge but the process that matters (“<i>How easy/difficult it was to file a report?</i>”).

If you made a complaint, how satisfied are you with the following?	
GBR	<p>General</p> <ul style="list-style-type: none"> Recommended organising the items into categories that correspond to the information, the process, the outcome, and the perception of the resolution of the complaint. <p>Interpretation</p> <ul style="list-style-type: none"> Noted items #4 (“The amount of time it took/is taking to resolve the complaint”) and #5 (“How well you were/are being kept informed about the progress of your complaint”) are asking about past and current events. <p>Judgement</p> <ul style="list-style-type: none"> Recommended asking respondents whether they thought the outcome was fair in their eyes. <p>Response Options</p> <ul style="list-style-type: none"> Suggested adding option for “complaint is still being dealt with”.
USA	No comments.

Table 9-19: Question 20 and Question 21.

Did you suffer any negative consequences as a result of making a complaint, either during or afterwards?	
If Yes, consequences included:	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> Suggested Question 28 to be changed to “Do you think you have suffered...” as respondents may not know for certain if they have suffered or if the complaint was ongoing. The term “retaliation” caused confusion. <p>Response Options</p> <ul style="list-style-type: none"> Identified the need to include more options pertaining to the negative consequences of filing a complaint.
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> The term “social isolation” caused confusion. <p>Response Options</p> <ul style="list-style-type: none"> Identified the need to include more options pertaining to the negative consequences of filing a complaint.
DEU	<p>General</p> <ul style="list-style-type: none"> Noted skip pattern if answered “No” to Question 28. <p>Response Options</p> <ul style="list-style-type: none"> Identified the need to include more options pertaining to the negative consequences of filing a complaint.

Did you suffer any negative consequences as a result of making a complaint, either during or afterwards?	
If Yes, consequences included:	
ROU	Interpretation <ul style="list-style-type: none"> The terms “social isolation” and “retaliation” caused confusion.
SWE	No comments.
GBR	Response options <ul style="list-style-type: none"> Suggested option for open text in Question 28 and identified the need to include more options pertaining to the negative consequences of filing a complaint.
USA	General <ul style="list-style-type: none"> Suggested behavioural exemplars be added to measure this question instead of broad terms as they are hard to interpret and will be subject to variability due to each respondent's <i>own idiosyncratic understanding of these complex social/legal constructs</i>.

9.8.4 Prevention and Management

Table 9-20: Question 22.

Do you believe there is a problem with sexual misconduct within your overall organisation?	
CAN	Interpretation <ul style="list-style-type: none"> Some interpreted the term “overall organisation” to cover beyond the military population. Judgement <ul style="list-style-type: none"> Felt the response option “Within some sections and not all” entailed the speculation of other units besides the respondent’s own. Were cognizant of the problem and provided explanations to defend the organisation Felt the need to provide justification to their selection and verbalized words such as “<i>loaded</i>” and “<i>ignorant</i>”. Response Options <ul style="list-style-type: none"> Suggested adding a new option for “we are making progress” and commented the problem was improving.
HRV	Judgement <ul style="list-style-type: none"> Felt the response option “Within some sections and not all” is not appropriate and entailed speculation.
DEU	Interpretation <ul style="list-style-type: none"> Provided examples of organisations such as “bundeswehr” and “command level”. Noted there can be differences between the terms “sexual misconduct” and “inappropriate sexual behaviours” for this question and Question 32.

Do you believe there is a problem with sexual misconduct within your overall organisation?	
ROU	<p>Interpretation</p> <ul style="list-style-type: none"> Different interpretations of the term “overall organisation” by respondents.
SWE	<p>Judgement</p> <ul style="list-style-type: none"> Commented on the difficulties in providing a response to questions about the organisation. Noted there is no right or wrong answer as Questions 30 to 34 are really asking about the respondents’ perception to understand the credibility and trust they have in management.
GBR	<p>Interpretation</p> <ul style="list-style-type: none"> Suggested replacing the word “organisation” with a specific military service such as the Army population. <p>Recall</p> <ul style="list-style-type: none"> Emphasised the importance of specifying the time period applicable as <i>there will be a big difference between responses looking at the timeframes of 22 years ago and 5 years ago.</i>
USA	No comments.

Table 9-21: Question 23.

To what extent do you think your overall organisation:	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> One respondent suggested using degree of seriousness or tolerance instead of extent (e.g., scale would range from “Very serious” to “Not serious at all” or “Not tolerated at all”). <p>Judgement</p> <ul style="list-style-type: none"> Selected the responses based on what they have seen or heard and also based on their expectations of the organisation. <p>Response Options</p> <ul style="list-style-type: none"> Some respondents said don’t know as they have not been exposed to the situation.
HRV	<p>General</p> <ul style="list-style-type: none"> Suggested asking “Are there prescribed process/policies in investigating inappropriate sexual behaviours?”
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Provided descriptions for each item.
ROU	No comments.
SWE	<p>Judgement</p> <ul style="list-style-type: none"> Commented on the difficulties in providing a response to questions about the organisation.

To what extent do you think your overall organisation:	
GBR	<p>General</p> <ul style="list-style-type: none"> Suggested the items be included in Question 32 to allow for comparisons between the strategic level and the unit level. <p>Recall</p> <ul style="list-style-type: none"> Suggested adding a timeframe. <p>Interpretation</p> <ul style="list-style-type: none"> Suggested changing the word “extent” to “satisfaction” or “agreement” to allow better understanding of the question.
USA	No comments.

Table 9-22: Question 24.

Do you believe there is a problem with sexual misconduct within your particular unit/team?	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> Noted “unit” and “team” did not mean the same thing.
HRV	<p>Response Options</p> <ul style="list-style-type: none"> Suggested adding “not sure” as an option.
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Provided examples of unit/team. Noted there can be differences between the terms “sexual misconduct” and “inappropriate sexual behaviours”.
ROU	No comments.
SWE	<p>Response Options</p> <ul style="list-style-type: none"> Suggested adding “don’t know” as an option.
GBR	No comments.
USA	No comments.

Table 9-23: Question 25.

To what extent does your Chain of Command within your unit/team:	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> Noted item #4 (“Refrain from sexist comments and behaviours”) to carry a separate meaning from a sexually harassing meaning as “<i>someone can be sexist without being sexually harassing</i>”. Note item #6 (“Provide training in sexual harassment and assault prevention and response that interests and engages you”) is a double-barrelled item. Requested the term “active” be clarified as some respondents questioned whether their Chain of Command should be performing the actions or if the actions can be delegated down. <p>Judgement</p> <ul style="list-style-type: none"> Selected the responses based on what they have seen or heard and also based on assumptions. <p>Response Options</p> <ul style="list-style-type: none"> Pointed out items may not be applicable for respondents that have not experienced or have not been involved in a situation and therefore a response option for “N/A” was added in a subsequent version.
HRV	<p>Interpretation</p> <ul style="list-style-type: none"> Noted item #6 (“Provide training in sexual harassment and assault prevention and response that interests and engages you”) is a double-barrelled item. <p>Recall</p> <ul style="list-style-type: none"> Took a long time to respond to items #6 and #8 (“Publicise resources on sexual misconduct, e.g., helpline, reporting process”).
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> Noted items #1 and #2 (“Adequately respond to all allegations of sexual misconduct” and “Play an active role in the prevention of sexual misconduct”) and items #9 and #10 are closely linked (“Encourage victims to report sexual misconduct” and “Create an environment where victims feel comfortable reporting sexual misconduct”).
ROU	<p>Interpretation</p> <ul style="list-style-type: none"> Confusion by the term “sexist” in item #6 as most respondents <i>consider that sexist means with sexual connotation</i>. <p>Response Options</p> <ul style="list-style-type: none"> Noted some respondents could not answer as the items were not applicable to their unit’s situation, and therefore a response option for “N/A” was added in a subsequent version.

To what extent does your Chain of Command within your unit/team:	
SWE	<p>Interpretation</p> <ul style="list-style-type: none"> Commented item #4 (“Refrain from sexist comments and behaviours”) <i>gives the impression that the commanders/leaders WANT to use sexist language.</i> Suggested modification to items #6 and 8 (“to what extent does the commanders/leaders support and encourage the use of tools available, for instance facilitates for personnel to participate in courses, encourages these initiatives.”) and noted the training can be provided centrally with the <i>commander/leader’s</i> approval. <p>Judgement</p> <ul style="list-style-type: none"> Commented on the difficulties in providing a response to questions about the organisation.
GBR	<p>General</p> <ul style="list-style-type: none"> Suggested the items from Question 30 be added to allow for comparisons between the strategic level and the unit level. <p>Interpretation</p> <ul style="list-style-type: none"> Noted item #6 (“Provide training in sexual harassment and assault prevention and response that interests and engages you”) is a double-barrelled item Noted overlap between items #9 and #10. <p>Recall</p> <ul style="list-style-type: none"> Suggested adding a timeframe. <p>Response Options</p> <ul style="list-style-type: none"> Suggested adding option “does not happen”.
USA	<p>Judgement</p> <ul style="list-style-type: none"> Commented whether this question is asking for a respondent’s perception of the workplace or of their observations. <p>Response Options</p> <ul style="list-style-type: none"> Noted that “N/A” is not an appropriate response option if the question is measuring perception only.

Table 9-24: Question 26.

If someone in your unit were to report sexual misconduct, to what extent would:	
CAN	<p>Interpretation</p> <ul style="list-style-type: none"> • Questioned how the Chain of Command can protect the safety of the person. • One respondent suggested changing question to “to what extent would you believe”. <p>Judgement</p> <ul style="list-style-type: none"> • Selected the responses based on what they have seen or heard and also based on extrapolations of observations from non-sexual misconduct cases of similar degree of severity (e.g., harassment). • Expressed concern and displayed hesitation when responding to items relating to protecting the complainant’s identity (item #2 “The chain of command would keep knowledge of the report limited to those with a need to know” and item #4 “The chain of command would take steps to protect the safety of the person making the report”) as one respondent said “<i>you still hear about it</i>”. • Noted the responses can be context-specific depending on the complainant, the situation, and the severity of the case.
HRV	<p>General</p> <ul style="list-style-type: none"> • Respondents expressed the importance of this question. <p>Interpretation</p> <ul style="list-style-type: none"> • One respondent asked if item #6 (“The chain of command would take corrective action to address factors that may have led to the sexual harassment”) only applies to sexual harassment.
DEU	<p>Interpretation</p> <ul style="list-style-type: none"> • Provided examples for each item. • Respondents had difficulties in interpreting item #6. • Noted item #7 (“Unit personnel would label the person making the report a trouble maker”) to reflect victim shaming.
ROU	No comments.

If someone in your unit were to report sexual misconduct, to what extent would:	
SWE	<p>General</p> <ul style="list-style-type: none"> Expressed dislike in using the label victim. <p>Interpretation</p> <ul style="list-style-type: none"> Questioned how the Chain of Command can protect the safety of the person. <p>Judgement</p> <ul style="list-style-type: none"> Commented on the possibility of item #3 (“The chain of command would forward the report outside the unit to criminal investigators”) (“<i>Can they even?</i>”) Noted it is expected for the Chain of Command to provide support to the person. <p>Response Options</p> <ul style="list-style-type: none"> Noted the scaling has changed for this question from Question 33 (five-point to four-point) and recommended to use the same scale.
GBR	<p>General</p> <ul style="list-style-type: none"> Suggested deleting the word “would” in each item as the main question already contains the word. <p>Judgement</p> <ul style="list-style-type: none"> Pointed out respondents may not be truthful when answering this question as it is concerning their Chain of Command.
USA	<p>Interpretation</p> <ul style="list-style-type: none"> Noted some items can be perceived to be potentially victim-blaming.

Table 9-25: Question 27 and Question 28.

What else could the organisation and/or unit/team do to prevent or manage sexual misconduct more effectively?	
Anything else you'd like to comment on related to these topics?	
CAN	<p>General</p> <ul style="list-style-type: none"> Made comments on improving the process, whether the sexual misconduct policy has gone too far, or reason for filling out open text sections. Identified issue with privacy if respondents will answer survey at work. Recommended glossary of terms be provided.
HRV	<p>General</p> <ul style="list-style-type: none"> Identified the need to develop educational programmes.
DEU	No significant comments.

What else could the organisation and/or unit/team do to prevent or manage sexual misconduct more effectively?	
Anything else you'd like to comment on related to these topics?	
ROU	<p>General</p> <ul style="list-style-type: none"> Suggested adding a new question for respondents that have experienced sexual harassment or assault so that they can provide advice to someone going through a similar situation.
SWE	<p>Interpretation</p> <ul style="list-style-type: none"> Thought the question was difficult to answer.
GBR	No comments.
USA	<p>General</p> <ul style="list-style-type: none"> Commented on the narrow applicability for the newly proposed question (“Thinking about your experiences of inappropriate sexual behaviours, what advice would you give to others who are experiencing similar situations?”) to only apply to those who had an experience. Suggested this question be rewritten to apply to all respondents or be moved to an earlier section after the sexual harassment and sexual assault sections. <p>Interpretation</p> <ul style="list-style-type: none"> Suggested adding a clarification that Question 35 is asking about the workplace . Suggested specifying what topics require comments.

Table 9-26: Question 29.

Other comments	
CAN	No comments.
HRV	No comments.
DEU	<ul style="list-style-type: none"> Recommended use of consistent wording in survey, and think about the purpose and expectations of the survey and whether the use of quantitative survey and 12-month timeframe is appropriate.
ROU	No comments.
SWE	No comments.

GBR	<ul style="list-style-type: none"> • Stressed the importance of highlighting to respondents that the survey is confidential, and their response will not be traced back to them. • Suggested information on resources outside of the Chain of Command such as helplines be provided. • Comment questions pertaining to post-incident support for the victim, culture and an accepted level of sexual harassment in the organisation, abuse of power, and specific demographic questions on military role (<i>combat/combative or support?</i>) and questions and <i>exploring if sexual harassment happened more when alcohol is involved/at social events</i> and about setting that most likely contributes to sexual harassment and assault (<i>Do you think sexual harassment/sexual assault is most likely to happen? (at work, on deployment, in the mess, in service accommodation, on training courses, at social events, on tour)</i>) are missing. • Suggested questions pertaining to organisational tolerance (Questions 31 to 34) appear first before the sensitive and personal questions asking about sexual harassment and sexual assault. • Noted the issues of privacy and that lower ranks are treated less fairly.
USA	<ul style="list-style-type: none"> • Suggested to use the phrases “sexual harassment” and “sexual assault” only when necessary and to use behaviourally anchored scales instead as some respondents <i>are weary of seeing these labels or labelling their experiences</i>. • Suggested the name of the survey should be reconsidered to align with its intended purpose and commented the survey’s purpose appears to be focused on estimating the prevalence rates and measuring adherence to policy and reporting and not so much on the risk factors. • Suggested specifying age and duration of service in the Demographics section as continuous variables and group later as categorical variables.

9.9 DISCUSSION

9.9.1 General Issues

9.9.1.1 General Interpretation Issues

For Question 19, respondents from Croatia and Romania noted some items listed are not the respondent’s own response (item #8 “Someone in the command/line management chain took action or said something on my behalf”, item #10 “Colleague took action or said something on my behalf”, and item #11 “I asked someone else to speak to the person responsible”).

For Question 33, item #6 (“Provide training in sexual harassment and assault prevention and response that interests and engages you”) was identified to be a double-barrelled question consisting of two questions and should be broken down.

The following items were commented by respondents to have overlap:

- **Question 16:** “workplace” and “communal area”.
- **Question 19:** items #8 (“Someone in the command/line management chain took action or said something on my behalf”), item #10 (“Colleague took action or said something on my behalf”), and item #11 (“I asked someone else to speak to the person responsible”).

- **Question 27:** item #7 (“The outcome of any follow-up action taken against the person/people responsible”) and item #8 (“The actions taken to try to resolve the situation”).
- **Question 33:** items #1 and #2 (“Adequately respond to all allegations of sexual misconduct” and “Play an active role in the prevention of sexual misconduct”) and items #9 and #10 (“Encourage victims to report sexual misconduct” and “Create an environment where victims feel comfortable reporting sexual misconduct”).

These general interpretation issues should be addressed to improve the accuracy of the responses.

9.9.1.2 Provide Clarifications to Terms and Questions

The following terms were requested to be clarified:

- **Question 10:** “exposure” and “getting too close” (to distinguish from physical contact).
- **Question 16:** “on duty” and “off duty”.
- **Question 17:** ranks.
- **Question 19:** threat vs. force.
- **Question 33:** “active”.

The provision of the definitions for workplace in Question 10 was helpful to some respondents. The US suggested replacing workplace with “someone from work”. Their definition of “someone from work” is “includes any person(s) you have contact with as part of your military duties. “Someone from work” could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organisation or in other organisations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD military workplace”.

The definitions for the following terms were requested:

- Question 10: “sexual harassment”, “inappropriate”, and “unwanted”.
- Question 13: legal definition for rape needs to be verified.
- Before Question 17: “most disturbing” and “greatest effect”.
- Question 25: “formal complaint”.

Respondents from Canada, Croatia, Sweden, and the UK all encountered problems with the interpretation for the term “most upsetting” before Question 17 as “most upsetting” does not necessarily correspond to the greatest effect and vice versa. In UK’s Sexual Harassment Survey, respondents were given the option to endorse whether they thought their experience was particularly upsetting. The survey asked the respondent if they have experienced an incident involving the sexual harassment behaviours appearing in a previous question that made them feel particularly upset (*In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset?*). If the respondent answered yes to this question, they were asked to select all the behaviours that were involved in the experience in the subsequent question. A modified version of the SEQ-DoD, the Sexual Experiences Questionnaire—Significant Experience (SEQ-SE), was developed by Mazzeo, Bergman, Buchanan, Drasgow and Fitzgerald (2001) and asked respondents about one experience that had the greatest impact on them. Mazzeo et al. (2001) developed this measurement as they felt the traditional approach of obtaining an aggregate score based on all experiences did not enable the

understanding of the impact of the component behaviours. In their study to assess the construct validity of the SEQ-SE, respondents were administered the 23-item SEQ-DoD and the SEQ-SE and were asked to check off the list of behaviours that they experienced in the single and significant incident on the SEQ-SE.

For Question 24, the terms “retaliation” and “social isolation” caused confusion for some respondents. The US suggested behavioural exemplars be added to measure Question 24 instead of using these broad terms as they are hard to interpret and will be subject to variability due to each respondent’s “own idiosyncratic understanding of these complex social/legal constructs.”

For Question 25, respondents from Canada and the UK encountered difficulties with the interpretation of the word “file” and as such, Canadian respondents with similar explanations selected different responses based on their different interpretations. UK’s respondents suggested to replace the word “file” with “make” or “deal with” as this may make the question more understandable. The terms proposed by UK’s respondents align with the explanations provided by Canada’s respondents in selecting the options.

For Question 30, respondents from Romania and Canada interpreted the term “overall organisation” to cover beyond the military population. Germany provided examples of organisations such as “bundeswehr” and “command level” and noted there can be differences between the terms “sexual misconduct” and “inappropriate sexual behaviours” for this question and Question 32. UK’s respondents suggested replacing the word “organisation” with a specific military service such as the Army population.

For Question 31, UK’s respondents suggested changing the term “extent” to “satisfaction” or “agreement” to allow better understanding of the question. One Canadian respondent also suggested using the term “degree of seriousness” or “tolerance” instead of “extent”. UK suggested these questions be included in Question 33 to allow for comparisons between the strategic and unit levels.

For Question 32, some Canadian respondents noted “unit” and “team” did not mean the same thing and therefore different interpretation can lead to different responses.

For Question 33, respondents from Canada required clarification as to whether their Chain of Command should be performing the actions or if the actions can be delegated down.

For Question 34, Swedish and Canadian respondents questioned how the Chain of Command can protect the safety of the person.

The above points should be addressed to improve the interpretability of the questions. Ilies et al. (2003) noted the use of implicit wording such as “suggestive” and “offensive” in some behavioural-based items to measure sexual harassment (e.g., “Suggestive stories and offensive jokes”) would require perceptual interpretation. Popper and Petrjánošová’s (2016) conducted a cognitive interviewing study and pre-tested two questionnaires that measured prejudice towards a minority group (the Roma) in Slovakia. The goal of the study was to improve the questionnaire items by removing ambiguity and to enhance the validity of the questionnaires. They found the participants encountered difficulties in answering the question about direct contact with the Roma as the time period, location, and the term “contact” were not clear and the question was rewritten entirely to be more specific. Therefore, more specific terms should be used to help the respondents to better understand the survey and in turn improve the accuracy of the responses.

9.9.1.3 Response Options

For Question 10, all countries except Sweden identified an issue with the response options used for reporting the

frequency of sexual harassment behaviours (Never, Every Month, Every Week, Every Day). In Gutek et al.'s (2004) review of the SEQ, they highlighted the importance of using an appropriate scale for the response options and made the distinction between the use of specific and general quantities. A specific quantity is numerical (e.g., once or twice) whereas a general quantity is descriptive (e.g., often or most of the time). They recommended to use either a specific or general quantity for the response options and to not use both types of quantities on the same scale. For example, the frequency for a given unit of time (more than once a week, about once a week, about once a month, about once every 6 months) or a general quantity descriptor can be used (never, occasionally, frequently, very frequently). They pointed out that the use of the term "often" can be confusing depending on its placement on the scale. In addition, they noted the scale has less discriminatory power if the time frame applicable to the survey is short, such that "once or twice" can be construed to be the same as "sometimes" in a short time frame. UK's survey used a three-point scale to report the frequency of sexual harassment behaviour items (Never, Sometimes, and A lot) (Markson, 2018). The US survey asked for a dichotomous response (Yes/No) for each behaviour item associated with sexual harassment and only asked about the duration of the experience that had the biggest effect (It happened one time, About one week, About one month, A few months, and A year or more) (Office of People Analytics, 2019). The SSMCAF used numerical quantities for the reporting the frequency of the behaviours (0, 1, 2 to 4, 5 to 9, and 10 or more times) (Statistics Canada, 2019). The recall period for all three surveys from each country was 12 months.

For Question 11, respondents from Croatia, Sweden, and the UK had issues with the response option "I don't know" and suggested replacing this with "I'm not sure" or "I don't think". The UK suggested asking respondents for the reason if they select the "I don't know" option.

For Questions 15 and 18, respondents from Canada and the UK commented the respondent may not know the gender of the perpetrator and suggested adding an option for "unsure" or "don't know".

The UK suggested expanding the response option for Question 19 instead of ticking off a box. Respondents from Canada, Croatia, and Sweden suggested changing Question 24 to an open-ended format as the respondent may have had the intent to intervene but was not given the opportunity to do so. Respondents from Canada, Croatia, Germany, the UK, and the US suggested adding more options for Question 29 pertaining to the consequences the respondent has suffered as a result of filing a complaint.

Respondents from Canada and Romania suggested adding the response option "don't know" or "N/A" to Questions 31 and 33 as they may not have been exposed to a situation to select from the current options. The decision to modify the response options for Questions 31 and 33 will depend on the intent of these questions (see Section 9.9.1.4).

9.9.1.4 Clarify Intent of Question

The intent should be clarified for the question asking respondents about the most upsetting experience that had the greatest effect and also for Questions 30 to 34 pertaining to prevention and management. Some Canadian respondents felt that asking about the most upsetting experience did not align with their perception of the survey's intent to ask about their experiences of sexual misconduct and how often they experienced it. Swedish respondents commented on the difficulties in providing a response to Question 30 to 34 regarding the organisation. They noted there is no right or wrong answer as the questions are really asking about the respondents' perception to understand the credibility and trust they have in their management as opposed to asking respondents to endorse the items based on their actual knowledge or observations. Some Canadian respondents also based their response on their expectations and assumptions for Questions 31, 33, and 34. The intent of the questions will determine the appropriate response options and the US commented "N/A" would not

be an appropriate response if the question is measuring perceptions only.

9.9.1.5 Questions Construed to be Judgemental

The UK commented Questions 12 and 24 to carry too many “moral” connotations, which can make the response susceptible to social desirability bias. The possibility of response bias was also identified for Question 13 by Croatian respondents and for Question 34 regarding the Chain of Command by the UK. The Impression Management (IM) scale can be administered with a measurement instrument to assess the independence of an instrument from social desirability response bias (Page, Pina and Giner-Sorolla, 2016).

The US noted the use of the word “why” in the Question 22 may evoke a defensive reaction from the respondents and they suggested asking something along the lines of “What were your reasons for not telling someone” instead of “why” to allow the question to take a more neutral tone.

For Question 30, respondents from Canada and Croatia felt the response option “Within some sections and not all” entailed the speculation of other units besides the respondent’s own. Respondents from Canada and the UK commented on the importance of specifying the time frame applicable for this question as there is a big difference between what the problem was “22 years ago” versus “5 years ago”. Along the same lines, Canadian respondents suggested adding a new option for “we are making progress” and commented the problem was improving. Some Canadian respondents used the words “loaded” and “ignorant” when verbalizing their thoughts. They acknowledged there was a problem but provided explanations to defend the organisation. This can be due to respondents feeling the need to answer desirably based their perception of the intent of the question. Galesic and Tourangeau (2007) hypothesized that respondents’ answers to surveys are influenced by the survey’s sponsor through the framing of a survey. How a survey is framed can lead the respondents to provide cooperative responses that they believe to be the response norm and therefore to not answer the question honestly. The authors investigated the effects of framing by administering two surveys with different survey frames that asked questions about whether a situation at work could be considered sexual harassment. For one survey, the background introduced the researchers as being connected with a feminist organisation concerned with the issue of sexual harassment while the other survey introduced the researchers as being neutral on the issue of sexual harassment. The results found those who received the feminist frame reported encountering less non-sexual harassment situations and more situations that were clearly sexual harassment than respondents from the neutral frame. The feminist group also viewed all situations as more likely to be sexual harassment than the neutral group. In addition, they were more bothered by situations that had the potential to be sexual harassment than the neutral group, although this result was not statistically significant.

Cultural and organisational differences exist between NATO nations and these differences can influence the perception of the respondents on the issue of sexual harassment in their organisation. These differences can be shaped by the social influence of the “#MeToo” movement that is more heavily advocated in certain nations than others and by how the issue of sexual misconduct in the military is portrayed by the national media.² While the framing of the survey was the same for all nations, the framing can be interpreted differently by respondents due to individual perceptions on the issue of sexual misconduct. Therefore, a neutral tone should be clearly emphasised in the framing of the survey. The results from each nation should be interpreted with cultural, organisations, and social variations.

9.10 SEXUAL HARASSMENT BEHAVIOURS

9.10.1 Construct of Sexual Harassment

9.10.1.1 Intrinsic Factors

The results found differences in the respondents' construct of sexual harassment that influenced their responses to the questions.

For Question 10, respondents had different interpretations for the sexual harassment behaviours and their interpretations influenced whether they would endorse the behaviours. Respondents from Sweden and the UK noted item #1 of Question 10 must contain an element of offense or discomfort to be considered hostile work environment. Respondents from Canada asked whether items #1 and #2 are directed at them. The US survey asked respondents to endorse the behaviour items and each behaviour item was followed with the phrase "that made you uncomfortable, angry, or upset" (Office of People Analytics, 2019). The survey also asked respondents whether certain behaviours they experienced were "severe enough that most Service members would have been offended...". The UK survey asked respondents that endorsed any of the generalised behaviour items whether they found any of the behaviours to be offensive. Generalised behaviours were defined by the UK survey as behaviours reflecting the culture and working environment while targeted behaviours were those aimed specifically at an individual (Markson, 2018). The items should be worded to reflect that the behaviour is offensive to the respondent. As Ilies et al. (2003) noted perception is more important for predicting victim responses and organisational outcomes, the offense should be judged only by the respondent and not from the point of view of any reasonable individual.

On the topic of perception and victimization, Nielsen et al. (2010) noted the direct query or the self-labelled method reflects respondents feeling victimized by their experience. Rabelo et al. (2019) noted the perceived severity of victimization of sexual assault may be an important correlate of trust and health outcomes. Fitzgerald et al. (1995) reported an unpublished study that has shown the inclusion of a rating for perceived offensiveness led to a two-fold increase in the variance of the outcomes. They recommended the respondent's appraisal of their experience as benign, irrelevant, or threatening should be captured in the survey. Finally, they asserted it is not appropriate to assess the seriousness of the behaviour based on the stimulus alone and the evaluation should also be extended to the victim's history and perceptions. Stander et al. (2016) pointed out that research on the severity of victimization and its effect on the relationship between sexual aggression and outcomes is lacking (Stander, and Thomsen, 2016). In UK's Sexual Harassment Survey, respondents were asked if they had an experience involving targeted sexual behaviours that was particularly upsetting. If the respondents answered affirmatively, they were directed to respond to follow-up questions about that upsetting experience. Unlike the current survey, the upsetting experience was not limited to just sexual assault experiences. The proportion of respondents that thought their experience was upsetting was found to be similar to the proportion of respondents that answered affirmatively to the direct query question of whether they have been sexually harassed. Therefore, UK's survey suggested the sexual harassment experience must be targeted and cause upset in order for respondents to consider themselves sexually harassed.

Respondents differed in their interpretation of the term "sexual harassment" for Question 11 as no definition was provided. For example, some respondents from Romania considered any bothering behaviour to be sexual harassment whereas others considered only rape or attempted rape. Therefore, a respondent may not respond affirmatively to the direct query approach of Question 11 even if they endorse a behaviour in Question 10. In addition, some items listed in Question 10 pertain only to generalised behaviours and therefore Question 11 may not be endorsed by respondents that have only endorsed these items.

Respondents from Canada and the UK requested for the definition of sexual harassment upfront. Nielsen et al. (2010) noted a definition provided for sexual harassment in combination with the direct query approach can anchor an individual's response. Providing a definition for sexual harassment at the beginning of the survey can help to minimize the variation of responses due to individuals' uncertainty with the term "sexual harassment". However, if the intention of the question is to let respondents interpret their own meaning of "sexual harassment" and label behaviours they experience as "sexual harassment" based on their own interpretations, then it is not appropriate to provide a standard definition. In addition, the US implied there is no universal definition for sexual harassment and sexual assault and these concepts are not always mutually exclusive and depend on the definition used.

The potential discordance of response between Questions 10 and 11 highlights not only the poor criterion validity of the sexual harassment behaviour items to the direct query approach but can also shed light on why some respondents do not label their experience as sexual harassment. A reason is the respondents' unwillingness to put labels on their experience. The US suggested using behaviourally based items in lieu of labels throughout the survey. Swedish respondents expressed dislike in using the label victim in Question 34. Davis et al. (2014) noted labels can be stigmatizing and the US also commented "*some respondents are weary of seeing these labels or labelling their experiences.*"

Vohlídalová (2011) conducted a study in Czech university students in late 2008 and early 2009 and used a quantitative survey and semi-structured in-depth interviews to assess their attitudes and experiences towards sexual harassment. She made a similar observation of students not labelling certain behaviours as sexual harassment and found an individual's perception of sexual harassment is a subjective construct and is influenced by an individual's personality, life experience, sexual openness, and sex. She found students viewed sexual harassment as a phenomenon that is remote to them, and this view stemmed from two reasons. First, students perceived only extreme forms of behaviour as sexual harassment. The extreme forms were used by the students as reference points to judge other common forms of sexualized behaviour. Both female and male students did not think softer forms of behaviours ("comments and jokes offending or denigrating men and women, sex-based advantages and disadvantages, comments on appearance, and use of lewd teaching materials do not constitute sexual harassment") are considered sexual harassment. Some students commented softer forms of harassment are normal and natural and no harms are meant by them. Vohlídalová (2011) explained one may justify the behaviour by accepting the masculine nature and this reason corresponds to the "biological/natural" model of sexual harassment. Second, sexual harassment was seen by students as a problem experienced by others and not by one's self. Vohlídalová (2011) explained an individual may not label their experience as sexual harassment as a way "to preserve one's own dignity and identity" and to accept their passive role in the incident. The interviews revealed students perceived the victims of sexual harassment to always be female. They also viewed victims to have brought the incident upon themselves, either because they cannot defend themselves or because they provoked the harassment. The students cited personality (e.g., being naïve), age (e.g., young), and place of origin (e.g., countryside) as factors that are associated with those that cannot defend themselves.

Canadian and Romanian respondents found item #4 of Question 33 ("Refrain from sexist comments and behaviours") to carry a separate meaning from a sexual meaning as "someone can be sexist without being sexually harassing" and that "sexist means with sexual connotation". Sexist hostility is identified as a form of sexual harassment by Fitzgerald et al. (1995) and the respondents' comments may reflect their lack of knowledge on the forms of sexual harassment or reflect the fact that their individual constructs do not include sexist forms of sexual harassment.

Germany brought up of notion of priming of Question 11 by the behavioural-based items in Question 10, However, the linkage between Question 10 and Question 11 was not obvious to all respondents. Galesic and

Tourangeau (2007) explained the framing of the survey and items that appear earlier in a survey “can prime the retrieval of certain considerations” and influence the response in later sections of the survey. In Popper and Petrjánošová’s (2016) cognitive interviewing study, they found some participants were looking for logical interconnectedness between distinct items in order to respond to the questions. In UK’s survey, a question was placed between the indirect query and direct query questions and asked the respondents to check off the targeted sexualized behaviours listed in the indirect query question (except for “Made a serious sexual assault on you” and “Raped you”) that they considered as sexual harassment.

9.10.1.2 Extrinsic Factors

Germany commented that some sexual harassment behaviours are dependent on the relationship context. Respondents also pointed out that responses for Question 34 can be context-specific depending on the complainant, the situation, and the severity of the case. Vohlídalová (2011) noted the violation of an individual’s boundaries as a factor for labelling behaviours as sexual harassment. Students indicated a certain boundary needs to be crossed and objective standards violated in order for the behaviour to be considered sexual harassment. In addition, students noted prior familiar relationship between the actors attenuates the suspicion of sexual harassment from a situational context perspective. Two other external contextual factors raised by respondents are social media and alcohol. Germany respondents brought up social media for item #5 of Question 10 (“Someone took or displayed unwanted sexually explicit materials”) and alcohol as a factor for item #4 (“Inappropriate discussion about sex life or sexual activity”). The results from UK’s 2018 survey stated an increase regarding the use of social media may have led to an increase in the endorsement rate for “Sent you sexually explicit material” from 2015. The UK suggested additional questions should be asked about risk factors that can lead to sexual harassment and assault such as alcohol. Both surveys from the UK and the US asked whether alcohol was involved for both the respondent and the person responsible for the experience. The UK survey also asked about the involvement of drugs. Sexual harassment studies that measured alcohol consumption as a risk factor for perpetration or cited the use of alcohol as a perpetration tactic have been conducted, (Davis et al., 2014; Stander, Thomsen, Merrill and Milner, 2018). Stander et al. (2018) conducted a longitudinal study in a sample of male Navy enlisted personnel to identify predictors of sexual harassment and assault. They measured baseline heavy drinking and change in heavy drinking from baseline as risk factors for sexual harassment and assault perpetration and found recent increase in heavy drinking was predictive of both sexual harassment and sexual assault perpetration. Heavy drinking was defined as consuming five or more drinks on one occasion. The Sexual Experiences Survey (SES) that is used widely to measure sexual assault includes the use of alcohol as a sexual assault tactic to incapacitate the victim (Davis et al., 2014). The inclusion of situational variables in the survey may be insightful as research has shown victims experience sequelae of differing severity based on the tactic used (Davis et al., 2014).

9.11 ORGANISATIONAL CLIMATE AND POLICIES

In developing the SEQ-DoD, Fitzgerald et al. (1995) emphasised the importance of organisational conditions in facilitating sexual harassment. They stated sexual harassment behaviours will co-occur when organisational tolerance is high. They noted there is intercorrelation amongst the dimensions of the SEQ and explained behavioural items within and between the dimensions covary “because the organizational norms that govern them are similar.” Fitzgerald et al. cited a study (Zickar, 1994) that found higher scores on the SEQ to be correlated with higher levels of organisations’ tolerance for sexual harassment and lower job satisfaction and organisational commitment.

Estrada and Berggren conducted a study to investigate the incidence and dimensions of sexual harassment in women officers and cadets of the Swedish Armed Forces (Estrada and Berggren, 2009). The results found 65% of women experienced multiple types of unwanted sex-related behaviour and it was uncommon for respondents to experience a specific behaviour in isolation (19%). In addition, sexual coercive behaviours never occurred in isolation and always occurred in combination with other forms of behaviours. Consistent with the conclusion made by Fitzgerald, Magley, Drasgow and Waldo (1999), they concluded these results support the evidence that sexual harassment stems from a tolerance of such behaviours in the organisation and the “expansion of women’s roles in traditionally male-dominated occupations” as opposed to sexualized attraction towards women in general (Fitzgerald et al., 1999).

Larsen et al. (2019) conducted a cross-sectional study to better understand why an individual is a target of harassment by extending the definition of sexual harassment to include facets of aggression and discrimination. They hypothesized that there is an underlying general factor representing the intersection of the experiences of sexual harassment, workplace aggression, and sex discrimination. They called this general factor “Gendered Workplace Hostility”. They tested the validity of the general factor in a model including antecedents and outcomes of workplace harassment. The antecedents included were organisational tolerance of sexual harassment, gendered-work context, and job level. The outcomes included were general health, psychological well-being, supervisor satisfaction, co-worker satisfaction, work satisfaction, organisation commitment, and turnover. The study used survey data from 2002 of active duty personnel and the results were analysed separately for men and women as they noted past research has shown that men and women perceive sex-related behaviours differently. The results found the experiences under the extended definition of sexual harassment co-occurred with each other to a large extent for the female respondents. 91.4% and 82.6% of female respondents that experienced sexual harassment also experienced workplace aggression and sex discrimination, respectively. 76.9% of female respondents experienced both workplace aggression and sex discrimination. The results of the model fit found the individual items measured for each of the three scales loaded well onto the general factor as well as to their specific factors and this suggested the specific factors explain additional variance beyond the general factor. In another model including the antecedents and the outcomes, they found the general factor demonstrated a stronger relationship with many of the antecedents and outcomes than any of the three specific factors and this observation was common for both female and male respondents. The stronger associations of the general factor with the antecedents and outcomes suggested the general factor is necessary to further understand the effects beyond the individual factors of sexual harassment, discrimination, and aggression. The results also suggested that the three individual factors share common antecedents and outcomes and therefore research into preventions and interventions should focus on where these three factors overlap. Job-gender context was shown to be a significant predictor of the general factor for women, and this was consistent with the theory that individuals who violate gender norms are more at risk to experience workplace hostility. The antecedent organisational tolerance was shown to be a significant predictor of the general factor for both women and men and exhibited a larger loading onto the general factor compared to the specific factors. This suggested organisational tolerance of sexual harassment also implicitly measures workplace aggression and sex discrimination and low organisational tolerance for sexual harassment will open the door to this type of inappropriate and hostile behaviours. The authors also evaluated the same model with longitudinal data and found consistent results to the cross-sectional study. The results further support the evidence that organisational tolerance is an important consideration in reducing sexual harassment and its negative outcomes.

Hajizadeh, Aiken and Cox (2019) conducted a study to identify socio-demographic and work-related risk factors associated with the reporting of three types of sexual misconduct in the CAF: sexual assault, inappropriate sexualized behaviour, and discriminatory behaviour on the basis of sex and sexual orientation. They used data from the 2016 SSMCAF and found positive associations between the risk factors of being female, young, single, disabled, LGBT, junior non-commissioned, and having higher education with the outcomes of sexual assault,

inappropriate sexual behaviour, and discriminatory behaviour, after controlling for all factors. Therefore, the three types of sexual misconduct were shown to share common risk factors. They also noted leaders who have a high tolerance for sexual harassment increase the risk of women under their command being assaulted by four to five times (O'Toole, Kilmartin and Peterson, 2014).

Willness, Steel, and Lee (2007) found in their meta-analysis of 41 studies that sexual harassment only occurred when the climate was permissive of the behaviours. Gutworth and Howard (2019) discussed the use of environmental controls, administrative controls, and behavioural strategies as interventions to augment training interventions to reduce sexual harassment. Environmental controls are physical characteristics of the workplace such as prominent lighting and strict security measures that can serve as deterrents to perpetrators. Administrative controls are the existence of sexual harassment policies that protect employees against mistreatment and enforces punitive actions against those in violation of these controls. They noted policies can only be effective if they are clear, widely disseminated, and enforced consistently to create a zero-tolerance sexual harassment climate. Moreover, the complaint procedure must not be perceived by employees to lack confidentiality or be risky to discourage reporting. Cesario, Parks-Stamm and Turgut (2018) also advised that understanding employees' attitudes of reporting before training is important as training alone may not encourage a victim to make a formal report. Behaviour strategies are those that relate to training and victim counselling to enable employees to deal with current harassments and mitigate future harassments (Gutworth and Howard, 2019). Gutworth and Howard (2019) recommended conflict management training should be provided to both managers and employees to teach them to demonstrate empathy when dealing with complaints. Supportive resources should be made available to help victims to deal with the aftermath of sexual harassment incidents. They recommended periodic assessment of the prevalence of sexual harassment to be conducted to evaluate the effectiveness of sexual harassment interventions. They also pointed out an improvement in the rates may not be seen due to increased enforcement and training that reflects an improved climate. This was observed for the US Army for sexual assault rates from 2014 to 2017.

Croatia's respondents took a long time to respond to item #8 of Question 33 ("Publicise resources on sexual misconduct (e.g., helpline, reporting process)"). For Question 34, Swedish respondents noted they have not heard of item #3 ("The chain of command would forward the report outside the unit to criminal investigators") occurring in their organisation. They also commented it is expected for the Chain of Command to provide support to the person. These responses reveal that countries differ in their policies and procedures to prevent sexual harassment and assault. Different responses from respondents of the same country for Question 33 highlight within-country differences of the dissemination of policies to prevent sexual misconduct, although it cannot be confirmed whether these are actual differences between units or differences due to the respondent's awareness. UK's survey asked the respondents directly whether they have seen or received posters and training package aimed at increasing awareness of sexual harassment and also asked the respondents to rate the effectiveness of these products in raising awareness (Markson, 2018).

Two instruments for measuring organisation climate are discussed.

9.11.1 Organizational Tolerance for Sexual Harassment Inventory (OTSHI)

The OTSHI was developed by Hulin, Fitzgerald and Drasgow (1996). The measure described six hypothetical harassment scenarios and asked the respondents to assess the risks of complaining, the likelihood the complaint will be taken seriously, and probable consequences for the individual who had engaged in the harassing behaviour, for each of the scenarios. Goldberg and Ahmad (2019) described various versions of the OTSHI to comprise of seven to nine items that assessed employees' perception of the organisation to "pursue preventative actions, thoroughly investigate complaints, enforce penalties or allow harassers to get away with

their behaviour.” These measurements and their psychometric properties are provided in Table 9A1-1, Figure 9A1-6, and Figure 9A1-7 of the Appendix. Goldberg and Ahmad (2019) criticised the OTSH to represent the shared aggregate perception of the majority of members within an organisation and advised the individual perception of the victims may differ from those of the majority and it is these outlying perceptions that provide the most insight to the sexual harassment climate. They also predicted that scale reliabilities evaluated from various study will begin to diverge in the future due to organisations having different policies for investigations and penalties. In addition, they noted the prevention items in the scale do not capture the effectiveness of training interventions in that exposure alone to the intervention does not equate to effectiveness. They also critiqued the suitability of the single item on investigations (“My workplace provides thorough investigations of sexual harassment complaints”) as asking this question implies that the respondent has some knowledge and experience with the investigation process. In addition, an organisation’s stated policy may differ from the actual investigation when it is carried out in practice and therefore knowledge of the policy does not translate well to knowledge of the investigation process. Consistent with this critique, some respondents commented Questions 30 seem to entail speculation. In addition, respondents from Canada, Romania, Sweden, and the UK pointed out Question 33 may not be applicable for respondents that have not experienced or been involved in a situation and therefore a response option for “N/A” was added in a subsequent version. Goldberg and Ahmad (2019) also pointed out the outcomes of sexual harassment cases would need to be publicised in order for respondents to accurately respond to the items that pertain to the organisation enforcing penalties against harassers. However, this can be viewed to be in direct conflict to protecting the confidentiality of the complainants and the issue of privacy was expressed multiple times in the cognitive interview results. Finally, they recommended a global climate perception item to be added to the measurement to reflect the societal effect of the #MeToo movement.

9.11.2 Psychological Climate for Sexual Harassment (PCSH)

A tolerant sexual harassment climate is one in which organisational members would consider it risky to report sexual harassing behaviours, the complaint would not be taken seriously, and the offenders would not be dealt with in an effective manner to stop the offending behaviour (Estrada et al., 2011; Hulin et al., 1996). Estrada et al. (2011) developed the Psychological Climate for Sexual Harassment (PCSH) scale as a shorter alternative to the OTSHI. The initial dimensions of the PCSH was designed to correspond to the three aspects noted: the risks, the seriousness, and the likelihood of actions. The finalized PCSH scale contained nine items presented in a five-point Likert-type format and the scale and its psychometric properties are presented in Table 9A1-1 and Figure 9A1-8 of Appendix 9-1.

Estrada et al. (2011) evaluated the structural and psychometric properties of the PCSH scale in women officers of the Swedish Armed Forces using survey data that was obtained from a sexual harassment study conducted in 2002. The outcomes assessed in the study were job satisfaction, organisational commitment, mental health status, and psychological well-being. Confirmatory factor analysis resulted in the identification of a two-factor model comprising of Risk and Seriousness/Action subscales. They found higher scores on the PCSH-Risk and PCSH-Seriousness/Action subscales were correlated with increased job satisfaction and organisational commitment. They also found higher scores on these scales were correlated with better mental health and lower psychological distress. Furthermore, the results supported the convergent validity of the two subscales of the PCSH with the OTSHI scores. Regarding the predictive validity of each of the PCSH subscale scores on job and psychological outcomes, the results found the PCSH-Seriousness/Action subscale score is the main variable to explain the relationship between the climate for sexual harassment and the outcomes of job satisfaction and organisational commitment and both of the subscale scores predicted mental health status but not psychological distress. They found the individual-level perceptions of tolerance for sexual harassment explained additional variance in the outcomes beyond the harassment experience. The results demonstrated an individual’s perception

of the psychological climate play an important role in contributing to their perception of the workplace and job-related attitudes and behaviours. In addition, the consistency of the results to that previously obtained in a US population lend support that such an instrument to measure the climate for sexual harassment is promising for applicability to other similar populations.

9.12 INFORMAL AND FORMAL REPORTING

Questions 19 to 22 concern informal reporting of sexual assault while Questions 25 to 29 concern formal reporting process. Question 19 asks about the respondent's response to their most upsetting sexual assault experience. Gutek et al. (2004) noted there is a difference between "do nothing" in response to a single sexual joke and "do nothing" in response to sexual groping. Not everyone will respond to the same sexual assault behaviour in the same way and respondents selecting the same responses may have experienced different types of sexual assault behaviour. The relationship between sexual assault behaviours perceived to be the most upsetting by the victim and their response cannot be examined from Question 19 as the respondents are not asked to identify the behaviours associated with the most upsetting experience.

Under-reporting has been a major issue highlighted in sexual harassment reports and in literature (Markson, 2018; Department of Defense, 2019; Bell, Street, and Stafford (2014); Deschamps, 2015). Gutek et al. (2004) summarized a majority of victims do not think there is a real need to report sexual harassment and they listed some of the reasons cited: "did not want to hurt the initiator", "thought nothing would be done", "thought they might be blamed", "said reporting took too much time and effort", "said they were too embarrassed to report it", and "it was not serious enough to report".

For Question 22, female respondents from Croatia expressed concern of experiencing an incident that would have a negative impact on their personal lives. Andresen et al. (2019) discussed stigma as an important barrier to the disclosure of Military Sexual Trauma (MST) (Andresen and Blais, 2019). They identified two forms of stigma. Self-stigma occurs when an individual possesses negative feelings towards their stigmatized condition and its treatment. Anticipated stigma occurs when an individual thinks other people will behave unfavourably towards them when their condition is made known. Andresen et al. (2019) conducted a study in female veterans who have reported a history of and underwent screening for MST to identify the source of stigma associated with non-disclosure of MST. In the univariate analysis not controlling for other factors, they found participants who did not disclose MST reported higher self-stigma and anticipated enacted stigma from their unit leader/command and romantic partner. After controlling for other factors such as whether the assailant was a member of the participant's unit, age, MST severity (harassment versus assault), rank, enlisted class, probable PTSD and depression diagnosis, relationship satisfaction, and marital status, only higher self-stigma was found to be associated with MST non-disclosure. The results suggested that survivors of MST are more concerned about what disclosure of MST and seeking help means to themselves as opposed to what others think. The authors commented survivors may perceive themselves to remain as strong veterans if they do not disclose their MST. This is in line with the notion raised by Vohlídalová (2011) that individuals do not label their experiences as sexual harassment to preserve their dignity and identity.

One respondent from Croatia noted for Question 13 "it may be easier for someone to reveal sexual assault in a survey than through a complaint." Bovin, Black, Kleiman et al. (2019) investigated whether the use of different assessment modalities influenced the rate of endorsement of Military Sexual Trauma (MST). The study was conducted in Iraq and Afghanistan Army and Marine Corps veterans who participated in a longitudinal registry after they were discharged from service. They compared the rate of endorsement of MST from three assessment modalities:

- 1) MST screening that was performed face-to-face or through a questionnaire by the veteran health affairs (VHA) provider;
- 2) Telephone interview by a study assessor that asked the same questions as the MST screening; and
- 3) The DRRI-2 questionnaire that asked the participant about their sexual harassment and sexual assault experiences during deployment.

They found MST endorsement on the DRRI-2 questionnaire (41%) and interview (40%) were significantly higher than the endorsement from the VHA screen (21.8%). These results were significant as a stringent endorsement criterion was used for the DRRI-2 and participants were only considered to endorse MST if they have reported experiencing four separate potentially harassing experiences “once or twice”, at least one potentially harassing experience “several times”, or at least one experience that constituted sexual assault.

The items included in Question 22 reflect the perceived disutility and risks associated with telling someone about an incident. Although the item “I reported it formally” is included in Question 19, Question 22 is not directly asking the respondents to cite reasons for not filing formal complaints and this question should be applied to formal complaints as well. The UK suggested a reporting column to be added in Question 13 about sexual assault behaviours, so the respondent is thinking about the whole picture. Cesario et al. (2018) developed a scale, the Sexual Harassment Reporting Attitudes Scale (SHRAS), to measure attitudes towards reporting sexual harassment in the workplace (Cesario et al., 2018). They identified the need to develop the scale to better understand the issue of under-reporting and failure to report workplace sexual harassment. Consistent with the argument made by others, they identified the role of organisational climate in influencing an organisation's tolerance and reporting rates of sexual harassment in that an organisation with high tolerance for sexually harassing behaviours will have lower reporting rates. They noted under-reporting can also be attributed to fear of negative consequences such as retaliation, further victimization, and the victim's belief that reporting would be futile. They developed the items based on themes identified in literature of why an individual would not report workplace wrongdoing including sexual harassment. The final instrument contained 18 items to measure the attitudes concerning the reporting of workplace sexual harassment and tapped into four domains: utility, importance, benefits of reporting, and perceived drawbacks. A final item appeared at the end of the instrument to measure the intention to report workplace sexual harassment (“If I felt that I was being sexually harassed at my place of work, I would report it to a supervisor or other authority figure”) to support concurrent validity, similar to the criterion item in the SEQ. The psychometric properties of the instrument were evaluated in a sample of online panelists that had current or former employment. Another scale, a modified version of the 19-item Sexual Harassment Attitudes Scale (SHAS), that measured overall attitudes about workplace sexual harassment was used to evaluate discriminant validity. Factor analysis of the data resulted in the identification of three factors that pertained to the risks of reporting, moral duty to report, and the utility of reporting. Construct validity was supported by the factor loading results and reliability and validity were demonstrated by the assessment of internal consistency, concurrent validity, and discriminant validity. Concerning concurrent validity, the results found the moral duty subscale correlated the most with the criterion item intention to report, compared to the other subscales. The authors recommended further research should be conducted to determine which factor will predict actual reporting behaviour. In addition, they suggested the scale can be used to discriminate between organisations that have a high tolerance for sexual harassment versus those that have a low tolerance, as they hypothesized that employees in organisations with a high tolerance may have unfavourable attitudes about reporting. Therefore, the SHRAS and the OTSH or the PCSH can be administered together to assess convergent validity. Given that the population used for the study was broad, the authors recommended the instrument's psychometric properties should be further assessed in future studies with narrower populations that correspond to different cultural backgrounds, participants' age, and natures of employment. The items and psychometric properties of the SHRAS can be found in Table 9A1-1 and Figure 9A1-9 in Appendix 9-1.

Question 27 measures the respondents' satisfaction with regards to the clarity, responsiveness, timeliness, and outcomes of the formal reporting process for those who have made a complaint. The UK asked the same nine items in their Sexual Harassment Survey. Germany provided examples of behaviours for each item and commented the items reflect the training on how to submit a complaint, the respondents' own knowledge and their expectation of their superiors to deal with the complaint, the timeliness of handling the complaint, the disciplinary measures taken against the offender, and the protection of the privacy of the respondents. UK's respondents recommended organising the items into categories that correspond to the information, the process, the outcome, and the perception of the resolution of the complaint. Respondents from the UK and Canada pointed out the respondents' perception of the fairness of the outcome or their perception of the actual outcome can be both influence satisfaction. Therefore, it is important to capture what information was used by the respondents to respond to this question. A respondent that did not receive an outcome in their favour may not think they were treated well even if the process was carried out with transparency and fairness. It is important to measure the perception of the response process and the outcome for respondents that have filed a complaint as this can contribute to employees' trust in the organisation's response system and as discussed below, their psychosocial well-being. In addition, an unsatisfactory experience with a previous complaint can deter an individual from filing subsequent complaints. The respondents should be asked on whether their experience has negatively impacted their trust in the organisation and whether they would go through the process again.

Bell et al. (2014) showed that victims' perceptions to the response process are more predictive on their well-being than the formal actions that were taken to address the incident. They conducted a study to investigate the association between victims' psychosocial well-being and whether they made formal reports to authorities, their perception of the responsiveness of the reporting system, and their level of satisfaction. The data was collected in 2002 – 2003 in a sample of former US military Reservists who had experienced sexual harassment. Eligible participants were those that endorsed at least four experiences of sexual harassment or at least one experience of sexual assault and this criterion reflected the severity of the individual's experience. Participants were asked if they reported the incident "through official channels with the expectation that the person should or would do something about it". Participants that experienced multiple incidents were asked to respond based on the experience that had the greatest effect on them. To assess participants' perceptions of the responsiveness of the reporting process, participants were asked if the person they reported the incident to did anything to address the report and about their level of satisfaction with the reporting. The psychosocial well-being outcomes included the participant's post-harassment functioning tapping into six areas (emotional well-being, physical health, interest in sexual activity, relationships with intimate partners, relationships with friends, and job performance), their PTSD symptoms, and their depression symptoms. The results found level of satisfaction had the strongest association with psychosocial well-being and could explain 13% of the variance in post-harassment well-being and 11% of the variance in PTSD symptoms. The results also found an association between whether the harassment was addressed (Yes/No) and psychosocial well-being. An analysis was also conducted to investigate whether the level of satisfaction mediated the relationship between harassment addressed and the outcomes. The analysis found that after adjusting for satisfaction, the association between harassment addressed and the outcomes was no longer significant. The results suggested that reporting and having the harassment addressed alone are not sufficient for a victim's well-being post-harassment and the level of satisfaction plays a significant role in influencing post-harassment outcomes beyond just reporting and addressing the harassment. The paper also highlighted the importance of providing support to the victim after their decision to report.

Rabelo et al. (2019) conducted a study to identify individual-level (e.g., sex, sexual assault history) and organisational-level (e.g., service branch, training) factors that are related to employees' trust in their organisation's sexual assault response system and to examine the association between employees' trust and their well-being. They cited the social referencing theory to explain that "employees gather cues from their environment, such as co-workers and cultural norms, to evaluate their level of safety". In addition, they noted

that given the high incidence of Military Sexual Assault (MSA) and that information about MSA can spread through word of mouth, it is likely that someone who has not been assaulted would know of someone who has. They noted institutional betrayal occurs “when an organisation’s actions (or inactions) are complicit in a person’s trauma, especially when the traumatized person depends on the institution” and this results in the exacerbation of a victim’s psychological distress. They identified MSA to be form of betrayal under institutional betrayal. The study used data from the 2010 WGRA and the sample was comprised of both past-year victims that had at least one experience of sexual assault in the past year and past-year nonvictims that reported no experience of sexual assault in the past year but could have been assaulted previously. The study used three items to measure trust in the system and these were “protect your privacy”, “ensure your safety following the incident”, and “treat you with dignity and respect”. A two-step question was used to measure training exposure. First, participants were asked whether they have received “any military training during the past 12 months on topics related to sexual assault”. For those that answered yes, they were further asked to rate their agreement (from 1 = strongly disagree to 5 = strongly agree) of training on ten different content areas (e.g., “provides a good understanding of what actions are considered sexual assault”, “explains the reporting options available if a sexual assault occurs”). A cluster analysis was done to categorize the participants’ perception of past-year training into four clusters: no training over the past 12 months, minimal training, partial training, and comprehensive training. The authors noted that participants’ perceptions of the training reflect the effectiveness of the training. The health outcomes assessed in the study were posttraumatic stress disorder (PTSD), depression, and general health perceptions. The occupational outcomes assessed were co-worker satisfaction, work satisfaction, and retention intentions. Other characteristics that were measured to control for the outcomes included past-year combat, work stress, and rank/paygrade. Concerning the first objective of identifying individual-level and organisational-level factors related to employees’ trust in their organisation’s sexual assault response system, the results found service member gender, past-year MSA, service branch, and reported exposure to sexual assault training to be significant predictors of trust in the system. Men, past-year nonvictims, members of the Air Force, and participants in the comprehensive training group reported greater levels of trust than women, past-year victims, members in other service branches, and those in the other training groups, respectively. As expected, participants in the partial training group also reported greater trust than participants in the minimal training group. However, participants in the minimal training group reported significantly less trust than those in the no training group. The authors explained inadequate training may be perceived by employees that their organisation is not making enough efforts to prevent MSA and therefore negatively impacts the employees’ belief that they can trust the organisation to respond to sexual assault adequately. Therefore, those in receipt of substandard training will have less trust than those who do not receive any training at all. For the second objective of examining the association between employees’ trust and their well-being, the results found trust in the system accounted for 6% of the variance in the PTSD outcome, 5% of the variance in the depression outcome, and 2% of the variance in the general health perceptions outcome, after controlling for gender, rank/paygrade, work stress, past-year combat, and past-year assault. The results also found trust in the system accounted for 3% of the variance in co-worker satisfaction, 5% of the variance in work satisfaction, and 3% of the variance in intention to stay, after controlling for the same characteristics. The result that trust predicted health and occupational outcomes beyond the effects of other known risk factors of military well-being support the conclusion that trust in the organisation’s response system is important for all employees of the organisation. The authors also suggested that employees’ trust in the system can be increased by providing adequate training to those who are involved with the reporting process and by enabling accessible support for victims. They recommended more research on organisational trust be conducted in organisations where there is a high level of dependency amongst members. One limitation to highlight is that the study did not assess whether the perpetrator was a fellow service member.

For Question 28, respondents from Canada, Croatia, Germany, and the UK all identified the need to include more options pertaining to the negative consequences of filing a complaint. It is important to characterize the

negative consequences as to better understand under-reporting and to prevent secondary victimization (Vohlidalová, 2011; Cesario et al., 2018). In addition, a better understanding of these negative consequences will allow organisations to develop clearer policies to protect complainants from these consequences (Department of Defense, 2019). This will also contribute to improving the organisational climate (Cesario et al., 2018).

9.13 UNIT RELATIONSHIP

Laws et al. (2016) examined the relationship between Military Sexual Trauma (MST) and posttraumatic stress syndrome (PTSS) and gender differences and evaluated whether decreased unit relationship mediated this relationship. They hypothesized that the association between MST and PTSS would be partially explained by poor unit relationship. They explained that exposure to MST can be more harmful than combat exposure due to the unique social context of military service and the fact that victims of MST may need to continue to interact with their perpetrators to maintain unit cohesion. In addition, victims may feel a sense of betrayal and lose trust of their unit leaders and peers as theorized by the betrayal trauma theory and this may further exacerbate the relationship between MST and PTSS. They noted research has shown that interpersonal trauma and familiarity with the perpetrator are more strongly associated with PTSD than other types of trauma. The study population was veterans that have served in Operation Enduring Freedom and Operation Iraqi Freedom (OEF/OIF). The study used the eight-item sexual harassment and abuse subscale of the DRRI-2 to measure MST. Unit relationship quality was measured from the 20-item unit support subscale of the DRRI-2 and PTSS was measured by the Posttraumatic Stress Checklist Civilian (PCL) version. The study also measured combat exposure, age, and minority status as control variables. The results found a significant positive association between MST and PTSS after controlling for combat exposure and the demographic variables. The results also found a significant negative association between MST and unit relationship quality. Concerning the mediation effect, the results found a significant mediation of unit relationship quality on the association between MST and PTSS. The indirect effect of MST through unit relationship accounted for 20.4% of the total association between MST and PTSS. The results did not identify significant gender differences for the mediation and this suggested MST is equally toxic between the genders for the outcome of lowered unit relationship and subsequent PTSS. The authors attributed the decreased unit relationship to an individual's continued exposure to social trauma and triggers and to them losing trust in and feeling betrayal towards their peer and unit leaders and experiencing negative social interactions in the aftermath of MST. The authors also acknowledged that a positive unit relationship may not have been present in the first place and this could have been a risk factor to lead to MST and the negative outcomes; although they could not test this hypothesis due to the cross-sectional nature of the data. Another limitation was the study did not ascertain whether the perpetrator was part of the unit and if MST was reported and addressed.

Walsh, Galea, Cerda et al. (2014) conducted a study in a population of Ohio Army National Guard to examine whether unit cohesion is associated with sexual harassment and assault after controlling for demographic characteristics and psychosocial support. They used data from a telephone survey collected between 2008 and 2009 and included service members who reported at least one deployment at baseline. Sexual harassment and assault during recent deployment was measured using six items from the DRRI-2 and unit support and psychosocial support were measured using seven items and six items of the DRRI-2, respectively. The results found gender differences between men and women concerning the relationship between unit cohesion and sexual harassment and assault. For men, the results found older age and higher unit and psychological support decreased the odds of sexual harassment while only unit support decreased the odds of sexual assault. For women, the results found older age and higher unit support decreased the odds of sexual harassment, while only unit support decreased the odds of sexual assault. The authors concluded that unit support is important as it was the only common factor for both men and women that was associated with decreased odds of sexual assault.

Stander et al. (2016) commented on the contrasting role of cohesion (Stander, and Thomsen, 2016). On one hand, group cohesion may make it more difficult for victims to report incidents against members of their own group while on the other hand, programs such as the bystander intervention program may improve reporting by leveraging group loyalty. In developing the Moral Disengagement in Sexual Harassment Scale (MDiSH), Page et al. (2016) explained an individual can cognitively restructure their behaviour as morally acceptable in a group setting such as partaking in a sexist joke-telling to improve group cohesion. In addition, Page et al. (2016) noted research has shown that males who possess stronger gender identification are more likely to engage in gender harassing behaviour towards a female target and those who highly value their membership in a group possess exonerating attitudes towards immoral behaviour in order to legitimize them.

Germany and the US noted some items in the survey (Questions 22 and 34) can be perceived to be victim blaming and victim shaming. Based on the studies done by Laws et al. (2016), Walsh et al. (2014) and other studies that measured unit factors or noted the lack thereof (Andresen et al., 2019; Rabelo et al., 2019) and given that the military environment requires a high level of dependency and trust amongst its members to operate optimally, it is important to measure unit factors to understand how they play a role in the prevalence of sexual harassment and assault and their reporting. The unit support items of the DRRI-2 are presented in Figure 9A1-3 of Appendix 9-1.

Based on the discussions from Section 9.11, Section 9.12, Section 9.13, it is evident that many factors contribute to sexual misconduct and its reporting, and these factors are intertwined.

9.14 RELATIONSHIP BETWEEN SEXUAL HARASSMENT AND SEXUAL ASSAULT

For question 10, the US commented sexual harassment is a predictor of sexual assault. They recommended additional questions to be asked about the alleged offender of sexual harassment similar to questions asked for sexual assault given this reason and that sexual harassment is more prevalent than sexual assault. Stander et al. in their review and in their empirical work described a model conceptualizing the placement of sexual harassment and sexual assault on a single continuum of sexual aggression (Stander, and Thomsen, 2016; Stander et al., 2018). Barth, Kimerling, Pavao et al. (2016) reinforced the idea of sexual harassment and assault being on the same spectrum of MST based on VA's definition. In Stander et al.'s (2016) review, they noted it is important for future research to demonstrate the role of sexual harassment as a precursor for sexual assault since "sexual harassment tends to precede sexual assault for both victims and perpetrators" and to interrupt this pathway of escalation (Stander, and Thomsen, 2016). Walsh et al. (2014) found in their study approximately 60% of men and 91% of women who reported sexual assault also reported sexual harassment. Finally, the large-scale 2014 RAND Military Workplace Study (RMWS) found sexual harassment and gender discrimination were strongly associated with sexual assault (Morrall, Gore, Schell et al., 2015).

A barrier to studying the dynamics of sexual harassment as a precursor to sexual assault is that research on each harm has focused on different risk factors (Stander, and Thomsen, 2016). Research on sexual harassment has focused on contextual factors within workplace environments whereas research on sexual assault has focused on individual risk factors. Stander et al. (2016) pointed out the latter is difficult to change through organisational policies. In addition, screening for individual risk factors can introduce serious ethical and practical concerns. They identified the paucity in literature of studies on perpetrators (Stander, and Thomsen, 2016). They hypothesized that because sexual harassment is more ambiguous than sexual assault, this can influence the motivation of perpetrators to become sexually aggressive, as they will ignore contextual protective factors such as institutional policies to fulfil their own personal motivations. Although screening for individual risk factors is

challenging, instruments such as the Sexual Harassment Attitudes Scale and the Moral Disengagement in Sexual Harassment Scale (MDiSH) can be used in training packages to address misconceptions about sexual harassment. The items of the MDiSH are presented in Figure 9A1-10 in Appendix 9-1.

Stander et al. (2018) conducted a longitudinal study that followed a sample of male Navy enlisted personnel in gender-integrated units at a recruit command in their first two years of service. They analysed data collected by the Survey of Recruits' Behaviours (SRB) between 1996 and 2000 and the research objective was to "analyze the SRB data for patterns of association between sexual assault and harassment by male service members and for common predictors of both types of sexual aggression." Although the authors acknowledged that there have been many changes to the military SAPR policy since the data was collected, they noted the SRB was the only research program that has collected data from service members on the perpetration of both sexual harassment and sexual assault. Another limitation of the study was the SRB was administered before the US was engaged in any major conflict and therefore the study could not explore the effect of combat deployment as a risk factor for sexual aggression. The baseline risk factors included as exposure variables were:

- Number of sex partners;
- Heavy episodic drinking as classified by five or more drinks on one occasion;
- Hostility towards women as assessed by the Hostility Toward Women scale;
- Hypermasculinity, and
- Premilitary delinquency.

The five risk factors were combined into a composite score and were represented as a prior risk level (from baseline to first year of service) and as a change in risk level (the measurement at 24 months minus the prior risk). Higher scores indicated higher risk. Sexual harassment and sexual assault perpetration were analysed as response variables and prior perpetration of harassment and assault from baseline to the first year of service was included as a control. For sexual assault, a modified Sexual Experiences Survey (SES) was used to measure perpetration of sexual assault against women and a summary variable with four levels corresponding to the most severe form of perpetration was used (0 = none, 1 = unwanted sexual contact, 2 = attempted rape, 3 = completed rape). For sexual harassment, a modified version of the SED-DoD was used to measure perpetration against women and a summary variable with five levels corresponding to the most severe form of harassment perpetrated was used (0 = none, 1 = sexist gender harassment, 2 = sexual gender harassment, 3 = unwanted sexual attention, 4 = coercive sexual harassment). The effect of sexual harassment as a mediator between the relationship of the risk factors and sexual assault was also examined. The results found 13% of male enlisted sailors acknowledged perpetrating some form of sexual assault and 60% acknowledged perpetrating some form of sexual harassment. 86% of men who reported perpetrating sexual assault also reported perpetrating sexual harassment. The odds of reporting any form of sexual assault perpetration were four times higher in those who reported any form of sexual harassment perpetration compared to those who did not. The associations were even stronger for more severe forms of sexual aggression. For example, the odds of reporting completed rape was 14 times higher amongst those who reported coercive harassment compared to those who did not. The results found two of the nine risk factor composites, change in hostility to women and change in heavy drinking, were significant in predicting 24-month sexual harassment perpetration. For predicting 24-month sexual assault perpetration, five out of the nine risk factor composites were significant (prior mean number of sex partners, hostility to women, delinquency/misconduct, change in number of sex partners, and change in hostility to women). Concerning the link between sexual harassment and sexual assault, the results also found that the same factors that predicted 24-month sexual harassment were also predictors of 24-month sexual assault, and this supported the single continuum model. In addition, 24-month sexual harassment was found to be an important risk factor for assault, and this was significant even after controlling for prior sexual assault perpetration. The

results were not significant for the direct effects of prior sexual harassment on 24-month sexual assault and the authors concluded that the effects of prior harassment on 24-month sexual assault perpetration was fully mediated through current harassing behaviours.

9.15 GENDER DIFFERENCES

For Question 20, Germany commented providing support to men who make a report is a big help.

Hajizadeh et al. (2019) listed reasons for the pervasiveness of sexual misconduct in the military and these included a patriarchal structure that is based on hypermasculine values and attitudes, a hierarchical organisation that spurs power-seeking behaviour, and cultural acceptance. Stander et al. (2016) stated that norms of hostile attitudes, hypermasculinity, and gender typing that contribute to increased risk of sexual trauma are more accepted in the military than civilian culture (Stander, and Thomsen, 2016). LeardMann et al. (2013) found combat deployment increased the odds of sexual harassment and combined sexual harassment and sexual assault in U.S. female service members by 2.2 times and 2.47 times, respectively. They explained the increased risk could be due to higher proportion of men placed in these environments that contributes to heightened hypermasculinity.

Gender differences in the construct, perception, reporting, and outcomes of sexual trauma have been reported in literature. Larsen et al. (2019) noted men possess a different psychological meaning and appraisal of sexual harassment than women and research has shown that men are less likely to perceiving teasing, looks, and gestures as harassment. They found gender differences between men and women in their study that investigated the intersection of the experiences of sexual harassment, workplace aggression, and sex discrimination in a sample of active duty personnel. The pattern of factor loading was different for the data from men and the differences primarily stemmed from the sexual harassment items. In contrast to the data from women, the gender harassment items of the sexual harassment scale had smaller loadings and the sexual coercion items of the scale had larger loadings. The pattern is consistent with past research that have shown that men are less likely to perceive low-level gender harassment negatively but are more impacted by direct and high-level sexual harassment that can threaten their masculinity. Vohlídalová (2011) also found gender differences in how sexual harassment is perceived. In her study, female respondents were more sensitive and less tolerant to sexual harassment and identified more items they considered to be sexual harassment than male respondents.

Nielsen et al. (2010) examined gender differences in their study to estimate the prevalence of sexual harassment and its effects in a sample of Norwegian employees. They found female respondents made up the majority of respondents that self-labelled themselves as being sexually harassed (80%). While no gender differences were found for the behavioural approach overall, item-specific differences were found. More female than male reported exposure to “unwanted verbal comments with sexual content”, “sexually charged staring or glances which felt uncomfortable”, “unwanted physical contact with sexual suggestions”, and “unwanted sexual approaches that you experienced as uncomfortable, but which did not contain promises of rewards or threats of punishments or sanctions”. They also found there was a significant interaction between gender and whether the employee was classified to be sexually harassed on the outcome of job satisfaction in that sexually harassed men had lower job satisfaction than sexually harassed women. They provided several reasons for the gender differences. First, they explained self-labelling of victimization may threaten the stereotypical male identity. Second, men and women possess different constructs for sexual harassment as men perceive behaviours that challenge their male dominance to be sexually harassing while women perceive behaviours that reinforce female subordination to be sexually harassing. They explained the continued exposure to these behaviours further reinforces these constructs. They emphasised the importance of recognizing gender differences as the same behaviours may lead to different outcomes at the individual and organisational level.

Bovin et al. (2019) compared different assessment modalities for MST and found gender differences in the endorsement rates of each method. Women provided the highest MST endorsement on the interview (73.49%), followed by the study questionnaire DRRI-2 (66.28%), and finally the VHA screen (42.36%). Men provided the highest MST endorsement on the study questionnaire (16%), followed by the interview (6.86%), and finally the VHA screen (1.43%). The significantly higher endorsement rate on the study questionnaire compared to the other methods in men support the evidence in literature that men are concerned with privacy issues surrounding disclosure. Bell et al.'s (2014) study indicated the reporting process may affect men more than women and they attributed this finding to gender roles associated with men and the possible internal conflict experienced by them to come forward as a victim.

Sandburg, Murdoch, Polusny and Grill (2012) examined the reactions of respondents to a sexual assault survey in a sample of 530 active duty and veteran military personnel. They assessed gender differences as men were hypothesized to be impacted more severely than women and to feel greater stigma due to the hypermasculine culture of the military. The results found an interaction between gender and previous sexual assault experience on the odds of feeling unexpected upset after completing the survey. For those that have experienced military sexual assault, the results found men compared to women had higher odds of reporting unexpected upset in the survey (odds ratio = 6.27; 95% CI = 1.21, 32.47). For those that did not experience sexual assault, the results were in reverse, and men had lower odds of reporting unexpected upset in the survey compared to women (odds ratio = 0.53; 95% CI = 0.25, 1.13).

Finally, Walsh et al. (2014) found gender differences in the relationship between unit cohesion and sexual harassment and assault amongst Ohio Army National Guard with at least one deployment. For men, they found older age and greater unit and psychological support decreased the odds of sexual harassment while only unit support decreased the odds of sexual assault. For women, they found older age and greater unit support decreased the odds of sexual harassment, while only unit support decreased the odds of sexual assault.

9.16 AIR FORCE

Many literatures have reported lower rates of sexual harassment and assault of the Air Force compared to other environmental commands. Fitzgerald et al. (1999) reported the incidence of sexual coercion experienced by in active duty females in the Marine and Army to be twice of that of the Air Force based on data from the 1995 Department of Defense Sexual Harassment Survey (Fitzgerald et al., 1999; Hay and Elig; 1999). Barth et al. (2016) reported women veterans that served during the OEF/OIF in the Air Force had a lower risk of MST compared to Marines and Navy veterans. LeardMann et al. (2013) reported active duty women serving in the Air Force had the lowest odds of reporting sexual stressors compared to women serving in the Marine Corps or the Army. The data was collected between 2001 to 2006 from a military cohort study. They suggested the increased odds in female Marines could be due to the nature of the environment with a higher proportion of men "to create a more masculine-oriented environment." Rabelo et al. (2019) cited MSA rates to be lower in the Air Force and higher in the Marine Corps using the 2010 WGRA survey data (Morrall et al., 2015). They found members of the Air Force reported significantly greater trust in the system than members of the Army, Navy, Marine Corps, and Coast guard; there were no differences in trust between members of the Army, Navy, Marine Corps, and Coast guard. They noted research has shown the Air Force to provide more comprehensive training around sexual assault prevention and response than other branches. The 2014 RAND Military Workplace study also found men and women experienced significantly lower rates of sexual assault than their fellow service members in the Army, Navy, Marine Corps, even after accounting for service differences (Morrall et al., 2015). Finally, using the 2016 SSMCAF, Hajizadeh et al. (2019) found the odds of being a target of sexual assault and inappropriate sexual behaviour was the lowest in the Air Force compared

to other environmental commands. Given that the same observation has been seen in different military populations, it is worth investigating why the Air Force has seemingly lower rates.

9.17 OTHER SETTINGS

Countries noted the overlap in some of the settings listed in Question 16. Clear descriptions or examples of these settings should be provided to allow the respondents to easily distinguish these settings from each other and to allow for the examination of the prevalence of sexual assault by setting. The UK also commented an additional demographic question should be asked about whether the respondent is in a combat versus support role.

LeardMann et al. (2013) conducted a longitudinal study and investigated the relationship between deployment and sexual stressors. The study population was 13,856 U.S. female service members that have been deployed to operations in Iraq and Afghanistan. The study data was collected at baseline (2001-2003) and at the first follow-up timepoint (2004 – 2006). The exposure to deployment was classified as nondeployed, deployed without combat-like experiences, deployed with combat-like experiences, and prior deployment experience before baseline. Respondents were asked about their experience in the last three years at follow-up and the outcome of sexual stressors was categorized as sexual assault only, sexual harassment only, sexual assault and sexual harassment, and no sexual stressors. The results found deployment with combat increased the odds of sexual harassment and combined sexual harassment and sexual assault by 2.2 times and 2.47 times, respectively, compared to nondeployment, after controlling for demographic, military, and behavioural characteristics. Deployment with combat did not increase the odds of sexual assault only. The sub-analysis found the specific combat-like experience of “witnessing physical abuse” was significantly associated with reporting sexual assault and all other combat-like experiences were significantly associated with sexual harassment. The results did not find an association between deployment without combat and the reporting of recent sexual stressors. Women who deployed before baseline had decreased odds of experiencing combined sexual harassment and sexual assault by 48% compared to women who did not have a prior deployment. The authors suggested this finding could be due to women having developed coping mechanisms from past deployment that confer a protective effect for subsequent sexual harassment and assault. The authors reflected that preventing sexual harassment and assault is more challenging in a deployment setting involving combat due to the high-stress and life-threatening nature of such environments where other priorities may take more precedence.

9.18 RECOMMENDATIONS FOR ANALYSING SURVEY RESULTS

While proportions are useful to estimate sexual harassment and evaluate its policies on the organisational level, individual profiles are needed to link sexual harassment to important individual outcomes. For analysis of the SEQ on the organisational level, Fitzgerald et al. (1995) recommended the use of frequency distributions based on a dichotomous outcome. On the individual level, they recommended using a continuous scoring system to assess individual exposure to sexual harassment to account for both the type and frequency of harassment. In a later publication, they criticized the use of single-item measures to estimate the prevalence of sexual harassment as this approach overestimates the prevalence through multiple counting (Fitzgerald et al., 1999). In addition, they explained reliance on the proportion endorsement from one single item would not provide an accurate picture as the estimate cannot differentiate between one-off experiences and recurring experiences and between experiences of differing severity. They recommended the prevalence to be computed at the scale level as opposed to the single-item level and to report using the combined approach. To illustrate, instead of reporting the percentage of individuals that have experienced sexual harassment and the percentage of individuals that have experienced sexual assault separately, as this will likely count some individuals more than once, they recommended to report the percentage of individuals that have experienced both behaviours in a combined

category. They pointed out the method used to compute the estimates can lead to different explanations. For example, if more than 50% of females reported they have received unwanted sexual attention, then an explanation could be the more balanced sex ratio with an explanation centred around a biological basis. The use of combined categories removes the overestimation and points to other explanations that are multifactorial in nature as they noted forms of sexual harassment rarely occurs in isolation and manifests in concert with other forms of sexual harassment. Laws et al. (2016) summed the individual item scores of the DRRI-2 to measure military sexual trauma and noted higher scores corresponded to more frequent experiences of MST. Estrada et al. (2011) computed the total scores for sexual harassment experiences as measured by an adapted version of the SEQ-DoD by averaging across items and the scores were used to correlate to outcomes of sexual harassment using linear regression.

Rabelo et al. (2019) asked the participants to assess their trust in their organisation's response system and the response options were "true", "false", and "do not know". They referenced the procedure devised by Smith, Kendall, and Hulin (1969) to analyse the "do not know" response. First, the response scores were summed, and two trust groups (low and high) were categorized based on the mean of the response scores. Chi-square tests were then used to compare the proportion of participants who responded "do not know" to the proportions in the two trust groups. They found a majority of participants who responded "do not know" fell into the low-trust group. Based on the results, they modified the scoring system so that those who responded "do not know" would have a lower score. A similar approach can be used to handle "do not know" responses in the current survey to compute a continuous score, if appropriate.

Nielsen et al. (2010) used latent class cluster (LCC) analysis to estimate the prevalence of sexual harassment in a sample of Norwegian employees. They compared the estimate obtained with LCC to two other estimation methods: 1) Counting those who self-label as having been sexually harassed; and 2) Counting those who endorse at least one sexual harassing behaviour. The advantage of using LCC is in its ability to identify more than two groups beyond harassed versus non-harassed by considering both the frequency and nature (severity) of the respondent's reported exposure. Research on workplace bullying has also shown the cluster method to have better construct and predictive validity than using the cut-off score method. Cluster analysis uses algorithms to identify clusters with similar characteristics that are distinct from other clusters. LCC analysis is a statistical method that does not require the normality assumption to be met; this is applicable for estimating the prevalence of sexual harassment as the frequency of the behaviour is dependent on the nature of the behaviour. For example, verbal abuse is encountered more frequently than physical abuse. The method can enable the identification of different target groups based on the patterns of response to the behaviour items and taking into consideration the frequency and severity of these items. The results found the prevalence to be 1.1% using the self-labelling method and 18.4% using the behaviour method. The LCC analysis identified three clusters. The first cluster was comprised of respondents that were not sexually harassed (78.7%). The second cluster was comprised of respondents that had an increased probability to report more frequent exposure than the first cluster and to report exposure to "unwanted sexual attention" (19.1%). Finally, the third cluster was comprised of respondents that reported frequent exposure to the sexually harassing behaviours with some behaviours reported in the range of 56.2% to 87.5% and this cluster was labelled as "sexually harassed" or targets of sexual harassment (2.2%). Women comprised the majority of those found in the "sexually harassed" cluster (73%). The results also found the majority of respondents who reported self-labelled victimization were identified by clusters 2 and 3 (95.9%). In contrast, of the respondents who were classified into the sexually harassed cluster, two thirds did not self-label themselves to be sexually harassed. In addition, of those classified into the unwanted sexual attention cluster, 97.8% did not self-label. This observation further drives home the point that not everyone who has been sexually harassed will label their experience as sexual harassment. Concerning the relationship between sexual harassment as assessed by the behavioural and the LCC method with job satisfaction and mental health, the results found respondents that were classified as targets reported lower job satisfaction and more mental health

problems. In addition, larger differences in mean outcome scores were found using the LCC method compared to the behavioural method and respondents in the sexually harassed cluster had the highest mean score on mental health problems.

9.19 OTHER CONSIDERATIONS

Popper and Petrjánošová (2016) encountered difficulties in translating the items from English to Slovak in their cognitive interview study. They explained specific words have different connotations in each language and some questions lacked cultural transferability and lost their original meaning after literal translation. They overcame these issues by ensuring the meaning of the items was captured after the translation. They found the word “capable” to carry several meanings when translated to Slovak. They did not change the question as they felt the Slovak translation captured the full range of the meaning of the word that they intended for the participants to interpret. The authors also highlighted the issue of double negation as double negation in the Slovak language does not change the meaning into a positive one as it is the case in English. Germany and Sweden noted some issues with the translation of the survey that caused interpretation issues.

9.20 CONCLUSION

In conclusion, the results from the cognitive interviews support the importance of pretesting surveys to improve their interpretability. In addition, the respondents and countries' comments align with many issues of sexual harassment and assault that have been identified in literature. It is recommended more items that correspond to the organisation climate, training, reporting attitudes, and demographic and working environment be included to better understand the relationship between these factors and sexual harassment and assault, in order to improve organisational policies aimed at addressing sexual harassment and assault and improving their reporting and the response process. The questions should be organised in a way to emphasise specific important issues such as reporting. Finally, it is recommended the questions for sexual assault be also asked for sexual harassment to better understand the relationship between the behaviours.

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Appendix 9-1: THE INSTRUMENTS FOR MEASURING SEXUAL HARASSMENT AND THEIR PSYCHOMETRIC PROPERTIES

Table 9A1-1: Psychometric Properties of Instruments to Measure Sexual Harassment.

Instrument	Reference	Study Population	Study Context	Validity	Reliability ^a
Sexual Experiences Questionnaire developed for the US Department of Defense (SEQ-DoD)	Fitzgerald et al. (1999).	1995 DoD survey responded by 28,296 service members (22,372 women and 5,924 men).	Examination of psychometric and structural properties of SEQ-DoD and incidence rates.	<ul style="list-style-type: none"> Confirmatory factor analysis led to four-factor solution in women (sexist hostility, sexual hostility, unwanted sexual attention, and sexual coercion). All sexual coercion items and two items from unwanted sexual attention dimension (sexual assault and attempted sexual assault) were excluded from the analysis in men due to low base rates. Discussed construct validity of the SED-DoD to be supported by correlation to other outcomes (e.g., job satisfaction, organisational commitment, and psychological well-being). 	<p>α [Gender harassment, sexist hostility (Women)] = 0.83</p> <p>α [Gender harassment, sexual hostility (Women)] = 0.91</p> <p>α [Unwanted sexual attention (Women)] = 0.85</p> <p>α [Sexual coercion (Women)] = 0.95</p> <p>α [Gender harassment, sexist hostility (Men)] = 0.79</p> <p>α [Gender harassment, sexual hostility (Men)] = 0.87</p> <p>α [Unwanted sexual attention (Men)] = 0.92</p> <p>α [Sexual coercion (Men)] = 0.97</p>

A COMPARISON OF COGNITIVE TESTING RESULTS OF NATO'S SEXUAL HARASSMENT AND ASSAULT SURVEY FROM SEVEN MEMBER COUNTRIES

Instrument	Reference	Study Population	Study Context	Validity	Reliability ^a
SEQ-DoD	Estrada and Berggren (2009)	Women officers and cadets in the Swedish Armed Forces of study conducted in 1999 (n = 324).	Examined incidence, dimensions, and impact of sexual harassment.	Confirmatory factor analysis yielded three-factor model after eight items were removed (one item under crude or offensive behaviours subscale, three items under the unwanted sexual attention subscale, and all five items under the sexual coercion subscale) due to infrequent endorsement of these items.	α (Overall) = 0.88 α (Sexist behaviours) = 0.81 α (Crude or offensive behaviours) = 0.82 α (Unwanted sexual attention) = 0.70 α (Sexual coercion) = N/a
Deployment Risk and Resilience Inventory-2 (DRRI-2)	Vogt et al. (2013)	OEF/OIF veterans who had returned from deployment and separated from service between 2008 – 2010 (n = 1,046 53.5% female, 46.5% male) ^b	Examined content validity or original scale, revised items, and confirmed psychometric quality after revision to the instrument to update the assessment of warfare-related stressors.	<ul style="list-style-type: none"> • Confirmed face validity and content validity. • Demonstrated strong criterion-related validity of finalized DRRI-2 (based on associations to PTSD symptom severity). • Bivariate correlation of sexual harassment scale with PTSD Symptom = 0.32. 	α (Sexual harassment) = 0.86

A COMPARISON OF COGNITIVE TESTING RESULTS OF NATO’S SEXUAL HARASSMENT AND ASSAULT SURVEY FROM SEVEN MEMBER COUNTRIES



Instrument	Reference	Study Population	Study Context	Validity	Reliability ^a
<p>Sexual Harassment Inventory (SHI)</p>	<p>Murdoch and McGovern (1998)</p>	<p>Female veterans who had obtained medical care at the Minneapolis Veterans Affairs Medical Center (MVAMC) between March 1992 and March 1993 (n = 485).</p>	<p>Development and initial validation results of the SHI.</p>	<ul style="list-style-type: none"> • Content validity population comprised of physicians employed at the MVAMC, sitting members of the MVAMC Sexual Trauma Treatment Team, convenience sample of women, and feedback from college men and women. • Content and face validity of military version confirmed by licensed clinical psychologist and clinical social worker that worked with sexually harassed female veterans. • Factor analysis yielded three-factor model (hostile environment, quid pro quo, and criminal sexual misconduct). 	<p>α (Overall) = 0.92 α (Hostile environment) = 0.89 α (Quid pro quo) = 0.86 α (Criminal sexual misconduct) = 0.86</p>

^a Internal consistency unless otherwise stated.

^b Population for confirming psychometric properties only.

Table 9A1-2: Psychometric Properties of Other Instruments.

Instrument	Reference	Study Population	Study Context	Validity	Reliability^a
Organizational Tolerance for Sexual Harassment Inventory (OTSHI)	Hulin et al. (1996)	Employees of a West Coast public utility company (n = 1,156 459 female and 697 male).	Development of OTSHI to provide evidence for reliability and validity.	<ul style="list-style-type: none"> Subscales were intercorrelated between 0.60 and 0.80. Correlation between scale and with employee reports of sexual harassment. Individual scores of scale consistently accounted for more variance in job withdrawal, life satisfaction, psychological well-being, anxiety and depression, physical health conditions, and health satisfaction than reports of sexual harassment from the SEQ. 	α (Overall) = 0.96 α (Female) = 0.96 α (Male) = 0.95 α (Risk, female) = 0.94 α (Serious, female) = 0.94 α (Action, female) = 0.93 α (Risk, male) = 0.89 α (Serious, male) = 0.91 α (Action, male) = 0.91
Organizational Tolerance for Sexual Harassment (OTSH)	Goldberg and Ahmad (2019)	Commentary	-	-	α (Overall) = 0.88 to 0.95 (from various studies)

Instrument	Reference	Study Population	Study Context	Validity	Reliability ^a
<p>Psychological Climate for Sexual Harassment (PCSH)</p>	<p>Estrada et al. (2011)</p>	<p>Women officers in the Swedish Armed Forces of study conducted in 2002 (n = 311).</p>	<p>Evaluate measurement properties and examine factorial structure and convergent and predictive validity of measure.</p>	<ul style="list-style-type: none"> • Confirmatory factor analysis yielded two-factor solution (risks and seriousness /actions) • Demonstrated convergent validity with OTSHI. • Demonstrated predictive validity. • Positive correlation of scores of scale (perceived intolerance for sexual harassment) with job satisfaction, organisational commitment, and mental health. • Negative correlation of score with ratings of psychological distress. 	<p>α (Overall) = 0.83 α (Risk) = 0.77 α (Seriousness/ actions) = 0.76</p>

Instrument	Reference	Study Population	Study Context	Validity	Reliability ^a
Sexual Harassment Reporting Attitudes Scale (SHRAS)	Cesario et al. (2018)	Online panelists recruited via Amazon [®] Mechanical Turk (n = 586, 357 female).	Initial assessment of psychometric properties.	<ul style="list-style-type: none"> • Factor analysis yielded three-factor solution (risks of reporting, prescriptions about one's moral duty to report, and the utility of reporting). • Strong and negative correlation with Sexual Harassment Attitudes Scale (SHAS) (discriminant validity). • Good concurrent validity with intention to report item. 	α (Overall) = 0.87 α (Risks) = 0.86 α (Moral duty) = 0.77 α (Utility) = 0.44

^a Internal consistency unless otherwise stated

A COMPARISON OF COGNITIVE TESTING RESULTS OF NATO'S SEXUAL HARASSMENT AND ASSAULT SURVEY FROM SEVEN MEMBER COUNTRIES



<i>Items</i>	<i>Women</i>	<i>Men</i>
Gender harassment, sexist hostility^a		
e. Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)?	.89	.84
h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?	.47	.56
i. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	.89	.85
k. Put you down or was condescending to you because of your sex?	.90	.87
Gender harassment, sexual hostility^b		
a. Repeatedly told sexual stories or jokes that were offensive to you?	.80	.83
b. Whistled, called, or hooted at you in a sexual way?	.80	.78
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	.87	.86
d. Made crude and offensive sexual remarks, either publicly (for example, in your workplace) or to you privately?	.87	.87
f. Made offensive remarks about your appearance, body, or sexual activities?	.86	.81
g. Made gestures or used body language of a sexual nature which embarrassed or offended you?	.86	.88
l. Stared, leered, or ogled you in a way that made you feel uncomfortable?	.87	.89
m. Exposed themselves physically (for example, "mooned" you) in a way that embarrassed you or made you feel uncomfortable?	.80	.88
Unwanted sexual attention^c		
h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?	.35	.31
j. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	.95	.93
n. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	.90	.92
q. Touched you in a way that made you feel uncomfortable?	.81	.89
r. Made unwanted attempts to stroke, fondle, or kiss you?	.89	.94
w. Attempted to have sex with you without your consent or against your will, but was unsuccessful?	.89	—
x. Had sex with you without your consent or against your will?	.87	—
Sexual coercion^d		
o. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	.94	—
p. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	.93	—
s. Treated you badly for refusing to have sex?	.94	—
t. Implied faster promotions or better treatment if you were sexually cooperative?	.94	—
u. Made you afraid you would be treated poorly if you didn't cooperate sexually?	.97	—

Figure 9A1-1: Sexual Experiences Questionnaire Developed for the US Department of Defense (SEQ-DoD) Items (Fitzgerald et al., 1999).

Section K-2: Relationships During Deployment

The next set of questions is about your relationships with others (for example, other unit members, other unit leaders, civilians) DURING YOUR MOST RECENT DEPLOYMENT. Please mark how often you experienced each circumstance.

During deployment, the people I worked with...	Never	Once or twice	Several times	Many times
9. ...made crude and offensive sexual remarks directed at me, either publicly or privately.	0	1	2	3
10. ...spread negative rumors about my sexual activities.	0	1	2	3
11. ...tried to talk me into participating in sexual acts when I didn't want to.	0	1	2	3
12. ...used a position of authority to pressure me into unwanted sexual activity.	0	1	2	3
13. ...offered me a specific reward or special treatment to take part in sexual behavior.	0	1	2	3
14. ...threatened me with some sort of retaliation if I was not sexually cooperative (for example, the threat of negative review or physical violence).	0	1	2	3
15. ...touched me in a sexual way against my will.	0	1	2	3
16. ...physically forced me to have sex.	0	1	2	3

Figure 9A1-2: Deployment Risk and Resilience Inventory-2 (DRRI-2) Sexual Harassment Items (U.S. Department of Veteran Affairs, 2012).

Section J: Unit Support

The statements below are about your relationships with other military personnel during your most recent deployment. As used in these statements, the term “unit” refers to those you lived and worked with on a daily basis during deployment. Please mark how much you agree or disagree with each statement.

During deployment...	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
1. ...my unit was like family to me.	1	2	3	4	5
2. ...people in my unit were trustworthy.	1	2	3	4	5
3. ...my fellow unit members appreciated my efforts.	1	2	3	4	5
4. ...I felt valued by my fellow unit members.	1	2	3	4	5
5. ...members of my unit were interested in my well-being.	1	2	3	4	5
6. ...my fellow unit members were interested in what I thought and how I felt about things.	1	2	3	4	5
7. ...my unit leader(s) were interested in what I thought and how I felt about things.	1	2	3	4	5
8. ...I felt like my efforts really counted to the leaders in my unit.	1	2	3	4	5
9. ...my service was appreciated by the leaders in my unit.	1	2	3	4	5
10. ...I could go to unit leaders for help if I had a problem or concern.	1	2	3	4	5
11. ...the leaders of my unit were interested in my personal welfare.	1	2	3	4	5
12. ...I felt valued by the leaders of my unit.	1	2	3	4	5

Figure 9A1-3: Deployment Risk and Resilience Inventory-2 (DRRI-2) Unit Support Items (U.S. Department of Veteran Affairs, 2012).

- (1) People with whom I worked made sexual jokes that made me feel uncomfortable.^{a,c}
- (2) I was touched by a coworker or supervisor in ways that made me feel uncomfortable.^{a,c}
- (3) A coworker frequently asked me out for dates, even though I had asked him/her to stop.^{b,c}
- (4) A supervisor or superior officer asked me out for dates, even though I had asked him/her to stop.^{b,d}
- (5) A supervisor or superior officer threatened to block my promotion unless I agreed to have sex with him/her.^{b,d}
- (6) A supervisor or superior officer threatened to block a favorable transfer unless I agreed to have sex with him/her.^{a,d}
- (7) Coworkers made sexual comments about my body.^{b,c}
- (8) My supervisor or superior officer made sexual comments about my body.^{b,c}
- (9) My coworkers or superior officer exposed themselves to me in a sexual way.^{a,e}
- (10) I was offered favorable assignments in exchange for sex with my supervisor or commanding officer.^{b,d}
- (11) I was offered promotions in exchange for having sex with my supervisor or commanding officer.^{b,d}
- (12) A coworker or coworkers attempted to have sex with me without my consent.^{b,e}
- (13) My coworkers made demeaning comments to me because I am a woman/man.^{a,c}
- (14) I was given the most unpleasant, difficult assignments because I was a woman/man.^{a,c}
- (15) The people I worked with put up posters of women/men in provocative poses.^{b,c}
- (16) My supervisor or superior officer attempted to have sex with me without my consent.^{b,e}
- (17) Some of the people I worked with leered at me in a sexual way.^{a,c}
- (18) Some of the people I worked with made catcalls or sexual remarks when I walked by.^{b,c}
- (19) I was forced by a coworker or supervisor to have sex without my consent.^{b,e}
- (20) Were you ever prevented from getting a promotion, favorable assignment, or transfer because you refused to have sex with someone?^{b,d}
- (21) Were there other things of a sexual nature that happened to you while you were in the military? (Please list)

Note. Responses to items 1-20 are "yes" or "no." Item 21 is open-ended.

^aItem identified through focus group sessions.

^bItem identified through literature review.

^cItems making up the "hostile environment" subscale.

^dItems making up the "quid pro quo" subscale.

^eItems making up the "criminal sexual misconduct" subscale.

Figure 9A1-4: Sexual Harassment Inventory (SHI) Items (Military Version) (Murdoch and McGovern, 1998)

Item Variable	Severity Weight
No sexual harassment	0.00
(1) Sexual jokes	0.84
(17) Sexual leering	1.00
(15) Provocative posters displayed	1.00
(18) Catcalls or sexual remarks	1.05
(3) Unwanted requests for dates (coworkers)	1.05
(13) Demeaning comments (coworkers)	1.16
(14) Unpleasant assignments given because of gender	1.28
(7) Sexual comments about body (coworkers)	1.40
(4) Unwanted requests for dates (supervisor)	1.47
(8) Sexual comments about body (supervisor)	1.82
(10) Offered favorable assignments in exchange for sex	2.24
(2) Uncomfortable touching	2.36
(11) Offered promotion in exchange for sex	2.44
(6) Threatened to block favorable transfer unless agreed to sex	2.47
(5) Threatened to block promotion unless agreed to sex	2.57
(9) (Coworkers/supervisor) exposed themselves	2.69
(20) Promotion, favorable assignment, or transfer prevented because sex refused	2.70
(12) Attempted to have sex without consent (coworkers)	3.05
(16) Attempted to have sex without consent (supervisor)	3.31
(19) Forced to have sex without consent	3.62

Note. Severity weightings are the optimally scaled disparities derived from nonmetric classical multidimensional scaling techniques. The numbers in parentheses refer to the original item number on the Sexual Harassment Inventory (see Table 1)

Figure 9A1-5: Severity Weights of Items of Sexual Harassment Inventory (SHI) Items (Military Version) (Murdoch and McGovern, 1998).

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<i>Work Role of Harasser</i>	<i>Gender Harassment</i>	<i>Unwanted Sexual Attention</i>	<i>Quid Pro Quo or Sexual Coercion</i>
Supervisor	A supervisor in your department makes reference to "incompetent women trying to do jobs they were never intended to do and taking jobs away from better qualified workers." He makes all women in the department feel incompetent and unwanted.	A supervisor in your department talks a great deal about his sex life and tries to get his female subordinates to tell him about their personal lives also.	A supervisor in your department has said several times that the way for women to get good job assignments is to be "more friendly and nice" to him.
Coworker	One of the employees in your department makes frequent remarks about incompetent women doing jobs they are incapable of doing and refers to them as "affirmative action" hires and "bitches with attitudes" in their presence.	An employee in your department continues to pressure the women in the department to go out with him after they have made it clear that they are not interested.	An employee in your department has implied that he can make life on the job very difficult for a female employee by withholding information and interfering with her work unless she has sex with him.

NOTE: Response scales repeated for all six of these scenarios were as follows: Perceptions of risk if a woman in the department made a formal complaint. Options ranged from *It would be extremely risky . . .* scored as (5) to *It would not be any risk . . .* scored as (1). Likelihood of complainant being taken seriously. Options ranged from *There is almost no chance she would be taken seriously* (5) to *There is a very good chance she would be taken seriously* (1). What would be done if a woman made a formal complaint? Options ranged from *Nothing . . .* (5) to *There would be very serious consequences for him; he would be disciplined* (1).

Figure 9A1-6: Organizational Tolerance for Sexual Harassment Inventory (OTSHI) Scenarios (Hulin et al., 1996).

1. My workplace provides thorough investigations of sexual harassment complaints. (R)
2. My workplace enforces penalties against harassers. (R)
3. My workplace enforces penalties against managers who allow sexual harassment. (R)
4. The leadership at my workplace enforces its policy against sexual harassment. (R)
5. People at my workplace who sexually harass others get away with it.
6. Sexual harassment is tolerated at my workplace.
7. Senior leadership at my workplace makes honest and reasonable efforts to stop sexual harassment. (R)
8. My immediate supervisor makes honest and reasonable efforts to stop sexual harassment. (R)

Figure 9A1-7: Organizational Tolerance for Sexual Harassment (OTSH) Items (Goldberg and Ahmad, 2019).

1. It would be risky for me to file a sexual harassment complaint.*
2. A sexual harassment complaint would not be taken seriously.*
3. A sexual harassment complaint would be thoroughly investigated.
4. I would feel comfortable reporting a sexual harassment complaint at my current duty station.
5. Sexual harassment is not tolerated at my current duty station.
6. Individuals who sexually harass others get away with it.*
7. I would be afraid to file a sexual harassment complaint.*
8. Penalties against individuals who sexually harass others at work are strongly enforced.
9. Actions are being taken to prevent sexual harassment.

Figure 9A1-8: Psychological Climate For Sexual Harassment (PCSH) Questionnaire Items (Estrada et al. 2011).

Table 2. SHRAS scale items and pattern matrix factor loadings

Item	Risks ($\alpha = .86$)	Moral Duty ($\alpha = .77$)	Utility ($\alpha = .44$)
If someone is being sexually harassed in his or her place of work, then s/he should report it to a supervisor.		.56*	.58
Reporting workplace sexual harassment is an effective way of stopping the problem.			.75
A person who reports workplace sexual harassment is just a tattletale. (reversed)			-.41
Reporting workplace sexual harassment creates new problems for everyone. (reversed)	.66		
People should not be afraid to report sexual harassment in their places of work.		.69	
Supervisors have better things to do with their time than deal with reports of sexual harassment. (reversed)	.50		
Workplace sexual harassment problems will persist, even if people report them. (reversed)	.69		
People who witness workplace sexual harassment, but are not harassed themselves, should report it.		.65	
Supervisors need to take reports of workplace sexual harassment very seriously.		.80	
A person who reports workplace sexual harassment should not be afraid of losing his or her job because of it.		.72	
In general, reporting workplace sexual harassment does no good. (reversed)	.77		
Reporting workplace sexual harassment only makes the problem worse. (reversed)	.77		
Reporting sexual harassment leads to animosity in the workplace. (reversed)	.79		
An employee has the right to report workplace sexual harassment to his or her supervisor.		.79	
All things considered, reporting workplace sexual harassment is a waste of time. (reversed)	.67		
People who report workplace sexual harassment risk being looked upon badly by their coworkers. (reversed)	.75		
People who report workplace sexual harassment usually end up getting into trouble for it. (reversed)	.74		

Note. Loadings < .4 are omitted. * denotes the subscale this item is included within.

Figure 9A1-9: Sexual Harassment Reporting Attitudes Scale (SHRAS) Items (Cesario et al., 2018).

1. Women often get jobs based on their looks, and should therefore expect to receive sexual comments about their looks from male colleagues
2. Displaying a calendar of naked women in the workplace is just a bit of fun
3. Making sexual comments about an attractive woman's appearance is no big deal, when you consider that men may attempt to grope her
4. Employees should not be blamed for swearing or using sexual language, when most of their colleagues do it too
5. In a workplace with a relaxed atmosphere, men cannot be blamed for "trying it on" with attractive women when they get the chance
6. Women should not get offended by sexual jokes in the workplace as they are usually meant to be harmless
7. Using her body and sex appeal is the best way for a woman to attract a man
8. Women should lighten up a little bit and not get too uptight about sexual jokes at work
9. Considering that women often like to tease men by seeming sexually available, it is unfair when they complain about receiving sexual comments about their bodies
10. Men who make sexual comments to attractive women are just flirting with them
11. Making sexual jokes at work every now and then is not that serious compared to those who make sexual jokes all the time
12. If a man only suggests making sexual gestures to a good-looking woman, it is not his fault if his friends go ahead and do it
13. It is unfair to blame a man who tries to "hit on" attractive women at work, when his colleagues encouraged him to do it in the first place
14. Accepting sexual bribes from their boss can be helpful to some women in developing their careers
15. It is good to have an attractive woman around the workplace to keep morale up
16. If women wear sexy clothes at work, it is their own fault if they get sexual attention from men
17. It is fair for a woman to be put down, if she puts down her male colleagues
18. Employees who make sexual jokes in the workplace are just bantering together
19. When you think that some people steal from their employer, displaying a calendar of naked women in the workplace does not seem all that serious
20. Employees should not be blamed for making sexual advances at work, when other colleagues did it before them
21. If a man is being pressured to find a girlfriend, it is hardly surprising when he makes suggestive comments to women at work
22. Women should not get insulted when men show them sexual interest, as it is a sign that they find them attractive
23. An attractive woman should expect sexual advances and should learn how to deal with them
24. Someone who complains about sexual attention at work must have invited it in one way or another
25. A real man should feel free to make sexual comments without worrying if it will offend women, as they are easily offended anyway
26. Wolf whistling at an attractive woman in the workplace is just "messaging around"
27. Compared to cheating in a business deal, attempting to seduce attractive women at work is really not that serious
28. If a group of employees decide together to display a calendar of naked women, it is unfair to blame any one member of the group for it
29. If a manager fails to discipline their staff, men should not be blamed for making sexual jokes at work
30. Women tend to only get upset about sexual demands at work when they come from men they do not fancy
31. Seducing attractive women gives a man status and respect
32. Employees who receive sexual interest from their colleagues have usually sent some kind of welcoming signal to attract it

Figure 9A1-10: Moral Disengagement in Sexual Harassment Scale (MDiSH) Items. (Cesario et al., 2018).

Chapter 10 – USING SEXUAL VIOLENCE SCENARIOS AS AN AID TO TRAINING

Matt Fossey, Lauren Godier-McBard, Lottie Herriott, Abbie Wood and Ellen Daly
Anglia Ruskin University
United Kingdom

10.1 INTRODUCTION

As demonstrated by the work of HFM-295, responding to Sexual Violence (SV) appropriately and effectively is increasingly becoming a matter of salience for militaries worldwide and throughout the NATO alliance. Indeed, recent evidence has highlighted substantial ramifications of SV on service personnel, including increased risk of mental health disorders, substance misuse, PTSD symptomology (Stander and Thomsen, 2016; Turchik and Wilson, 2010) and ultimately withdrawal from military service (British Army, 2015). The challenge of responding to SV in military contexts is thus pivotal to ensure not only the health and wellbeing of service personnel, but also retention within the armed forces.

Nevertheless, in order to comprehensively respond to this challenge, research must first scrutinise the extent to which individuals endorse or reject framings of sexual wrongdoing. Scenario training is becoming progressively recognised as valuable methodology to both assess such attitudes, and frame training exercises to combat these. This chapter outlines existing literature that has examined the use of scenario and vignette training in other contexts, before then summarising development of SV scenarios, created by the NATO SV Working Group (HFM-295) to examine attitudes towards various forms of SV within military specific situations. It ultimately seeks to highlight the value and applicability of these scenarios and concludes that these present an important training tool for NATO countries to understand and respond to SV in their respective militaries.

10.2 SCENARIO-BASED RESEARCH METHODOLOGY

10.2.1 Vignette Research Method

Vignettes, also referred to as scenarios, are brief accounts that typically, but not always, describe a hypothetical or fictional situation. Vignettes can take varying forms, from written narratives to videos or audio recordings, as well as art, photographs, news stories, ad campaigns, geographic data, literary works, films, and music (Hughes, 1998; Gray et al., 2017). Vignettes are used in both qualitative and quantitative research across a wide range of disciplines including health and social sciences (Aujla, 2020). Vignettes are used in various study designs including longitudinal studies, cross-cultural research, and comparative research (Hughes and Huby, 2004), and are commonly used in surveys and as a basis for discussion in semi-structured interviews (Hughes, 1998; Jenkins et al., 2010; Aujla, 2020). Vignettes can also be used as a standalone method, where respondents answer open-ended questions about the scenarios they are presented with (Gray et al., 2017).

Vignettes tend to be used to explore perceptions, attitudes, beliefs, and cultural norms (Finch, 1987; Hughes, 1998, 2008; Wilks, 2004; Schoenberg and Ravdal, 2000). They can also be used to explore people's actions and decision-making processes (Barter and Renold, 1999; Gray et al., 2017). These latter uses can be problematic if researchers use such studies in an effort to predict real-life behaviours (Finch, 1987; Gray et al., 2017; Murphy et al., 2021). This is because an oft noted limitation of vignette research is that the brief scenarios do not allow enough context and detail for respondents to provide accurate answers that reflect their real-life

actions and there thus may be a difference between self-reported responses and real-life behaviours (Hughes, 1998; Hughes and Huby, 2004). That said, when vignettes have been well-designed, that is that they are believable, realistic, and relevant, they have been found to elicit responses closely related to real-life responses (Hughes, 1998). There can, however, also be a difference between ‘should’ and ‘would’ responses, that is they can be influenced by social desirability bias, although Hughes (1998) outlines examples of previous research where this has not appeared to be the case (Finch, 1987; McKeganey et al., 1995).

The lack of detailed information in vignette scenarios does, however, offer distinct advantages. The lack of detail provides space for interpretations which, in open-ended responses, can reveal important insights into respondents’ attitudes and beliefs and leaves space for respondents to draw on the real-life experiences of themselves or people they know (Hughes and Huby, 2004). Vignettes therefore offer an avenue by which to explore attitudes and other influencing factors, as well as prompting discussion and exploration of sensitive topics. As Hughes (1998, p.384) puts it:

Vignettes highlight selected parts of the real world that can help unpackage individuals’ perceptions, beliefs, and attitudes to a wide range of social issues. The relative distance between the vignette and the respondent can facilitate this.

Scenario-based research can be useful where the topic is of a sensitive nature, as it creates a level of distance between the researcher and the respondent when data is collected anonymously (Barter and Renold, 1999; Bradbury-Jones et al., 2014; Pinto and Pinto, 2019). This distance can also help to mitigate social desirability response bias (Gray et al., 2017). While the use of vignettes cannot completely remove the risk of social desirability response bias, they can elicit answers that are more open than they might be in interviews or focus groups (Gray et al., 2017).

Internal validity is crucial for a well-designed vignette study (Hughes and Huby, 2004). It is therefore important to be clear about the key steps taken in establishing internal validity, including the literature, material or expertise drawn upon, whether they have been vetted by an expert panel with appropriate and sufficient knowledge and experience, and whether the questions asked in relation to the vignette have been pretested for ambiguity and suitability (Gould, 1996; Hughes and Huby, 2004).

Vignettes offer practical advantages, such as less resource intensive than other forms of qualitative research and enabling data to be collected from large samples of participants over short spaces of time, and over wide geographic spread if used as an online tool (Gray et al., 2017).

10.2.2 Scenario-Based Learning

Vignettes are also commonly used as a learning and teaching strategy. For example, Samuelsson and Åsberg (2002) and Jacobson et al. (2013) used vignettes in suicide prevention training. They used vignettes as part of trainee assessment, where the scenarios allowed assessment of respondents’ application of learned skills in a situation where it would be unethical to assess using direct observation of a real case. Similarly, Jeffries and Maeder (2004) explored the use of vignettes as an alternative to direct observations in teacher training. Barnatt et al. (2007) also used vignettes in this way in teacher education in order to develop their ‘Social Justice Vignettes’ instrument, which measures changes in teachers’ attitudes, beliefs, and dispositions over time during their training. Likewise, Burrell Storms (2014) used vignettes to aid her students in recognising social oppression in their day-to-day lives and practice intervening in oppressive interactions. Sánchez Ochoa and Domínguez Espinosa (2007) noted that vignettes offer a way to assess lecturers’ decision-making cognitions and therefore developed a set of vignettes as an additional and more objective means of distinguishing ‘good’ from ‘talented’

teachers (e.g., additional to class observations and student surveys, both of which have their limitations). Similarly, clinical case vignettes are used in health settings to assess practitioners' competence (e.g., Mettes et al., 2010; Sowden et al., 2017).

Vignettes are a useful tool for assessment/evaluation because they enable respondents to apply their knowledge to a concrete situation and identify and reflect on appropriate response actions (Barter and Renold, 2000; Burrell Storms, 2014). The use of vignettes, as opposed to real-life, also means that feedback can be given in a safe and familiar environment with space for discussion (Barnatt et al., 2007; Burrell Storms, 2014). Furthermore, vignettes enable the contextualisation of a scenario and can therefore prompt reflective responses (Morrison et al., 2004; Schoenberg and Ravdal, 2000). As such, Barnatt et al. (2007) suggested that vignettes offer a way to reveal respondents' beliefs and attitudes in a non-threatening way while encouraging reflection on practice.

Darvin (2011) found that the use of vignettes aided learning, but that creating and exchanging vignettes was more effective than using vignettes designed by the instructor. Similarly, Hilton (2003) found that the creation of scenarios aided learners' thinking and discussion (Hilton, 2003). The creation approach is useful when culturally learning from each other is the goal, whereas prewritten vignettes are more suited to contexts where the assessment of the application of new skills/knowledge is required.

Examples of contexts in which vignettes have been used as learning tools include:

- Suicide prevention training (Jacobson et al., 2013).
- Teacher education (Barnatt et al., 2007; Darvin, 2011).
- Schools / child education (Burrell Storms, 2014).
- Performance evaluation (teachers) (Sánchez Ochoa and Domínguez Espinosa, 2007).
- Police training (Jannetta et al. 2019, specifically regarding procedural justice in order for officers to participate in community healing/reconciliation initiative with minority ethnic communities).

10.2.3 Developing the Scenarios

Stage 1: Creation of Draft Scenarios

A series of draft sexual violence scenarios were developed by a group of non-military and military university academics working in a military-focused research institute. These scenarios covered diverse potential situations that ranged from sexual harassment to serious sexual assault. These included a range of scenarios that fall outside of the typical conceptions of sexual violence as solely male-on-female, whilst recognising that this is still the most common and predominant situation in most militaries. The scenarios were drafted in a workshop session drawing on the knowledge and experiences of a group of university researchers, and drawing from the most relevant literature in the field (for example, but not limited to: Godier and Fossey 2017, Stander and Thomsen 2016, Godier-McBard and Jones 2020, and Cotter 2019). The draft scenarios were further refined by university colleagues with military experience to ensure that the scenarios were realistic and a reflection of events that could take place.

Stage 2: Wider Group Review for Validity

The draft scenarios were discussed at NATO sexual violence working group during in-person sessions in Germany and the UK. In depth expert discussions helped to ensure the face validity of the scenarios. Importantly, the group were invited to comment generally upon the content and quality of the scenarios, with a specific focus on the validity in their country's military context.

Feedback was collated during the meetings and also via email and revisions were made in line with this feedback where appropriate. This iterative process continued until the researchers were confident in the validity and quality of the scenarios presented herein.

10.2.4 The Final Scenarios

Following the two-stage development process, appropriate scenarios were produced, as outlined below. Each of the scenarios were developed to address a different form of sexual violence, within a range of different military contexts. Scenarios were also designed to be viewed through differing national lenses, according to the background and location of respondents. Using the developed scenarios, respondents will be instructed to read these and then decide what course of action would be taken in their country. In doing so, respondents will be asked to consider whether there are any policies and procedures in place that would be applied. Participant responses will then be analysed to examine responses to sexual violence across NATO jurisdictions.

However, it is also possible to use the scenarios as a discursive tool to elicit and provoke group discussions on the realities and perceptions of sexual harassment and sexual violence. This would require careful and sensitive facilitation. However, protocols for using the scenarios in this way fall outside of the scope of this chapter.

- 1) **Leave** – A group of junior sailors from the same ship's company are on 24 hour shore leave in a foreign port. The ship is part of a larger joint NATO exercise. The sailors get drunk in a bar where there are other junior ratings from another nation. The conversation gets very bawdy and sexually charged and one of the sailors exposes his penis and puts it in another sailor's beer. At the time this is considered to be a joke by all present, but one of the sailors from the other nation is very offended but does not raise an issue at the time. The local police are not involved. The following day the sailor reports the incident to their chain of command.

You are the Commanding Officer of the sailor making the complaint, what do you do?

- 2) **Hazing/Initiation** – A male soldier in basic training is socialising in the mess bar and is told by a senior colleague that he has to take part in an initiation ceremony in order to 'fit in', which would involve a sexual act with another male soldier. He has been told that all others in the group have gone through the initiation. He does not wish to consent, but takes part, as he is concerned he will be ostracised within his group if he does not participate. He does not know whether to raise his concern, as he is ashamed by his actions and does not understand what the consequences would be on his friends.

As the Commanding Officer you hear the rumours of what has happened, what do you do?

- 3) **Banter** – A female sailor is working in an office environment, where all of her other colleagues are male. An officer, of more senior rank than her, continues to make sexual comments about her in front of others. She understands there is 'banter', but she feels the comments are not acceptable. She just wants the behaviour to stop but she is married to another sailor on the base, and she is worried that both her and her husband's career will suffer if her concerns are not taken seriously.

You are a close friend of the same rank as the female soldier, what would you do and what support mechanisms are available to you?

- 4) **Harassment and coercion** – A senior ranking male officer calls a junior female to his office. He spends some time commending her and explains that she is earmarked for promotion, but insinuates that she needs to offer him something in return. He leaves his seat, walks behind her, and begins to touch her hair, whilst making more insinuating comments. The female leaves the room without obliging, but felt the need to say she would consider his advances in return for the promotion.

As the Commanding Officer the junior female reports what has happened to you, what would you do?

- 5) **Homophobia** – During basic training, a male cadet is continually jeered by his peers due to his lack of physical ability and slight build. They call him a wimp and mummy’s boy, but gay is a term that seems to have stuck. Gay Gary is now his nickname. Gary overextends himself during the next physical training session and sustains an injury, which has delayed his passing out. When questioned by superiors, Gary cites his attempts to reduce his homophobic harassment as the reason for his injury and asks his superiors how they are going to handle this situation.

You are the Commanding Officer, how are you going to handle this situation?

- 6) **Sexting** – A female Air Force clerk is on Tinder and is contacted by a male soldier from another NATO nation, who met on exercise together in Estonia. The male sends unsolicited pornographic images of his penis to the clerk. She asks him to stop, but he continues. They are not working closely together but do see each other in the workplace on a regular basis. The female is unsure if she can disclose her problem due to this being a personal issue, based on a social media platform.

As her Commanding Officer the female clerk has reported this incident to you, what would you do?

- 7) **Female on Male** – Following a night out to celebrate a birthday party, a group consumes a significant amount of alcohol. The group reduces in numbers on the journey home as they go to their respective accommodation, leaving a single male and a single female. The female guides the male to her room, telling him he needs to sober up before returning to his unit. He blacks out and on waking, realises he is naked and is being fondled. He is uncomfortable with the situation and would not have instigated this if he had been sober.

As the Commanding Officer you are made aware of this incident, what would you do?

- 8) **Pornographic Images at Work** – A group of academics are on a visit to an Army base. They walk into an office, and they notice that one of the Army personnel has pornographic images on his personnel mobile phone in the workplace. As visitors they do not know if they should report this, but members of the group were upset by the images they saw.

As the host of the visit, you are made aware of the issue, what would you do?

- 9) **Male on Male** – Soldier A is on Reservist activity. At the end of the day, he retreats back to his tented accommodation which he is sharing with another male reservist, Soldier B. During the course of the evening, Soldier A confides in Soldier B that he is having an extra marital affair. When they retire to their tents, Soldier B starts to make sexual advances, which are deflected and rejected by Soldier A. Soldier B then threatens to disclose the affair to Soldier A’s wife if he does not perform a sexual act on him. Soldier A feels compelled and performs this sexual act.

Soldier A would like some confidential advice – what confidential support is available for them?

- 10) **Physical/sexual harassment** – A female officer routinely has her bottom slapped by the same male officer and has to endure over-familiar terms, such as darling and love. More junior officers have started to copy this behaviour, including them addressing her by her first name and not her rank. She has brought this to the attention of her senior officer, who has suggested that if she laughs off the situation, it will go away. She does not know how to progress her concerns.

As her senior officer has ignored her concerns, what other reporting options has she got?

- 11) **Female on female** – A young female recruit is attending basic training (boot camp). All of her instructors are female, and one takes a particular interest in her and seemingly adopts her, showing concern for her welfare and progress. Other recruits notice this, and some comments are made about favouritism. At an off-duty social

event the instructor buys the recruit drinks and implies a physical attraction to the recruit who is confused. The recruit has a boyfriend at home and doesn't know what to do.

As another instructor you see what has been going on, what should you do?

- 12) **Compromising position** – A young female officer joins a gender-mixed unit. The platoon sergeant is an older alpha-male. They work very closely together to run the platoon, often working long hours and talking informally. He is also effectively her mentor having served for over 10 years. They develop a sexual and emotional attraction and begin a relationship. Despite their best efforts about secrecy and discretion others in the unit notice and comments are made.

What are your nation's rules about relationships in this situation?

10.3 JUSTIFYING SCENARIO RESEARCH IN THE MILITARY CONTEXT

The above discussion outlined the benefits of using appropriately designed vignettes as both a research tool (distance, suited to sensitive topics, and less resource intensive) and learning tool (safe and familiar environment, and concrete yet contextualised situations). Therefore, the above vignettes may be used in both such senses, in order to improve military responses to sexual offending across the NATO alliance.

10.3.1 Research Tool

These sexual violence scenarios may be utilised by researchers and policy makers to improve understanding of sexual violence in the military context. For example, research to deepen understanding of current sexual violence preparation, examine how policy and procedure are being applied and if this is appropriate and consistent, and explore cultural differences in the perception of and response to sexual violence and how this may impact militaries' interoperability. Additionally, these scenarios can be adapted for use with current service personnel and Veterans to illicit their beliefs, understanding and experience of sexual violence in the military context. In all projects, researchers must be aware that whilst the use of scenarios can help mitigate against social desirability bias, these impacts can still be present in data collected (Gray et al., 2017).

The two-stage process, including wider group review by experts, was deployed to ensure scenarios are believable, realistic, and relevant to varying military context (Hughes, 1998). However, to solidify the validity of these scenarios and ensure they are suitable for use as a research tool a cross-cultural pre-test should be undertaken. Following this pre-test and any necessary refinement, these scenarios will provide researchers and policymakers with a useful tool of preprepared quality sexual violence scenarios that can be deployed rapidly and facilitate cost-effective large-scale research when deployed as part of an online survey format (Gray et al., 2017).

10.3.2 Learning Tool

Alongside the research function, the above scenarios may also be utilised to inform training, as a learning tool for service personnel across militaries. Indeed, scenarios have become the basis for much military training and can be constructed to achieve a specific set of training objectives (Whitworth, Hone and Farmilo, 2007). Once developed, these scenario-based activities can then be deployed widely across branches, ranks, intakes and ultimately cross-culturally across militaries, in order to reach vast numbers of service personnel. The use of scenarios to educate service personnel about the realities of sexual offending and appropriate responses, is thereby highly valuable.

Some military sexual violence prevention programs have demonstrated effective use of scenarios during immersive activities, as a learning tool. For example, US Sexual Assault Prevention Response (SAPR) training for Sexual Assault Response Coordinators (SARCS) and Victim Advocates (VAs) employs adult learning theory techniques, such as practical exercises and role play (SAPRO, 2014). A bank of varied sexual violence scenarios, that have been tested and are regarded as good quality, may therefore aid those responsible for designing sexual violence training to consider and feel empowered to incorporate less obvious sexual violence scenarios.

10.4 RECOMMENDATIONS AND CONCLUSIONS

The current chapter has exemplified the value of scenarios as both research and learning tool to better understand and respond to sexual offences committed within the military. Scenario-based research and learning has been used extensively and effectively in a variety of fields, offering a less resource intensive qualitative data collection tool, that can be offered to large sample during a short time frame. Where developed in a believable, realistic, and relevant manner therefore, scenarios can provide valuable insight into sensitive topics such as sexual offending and can be used to direct further learning and training programmes. The scenarios outlined in this chapter, created by experts to develop valid and realistic military specific scenarios, thus posit a beneficial and practical research and learning tool that can be implemented in militaries across the NATO alliance. It is hoped that these will be used to uncover problematic attitudes amongst service personnel, discern the extent to which personnel are aware of policies and procedures in place and ultimately highlight where to direct reform and training efforts. In turn, the scenarios can then be used as a learning tool, prompting practical interpretation of policy to achieve specific training objectives.

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Chapter 11 – CONCLUSION AND RECOMMENDATIONS

Matt Fossey

Anglia Ruskin University
UNITED KINGDOM

Sanela Dursun

Department of National Defence (DND)
CANADA

11.1 CONCLUSION

Writing in the NATO review over 20 years ago, Vicki Nielson described the integration of women into militaries across NATO countries. Her conclusions focused on the need for women to be seen in prominent and senior positions in the military to help with their recruitment and retention (Nielsen, 2001), and the integration of women across NATO militaries has been described as a work in progress ever since. The continued interest in integrating women into ground combat units has led to the formation of a HFM Systems Analysis and Studies (SAS) Panel 120 (RTG 058), which published its report in April 2021 (NATO, 2021). This report highlights the challenges of “bullying, harassment and sexual misconduct,” recommending a “focus on the informal cultural conditions that have particular influence at the unit level, and the critical role of leaders in establishing fair and equitable environments in which all women and men have opportunity to fully contribute as members of effective teams” (NATO, 2021, Ch. 6.5). We hope that the work of our panel will help to address these issues.

Whilst there has been a necessary and significant focus on preventing Conflict-Related Sexual and Gender-based Violence (CRSV),¹ proportionately little work has been undertaken on in-service sexual violence and harassment across NATO countries.² As a result, RTG HFM-295 Sexual Violence in the Military was formed.

This NATO RTG brought together a team of scientists, policy experts, and service personnel from across seven member countries to explore the reporting, recording, and actions taken in relation to these institutionally damaging cultures, attitudes, and behaviours. The team has considered the policies and procedures within their individual nations, and these are set out in detail in Chapters 2 through 8.

The objective of this group was not to identify best practices from across different countries per se, as this is very culturally dependent, but the lessons from this exercise have helped inform the survey instrument in Chapter 9 and the vignettes discussed in Chapter 10.

Having sexual harassment and sexual violence policies and procedures in place that work within the local culture and political environment is essential. Understanding the prevalence of sexual harassment and sexual violence within organisations, however, is a key first step to tackling cultures that harbour and often encourage this behaviour. An evidence-based and validated survey instrument is important for measuring both the prevalence of behaviours and change over time. Measuring the prevalence and understanding and reporting data alone is not sufficient to change organisational and individuals’ cultures, of course, but these instruments provide a framework to enable discussion and drive change.

Chapter 9 describes the systematic steps taken to develop and validate a survey instrument that minimises cultural bias and enables institutions to accurately measure a range of factors associated with sexual harassment

¹ See UN resolution 1888 available at <https://www.peacewomen.org/SCR-1888>

² It is recognised that some countries, many who are represented on this panel, have spearheaded important work and advances in this area, but this is by no means ubiquitous.

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and sexual violence. In short, the instrument has been designed to measure both subjective individual experiences and objective organisational responses.

Measuring sexual harassment and sexual violence is not new for NATO countries – many already track these issues. But tracking is not universal, and current instruments have not been cross-culturally validated and, importantly, the underlying methodology has not been subjected to scrutiny by academic peers. The development of the instrument outlined in this report will be further peer-reviewed in a forthcoming special issue of *Military Behavioural Health*, which is expected to be published in the summer of 2022.

As we have explained, measurement alone is not enough to change behaviours and attitudes (and ultimately culture). A considered approach to sexual harassment and sexual violence training and appropriate legal interventions are needed. Chapters 2 through 8 set out the training interventions adopted by the countries who participated in the RTG. Yet different and more contemporary approaches need to be considered. Sexual harassment and sexual violence interventions need to be culturally appropriate and also attuned to rapid developments in technology and internet-based communication. Within the scope of this RTG, the group have developed a range of scenarios (Chapter 10) designed to initiate conversations and discussions focused on appropriate behaviours and attitudes. However, these scenarios should only be taken as guidelines. Training and behavioural interventions should be tailored to young people in modern militaries whose electronic consumption and attitudes are rapidly evolving, often at a much faster pace than is usual for other training interventions. This is especially important when organisations can still be myopic to both the prevalence of, and the damage done by sexual harassment and violence and the nexus of these behaviours with the use of internet-based communication platforms.

The focus of this conclusion has been gender, but as militaries seek to increase opportunities for women, the exploitation of power differentials that often underpins sexual harassment and sexual violence should not be ignored. Men, particularly those in junior ranks, can also be subjected to sexual harassment and sexual violence, with research suggesting worse health and social outcomes for these individuals (Godier-McBard and Jones, 2020). Often dismissed as horse-play, initiation, or hazing, the effects of this sexualized behaviour should not be underestimated. Such behaviour is sometimes believed to be important for cohesion and morale, but it can be pernicious and should not be tolerated.

NATO brings together militaries from across cultures, but it relies for its maximum performance upon interoperability; thus, the development of a common understanding and agreement in terminology, nomenclature, and approaches to sexual harassment and sexual violence is needed. The members of the RTG have agreed on definitions for both sexual harassment and sexual violence. These definitions are discussed in Chapter 9, Section 9.2 and set out below. These definitions, we believe, are appropriate at the time of writing, but will need to be reconsidered and updated as society and cultural attitudes change.

Sexual harassment is defined as “behaviour of a sexual nature that is unwanted and has the purpose or effect of violating your dignity. Including, but not limited to any unwelcome sexual advance, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts or gestures of a sexual nature.”

Sexual assault is defined as “unwanted sexual contact and includes a broad range of behaviours, ranging from unwanted sexual touching to sexual violence.”³

³ Touching you against your will in any sexual way (this includes unwanted touching or grabbing, kissing, rubbing or fondling); forcing you or attempting to force you into any unwanted sexual activity, by threatening you, holding you down, and/or hurting you in some way; subjecting you to a sexual activity to which you were not able to consent (this includes incidents where you were being drugged, intoxicated, manipulated, or forced in other ways).

11.2 RECOMMENDATIONS

For some time, NATO has been aware of the challenges of sexual harassment and sexual violence, especially in joint operations, and HFM RTG 295 welcomes the SHAPE Directive 050-009 Discrimination and Harassment in the Workplace, which identifies and categorises inappropriate behaviours. Nonetheless, we believe the recommendations set out below could help strengthen this directive and NATO's overall approach to tackling sexual violence and harassment in the service.

The work of this RTG over the past four years has led us to the conclusion that even more could be achieved in tackling these insidious and harmful behaviours. We therefore make three key recommendations for immediate development that have been highlighted in this report:

- 1) We propose the adoption of common definitions for sexual harassment and sexual violence across NATO documents. These definitions are set out above and have been debated at length by this expert panel.
- 2) We recommend the use of a validated tool for collecting data on the range of issues relating to sexual harassment and sexual violence, which will enable reflection and action to tackle issues. This RTG has developed this instrument, and it is now available for general use.
- 3) Finally, we propose investment in new technologies and training interventions to change attitudes and culture and, ultimately, to change behaviours and eradicate the pernicious effect of sexual harassment and sexual violence in the workplace.

11.3 REFERENCES

- [1] Nielsen, V. (01 June 2001). Women in Uniform. NATO Review 1 June 2001. Available at <https://www.nato.int/docu/review/articles/2001/06/01/women-in-uniform/index.html>
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- [3] Godier-McBard, L.R. and Jones, M.L. (2020). Same-Sex Sexual Violence in the Military: A Scoping Review. *Journal of Military, Veteran and Family Health*, 6(2), 68-84

CONCLUSION AND RECOMMENDATIONS



Annex A – ENGLISH

NATO SEXUAL HARASSMENT AND ASSAULT SURVEY

1) For Survey Administrators

Introduction: This survey has been developed by NATO RTG 295 for the purpose of better understanding sexual harassment, sexual assault, and related behaviours and response within NATO militaries.

Use: This survey is provided for your use. You may modify as needed (removing questions that are not applicable or adding questions that are needed). Modifications may also include changes to ensure that words and phrases are appropriately translated from English so as not to lose their contextual meanings. It is **not mandatory** for respondents to answer **all** the questions.

Disclaimer: NATO is not responsible for the results or analysis of your data collection via this survey.

Ethics: This survey should be reviewed by your legal and human research protection board before implementation. You should Never reveal individual information. If you are unable to aggregate data in a manner that protects anonymity, do not publish the data.

Sensitivity: This survey requests sensitive information. Please ensure that participants are provided with resources, for example, a mental health counsellor to address potential reactions to this survey.

Adaption of survey: Each nation may be required to amend the question set and instructions to accommodate unique requirements.

2) For Survey Takers

This survey asks about your experience within the military on the topic of sexual harassment and sexual assault. This survey does not ask for names or identities. The individual results of this survey are intended to be held in strict confidence, with only aggregated data shared to better understand and address this challenge. You may stop this survey at any time. If you have any questions, please ask your survey administrator. Please see a professional if you need any help. You may find assistance at (*enter your relevant help line or resources here!*). Thank you for your time and honest feedback. We appreciate your commitment to improving the state of our Armed Forces! It is not mandatory for you to answer all the questions

NATO SEXUAL HARASSMENT AND ASSAULT SURVEY

DEMOGRAPHICS

Please mark the appropriate box for you, for each item:

1) Gender:

Male <input type="checkbox"/>	Female <input type="checkbox"/>	Other <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
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2) Ethnicity:

[TO BE INCLUDED AS PER EACH COUNTRY’S ETHNICITY DATA CAPTURE PROTOCOLS]

3) Marital Status:

Single (never married) <input type="checkbox"/>	Long-Term Relationship <input type="checkbox"/>	Married/Civil Partnership <input type="checkbox"/>	Divorced/ separated <input type="checkbox"/>	Widowed <input type="checkbox"/>
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4) Sexual Orientation:

Heterosexual/ Straight <input type="checkbox"/>	Homosexual/Gay/ Lesbian <input type="checkbox"/>	Bisexual <input type="checkbox"/>	Asexual <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
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5) Age:

Under 18 <input type="checkbox"/>	18-21 <input type="checkbox"/>	22-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	51-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) Service:

Army <input type="checkbox"/>	Navy <input type="checkbox"/>	Air Force <input type="checkbox"/>	Marines <input type="checkbox"/>	Other <input type="checkbox"/>
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7) Rank or civilian equivalent:

Junior Rank (OR 1-3) <input type="checkbox"/>	Junior NCO (OR 4-6) <input type="checkbox"/>	Senior NCO (OR 7-9) <input type="checkbox"/>	N/A <input type="checkbox"/>
Junior Officer (OF 1-2) <input type="checkbox"/>	Senior Officer (OF 3-5) <input type="checkbox"/>	General (OF 6-10) <input type="checkbox"/>	

8) Commitment Type (each county to amend as required):

Active <input type="checkbox"/>	Reserve <input type="checkbox"/>	Cadet <input type="checkbox"/>	Civilian <input type="checkbox"/>	Other <input type="checkbox"/>
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9) Present Status:

Student <input type="checkbox"/>	Cadet <input type="checkbox"/>	Recruit <input type="checkbox"/>	Conscript <input type="checkbox"/>	Other <input type="checkbox"/>
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10) How long have you served for?

0-1 Year <input type="checkbox"/>	2-5 Years <input type="checkbox"/>	6-10 Years <input type="checkbox"/>	11-15 Years <input type="checkbox"/>	16-20 years <input type="checkbox"/>	21+ Years <input type="checkbox"/>
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WORKING ENVIRONMENT AND SEXUAL HARASSMENT BEHAVIOURS:

This section will ask you about your experience of sexual harassment* behaviours in your working environment.

**Sexual harassment is defined as behaviour of a sexual nature that is unwanted and has the purpose or effect of violating your dignity. Including, but not limited to: any unwelcome sexual advance, unwanted sexual attention, requests for a sexual favours, or verbal, online or physical acts or gestures of a sexual nature.*

11) In the past 12 months, have YOU experienced any of the following situations or behaviours in your workplace*, and how often? Please check the appropriate box(s). <i>* Workplace is defined as the place where you engage in work related activity, to include social events outside of work, work travel, and other duties associated with work whether or not they took place at your usual place of work.</i>					
	Daily	Weekly	Monthly	One or more times a year	Never
a) Sexual jokes or stories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Sexual jokes and stories that made me feel uncomfortable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Unwanted sexual attention, such as whistles, suggestive looks, gestures or body language, unwelcome comments (to me)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Inappropriate sexual comments about your appearance or body	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Inappropriate discussion about sex life or sexual activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Display of sexually explicit materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Sexually suggestive material taken of you or posted without your permission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Indecent exposure or inappropriately display of another person's body parts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) In the past 12 months, have YOU experienced any of the following situations or behaviours in your workplace*, and how often? Please check the appropriate box(s).

** Workplace is defined as the place where you engage in work related activity, to include social events outside of work, work travel, and other duties associated with work whether or not they took place at your usual place of work.*

	Daily	Weekly	Monthly	One or more times a year	Never
i) Repeated pressure for dates or a sexual relationship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Given unwelcome physical contact, such as hugs or shoulder rubs, or getting too close	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Workplace benefits offered for engaging in sexual activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Unfair treatment for refusing to engage in sexual activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) In the past 12 months, have you been sexually harassed in the workplace?

- No Yes I'm not sure

13) In the past 12 months, have you observed a situation in the workplace that you thought was sexual harassment?

- No Yes I'm not sure

WORKING ENVIRONMENT AND SEXUAL ASSAULT BEHAVIOURS:

The next 12 questions will ask you about your experience of sexual assault*, **not** sexual harassment.

**Sexual assault is defined as unwanted sexual contact and includes a broad range of behaviours, ranging from unwanted sexual touching to sexual violence.*

<p>14) Please answer the following questions in relation to your experiences in your workplace*.</p> <p><i>* Workplace is defined as the place where you engage in work related activity, to include social events outside of work, work travel, and other duties associated with work whether or not they took place at your usual place of work..</i></p> <p>In the past 12 months, has anyone...</p>		
a) Touched you against your will in any sexual way? (This includes unwanted touching or grabbing, kissing, rubbing or fondling)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
i) If you answered yes to question a) above, how often did this happen?	Once <input type="checkbox"/> Three times or more <input type="checkbox"/>	Twice <input type="checkbox"/> Don't remember <input type="checkbox"/>
ii) If you answered yes to question a) above, were those responsible...	Men <input type="checkbox"/> Both <input type="checkbox"/>	Women <input type="checkbox"/> Unsure <input type="checkbox"/>
b) Forced you or attempted to force you into any unwanted sexual activity, by threatening you, holding you down, and/or hurting you in some way?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
i) If you answered yes to question b) above, how often did this happen?	Once <input type="checkbox"/> Three times or more <input type="checkbox"/>	Twice <input type="checkbox"/> Don't remember <input type="checkbox"/>
ii) If you answered yes to question b) above, were those responsible...	Men <input type="checkbox"/> Both <input type="checkbox"/>	Women <input type="checkbox"/> Unsure <input type="checkbox"/>
c) Subjected you to a sexual activity to which you were not able to consent? (This includes incidents where you were being drugged, intoxicated, manipulated, or forced in other ways)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
i) If you answered yes to question c) above, however often did this happen?	Once <input type="checkbox"/> Three times or more <input type="checkbox"/>	Twice <input type="checkbox"/> Don't remember <input type="checkbox"/>

14) Please answer the following questions in relation to your experiences in your workplace*.

* *Workplace is defined as the place where you engage in work related activity, to include social events outside of work, work travel, and other duties associated with work whether or not they took place at your usual place of work..*

In the past 12 months, has anyone...

ii) If you answered yes to question c) above, were those responsible...	Men <input type="checkbox"/> Both <input type="checkbox"/>	Women <input type="checkbox"/> Unsure <input type="checkbox"/>
d) Forced intercourse/raped you or attempted to force intercourse/rape you?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
i) If you answered yes question d) above, how often did this happen?	Once <input type="checkbox"/> Three times or more <input type="checkbox"/>	Twice <input type="checkbox"/> Don't remember <input type="checkbox"/>
ii) If you answered yes to question d) above, were those responsible...	Men <input type="checkbox"/> Both <input type="checkbox"/>	Women <input type="checkbox"/> Unsure <input type="checkbox"/>

If you answered no to all of the behaviours in question 14 (a, b, c, d), please go to question 23.

15) If you answered 'yes' to any of the behaviours in question 14, where did they occur? Please mark all that apply.

a) In the workplace at my military home base or training unit	<input type="checkbox"/>
b) In a communal area at my military home base or training unit	<input type="checkbox"/>
c) In a private area (e.g., own room) at my military home base or training unit	<input type="checkbox"/>
d) In my workplace when I was deployed/overseas	<input type="checkbox"/>
e) In a communal area when I was deployed/overseas	<input type="checkbox"/>
f) In a private area (e.g., own room) when I was deployed/overseas	<input type="checkbox"/>
g) At a civilian location when I was on duty	<input type="checkbox"/>
h) At a civilian location when I was off duty	<input type="checkbox"/>
i) Other (please specify below): _____	

Looking back at your answers to question 14, please provide information on the individual responsible for the <i>most disturbing</i> experience.	
16) What rank was the individual responsible for the <i>most disturbing</i> experience?	Junior Rank (OR 1-3) <input type="checkbox"/> Junior NCO (OR 4-6) <input type="checkbox"/> Senior NCO (OR 7-9) <input type="checkbox"/> Junior Officer (OF 1-2) <input type="checkbox"/> Senior Officer (OF 3-5) <input type="checkbox"/> General (OF 6-10) <input type="checkbox"/> N/A <input type="checkbox"/>
17) Was the individual responsible for the <i>most disturbing</i> experience:	Junior <input type="checkbox"/> Peer <input type="checkbox"/> Direct supervisor <input type="checkbox"/> In your Chain of Command <input type="checkbox"/> Another person of senior rank <input type="checkbox"/> Unsure <input type="checkbox"/>
18) Was the individual responsible for the <i>most disturbing</i> experience:	Male <input type="checkbox"/> Female <input type="checkbox"/> Not sure <input type="checkbox"/>

19) Thinking about your <i>most disturbing</i> experience, how did you or others respond? Tick all that apply)	
a) I did nothing	<input type="checkbox"/>
b) I avoided the person if I could	<input type="checkbox"/>
c) I asked the person to stop	<input type="checkbox"/>
d) I asked to be moved somewhere else	<input type="checkbox"/>
e) I threatened to tell others	<input type="checkbox"/>
f) I made a joke of it	<input type="checkbox"/>
g) I went along with it	<input type="checkbox"/>
h) I threatened to harm the person responsible	<input type="checkbox"/>

19) Thinking about your <i>most disturbing</i> experience, how did you or others respond? Tick all that apply)	
i) I used mediation	<input type="checkbox"/>
j) I asked someone else to speak to the person responsible	<input type="checkbox"/>
k) I reported it formally	<input type="checkbox"/>
l) Someone in the command/line management chain took action or said something on my behalf	<input type="checkbox"/>
m) A colleague independently took action or said something	<input type="checkbox"/>
n) I discussed it with friends or family	<input type="checkbox"/>
o) Other (please specify)	<input type="checkbox"/>

20) Did you tell anyone what happened? Yes No

If you answered “no” to Question 20 please go to Question 23.

21) Was the person/people you told helpful?

	I informed the following...	Were they helpful?		
		Yes	No	I don't know
a) Line manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) A superior officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Colleague/peer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Service helpline or Support Line	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Social, psychological or medical service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Padre/Chaplain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Friend or family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Other. Please specify _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) If you didn't tell anyone in the workplace what happened, why not? (Please tick all that apply)	
a) I thought I could handle the situation myself	<input type="checkbox"/>
b) I didn't think it was that important	<input type="checkbox"/>
c) I didn't think I would be believed	<input type="checkbox"/>
d) I didn't think anything would be done about it	<input type="checkbox"/>
e) I didn't want to hurt the person who harassed me	<input type="checkbox"/>
f) I was worried that everyone would find out	<input type="checkbox"/>
g) I thought I would be labelled a troublemaker	<input type="checkbox"/>
h) I thought it might affect my job or career (e.g., my promotion chances would suffer)	<input type="checkbox"/>
i) I thought it would make my work situation unpleasant	<input type="checkbox"/>
j) The person responsible was my line manager or superior officer	<input type="checkbox"/>
k) I thought I would lose the trust and respect of my colleagues	<input type="checkbox"/>
l) I didn't want to make it into a bigger issue	<input type="checkbox"/>
m) I was threatened not to tell anyone	<input type="checkbox"/>
n) I thought I would be blamed	<input type="checkbox"/>
o) I was afraid of the perpetrator	<input type="checkbox"/>
p) I thought it might affect my family or private life	<input type="checkbox"/>
q) I felt ashamed	<input type="checkbox"/>
r) Other (please specify)	<input type="checkbox"/>

23) In the last 12 months, have you witnessed a sexual assault in the work environment?

Yes No Not sure

24) If you answered 'Yes' to Q23, did you act/intervene? (Please tick all that apply)	Yes – I intervened directly at the time	<input type="checkbox"/>
	Yes – I spoke to the victim afterwards	<input type="checkbox"/>
	Yes – I spoke to the perpetrator afterwards	<input type="checkbox"/>
	Yes – I reported the incident	<input type="checkbox"/>
	Yes – other <input type="checkbox"/> (please specify) _____	
	No – I did nothing because I didn't know what to do	<input type="checkbox"/>
	No – I did nothing because I didn't want to get involved	<input type="checkbox"/>
	No – other <input type="checkbox"/> (please specify) _____	

RESPONSE PROCESS

The following questions ask about your experience of making a formal complaint.

25) Do you know how to make a formal complaint?

- Yes Not completely No*

*If you answered “no” to Question 25 please go to Question 30.

26) Have you made a formal complaint in the last 12 months about:

- sexual harassment
- sexual assault
- both*
- neither

*If you answered “both” please answer the following table with sexual assault in mind.

27) If you made a formal complaint, how satisfied are you with the following?*	Very satisfied	Satisfied	Neither satisfied or dissatisfied	Dissatisfied	Very dissatisfied	I’m still going through process and cannot comment
a) The availability of information about how to make a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) The clarity of the process of how to make a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Treatment of you by the people who handled the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27) If you made a formal complaint, how satisfied are you with the following?*	Very satisfied	Satisfied	Neither satisfied or dissatisfied	Dissatisfied	Very dissatisfied	I'm still going through process and cannot comment
d) The amount of time it took/is taking to resolve the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) How well you were/are being kept informed about the progress of your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) How well the outcome of the investigation was explained to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) The outcome of any follow-up action taken against the person/people responsible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) The degree to which your privacy was/is being protected during the process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28) Did you suffer any negative consequences as a result of making a complaint, either during or afterwards?

Yes No Not sure

29) If ‘Yes’ or ‘Not sure’, consequences included:	
If ‘Yes’ please give details of the negative consequences you suffered as a result of making a formal complaint. <i>(tick all those that apply)</i>	
<input type="checkbox"/>	I was treated differently in my work environment
<input type="checkbox"/>	I no longer enjoyed my work
<input type="checkbox"/>	I felt uncomfortable at work
<input type="checkbox"/>	My work environment became unpleasant/hostile
<input type="checkbox"/>	I didn’t do my job as well as before
<input type="checkbox"/>	My motivation was lower
<input type="checkbox"/>	I was embarrassed
<input type="checkbox"/>	I felt humiliated
<input type="checkbox"/>	I lost respect for the people involved
<input type="checkbox"/>	I felt excluded from my team
<input type="checkbox"/>	I experienced mental health problems e.g., depression, anxiety, PTSD
<input type="checkbox"/>	I thought about leaving the military
<input type="checkbox"/>	I experienced physical health problems e.g., weight change, fatigue, headaches
<input type="checkbox"/>	I received a lower than expected performance evaluation
<input type="checkbox"/>	Other – Please specify

ANNEX A – ENGLISH

PREVENTION AND MANAGEMENT

This section will ask you about your views and opinions on prevention and management. There are no right or wrong answers.

30) To what extent do you believe there is a problem with either sexual harassment and/or sexual assault within your particular service?

To a very large extent To a large extent To a moderate extent

To a small extent Not at all I'm not sure

31) To what extent do you think your overall organisation:	To a very large extent	To a large extent	To a moderate extent	To a small extent	Not at all	I'm not sure
a) Has any policies for dealing with sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Applies due process and/or policies in investigating sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Treats all ranks fairly and equally when dealing with sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Tries to prevent sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Supports those who are being or have been sexually harassed or assaulted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) To what extent do you believe there is a problem with either sexual harassment or sexual assault within your particular unit/team?

To a very large extent To a large extent To a moderate extent

To a small extent Not at all I'm not sure

33) To what extent does your Chain of Command within your unit/team:	To a very large extent	To a large extent	To a moderate extent	To a small extent	Not at all	I'm not sure
a) Have any policies for dealing with sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Apply due process and/or policies in investigating sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Treat all ranks fairly and equally when dealing with sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Try to prevent sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Support those who are being or have been sexually harassed or assaulted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Provide training in sexual harassment and assault prevention and response?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Provide training that interests and engages you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ANNEX A – ENGLISH

33) To what extent does your Chain of Command within your unit/team:	To a very large extent	To a large extent	To a moderate extent	To a small extent	Not at all	I'm not sure
h) Encourage personnel to intervene or assist others in situations at risk for sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Provide resources on sexual harassment and sexual assault (e.g., helpline, reporting process)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Encourage victims to report sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Create an environment where victims feel comfortable reporting sexual harassment and sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) If someone in your unit were to report sexual harassment and sexual assault, to what extent would you believe:	Very likely	Moderately likely	Slightly likely	Not at all likely	I don't know
a) The chain of command would take the report seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) The chain of command would keep knowledge of the report limited to those with a need to know?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) If someone in your unit were to report sexual harassment and sexual assault, to what extent would you believe:	Very likely	Moderately likely	Slightly likely	Not at all likely	I don't know
c) The chain of command would forward the report outside the unit to criminal investigators?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) The chain of command would take steps to protect the safety of the person making the report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) The chain of command would support the person making the report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) The chain of command would take corrective action to address factors that may have led to the sexual harassment and sexual assault behaviour?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Unit personnel would label the person making the report a trouble maker?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Unit personnel would support the person making the report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) The alleged offender(s) or their associates would retaliate against the person making the complaint?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) The career of the person making the complaint would suffer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) What else could the organisation and/or unit/team do to prevent or manage sexual harassment and sexual assault more effectively?

36) Thinking about your experiences of sexual harassment and/or sexual assault, what advice would you give to others who are experiencing similar situations?

37) Is there anything else you would like to comment on related to these topics?

Thank you for Completing this Survey!

Annex B – FRENCH

SONDAGE DE L'OTAN SUR LE HARCELEMENT ET LES AGRESSIONS SEXUELLES

1) Pour les administrateurs du sondage

Introduction : Ce sondage a été développé par le groupe de travail sur la recherche (GTR) 295 de l'OTAN dans le but de mieux comprendre le harcèlement sexuel, les agressions sexuelles, ainsi que les comportements et les réponses qui y sont liés au sein des armées de l'OTAN.

Usage : Ce sondage est fourni pour votre usage. Vous pouvez le modifier si nécessaire (en supprimant les questions qui ne sont pas applicables ou en ajoutant des questions qui sont nécessaires). Les modifications peuvent également inclure des changements visant à garantir que les mots et les phrases ont correctement traduits de l'anglais afin de ne pas perdre leur signification contextuelle. Il n'est pas nécessaire de répondre à toutes les questions.

Avertissement : L'OTAN n'est pas responsable des résultats ou de l'analyse des données recueillies dans le cadre de ce sondage.

Éthique : Ce sondage doit être examiné par votre conseil juridique et de protection de la recherche sur les humains avant d'être mise en œuvre. Ne jamais dévoiler d'informations personnelles. Si vous n'êtes pas en mesure de regrouper les données d'une manière qui protège l'anonymat, ne les publiez pas.

Sensibilité : Ce sondage demande des informations sensibles. Veuillez vous assurer que les participants disposent de ressources, par exemple un conseiller en santé mentale, afin de faire face aux réactions potentielles à ce sondage.

Adaptation du sondage : Chaque nation peut être amenée à modifier la série de questions et les instructions pour répondre à des exigences particulières.

2) Pour les répondants au sondage

Ce sondage porte sur votre expérience au sein de l'armée en matière de harcèlement et d'agression sexuels. Ce questionnaire ne vous demande pas de fournir votre nom ou votre identité. Les résultats individuels de ce sondage doivent rester strictement confidentiels. Seules les données regroupées seront partagées afin de mieux comprendre et relever ce défi. Vous pouvez cesser de répondre au sondage en tout temps. Si vous avez des questions, veuillez communiquer avec votre administrateur du sondage. Veuillez consulter un professionnel si vous avez besoin d'aide. Vous pouvez trouver de l'aide au (*entrez ici le numéro d'aide ou les ressources qui vous intéressent!*). Nous vous remercions de votre temps et de votre rétroaction honnête. Nous apprécions votre engagement à améliorer l'état de nos forces armées! Il n'est pas nécessaire de répondre à toutes les questions.

SONDAGE DE L'OTAN SUR LE HARCELEMENT ET LES AGRESSIONS SEXUELLES

DONNÉES DÉMOGRAPHIQUES

Veillez cocher la case appropriée pour vous, pour chaque élément :

1) Sexe :

Homme <input type="checkbox"/>	Femme <input type="checkbox"/>	Autre <input type="checkbox"/>	Je préfère ne pas répondre <input type="checkbox"/>
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2) Origine ethnique :

[À INCLURE SELON LES PROTOCOLES DE SAISIE DES DONNÉES DE L'ORIGINE ETHNIQUE DE CHAQUE PAYS]

3) État matrimonial :

Célibataire (jamais marié) <input type="checkbox"/>	Relation à long terme <input type="checkbox"/>	Marié/partenariat civil <input type="checkbox"/>	Divorcé/séparé <input type="checkbox"/>	Veuf <input type="checkbox"/>
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4) Orientation sexuelle :

Hétérosexuel <input type="checkbox"/>	Homosexuel/Gai Lesbienne <input type="checkbox"/>	Bisexuel <input type="checkbox"/>	Asexuel <input type="checkbox"/>	Je préfère ne pas répondre <input type="checkbox"/>
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5) Âge :

Moins de 18 ans <input type="checkbox"/>	18 à 21 ans <input type="checkbox"/>	22 à 25 ans <input type="checkbox"/>	26 à 30 ans <input type="checkbox"/>	31 à 40 ans <input type="checkbox"/>	41 à 50 ans <input type="checkbox"/>	51 à 60 ans <input type="checkbox"/>	61 ans et plus <input type="checkbox"/>
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6) Service :

Armée de terre <input type="checkbox"/>	Marine <input type="checkbox"/>	Forces aériennes <input type="checkbox"/>	Marines <input type="checkbox"/>	Autre <input type="checkbox"/>
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7) Grade ou équivalent civil :

Caporal et soldat (OR 1 à 3) <input type="checkbox"/>	Sous-officier subalterne (OR 4 à 6) <input type="checkbox"/>	Sous-officier supérieur (OR 7 à 9) <input type="checkbox"/>	S.O. <input type="checkbox"/>
Officier subalterne (OF 1 à 2) <input type="checkbox"/>	Officier supérieur (OF 3 à 5) <input type="checkbox"/>	Général (OF 6 à 10) <input type="checkbox"/>	

8) Type d'engagement (chaque pays doit modifier au besoin) :

Actif <input type="checkbox"/>	Réserve <input type="checkbox"/>	Cadet <input type="checkbox"/>	Civil <input type="checkbox"/>	Autre <input type="checkbox"/>
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9) Situation actuelle :

Étudiant <input type="checkbox"/>	Cadet <input type="checkbox"/>	Recrue <input type="checkbox"/>	Conscrit <input type="checkbox"/>	Autre <input type="checkbox"/>
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10) Depuis combien de temps êtes-vous en service ?

0 à 1 an <input type="checkbox"/>	De 2 à 5 ans <input type="checkbox"/>	De 6 à 10 ans <input type="checkbox"/>	De 11 à 15 ans <input type="checkbox"/>	De 16 à 20 ans <input type="checkbox"/>	Plus de 21 ans <input type="checkbox"/>
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ENVIRONNEMENT DE TRAVAIL ET COMPORTEMENTS DE HARCÈLEMENT SEXUEL :

Dans cette section, on vous interrogera sur votre expérience des comportements de harcèlement sexuel* dans votre environnement de travail.

* *Le harcèlement sexuel se définit comme un comportement de nature sexuelle qui n'est pas désiré et qui a pour but ou pour effet de porter atteinte à votre dignité. Il comprend, mais sans s'y limiter : toute avance sexuelle importune, toute attention non désirée, toute demande de faveurs sexuelles ou tout acte ou geste verbal, en ligne ou physique de nature sexuelle.*

11) Au cours des 12 derniers mois, AVEZ VOUS été confronté à l'une des situations ou l'un des comportements suivants sur votre lieu de travail*, et à quelle fréquence ? Veuillez cocher la case appropriée.

* Le lieu de travail est défini comme l'endroit où vous exercez une activité professionnelle, y compris les activités sociales en dehors du travail, les déplacements professionnels et les autres tâches liées au travail, qu'elles aient lieu ou non sur votre lieu de travail habituel.

	Tous les jours	Toutes les semaines	Tous les mois	Une à quelques fois par année	Jamais
a) Blagues ou histoires à caractère sexuel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Blagues et histoires sexuelles qui me mettaient mal à l'aise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Attention sexuelle non sollicitée, comme des sifflets, des regards, des gestes ou un langage corporel suggestifs, des commentaires importuns (à mon égard)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Commentaires sexuels inappropriés à propos de votre apparence ou votre corps	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Discussion inappropriée au sujet de la vie ou l'activité sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Affichage de matériel sexuellement explicite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) Au cours des 12 derniers mois, AVEZ VOUS été confronté à l'une des situations ou l'un des comportements suivants sur votre lieu de travail*, et à quelle fréquence ? Veuillez cocher la case appropriée.

* Le lieu de travail est défini comme l'endroit où vous exercez une activité professionnelle, y compris les activités sociales en dehors du travail, les déplacements professionnels et les autres tâches liées au travail, qu'elles aient lieu ou non sur votre lieu de travail habituel.

	Tous les jours	Toutes les semaines	Tous les mois	Une à quelques fois par année	Jamais
g) Matériel sexuellement suggestif pris sur vous ou publié sans votre permission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Exposition indécente ou inappropriée de parties du corps d'une autre personne	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Pression répétée pour obtenir des rendez-vous ou une relation sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Contact physique indésirable, comme des accolades, des massages d'épaules ou le fait de s'approcher trop près	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Avantages offerts sur le lieu de travail en cas d'activité sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Traitement injuste pour refus d'activité sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) Au cours des 12 derniers mois, avez-vous été victime de harcèlement sexuel sur votre lieu de travail ?

Non Oui Je ne suis pas sûr

13) Au cours des 12 derniers mois, avez-vous observé une situation sur le lieu de travail qui vous a semblé relever du harcèlement sexuel ?

Non Oui Je ne suis pas sûr

ENVIRONNEMENT DE TRAVAIL ET COMPORTEMENTS DE HARCÈLEMENT SEXUEL :

Les 12 questions suivantes vous interrogeront sur votre expérience d'agression sexuelle*, et non de harcèlement sexuel.

* *L'agression sexuelle se définit comme :*

14) Veuillez répondre aux questions suivantes en lien avec votre expérience dans votre lieu de travail. *Le lieu de travail est défini comme l'endroit où vous exercez une activité professionnelle, y compris les activités sociales en dehors du travail, les déplacements professionnels et les autres tâches liées au travail, qu'elles aient lieu ou non sur votre lieu de travail habituel. Au cours des douze derniers mois, est-ce que ...		
a) On vous a touché contre votre gré, de manière sexuelle ? (Cela comprend les attouchements, les agrippements, les baisers ou les caresses non désirés.)	Oui <input type="checkbox"/>	Non <input type="checkbox"/>
i) Si vous avez répondu oui à la question a) ci-dessus, à quelle fréquence cela s'est-il produit ?	Une fois <input type="checkbox"/> Plus de trois fois <input type="checkbox"/>	Deux fois <input type="checkbox"/> Je ne me souviens pas <input type="checkbox"/>
ii) Si vous avez répondu oui à la question a) ci-dessus, les responsables étaient-ils...	Homme <input type="checkbox"/> Les deux <input type="checkbox"/>	Femme <input type="checkbox"/> Incertain <input type="checkbox"/>
b) On vous a forcé ou a essayé de vous forcer à vous livrer à une activité sexuelle non désirée, en vous menaçant, en vous maintenant en place ou en vous brutalisant ?	Oui <input type="checkbox"/>	Non <input type="checkbox"/>
i) Si vous avez répondu oui à la question b) ci-dessus, à quelle fréquence cela s'est-il produit ?	Une fois <input type="checkbox"/> Plus de trois fois <input type="checkbox"/>	Deux fois <input type="checkbox"/> Je ne me souviens pas <input type="checkbox"/>
ii) Si vous avez répondu oui à la question b) ci-dessus, les responsables étaient-ils...	Homme <input type="checkbox"/> Les deux <input type="checkbox"/>	Femme <input type="checkbox"/> Incertain <input type="checkbox"/>

14) Veuillez répondre aux questions suivantes en lien avec votre expérience dans votre lieu de travail. *Le lieu de travail est défini comme l'endroit où vous exercez une activité professionnelle, y compris les activités sociales en dehors du travail, les déplacements professionnels et les autres tâches liées au travail, qu'elles aient lieu ou non sur votre lieu de travail habituel. Au cours des douze derniers mois, est-ce que ...		
c) Vous avez été soumis à une activité sexuelle à laquelle vous n'étiez pas en mesure de consentir ? (Cela inclut les incidents au cours desquels vous avez été drogué, intoxiqué, manipulé ou forcé d'une autre manière)	Oui <input type="checkbox"/>	Non <input type="checkbox"/>
i) Si vous avez répondu oui à la question c) ci-dessus, à quelle fréquence cela s'est-il produit ?	Une fois <input type="checkbox"/> Plus de trois fois <input type="checkbox"/>	Deux fois <input type="checkbox"/> Je ne me souviens pas <input type="checkbox"/>
ii) Si vous avez répondu oui à la question c) ci-dessus, les responsables étaient-ils...	Homme <input type="checkbox"/> Les deux <input type="checkbox"/>	Femme <input type="checkbox"/> Incertain <input type="checkbox"/>
d) On vous a forcé à avoir des rapports sexuels ou on a tenté de vous forcer à avoir des rapports sexuels ou de vous violer ?	Oui <input type="checkbox"/>	Non <input type="checkbox"/>
a) Si vous avez répondu oui à la question d) ci-dessus, à quelle fréquence cela s'est-il produit ?	Une fois <input type="checkbox"/> Plus de trois fois <input type="checkbox"/>	Deux fois <input type="checkbox"/> Je ne me souviens pas <input type="checkbox"/>
b) Si vous avez répondu oui à la question d) ci-dessus, les responsables étaient-ils...	Homme <input type="checkbox"/> Les deux <input type="checkbox"/>	Femme <input type="checkbox"/> Incertain <input type="checkbox"/>

Si vous avez répondu « non » à tous les comportements de la question 14 (a, b, c, d), veuillez passer à la question 23.

15) Si vous avez répondu « oui » à l'un des comportements de la question 14, où se sont-ils produits? Veuillez indiquer toutes les réponses qui s'appliquent.	
a) Sur le lieu de travail de ma base militaire d'appartenance ou de mon unité d'instruction	<input type="checkbox"/>
b) Dans l'aire commune de ma base militaire d'appartenance ou de mon unité d'instruction	<input type="checkbox"/>
c) Dans l'aire privée (par exemple, ma propre chambre) de ma base militaire d'appartenance ou de mon unité d'instruction	<input type="checkbox"/>
d) Sur mon lieu de travail lorsque j'étais déployé/outre-mer	<input type="checkbox"/>
e) Dans l'aire commune lorsque j'étais déployé/outre-mer	<input type="checkbox"/>
f) Dans l'aire privée (par exemple, ma propre chambre) lorsque j'étais déployé/outre-mer.	<input type="checkbox"/>
g) Dans un lieu civil lorsque j'étais en service	<input type="checkbox"/>
h) Dans un lieu civil lorsque je n'étais pas en service	<input type="checkbox"/>
i) Autre (précisez ci-dessous) _____	

En repensant à vos réponses à la question 14, veuillez fournir des informations sur la personne responsable de l'expérience <i>la plus perturbante</i>.	
16) Quel était le grade de la personne responsable de l'expérience <i>la plus troublante</i> ?	Caporal et soldat <input type="checkbox"/>
	Sous-officier subalterne (OR 4 à 6) <input type="checkbox"/>
	Sous-officier supérieur (OR 7 à 9) <input type="checkbox"/>
	Officier subalterne (OF 1 à 2) <input type="checkbox"/>
	Officier supérieur (OF 3 à 5) <input type="checkbox"/>
	Général (OF 6 à 10) <input type="checkbox"/>
	S.O. <input type="checkbox"/>

17) La personne responsable de l'expérience <i>la plus troublante</i> était :	Subalterne <input type="checkbox"/> Collègue <input type="checkbox"/> Superviseur direct <input type="checkbox"/> Dans votre chaîne de commandement <input type="checkbox"/> Une autre personne de grade supérieur <input type="checkbox"/> Incertain <input type="checkbox"/>
18) La personne responsable de l'expérience <i>la plus troublante</i> était :	Homme <input type="checkbox"/> Femme <input type="checkbox"/> Incertain <input type="checkbox"/>

19) En pensant à votre expérience <i>la plus troublante</i>, comment avez-vous réagi ou comment les autres ont-ils réagi ? (Cochez tout ce qui s'applique)	
a) Je n'ai rien fait.	<input type="checkbox"/>
b) J'évitais la personne si possible	<input type="checkbox"/>
c) J'ai demandé à la personne d'arrêter	<input type="checkbox"/>
d) J'ai demandé à être déplacé ailleurs	<input type="checkbox"/>
e) J'ai menacé d'en parler à d'autres	<input type="checkbox"/>
f) J'ai tourné la situation en blague	<input type="checkbox"/>
g) Je n'ai pas résisté	<input type="checkbox"/>
h) J'ai menacé de faire du mal à la personne responsable	<input type="checkbox"/>
i) J'ai médité	<input type="checkbox"/>
j) J'ai demandé à quelqu'un de parler à la personne responsable	<input type="checkbox"/>
k) Je l'ai signalé officiellement	<input type="checkbox"/>
l) Quelqu'un dans la chaîne de commandement ou du cadre hiérarchique a agi ou dit quelque chose en mon nom	<input type="checkbox"/>
m) Un collègue a agi ou dit quelque chose de manière indépendante	<input type="checkbox"/>
n) J'en ai parlé avec des amis ou ma famille	<input type="checkbox"/>
o) Autre (veuillez préciser)	<input type="checkbox"/>

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20) Avez-vous parlé à quelqu'un ce qui s'est passé ? Oui Non

Si vous avez répondu « non » à la question 20, veuillez passer à la question 23.

21) La ou les personnes à qui vous en avez parlé vous ont-elles aidé ?

J'ai informé les personnes suivantes...		Vous ont-elles aidé?		
		Oui	Non	Je ne sais pas
a) Gestionnaire hiérarchique	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Officier supérieur.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Collègue ou pair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Ligne d'aide ou assistance en ligne	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Service social, psychologique ou médical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Aumônier	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Un ami ou parent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Autre. Veuillez préciser _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Si vous ne l'avez dit à personne sur votre lieu de travail, pourquoi ? (Veuillez cocher toutes les réponses qui s'appliquent)	
a) Je pensais pouvoir gérer la situation moi-même	<input type="checkbox"/>
b) Je ne croyais pas que c'était aussi important.	<input type="checkbox"/>
c) Je ne croyais pas qu'on me croirait	<input type="checkbox"/>
d) Je ne pensais pas que quoi que ce soit serait fait	<input type="checkbox"/>
e) Je ne voulais aucun mal à la personne qui me harcelait	<input type="checkbox"/>
f) J'avais peur que tout le monde le découvre	<input type="checkbox"/>
g) J'ai cru qu'on me ferait passer pour un fauteur de trouble	<input type="checkbox"/>
h) Je pensais que cela pourrait affecter mon emploi ou ma carrière (par exemple, mes chances de promotion en souffriraient)	<input type="checkbox"/>

22) Si vous ne l'avez dit à personne sur votre lieu de travail, pourquoi ? (Veuillez cocher toutes les réponses qui s'appliquent)	
i) Je pensais que cela rendrait déplaisante ma situation professionnelle	<input type="checkbox"/>
j) La personne responsable était mon gestionnaire hiérarchique ou officier supérieur.	<input type="checkbox"/>
k) Je pensais que j'allais perdre la confiance et le respect de mes collègues	<input type="checkbox"/>
l) Je ne voulais pas en faire un problème plus important	<input type="checkbox"/>
m) On m'a menacé de ne le dire à personne	<input type="checkbox"/>
n) Je croyais qu'on allait me blâmer.	<input type="checkbox"/>
o) J'avais peur de l'agresseur	<input type="checkbox"/>
p) Je pensais que cela pourrait affecter ma famille ou ma vie privée	<input type="checkbox"/>
q) Je me suis senti honteux	<input type="checkbox"/>
r) Autre (veuillez préciser)	<input type="checkbox"/>

23) Au cours des 12 derniers mois, avez-vous été témoin d'une agression sexuelle sur votre lieu de travail ?

Oui Non Incertain

24) Si vous avez répondu « oui » à la question 23, avez-vous agi/êtes-vous intervenu? (Veuillez cocher toutes les réponses qui s'appliquent)	Oui – je suis intervenu immédiatement à l'époque	<input type="checkbox"/>
	Oui – j'ai parlé à la victime après	<input type="checkbox"/>
	Oui – j'ai parlé à l'agresseur après	<input type="checkbox"/>
	Oui – j'ai signalé l'incident	<input type="checkbox"/>
	Oui – autre <input type="checkbox"/> (veuillez préciser) _____	
	Non – je n'ai rien fait, car je ne savais pas quoi faire	<input type="checkbox"/>
	Non – je n'ai rien fait, car je ne voulais pas m'impliquer	<input type="checkbox"/>
Non – autre <input type="checkbox"/> (veuillez préciser) _____		

PROCESSUS D'INTERVENTION

Les questions suivantes portent sur votre expérience en matière de dépôt d'une plainte officielle.

25) Savez-vous comment déposer une plainte officielle ?

Oui Pas complètement Non*

* Si vous avez répondu « Non » à la question 25, veuillez passer à la question 30.

26) Avez-vous déposé une plainte officielle au cours des 12 derniers mois concernant du harcèlement sexuel et/ou une agression sexuelle?

- le harcèlement sexuel?
- l'agression sexuelle?
- les deux?*
- aucun des deux?

*Si vous avez répondu « les deux », veuillez remplir le tableau ci-dessous en tenant compte de l'agression sexuelle.

27) Si vous avez déposé une plainte officielle, quel est votre degré de satisfaction au sujet des éléments suivants ?	Très satisfait	Satisfait	Ni satisfait ni insatisfait	Insatisfait	Très insatisfait	Je suis toujours en cours de traitement et je ne peux pas faire de commentaires
a) L'accessibilité de l'information sur la façon de porter plainte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) La clarté de la procédure de dépôt d'une plainte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Le traitement que vous ont réservé les personnes qui ont traité la plainte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27) Si vous avez déposé une plainte officielle, quel est votre degré de satisfaction au sujet des éléments suivants ?	Très satisfait	Satisfait	Ni satisfait ni insatisfait	Insatisfait	Très insatisfait	Je suis toujours en cours de traitement et je ne peux pas faire de commentaires
d) Temps qui a été ou qui est nécessaire au traitement de la plainte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) La façon dont vous avez été tenu au courant de l'évolution du traitement de votre plainte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Comment le résultat de l'enquête vous a-t-il été expliqué	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Le résultat de toute action de suivi entreprise à l'encontre de la/des personne(s) responsable(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Dans quelle mesure votre vie privée a-t-elle été et est-elle encore protégée dans ce processus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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28) Avez-vous subi des conséquences négatives suite au dépôt d'une plainte, que ce soit pendant ou après?

Oui Non Incertain

29) Si vous avez répondu « Oui », veuillez indiquer les représailles que vous avez subies à la suite de votre plainte officielle. (Cochez toutes les cases qui s'appliquent.)	
<input type="checkbox"/>	On m'a traité différemment au travail
<input type="checkbox"/>	Je n'aimais plus mon travail
<input type="checkbox"/>	Je me suis senti(e) mal à l'aise au travail
<input type="checkbox"/>	Mon milieu de travail est devenu désagréable/hostile
<input type="checkbox"/>	Je n'ai pas fait mon travail aussi bien qu'avant
<input type="checkbox"/>	J'ai éprouvé un manque de motivation
<input type="checkbox"/>	Je me suis senti (e) embarrassé(e)
<input type="checkbox"/>	Je me suis senti(e) humilié(e)
<input type="checkbox"/>	J'ai perdu le respect pour les personnes concernées
<input type="checkbox"/>	Je me suis senti(e) exclu(e) de mon équipe
<input type="checkbox"/>	J'ai connu des problèmes de santé mentale, par exemple la dépression, l'anxiété, le syndrome de stress post-traumatique
<input type="checkbox"/>	J'ai songé à quitter les forces armées
<input type="checkbox"/>	J'ai eu des problèmes de santé physique, par exemple un changement de poids, de la fatigue, des maux de tête
<input type="checkbox"/>	J'ai reçu une évaluation de rendement inférieure à celle attendue
<input type="checkbox"/>	Autre – Veuillez préciser

PRÉVENTION ET GESTION

Cette section vous demandera votre avis et vos opinions sur la prévention et la gestion. Il n'y a pas de bonnes ni de mauvaises réponses.

30) Dans quelle mesure pensez-vous qu'il existe un problème de harcèlement sexuel et/ou d'agression sexuelle au sein de votre service ?

Énormément En grande partie Dans une certaine mesure

Un peu Pas du tout Je ne suis pas certain(e)

31) Dans quelle mesure pensez-vous que votre organisation générale :	Énormément	En grande partie	Dans une certaine mesure	Un peu	Pas du tout	Je ne suis pas certain(e)
a) Dispose de politiques efficaces pour faire face au harcèlement sexuel et/ou à l'agression sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Applique la procédure régulière ou les politiques lors des enquêtes sur le harcèlement sexuel et/ou l'agression sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Traite tous les grades de manière juste et équitable lorsqu'il s'agit de harcèlement sexuel et/ou d'agression sexuelle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Essaye de prévenir les comportements sexuels inappropriés ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Soutien ceux qui sont ou ont été harcelés ou agressés sexuellement ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) Dans quelle mesure pensez-vous qu’il existe un problème de harcèlement sexuel et/ou d’agression sexuelle au sein de votre unité ou équipe?

 Énormément En grande partie Dans une certaine mesure

 Un peu Pas du tout Je ne suis pas certain(e)

33) Dans quelle mesure votre chaîne de commandement au sein de votre unité ou équipe :	Énormément	En grande partie	Dans une certaine mesure	Un peu	Pas du tout	Je ne sais pas
a) Dispose de politiques efficaces pour faire face au harcèlement sexuel et/ou à l’agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Applique la procédure régulière ou les politiques lors des enquêtes sur le harcèlement sexuel et/ou d’agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Traite tous les grades de manière juste et équitable lorsqu’il s’agit de harcèlement sexuel et/ou d’agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Essaye de prévenir le harcèlement sexuel et/ou l’agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Soutient ceux qui sont ou ont été harcelés ou agressés sexuellement ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) Dans quelle mesure votre chaîne de commandement au sein de votre unité ou équipe :	Énormément	En grande partie	Dans une certaine mesure	Un peu	Pas du tout	Je ne sais pas
f) Fourni une formation en matière de prévention et de réponse au harcèlement et aux agressions sexuelles ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Fournit une formation qui vous intéresse et vous engage ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Encourage le personnel à intervenir ou à aider les autres dans les situations à risque de harcèlement sexuel et/ou d'agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Fournit des ressources sur le harcèlement sexuel et/ou l'agression sexuelle (par exemple ligne secours, processus de signalement) ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Encourage les victimes à dénoncer le harcèlement sexuel et/ou l'agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ANNEX B – FRENCH

33) Dans quelle mesure votre chaîne de commandement au sein de votre unité ou équipe :	Énormément	En grande partie	Dans une certaine mesure	Un peu	Pas du tout	Je ne sais pas
k) Crée un environnement dans lequel les victimes se sentent à l'aise pour signaler le harcèlement sexuel et/ou l'agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Si un membre de votre unité devait signaler du harcèlement sexuel et/ou une agression sexuelle, dans quelle mesure le croiriez-vous ?	Très probable	Assez probable	Peu probable	Très peu probable	Je ne sais pas
a) La chaîne de commandement prendrait le signalement au sérieux ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) La chaîne de commandement limiterait la connaissance du signalement à ceux qui ont besoin de savoir ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) La chaîne de commandement transmettrait le signalement en dehors de l'unité aux enquêteurs criminels ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) La chaîne de commandement prendrait des mesures pour protéger la sécurité de la personne qui fait le signalement ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Si un membre de votre unité devrait signaler du harcèlement sexuel et/ou une agression sexuelle, dans quelle mesure le croiriez-vous ?	Très probable	Assez probable	Peu probable	Très peu probable	Je ne sais pas
e) La chaîne de commandement soutiendrait la personne qui fait le signalement ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) La chaîne de commandement prendrait des mesures correctives pour traiter les facteurs qui ont pu mener à du harcèlement sexuel et/ou une agression sexuelle ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Le personnel de l'unité qualifierait la personne qui a signalé le fauteur de trouble ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Le personnel de l'unité soutiendrait la personne qui fait le signalement ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Le ou les délinquants présumés ou leurs associés exerceraient des représailles contre la personne qui porte plainte ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) La carrière de la personne qui dépose la plainte en souffrirait ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) Que pourrait faire d'autre l'organisation, l'unité ou l'équipe afin de prévenir ou gérer plus efficacement le harcèlement sexuel et/ou l'agression sexuelle ?

36) En pensant à vos expériences de harcèlement sexuel et/ou d'agression sexuelle, quels conseils donneriez-vous à d'autres personnes qui vivent des situations similaires ?

37) Aimeriez-vous ajouter des commentaires sur ces sujets ?

Merci d'avoir répondu à ce sondage !

Annex C – GERMAN

NATO-FRAGEBOGEN ZU SEXUELLER BELÄSTIGUNG UND SEXUELLER NÖTIGUNG / SEXUELLEN ÜBERGRIFFEN

1) Für die Administratorinnen und Administratoren der Befragung

Vorbemerkung: Der vorliegende Fragebogen wurde von der *Research Task Group* (Forschungsgruppe) 295 der NATO mit dem Ziel erarbeitet, tiefere Kenntnis über sexuelle Belästigung, sexuelle Übergriffe und damit in Zusammenhang stehende Verhaltensweisen innerhalb der verschiedenen Militärsysteme in der NATO zu erlangen sowie deren Reaktion darauf zu erfassen.

Ausfüllhinweise: Dieser Fragebogen ist zu Ihrer Nutzung bestimmt. Bei Bedarf sind Änderungen möglich (Streichung von Fragen, die auf Sie nicht zutreffen, bzw. Hinzufügung von Fragen, die Ihnen fehlen). Die Befragten müssen nicht alle Fragen beantworten.

Haftungsausschluss: Die NATO übernimmt keine Haftung für die Ergebnisse oder Auswertung der Daten, die von Ihnen im Rahmen dieses Fragebogens erhoben werden.

Ethische Aspekte: Vor Durchführung der Befragung sollte der Fragebogen durch das für Sie zuständige Fachreferat und der jeweilig vorgesetzten Dienststellen entsprechend der jeweils aktuellen Fassung der hierfür vorliegenden Vorschriften geprüft werden. Persönliche Angaben und Informationen dürfen auf keinen Fall preisgegeben werden. Ist es nicht möglich, Angaben zur Wahrung der Anonymität zu verallgemeinern, ist von der Veröffentlichung der Daten abzusehen.

Datenschutz: Mit diesem Fragebogen werden sensible und besonders schützenswerte Daten erhoben. Es ist sicherzustellen, dass die Teilnehmenden Zugang zu Hilfsangeboten (z. B. psychologische Beratung) haben, um im Falle potenzieller persönlicher Störungen als Reaktion auf die Teilnahme an der Befragung Unterstützung in Anspruch nehmen zu können.

Anpassung des Fragebogens: Für jede Nation kann es notwendig sein, die Fragen und Anweisungen so anzupassen, dass sie den besonderen nationalen Gegebenheiten entsprechen.

2) Für die Teilnehmenden an der Befragung

In diesem Fragebogen geht es um Ihre Erfahrung mit sexueller Belästigung und sexueller Nötigung / sexuellen Übergriffen im Bereich des Militärs. Der Fragebogen enthält keine Fragen nach Namen bzw. zur Identität. Ihre individuellen Angaben in dieser Befragung werden streng vertraulich behandelt. Im Rahmen der Kenntnisvertiefung zur Themenstellung des Fragebogens werden ausschließlich anonymisierte Angaben veröffentlicht. Sie können die Beantwortung der Fragen jederzeit abbrechen und nicht alle Fragen beantworten.

Bei Fragen wenden Sie sich bitte an die Durchführende bzw. den Durchführenden der Befragung.

Nehmen Sie bei Bedarf professionelle Hilfe in Anspruch. Hilfe ist verfügbar wie folgt: (tel. Hotline bzw. Hilfsangebot explizit eintragen).

Vielen Dank für Ihre Zeit und Ihre ehrlichen Antworten. Wir danken Ihnen für Ihre Mitarbeit und Ihr Engagement zur Verbesserung des Klimas in unseren Streitkräften.

FRAGBOGEN ZU SEXUELLER BELÄSTIGUNG UND SEXUELLER NÖTIGUNG / SEXUELLEN ÜBERGRIFFEN

SOZIALES UND BERUFLICHES UMFELD

Bitte bei jeder Angabe das auf Sie Zutreffende ankreuzen:

1) Geschlecht:

Männlich <input type="checkbox"/>	Weiblich <input type="checkbox"/>	Divers <input type="checkbox"/>	Möchte keine Angaben machen <input type="checkbox"/>
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2) Ethnische Zugehörigkeit:

(GEMÄSS DEN ERFORDERNISSEN DER EINZELNEN LÄNDER)

3) Familienstand:

Ledig (bisher unverheiratet) <input type="checkbox"/>	Langzeitbeziehung <input type="checkbox"/>	Verheiratet/Verpartnert <input type="checkbox"/>	Geschieden/ getrennt lebend <input type="checkbox"/>	Verwitwet <input type="checkbox"/>
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4) Sexuelle Orientierung:

Heterosexuell <input type="checkbox"/>	Homosexuell / schwul / lesbisch <input type="checkbox"/>	Bisexuell / Transsexuell <input type="checkbox"/>	Asexuell / Geschlechtslos <input type="checkbox"/>	Möchte keine Angaben machen <input type="checkbox"/>
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5) Alter:

Unter 18 <input type="checkbox"/>	18-21 <input type="checkbox"/>	22-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	51-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) TSK:

Heer <input type="checkbox"/>	Marine <input type="checkbox"/>	Luftwaffe <input type="checkbox"/>	Spezialkräfte <input type="checkbox"/>	Sonstige <input type="checkbox"/>
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7) DstGrad:

Mannschaften (bis HG) <input type="checkbox"/>	Mannschaften (ab SG) <input type="checkbox"/>	Uffz o. P. <input type="checkbox"/>	Uffz m.P. <input type="checkbox"/>
Offizier <input type="checkbox"/>	Stabsoffizier <input type="checkbox"/>	General <input type="checkbox"/>	Zivil <input type="checkbox"/>

8) Statusgruppe:

Aktive(r) Soldat(in) <input type="checkbox"/>	Reservendienst Leistende(r) <input type="checkbox"/>	Zivil <input type="checkbox"/>	Sonstiges <input type="checkbox"/>
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9) Aktuelle Zugehörigkeit:

Freiwilliger Grundwehrdienstleist <input type="checkbox"/>	Wehrpflichtig <input type="checkbox"/>	Soldat / Soldatin auf Zeit (SaZ) <input type="checkbox"/>	Berufssoldat / Berufssoldatin (BS) <input type="checkbox"/>	Zivil (Angestellte / Beamte) <input type="checkbox"/>	Sonstiges <input type="checkbox"/>
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10) Länge der Dienstzeit:

0 - 1 Jahre <input type="checkbox"/>	2 - 5 Jahre <input type="checkbox"/>	6 - 10 Jahre <input type="checkbox"/>	11 - 15 Jahre <input type="checkbox"/>	16 - 20 Jahre <input type="checkbox"/>	21 + Jahre <input type="checkbox"/>
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Arbeitsumfeld Und Verhaltensweisen Im Zusammenhang Mit Sexueller Belästigung

In diesem abschnitt werden sie nach ihren erfahrungen mit sexueller belästigung* in ihrem arbeitsumfeld gefragt.

* Sexuelle Belästigung ist definiert als ein Verhalten sexueller Natur, das unerwünscht ist und das den Zweck oder die Wirkung hat, Ihre Würde zu verletzen. Dazu gehören unter anderem: unerwünschte sexuelle Annäherungsversuche, unerwünschte sexuelle Aufmerksamkeit, Aufforderungen zu sexuellen Gefälligkeiten oder verbale, online gepostete oder physische Handlungen bzw. Gesten sexueller Natur.

11) Haben Sie selbst in den vergangenen zwölf Monaten an Ihrem Arbeitsplatz* eine der nachfolgend beschriebenen Situationen oder Verhaltensweisen erlebt, und falls ja, wie häufig? Bitte Zutreffendes ankreuzen (mehrere Antworten möglich)

* Haben Sie selbst in den vergangenen zwölf Monaten an Ihrem Arbeitsplatz* eine der nachfolgend beschriebenen Situationen oder Verhaltensweisen erlebt, und falls ja, wie häufig? Bitte Zutreffendes ankreuzen (mehrere Antworten möglich)

	Täglich	Wöchentlich	Monatlich	Ein- oder mehrfach im Jahr	Nie
a) Jemand hat sexuelle Witze oder Anekdoten erzählt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Sexuelle Witze und Beiträge, bei denen ich mich unwohl fühlte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Unerwünschte sexuelle Aufmerksamkeit (mir gegenüber), wie z. B. Pfiffe, anzügliche Blicke, Gesten oder Körpersprache, unerwünschte Kommentare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Unangemessene Bemerkungen sexuellen Inhalts über Ihr Aussehen oder Ihren Körper	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Unangemessene Gespräche über das Sexualleben oder sexuelle Aktivitäten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Zeigen von sexuell eindeutigem Material	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) Haben Sie selbst in den vergangenen zwölf Monaten an Ihrem Arbeitsplatz* eine der nachfolgend beschriebenen Situationen oder Verhaltensweisen erlebt, und falls ja, wie häufig? Bitte Zutreffendes ankreuzen (mehrere Antworten möglich)

** Haben Sie selbst in den vergangenen zwölf Monaten an Ihrem Arbeitsplatz* eine der nachfolgend beschriebenen Situationen oder Verhaltensweisen erlebt, und falls ja, wie häufig? Bitte Zutreffendes ankreuzen (mehrere Antworten möglich)*

	Täglich	Wöchentlich	Monatlich	Ein- oder mehrfach im Jahr	Nie
g) Ohne Ihre Zustimmung hat jemand sexuell anzügliche Material von Ihnen erstellt und verbreitet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Jemand hat sich anzüglich entblößt oder Körperteile unangemessen zur Schau gestellt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Wiederholtes Drängen auf Verabredungen oder eine sexuelle Beziehung	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Es kam zu unerwünschtem Körperkontakt, z. B. Umarmungen oder Berührungen der Schulter, oder zu enge körperliche Nähe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Ihnen wurden dienstliche Vorteile als Gegenleistung für sexuelle Handlungen in Aussicht gestellt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Sie wurden ungerecht behandelt, weil Sie die Teilnahme an sexuellen Handlungen verweigert haben	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) Wurden Sie in den letzten zwölf Monaten im Dienst sexuell belästigt?

-
- Nein
-
- Ja
-
- Weiß nicht

13) Haben Sie in den vergangenen zwölf Monaten an Ihrem Arbeitsplatz eine Situation miterlebt, bei der Sie gedacht haben, es handle sich um sexuelle Belästigung?

-
- Nein
-
- Ja
-
- Weiß nicht

ARBEITSUMFELD UND VERHALTENSWEISEN IM ZUSAMMENHANG MIT SEXUELLEN ÜBERGRIFFEN

Die nächsten 12 Fragen beziehen sich auf Ihre Erfahrungen mit sexueller Nötigung / sexuellen Übergriffen * **nicht** sexueller Belästigung.

* Sexuelle Nötigung / sexuelle Übergriffe sind definiert als unerwünschter sexueller Kontakt und umfasst eine breite Palette von Verhaltensweisen, die von unerwünschten sexuellen Berührungen bis zu sexueller Gewalt reichen.

	Antwortmöglichkeiten	
14) Bitte beantworten Sie folgende Fragen zu Ihren Erfahrungen im dienstlichen Umfeld. *Dienstliches Umfeld“ bezeichnet den Ort, an dem Sie Ihre dienstpostenbezogenen Tätigkeiten verrichten. Dazu gehören auch außerdienstliche gesellige Veranstaltungen, Dienstreisen und sonstige dienstpostenbezogene Verrichtungen ungeachtet der Tatsache, ob Sie diese an Ihrem regulären Arbeitsplatz erledigen.		
a) gegen Ihren Willen in irgendeiner sexuell motivierten Weise berührt? (Dazu gehören auch unerwünschtes Berühren oder Anfassen, Küssen, Anschmiegen und Begrapschen.)	Ja <input type="checkbox"/>	Nein <input type="checkbox"/>
i) Wenn Sie auf Antwort a) mit „ja“ geantwortet haben, wie oft geschah das?	<input type="checkbox"/> Einmal <input type="checkbox"/> Zweimal <input type="checkbox"/> Dreimal oder mehr <input type="checkbox"/> Ich kann mich nicht erinnern	

	Antwortmöglichkeiten	
14) Bitte beantworten Sie folgende Fragen zu Ihren Erfahrungen im dienstlichen Umfeld. *Dienstliches Umfeld“ bezeichnet den Ort, an dem Sie Ihre dienstpostenbezogenen Tätigkeiten verrichten. Dazu gehören auch außerdienstliche gesellige Veranstaltungen, Dienstreisen und sonstige dienstpostenbezogene Verrichtungen ungeachtet der Tatsache, ob Sie diese an Ihrem regulären Arbeitsplatz erledigen.		
ii) Wenn Sie auf Antwort a) mit „ja“ geantwortet haben, wer waren die Schuldigen	<input type="checkbox"/> Männer <input type="checkbox"/> Frauen <input type="checkbox"/> Männer und Frauen <input type="checkbox"/> Ich bin mir nicht sicher/unbekannt	
b) Zu ungewollten sexuellen Handlungen gezwungen bzw. wurde der Versuch unternommen, Sie dazu zu zwingen, indem Sie bedroht wurden, körperlich festgehalten wurden bzw. Ihnen in irgendeiner Form körperlich oder seelisch Schaden zugefügt wurde?	Ja <input type="checkbox"/>	Nein <input type="checkbox"/>
i) Wenn Sie auf Antwort b) mit „ja“ geantwortet haben, wie oft geschah das?	<input type="checkbox"/> Einmal <input type="checkbox"/> Zweimal <input type="checkbox"/> Dreimal oder mehr <input type="checkbox"/> Ich kann mich nicht erinnern	
ii) Wenn Sie auf Antwort b) mit „ja“ geantwortet haben wer waren die Schuldigen	<input type="checkbox"/> Männer <input type="checkbox"/> Frauen <input type="checkbox"/> Männer und Frauen <input type="checkbox"/> Ich bin mir nicht sicher/unbekannt	
c) zur Duldung sexueller Handlungen gezwungen, ohne dass Sie zustimmen konnten? Dazu gehören auch Vorfälle mit Verabreichung von Medikamenten/Drogen und Alkohol sowie Manipulation oder Anwendung von Zwang.	Ja <input type="checkbox"/>	Nein <input type="checkbox"/>

	Antwortmöglichkeiten	
14) Bitte beantworten Sie folgende Fragen zu Ihren Erfahrungen im dienstlichen Umfeld. *Dienstliches Umfeld“ bezeichnet den Ort, an dem Sie Ihre dienstpostenbezogenen Tätigkeiten verrichten. Dazu gehören auch außerdienstliche gesellige Veranstaltungen, Dienstreisen und sonstige dienstpostenbezogene Verrichtungen ungeachtet der Tatsache, ob Sie diese an Ihrem regulären Arbeitsplatz erledigen.		
i) Wenn Sie auf Antwort c) mit „ja“ geantwortet haben, wie oft geschah das?	<input type="checkbox"/> Einmal <input type="checkbox"/> Zweimal <input type="checkbox"/> Dreimal oder mehr <input type="checkbox"/> Ich kann mich nicht erinnern	
ii) Wenn Sie auf Antwort c) mit „ja“ geantwortet haben wer waren die Schuldigen	<input type="checkbox"/> Männer <input type="checkbox"/> Frauen <input type="checkbox"/> Männer und Frauen <input type="checkbox"/> Ich bin mir nicht sicher/unbekannt	
d) vergewaltigt, oder wurde ein Vergewaltigungsversuch vorgenommen?	Ja <input type="checkbox"/>	Nein <input type="checkbox"/>
i) Wenn Sie auf Antwort d) mit „ja“ geantwortet haben, wie oft geschah das?	<input type="checkbox"/> Einmal <input type="checkbox"/> Zweimal <input type="checkbox"/> Dreimal oder mehr <input type="checkbox"/> Ich kann mich nicht erinnern	
ii) Wenn Sie auf Antwort d) mit „ja“ geantwortet haben wer waren die Schuldigen	<input type="checkbox"/> Männer <input type="checkbox"/> Frauen <input type="checkbox"/> Männer und Frauen <input type="checkbox"/> Ich bin mir nicht sicher/unbekannt	

Wenn Sie alle Fragen zu den Verhaltensweisen in Frage 14 (a, b, c, d)

- mit „Nein“ beantwortet haben, fahren Sie bitte mit Frage 23 fort.
- mit „Ja“ beantwortet haben, machen Sie bitte weiter mit Frage 15.

15) Wenn Sie auf eine oder mehr Fragen zu den Verhaltensweisen in Frage 14 (a, b, c, d) mit „Ja“ geantwortet haben, wo spielten sich die Vorfälle ab? Bitte alle zutreffenden Antworten ankreuzen	
a) Am Arbeitsplatz in meiner eigenen Einheit/auf einem Lehrgang	<input type="checkbox"/>
b) In einem Gemeinschaftsbereich in meiner eigenen Einheit/auf einem Lehrgang	<input type="checkbox"/>
c) In einem Privatbereich (z. B. eigene Unterkunft) in meiner eigenen Einheit/auf einem Lehrgang	<input type="checkbox"/>
d) Am Arbeitsplatz bei einer Übung/einem Auslandseinsatz	<input type="checkbox"/>
e) In einem Gemeinschaftsbereich bei einer Übung/ einem Auslandseinsatz	<input type="checkbox"/>
f) In einem Privatbereich (z. B. eigene Unterkunft) bei einer Übung/einem Auslandseinsatz	<input type="checkbox"/>
g) In einer zivilen Umgebung innerhalb des Dienstes	<input type="checkbox"/>
h) In einer zivilen Umgebung außerhalb des Dienstes	<input type="checkbox"/>
i) onstige Orte (bitte ausführen: _____	

Wenn Sie auf Ihre Antworten auf Frage 15 zurückblicken, wer war die Person, die für die **schlimmste** Erfahrung verantwortlich ist, die Sie gemacht haben. Falls es sich um mehr als eine verantwortliche Person handelt, machen Sie bitte Angaben zu der Person, die Ihnen den **größten** Schaden zugefügt hat.

16) Welchen Dienstgrad hatte die Person, die für die schlimmste Erfahrung verantwortlich war?	Mannschafter	<input type="checkbox"/>
	Unteroffizier o.P.	<input type="checkbox"/>
	Unteroffizier m.P.	<input type="checkbox"/>
	Offizier	<input type="checkbox"/>
	Stabsoffizier	<input type="checkbox"/>
	General	<input type="checkbox"/>
	Zivil	<input type="checkbox"/>
	Sonstiges	<input type="checkbox"/>

17) War die Person, die für die schlimmste Erfahrung verantwortlich war:	im Dienstgrad niedriger <input type="checkbox"/> im gleichen Dienstgrad <input type="checkbox"/> direkter Vorgesetzter <input type="checkbox"/> einer der nächsthöheren Vorgesetzten <input type="checkbox"/> eine andere Person mit höherem Dienstgrad <input type="checkbox"/> weiß ich nicht <input type="checkbox"/>
18) War die Person, die für die schlimmste Erfahrung verantwortlich war:	Männlich <input type="checkbox"/> weiblich <input type="checkbox"/> weiß ich nicht <input type="checkbox"/>

19) Rufen Sie sich Ihre Reaktion auf Ihre schlimmste Erfahrung ins Gedächtnis: Wie haben Sie oder andere reagiert? (Bitte alle zutreffenden Antworten ankreuzen.)	
a) Ich habe nichts unternommen.	<input type="checkbox"/>
b) Ich habe die betreffende Person nach Möglichkeit gemieden.	<input type="checkbox"/>
c) Ich habe die betreffende Person gebeten, ihr Verhalten einzustellen.	<input type="checkbox"/>
d) Ich habe um eine Um-/Versetzung gebeten.	<input type="checkbox"/>
e) Ich habe damit gedroht, es anderen zu erzählen.	<input type="checkbox"/>
f) Ich habe das Verhalten ins Lächerliche gezogen.	<input type="checkbox"/>
g) Ich habe es geduldet.	<input type="checkbox"/>
h) Ich habe der verantwortlichen Person gedroht.	<input type="checkbox"/>
i) Ich habe eine Mediation in Anspruch genommen.	<input type="checkbox"/>
j) Ich habe jemand anderen gebeten, mit der verantwortlichen Person zu sprechen	<input type="checkbox"/>
k) Ich habe den Vorfall offiziell gemeldet	<input type="checkbox"/>
l) Jemand aus der Befehls-/Weisungshierarchie hat etwas unternommen bzw. in meinem Namen etwas dazu gesagt.	<input type="checkbox"/>
m) Eine Kollegin/ein Kollege bzw. eine Kameradin/ein Kamerad hat etwas unternommen bzw. (in meinem Namen) etwas dazu gesagt.	<input type="checkbox"/>
n) Ich habe mit Freunden oder der Familie gesprochen.	<input type="checkbox"/>
o) Sonstiges (bitte angeben)	<input type="checkbox"/>

20) **Haben Sie mit jemandem über die Geschehnisse gesprochen?** Ja Nein

Wenn Sie Frage 20 mit „Nein“ beantwortet haben, machen Sie bitte mit Frage 23 weiter.

21) **Hat eine der nachfolgend aufgeführten Personen Ihnen geholfen?**
(Bitte alle zutreffenden Antworten ankreuzen.)

		Ja	Nein	Ich weiß es nicht
a) Unmittelbare(r) Vorgesetzte(r)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Ein weiterer vorgesetzter Offizier/Beamter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Kollegin/Kollege/Kameradin/Kamerad/Gleichgestellte(r)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Telefonischer Hilfs-/Beratungsdienst	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Sozialdienst, psychologischer Dienst, Sanitätsdienst	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Militärseelsorge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Freundeskreis/Familie	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Sonstige (bitte angeben) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Falls Sie an Ihrem Arbeitsplatz mit niemandem über die Geschehnisse gesprochen haben, warum nicht? Bitte alle zutreffenden Antworten ankreuzen.	
a) Ich dachte, ich würde allein mit der Situation fertig.	<input type="checkbox"/>
b) Ich habe es nicht für so wichtig gehalten.	<input type="checkbox"/>
c) Ich befürchtete, dass man mir nicht glauben würde.	<input type="checkbox"/>
d) Ich befürchtete, dass sowieso nichts unternommen werde.	<input type="checkbox"/>
e) Ich wollte der Person, die mich belästigt hat, nicht schaden (bzw. sie nicht verärgern).	<input type="checkbox"/>
f) Ich hatte Angst, dass alle davon erfahren würden.	<input type="checkbox"/>
g) Ich hatte Sorge, als Störenfried / Unruhestifter diffamiert zu werden.	<input type="checkbox"/>
h) Ich befürchtete, es könnte sich nachteilig auf meine Arbeit oder meinen beruflichen Werdegang auswirken (z. B. geringere Aussicht auf Beförderung).	<input type="checkbox"/>
i) Ich befürchtete eine Verschlechterung meiner Situation am Arbeitsplatz.	<input type="checkbox"/>
j) Die verantwortliche Person war mein direkter Vorgesetzter bzw. eine andere höherrangige Person.	<input type="checkbox"/>
k) Ich befürchtete, das Vertrauen und den Respekt der Kolleginnen und Kollegen/Kameradinnen und Kameraden zu verlieren.	<input type="checkbox"/>
l) Ich wollte die Angelegenheit nicht unnötig aufbauschen.	<input type="checkbox"/>
m) Mir wurde gedroht, dass ich mit Folgen zu rechnen hätte, wenn ich darüber spreche.	<input type="checkbox"/>
n) Ich befürchtete, die Schuld zugeschoben zu bekommen.	<input type="checkbox"/>
o) Ich hatte Angst vor dem Täter / der Täterin.	<input type="checkbox"/>
p) Ich dachte, es könnte meine Familie oder mein Privatleben beeinträchtigen.	<input type="checkbox"/>
q) Ich habe mich geschämt.	<input type="checkbox"/>
r) Sonstige (bitte angeben) _____	<input type="checkbox"/>

23) Waren Sie in den letzten zwölf Monaten Zeuge, wie andere in ihrer Arbeitsumgebung sexuell belästigt wurden? Ja Nein Bin mir nicht sicher

24) Falls Sie mit „Ja“ geantwortet haben, haben Sie gehandelt/sind Sie eingeschritten?	Ja – Ich bin in dem Moment direkt eingeschritten.	<input type="checkbox"/>
	Ja – Ich habe hinterher mit dem Opfer gesprochen.	<input type="checkbox"/>
	Ja – Ich habe hinterher mit dem Beschuldigten gesprochen.	<input type="checkbox"/>
	Ja – Ich habe den Vorfall gemeldet.	<input type="checkbox"/>
	Ja – anderes (Bitte angeben) _____	
	Nein – Ich habe nichts unternommen, weil ich nicht wusste, wie ich reagieren soll.	<input type="checkbox"/>
	Nein – Ich habe nichts unternommen, weil ich nicht in die Angelegenheit mit hineingezogen werden wollte.	<input type="checkbox"/>
	Nein – anderes <input type="checkbox"/> (Bitte angeben) _____	

BETRACHTUNG DER REAKTIONEN

25) Kennen Sie den offiziellen Weg für die Einreichung einer Beschwerde über unangemessene sexuelle Verhaltensweisen?

Ja Ungefähre Ahnung Nein

Wenn Sie Frage 25 Mit „Nein, keine“ beantwortet haben, machen sie bitte bei Frage 30 weiter.

26) Haben Sie in den letzten zwölf Monaten eine formelle Beschwerde vorgebracht?

- Sexuelle Belästigung
- Sexuelle Übergriffe / Sexuelle Nötigung
- Beides
- Nein, keine

Wenn Sie Frage 26 mit „Beides“ beantwortet haben, bewerten Sie in der nachfolgenden Tabelle die Fragen zu Beschwerden im Hinblick auf Sexuelle Übergriffe / Sexuelle Nötigung.

27) Falls Sie eine Beschwerde vorgebracht haben, wie zufrieden waren Sie mit den folgenden Aspekten?	Sehr zu-frieden	Zu-frieden	Neutral	Unzu-frieden	Sehr unzu-frieden	Ich befinde mich noch im Prozess und kann noch keine Bewertung abgeben
a) Verfügbarkeit von Informationen darüber, wie eine Beschwerde eingereicht wird	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Ihr Wissen darüber, wie man eine Beschwerde einreicht	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Behandlung seitens der Personen, die Ihre Beschwerde bearbeiteten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Dauer bis zur Entscheidung über die Beschwerde	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Unterrichtung über den Bearbeitungsstand Ihrer Beschwerde	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Erläuterung des Ergebnisses der Ermittlungen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27) Falls Sie eine Beschwerde vorgebracht haben, wie zufrieden waren Sie mit den folgenden Aspekten?	Sehr zu-frieden	Zu-frieden	Neutral	Unzu-frieden	Sehr unzu-frieden	Ich befinde mich noch im Prozess und kann noch keine Bewertung abgeben
g) Folgemaßnahmen gegen die verantwortliche(n) Person(en)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Maßnahmen zum Schutz Ihrer Privatsphäre während des Vorgangs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28) Hatten Sie wegen Ihrer offiziellen Beschwerde während des Verfahrens und/oder danach unter negativen Folgen zu leiden?

Ja Nein Ich bin mir nicht sicher

29) Falls „Sie Frage 28 mit Ja“ beantwortet haben oder mit „Ich bin mir nicht sicher“, geben Sie bitte an, welche negativen Folgen Sie durch die Einreichung einer förmlichen Beschwerde erlitten haben. (Kreuzen Sie bitte alles an, was zutrifft)
<input type="checkbox"/> a) Ich wurde in meinem Arbeitsumfeld anders behandelt.
<input type="checkbox"/> b) Ich hatte keine Freude mehr an meiner Arbeit.
<input type="checkbox"/> c) Ich habe mich bei der Arbeit unwohl gefühlt.
<input type="checkbox"/> d) Mein Arbeitsumfeld wurde mir gegenüber unangenehm / feindlich.
<input type="checkbox"/> e) Ich habe meine Arbeit nicht mehr so gut gemacht wie früher.
<input type="checkbox"/> f) Meine Motivation war geringer.
<input type="checkbox"/> g) Ich fühlte mich beschämt.
<input type="checkbox"/> h) Ich fühlte mich gedemütigt.
<input type="checkbox"/> i) Ich habe den Respekt vor den beteiligten Personen verloren.
<input type="checkbox"/> j) Ich fühlte mich von meinem Team ausgeschlossen.

29) Falls „Sie Frage 28 mit Ja“ beantwortet haben oder mit „Ich bin mir nicht sicher“, geben Sie bitte an, welche negativen Folgen Sie durch die Einreichung einer förmlichen Beschwerde erlitten haben. (Kreuzen Sie bitte alles an, was zutrifft)	
<input type="checkbox"/>	k) Ich hatte psychische Probleme, z. B. Depressionen, Angstzustände, PTBS.
<input type="checkbox"/>	l) Ich habe darüber nachgedacht, das Militär zu verlassen
<input type="checkbox"/>	m) Ich hatte körperliche Gesundheitsprobleme, z. B. Gewichtsveränderung, Müdigkeit, Kopfschmerzen.
<input type="checkbox"/>	n) Ich habe eine schlechtere Leistungsbewertung erhalten als erwartet.
<input type="checkbox"/>	o) Andere Erfahrungen (Bitte angeben)

VORBEUGUNG UND UMGANG MIT SEXUELLER BELÄSTIGUNG / SEXUELLEN ÜBERGRIFFEN / SEXUELLER NÖTIGUNG

In diesem Abschnitt werden Sie nach Ihren Ansichten und Meinungen zur Vorbeugung und zum Umgang (Management) gefragt. Es gibt keine richtigen oder falschen Antworten.

30) Inwieweit glauben Sie, dass es in <i>Ihrem Organisationsbereich</i> ein generelles Problem mit sexuell motiviertem Fehlverhalten gibt?	
a) In sehr großem Ausmaß	<input type="checkbox"/>
b) In großem Ausmaß	<input type="checkbox"/>
c) In mäßigem Ausmaß	<input type="checkbox"/>
d) In geringem Maß	<input type="checkbox"/>
e) Überhaupt nicht	<input type="checkbox"/>
f) Ich weiß nicht	<input type="checkbox"/>

31) Inwieweit treffen folgende Aussagen Ihrer Meinung nach auf Ihren <i>Organisations-bereich insgesamt</i> zu?	In sehr hohem Maße	In hohem Maße	In eher geringerem Maße	In geringem Maße	Überhaupt nicht	Ich weiß nicht
a) Die Organisation verfügt über eine wirksame Vorgehensweise beim Umgang mit sexueller Belästigung und sexueller Nötigung / sexuellen Übergriffen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Die Organisation setzt die erforderlichen Abläufe/Vorgaben bei der Untersuchung unangemessener sexueller Verhaltensweisen um.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Die Organisation behandelt ohne Ansehen des Dienstgrades alle gleich und gerecht im Zusammenhang mit unangemessenen sexuellen Verhaltensweisen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Die Organisation ergreift Maßnahmen zur Prävention unangemessener sexueller Verhaltensweisen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Die Organisation bietet denjenigen Unterstützung an, die Opfer sexueller Belästigung oder sexueller Gewalt sind oder waren.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) Sind Sie der Ansicht, dass es konkret <i>in Ihrem engeren dienstlichen Umfeld /in Ihrer Einheit</i> ein Problem mit sexuell motiviertem Fehlverhalten gibt?	
In sehr großem Ausmaß	<input type="checkbox"/>
In großem Ausmaß	<input type="checkbox"/>
In mäßigem Ausmaß	<input type="checkbox"/>
In geringem Maß	<input type="checkbox"/>
Überhaupt nicht	<input type="checkbox"/>
Ich weiß nicht	<input type="checkbox"/>

33) Inwieweit treffen folgende Aussagen auf Ihre direkten Vorgesetzten in Ihrer Einheit zu?	In sehr hohem Maße	In hohem Maße	In eher geringerem Maße	In geringem Maße	Überhaupt nicht	Ich weiß nicht
a) Inwieweit treffen folgende Aussagen auf Ihre direkten Vorgesetzten in Ihrer Einheit zu?						
b) Der / die direkte Vorgesetzte setzt die erforderlichen Abläufe/Vorgaben bei der Untersuchung unangemessener sexueller Verhaltensweisen um.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Der / die direkte Vorgesetzte behandelt ohne Ansehen des Dienstgrades alle gleich und gerecht im Zusammenhang mit unangemessenen sexuellen Verhaltensweisen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) Inwieweit treffen folgende Aussagen auf Ihre direkten Vorgesetzten in Ihrer Einheit zu?	In sehr hohem Maße	In hohem Maße	In eher geringerem Maße	In geringem Maße	Überhaupt nicht	Ich weiß nicht
d) Der / die direkte Vorgesetzte ergreift Maßnahmen zur Prävention unangemessener sexueller Verhaltensweisen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Der / die direkte Vorgesetzte bietet denjenigen Unterstützung an, die Opfer sexueller Belästigung oder sexueller Gewalt sind oder waren.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Der / die direkte Vorgesetzte bietet Schulungen und Fortbildungen zur Prävention von sexueller Belästigung und sexuellen Übergriffen / sexuellen Nötigungen an .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Der / die direkte Vorgesetzte bietet Schulungen und Fortbildungen an, die Sie persönlich interessieren und ansprechen zur Prävention von sexueller Belästigung und sexuellen Übergriffen / sexuellen Nötigungen an.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) Inwieweit treffen folgende Aussagen auf Ihre direkten Vorgesetzten in Ihrer Einheit zu?	In sehr hohem Maße	In hohem Maße	In eher geringerem Maße	In geringem Maße	Überhaupt nicht	Ich weiß nicht
h) Der / die direkte Vorgesetzte ermutigt sein /ihr unterstelltes Personal, in Situationen, in denen ein Risiko für sexuelle Belästigung und sexuelle Übergriffe besteht, einzugreifen oder anderen zu helfen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Der / die direkte Vorgesetzte schafft ein Klima, in dem sich Opfer trauen, sexuell motiviertes Fehlverhalten zu melden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Der / die direkte Vorgesetzte ermutigt die Opfer Vorkommnisse sexueller Belästigung und sexueller Übergriffe / sexueller Nötigung zu melden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Der / die direkte Vorgesetzte schafft ein Klima, in dem sich Opfer trauen, sexuell motiviertes Fehlverhalten zu melden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Wenn jemand in Ihrem engeren Arbeitsumfeld einen Fall von sexuell motiviertem Fehlverhalten melden müsste, wie wahrscheinlich wären folgende Reaktionen?	Sehr wahrscheinlich	Mäßig wahrscheinlich	Eher unwahrscheinlich	Absolut unwahrscheinlich	Ich weiß nicht
a) Die Vorwürfe würden im hierarchischen Gefüge ernst genommen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Im hierarchischen Gefüge würde das Wissen nur denen anvertraut, die davon Kenntnis erlangen müssen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Die Vorwürfe würden zwecks strafrechtlicher Ermittlungen aus dem hierarchischen Gefüge heraus weitergeleitet.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Im hierarchischen Gefüge würden Maßnahmen getroffen, um die Sicherheit des oder der Meldenden zu gewährleisten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Aus dem hierarchischen Gefüge würde dem oder der Meldenden Hilfe und Unterstützung angeboten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Im hierarchischen Gefüge würden Maßnahmen getroffen, um Umständen Abhilfe zu schaffen, die eine sexuelle Belästigung begünstigt haben könnten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Die Kameradinnen und Kameraden bzw. Kolleginnen und Kollegen im engeren Umkreis würden den/die Meldende(n) als Störenfried diffamieren.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Wenn jemand in Ihrem engeren Arbeitsumfeld einen Fall von sexuell motiviertem Fehlverhalten melden müsste, wie wahrscheinlich wären folgende Reaktionen?	Sehr wahrscheinlich	Mäßig wahrscheinlich	Eher unwahrscheinlich	Absolut unwahrscheinlich	Ich weiß nicht
h) Die Kameradinnen und Kameraden bzw. Kolleginnen und Kollegen im engeren Umkreis würden dem/der Meldenden Hilfe anbieten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Der/die vermeintlich Übergriffige(n) bzw. die Verbündeten würden zum Gegenschlag gegen den/die Beschwerdeführer(in) ausholen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Der berufliche Aufstieg des/der Meldenden wäre gefährdet.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) Was könnte die Organisation und/oder der engere Teil-/Arbeitsbereich noch unternehmen, um sexuell motiviertes Fehlverhalten wirksamer zu unterbinden oder in den Griff zu bekommen?

36) Wenn Sie an Ihre Erfahrungen mit sexueller Belästigung und/oder sexuellen Übergriffen denken, was würden Sie anderen raten, die ähnliche Situationen erleben?

37) Gibt es noch irgendetwas, das Sie in Zusammenhang mit diesem Thema hinzufügen möchten?

Vielen Dank, dass Sie den Fragebogen ausgefüllt haben!

Annex D – CROATIAN

NATO UPITNIK O SEKSUALNOM UZNEMIRAVANJU I ZLOSTAVANJU U VOJSCI

1) Upute za provoditelje

Uvod: Ovaj anketni upitnik izradila je ekspertna skupina NATO RTG 295 s ciljem boljeg razumijevanja pojave seksualnog uznemiravanja i zlostavljanja, kao i srodnih ponašanja i načina postupanja u vojskama članicama NATO-a.

Uporaba: Upitnik je namijenjen za praktičnu primjenu. Prema potrebi može se mijenjati (npr. izostaviti pitanja koja nisu primjenjiva i/ili dodati nova pitanja). To uključuje i izmjene koje su povezane s postupkom prijevoda svih riječi i fraza izvornog upitnika s engleskog jezika pri čemu se ne mijenja njihovo kontekstualno značenje. Sudionici ispitivanja nisu obvezni odgovoriti na sva pitanja iz upitnika.

Odricanje od odgovornosti: NATO nije odgovoran za rezultate ili analizu podataka koji su prikupljeni primjenom ovog upitnika.

Etičnost: Prije same primjene, ovaj upitnik mora odobriti mjerodavno tijelo (odbor) na razini ministarstva obrane zemlje članice. Individualni podaci sudionika ispitivanja ne smiju se otkrivati. Nije dopušteno niti objavljivanje podataka ako su prikupljeni na način kojim se sudionicima ne osigurava potpuna anonimnost.

Osjetljivost: Ovim se upitnikom propituju osjetljivi podaci. Stoga svim sudionicima ispitivanja treba osigurati i odgovarajuću stručnu potporu u slučaju pojave negativnih reakcija (npr. psihološko savjetovanje, pravna pomoć i sl.).

Prilagodba upitnika: Od svake se zemlje članice može tražiti i izmjena skup pitanja i uputa, čiji je cilj ispunjavanje posebnih (jedinstvenih) zahtjeva.

2) Uputa za sudionike ispitivanja

Ovim anketnim upitnikom ispituje se Vaše osobno iskustvo seksualnog uznemiravanja i zlostavljanja u vojsci. U njemu se ne traži vaše ime i ne otkriva se vaš identitet. Prikupljeni individualni rezultati smatraju se strogo povjerljivima, a u svim analizama koristiti će se i prikazivati isključivo na grupnoj razini, a s ciljem boljeg razumijevanja pojave i načina postupanja u vojsci. Vaše je sudjelovanje u ispitivanju dragovoljno i od njega možete odustati u bilo kojem trenutku. Pritom niste obvezni odgovoriti na sva postavljena pitanja.

Ako imate bilo kakvih pitanja, slobodno se obratite provoditelju ispitivanja. Slobodno zatražite i stručnu pomoć, ako vam u bilo kojem trenutku zatreba. Ona vam je dostupna na mrežnim stranicama ors@morh.hr i/ili psiho.pomoc@tesa.hr.

Zahvaljujemo na uloženom vremenu i iskrenim odgovorima. Iznimno cijenimo vaš doprinos unaprjeđenja naše vojske!

NATO UPITNIK O SEKSUALNOM UZNEMIRAVANJU I ZLOSTAVANJU U VOJSCI

DEMOGRAFSKI PODACI:

Molimo Vas, označite odgovor za svako od navedenih pitanja.

1) Spol:

Muškarac <input type="checkbox"/>	Žena <input type="checkbox"/>	Ne želim odgovoriti <input type="checkbox"/>
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2) Nacionalnost:

3) Bračni status:

Samac (nikad oženjen/udana) <input type="checkbox"/>	Dugotrajna veza <input type="checkbox"/>	Oženjen/a / Civilno partnerstvo <input type="checkbox"/>	Razveden/a / Rastavljen/a <input type="checkbox"/>	Udovac/ica <input type="checkbox"/>
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4) Seksualna orijentacija:

Heteroseksualna <input type="checkbox"/>	Homoseksualna <input type="checkbox"/>	Biseksualna <input type="checkbox"/>	Aseksualna <input type="checkbox"/>	Ne želim odgovoriti <input type="checkbox"/>
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5) Dob (navršene godine života):

18-21 <input type="checkbox"/>	22-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	51-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) Pripadnost ustrojbenoj cjelini OSRH:

HKoV <input type="checkbox"/>	HRM <input type="checkbox"/>	HRZ <input type="checkbox"/>	HVU <input type="checkbox"/>	ZzP <input type="checkbox"/>	ZSS <input type="checkbox"/>	GS <input type="checkbox"/>	Ostalo <input type="checkbox"/>
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7) Osobni čin (ili civilni ekvivalent):

Vojnik/inja (OR 1-3) <input type="checkbox"/>	Niži dočasnik/ca (OR 4-6) <input type="checkbox"/>	Viši dočasnik/ca (OR 7-9) <input type="checkbox"/>	Nije primjenjivo <input type="checkbox"/>
Niži časnik/ca (OF 1-2) <input type="checkbox"/>	Viši časnik/ca (OF 3-5) <input type="checkbox"/>	General/ica (OF 6-10) <input type="checkbox"/>	

8) Ugovorne obveze/radno pravni status:

DVO <input type="checkbox"/>	Ročnik/ca <input type="checkbox"/>	Kadet/kinja <input type="checkbox"/>	Državni/a službenik/ca <input type="checkbox"/>	Namještenik /ica <input type="checkbox"/>	Vojni specijalist <input type="checkbox"/>	Ostalo <input type="checkbox"/>
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9) Nije relevantno u Hrvatskoj:

Student <input type="checkbox"/>	Cadet <input type="checkbox"/>	Recruit <input type="checkbox"/>	Conscript <input type="checkbox"/>	Other <input type="checkbox"/>
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10) Staž u vojsci?

0-1 godina <input type="checkbox"/>	2-5 godina <input type="checkbox"/>	6-10 godina <input type="checkbox"/>	11-15 godina <input type="checkbox"/>	16-20 godina <input type="checkbox"/>	21 godina i više <input type="checkbox"/>
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RADNO OKRUŽENJE I SEKSUALNO UZNEMIRAVANJE:

U ovom djelu upitnika propituje se vaše osobno iskustvo s ponašanjima koja se odnose na seksualno uznemiravanje* na radnom mjestu.

* *Seksualno uznemiravanje definira se kao seksualno ponašanje koje je neželjeno, a namjera mu je i/ili posljedica narušavanje dostojanstva osobe. Uključuje, ali se ne može ograničiti, na neželjene seksualne prijedloge, neželjenu seksualnu pažnju, zahtjeve za seksualnim uslugama, kao i verbalne, on-line ili fizičke radnje ili geste seksualne naravi.*

11) Jeste li u posljednjih 12 mjeseci na svom radnom mjestu* OSOBNO doživjeli neku od navedenih ponašanja, i koliko često? Molimo, označite odgovarajući odgovor za svako od navedenih ponašanja.					
<i>* Radno mjesto definira se kao prostor u kojem sudjelujete u radnim aktivnostima, uključujući i društvene aktivnosti koje se provode izvan radnog vremena, poslovna putovanja te druge radne dužnosti neovisno o tome događaju li se, ili ne, u vašem uobičajenom radnom prostoru.</i>					
	Svakodnevno	Tjedno	Mjesečno	Jednom ili više puta godišnje	Nikad
a) Pričanje seksualnih šala i priča.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Pričanje seksualnih šala i priča zbog kojih ste se neugodno osjećali.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Neželjeno iskazivanje pažnje seksualne naravi kao što su (vama upućeni) zvižduci, sugestivni pogledi, neprikladne geste i govor tijela ili neželjeni komentari.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Neprikladno seksualno komentiranje vašeg izgleda ili tjelesnih karakteristika.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Neumjesno raspravljanje o seksualnom životu ili seksualnim aktivnostima.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) Jeste li u posljednjih 12 mjeseci na svom radnom mjestu* OSOBNO doživjeli neku od navedenih ponašanja, i koliko često? Molimo, označite odgovarajući odgovor za svako od navedenih ponašanja.

** Radno mjesto definira se kao prostor u kojem sudjelujete u radnim aktivnostima, uključujući i društvene aktivnosti koje se provode izvan radnog vremena, poslovna putovanja te druge radne dužnosti neovisno o tome događaju li se, ili ne, u vašem uobičajenom radnom prostoru.*

	Svakodnevno	Tjedno	Mjesečno	Jednom ili više puta godišnje	Nikad
f) Prikazivanje eksplicitnih (izravnih) seksualnih materijala/sadržaja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Snimanje ili objavljivanje seksualno sugestivnih sadržaja o vama, bez vašeg pristanka.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Neprikladno izlaganje ili neprikladno prikazivanje dijelova tijela drugih osoba.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Ponovljeno inzistiranje na izlascima (spojevima) ili na seksualnom odnosu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Nepoželjne fizičke kontakte druge osobe kao što su zagrljaji, masiranje ramena ili prilaženje previše blizu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Nuđenje određenih povlastica u zamjenu za seksualnu aktivnost.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Nepravedno postupanje zbog neprihvatanja seksualne aktivnosti.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) Jeste li u posljednjih 12 mjeseci doživjeli seksualno uznemiravanje na svom radnom mjestu?

- Ne Da Nisam siguran/na

13) Jeste li u posljednjih 12 mjeseci na svom radnom mjestu zamijetili situaciju za koju mislite da je seksualno uznemiravanje?

- Ne Da Nisam siguran/na

RADNO OKRUŽENJE I SEKSUALNO ZLOSTAVLJANJE:

Sljedećih 12 pitanja odnose se na vaše osobno iskustvo seksualnog zlostavljanja*, a **ne** seksualnog uznemiravanja.

* *Seksualno zlostavljanje definira se kao neželjeni seksualni kontakt i uključuje široki raspon ponašanja, u rasponu od neželjenih seksualnih dodira do seksualnog nasilja.*

14) Molimo Vas da odgovorite na sljedeća pitanja koja se odnose na vaša osobna iskustva, doživljena na radnom mjestu*.

** Radno mjesto definira se kao prostor u kojem sudjelujete u radnim aktivnostima, uključujući i društvene aktivnosti koje se provode izvan radnog vremena, poslovna putovanja te druge radne dužnosti neovisno o tome događaju li se, ili ne, u vašem uobičajenom radnom prostoru.*

U posljednjih 12 mjeseci, je li VAS itko...

a) Protiv vaše volje dodirivao na bilo koji seksualni način? (npr. neželjeno dodirivanje, hvatanje, ljubljenje, trljanje, milovanje i sl.)	Da <input type="checkbox"/>	Ne <input type="checkbox"/>
i) Ako ste odgovorili DA na prethodno pitanje pod a), koliko se puta to dogodilo?	Jednom <input type="checkbox"/> Tri puta ili više <input type="checkbox"/>	Dva puta <input type="checkbox"/> Ne sjećam se <input type="checkbox"/>
ii) Ako ste odgovorili DA na prethodno pitanje pod a), jesu li za to bili odgovorni ...	Muškarci <input type="checkbox"/> Oboje <input type="checkbox"/>	Žene <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>
b) Prisilio ili pokušao natjerati na bilo kakvu neželjenu seksualnu aktivnost korištenjem prijetnji, fizičke snage (npr. sputavanjem ili povrjeđivanjem).	Da <input type="checkbox"/>	Ne <input type="checkbox"/>

14) Molimo Vas da odgovorite na sljedeća pitanja koja se odnose na vaša osobna iskustva, doživljena na radnom mjestu*.

** Radno mjesto definira se kao prostor u kojem sudjelujete u radnim aktivnostima, uključujući i društvene aktivnosti koje se provode izvan radnog vremena, poslovna putovanja te druge radne dužnosti neovisno o tome događaju li se, ili ne, u vašem uobičajenom radnom prostoru.*

U posljednjih 12 mjeseci, je li VAS itko...

i) Ako ste odgovorili DA na prethodno pitanje pod b), koliko puta se to dogodilo?	Jednom <input type="checkbox"/> Tri puta ili više <input type="checkbox"/>	Dva puta <input type="checkbox"/> Ne sjećam se <input type="checkbox"/>
ii) Ako ste odgovorili DA na prethodno pitanje pod b), jesu li za to bili odgovorni ...	Muškarci <input type="checkbox"/> Oboje <input type="checkbox"/>	Žene <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>
c) Izložio seksualnoj aktivnosti na koju niste mogli svjesno pristati (npr. situacije u kojima ste bili drogirani, pijani, manipulirani ili prisiljeni na neke druge načine).	Da <input type="checkbox"/>	Ne <input type="checkbox"/>
i) Ako ste odgovorili DA na prethodno pitanje pod c), koliko puta se to dogodilo?	Jednom <input type="checkbox"/> Tri puta ili više <input type="checkbox"/>	Dva puta <input type="checkbox"/> Ne sjećam se <input type="checkbox"/>
ii) Ako ste odgovorili DA na prethodno pitanje pod c), jesu li za to bili odgovorni ...	Muškarci <input type="checkbox"/> Oboje <input type="checkbox"/>	Žene <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>
d) Prisilio na seksualni odnos/silovao ili pokušao prisiliti na seksualni odnos/silovati?	Da <input type="checkbox"/>	Ne <input type="checkbox"/>
i) Ako ste odgovorili DA na prethodno pitanje pod d), koliko puta se to dogodilo?	Jednom <input type="checkbox"/> Tri puta ili više <input type="checkbox"/>	Dva puta <input type="checkbox"/> Ne sjećam se <input type="checkbox"/>
ii) Ako ste odgovorili DA na prethodno pitanje pod d), jesu li za to bili odgovorni ...	Muškarci <input type="checkbox"/> Oboje <input type="checkbox"/>	Žene <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>

Ako ste odgovorili NE za sva ponašanja navedena u 14. pitanju (a, b, c, d), prijedite na pitanje

15) Ako ste odgovorili s DA na bilo koje od ponašanja navedenih u 14. pitanju, označite gdje su se ona dogodila? Možete odabrati i više ponuđenih odgovora.	
a) Na mom radnom mjestu u matičnoj postrojbi ili postrojbi za obuku/izobrazbu.	<input type="checkbox"/>
b) U zajedničkim prostorijama moje postrojbe ili postrojbe za obuku/izobrazbu.	<input type="checkbox"/>
c) U privatnim prostorijama (npr. mojoj sobi) u mojoj postrojbi ili postrojbi za obuku/izobrazbu.	<input type="checkbox"/>
d) Na mom radnom mjestu dok sam bio/la na zadaćama u inozemstvu.	<input type="checkbox"/>
e) U zajedničkim prostorijama dok sam bio/la na zadaćama u inozemstvu.	<input type="checkbox"/>
f) U privatnim prostorijama (npr. mojoj sobi) dok sam bio/la na zadaćama u inozemstvu.	<input type="checkbox"/>
g) Na civilnim lokacijama, dok sam obavljao/la vojne dužnosti.	<input type="checkbox"/>
h) Na civilnim lokacijama, dok sam bio/la izvan dužnosti.	<input type="checkbox"/>
i) Nešto drugo (navedite gdje)	

Ako se osvrnete na svoje odgovore na 14. pitanje navedite i informacije o osobi koja je odgovorna za ISKUSTVO koje VAS je OSOBNO NAJVIŠE UZNEMIRILO:

16) Kojeg je čina bila osoba odgovorna za vaše najviše uznemirujuće iskustvo?	Vojnik/inja (OR 1-3)	<input type="checkbox"/>
	Niži dočasnik/ca (OR 4-6)	<input type="checkbox"/>
	Niži dočasnik/ca (OR 4-6)	<input type="checkbox"/>
	Niži časnik/ca (OF 1-2)	<input type="checkbox"/>
	Viši časnik/ca (OF 3-5)	<input type="checkbox"/>
	General /ica (OF 6-10)	<input type="checkbox"/>
	Nije primjenjivo	<input type="checkbox"/>

17) Je li osoba odgovorna za vaše najviše uznemirujuće iskustvo bila:	Nižeg statusa <input type="checkbox"/> Istog statusa <input type="checkbox"/> Izravni nadređeni <input type="checkbox"/> U vašem zapovjednom lancu <input type="checkbox"/> Druga osoba višeg čina <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>
18) Je li osoba odgovorna za vaše najviše uznemirujuće iskustvo bila:	Muškarac <input type="checkbox"/> Žena <input type="checkbox"/> Nisam siguran/na <input type="checkbox"/>

19) U odnosu na vaše osobno najviše uznemirujuće iskustvo, kako ste vi i druge osobe na njega reagirali? Možete odabrati i više ponuđenih odgovora.	
a) Ništa nisam poduzeo/la	<input type="checkbox"/>
b) Izbjegavao/la sam osobu kad god sam mogao/la	<input type="checkbox"/>
c) Tražio/la sam od osobe da prestane	<input type="checkbox"/>
d) Tražio/la sam premještaj na neko drugo radno mjesto	<input type="checkbox"/>
e) Prijetio/la sam da ću sve reći drugim osobama	<input type="checkbox"/>
f) Našalio/la sam se u vezi s tim	<input type="checkbox"/>
g) Prihvatio/la sam takvo ponašanje	<input type="checkbox"/>
h) Prijetio/la sam da ću nauditi osobi koja je odgovorna za to ponašanje	<input type="checkbox"/>
i) Koristio/la sam postupak medijacije	<input type="checkbox"/>
j) Zamolio/la sam drugu osobu da razgovara s osobom koja je odgovorna za to ponašanje	<input type="checkbox"/>
k) Službeno sam prijavio/la taj događaj	<input type="checkbox"/>
l) Osoba u zapovjednom (rukovodećem) lancu poduzela je određene aktivnosti ili rekla nešto umjesto mene	<input type="checkbox"/>
m) Moj kolega je samostalno poduzeo određene aktivnosti ili je nešto rekao	<input type="checkbox"/>
n) O tome sam razgovarao s prijateljima ili članovima obitelji	<input type="checkbox"/>
o) Nešto drugo (navedite što):	<input type="checkbox"/>

20) Jeste li ikoga obavijestili o onome što vam se dogodilo? Da Ne

Ako ste odgovorili NE na 20. pitanje, prijedite na pitanje 23.

21) Jesu li vam osobe kojima ste se obratili za pomoć pomogle i uolikoj mjeri?

	Obavijestio/la sam ...	Jesu li vam pomogli?		
		Da	Ne	Ne znam
a) Prvonadređenu osobu	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Nadređenog časnika	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Kolegu (jednake položajne razine)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Službu/e ili instituciju/e zaduženu/e za podršku	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Psihološku struku ili liječnika	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Svećenika (dušobrižnika)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Prijatelja ili obitelj	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Nekoga drugog (navedite koga)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Ako nikome na radnom mjestu niste rekli što vam se dogodilo, zašto to niste učinili? (Možete odabrati i više ponuđenih odgovora)	
a) Mislio/la sam da sam/a mogu riješiti tu situaciju	<input type="checkbox"/>
b) Nisam smatrao/la da je to tako važno	<input type="checkbox"/>
c) Nisam mislio/la da će mi itko vjerovati	<input type="checkbox"/>
d) Nisam mislio/la da će se išta vezano uz to poduzeti	<input type="checkbox"/>
e) Nisam želio/la nauditi osobi koja me uznemirila	<input type="checkbox"/>
f) Zabrinuo/la sam se da će za taj događaj svi doznati	<input type="checkbox"/>
g) Mislio/la sam da će me etiketirati kao osobu koja samo stvara probleme	<input type="checkbox"/>
h) Mislio/la sam da bi to moglo utjecati na moj posao ili karijeru (npr. na moje napredovanje u vojsci)	<input type="checkbox"/>
i) Mislio/la da ću zbog toga imati neugodnosti na radnom mjestu	<input type="checkbox"/>
j) Zato jer je osoba koja je odgovorna za to ponašanje meni prvonadređena ili meni nadređeni časnik	<input type="checkbox"/>

22) Ako nikome na radnom mjestu niste rekli što vam se dogodilo, zašto to niste učinili? (Možete odabrati i više ponuđenih odgovora)	
k) Mislio/la sam da bih mogao/la izgubiti povjerenje i poštovanje mojih radnih kolega	<input type="checkbox"/>
l) Nisam od toga želio/la raditi veliki problem	<input type="checkbox"/>
m) Dobio/la sam prijatnje da o tome nikom ne govorim	<input type="checkbox"/>
n) Mislio/la sam da bi me mogli okriviti za taj događaj	<input type="checkbox"/>
o) Bojao/la sam se počinitelja	<input type="checkbox"/>
p) Mislio/la sam da bi to moglo utjecati na moj obiteljski i/ili privatni život	<input type="checkbox"/>
q) Bilo me je sram	<input type="checkbox"/>
r) Nešto drugo (navedite što): _____	<input type="checkbox"/>

23) Jeste li u posljednjih 12 svjedočili seksualnom zlostavljanju druge osobe na radnom mjestu?

Da Ne Nisam siguran/na

24) Ako ste odgovorili Da na 23. pitanje, jeste li nešto poduzeli? (Možete odabrati i više ponuđenih odgovora)	Da – Reagirao/la sam u istom trenutku	<input type="checkbox"/>
	Da – Naknadno sam razgovarao/la sa žrtvom	<input type="checkbox"/>
	Da – Naknadno sam razgovarao/la s počiniteljem	<input type="checkbox"/>
	Da – Prijavio/la sam događaj	<input type="checkbox"/>
	Da – Nešto drugo <input type="checkbox"/> (Navedite što) _____	
	NE – Nisam ništa poduzeo/la jer nisam znao/la što napraviti	<input type="checkbox"/>
	NE – Nisam ništa poduzeo/la jer se nisam želio/la u to uključivati	<input type="checkbox"/>
	NE – Nešto drugo <input type="checkbox"/> (navedite što) _____	

PROCES PODNOŠENJA PRIJAVE

Sljedeća pitanja odnose se na vaša iskustva vezana uz podnošenje službene prijave.

25) Este li upoznati s postupkom podnošenja službene prijave vezane uz seksualno uznemiravanje i zlostavljanje u vojsci?

Da Ne u potpunosti Ne

26) Jeste li u posljednjih 12 mjeseci osobno podnijeli službeni prijavu vezanu uz:

- Seksualno uznemiravanje
- Seksualno zlostavljanje
- Oboje
- Niti jedno od to dvoje

Ako ste na 25. pitanje odgovorili “niti jedno od to dvoje”, prijedite na pitanje 30.

27) Ako ste podnijeli službenu prijavu*, koliko ste bili zadovoljni sa sljedećim*:	Vrlo zadovoljan /na	Zadovoljan n/na	Ni zadovoljan/na ni nezadovoljan/na	Nezadovoljan /na	Vrlo nezadovoljan/na	Postupak je još u tijeku pa ne mogu odgovoriti
a) Dostupnošću informacija o tome kako podnijeti prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Jasnoćom procedure podnošenja prijave.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Postupanjem osoba kojima ste podnijeli prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27) Ako ste podnijeli službenu prijavu*, koliko ste bili zadovoljni sa sljedećim*:	Vrlo zadovoljan/na	Zadovoljan/na	Ni zadovoljan/na ni nezadovoljan/na	Nezadovoljan/na	Vrlo nezadovoljan/na	Postupak je još u tijeku pa ne mogu odgovoriti
d) Vremenom koje je (bilo) potrebno za rješavanje prijave.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Koliko dobro ste (bili) informirani o napretku u rješavanju vaše prijave.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Koliko dobro su vam (bili) objašnjeni rezultati istrage.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Rezultatom mjera koje su naknadno poduzete prema odgovornoj/nim osobi/ama.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Stupnjem u kojem je vaša privatnost (bila) zaštićena tijekom pokrenutog postupka.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Ako ste na 25. pitanje odgovorili “oboje”, molimo Vas da na pitanja iz tablice 26. odgovorite imajući na umu iskustvo vezano uz seksualno zlostavljanje.

28) Jeste li pretrpjeli bilo kakve negativne posljedice zbog podnošenja prijave, bilo tijekom samog podnošenja prijave bilo nakon toga?

Da Ne Nisam siguran/na

29) Ako je vaš odgovor na 27. pitanje “da” ili “nisam siguran/na, posljedice su uključivale:

Ako je vaš odgovor na 27. pitanje “da” ili “nisam siguran/na”, molimo Vas označiti detalje negativnih posljedica koju ste doživjeli nakon podnošenja prijave (Možete označiti i više ponuđenih odgovora).

<input type="checkbox"/>	Prema meni se na radnom mjestu postupalo drugačije
<input type="checkbox"/>	Više nisam uživao/la u svom poslu
<input type="checkbox"/>	Osjećao/la sam se neugodno na radnom mjestu
<input type="checkbox"/>	U mom radnom okruženju bio/la sam izložen neugodnostima/neprijateljstvu
<input type="checkbox"/>	Nisam obavljao/la svoj posao jednako dobro kao prije
<input type="checkbox"/>	Moja se radna motivacija smanjila
<input type="checkbox"/>	Osjećao/la sam se posramljeno
<input type="checkbox"/>	Osjećao/la sam se poniženo
<input type="checkbox"/>	Izgubio/la sam poštovanje prema osobama koje su bile uključene
<input type="checkbox"/>	Osjećao/la sam se isključenim/nom iz mog tima
<input type="checkbox"/>	Imao/la probleme s mentalnim zdravljem (depresivnost, tjeskoba, PTSP i sl.)
<input type="checkbox"/>	Razmišljao /la sam o napuštanju vojske
<input type="checkbox"/>	Imao/la probleme s tjelesnim zdravljem (npr. promjene težine, umor, glavobolja i sl.)
<input type="checkbox"/>	Dobio/la sam nižu službenu ocjenu nego sam očekivao/la
<input type="checkbox"/>	Nešto drugo (navedite što):

PREVENTIVNO DJELOVANJE I UPRAVLJANJE

ovom poglavlju propituje se vaše viđenje i mišljenje vezano uz preventivno djelovanje i upravljanje. Molimo vas da odgovarate iskreno. Nema točnih i netočnih odgovora.

30) Po vašem mišljenju, u kojoj mjeri postoji problem seksualnog uznemiravanja i/ili zlostavljanja u grani Hrvatske vojske kojoj vi pripadate?

U vrlo velikoj mjeri U velikoj mjeri Umjereno

T U manjoj mjeri Uopće ne Nisam siguran/a

31) U kojoj mjeri vojna organizacija:	U vrlo velikoj mjeri	U velikoj mjeri	Umjereno	U manjoj mjeri	Uopće ne	Nisam siguran/na
a) Ima neku politiku namijenjenu rješavanju seksualnog uznemiravanja / zlostavljanja u vojsci.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Pridržava se propisanih procedura i/ili politike u rješavanju seksualnog uznemiravanja / zlostavljanja u vojsci.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Pri rješavanju seksualnog uznemiravanja / zlostavljanja postupa pravedno i jednako prema svima neovisno o činu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Nastoji spriječiti seksualno uznemiravanje /zlostavljanje.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Pruža potporu onima koji su (bili) žrtve seksualnog uznemiravanja/zlostavljanja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) Po vašem mišljenju, u kojoj mjeri postoji problem seksualnog uznemiravanja i/ili zlostavljanja u vašoj postrojbi / vašem timu?

U vrlo velikoj mjeri U velikoj mjeri Umjereno
 U manjoj mjeri Uopće ne Nisam siguran/a

33) U kojoj mjeri zapovjedni lanac vaše postrojbe / tima:	U vrlo velikoj mjeri	U velikoj mjeri	Umjereno	U manjoj mjeri	Uopće ne	Ne znam.
a) Ima neku politiku namijenjenu rješavanju seksualnog uznemiravanja/ zlostavljanja u vojsci.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Pridržava se propisanih procedura i/ili politike u rješavanju seksualnog uznemiravanja / zlostavljanja u vojsci.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Pri rješavanju seksualnog uznemiravanja / zlostavljanja postupa pravedno i jednako prema svima neovisno o činu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Nastoji spriječiti seksualno uznemiravanje /zlostavljanje.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Pruža potporu onima koji su (bili) žrtve seksualnog uznemiravanja/ zlostavljanja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Provodi obuku o sprječavanju i postupanju u slučaju seksualnog uznemiravanja / zlostavljanja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) U kojoj mjeri zapovjedni lanac vaše postrojbe / tima:	U vrlo velikoj mjeri	U velikoj mjeri	Umjereno	U manjoj mjeri	Uopće ne	Ne znam.
g) Provodi obuku koja potiče interes i angažiranost sudionika.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Ohrabruje pripadnike postrojbe da interveniraju ili pomažu drugima kad su izloženi opasnosti od seksualnog zlostavljanja / uznemiravanja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Osigurava mehanizme djelovanja u slučaju seksualnog zlostavljanja / uznemiravanja (npr. tel. linija za pomoć; protokol prijave i sl.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Ohrabruje žrtve da prijave slučaj seksualnog uznemiravanja / zlostavljanja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Stvara okruženje u kojem se žrtve osjećaju slobodnima prijaviti seksualno zlostavljanje / uznemiravanje.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Ako bi netko iz vaše postrojbe prijavio seksualno zlostavljanje / uznemiravanje, u kojoj biste mjeri vjerovali:	Vrlo vjerojatno	Donekle vjerojatno	Malo vjerojatno	Uopće nije vjerojatno	Ne znam
a) Da će zapovjedni lanac zadržati informacije samo u krugu osoba koje ih trebaju imati.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Da će zapovjedni lanac zadržati informacije samo u krugu osoba koje ih trebaju imati.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Da će se zapovjednim lancem prijava prosljediti Vojnoj policiji.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Da će zapovjedni lanac poduzeti korake s ciljem zaštite osobe koja je podnijela prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Da će zapovjedni lanac pružiti potporu osobi koja je podnijela prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Da će zapovjedni lanac poduzeti odgovarajuće mjere prema čimbenicima koji su mogli dovesti do seksualnog uznemiravanja / zlostavljanja.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Da će pripadnici postrojbe, osobu koja je podnijela prijavu, etiketirati kao problematičnu osobu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Da će pripadnici postrojbe pružiti potporu osobi koja je podnijela prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Ako bi netko iz vaše postrojbe prijavio seksualno zlostavljanje / uznemiravanje, u kojoj biste mjeri vjerovali:	Vrlo vjerojatno	Donekle vjerojatno	Malo vjerojatno	Uopće nije vjerojatno	Ne znam
i) Da će se navodni počinitelj(i) ili oni koji mu pomažu osvetiti osobi koja je podnijela prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Da će biti ugrožena karijera osobe koja je podnijela prijavu.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) Što bi se još na razini vojne organizacije i/ili postrojbe /tima moglo učiniti kako bi sprječavanje i postupanje u slučaju seksualnog uznemiravanja / zlostavljanja bilo učinkovitije?

36) S obzirom na vaša iskustva vezana uz seksualno uznemiravanje i/ili zlostavljanje koji biste savjet dali drugima koji se nalaze u sličnim situacijama?

37) Imate li dodatnih komentara o ovoj temi?

Hvala na Vašem sudjelovanju u anketnom ispitivanju!



Annex E – ROMANIAN

HĂRȚUIREA SEXUALĂ ȘI AGRESIUNEA SEXUALĂ (CHESTIONAR NATO)

1) Pentru persoanele care administrează chestionarul

Introducere: Acest chestionar a fost realizat de NATO RTG 295 cu scopul de a înțelege mai bine hărțuirea sexuală, agresiunea sexuală, comportamentele asociate și modul în care sunt tratate în armatele statelor membre NATO.

Utilizare: chestionarul este destinat pentru uzul dumneavoastră. Îl puteți modifica dacă este necesar (eliminând întrebări care nu sunt aplicabile sau adăugând întrebări pe care le considerați necesare).

Declinarea responsabilității: NATO nu este responsabil pentru rezultatele analizei datelor obținute de către dumneavoastră cu ajutorul acestui chestionar.

Aspecte etice: acest chestionar ar trebui să fie revăzut de departamentele juridic și de resurse umane, înainte de a fi aplicat. Nu trebuie să dezvăluiți NICIODATĂ informații individuale. Dacă nu aveți cum să agregați datele într-o manieră care să protejeze anonimitatea, nu publicați datele.

Alte aspecte: acest chestionar solicită informații sensibile. Vă rugăm să vă asigurați că respondenții au la dispoziție resurse, de exemplu un consilier pe probleme de sănătate mentală, pentru a gestiona potențialele reacții la acest chestionar.

2) Pentru respondenți

Introducere: prezentul chestionar conține întrebări în legătură cu experiența dumneavoastră din cadrul armatei, referitoare la probleme de hărțuire sexuală și de agresiune sexuală. Nu vă sunt solicitate informații personale (nume sau alte date de identitate). Rezultatele individuale ale sondajului vor fi păstrate în strictă confidențialitate, doar datele statistice (pe totalul persoanelor participante la sondaj) vor fi folosite în mod public, pentru a înțelege mai bine și a interveni pe aceste problematice. Puteți să vă opriți din completarea chestionarului oricând doriți. Dacă aveți nevoie de ajutorul unui psiholog vă rugăm să scrieți la office@militarypsychology.ro. Vă mulțumim pentru timpul acordat și pentru răspunsurile sincere. Apreciam contribuția dumneavoastră la îmbunătățirea climatului din armată!

HĂRȚUIREA SEXUALĂ ȘI AGRESIUNEA SEXUALĂ (CHESTIONAR NATO)

DATE DEMOGRAFICE

Vă rugăm să marcați cu un x în căsuța corespunzătoare răspunsului care vi se potrivește, pentru fiecare întrebare:

1) Gen.:

Bărbat <input type="checkbox"/>	Femeie <input type="checkbox"/>	Altă situație <input type="checkbox"/>	Prefer să nu răspund <input type="checkbox"/>
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2) Etnie:

Română <input type="checkbox"/>	Maghiară <input type="checkbox"/>	Rromă <input type="checkbox"/>	Altceva <input type="checkbox"/>
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3) Statut marital:

Singur(ă)/ niciodată căsătorit(ă) <input type="checkbox"/>	Căsătorit(ă)/ în uniune consensuală <input type="checkbox"/>	Divorțat(ă)/ separat(ă) <input type="checkbox"/>	Văduv(ă) <input type="checkbox"/>
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4) Orientare sexuală:

Heterosexual(ă) <input type="checkbox"/>	LGBTQ+ <input type="checkbox"/>	Prefer să nu răspund <input type="checkbox"/>
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5) Vârsta:

18-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	5-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) Categorie de forțe/structura:

Forțe terestre <input type="checkbox"/>	Forțe aeriene <input type="checkbox"/>	Forțe navale <input type="checkbox"/>	Altă situație <input type="checkbox"/>
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7) Grad:

Ofițer <input type="checkbox"/>	Mastru militar <input type="checkbox"/>	Subofițer <input type="checkbox"/>	SGP <input type="checkbox"/>	Salariat civil <input type="checkbox"/>	Altceva <input type="checkbox"/>
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8) Situație militară:

Militar activ <input type="checkbox"/>	Militar în rezervă <input type="checkbox"/>	Civil <input type="checkbox"/>	Alta <input type="checkbox"/>
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9) Statut actual:

Elev militar <input type="checkbox"/>	Student militar <input type="checkbox"/>	Cadru militar <input type="checkbox"/>	Altul <input type="checkbox"/>
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10) Vechime:

0-1 an <input type="checkbox"/>	2-5 ani <input type="checkbox"/>	6-10 ani <input type="checkbox"/>	11-15 ani <input type="checkbox"/>	16-20 ani <input type="checkbox"/>	21 ani + <input type="checkbox"/>
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MEDIUL DE LUCRU ȘI COMPORTAMENTELE DE HĂRȚUIRE SEXUALĂ:

Această secțiune face referire la comportamentele de hărțuire sexuală* la locul de muncă.

* *Hărțuirea sexuală poate fi definită ca un comportament de natură sexuală, nedorit și care îți afectează demnitatea. Acest tip de comportament include: avansuri nedorite cu tentă sexuală, atingeri fizice nedorite, oferirea unor beneficii la locul de muncă în schimbul unor activități sexuale.*

11) În ultimele 12 luni, ați experimentat următoarele comportamente la locul de muncă?* Cu ce frecvență? Vă rugăm să bifați varianta care vi se potrivește cel mai bine.					
<i>* Locul de muncă este definit ca fiind locul în care vă implicați în activități care au legătura cu munca, inclusiv evenimente sociale în afara muncii, călătorii în interes de serviciu și alte îndatoriri asociate cu munca indiferent dacă se desfășoară sau nu la locul dumneavoastră de muncă.</i>					
	Niciodată	O dată sau de mai multe ori pe an	Lunar	Săptămânal	Zilnic
a) Glume sau întâmplări cu tentă sexuală	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Cineva a spus glume sau întâmplări cu tentă sexuală, în mod nedorit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Atenții sexuale nedorite cum ar fi: fluierături, priviri sugestive, gesturi sau limbajul trupului, comentarii neplăcute	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Comentarii sexuale nepotrivite privind aspectul dumneavoastră fizic sau corpul dumneavoastră	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Discuții nepotrivite despre viața sexuală sau activitatea sexuală	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Cineva a luat sau a afișat în mod nesolicitat materiale cu un conținut sexual explicit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) În ultimele 12 luni, ați experimentat următoarele comportamente la locul de muncă?* Cu ce frecvență? Vă rugăm să bifați varianta care vi se potrivește cel mai bine.

** Locul de muncă este definit ca fiind locul în care vă implicați în activități care au legătura cu munca, inclusiv evenimente sociale în afara muncii, călătorii în interes de serviciu și alte îndatoriri asociate cu munca indiferent dacă se desfășoară sau nu la locul dumneavoastră de muncă.*

	Niciodată	O dată sau de mai multe ori pe an	Lunar	Săptămânal	Zilnic
g) Cineva v-a făcut sau a postat materiale cu tentă sexuală, fără acordul dumneavoastră	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Expuneri indecente sau afișarea nepotrivită a diferitelor părți ale corpului	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Presiuni repetate, din partea aceleiași persoane, pentru a ieși la întâlnire sau pentru a întreține relații sexuale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Ați primit atingeri fizice nedorite, cum ar fi: îmbrățișări, atingerea umerilor sau o apropiere fizică prea mare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Cineva v-a oferit beneficii la locul de muncă în schimbul unor activități sexuale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Cineva v-a tratat incorect pentru că ați refuzat să vă angajați în activități sexuale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) În ultimele 12 luni, ați fost hărțuit/ă sexual la locul de muncă?

Da Nu Nu știu

13) În ultimele 12 luni, ați observat vreo situație la locul de muncă care vi s-a părut a fi hărțuire sexuală?

- Da Nu Nu știu

MEDIUL DE LUCRU ȘI COMPORTAMENTUL DE AGRESIUNE SEXUALĂ:

Următoarele 12 întrebări se referă la experiențele dumneavoastră de agresiune sexuală*.

* *Agresiunea sexuală presupune contact sexual nedorit și include comportamente care variază de la atingeri nedorite cu conotație sexuală până la violență sexuală.*

14) Vă rugăm să răspundeți la următoarele întrebări raportându-vă la experiențele de la locul de muncă. În ultimele 12 luni, cineva...

* *Locul de muncă este definit ca fiind locul în care vă implicați în activități care au legătura cu munca, inclusiv evenimente sociale în afara muncii, călătorii în interes de serviciu și alte îndatoriri asociate cu munca indiferent dacă se desfășoară sau nu la locul dumneavoastră de muncă..*

În ultimele 12 luni, cineva....

a) V-a atins vreodată, împotriva voinței dumneavoastră, într-o manieră sexuală? (Aici sunt incluse atingeri sau prinderi, sărutări, frecări sau mângâieri nedorite)	Da <input type="checkbox"/>	Nu <input type="checkbox"/>
i) Dacă răspunsul a fost „Da” care a fost frecvența?	O singură dată <input type="checkbox"/> De trei sau mai multe ori <input type="checkbox"/>	De două ori <input type="checkbox"/> Nu știu <input type="checkbox"/>
ii) Dacă răspunsul a fost „Da” cei responsabili pentru acestea au fost:	Bărbați <input type="checkbox"/> Ambele genuri <input type="checkbox"/>	Femei <input type="checkbox"/> Nu știu <input type="checkbox"/>
b) V-a forțat sau a încercat să vă forțeze să vă implicați în orice activitate sexuală nedorită, amenințându-vă, constrângându-vă sau lezându-vă în vreun fel?	Da <input type="checkbox"/>	Nu <input type="checkbox"/>
i) Dacă răspunsul a fost „Da” care a fost frecvența?	O singură dată <input type="checkbox"/> De trei sau mai multe ori <input type="checkbox"/>	De două ori <input type="checkbox"/> Nu știu <input type="checkbox"/>
ii) Dacă răspunsul a fost „Da” cei responsabili pentru acestea au fost:	Bărbați <input type="checkbox"/> Ambele genuri <input type="checkbox"/>	Femei <input type="checkbox"/> Nu știu <input type="checkbox"/>

14) Vă rugăm să răspundeți la următoarele întrebări raportându-vă la experiențele de la locul de muncă. În ultimele 12 luni, cineva...

** Locul de muncă este definit ca fiind locul în care vă implicați în activități care au legătura cu munca, inclusiv evenimente sociale în afara muncii, călătorii în interes de serviciu și alte îndatoriri asociate cu munca indiferent dacă se desfășoară sau nu la locul dumneavoastră de muncă..*

În ultimele 12 luni, cineva....

c) V-a supus la vreo activitate sexuală la care nu ați putut să vă dați consimțământul? (Aici sunt incluse posibile incidente în care ați fost drogat/ă, intoxicat/ă, manipulat/ă sau forțat/ă în alte moduri)	Da <input type="checkbox"/>	Nu <input type="checkbox"/>
i) Dacă răspunsul a fost „Da” care a fost frecvența?	O singură dată <input type="checkbox"/> De trei sau mai multe ori <input type="checkbox"/>	De două ori <input type="checkbox"/> Nu știu <input type="checkbox"/>
ii) Dacă răspunsul a fost „Da” cei responsabili pentru acestea au fost:	Bărbați <input type="checkbox"/> Ambele genuri <input type="checkbox"/>	Femei <input type="checkbox"/> Nu știu <input type="checkbox"/>
d) V-a violat sau a încercat să vă violeze?	Da <input type="checkbox"/>	Nu <input type="checkbox"/>
i) Dacă răspunsul a fost „Da” care a fost frecvența?	O singură dată <input type="checkbox"/> De trei sau mai multe ori <input type="checkbox"/>	De două ori <input type="checkbox"/> Nu știu <input type="checkbox"/>
ii) Dacă răspunsul a fost „Da” cei responsabili pentru acestea au fost:	Bărbați <input type="checkbox"/> Ambele genuri <input type="checkbox"/>	Femei <input type="checkbox"/> Nu știu <input type="checkbox"/>

Dacă răspunsul a fost „Nu” la toate variantele de răspuns de la întrebarea 14 (a, b, c, d) vă rugăm să treceți direct la întrebarea 23.

15) Dacă ați răspuns „Da” la oricare dintre comportamente de la întrebarea 14, unde au avut loc? Vă rugăm să marcați răspunsurile care vi se potrivesc.

a) La locul de muncă, unitatea militară sau baza de instrucție.	<input type="checkbox"/>
b) Într-un spațiu comun din unitatea militară sau baza de instrucție.	<input type="checkbox"/>
c) Într-un spațiu privat (ex. propria cameră) din unitatea militară sau baza de instrucție.	<input type="checkbox"/>
d) La locul de muncă atunci când am fost dislocat(ă) / în străinătate.	<input type="checkbox"/>
e) Într-un spațiu comun atunci când am fost dislocat(ă) / în străinătate.	<input type="checkbox"/>

15) Dacă ați răspuns „Da” la oricare dintre comportamente de la întrebarea 14, unde au avut loc? Vă rugăm să marcați răspunsurile care vi se potrivesc.	
f) Într-un spațiu privat (ex. propria cameră) atunci când am fost dislocat(ă) / în străinătate.	<input type="checkbox"/>
g) La o locație civilă, în timpul serviciului.	<input type="checkbox"/>
h) La o locație civilă când eram în afara serviciului.	<input type="checkbox"/>
i) Altele (vă rugăm să le menționați): _____	

*Referitor la răspunsurile dumneavoastră de la întrebarea 15, vă rugăm să oferiți informații despre persoana responsabilă pentru **CEA MAI NEPLĂCUTĂ** experiență pe care ați avut-o. De asemenea, dacă a existat mai mult de un responsabil, vă rugăm să alegeți persoana care a avut **cel mai puternic** efect asupra dumneavoastră.*

16) Ce grad avea persoana responsabilă de cea mai neplăcută experiență?	nu se aplică <input type="checkbox"/> SGP <input type="checkbox"/> subofițer <input type="checkbox"/> maistru militar <input type="checkbox"/> ofițer cu grad inferior <input type="checkbox"/> ofițer cu grad superior <input type="checkbox"/> civil <input type="checkbox"/> altceva <input type="checkbox"/>
17) La ce nivel ierarhic se afla persoana responsabilă de cea mai neplăcută experiență față de dumneavoastră?	subordonat <input type="checkbox"/> același nivel ierarhic <input type="checkbox"/> șef nemijlocit <input type="checkbox"/> șef direct <input type="checkbox"/> din conducerea unității <input type="checkbox"/> altcineva _____ <input type="checkbox"/> nu știu <input type="checkbox"/>
18) Persoana responsabilă pentru cea mai neplăcută experiență era:	Bărbat <input type="checkbox"/> Femeie <input type="checkbox"/> Nu știu <input type="checkbox"/>

19) Gândindu-vă la modul în care ați reacționat la cea mai neplăcută experiență pe care ați avut-o:	Cum ați reacționat ? (Vă rugăm să bifați toate răspunsurile care se potrivesc)
a) Nu am făcut nimic	<input type="checkbox"/>
b) Am evitat persoana respectivă atunci când am avut această posibilitate	<input type="checkbox"/>
c) Am cerut persoanei să se oprească	<input type="checkbox"/>
d) Am cerut să fiu mutat(ă) în altă parte	<input type="checkbox"/>
e) Am amenințat că o să spun celorlalți	<input type="checkbox"/>
f) Am făcut o glumă cu privire la asta	<input type="checkbox"/>
g) Am luat-o ca atare și mi-am continuat viața	<input type="checkbox"/>
h) Am amenințat că o să rănesc persoana responsabilă	<input type="checkbox"/>
i) Am folosit medierea	<input type="checkbox"/>
j) Am cerut cuiva să stea de vorbă cu persoana responsabilă	<input type="checkbox"/>
k) Am raportat-o în mod oficial	<input type="checkbox"/>
l) Cineva din lanțul de comandă a luat măsuri sau a spus ceva pentru a-mi lua apărarea	<input type="checkbox"/>
m) Un coleg a luat măsuri sau a spus ceva în apărarea mea	<input type="checkbox"/>
n) Am discutat cu prietenii sau familia	<input type="checkbox"/>
o) Altceva (vă rugăm specificați ce anume) _____	<input type="checkbox"/>

20) Ați spus cuiva ce s-a întâmplat? Da Ne

Dacă răspunsul a fost „Nu” la întrebarea 20 vă rugăm treceți direct la întrebarea 23.

21) Cui i-ați spus? (vă rugăm marcați variantele care se potrivesc)		V-a ajutat în rezolvarea situației?		
		Da	Nu	Nu știu
a) Șefului nemijlocit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Unui alt ofițer cu grad superior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Unui coleg / camarad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Consilierul pe probleme de gen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21) Cui i-ați spus? (vă rugăm marcați	V-a ajutat în rezolvarea situației?			
e) Serviciului social, psihologic, medical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Preotului	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Prietenilor sau familiei	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Altcuiva (vă rugăm să specificați cui anume) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Dacă nu ați spus nimănui la locul de muncă ce s-a întâmplat, vă rugăm să ne împărtășiți motivul, prin bifarea afirmațiilor care se potrivesc cel mai bine	
a) Am crezut că pot să fac față singur(ă) situației	<input type="checkbox"/>
b) Nu m-am gândit că este atât de important	<input type="checkbox"/>
c) M-am gândit că nu voi fi crezut(ă)	<input type="checkbox"/>
d) Nu am considerat că se poate face ceva în privința aceasta	<input type="checkbox"/>
e) Nu am vrut să rănesc sau să supăr persoana care m-a hărțuit	<input type="checkbox"/>
f) Am fost îngrijorat(ă) că toți vor afla despre evenimentul neplăcut	<input type="checkbox"/>
g) M-am gândit că voi fi etichetat(ă) ca fiind o persoană care face probleme	<input type="checkbox"/>
h) Am considerat că ar putea să-mi afecteze locul de muncă sau cariera (ex. șansele mele de promovare ar avea de suferit)	<input type="checkbox"/>
i) Am considerat că situația mea de la muncă ar deveni neplăcută	<input type="checkbox"/>
j) Persoana responsabilă de experiența neplăcută a fost șeful meu nemijlocit sau un alt superior	<input type="checkbox"/>
k) Am considerat că voi pierde încrederea și respectul colegilor mei	<input type="checkbox"/>
l) Nu mi-am dorit să o transform într-o problemă mai mare	<input type="checkbox"/>
m) Am fost amenințat(ă) să nu spun nimănui	<input type="checkbox"/>
n) Am considerat că aș putea fi învinovățit(ă) de producerea evenimentului neplăcut	<input type="checkbox"/>
o) Mi-a fost frică de persoana care m-a hărțuit/agresat	<input type="checkbox"/>
p) Am considerat că ar putea să-mi afecteze familia sau viața privată	<input type="checkbox"/>
q) Mi-a fost rușine	<input type="checkbox"/>
r) Altceva (vă rugăm să specificați ce anume)	<input type="checkbox"/>

23) În ultimele 12 luni, ați asistat la agresarea sexuală a altor persoane, în mediul de lucru?

Da Nu Nu sunt sigur(ă)

24) Dacă răspunsul dumneavoastră a fost „Da” la întrebarea 23, ați acționat/intervenit?	Da – Am intervenit atunci, pe loc	<input type="checkbox"/>
	Da – Am vorbit cu victima, după eveniment	<input type="checkbox"/>
	Da – Am vorbit cu agresorul, după eveniment	<input type="checkbox"/>
	Da – Am raportat incidentul	<input type="checkbox"/>
	Da – Altceva <input type="checkbox"/> _____	
	Nu – Nu am făcut nimic, pentru că nu am știut ce anume să fac	<input type="checkbox"/>
	Nu – Nu am făcut nimic pentru că nu am vrut să fiu implicat(ă)	<input type="checkbox"/>
	Nu – Altceva <input type="checkbox"/> _____	

PROCESUL DE RĂSPUNS

Următoarele întrebări fac referire la experiența dumneavoastră privind modul de raporta un comportament sexual nepotrivit.

25) Știți cum să depuneți o plângere cu privire la un comportament sexual nepotrivit?

Da Într-o oarecare măsură Nu

26) Ați făcut o plângere în ultimele 12 luni cu privire la un comportament de:

- Hărțuire sexuală
- Agresiune sexuală
- Ambele variante
- Nicio variantă

Dacă răspunsul a fost „Nicio variantă” la întrebarea 25 vă rugăm treceți direct la întrebarea 30.

27) Dacă ați făcut o plângere, cât de mulțumit(ă) ați fost cu următoarele?*	Foarte mulțumit(ă)	Mulțumit(ă)	Nici mulțumit(ă), nici nemulțumit(ă)	Nemulțumit(ă)	Foarte nemulțumit(ă)	Fapta se află în curs de cercetare și nu pot oferi informații
a) Disponibilitatea informației privind modul de întocmire a unei plângeri	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Înțelegerea dumneavoastră despre cum se face o plângere	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Cum s-au purtat cu dumneavoastră persoanele care s-au ocupat de plângere	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Perioada de timp cât a durat/durează rezolvarea plângerii	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Cât de bine ați fost ținut(ă) la curent cu privire la progresul plângerii dumneavoastră	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Cât de bine v-a fost explicat rezultatul anchetei	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Rezultatul oricăror acțiuni ulterioare luate împotriva persoanei/ persoanelor responsabile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27) Dacă ați făcut o plângere, cât de mulțumit(ă) ați fost cu următoarele?*	Foarte mulțumit(ă)	Mulțumit(ă)	Nici mulțumit(ă), nici nemulțumit(ă)	Nemulțumit(ă)	Foarte nemulțumit(ă)	Fapta se află în curs de cercetare și nu pot oferi informații
h) Măsura în care v-a fost/este protejată confidențialitatea pe durata procesului	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Dacă răspunsul a fost „ambele variante” la întrebarea 26, vă rugăm să vă raportați la agresiunea sexuală.

28) Ați suferit consecințe negative ca rezultat al plângerii făcute, fie în timpul desfășurării anchetei, fie după realizarea ei?

Da Nu Nu știu

29) Dacă răspunsul a fost „Da” sau „Nu știu” la întrebarea 28, consecințele au inclus:

Dacă răspunsul a fost „Da”, vă rugăm să oferiți detalii cu privire la consecințele negative pe care le-ați suferit în urma plângerii făcute (marcați toate variantele care se potrivesc).
<input type="checkbox"/> Am fost trata(ă) diferit(ă) la locul de muncă
<input type="checkbox"/> Nu mi-a mai făcut plăcere să-mi desfășor activitatea profesională
<input type="checkbox"/> M-am simțit inconfortabil(ă) la locul de muncă
<input type="checkbox"/> Mediul profesional a devenit neplăcut/ostil
<input type="checkbox"/> Nu am mai avut același randament ca și înainte
<input type="checkbox"/> Mi-a scăzut motivația
<input type="checkbox"/> Mi-a fost rușine
<input type="checkbox"/> M-am simțit umilit(ă)
<input type="checkbox"/> Mi-am pierdut respectul pentru persoanele implicate
<input type="checkbox"/> M-am simțit respins(ă) în mediul profesional
<input type="checkbox"/> Am avut probleme de sănătate mintală (ex. anxietate, depresie, PTSD)
<input type="checkbox"/> M-am gândit să plec din sistemul military
<input type="checkbox"/> Am avut probleme de sănătate (ex. fluctuații ale greutății corporale, stări de oboseală, dureri de cap)
<input type="checkbox"/> Am fost evaluat(ă) profesional cu un calificativ mai mic decât mă așteptam
<input type="checkbox"/> Atceva (vă rugăm să specificați ce anume)

PREVENȚIE ȘI MANAGEMENT

Următoarele întrebări evaluează opiniile dumneavoastră cu privire la prevenția și managementul incidentelor cauzate de comportamentele sexuale inadecvate. Nu există răspunsuri corecte sau greșite.

30) În ce măsură există o problemă privind hărțuirea sexuală și/sau agresiunea sexuală în organizația militară?

În foarte mare măsură În mare măsură În măsură moderată

În mică măsură Deloc Nu știu

31) În ce măsură credeți că organizația militară:	În foarte mare măsură	În mare măsură	În măsură moderată	În mică măsură	Deloc	Nu știu
a) Este reglementată cu politici și proceduri specifice pentru soluționarea incidentelor cauzate de comportamentele sexuale inadecvate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Aplică politici și proceduri pentru cercetarea comportamentelor sexuale neadecvate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Tratează toate gradele în mod corect și echitabil atunci când este vorba de comportamente sexuale neadecvate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Încearcă să prevină comportamentele sexuale neadecvate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Oferă sprijin celor care sunt sau au fost hărțuiți sau agresați sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) În ce măsură există o problemă privind hărțuirea sexuală și/sau agresiunea sexuală în unitatea/subunitatea dumneavoastră?

 În foarte mare măsură În mare măsură În măsură moderată

 În mică măsură Deloc Nu știu

33) În ce măsură lanțul de comandă din unitatea/subunitatea dumneavoastră:	În foarte mare măsură	În mare măsură	În măsură moderată	În mică măsură	Deloc	Nu știu
a) Dispune de politici și proceduri specifice pentru soluționarea incidentelor cauzate de hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Aplică politici și proceduri specifice pentru soluționarea incidentelor cauzate de hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ia în considerare gradul și funcția în soluționarea cazurilor de hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Descurajează în mod activ hărțuirea și agresiunea sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Oferă sprijin victimelor sau celor care au făcut plângere?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Oferă pregătire în domeniul prevenției și modului de răspuns la hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) În ce măsură lanțul de comandă din unitatea/subunitatea dumneavoastră:	În foarte mare măsură	În mare măsură	În măsură moderată	În mică măsură	Deloc	Nu știu
g) Oferă pregătire în domeniul prevenției și modului de răspuns la hărțuire și agresiune sexuală, care vă interesează și vă implică în mod direct?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Încurajează personalul să intervină sau să asiste pe cei în situații de risc privind hărțuirea și agresiunea sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Face cunoscute resurse accesibile cu privire la hărțuire și agresiune sexuală (ex. consiliere, proceduri de raportare)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Încurajează victimele să raporteze situațiile de hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Creează un mediu adecvat unde victimele să se simtă confortabil să raporteze situațiile de hărțuire și agresiune sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Dacă cineva din unitatea dumneavoastră ar trebui să raporteze o situație de hărțuire sexuală și/sau agresiune sexuală, în ce măsură:	Foarte probabil	Destul de probabil	Puțin probabil	Deloc probabil	Nu știu
a) Lanțul de comandă ar lua această raportare în serios?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Lanțul de comandă ar limita informațiile despre raportare doar la cei care este necesar să știe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Lanțul de comandă ar înainta raportul către structurile de anchetă abilitate din afara unității?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Lanțul de comandă ar lua măsuri pentru a proteja siguranța persoanei care face sesizarea?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Lanțul de comandă ar oferi suport persoanei care face sesizarea?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Lanțul de comandă ar lua măsuri corective pentru a îndepărta factorii care ar fi putut conduce la hărțuirea sexuală și/sau agresiunea sexuală?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Personalul din unitate ar eticheta persoana care face sesizarea ca fiind o persoană care face probleme?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Personalul din unitate ar susține persoana care face sesizarea?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Dacă cineva din unitatea dumneavoastră ar trebui să raporteze o situație de hărțuire sexuală și/sau agresiune sexuală, în ce măsură:	Foarte probabil	Destul de probabil	Puțin probabil	Deloc probabil	Nu știu
i) Presupușii făptași sau complicii acestora s-ar putea răzbuna pe persoana care a făcut sesizarea?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Cariera persoanei care a făcut sesizarea ar avea de suferit?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) Ce altceva ar putea face organizația/unitatea/subunitatea pentru a preveni sau gestiona mai eficient hărțuirea sexuală și/sau agresiunea sexuală?

36) În cazul în care ați trecut printr-o hărțuire sexuală sau agresiune sexuală, ce sfaturi ați putea oferi celor care trec prin situații similare?

37) Mai doriți să adăugați ceva în legătură cu aceste subiecte?

Vă mulțumim pentru completarea chestionarului!

Annex F – SPANISH

ENCUESTA DE LA OTAN SOBRE ACOSO Y AGRESIÓN SEXUAL

Translated by 1LT Bradley E. Foreman, U.S. Army

1) Para El Administrador De La Encuesta

Introducción: Esta encuesta ha sido desarrollada por la RTG 295 de la OTAN para comprender mejor el acoso sexual, la agresión sexual y los comportamientos relacionados, y la respuesta dentro de los ejércitos de la OTAN.

Uso: Esta encuesta se proporciona para su uso. Puede modificar como sea necesario (eliminar las preguntas inaplicables o agregar preguntas que le hace falta). Las modificaciones también pueden incluir cambios para asegurar que las palabras y frases están traducidas adecuadamente del inglés para que no pierdan sus matices contextuales. **No es obligatorio** que los encuestados respondan a **todas** las preguntas.

Descargo de responsabilidad: La OTAN no es responsable de los resultados o del análisis de esta encuesta.

Ética: Esta encuesta debe ser revisada por sus servicios legales y por su junta de protección de investigación humana antes de administrarla. Nunca debe revelar la información individual. Si no puede agregar los datos de una manera que proteja el anonimato, no los publique.

Sensibilidad: Esta encuesta solicita información sensible. Asegúrese que los participantes sepan de los recursos disponibles, por ejemplo, un consejero de salud mental para abordar cualquier reacción a esta encuesta.

Adaptación de la encuesta: Puede ser necesario que cada nación modifique las preguntas e instrucciones para acomodar sus requisitos únicos.

2) Para El Encuestador

Esta encuesta le pregunta sobre su experiencia dentro del ejército sobre los temas del acoso sexual y de la agresión sexual. Esta encuesta no pide ni nombres ni identidades. Se supone que los resultados individuales de esta encuesta estén mantenidos en confidencialidad estricta, y que los datos agregados sean compartidos solamente para comprender mejor y enfrentar este desafío. Puede dejar de realizar esta encuesta en cualquier momento. Si tiene alguna pregunta, por favor pregúntele al administrador de la encuesta. Consulte a un profesional si necesita ayuda. La asistencia está disponible a (*agregue un número de teléfono o recursos relevantes aquí!*). Gracias por su tiempo y por sus comentarios sinceros. ¡Agradecemos su compromiso para mejorar el estado de nuestras Fuerzas Armadas! No es obligatorio que responda a todas las preguntas.

ENCUESTA DE LA OTAN SOBRE ACOSO Y AGRESION SEXUAL

DEMOGRAFÍA

Por favor, marque la casilla apropiada para usted, para cada artículo:

1) Género:

Masculino <input type="checkbox"/>	Femenino <input type="checkbox"/>	Otro <input type="checkbox"/>	Prefiero no decir <input type="checkbox"/>
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2) Origen étnico:

[SE INCLUIRÁ SEGÚN LOS PROTOCOLOS DE COLECCIÓN DE DATOS ÉTNICOS DE CADA PAÍS]

3) Estado civil:

Soltero/a (nunca casado) <input type="checkbox"/>	Relación a largo plazo <input type="checkbox"/>	Casado/a o Unión Civil <input type="checkbox"/>	Divorciado/a / separado/a <input type="checkbox"/>	Viudo/a <input type="checkbox"/>
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4) Orientación sexual:

Heterosexual <input type="checkbox"/>	Homosexual/Gay/ Lesbiana <input type="checkbox"/>	Bisexual <input type="checkbox"/>	Asexual <input type="checkbox"/>	Prefiero no decir <input type="checkbox"/>
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5) Edad:

Menos de 18 años <input type="checkbox"/>	18-21 <input type="checkbox"/>	22-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	51-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) Servicio:

Ejército de Tierra <input type="checkbox"/>	Armada <input type="checkbox"/>	Ejército del Aire <input type="checkbox"/>	Guardia Civil <input type="checkbox"/>	Otro <input type="checkbox"/>
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7) Rango o equivalente civil:

Rango Junior (OR 1-3) <input type="checkbox"/>	Suboficial Junior (OR 4-6) <input type="checkbox"/>	Suboficial mayor (OR 7-9) <input type="checkbox"/>	N/A <input type="checkbox"/>
Oficial Subalterno (OF 1-2) <input type="checkbox"/>	Oficial Superior (OF 3-5) <input type="checkbox"/>	General (OF 6-10) <input type="checkbox"/>	

8) Tipo de compromiso (cada condado para enmendar según sea necesario):

Activo <input type="checkbox"/>	Reserva <input type="checkbox"/>	Cadete <input type="checkbox"/>	Civil <input type="checkbox"/>	Otro <input type="checkbox"/>
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9) Estado actual:

Estudiante <input type="checkbox"/>	Cadete/Aspirante <input type="checkbox"/>	Recluta/Conscripto <input type="checkbox"/>	Otro <input type="checkbox"/>
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10) ¿Por cuánto tiempo ha servido?

0-1 año <input type="checkbox"/>	2-5 años <input type="checkbox"/>	6-10 años <input type="checkbox"/>	11-15 años <input type="checkbox"/>	16-20 años <input type="checkbox"/>	21+ Años <input type="checkbox"/>
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AMBIENTE DE TRABAJO Y COMPORTAMIENTOS DE ACOSO SEXUAL:

Esta sección le preguntará sobre su experiencia con el comportamiento de acoso sexual* en su ambiente de trabajo.

* *El acoso sexual se define como un comportamiento sexual que no es deseado y tiene o el propósito o el efecto de violar su dignidad. Incluye, pero no se limita a: cualquier avance sexual no deseado, atención sexual no deseada, solicitudes de favores sexuales o actos o gestos verbales, físicos o en línea de la naturaleza sexual.*

11) Durante los últimos 12 meses, ¿Ha USTED experimentado cualquier de las siguientes situaciones o comportamientos en su lugar de trabajo*, y con qué frecuencia? Marque la(s) casilla(s) correspondiente(s).

* *El lugar de trabajo se define como el lugar donde participa en actividades relacionadas con el trabajo, incluyendo eventos sociales fuera del trabajo, viajes de trabajo y otras tareas asociadas con el trabajo, si tienen lugar en su lugar de trabajo habitual o no.*

	Diario	Semanal	Mensual	Una o más veces al año	Nunca
a) Chistes o historias sexuales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Chistes sexuales e historias que me hacían sentir incómodo/a.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Atención sexual no deseada, como silbidos, miradas sugerentes, gestos o lenguaje corporal, comentarios no deseados (a mí)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Comentarios sexuales inapropiados sobre mi apariencia o cuerpo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Plática inapropiada sobre la vida sexual o la actividad sexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Exhibición de materiales sexualmente explícitos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Materiales sexualmente sugestivos tomados de mí o publicado sin mi permiso	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) Durante los últimos 12 meses, ¿Ha *USTED* experimentado cualquier de las siguientes situaciones o comportamientos en su lugar de trabajo*, y con qué frecuencia? Marque la(s) casilla(s) correspondiente(s).

** El lugar de trabajo se define como el lugar donde participa en actividades relacionadas con el trabajo, incluyendo eventos sociales fuera del trabajo, viajes de trabajo y otras tareas asociadas con el trabajo, si tienen lugar en su lugar de trabajo habitual o no.*

	Diario	Semanal	Mensual	Una o más veces al año	Nunca
h) Exposición indecente o exhibición inapropiada de las partes del cuerpo de otra persona	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Presión repetida para citas o una relación sexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Tener contacto físico no deseado, como abrazos o masajes de los hombros, o acercamiento excesivo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Beneficios en el lugar de trabajo ofrecidos por participar en actividades sexuales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Trato injusto por haberme negado a participar en actividades sexuales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) En los últimos 12 meses, ¿ha sido víctima de acoso sexual en el lugar de trabajo?

- No Sí No estoy seguro

13) En los últimos 12 meses, ¿ha observado una situación en el lugar de trabajo que pensó que era acoso sexual?

- No Sí No estoy seguro

AMBIENTE DE TRABAJO Y COMPORTAMIENTOS DE AGRESIÓN SEXUAL:

Las siguientes 12 preguntas le preguntarán sobre su experiencia de agresión sexual*, no de acoso sexual.

* *La agresión sexual se define como el contacto sexual no deseado e incluye una amplia gama de comportamientos, que van desde tocamientos sexuales no deseados hasta violencia sexual.*

14) Por favor, responda a las siguientes preguntas con relación a sus experiencias en el lugar de trabajo*.

* *El lugar de trabajo se define como el lugar donde participa en actividades relacionadas con el trabajo, incluyendo eventos sociales fuera del trabajo, viajes de trabajo y otras tareas asociadas con el trabajo, si tienen lugar en su lugar de trabajo habitual o no.*

Durante los últimos 12 meses, ¿alguien...

a) ¿Lo/a tocó en contra de su voluntad de alguna manera sexual? (Esto incluye tocar o agarrar sin que lo desee, besar, frotar o acariciar)	Sí <input type="checkbox"/>	No <input type="checkbox"/>
i) Si respondió que sí a la pregunta a), ¿con qué frecuencia sucedió esto?	Una vez <input type="checkbox"/> Three veces o más <input type="checkbox"/>	Dos veces <input type="checkbox"/> No lo recuerdo <input type="checkbox"/>
ii) Si respondió que sí a la pregunta a), fueron los responsables...	Hombres <input type="checkbox"/> Ambos <input type="checkbox"/>	Mujeres <input type="checkbox"/> No estoy seguro/a <input type="checkbox"/>
b) ¿Le forzó o intentó forzarle a experimentar cualquier actividad sexual no deseada, amenazándolo, reteniéndolo y / o lastimándolo de alguna manera?	Sí <input type="checkbox"/>	No <input type="checkbox"/>
i) Si respondió que sí a la pregunta b), ¿con qué frecuencia sucedió esto?	Una vez <input type="checkbox"/> Three veces o más <input type="checkbox"/>	Dos veces <input type="checkbox"/> No lo recuerdo <input type="checkbox"/>
ii) Si respondió que sí a la pregunta b), ¿fueron los responsables...	Hombres <input type="checkbox"/> Ambos <input type="checkbox"/>	Mujeres <input type="checkbox"/> No estoy seguro/a <input type="checkbox"/>
c) ¿Te sometió a una actividad sexual a la que no pudiste consentir? (Esto incluye incidentes en los que estaba siendo drogado, intoxicado, manipulado o forzado de otras maneras)	Sí <input type="checkbox"/>	No <input type="checkbox"/>

14) Por favor, responda a las siguientes preguntas con relación a sus experiencias en el lugar de trabajo*.

* El lugar de trabajo se define como el lugar donde participa en actividades relacionadas con el trabajo, incluyendo eventos sociales fuera del trabajo, viajes de trabajo y otras tareas asociadas con el trabajo, si tienen lugar en su lugar de trabajo habitual o no.

Durante los últimos 12 meses, ¿alguien...

i)	Si respondió que sí a la pregunta c), ¿con qué frecuencia sucedió esto?	Una vez <input type="checkbox"/>	Dos veces <input type="checkbox"/>
		Three veces o más <input type="checkbox"/>	No lo recuerdo <input type="checkbox"/>
ii)	Si respondió que sí a la pregunta c), ¿fueron los responsables...	Hombres <input type="checkbox"/>	Mujeres <input type="checkbox"/>
		Ambos <input type="checkbox"/>	No estoy seguro/a <input type="checkbox"/>
d)	¿Le forzó a tener relaciones sexuales / lo/a violó o intentó forzar el coito / la violación?	Sí <input type="checkbox"/>	No <input type="checkbox"/>
i)	Si respondió que sí a la pregunta d), ¿con qué frecuencia sucedió esto?	Una vez <input type="checkbox"/>	Dos veces <input type="checkbox"/>
		Three veces o más <input type="checkbox"/>	No lo recuerdo <input type="checkbox"/>
ii)	Si respondió que sí a la pregunta d), ¿fueron los responsables...	Hombres <input type="checkbox"/>	Mujeres <input type="checkbox"/>
		Ambos <input type="checkbox"/>	No estoy seguro/a <input type="checkbox"/>

Si respondió que no a todos los comportamientos en la pregunta 14 (a, b, c, d), pásele a la pregunta 23.

15) Si respondió “sí” a cualquiera de los comportamientos de la pregunta 14, ¿dónde ocurrieron? Por favor, marque todo lo que corresponda.

a)	En el lugar de trabajo en mi base militar o unidad de entrenamiento	<input type="checkbox"/>
b)	En un área comunal en mi base militar o unidad de entrenamiento	<input type="checkbox"/>
c)	En un área privada (por ejemplo, habitación propia) en mi base militar o unidad de entrenamiento	<input type="checkbox"/>
d)	En mi lugar de trabajo cuando estaba desplegado/a / en el extranjero	<input type="checkbox"/>
e)	En un área comunal cuando estaba desplegado/a / en el extranjero	<input type="checkbox"/>
f)	En un área privada (por ejemplo, habitación propia) cuando estaba desplegado/a / en el extranjero	<input type="checkbox"/>
g)	En un lugar civil cuando estaba trabajando	<input type="checkbox"/>

15) Si respondió “sí” a cualquiera de los comportamientos de la pregunta 14, ¿dónde ocurrieron? Por favor, marque todo lo que corresponda.	
h) En un lugar civil cuando no estaba trabajando	<input type="checkbox"/>
i) Otros (especifique a continuación): _____	

Pensando en sus respuestas a la pregunta 14, por favor proporcione información sobre la persona responsable de la experiencia <i>más perturbadora</i>.	
16) ¿Qué rango era el individuo responsable de la experiencia <i>más perturbadora</i>?	Rango Junior (OR 1-3) <input type="checkbox"/>
	Suboficial Junior (OR 4-6) <input type="checkbox"/>
	Suboficial mayor (OR 7-9) <input type="checkbox"/>
	Oficial Subalterno (OF 1-2) <input type="checkbox"/>
	Oficial Superior (OF 3-5) <input type="checkbox"/>
	General (OF 6-10) <input type="checkbox"/>
	N/A <input type="checkbox"/>
17) Fue el individuo responsable de la experiencia <i>más perturbadora</i>?	Subordinado/a <input type="checkbox"/>
	Pares <input type="checkbox"/>
	Supervisor directo <input type="checkbox"/>
	En su Cadena de Mando <input type="checkbox"/>
	Otra persona de rango superior <input type="checkbox"/>
	No estoy seguro/a <input type="checkbox"/>
18) ¿Fue el individuo responsable de la experiencia <i>más perturbadora</i>?	Masculino <input type="checkbox"/> Femenino <input type="checkbox"/>
	No estoy seguro/a <input type="checkbox"/>

19) Pensando en su experiencia <i>más perturbadora</i>, ¿cómo respondió usted o respondieron otros? (Marque todo lo que corresponda)	
a) No hice nada	<input type="checkbox"/>
b) Evité a la persona si pude	<input type="checkbox"/>
c) Le pedí a la persona que se detuviera	<input type="checkbox"/>
d) Pedí que me trasladaran a otro lugar	<input type="checkbox"/>
e) Amenacé decírselo a los demás	<input type="checkbox"/>
f) Bromeaba con eso	<input type="checkbox"/>
g) Consentía con eso	<input type="checkbox"/>
h) Amenacé dañar a la persona responsable	<input type="checkbox"/>
i) Utilicé la mediación	<input type="checkbox"/>
j) Le pedí a otro que hablara con la persona responsable	<input type="checkbox"/>
k) Lo reporté formalmente	<input type="checkbox"/>
l) Alguien en la cadena de mando tomó medidas o dijo algo en mi nombre	<input type="checkbox"/>
m) Un colega tomó medidas o dijo algo independientemente	<input type="checkbox"/>
n) Platiqué con amigos o familiares acerca de la experiencia	<input type="checkbox"/>
o) Otro (especifíquese)	<input type="checkbox"/>

20) ¿Le contó a alguien lo que pasó? Sí No

Si respondió “no” a la pregunta 20, pásele a la pregunta 23.

21) ¿Fue útil decírselo a la(s) persona(s)?		Sí	No	No sé
a) Gerente de línea	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Un oficial superior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Colega/compañero	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Línea de ayuda de servicio o línea de soporte	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Servicio social, psicológico o médico	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Padre/Capellán	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Amigo o familia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Otro – Por favor, especifique	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Si no le dijo a nadie en el lugar de trabajo lo que sucedió, ¿por qué no? (Por favor, marque todo lo que corresponda)	
a) Pensé que podría manejar la situación yo mismo	<input type="checkbox"/>
b) No pensé que fuera tan importante	<input type="checkbox"/>
c) No pensé que me creerían	<input type="checkbox"/>
d) No pensé que se haría nada al respecto.	<input type="checkbox"/>
e) No quería lastimar a la persona que me acosaba	<input type="checkbox"/>
f) Me preocupaba que todos se enterara.	<input type="checkbox"/>
g) Pensé que me etiquetarían como un alborotador	<input type="checkbox"/>
h) Pensé que podría afectar mi trabajo o carrera (por ejemplo, mis posibilidades de ascenso sufrirían)	<input type="checkbox"/>
i) Pensé que haría que mi situación laboral fuera desagradable	<input type="checkbox"/>
j) La persona responsable era mi gerente de línea u oficial superior	<input type="checkbox"/>
k) Pensé que perdería la confianza y el respeto de mis colegas	<input type="checkbox"/>
l) No quería convertirlo en un problema mayor	<input type="checkbox"/>
m) Me amenazaron con no decírselo a nadie	<input type="checkbox"/>
n) Pensé que me culparían	<input type="checkbox"/>
o) Tenía miedo del perpetrador	<input type="checkbox"/>
p) Pensé que podría afectar mi vida familiar o privada	<input type="checkbox"/>
q) Me sentí avergonzado	<input type="checkbox"/>
r) Otro (especifique)	

23) En los últimos 12 meses, ¿ha sido testigo de una agresión sexual en el entorno laboral?

Sí No No estoy seguro/a

24) Si respondió "Sí" a la pregunta 23, ¿actuó/ intervino? (Por favor, marque todo lo que corresponda)	Sí, intervine directamente en ese momento	<input type="checkbox"/>
	Sí, hablé con la víctima después	<input type="checkbox"/>
	Sí, hablé con el perpetrador después	<input type="checkbox"/>
	Sí, reporté el incidente	<input type="checkbox"/>
	Sí – otro <input type="checkbox"/> (especifique) _____	
	No, no hice nada porque no sabía qué hacer	<input type="checkbox"/>
	No, no hice nada porque no quería involucrarme	<input type="checkbox"/>
	No – otro <input type="checkbox"/> (especifique) _____	

PROCESO DE RESPUESTA

Las siguientes preguntas se tratan de su experiencia de hacer una queja formal.

27) ¿Sabe cómo presentar una queja formal?

Sí No completamente No

28) ¿Ha hecho una queja formal en los últimos 12 meses sobre:

- acoso sexual
- agresión sexual
- ambos
- ninguno de los dos

Si respondió “ninguno de los dos” a la pregunta 25, pásele a la pregunta 30.

25) Si hizo una queja formal, ¿qué tan satisfecho/a está con lo siguiente? *	Muy satisfecho/a	Satisfecho/a	Ni satisfecho/a ni insatisfecho/a	Insatisfecho/a	Muy insatisfecho/a	Todavía estoy en el proceso y no puedo comentar
a) La disponibilidad de información sobre cómo presentar una queja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) La claridad del proceso de cómo presentar una queja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Trato de usted por las personas que manejaron la queja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

29) Si hizo una queja formal, ¿qué tan satisfecho/a está con lo siguiente? *	Muy satisfecho/a	Satisfecho/a	Ni satisfecho/a ni insatisfecho/a	Insatisfecho/a	Muy insatisfecho/a	Todavía estoy en el proceso y no puedo comentar
d) La cantidad de tiempo que tardó/está tomando resolver la queja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Qué tan bien están/estaban informándole sobre el progreso de su queja	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Qué tan bien se le explicó el resultado de la investigación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) El resultado de cualquier acción de seguimiento tomada contra la persona o las personas responsables	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) El grado en que su privacidad estaba / está siendo protegida durante el proceso	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Si respondió “ambos”, por favor responda a la tabla siguiente pensando en la agresión sexual

30) ¿Sufrió alguna consecuencia negativa como resultado de presentar una queja, sea durante o después?

Sí No No estoy seguro

29) Si sí o si no está seguro, las consecuencias incluyen:

En caso afirmativo, proporcione detalles de las consecuencias negativas que sufrió como resultado de presentar una queja formal. (marque todos los que apliquen)

<input type="checkbox"/>	Me trataron de manera diferente en mi entorno de trabajo
<input type="checkbox"/>	Me sentí incómodo en el trabajo
<input type="checkbox"/>	Mi ambiente de trabajo se volvió desagradable / hostil
<input type="checkbox"/>	No hice mi trabajo tan bien como antes
<input type="checkbox"/>	Mi motivación era menor
<input type="checkbox"/>	Estaba avergonzado/a
<input type="checkbox"/>	Me sentí humillado/a
<input type="checkbox"/>	Le perdí el respeto a las personas involucradas
<input type="checkbox"/>	Me sentí excluido/a de mi equipo
<input type="checkbox"/>	Experimenté problemas de salud mental, por ejemplo, depresión, ansiedad, trastorno de estrés posttraumático
<input type="checkbox"/>	Pensé en dejar el servicio militar
<input type="checkbox"/>	Experimenté problemas de salud física, por ejemplo, cambio de peso, fatiga, dolores de cabeza
<input type="checkbox"/>	Me sentí incómodo en el trabajo
<input type="checkbox"/>	Recibí una evaluación de desempeño inferior a la esperada
<input type="checkbox"/>	Otros – especifique

PREVENCIÓN Y MANEJO

En esta sección responderá acerca de su punto de vista y sus opiniones sobre la prevención y el manejo. No hay respuestas correctas o incorrectas.

30) Hasta qué punto cree que hay un problema con el acoso sexual y/o la agresión sexual dentro de su servicio en particular?

- En exceso Bastante Moderada
- Poco Para nada No estoy seguro/a

31) ¿Hasta qué punto cree que su organización por lo general:	En exceso	Bastante	Moderada	Poco	Para nada	No estoy seguro/a
a) ¿Tiene alguna política efectiva para lidiar con el acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) ¿Aplica el debido proceso y/o políticas en la investigación del acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) ¿Trata a todos los rangos de manera justa e igualitaria cuando se trata de acoso sexual y agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) ¿Intenta prevenir el acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) ¿Apoya a aquellos que están siendo o han sido acosados o agredidos sexualmente?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) ¿Hasta qué punto cree que hay un problema con el acoso sexual o la agresión sexual dentro de su unidad/equipo en particular?

En exceso Bastante Moderada

Poco Para nada No lo sé

33) ¿Hasta qué punto su Cadena de Mando:	En exceso	Bastante	Moderada	Poco	Para nada	No lo sé
a) ¿Tiene alguna política efectiva para lidiar con el acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) ¿Aplica el debido proceso y / o políticas en la investigación del acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) ¿Trata a todos los rangos de manera justa e igualitaria cuando se trata de acoso sexual y agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) ¿Trata de prevenir el acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) ¿Apoya a aquellos que están siendo o han sido acosados o agredidos sexualmente?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) ¿Proporciona entrenamiento en la prevención y respuesta al acoso sexual y a la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) ¿Proporcionar entrenamiento que le interese y lo involucre?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) ¿Alienta al personal a intervenir o ayudarles a otros en situaciones de riesgo de acoso sexual y agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ANNEX F – SPANISH

33) ¿Hasta qué punto su Cadena de Mando:	En exceso	Bastante	Moderada	Poco	Para nada	No lo sé
i) ¿Proporciona recursos sobre acoso sexual y agresión sexual (por ejemplo, línea de ayuda, proceso de denuncia)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) ¿Alienta a las víctimas a denunciar el acoso sexual y la agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) ¿Crear un ambiente donde las víctimas se sientan cómodas denunciando acoso sexual y agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Si alguien en su unidad denunciara el acoso sexual y la agresión sexual, ¿hasta qué punto creería:	Muy probable	Moderadamente probable	Poco probable	Nada probable	No sé
a) ¿La cadena de mando tomaría en serio el informe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) ¿La cadena de mando mantendría el conocimiento del informe limitado a aquellos con una necesidad de saber?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) ¿La cadena de mando enviaría el informe fuera de la unidad a los investigadores criminales?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) ¿La cadena de mando tomaría medidas para proteger la seguridad de la persona que hace el informe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Si alguien en su unidad denunciara el acoso sexual y la agresión sexual, ¿hasta qué punto creería:	Muy probable	Moderadamente probable	Poco probable	Nada probable	No sé
e) ¿La cadena de mando apoyaría a la persona que hace el informe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) ¿La cadena de mando tomaría medidas correctivas para abordar los factores que pueden haber llevado al acoso sexual y al comportamiento de agresión sexual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) ¿El personal de la unidad etiquetaría a la persona que hace el informe como un generador de problemas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) ¿El personal de la unidad apoyaría a la persona que hace el informe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) ¿Los presuntos delincuentes o sus asociados tomarían represalias contra la persona que presenta la queja?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) ¿La carrera de la persona que hace la queja sufriría?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) ¿Qué más podría hacer la organización y/o la unidad/equipo para prevenir o gestionar el acoso sexual y la agresión sexual de manera más eficaz?

36) Pensando en sus experiencias de acoso sexual y/o agresión sexual, ¿qué consejo le daría a otras personas que están viviendo situaciones similares?

37) Hay algo más que le gustaría comentar acerca del tema?

¡Gracias por completar esta encuesta!

Annex G – SWEDISH

NATOENKÄT SEXUELLA TRAKASSERIER OCH ÖVERGREPP

1) För administratörer av enkäten

Inledning: Denna enkät har utvecklats av NATO RTG 295 I syfte att skapa bättre förståelse för sexuella trakasserier, sexuella övergrepp och hanteringen av relaterade beteenden bland NATO-anslutna samt partnerländer.

Användning och modifiering av enkät: Enkäten tillhandahålls för ert nyttjande. Respektive nation kan behöva anpassa frågor och instruktioner för att omhänderta specifika förutsättningar. Modifiera enkäten efter behov (ta bort frågor som inte är tillämpliga och lägg till frågor som behöver tillföras). Modifieringar kan också innebära ändringar av ordval och formuleringar, i syfte att översättningen från svenska inte förlorar den kontextuella innebörden. Det är inte obligatoriskt för respondenterna att besvara samtliga frågor.

Observera: NATO ansvarar inte för resultat eller analys av er data som samlats in genom denna enkät.

Etik: Denna enkät bör överses av er juridiska avdelning samt funktion för humanforskning innan genomförande. Ni bör aldrig avslöja information om enskilda individer. Om det inte är möjligt att aggregera insamlad data på ett sätt som skyddar anonymiteten, publicera inte resultatet.

Känslig information: Denna enkät efterfrågar känslig information. Vänligen tillse att respondenter ges tillgång till resurser, till exempel psykolog eller kurator, för att omhänderta eventuella reaktioner till följd av denna enkät.

2) För respondenter av enkäten

Denna enkät efterfrågar om dina erfarenheter på området sexuella trakasserier och sexuella övergrepp inom Försvarsmakten. Enkäten efterfrågar inte ditt namn eller identitet. Det individuella resultatet av denna enkät avses hållas strikt konfidentiellt, där enbart aggregerad data publiceras I syfte att bättre förstå och adressera utmaningarna. Det är inte obligatoriskt att besvara samtliga frågor. Du kan avsluta enkäten när du vill. Om du har några frågor, vänligen vänd dig till administratören av enkäten. Sök professionell hjälp om du behöver stöd. Du kan få stöd genom (*för in kontaktuppgifter till stödlinje eller andra stödresurser!*). Tack för din tid, och ditt deltagande. Vi uppskattar ditt bidrag till att förbättra arbetsförhållandena inom Försvarsmakten!

NATOENKÄT SEXUELLA TRAKASSERIER OCH ÖVERGREPP

BAKGRUNDSDATA

Vänligen svara på varje fråga genom att kryssa i rutan som stämmer mest överens med dig:

1) Kön:

Man <input type="checkbox"/>	Kvinna <input type="checkbox"/>	Annat <input type="checkbox"/>	Vill ej uppge <input type="checkbox"/>
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2) Etnicitet:

[KAN INKLUDERAS BEROENDE PÅ RESPEKTIVE LANDS LAGAR/REGLERING AV INSAMLING AV DATA AVSEENDE ETNICITET]

3) Civilstånd:

Singel (ogift) <input type="checkbox"/>	Gift/sambo <input type="checkbox"/>	Skild/separerad <input type="checkbox"/>	Änka/änkling <input type="checkbox"/>
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4) Sexuell orientering:

[KAN INKLUDERAS BEROENDE PÅ RESPEKTIVE LANDS LAGAR/REGLERING AV INSAMLING AV DATA AVSEENDE SEXUELL ORIENTERING]

Heterosexuell <input type="checkbox"/>	Homosexuell <input type="checkbox"/>	Bisexuell <input type="checkbox"/>	Asexuell <input type="checkbox"/>	Vill ej uppge <input type="checkbox"/>
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5) Ålder:

18-25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-40 <input type="checkbox"/>	41-50 <input type="checkbox"/>	51-60 <input type="checkbox"/>	61+ <input type="checkbox"/>
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6) Försvarsgren:

Armén <input type="checkbox"/>	Marinen <input type="checkbox"/>	Flygvapnet <input type="checkbox"/>	Annan <input type="checkbox"/>
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7) Grad eller motsvarande:

Menig <input type="checkbox"/>	Vicekorpral-Korpral <input type="checkbox"/>	Sergeant/Förste Sergeant <input type="checkbox"/>	Fanjunkare/förvaltare/Reg. förvaltare <input type="checkbox"/>
Fänrik/ Löjtnant/ Kapten <input type="checkbox"/>	Major/Örlogskapten/ Överstelöjtnant/Kommandörkapten/Överste /General <input type="checkbox"/>	CR – Gymnasial/ efter-gymnasial utbildning <input type="checkbox"/>	CF - Akademisk examen och/eller större personalansvar <input type="checkbox"/>

8) Typ av anställning:

Kontinuerligt anställd <input type="checkbox"/>	Reservofficer/tidvis anställd <input type="checkbox"/>	Civilanställd <input type="checkbox"/>	Kadett <input type="checkbox"/>	Rekryt/värnpliktig <input type="checkbox"/>	Annat <input type="checkbox"/>
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9) Tjänstgöringstid?

0-1 år <input type="checkbox"/>	2-5 år <input type="checkbox"/>	6-10 år <input type="checkbox"/>	11-15 år <input type="checkbox"/>	16-20 år <input type="checkbox"/>	21+ år <input type="checkbox"/>
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ARBETSMILJÖ OCH SEXUELLA TRAKASSERIER:

Detta frågeblock innefattar frågor om dina erfarenheter av sexuella trakasserier* inom din arbetsmiljö.

* *Sexuella trakasserier definieras som beteenden av sexuell karaktär som är oönskade och har syftet eller effekten att det kränker din värdighet. Det inkluderar bland annat (inte enbart): ovälkomna sexuella närmanden, ovälkommen sexuell uppmärksamhet, förfrågningar om sexuella tjänster, verbala, fysiska och digitala handlingar eller gester av sexuell natur.*

11) Under de senaste 12 månaderna, har <u>du</u> upplevt något av följande på din arbetsplats*, och i så fall hur ofta? Kryssa i rutan som stämmer bäst.					
	Dagligen	Varje vecka	Varje månad	En eller fler gånger under året	Aldrig
a) Sexuella skämt eller historier	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Sexuella skämt eller historier som gjorde dig obekväma	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ovälkommen sexuell uppmärksamhet, såsom busvisslingar, blickar, gester eller kroppsspråk, ovälkomna kommentarer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Olämpliga sexuella kommentarer om ditt utseende eller din kropp	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Olämpliga diskussioner om sexliv eller sexuella aktiviteter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Uppvisande av material med sexuellt innehåll	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Någon tog eller publicerade material föreställande dig med sexuellt innehåll, utan ditt samtycke	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) Under de senaste 12 månaderna, har du upplevt något av följande på din arbetsplats*, och i så fall hur ofta? Kryssa i rutan som stämmer bäst.

** Arbetsplats definieras som platsen där du ägnar dig åt jobbrelaterade aktiviteter, inklusive sociala tillställningar utanför jobbet, jobbresor, och andra jobbrelaterade uppgifter oavsett om det ägde rum på din vanliga arbetsplats eller inte.*

	Dagligen	Varje vecka	Varje månad	En eller fler gånger under året	Aldrig
h) Någon har blottat sig eller visat upp opassande kroppsdelar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Upprepade gånger blivit pressad för att gå på en dejt eller inleda en sexuell relation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Ovälkommen fysisk beröring, såsom kramar, massage eller att ställa sig för nära	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Någon erbjöd dig arbetsmässiga fördelar för att du skulle gå med på sexuella handlingar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Någon behandlade dig orättvist för att du nekat till sexuella handlingar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) Under de senaste 12 månaderna, har du blivit utsatt för sexuella trakasserier på arbetsplatsen?

Nej Ja Vet inte

13) Under de senaste 12 månaderna, har du observerat en situation på arbetsplatsen som du uppfattade var sexuella trakasserier?

Nej Ja Vet inte

ARBETSMILJÖ OCH SEXUELLA ÖVERGREPP:

De följande 12 frågorna handlar om dina erfarenheter av sexuella övergrepp*, inte sexuella trakasserier.

* *Arbetsplats definieras som platsen där du ägnar dig åt jobbrelaterade aktiviteter, inklusive sociala tillställningar utanför jobbet, jobbresor, och andra jobbrelaterade uppgifter oavsett om det ägde rum på din vanliga arbetsplats eller inte.*

Under de senaste 12 månaderna, har någon...

14) Vänligen besvara följande frågor i relation till dina upplevelser på arbetsplatsen*. <i>* Arbetsplats definieras som platsen där du ägnar dig åt jobbrelaterade aktiviteter, inklusive sociala tillställningar utanför jobbet, jobbresor, och andra jobbrelaterade uppgifter oavsett om det ägde rum på din vanliga arbetsplats eller inte.</i> Under de senaste 12 månaderna, har någon...		
a) Tagit på dig på ett sexuellt sätt mot din vilja? (Detta inkluderar ovälkommen beröring eller tafsande, kyssar, smekningar och/eller att någon pressat sig mot dig)	Ja <input type="checkbox"/>	Nej <input type="checkbox"/>
i) Om du svarat ja på föregående fråga (a), hur ofta har detta inträffat?	En gång <input type="checkbox"/> Tre eller fler gånger <input type="checkbox"/>	Två gånger <input type="checkbox"/> Minns inte <input type="checkbox"/>
ii) Om du svarat ja på föregående fråga (a), var den/de som utsatte dig...	Män <input type="checkbox"/> Både män och kvinnor <input type="checkbox"/>	Kvinnor <input type="checkbox"/> Osäker <input type="checkbox"/>
b) Tvingat dig eller försökt tvinga dig till sexuella handlingar, genom att hota, hålla fast och/eller skada dig på något sätt?	Ja <input type="checkbox"/>	Nej <input type="checkbox"/>
i) Om du svarat ja på föregående fråga (a), hur ofta har detta inträffat?	En gång <input type="checkbox"/> Tre eller fler gånger <input type="checkbox"/>	Två gånger <input type="checkbox"/> Minns inte <input type="checkbox"/>
ii) Om du svarat ja på föregående fråga (a), var den/de som utsatte dig...	Män <input type="checkbox"/> Både män och kvinnor <input type="checkbox"/>	Kvinnor <input type="checkbox"/> Osäker <input type="checkbox"/>
c) Utsatt dig för en sexuell handling när du inte kunnat ge ditt samtycke? (Detta inkluderar händelser när du varit drog- eller alkoholpåverkad, manipulerad och/eller tvingad på andra sätt)	Ja <input type="checkbox"/>	Nej <input type="checkbox"/>

14) Vänligen besvara följande frågor i relation till dina upplevelser på arbetsplatsen*. <i>* Arbetsplats definieras som platsen där du ägnar dig åt jobbrelaterade aktiviteter, inklusive sociala tillställningar utanför jobbet, jobbresor, och andra jobbrelaterade uppgifter oavsett om det ägde rum på din vanliga arbetsplats eller inte.</i>		
Under de senaste 12 månaderna, har någon...		
i) Om du svarat ja på föregående fråga (a), hur ofta har detta inträffat?	En gång <input type="checkbox"/> Tre eller fler gånger <input type="checkbox"/>	Två gånger <input type="checkbox"/> Minns inte <input type="checkbox"/>
ii) Om du svarat ja på föregående fråga (a), var den/de som utsatte dig...	Män <input type="checkbox"/> Både män och kvinnor <input type="checkbox"/>	Kvinnor <input type="checkbox"/> Osäker <input type="checkbox"/>
d) Våldtagit eller försökt våldta dig...	Ja <input type="checkbox"/>	Nej <input type="checkbox"/>
i) Om du svarat ja på föregående fråga (a), hur ofta har detta inträffat?	En gång <input type="checkbox"/> Tre eller fler gånger <input type="checkbox"/>	Två gånger <input type="checkbox"/> Minns inte <input type="checkbox"/>
ii) Om du svarat ja på föregående fråga (a), var den/de som utsatte dig...	Män <input type="checkbox"/> Både män och kvinnor <input type="checkbox"/>	Kvinnor <input type="checkbox"/> Osäker <input type="checkbox"/>

Om du svarat nej på samtliga frågor under nummer 14 (a, b, c, d), vänligen gå till fråga 23.

15) Om du svarat "ja" på något av påståendena i fråga 14, var inträffade det? Vänligen kryssa alla rutor som stämmer.	
a) På arbetsplatsen på mitt förband/enhet	<input type="checkbox"/>
b) I ett gemensamt utrymme på mitt förband/enhet	<input type="checkbox"/>
c) I ett enskilt utrymme (t.ex. eget rum) på mitt förband/enhet	<input type="checkbox"/>
d) På arbetsplatsen på ett annat förband/enhet	<input type="checkbox"/>
e) I ett gemensamt utrymme på ett annat förband/enhet	<input type="checkbox"/>
f) I ett enskilt utrymme (t.ex. annans rum) på ett annat förband/enhet	<input type="checkbox"/>
g) På min arbetsplats under utlandstjänstgöring	<input type="checkbox"/>
h) I ett gemensamt/allmänt utrymme under utlandstjänstgöring	<input type="checkbox"/>
i) Annat (specificera gärna nedan): _____	

Utifrån dina svar på fråga 14, vänligen besvara nedan frågor om individen som utsatte dig för den mest **upprörande** händelsen. Om det var mer än en person som utsatte dig, välj den individ som du upplever hade starkast påverkan på dig.

16) Vilken grad hade individen som utsatte dig för den mest upprörande händelsen?	Värnplikting <input type="checkbox"/> Soldat/sjöman <input type="checkbox"/> Sergeant/Översergeant/Fanjunkare/Förvaltare <input type="checkbox"/> Fänrik/Löjtnant/Kapten <input type="checkbox"/> Major/Örlogskapten/Överstelöjtnant/Kommendörkapten <input type="checkbox"/> Överste/ General/Amiral <input type="checkbox"/> Civil <input type="checkbox"/> Annan <input type="checkbox"/> <input type="checkbox"/>
17) Var individen som utsatte dig för den mest upprörande händelsen	Underordnad <input type="checkbox"/> Kollega/sidoordnad <input type="checkbox"/> Direkt överordnad <input type="checkbox"/> Överordnad i linjen <input type="checkbox"/> Annan person av överordnad grad <input type="checkbox"/> Osäker <input type="checkbox"/>
18) Var individen som utsatte dig för den mest upprörande händelsen:	Man <input type="checkbox"/> Kvinna <input type="checkbox"/> Osäker <input type="checkbox"/>

19) Avseende den mest upprörande händelsen, hur reagerade du eller andra? (Kryssa i alla påståenden som stämmer)	
a) Jag gjorde ingenting	<input type="checkbox"/>
b) Jag undvek personen när jag kunde	<input type="checkbox"/>
c) Jag bad personen att sluta	<input type="checkbox"/>
d) Jag bad om att bli förflyttad någon annanstans	<input type="checkbox"/>
e) Jag hotade att berätta för andra	<input type="checkbox"/>
f) Jag skämtade bort händelsen	<input type="checkbox"/>
g) Jag stod ut med det	<input type="checkbox"/>
h) Jag hotade att skada personen som utsatte mig	<input type="checkbox"/>
i) Jag medlade med hjälp av en stödperson	<input type="checkbox"/>
j) Jag bad någon annan att prata med personen som utsatte mig	<input type="checkbox"/>
k) Jag gjorde en formell anmälan	<input type="checkbox"/>
l) En chef/överordnad agerade eller sa något i mitt ställe	<input type="checkbox"/>
m) En kollega agerade eller sa något	<input type="checkbox"/>
n) Jag pratade om det med vänner eller familj	<input type="checkbox"/>
o) Annat (vänligen specificera nedan)	<input type="checkbox"/>

20) Berättade du för någon vad som inträffat? Ja Nej

Om du svarat nej på fråga 20, vänligen gå till fråga 23.

21) Vem berättade du för? (Kryssa i alla som stämmer)		Var personen/personerna hjälpsamma?		
		Ja	Nej	Vet inte
a) Chef	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Annan överordnad chef/befäl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Kollega/sidoordnad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Stödfunktion/telefonlinje	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Socialt, psykologiskt eller medicinsk stödfunktion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Fältpräst/pastor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Vän eller familj	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Annan (vänligen specificera)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22) Om du inte berättade för någon på arbetsplatsen om vad som hänt, varför inte? (Kryssa i alla som stämmer)	
a) Jag tänkte att jag kunde hantera situationen själv	<input type="checkbox"/>
b) Jag tyckte inte att det var så viktigt	<input type="checkbox"/>
c) Jag trodde inte att jag skulle bli trodd	<input type="checkbox"/>
d) Jag trodde inte att något skulle göras åt det	<input type="checkbox"/>
e) Jag ville inte skada personen som utsatte mig	<input type="checkbox"/>
f) Jag var orolig att alla skulle få veta	<input type="checkbox"/>
g) Jag trodde att jag skulle bli stämplad som problemmakare	<input type="checkbox"/>
h) Jag trodde att det skulle påverka mitt jobb eller min karriär (t.ex. möjlighet till befordran skulle påverkas negativt)	<input type="checkbox"/>
i) Jag trodde att det skulle göra min arbetssituation obehaglig	<input type="checkbox"/>
j) Den som utsatte mig var min chef eller annan överordnad	<input type="checkbox"/>
k) Jag trodde att jag skulle förlora mina kollegors förtroende och respekt	<input type="checkbox"/>
l) Jag ville inte göra det till en stor grej	<input type="checkbox"/>
m) Jag blev hotad att inte berätta för någon	<input type="checkbox"/>
n) Jag trodde att jag skulle få skulden	<input type="checkbox"/>
o) Jag var rädd för den som utsatte mig	<input type="checkbox"/>
p) Jag trodde att det skulle påverka min familj eller privatliv	<input type="checkbox"/>
q) Jag skämdes	<input type="checkbox"/>
r) Annat (vänligen specificera)	<input type="checkbox"/>

23) Under de senaste 12 månaderna, har du bevittnat att andra blivit utsatta för sexuella övergrepp på arbetsplatsen?

Ja Nej Är osäker

24) Om du svarat “ja” på fråga 23, ingrep eller agerade du? (Kryssa i alla som stämmer)	Ja – jag ingrep direkt när det inträffade	<input type="checkbox"/>
	Ja – jag pratade med offret efteråt	<input type="checkbox"/>
	Ja – jag pratade med förövaren efteråt	<input type="checkbox"/>
	Ja – jag anmälde händelsen	<input type="checkbox"/>
	Ja – annat <input type="checkbox"/> (vänligen specificera) _____	
	Nej – jag gjorde ingenting för jag visste inte vad jag skulle göra	<input type="checkbox"/>
	Nej – jag gjorde ingenting för jag ville inte bli inblandad	<input type="checkbox"/>
	Nej – annat <input type="checkbox"/> (vänligen specificera) _____	

ANMÄLNINGSPROCESS

Följande Frågor Handlar Om Din Erfarenhet Av Att Göra En Anmälan.

25) Vet du hur du gör en anmälan?

Ja Ungefär Nej

26) Har du gjort en anmälan under de senaste 12 månaderna avseende:

- Sexuella trakasserier
- Sexuella övergrepp
- Båda
- Inget

Om du svarat “inget” på fråga 25, vänligen gå till fråga 30.

27) Om du gjort en anmälan, hur nöjd är du med följande?*	Väldigt nöjd	Nöjd	Varken nöjd eller missnöjd	Missnöjd	Väldigt missnöjd	Jag är fortfarande i processen och kan inte avgöra
a) Tillgängligheten till information om hur man gör en anmälan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Tydligheten av processen och hur man gör en anmälan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Bemötandet du fick av personerna som hanterade anmälan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Tiden det tog/tar att lösa ärendet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Hur väl du blev/blir informerad om hur ärendet utvecklas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Hur väl slutsatserna i utredningen förklarades för dig	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Utfallet av någon åtgärd som vidtogs mot ansvarig person/personer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Utsträckningen i vilken din integritet skyddas/skyddats under processen						

* Om du svarat "båda" på föregående fråga, vänligen besvara tabellen utifrån sexuella övergrepp

28) Har du upplevt några negativa konsekvenser till följd av att du gjort en anmälan, antingen under eller efteråt?

Ja Nej Osäker

29) Om du svarat ja eller osäker, konsekvenserna innefattade: (Kryssa i alla som stämmer)
<input type="checkbox"/> Jag behandlades annorlunda på min arbetsplats
<input type="checkbox"/> Jag trivdes inte längre på jobbet
<input type="checkbox"/> Jag kände mig obekväm på jobbet
<input type="checkbox"/> Min arbetsmiljö blev otrevlig/fientlig
<input type="checkbox"/> Jag gjorde inte mitt jobb lika bra som tidigare
<input type="checkbox"/> Min motivation minskade
<input type="checkbox"/> Jag skämdes
<input type="checkbox"/> Jag kände mig förödmjukad
<input type="checkbox"/> Jag förlorade respekten för de inblandade personerna
<input type="checkbox"/> Jag kände mig exkluderad från mitt arbetslag
<input type="checkbox"/> Jag upplevde mental ohälsa, t ex depression, ångest, PTSD
<input type="checkbox"/> Jag funderade på att lämna Försvarsmakten
<input type="checkbox"/> Jag upplevde fysisk ohälsa, t ex viktförändring, trötthet, huvudvärk
<input type="checkbox"/> När min prestation utvärderades fick jag lågt resultat
<input type="checkbox"/> Annat – vänligen specificera

FÖREBYGGANDE OCH HANTERING

Detta frågeblock handlar om din uppfattning och dina åsikter om förebyggande och hantering. Det finns inga rätta eller fel svar.

30) I vilken utsträckning tror du det finns problem med sexuella trakasserier och/eller övergrepp, inom din specifika försvarsgren/stridskraft?

I väldigt stor utsträckning I stor utsträckning I viss utsträckning

I liten utsträckning Inte alls Osäker

31) I vilken utsträckning upplever du att Försvarsmakten generellt:	I mycket hög utsträckning	I hög utsträckning	I viss utsträckning	I liten utsträckning	Inte alls	Osäker
--	----------------------------------	---------------------------	----------------------------	-----------------------------	------------------	---------------

31) I vilken utsträckning upplever du att Försvarsmakten generellt:	I mycket hög utsträckning	I hög utsträckning	I viss utsträckning	I liten utsträckning	Inte alls	Osäker
a) Har policyer för att hantera sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Följer fastställda processer och/eller policyer i utredningar om sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Behandlar alla, oavsett grad, rättvist och lika i hanteringen av sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Försöker förebygga sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Stödjer de som utsätts/har blivit utsatta för sexuella trakasserier eller övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32) I vilken utsträckning upplever du att det finns ett problem med sexuella trakasserier eller övergrepp på din specifika enhet?

I väldigt stor utsträckning I stor utsträckning I viss utsträckning

I liten utsträckning Inte alls Osäker

33) I vilken utsträckning agerar chefer i linjen på din enhet genom att:	I mycket hög utsträckning	I hög utsträckning	I viss utsträckning	I liten utsträckning	Inte alls	Vet inte
a) Ha policyer för att hantera sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Följa fastställda processer och/eller policyer i utredningar om sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Behandla alla, oavsett grad, rättvist och lika i hanteringen av sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Försöka förebygga sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Stödja de som utsätts/har blivit utsatta för sexuella trakasserier eller övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Tillhandahålla utbildning i att förebygga och hantera sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Tillhandahålla utbildning som intresserar och engagerar dig?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33) I vilken utsträckning agerar chefer i linjen på din enhet genom att:	I mycket hög utsträckning	I hög utsträckning	I viss utsträckning	I liten utsträckning	Inte alls	Vet inte
h) Uppmuntra personal att ingripa eller stödja andra som befinner sig i risk för sexuella trakasserier eller övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Tillhandahålla resurser (t.ex. telefonlinje, information om anmälningsprocess)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Uppmuntra offer att anmäla sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k) Skapa en arbetsmiljö där offer känner sig trygga med att anmäla sexuella trakasserier och övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34) Om någon på din enhet skulle anmäla sexuella trakasserier eller övergrepp, i vilken utsträckning tror du att:	Mycket troligt	Ganska troligt	Mindre troligt	Inte alls troligt	Vet inte
a) Chefer i linjen skulle ta anmälan på allvar?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Chefer i linjen skulle begränsa kännedomen om anmälan till de som behöver veta?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Chefer i linjen skulle skicka anmälan vidare till polis eller rättsväsendet?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Chefer i linjen skulle vidta åtgärder för att trygga säkerheten för personen som gjort anmälan?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Chefer i linjen skulle stötta personen som gjort anmälan?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Chefer i linjen skulle vidta korrigerande åtgärder för att komma tillrätta med problem som kan ha lett till sexuella trakasserier eller övergrepp?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Personal på enheten skulle stämpla personen som anmäler som en problemmakare?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Personal på enheten skulle stötta personen som gör anmälan?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Den anklagade förövaren eller deras kollegor/bundsförvanter skulle bestraffa personen som gjort anmälan?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Karriären för personen som gjort anmälan skulle påverkas negativt?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35) Vad skulle Försvarsmakten och/eller enheten/arbetslaget kunna göra för att förebygga eller hantera sexuella trakasserier och övergrepp mer effektivt?

36) Utifrån dina upplevelser om sexuella trakasserier och/eller sexuella övergrepp, vilket råd skulle du ge till andra som upplever liknande situationer?

37) Är det något annat du skulle vilja framföra i relation till detta ämne?

Tack för att du deltagit i denna enkät!

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14. Abstract	<p>Task Group (RTG) 295 was established to investigate the approaches taken by different NATO militaries and to gain a common understanding of the mechanisms and challenges involved in eradicating sexual harassment and violence in the military. The panel provided recommendations on measurement and developed a set of principles to define sexual harassment/violence, along with reporting mechanisms to ensure NATO interoperability. The Panel has also suggested approaches to training, including the use of scenarios to stimulate discussion and action.</p> <p>The main component of the RTG's program of work was to identify best practices for collecting self-reported prevalence data and attitudinal information on sexual violence. Seven NATO countries participated in the cognitive interviewing task of the NATO Sexual Harassment and Assault Survey: Canada, Croatia, Germany, Romania, Sweden, the United Kingdom, and the United States. Findings from all cognitive interviews were used by the team to modify the initial survey and draft the final version. The final survey instrument of sexual violence was translated into several languages of NATO nations and partner countries, including Croatian, French, German, Romanian, Spanish, and Swedish.</p> <p>The work of the RTG will provide the command structure with the tools to address and minimise the problem, thereby improving effectiveness and operational readiness.</p>		





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