

Sexual Harassment: Servicewomen & Servicemen's Views 2009

Technical Report

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Occupational Psychology – Informing Your Decisions



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EXECUTIVE SUMMARY

Background

a. This research contributes to the Agreement signed between the Ministry of Defence and the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission), which concluded on 3 July 2008. It is the fourth part of a programme of research started in 2005.

Method

b. A paper-and-pencil questionnaire was distributed to 22,370 Armed Forces personnel, 15,869 Servicewomen and 6,501 Servicemen; 6,935 were returned representing an overall response rate of 31%.

c. This research was granted scientific clearance by the Royal Navy Scientific Advisory Committee and ethical clearance by the MOD Research Ethics Committee. Appropriate statistical analyses have been conducted on these data by Defence Analytical Services & Advice (DASA) (Surveys) in accordance with National Statistics Codes of Practice.

Attitudes towards Sexualised Behaviours

d. The ordering of nine targeted sexualised behaviours (A to I) was designed to reflect an increasing level of severity. As severity increases so does the percentage of respondents who believed the behaviours are rarely or never acceptable from 61% to 99%. Significantly fewer Servicemen believed that Behaviours A – D were rarely or never acceptable than Servicewomen. Servicewomen have become more condemning of these four behaviours since the 2007 survey in that significantly more believed they are now rarely or never acceptable.

e. There is also an increase in the percentage of respondents who think the behaviours count as sexual harassment as they become more severe: 42 – 92%. Significantly fewer Servicemen believed three of the nine behaviours count as sexual harassment than Servicewomen: i) making comments about someone's appearance, body or sexual activities, ii) sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature, and iii) making gestures or using body language of a sexual nature that is directed at someone. Since 2007 significantly more Servicemen believed two of the behaviours count as sexual harassment (talked to you about sexual matters despite discouragement and sent you sexually explicit material). For Servicewomen there has been a significant change for four additional behaviours over time. All of these were significantly higher in 2009 except for the last behaviour listed, which was significantly lower: making gestures or using body language of a sexual nature, saying or making someone feel that they would be treated better in return for having a sexual relationship with them, saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, and making attempts to touch someone.

Function of Sexualised Behaviours

f. Respondents most commonly said that the five targeted sexualised behaviours occur 'to have fun/for a laugh'. Both Servicemen and Servicewomen agreed that this was the most likely reason for these behaviours happening, but Servicewomen thought the second most likely explanation was 'to wind people up' and Servicemen said 'to help bonding/morale'.

Personal Experiences of Sexualised Behaviours

g. In the last 12 months respondents most commonly experienced someone making comments about their appearance, body or sexual activities (71%) and being spoken to about sexual matters (63%). The former behaviour was 35 times more likely to be experienced than sexual assault (2%). There have been no significant changes in how often Servicemen experienced behaviours or how often they took offence to them between 2007 and 2009. In 2009 (65%) significantly fewer Servicewomen were spoken to about sexual matters despite their discouragement than in 2007 (69%). However, despite frequency decreasing significantly more found it offensive at least sometimes in 2009 (49%) than 2007 (40%). Overall, the Servicemen were significantly less often offended than the Servicewomen by all the behaviours where comparisons are able (i.e. Behaviours A – F). There were significant differences in the frequency of Servicemen and Servicewomen experiencing Behaviour A (men lower), C (men higher) and F (men lower).

A Particularly Upsetting Experience – Overall

h. 93% of respondents have not had a particularly upsetting experience in the last 12 months involving either the targeted sexualised behaviours or other offensive behaviours, e.g. being picked on or insulted. Significantly fewer Servicemen (2%) reported a particularly upsetting experience involving the targeted sexualised behaviours in the last 12 months than Servicewomen (8%) and the corollary, i.e. significantly more Servicemen (94%) agreed that they had not had any particularly upsetting experience in the past 12 months than Servicewomen (85%). Significantly fewer Servicewomen reported a particularly upsetting experience involving the targeted sexualised behaviours in 2009 (8%) than in 2007 (11%), which had decreased from 17% in 2005. By corollary, the percentage of Servicewomen agreeing that they have not had any particularly upsetting experience in the last 12 months has significantly increased between 2007 (80%) and 2009 (85%).

A Particularly Upsetting Experience – Sexualised Behaviours

i. Of the 2% (n = 382) of respondents who had a particularly upsetting experience involving the sexualised behaviours, most commonly it can be described as:

- Involving comments about their appearance, body or sexual activities.
- Perpetrated by an Other Rank/Rate (58%); someone of a similar rank/grade to the target (70%); a male. These factors arguably reflect the pyramid rank structure and male-dominated nature of the Armed Forces.
- Men most commonly acted as a group of four or more.

- Occurred both in duty and off duty time (60%).
- 47% of respondents said that their particularly upsetting experience was part of a longer term problem with this person(s).
- It caused respondents to no longer enjoy their work (63%), think about leaving the Service (56%), and not do their job as well as before (53%) to a large or a moderate extent.
- Most respondents who had a particularly upsetting experience ignored the behaviour (79%) or avoided the perpetrator (72%), but when asked which measures had worked more respondents said asking to be moved (52%) or 'other' (47%). However, due to the low numbers involved this finding should be treated with caution.
- Across the Armed Forces only 4% (n = 32 unweighted count) made a formal written complaint about their particularly upsetting experience. The most common reason given was that they did not want to be labelled a troublemaker.
- Focusing on those 4%, satisfaction on four of the seven aspects of the complaints process was 50%+. The areas of least satisfaction concerned the time involved (35%) and being kept informed of the progress (40%).

Preventing & Dealing with Sexual Harassment

j. 86% of Armed Forces personnel believed that the five generalised behaviours are more likely when people have been drinking alcohol. Most people (56%) thought that these behaviours are most likely to occur anywhere with the second most common location being when off-duty (40%). Significantly more Servicewomen (63%) than Servicemen (55%) believed the behaviours are just as likely to occur anywhere. Significantly fewer Servicewomen (12%) believed these behaviours were most likely when people have just returned from operations than Servicemen (17%). 80% of personnel would personally try to stop sexual harassment if they thought it was happening to someone with 19% saying it depended on the situation. 68% of respondents thought their Service tries to prevent sexual harassment to a very large/large extent; there were no Service differences from the Armed Forces average. Significantly more Servicemen (67%) felt their Service tries to prevent sexual harassment to a very large/large extent than Servicewomen (55%). Most people (51%) felt that the formal written complaints process favours neither the respondent or the complainant, but 43% did think it favoured the complainant. The top three measures for preventing sexual harassment identified across the Armed Forces were:

- Having people who could help without someone having to make a formal written complaint (85%).
- Penalties taken against those who sexually harass others (84%).
- Having good information about where to go for help (83%).

k. 66% of respondents felt that their equality and diversity training is at least effective in increasing their understanding of sexual harassment. Only 14% of respondents believed there is a problem with sexual harassment in their Service to a large or moderate extent; there were no Service differences. However, significantly fewer Servicemen (12%) felt there was a problem to a large/moderate extent than Servicewomen (26%).

Conclusion

l. The current research combines both Servicemen and Servicewomen in one project, which fulfils the original aspirations of investigating sexual harassment in the Armed Forces. The repeated distribution of the questionnaire allows the MOD to monitor changes in Service personnel's experiences and attitudes regarding sexual harassment. This research gives the evidence for direct action to reduce the incidences of sexualised behaviours and sexual harassment, address the harmful impact of such behaviours, and promote confidence in the complaints process.

m. The MOD can use the data provided in this report to drive forward the policies and procedures implemented over the last four years to prevent and deal with sexual harassment in the Armed Forces. There is evidence that experiences and attitudes are shifting. The key success stories include:

- i. The increase in number of Servicewomen finding some of the sexualised behaviours unacceptable and saying they count as sexual harassment.
- ii. The suggestion that more Servicemen are classifying some of the behaviours as sexual harassment since 2007.
- iii. The decrease in the number of Servicewomen reporting a particularly upsetting experience.
- iv. The increase in the number of Servicemen reporting that they have not had a particularly upsetting experience.
- v. The consistent finding between the three Services and the Armed Forces as a whole.

n. It is difficult to identify particular foci for future action since the survey generates so much information, but three could be as follows. First, there has been no/little change in the number of personnel who reported experiencing the sexualised behaviours since 2007. Second, there has been no change in the number of people who think their Service tries to prevent sexual harassment. Finally, the data and open comments provide evidence that personnel would value higher visibility of who they can contact for help and support. We have seen a positive impact of policy and procedural changes implemented under the Agreement in the nature and prevalence of sexualised behaviours in the Armed Forces. These initiatives should be sustained and if appropriate reviewed in the light of these results.

TECHNICAL REPORT

INTRODUCTION

1. Agreement with the Equal Opportunities Commission

1.1 In 2003 the Equal Opportunities Commission (EOC) raised concerns over the number of sexual harassment complaints it had received from Servicewomen. In January 2005 the EOC informed the Ministry of Defence (MOD) that it was 'minded to conduct a formal investigation' using its powers under the Sex Discrimination Act 1975. The EOC initiated a formal investigation, but immediately suspended it pending the satisfactory completion of a three-year Agreement. The Agreement was signed on 23 June 2005 between the Secretary of State, the Chief of Defence Staff and the Deputy Chair and Chief Executive of the EOC.

1.2 The Agreement was concerned with preventing and dealing effectively with sexual harassment in the Armed Forces; ensuring that the MOD takes practical and effective steps within a reasonable time to do this. Central to the large body of work encompassed by the Agreement is the fact that harassment is unacceptable in the Armed Forces, because of its impact on individuals, team cohesion and thus operational effectiveness. The MOD has a longstanding commitment to prevent and deal with harassment, the Agreement served to help the MOD towards this goal and create an environment in which it is discouraged from occurring in the first place.

1.3 On 3 July 2008 the Equality and Human Rights Commission (EHRC)¹ met with Ministers and Defence Chiefs to conclude the formal Agreement. In doing so they resumed and immediately concluded the formal investigation, which they had originally initiated but suspended, pending the outcome of the Agreement. The EHRC congratulated the MOD and Armed Forces on the progress made, however, both sides agreed that while the conditions for success were in place there was still much work to be done. CDS stated, "we are now on the right road but we haven't travelled very far yet".

1.4 The Chiefs of Staff reconfirmed their unwavering commitment to dealing with equality and diversity issues and pledged to continue to drive down change from the top. The EHRC felt that whilst we now had the appropriate, policies, sanctions and guidance in place, the Armed Forces needed to turn their attentions to changing the culture so that bullying and harassment becomes an unacceptable and alien part of Service life. The MOD is continuing to work with the EHRC to achieve this aim.

2. Sexual Harassment Research Programme

2.1 The Agreement initiated a programme of research into sexual harassment in the Armed Forces. To date there have been four parts to this programme (see table 1):

¹ On 1 October 2007 the Equal Opportunities Commission, Commission for Racial Equality and Disability Rights Commission combined to form the Equality and Human Rights Commission.

Table 1: Sexual Harassment Research Programme

Year	Sample	Method	Reference
2005	18,178 Servicewomen	Questionnaire and focus groups	Rutherford, Schneider, and Walmsley (2006)
2007	22,882 Servicemen	Questionnaire	Dietmann and Newby (2007)
2007	5,286 Servicewomen	Questionnaire	Dietmann and McCrea (2007)
2009	Total: 22,370 15,869 Servicewomen 6,501 Servicemen	Questionnaire	Dietmann, Edwards and Whitfield (2009)

2.2 By allowing the Armed Forces to identify trends over time the research programme provides valuable evidence regarding the success of initiatives in preventing and dealing with sexual harassment. As well as how to best support those who make a complaint. In addition, it increases Service personnel's understanding of the behaviours that could constitute sexual harassment, the various actions that they can take to deal with such behaviours, and the individual and organisational actions to prevent sexual harassment.

2.3 In achieving these aims the unique nature of the Armed Forces must not be overlooked; in particular the fact that Service personnel often live and work together. The blurring of professional and personal relationships resulting from the close proximity of military life is likely to increase both the prevalence and subsequent psychological costs of sexual harassment. This programme of research is not about sanitising the Armed Forces. It is important to remember that whilst sexual behaviour and language are widespread, much of them are tolerated and even enjoyed by women and men alike. Many Servicewomen indicated in the 2005 research that they did not want to see this side of Service life removed. 'Banter' is part of the culture of the Armed Forces and may serve important functions. The tipping point is when both parties do not voluntarily engage in banter and when someone finds it offensive. It is essential that Service personnel are sensitive to the views of their colleagues.

3. Nature of Sexual Harassment

3.1 Sexual harassment is just one amongst several other forms of harassment, such as racial harassment or harassment on the grounds of sexual orientation, gender reassignment, religion or belief. Its unique characteristic is that the conduct involved must relate to the recipient's gender or be of a sexual nature. Like other forms of harassment, the conduct involved must also be unwanted and have the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is against the law, but workplace bullying is not unlawful unless, for example, it is targeted at a woman or man only because of their gender.

3.2 More often than not the overarching motive for bullying and harassment is exerting and/or maintaining power over the target. Power differentials between the target and perpetrator may manifest themselves in a variety of ways, e.g. hierarchically, physically or access to critical work resources.

3.3 The term 'sexualised behaviours' is used throughout this report when describing the results in preference to 'sexual harassment'. This is important because the majority of questions referred to a list of behaviours, rather than 'sexual harassment'. At no point do respondents answer a direct question regarding whether

they have been sexually harassed. Empirical research suggests that this direct question method does not effectively measure sexual harassment (Stark et al, 2002). Further, in asking this direct question there is a danger that the questionnaire would not capture some experiences that could count as sexual harassment, because the respondent does not fully understand the term.

3.4 The decision as to whether an incident was sexual harassment will emerge at the end of any complaints process undertaken. Of critical importance in this decision is the nature of the experience and the offence felt by the recipient. To get a step closer to identifying potential sexual harassment experiences respondents were asked if any behaviours targeted at them offended them. In addition respondents answered questions on ‘a particularly upsetting experiencing’ involving such behaviours, i.e. a situation that may conceivably be the subject of a written complaint regarding sexual harassment.

3.5 Two different lists of sexualised behaviours are used in the questionnaire: generalised and targeted sexualised behaviours (see table 2). The former is used in questions asking about the general environment/culture or when the respondent is asked to report their opinions of behaviours that are not directed at them. The latter is used in questions referring to behaviours that were targeted at the respondent.

Table 2: Generalised sexualised behaviours and targeted sexualised behaviours

Generalised sexualised behaviours	Targeted sexualised behaviours
A. Telling sexual jokes or stories.	A. Made comments about your appearance, body or sexual activities.
B. Using sexually explicit language, e.g. sexual swear words and suggestive language.	B. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.
C. Displaying, using or distributing sexually explicit materials, e.g. pornographic photos, calendars, or other objects of a sexual nature.	C. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.
D. Making gestures or using body language of a sexual nature.	D. Made gestures or used body language of a sexual nature that were directed at you.
E. Making sexual comments about someone, e.g. about their appearance, body or sexual activities.	E. Made attempts to touch you.
	F. Made attempts to establish a sexual relationship despite your discouragement.
	G. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.
	H. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.
	I. Made a sexual assault on you.

METHOD

4. Ethical Clearance

4.1 This research was granted scientific clearance by the Royal Navy Scientific Advisory Committee and ethical clearance by the MOD Research Ethics Committee.

5. Questionnaire

5.1 See Annex A for a copy of the questionnaire. The 2009 questionnaire was paper-based and anonymous. This questionnaire was the product of continual development since 2005. Whilst it is good to maintain some consistency in questionnaires, to enable comparisons over time, this should not preclude development. Specific differences in question wording will be referred to when relevant.

6. Sample

6.1 The target population was UK trained and untrained, regular Armed Forces personnel aged 18 or over who had valid work address details recorded on the Joint Personnel Administration (JPA) system. The sample excluded long term absentees, the Special Forces, Gurkhas, Locally Engaged Civilians, Royal Fleet Auxiliary and Trading Funds.

6.2 A total of 22,370 questionnaires were issued to Service personnel. A census of female personnel (15,869) and a sample of male personnel (6,501) were selected under a stratified simple random sampling process. The male sample was stratified by Service, i.e. Royal Navy/Royal Marines, Army, and Royal Air Force (RAF), and rank group, i.e. Senior Officers (OF3-OF10), Junior Officers (OF1-OF2), Warrant Officers (OR8-OR9), Senior Rate (OR6-OR7), Leading Hand (OR4), and Other Rank/Rate (OR1-OR3).

7. Statistical Analysis

7.1 Appropriate statistical analyses have been conducted on these data by Defence Analytical Services & Advice (DASA) (Surveys) using SPSS² in accordance with National Statistics Codes of Practice.

Weighting and Non-Response

7.2 Due to the sample design and the differences in prevalence of non-response between gender, Service and rank strata, the distribution of characteristics amongst the respondents did not reflect the distribution in the whole Armed Forces population. This means that some types of personnel were over-represented and others under-represented. Analysis of response/non-response found response rate varied by rank. Therefore, the survey data were weighted by gender, Service and rank to correct for the bias caused by such over or under-representation. See Annex B for details of how the weights were calculated. Weighting in this way assumes missing data are missing at random only within weighting classes. It is, therefore, assumed that within a single weighting class the views of non-respondents do not differ (on average) to the views of the respondents.

7.3 Percentages reported are weighted, but number of respondents (n) displayed in tables is unweighted (UW) to show the actual number of respondents who gave that answer. Therefore, using the n data and the overall response rate will not enable readers to manually calculate the percentages presented.

² Statistical Package for the Social Sciences.

Statistical Tests

7.4 The reader is encouraged not to compare numbers/percentages by eye and conclude a difference, but to focus on the statistically significant differences. Statistical significance testing ensures that differences in the type (e.g. Rank and Service) and number of survey respondents underlying a number do not influence the assessment of difference. If the test shows that there is statistically a difference between the two numbers then this is referred to as 'a statistically significant difference'. This means that the difference is unlikely to have occurred by chance. This is not to be confused with the fact that the difference is necessarily large, important or significant in the usual sense of the word. Therefore, a difference between two scores can be statistically significant, but the numerical difference may be small and not of practical importance³. Where statistically significant differences have been found in this dataset they are reported, either in the text or by highlighting figures in tables. Blue highlighting means that the figure is significantly higher than the benchmark figure and purple means that it is significantly lower. Where no colour is shown no significant difference was found.

7.5 To compare 2009 results with those from 2007, t-tests taking a 1% level were used to observe whether a difference was statistically significant or not. A statistically significant difference means that there is enough evidence that the change observed is not due to chance variation (less than a 1% probability that the difference is the result of chance alone).

7.6 The ability of a significance test to detect a difference that genuinely exists in the population being studied is known as its 'power'. Several things affect the power of a test, but the most important one to note here is the size of the groups being compared. Where one or both groups being compared are very small, the power of the test to highlight a real difference that exists in the population is greatly reduced. As such, it can only be concluded that when differences were not observed to be statistically significant, there was insufficient evidence to do so.

7.7 Missing values, i.e. where respondents have not provided a response/valid response, have not been included in the analysis. In addition, some questions are filtered to exclude invalid responses. As a result the UW counts (n) will vary from question to question. Respondents who have not given their gender, Service or rank have not been included in the analysis.

7.8 The percentages presented in this report are based on a sample of the Armed Forces population; there is a margin of error associated when inferring these percentages to the entire population. Confidence intervals⁴ are shown in Annex C to quantify the margin of error associated with sample percentages. Percentages in the tables presented within this report may not equal 100 due to rounding and also some questions asked respondents for all applicable answers.

³ This is analogous to being able to measure to the nearest centimetre or the nearest millimetre. Any difference in millimetres is real, but depending on the context may not matter, e.g. measuring a person's height versus drawing the specifications for a house.

⁴ The confidence interval (X, Y) for the estimate suggests it is likely that the 'true' percentage for the population lies between X and Y. A confidence interval informs us about the precision of an estimate, the wider the confidence interval the less precise the estimate is.

8. Research Questions

- i. What are Armed Forces personnel's attitudes towards sexualised behaviours, i.e. whether they are acceptable or count as sexual harassment?
- ii. What are Armed Forces personnel's experiences of sexualised behaviours and of reporting these behaviours?
- iii. What are Armed Forces personnel's views of how to prevent and deal with sexual harassment?
- iv. What are Armed Forces personnel's views of why sexualised behaviours occur in the Armed Forces (i.e. their function)?
- v. What is the difference between Servicemen and Servicewomen regarding their experience of sexualised behaviours and reporting them; preventing and dealing with sexual harassment; and why sexualised behaviours occur in the Armed Forces?
- vi. What has been the change in attitudes and experiences of these issues since 2007?

RESULTS

9. Response Rates

9.1 A total of 22,370 questionnaires were distributed⁵ and 6,935⁶ were returned representing an overall response rate of 31% (see table 3). The response rates per question are at Annex D. The response rates for other break-downs are shown in the following tables:

- i. Table 4: Rank group within Service (excludes 35 respondents who were Service/rank unspecified).
- ii. Table 5: Gender within Service (excludes 13 respondents who were Service/gender unspecified).
- iii. Table 6: Age group within Service (excludes 12 respondents who were age group /Service unspecified).

⁵ In-field dates: 9 February – 20 March 2009.

⁶ This figure does not include questionnaires returned blank or invalid, but does include Service or gender unspecified.

Table 3: Sample size, number of questionnaires returned and response rate by Service

	RN	Army	RAF	Unknown	TOTAL
Sample Size (N)	5871	9793	6706	N/A	22370
Number returned (n)	1411	3048	2465	11	6935 ⁷
Response rate (%)	24%	31%	37%	N/A	31%

Table 4: Response rate by rank group and service.

Rank	RN	Army	RAF	TOTAL	UW Count
Senior Officer	46%	55%	53%	52%	834
Junior Officer	36%	46%	40%	41%	1228
Warrant Officer	41%	55%	49%	50%	412
Senior Rate (RN); SNCO (Army, RAF)	38%	49%	49%	46%	1352
Leading Hand (RN); JNCO (Army, RAF)	25%	48%	43%	40%	1754
Other Rank/Rate	13%	8%	23%	14%	1320

This table excludes 35 respondents who were Service/rank unspecified.

Table 5: Response rate by gender and service.

Rank	RN	Army	RAF	Total	UW Count
Male	17%	21%	29%	21%	1365
Female	30%	35%	39%	35%	5557

This table excludes 13 respondents who were service/gender unspecified.

Table 6: Response rate by age group and service.

Age	RN	Army	RAF	Total	UW Count
18 or under	6%	11%	13%	10%	58
19-23	14%	17%	23%	17%	931
24-29	22%	29%	33%	28%	2119
30-35	31%	39%	43%	39%	1636
36-40	37%	50%	45%	45%	1324
41 or over	39%	53%	50%	47%	855

This table excludes 12 respondents who were age/service unspecified.

⁷ Includes the 11 responses whose Service was unspecified.

10. Attitudes towards Sexualised Behaviours

Headline section findings: The ordering of the targeted sexualised behaviours (A to I, see table 2) was designed to reflect an increasing level of severity. As severity increases so does the percentage of respondents who believed the behaviours are rarely or never acceptable from 61% to 99%. Significantly fewer Servicemen than Servicewomen believed Behaviours A – D were rarely or never acceptable. Servicewomen have become more condemning of these four behaviours since 2007; significantly more believed they are now rarely or never acceptable. The percentage of respondents who believed the behaviour count as sexual harassment also increases as severity increases from 42% – 92%. Significantly fewer Servicemen believed three of the nine behaviours count as sexual harassment than Servicewomen. Since 2007 significantly more Servicemen believed two of the behaviours count as sexual harassment and for Servicewomen there has been a significant change for six behaviours (five have increased over time and one has decreased).

10.1 The ordering of the sexualised behaviours from A to I was designed to reflect an increasing level of severity. As severity increases so does the percentage of respondents who believed the behaviours are rarely or never acceptable (see table 7). The last four behaviours are perceived as so severe that 98-99% of respondents believed that they are rarely or never acceptable. Unfortunately, the survey does not allow insight into understanding why 1% of respondents think that sexually assaulting someone is acceptable. Sexual assault is never acceptable; it is a criminal offence. No significant differences were found between the Services and the Armed Forces 2009, i.e. they can be treated as equal to the Armed Forces benchmark.

Table 7: Q5 – Armed Forces 2009 and Service comparison

Q5. Do you think the following behaviours are acceptable?

	Armed Forces 2009	Naval Service	Army	RAF
	Rarely or Never	Rarely or Never	Rarely or Never	Rarely or Never
Q5a. Making comments about someone's appearance, body or sexual activities.	61%	60%	63%	57%
Q5b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	73%	75%	70%	78%
Q5c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	79%	79%	77%	84%
Q5d. Making gestures or using body language of a sexual nature that is directed at someone.	85%	84%	86%	86%
Q5e. Making attempts to touch someone.	92%	90%	92%	93%
Q5f. Making attempts to establish a sexual relationship despite someone's discouragement.	98%	98%	98%	98%
Q5g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	98%	97%	98%	98%
Q5h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	98%	98%	98%	99%
Q5i. Sexually assaulting someone.	99%	99%	99%	99%

10.2 Significantly fewer Servicemen believed that Behaviours A – D were rarely or never acceptable than Servicewomen - after this point of severity there were no significant differences between the two groups (see table 8). Servicewomen have become more condemning of these four behaviours since the 2007 survey in that significantly more believed they are now rarely or never acceptable. (NB. Q5 was not asked of Servicemen in 2007 so comparison with 2009 is not possible).

Table 8: Q5 – Servicewomen 2009, Servicemen 2009 and Servicewomen 2007 comparison
 Servicemen 2009 and Servicewomen 2007 data are compared to Servicewomen 2009 data.
 Q5. Do you think the following behaviours are acceptable?

	Servicewomen 2009	Servicemen 2009	Servicewomen 2007
	Rarely or Never	Rarely or Never	Rarely or Never
Q5a. Making comments about someone's appearance, body or sexual activities.	68%	60%	43%
Q5b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	83%	72%	58%
Q5c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	91%	78%	79%
Q5d. Making gestures or using body language of a sexual nature that is directed at someone.	90%	85%	80%
Q5e. Making attempts to touch someone.	94%	92%	93%
Q5f. Making attempts to establish a sexual relationship despite someone's discouragement.	99%	98%	98%
Q5g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	99%	97%	99%
Q5h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	99%	98%	99%
Q5i. Sexually assaulting someone.	99%	99%	99%

10.3 Table 9 shows the percentage of respondents who said that the behaviours count as sexual harassment. As the severity of the behaviours increases so does the percentage saying they count as sexual harassment. Despite 98%+ of respondents stating that the last four behaviours are rarely/never acceptable there appears to be more ambiguity as to whether they count as sexual harassment with 8 – 14 % saying they do not. In the RAF significantly more respondents said that Behaviours C, F and G counted as sexual harassment compared to the Armed Forces overall.

Table 9: Q6 – Armed Forces 2009 and Service comparison

Q6. Do you personally think any of the behaviours in Q5 (a - i) count as sexual harassment, regardless of whether you have experienced them or not?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Q6a. Making comments about someone's appearance, body or sexual activities.	42%	47%	39%	43%
Q6b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	56%	60%	52%	63%
Q6c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	59%	61%	54%	70%
Q6d. Making gestures or using body language of a sexual nature that is directed at someone.	64%	69%	61%	69%
Q6e. Making attempts to touch someone.	80%	79%	78%	84%
Q6f. Making attempts to establish a sexual relationship despite someone's discouragement.	86%	88%	83%	92%
Q6g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	90%	90%	87%	96%
Q6h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	90%	91%	87%	95%
Q6i. Sexually assaulting someone.	92%	92%	90%	96%

10.4 Table 10 compares Servicemen and Servicewomen. Significantly fewer Servicemen than Servicewomen thought Behaviours A, C and D counted as sexual harassment.

Table 10: Q6 – Servicewomen 2009 and Servicemen 2009 comparison

Q6. Do you personally think any of the behaviours in Q5 (a-i) count as sexual harassment, regardless of whether you have experienced them or not? 41%

	Servicewomen 2009	Servicemen 2009
	Yes	Yes
Q6a. Making comments about someone's appearance, body or sexual activities.	49%	41%
Q6b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	61%	56%
Q6c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	70%	58%
Q6d. Making gestures or using body language of a sexual nature that is directed at someone.	71%	64%
Q6e. Making attempts to touch someone.	83%	79%
Q6f. Making attempts to establish a sexual relationship despite discouragement	90%	86%
Q6g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	94%	90%
Q6h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	94%	90%
Q6i. Sexually assaulting someone.	94%	91%

10.5 For Behaviours B and C significantly more Servicemen now think they count as sexual harassment compared to 2007; an increase of 9 percentage points and 8 percentage points respectively (see table 11). The change in perception is more marked for Servicewomen, with a significant increase in percentage between 2007 and 2009 for five out of nine behaviours. However, for one behaviour ('making attempts to touch someone') significantly fewer Servicewomen now (83%) think that it counts as sexual harassment than did in 2007 (87%).

**Table 11: Q6 – Servicemen 2009 and Servicemen 2007 comparison
Servicewomen 2009 and Servicewomen 2007 comparison**

Q6: Do you personally think any of the behaviours in 5a (a-i) count as sexual harassment, regardless of whether you have experienced them or not?

NB. The 2007 Servicemen's figures differ slightly to the 2007 Servicemen's survey report. For consistency the 2007 Servicemen's analysis has been brought into line with the 2007's Servicewomen and 2009 analysis.

	Servicemen 2009	Servicemen 2007	Servicewomen 2009	Servicewomen 2007
	Yes	Yes	Yes	Yes
Q6a. Made comments about your appearance, body or sexual activities.	41%	44%	49%	48%
Q6b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	56%	47%	61%	51%
Q6c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	58%	50%	70%	61%
Q6d. Made gestures or used body language of a sexual nature that were directed at you.	64%	61%	71%	65%
Q6e. Made attempts to touch you.	79%	77%	83%	87%
Q6f. Made attempts to establish a sexual relationship despite your discouragement.	86%	82%	90%	88%
Q6g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	90%	89%	94%	91%
Q6h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	90%	89%	94%	91%
Q6i. Made a sexual assault on you.	91%	89%	94%	93%

10.6 Respondents were asked whether they had any other comments about what counts as sexual harassment. A random selection of 100 comments have been thematically analysed; illustrative comments have been reproduced exactly as written by respondents. Several respondents wrote that sexual harassment involves

repeated comments, often of a sexual nature, which are humiliating and make you feel uncomfortable, and which continue despite people asking for it to stop. Several also mentioned that harassment is banter becoming unpleasant. Others feel harassment has to do with touching or body contact and the intention behind these acts and comments, as well as how the behaviour is received.

“Making someone feel uncomfortable or pressured, through making sexual comments or attempting someone to have a sexual relationship when they have discouraged it.”

“Any unwanted attention of a sexual nature or comments of an inappropriate nature when this behaviour has been discouraged.”

“Sexual harassment . . . can be taken in a variety of ways, it is the individuals responsibility to ascertain what the recipient feels. There is a very fine line between banter & harassment.”

“All can count as sexual harassment. It is all about how it is meant (ie. Is it malicious) or, and often more importantly, how is it received – does that person count it as sexual harassment.”

10.7 A few respondents thought subjectivity plays a big part in what counts as harassment; that it depends on the context and the manner of which it is executed.

“It is dependent on the situation i.e., has the person agreed/disagreed, was the action/comment etc taken out of context.”

“Depend upon context. The intent is to make a joke/be jovial/comment to a good friend and not harass.”

“Counting something as sexual harassment depends on many factors and so where I have said rarely or never depending on the circumstances my answers would have been very different. i.e. touch someone where, how?”

10.8 One individual wrote that harassment would happen if done in a top-down fashion from senior to junior ranks.

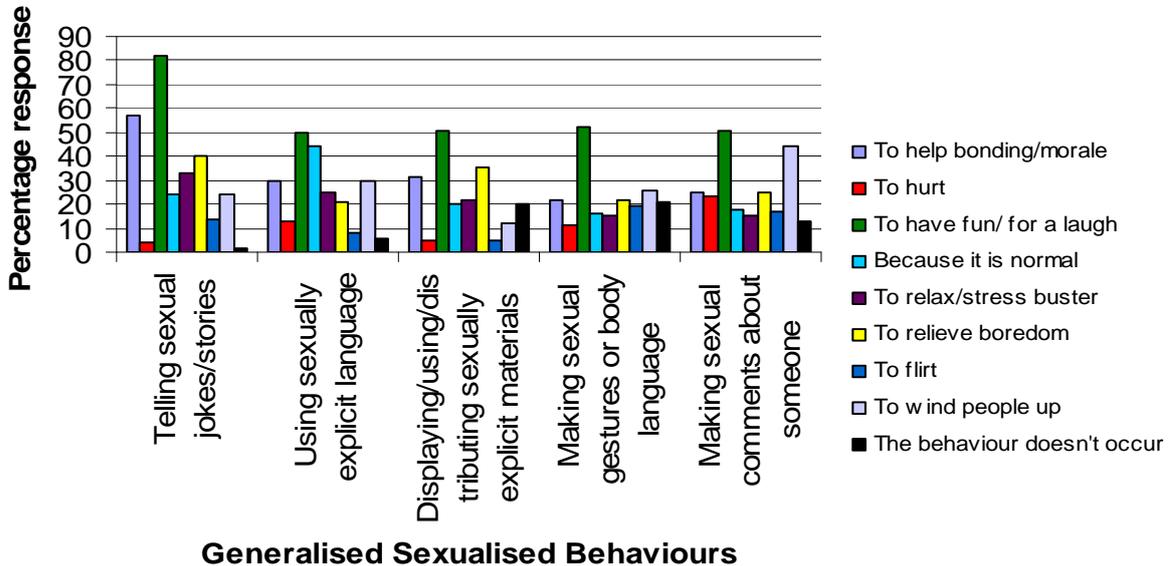
“If any of this is done repeatedly, especially if the recipient has made it clear it is not wanted or if it is from senior to more junior ranks, then it is more likely to be sexual harassment.”

11. Function of Sexualised Behaviours

Headline section findings: Respondents most commonly said that the five generalised sexualised behaviours occur ‘to have fun/for a laugh’. Both Servicemen and Servicewomen agreed that this was the most likely reason these behaviours happen, but Servicewomen thought the second most likely explanation was ‘to wind people up’ and Servicemen said ‘to help bonding/morale’.

11.1 Respondents were asked to tick the reasons that best explain the occurrence of five generalised sexualised behaviours. They most commonly said these behaviors occur 'to have fun/for a laugh' (see graph 1).

Graph 1: Why do you think the following behaviours occur in your Service? (Please tick all that apply.)



11.2 Taking all five generalised behaviours as one group, table 12 shows the percentage of respondents who ticked each reason.⁸ 'To have fun/for a laugh' was by far the most common reason selected (56%) and the least common reason was to hurt someone (11%).

Table 12: Q23 – Armed Forces 2009 overall
Q23. Why do you think the following behaviours occur in your Service?

	Armed Forces 2009
To help bonding/morale	32%
To hurt	11%
To have fun/for a laugh	56%
Because it is normal	24%
To relax/stress buster	21%
To relieve boredom	28%
To flirt	12%
To wind people up	26%
The behaviour doesn't occur	12%

11.3 Separating the responses by gender shows that both Servicewomen and Servicemen perceived the most common reason (in red) for the behaviours occurring was for fun/a laugh (55% and 59% respectively) (see table 13). The second (blue), third (yellow) and fourth (green) reasons given by Servicemen and Servicewomen are the same, but in a slightly different order. For Servicewomen there is a large drop in percentage points between the fourth and fifth reason.

⁸ Significance testing could not be performed on this question due to response format, therefore, Service data are not presented.

Table 13: Q23 – Servicewomen 2009 and Servicemen 2009 comparison

Q23. Why do you think the following behaviours occur in your Service?

NB. No significance tests have been performed between groups in this table.

	Servicewomen 2009	Servicemen 2009
	Yes	Yes
To help bonding/morale	26%	33%
To hurt	12%	11%
To have fun/for a laugh	55%	59%
Because it is normal	19%	24%
To relax/ stress buster	16%	22%
To relieve boredom	28%	28%
To flirt	19%	11%
To wind people up	30%	26%
The behaviour doesn't occur	13%	12%

12. Personal Experiences of Sexualised Behaviours

Headline section findings: In the last 12 months people most commonly experienced someone making comments about their appearance, body or sexual activities (71%). It was 35 times more likely to happen than sexual assault. There have been no significant changes in how often Servicemen experienced behaviours or how often they took offence to them between 2007 and 2009. In 2009 significantly fewer (65%) Servicewomen were spoken to about sexual matters despite their discouragement than in 2007 (69%). However, significantly more actually found it offensive at least sometimes in 2009 (49%) than 2007 (40%). Servicemen were significantly less often offended than Servicewomen by all behaviours where comparisons are able to be made. There were significant differences in how frequently Servicemen and Servicewomen experienced Behaviours A (men lower), C (men higher) and F (men lower). 93% of respondents have not had any type of particularly upsetting experiencing in the last 12 months. Significantly fewer Servicemen (2%) reported an upsetting sexualised experience than Servicewomen (8%). Significantly fewer Servicewomen had such an experience in 2009 (8%) than in 2007 (11%), down from 17% in 2005. For the 2% (n = 382) of Service personnel who had a particularly upsetting sexualised experience it was most commonly described as:

- Involving comments about their appearance, body or sexual activities.
- Perpetrated by an Other Rank/Rate; someone of a similar rank/grade to the target; a male.
- Occurred both in duty and off duty time and it was nearly half as likely to occur just in duty time.
- 47% of respondents said that their particularly upsetting experience was part of a longer term problem with this person(s).
- It caused respondents to no longer enjoy their work, think about leaving the Service, and not do their job as well as before.
- Most respondents ignored the behaviour or avoided the perpetrator, but when asked which measures had worked more respondents said asking to be moved or 'other'. However, due to the low numbers involved this finding should be treated with caution.
- Of this 382, 32 (4%) made a formal written complaint. People typically did not complain, because they did not want to be labelled a troublemaker.
- For that 4%, satisfaction with four of the seven aspects of the complaints process was 50%+.

Experiencing Sexualised Behaviours

12.1 As severity of behaviour increases the number of respondents who have experienced it 'sometimes or a lot' in the past 12 months decreases (see table 14). There were no Service differences with the Armed Forces average. Comments about appearance, body or sexual activities (Behaviour A) were 35 times more likely to be experienced by respondents sometimes or a lot than sexual assault (Behaviour I), i.e. 71% versus 2%. Down the list there are two points when the percentages decrease by a large amount: 1) between Behaviours B (63%) and C (42%), i.e. down 21 percentage points, and 2) between Behaviour D (42%) and E (19%), i.e. down 22 percentage points. These two points correspond to the change from the target individual hearing something (talk or comments) to seeing something (explicit material or gestures) to physical contact with them (touching, sexual relationship, assault). Although in the minority, 3% of respondents have experienced the coercive behaviours (i.e. better for a sexual relationship or worse treatment without it) and 2% have experienced sexual assault in the last 12 months. As with previous surveys, the following two behaviours were by far the most commonly experienced:

- i. Made comments about your appearance, body or sexual activities (71%).
- ii. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement (63%).

Table 14: Q8 – Armed Forces 2009 and Service comparison

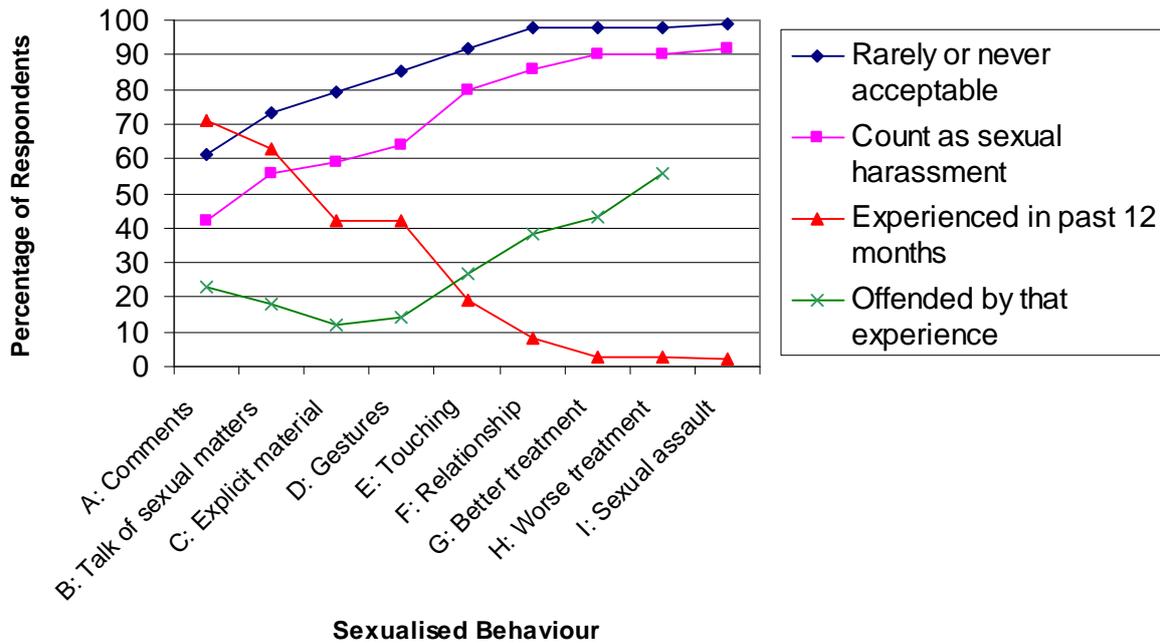
Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Armed Forces 2009	Naval Service	Army	RAF
	Sometimes or a Lot	Sometimes or A Lot	Sometimes or A Lot	Sometimes or A Lot
Q8a. Made comments about your appearance, body or sexual activities.	71%	71%	69%	74%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	23%	21%	25%	19%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	63%	65%	64%	61%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	18%	21%	16%	20%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	42%	49%	42%	37%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	12%	16%	9%	15%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	42%	41%	43%	39%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	14%	16%	14%	15%
Q8e. Made attempts to touch you.	19%	23%	18%	21%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	27%	17%	31%	28%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	8%	7%	8%	6%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	38%	32%	35%	54%
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	3%	3%	3%	2%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	43%	27%	51%	37%
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	3%	4%	1%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	56%	38%	63%	36%
Q8i. Made a sexual assault on you.	2%	2%	3%	-

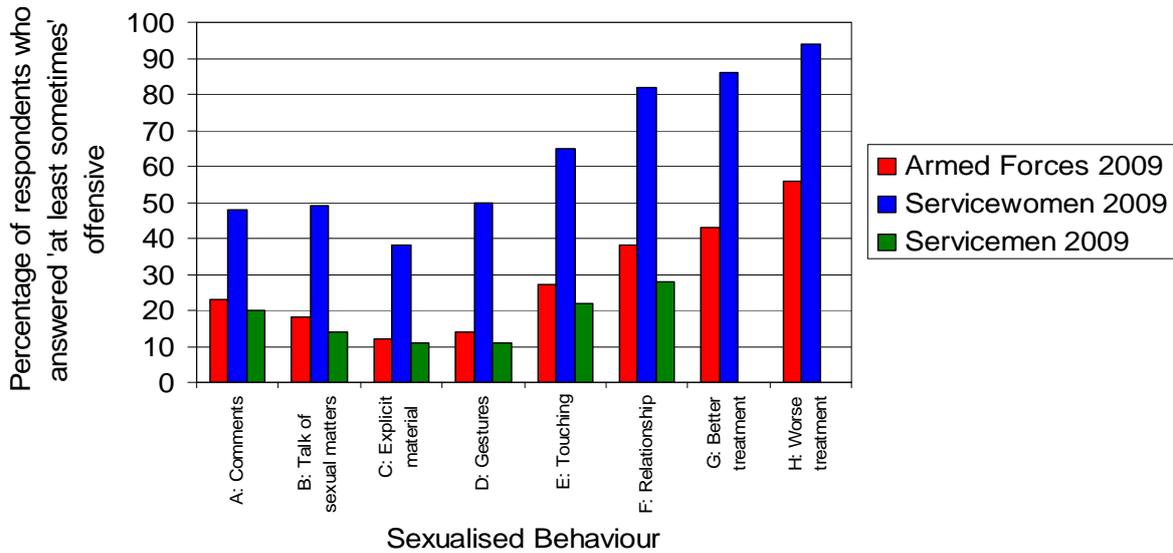
12.2 Table 16 also shows how frequently respondents across the Armed Forces found the behaviours they experienced offensive. Respondents were not asked if a sexual assault offended them, because it is a criminal offence. The data pattern does not mirror that of acceptability, counting as sexual harassment, or experience. The different trends are shown in graph 2.

Graph 2: Percentage of respondents across the Armed Forces who said the behaviours were acceptable (rarely or never), counted as sexual harassment (yes), experienced them over the last 12 months (sometimes or a lot) and found them offensive when they did experience them (at least sometimes).



12.3 As seen in 2007, the data regarding whether respondents were offended by the behaviour they experienced is an asymmetric U-shaped (see graph 3); this is true for the Armed Forces, Servicemen and Servicewomen data. (Servicemen and Servicewomen data are shown in the graph for completeness; see section 12.4 and 12.5.) In all three data-sets the lowest point of the curve is at Behaviour C (with Behaviour D being equally low for Servicemen).

Graph 3: Percentage of respondents across the Armed Forces, Servicemen and Servicewomen 2009 who said the behaviours offended them at least sometimes. (NB. Counts too low for Servicemen Behaviours G and H to report.)



12.4 Servicemen’s frequency of experience and offence over the last 12 months are shown in table 15. The percentage of Servicemen who experienced each behaviour decreases down the list from A to I. Servicemen were 35 times more likely to have experienced comments (Behaviour A, 70%) than sexual assault (Behaviour I, 2%). Two large drops in percentage points occur between Behaviour B and C (-19%) and D and E (-23). There were no significant differences between the experiences of Servicemen in the single Services and the Armed Forces average. As discussed in paragraph 12.3, the offence data is an asymmetric U-shaped curve. The number of Servicemen responding to the offensive question for Behaviours G and H is too low to report.

Table 15: Q8 – Servicemen 2009 and Service comparison

Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Servicemen 2009	Naval Service	Army	RAF
	Sometimes or A Lot	Sometimes or A Lot	Sometimes or A Lot	Sometimes or A Lot
Q8a. Made comments about your appearance, body or sexual activities.	70%	70%	68%	74%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	20%	18%	23%	15%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	63%	65%	64%	61%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	14%	17%	13%	16%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	44%	52%	44%	40%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	11%	16%	8%	13%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	42%	41%	44%	39%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	11%	12%	11%	11%
Q8e. Made attempts to touch you.	19%	23%	17%	21%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	22%	12%	26%	23%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	7%	7%	8%	5%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	28%	~	~	~
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	3%	3%	3%	2%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	~	~	~	~
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	3%	4%	-
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	~	~	~	~
Q8i. Made a sexual assault on you.	2%	2%	3%	-

12.5 There have been no significant changes in how often Servicemen experienced behaviours or how often they took offence between 2007 and 2009 (see table 16). The trend for both questions remains consistent over the years.

Table 16: Q8 – Servicemen 2009 and Servicemen 2007 comparison

Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The 2007 Servicemen's figures differ slightly to the 2007 Servicemen's survey report. For consistency the 2007 Servicemen's analysis has been brought into line with the 2007's Servicewomen and 2009 analysis.

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Servicemen 2009	Servicemen 2007
	Sometimes or A Lot	Sometimes or A Lot
Q8a. Made comments about your appearance, body or sexual activities.	70%	66%
Did you find this offensive?	At least sometimes	At least sometimes
	20%	25%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	63%	66%
Did you find this offensive?	At least sometimes	At least sometimes
	14%	17%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	44%	46%
Did you find this offensive?	At least sometimes	At least sometimes
	11%	10%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	42%	41%
Did you find this offensive?	At least sometimes	At least sometimes
	11%	14%
Q8e. Made attempts to touch you.	19%	20%
Did you find this offensive?	At least sometimes	At least sometimes
	22%	20%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	7%	6%
Did you find this offensive?	At least sometimes	At least sometimes
	28%	37%
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	3%	1%
Did you find this offensive?	At least sometimes	At least sometimes
	~	~
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	1%
Did you find this offensive?	At least sometimes	At least sometimes
	~	~
Q8i. Made a sexual assault on you.	2%	1%

12.6 The data for Servicewomen are shown in table 17. Consistent with the Armed Forces and the Servicemen's data, Servicewomen were 39 times more likely to have experienced Behaviour A (78%) than I (2%). However, there is some distortion to the downward trend seen earlier with an increase at Behaviour D before the general downward trajectory continues. The offence data shows the asymmetric U-shaped curve.

Table 17: Q8 – Servicewomen 2009 and Service comparison

Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Servicewomen 2009	Naval Service	Army	RAF
	Sometimes or A Lot	Sometimes or A Lot	Sometimes or A Lot	Sometimes or A Lot
Q8a. Made comments about your appearance, body or sexual activities.	78%	78%	79%	77%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	48%	50%	51%	42%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	65%	67%	67%	60%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	49%	52%	50%	46%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	22%	20%	24%	20%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	38%	33%	41%	37%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	40%	41%	42%	37%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	50%	50%	54%	42%
Q8e. Made attempts to touch you.	23%	26%	23%	21%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	65%	63%	71%	56%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	15%	14%	17%	12%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	82%	80%	86%	76%
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	5%	4%	7%	2%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	86%	81%	88%	87%
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	3%	4%	2%
Did you find this offensive?	At least sometimes	At least sometimes	At least sometimes	At least sometimes
	94%	~	96%	~
Q8i. Made a sexual assault on you.	2%	2%	3%	1%

12.7 Some significant differences emerged between the RAF Servicewomen's experiences of behaviours compared to the Armed Forces Servicewomen's average (see table 17 above):

- i. Behaviour A: Significantly fewer RAF Servicewomen found comments about their appearance, body or sexual activities offensive compared to the Armed Forces average (42% versus 48%).
- ii. Behaviour B: Significantly fewer RAF Servicewomen had been spoken to about sexual matters, e.g. asked about their sex life, told sexual jokes or stories despite discouragement, in the last 12 months compared to the Armed Forces average (60% versus 65%).
- iii. Behaviour D: Significantly fewer RAF Servicewomen had been on the receiving end of gestures or body language of a sexual nature compared to the Armed Forces average (37% versus 40%) and significantly fewer were offended by this behaviour (42% versus 50%).
- iv. Behaviour E: Significantly fewer RAF Servicewomen found attempts to touch them offensive compared to the Armed Forces average (56% versus 65%).
- v. Behaviour F: Significantly fewer RAF Servicewomen experienced attempts to establish a sexual relationship despite their discouragement compared to the Armed Forces average (12% versus 15%).
- vi. Behaviours G and H: Significantly fewer RAF Servicewomen were made to feel that they would be treated better (G) or treated worse (H) in return for having a sexual relationship compared to the Armed Forces average (2% versus 5% and 2% versus 3% respectively).
- vii. Behaviour I: Significantly fewer RAF Servicewomen were sexually assaulted compared to the Armed Forces average (1% versus 2%).

12.8 In addition, there have been two significant changes in Servicewomen's frequency of experience and offence between 2007 and 2009 (see table 18). In 2009 (65%) significantly fewer Servicewomen were spoken to about sexual matters despite their discouragement than in 2007 (69%). However, despite frequency decreasing significantly more found it offensive at least sometimes in 2009 (49%) than 2007 (40%). The trend in both sets of data remains consistent over the years (i.e. offence is asymmetric U-shaped and experience/severity shows an increase at Behaviour D before the general downward trajectory resumes).

Table 18: Q8 – Servicewomen 2009 and Servicewomen 2007 comparison

Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Servicewomen 2009	Servicewomen 2007
	Sometimes or A Lot	Sometimes or All the time
Q8a. Made comments about your appearance, body or sexual activities.	78%	79%
Did you find this offensive?	At least sometimes	At least sometimes
	48%	45%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	65%	69%
Did you find this offensive?	At least sometimes	At least sometimes
	49%	40%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	22%	24%
Did you find this offensive?	At least sometimes	At least sometimes
	38%	33%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	40%	41%
Did you find this offensive?	At least sometimes	At least sometimes
	50%	46%
Q8e. Made attempts to touch you.	23%	22%
Did you find this offensive?	At least sometimes	At least sometimes
	65%	65%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	15%	16%
Did you find this offensive?	At least sometimes	At least sometimes
	82%	76%
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	5%	4%
Did you find this offensive?	At least sometimes	At least sometimes
	86%	82%
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	3%
Did you find this offensive?	At least sometimes	At least sometimes
	94%	93%
Q8i. Made a sexual assault on you.	2%	2%

12.9 Table 19 compares the experiences of Servicewomen and Servicemen for the past 12 months. A number of significant differences emerged. Overall, the Servicemen were significantly less often offended than the Servicewomen by all the behaviours where there were sufficient data to make comparisons (i.e. Behaviours A – F). There were significant differences in the frequency experiencing the behaviours sometimes or a lot for Servicemen and Servicewomen for Behaviours A (men lower), C (men higher), and F (men lower).

Table 19: Q8 – Servicewomen 2009 and Servicemen 2009 comparison

Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?

NB. The percentage of respondents who found each behaviour offensive is based only on those who reported experiencing it.

	Servicewomen 2009	Servicemen 2009
	Sometimes or A Lot	Sometimes or A Lot
Q8a. Made comments about your appearance, body or sexual activities.	78%	70%
Did you find this offensive?	At least sometimes	At least sometimes
	48%	20%
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	65%	63%
Did you find this offensive?	At least sometimes	At least sometimes
	49%	14%
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	22%	44%
Did you find this offensive?	At least sometimes	At least sometimes
	38%	11%
Q8d. Made gestures or used body language of a sexual nature that were directed at you.	40%	42%
Did you find this offensive?	At least sometimes	At least sometimes
	50%	11%
Q8e. Made attempts to touch you.	23%	19%
Did you find this offensive?	At least sometimes	At least sometimes
	65%	22%
Q8f. Made attempts to establish a sexual relationship despite your discouragement.	15%	7%
Did you find this offensive?	At least sometimes	At least sometimes
	82%	28%
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	5%	3%
Did you find this offensive?	At least sometimes	At least sometimes
	86%	~
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	3%
Did you find this offensive?	At least sometimes	At least sometimes
	94%	~
Q8i. Made a sexual assault on you.	2%	2%

12.10 There are some behaviours where both the frequency of experiencing it and the frequency offended by it were significantly different between Servicewomen and Servicemen:

- i. Behaviour A: Significantly fewer Servicemen had experienced comments about their appearance, body or sexual activities sometimes or a lot compared to Servicewomen (70% versus 78%). In addition, significantly fewer Servicemen found this behaviour offensive at least sometimes than the women did (20% versus 48%).
- ii. Behaviour C: Significantly more Servicemen were sent sexually explicit material, e.g. pornographic photos or other objects of a sexual nature, than Servicewomen sometimes or a lot (44% versus 22%). However, the

Servicemen actually found this behaviour significantly less at least sometimes offensive than the Servicewomen (11% versus 38%).

- iii. Behaviour F: Significantly fewer Servicemen than Servicewomen had experienced others attempting to establish a sexual relationship with them despite their discouragement (7% versus 15%). In addition, significantly fewer Servicemen found this behaviour offensive at least sometimes than the women did (28% versus 82%).

12.11 There are also some behaviours where there is no significant gender difference in the frequency of experience, but there is a difference in the frequency that offence was felt.

- i. Behaviour B: Whilst there was no significant difference between Servicemen and Servicewomen in the amount they were spoken to about sexual matters there was a significant difference in how often it offended them. Significantly fewer Servicemen were offended at least sometimes than the Servicewomen (14% versus 49%).
- ii. Behaviour D: There was no significant difference between Servicemen and Servicewomen in the amount of gestures or body language of a sexual nature that were directed at them, but the Servicemen found such behaviours significantly less offensive at least sometimes than Servicewomen (11% versus 50%).
- iii. Behaviour E: Servicemen and Servicewomen did not experience a significant difference in the frequency of attempts to touch them, but Servicemen found it significantly less offensive at least sometimes than Servicewomen (22% versus 65%).

A Particularly Upsetting Experience - Overall

12.12 Across the Armed Forces 93% of respondents have not had a particularly upsetting experience in the last 12 months involving either the targeted sexualised behaviours or other offensive behaviours, e.g. being picked on or insulted (see table 20). There was no significant difference between the percentage of respondents reporting a particularly upsetting experience involving other offensive behaviours than sexualised behaviours. There were no significant differences between the Services and the Armed Forces average.

12.13 As discussed in paragraph 12.9, there were significant differences between Servicemen and Servicewomen in the frequency of experiencing three specific Behaviours (A, C and F). When asked about an overall upsetting experience involving any of the nine targeted behaviours significantly fewer Servicemen (2%) reported one in the last 12 months than Servicewomen (8%) (see table 21). In addition, significantly more Servicemen (94%) agreed that they had not had any particularly upsetting experience in the past 12 months than Servicewomen (85%). There was no significant gender difference in having a particularly upsetting experience involving other offensive behaviours.

12.14 There were no significant differences found in the experiences of Servicewomen in the single Services (see table 22) or Servicemen in the single Services (see table 23) compared to the Armed Forces average.

Table 20: Q9 – Armed Forces 2009 and Service comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
The behaviours listed in Q10 (a-i).	2%	2%	2%	3%
Other offensive behaviours, e.g. being picked on or insulted.	5%	2%	6%	4%
No, I haven't had a particularly upsetting experience.	93%	96%	92%	93%

Table 22: Q9 – Servicewomen 2009 and Service comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Servicewomen 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
The behaviours listed in Q10 (a-i).	8%	8%	9%	6%
Other offensive behaviours, e.g. being picked on or insulted.	7%	7%	7%	7%
No, I haven't had a particularly upsetting experience.	85%	85%	84%	87%

Table 24: Q9 – Servicewomen 2009 and Servicewomen 2007 comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Servicewomen 2009	Servicewomen 2007
	Yes	Yes
The behaviours listed in Q10 (a-i).	8%	11%
Other offensive behaviours, e.g. being picked on or insulted.	7%	8%
No, I haven't had a particularly upsetting experience.	85%	80%

Table 21: Q9 – Servicewomen 2009 and Servicemen 2009 comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Servicewomen 2009	Servicemen 2009
	Yes	Yes
The behaviours listed in Q10 (a-i).	8%	2%
Other offensive behaviours, e.g. being picked on or insulted.	7%	4%
No, I haven't had a particularly upsetting experience.	85%	94%

Table 23: Q9 – Servicemen 2009 and Service comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Servicemen 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
The behaviours listed in Q10 (a-i).	2%	1%	2%	2%
Other offensive behaviours, e.g. being picked on or insulted.	4%	1%	6%	3%
No, I haven't had a particularly upsetting experience.	94%	98%	92%	94%

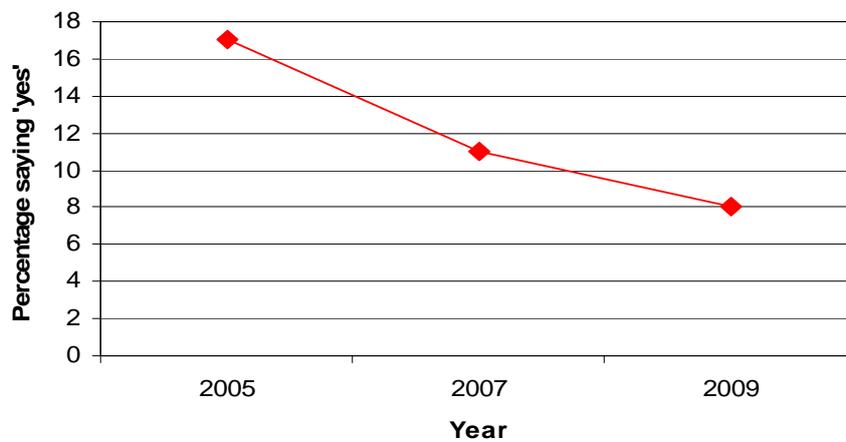
Table 25: Q9 – Servicemen 2009 and Servicemen 2007 comparison

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

	Servicemen 2009	Servicemen 2007
	Yes	Yes
The behaviours listed in Q10 (a-i).	2%	4%
Other offensive behaviours, e.g. being picked on or insulted.	4%	7%
No, I haven't had a particularly upsetting experience.	94%	89%

12.15 There have been some changes in reported upsetting experiences since 2007. Significantly fewer Servicewomen reported a particularly upsetting experience involving the targeted behaviours in 2009 (8%) than in 2007 (11%) (see table 24 above). By corollary, the percentage of Servicewomen agreeing that they have not had any particularly upsetting experience in the last 12 months has significantly increased since 2007 from 80% to 85%. There has been no significant change over time in the percentage of Servicewomen reporting a particularly upsetting experience involving other offensive behaviour (2009 = 7%, 2007 = 8%). For Servicewomen reporting a particularly upsetting experience involving sexualised behaviours there are data available from 2005; the downward trend is shown in graph 4⁹.

Graph 4: Percentage of Servicewomen reporting a particularly upsetting experience involving sexualised behaviours in last 12 months



12.16 For Servicemen, significantly more agreed in 2009 (94%) that they have not had a particularly upsetting experience in the past 12 months than in 2007 (89%) (see table 25 above). This does not correspond to a decrease in the percentage of Servicemen who reported a particularly upsetting experience in 2007 and 2009, but the figure was low to start with making a statistically significant difference difficult to detect.

A Particularly Upsetting Experience – Sexualised Behaviours

12.17 Respondents who had a particularly upsetting experience, either involving sexualised behaviours or other offensive behaviours, then went on to explain the story of their experience. The following tables focus only on the stories of the 2% (n = 382 unweighted count) of respondents who had a particularly upsetting experience involving the sexualised behaviours, i.e. all percentages reflect a proportion of this 2%.

12.18 Table 26 shows the sexualised behaviours involved in the upsetting experience. For those involved in a particularly upsetting experience, by far the most common component of this experience was Behaviour A, which was experienced by

⁹ There have been changes in the wording of this question wording and response options between 2005, 2007 and 2009. The response options in 2005 were simply 'yes' or 'no' and did not allow respondents to select 'other behaviours' that made up their particularly upsetting experience. Therefore, the 17% in 2005 could be an overestimate of particularly upsetting experiences.

80% of particularly upset respondents. Of course, respondents could tick all the behaviours that applied, so Behaviour A might not have occurred in isolation. Five percent of respondents who had a particularly upsetting experience indicated it involved sexual assault. There were no significant differences between the Armed Forces average and the Services.

Table 26: Q10 – Armed Forces 2009 and Service comparison

Q10. If you said that you have had a particularly upsetting experience involving the behaviours listed below, which behaviours were involved?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Q10a. Made comments about your appearance, body or sexual activities.	80%	77%	89%	66%
Q10b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	29%	18%	20%	49%
Q10c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	11%	3%	4%	27%
Q10d. Made gestures or used body language of a sexual nature that were directed at you.	20%	16%	15%	29%
Q10e. Made attempts to touch you.	22%	17%	17%	33%
Q10f. Made attempts to establish a sexual relationship despite your discouragement.	14%	12%	10%	21%
Q10g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	7%	5%	4%	15%
Q10h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	3%	5%	4%	2%
Q10i. Made a sexual assault on you.	5%	10%	5%	3%

12.19 Respondents could write further details about their particularly upsetting experience in both Q11 and Q22. A random selection of 100 comments for each question have been thematically analysed; illustrative comments have been reproduced exactly as written by respondents. The comments most often described incidents in which the respondent was insulted about his/her appearance, sexual orientation, gender or age. The comments regarding sexual orientation typically included offensive, slang terms for homosexuality.

“Often a few of the lads have commented on how small my boobs are and have taken a mick out of me.”

“The incident was not of a sexual nature, although it was reference to my appearance.”

“Constant reference to me being less able because I am a woman despite the fact I can pass all male fitness tests.”

“Singled out for my age and weight by instructor even though had been medically passed for course.”

12.20 A few reported negative experiences linked to senior ranks, their boss or line manager.

“Aggressive, difficult behaviour by senior officer.”

“By line manager. Various accounts of disparity of treatment compared to others in the section. Others asked for their opinions but when I gave mine he shouted and got aggressive with me.”

“My boss who I worked with last year was constantly making comments to embarrass me and make me feel uncomfortable. He also kept trying to put his arm around me or touch my knee and asked questions about my sex life.”

12.21 A few respondents had experienced touching, sexually themed text messages, or had malicious stories about them made public.

“A person sent text message and asked question about sex life to try and start relationship (sexual), even though did not answer, and continued to ask for cuddles so could find out how to get to next level!”

“A male made very explicit comments about myself on a radio for all who had access to listen in and hear. He went into very graphic detail and a vast number of personnel on my . . . tour heard it and knew all about it.”

“There were 2 separate occasions by 2 different people where I was groped in intimate places and both individuals passed it on as a joke even though it made me feel uncomfortable.”

12.22 Across the Armed Forces it was most common for the perpetrator to be an Other Rank/Rate (58%) with Senior Rate and Leading Hand reported by an almost equal number of respondents (29% and 28% respectively) (see table 27). Some significant differences emerged in the Services: significantly fewer (12% versus 58%) of the perpetrators in the Naval Service were Other Rank/Rates; significantly fewer were Army Senior Officers (3% versus 5%); and significantly more RAF Senior Officers (10% versus 5%) and Junior Officers (8% versus 5%) were responsible compared to the Armed Forces averages.

Table 27: Q12 – Armed Forces 2009 and Service comparison.

Q12. What rank was the person(s) responsible for this upsetting situation?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Senior Officer	5%	5%	3%	10%
Junior Officer	5%	5%	3%	8%
Warrant Officer	11%	23%	5%	14%
Senior Rate	29%	53%	19%	34%
Leading Hand	28%	13%	24%	41%
Other Rank/Rate	58%	12%	67%	64%
Civilian employee	2%	1%	2%	2%

Table 28: Q13 – Armed Forces 2009 and Service comparison

Q13. Which word(s) best describe the person(s) responsible for this upsetting situation?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Line manager/boss	11%	30%	6%	11%
Other person senior to you	24%	29%	11%	44%
Instructor	6%	3%	2%	14%
Someone of a similar rank/grade	70%	39%	85%	60%
Someone junior to you	15%	4%	11%	27%
Other person at your unit	14%	12%	10%	22%

Table 29: Q14 – Armed Forces 2009 and Service comparison

Q14. Please indicate the number of males involved.

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
0	9%	-	1%	28%
1	28%	39%	24%	29%
2	13%	35%	6%	15%
3	5%	19%	2%	4%
4 or more	47%	8%	67%	23%

Table 30: Q14 – Armed Forces 2009 and Service comparison

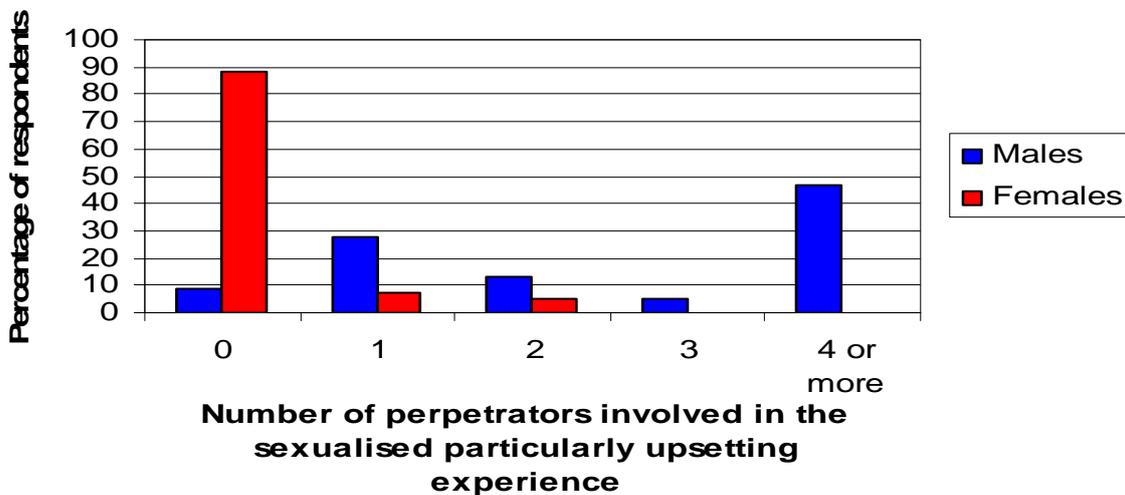
Q14. Please indicate the number of females involved.

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
0	88%	100%	97%	64%
1	7%	-	1%	21%
2	5%	-	1%	14%
3	-	-	-	-
4 or more	-	-	-	-

12.23 Most respondents reported that they were also of a similar rank or grade (70%) to the perpetrator (see table 28 above). Nearly a third fewer respondents reported the perpetrator to be more senior than them (24%). There was one significant difference – perpetrators in the Army were significantly more likely to be of a similar rank/grade (85% versus 70%) than in the Armed Forces as a whole.

12.24 It was far more likely for men to be the perpetrators than women – 88% of respondents said that zero women were involved in their experience and only 9% said that zero men were involved (see table 29 and 30 above). This arguably reflects the male-dominated nature of the Armed Forces. The contrast between the number of male and female perpetrators involved in a particularly upsetting sexualised incident is shown in graph 5.

Graph 5: Percentage of respondents reporting different numbers of male and female perpetrators involved in their sexualised particularly upsetting experience



12.25 For the majority of respondents (60%) their particularly upsetting experience occurred both in duty and off duty time and it was nearly half as likely to occur just in duty time (29%) (see table 31). There were no significant Service differences.

Table 31: Q15 – Armed Forces 2009 and Service comparison

Q15. When did this upsetting situation occur?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
In duty time	29%	36%	23%	38%
Off duty time	11%	14%	6%	18%
Both in duty time and off duty time	60%	50%	71%	44%

12.26 Whether the experience occurred on or off duty it most likely occurred in the workplace at the individual’s military home base or training unit (73%) (see table 32). These particularly upsetting experiences appear to occur relatively rarely when the individual was deployed overseas (11% for both the deployed workplace and communal areas). However, for the Naval Service these experiences were significantly less likely to occur in the home workplace than in the Armed Forces in general (23% versus 73%). For the Naval Service the most common location was the communal areas when deployed overseas. The Army respondents reported

significantly more experiences in the home workplace than the Armed Forces in general (89% versus 73%) and significantly fewer experiences in the deployed workplace (2% versus 5%).

Table 32: Q16 – Armed Forces 2009 and Service comparison

Q16. Where did this upsetting situation mainly take place?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
In the workplace at my military home base or training unit.	73%	23%	89%	61%
In a communal area at my military home base or training unit, e.g. mess, barrack block, NAAFI, gym etc	12%	10%	4%	31%
In my workplace when I was deployed overseas.	5%	20%	2%	3%
In a communal area when I was deployed overseas, e.g. mess, barrack block, NAAFI, gym etc.	6%	36%	2%	1%
At a civilian location, e.g. pub.	3%	9%	2%	4%
Via telephone, email or the post.	1%	2%	-	1%

12.27 47% of respondents said that their particularly upsetting experience was part of a longer term problem with this person(s) and this figure was significantly higher in the Army (66%) (see table 33).

Table 33: Q17 – Armed Forces 2009 and Service comparison

Q17. Was this situation part of a longer term problem with this person(s)?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Q17. Was this situation part of a longer term problem with this person(s)?	47%	42%	66%	18%

12.28 Over 50% of respondents found their particularly upsetting experience caused them to no longer enjoy their work (63%), think about leaving the Service (56%), and not do their job as well as before (53%) to a large or a moderate extent (see table 34). There were no significant Service/Armed Forces differences. When questions 18a – d are combined to form an ‘impact scale’¹⁰, i.e. taking all the different affects as one, 47% of respondents reported an overall impact to a large/moderate extent. There was no significant Service/Armed Forces difference on the impact scale.

Table 34: Q18 – Armed Forces 2009 and Service comparison

Q18. To what extent (if any) did you feel the following as a result of this situation?

	Armed Forces 2009	Naval Service	Army	RAF
	Large/moderate extent	Large/moderate extent	Large/moderate extent	Large/moderate extent
Q18a. I no longer enjoyed my work.	63%	47%	68%	62%
Q18b. I didn't do my job as well as before.	53%	34%	61%	49%
Q18c. I thought about leaving my Service.	56%	33%	63%	56%
Q18d. I had problems with my health.	14%	30%	5%	24%

¹⁰ The Cronbach’s alpha of this scale was .892, i.e. a highly reliable scale.

12.29 Respondents were presented with six options for how they might have resolved the situation. The top three solutions that they tried were not found to be the most effective in stopping the behaviours (see table 35). However, due to the low numbers involved this finding should be treated with caution.

12.30 Top 3 solutions tried:

- i. Ignore the behaviour (79%)
- ii. Avoid the perpetrator (72%)
- iii. Ask the person to stop (67%)

12.31 Top 3 effective solutions:

- i. Asking to be moved somewhere else (52%)
- ii. Other (47%)
- iii. Ignoring the behaviour (19%)

12.32 Asking the person to stop was more effective in the Naval Service (69%) than the Armed Forces overall (16%) and more respondents in the Army informally told someone at work (74%) than the Armed Forces overall (58%).

Table 35: Q19.1 – Armed Forces 2009 and Service comparison

Q19.1. What did you do to stop what was happening?

	Armed Forces 2009			Naval Service	Army	RAF
	Female n	Male n	Yes	Yes	Yes	Yes
Q19a. I ignored the behaviour.	356	~	79%	56%	86%	77%
Did it work?	200	~	19%	50%	6%	34%
Q19b. I avoided the person if I could.	356	~	72%	47%	77%	74%
Did it work?	197	~	14%	14%	8%	24%
Q19c. I asked the person to stop.	356	~	67%	47%	78%	58%
Did it work?	189	~	16%	69%	9%	10%
Q19d. I asked to be moved somewhere else.	356	~	3%	4%	3%	3%
Did it work?	33	~	52%	~	~	~
Q19e. I informally told someone at work (e.g. a friend, colleague, padre etc).	356	~	58%	41%	74%	38%
Did it work?	168	~	11%	17%	9%	15%
Q19f. Other (not including making a formal written complaint).	356	~	5%	11%	5%	3%
Did it work?	60	~	47%	~	42%	~

12.33 Respondents who ticked 'other' were asked to write further details. A random selection of 100 comments have been thematically analysed; illustrative comments have been reproduced exactly as written by respondents. Some respondents wrote they had to make the harassers aware that they were being offensive, because he/she did not otherwise realise. Some found specific individuals were supportive, including health care professionals, friends, discrimination officer, and line manager. A few said that the matter was not dealt with even after they told someone about the harassment.

“We’ve just learned how to stand up for ourselves, sometimes you have to make them aware that they are being offensive, because they don’t realise.”

“Help & advice from healthcare professionals.”

“Spoke to a couple of friends/colleagues, they helped me with how to approach situation and it was resolved.”

“Talked to officer who was discrimination officer at work, so that the matter was formally acknowledged. The person concerned was interviewed and moved to another unit.”

“I informed my line manager who dealt with the situation.”

“Informed my OIC and the chief clerk was told individual will be spoken to but heard nothing after that.”

12.34 Others said they dealt with the matter themselves, either by having an informal chat or by making an informal verbal or written complaint. Some confronted the harassers and let them know their behaviour was unacceptable.

“Informal chat – I dealt with it myself.”

“Has been dealt with internally, and all rumours/gossip appear to have stopped.”

“Spoke to the person as soon as the behaviour occurred that it was unacceptable and should never be repeated.”

12.35 Some respondents did say that they have not dealt with the harassment, because they are leaving the Service anyway; others simply asked for a new posting or left the training course they were on. A few said they ignored the situation, because reporting it would harm their career or promotional prospects. A few commented that they were affected by the harassment to the extent they had problems continuing work. One respondent changed appearance and took up fitness training to stop the occurrences.

“I was soon due posting & left the situation behind on assignment.”

“I requested a new assignment.”

“Left [course stated] training.”

“I sought medical help and could not continue to work.”

“I haven’t dealt with it and allow it to continue as I believe it will effect my career, and that I would have to move jobs.”

“Trying to alter appearance, carry myself better, take up health and fitness programs.”

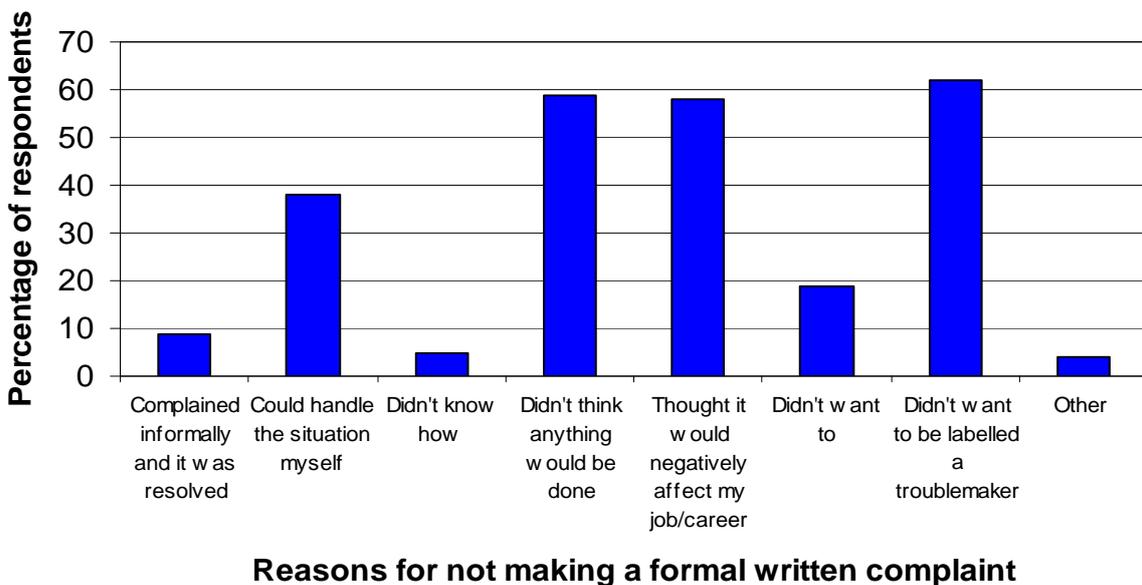
12.36 Of these 382 people who had a particularly upsetting sexualised experience involving sexualised behaviours, only 4% (n = 32 unweighted count) made a formal written complaint. There were no significant differences between the Services (Naval Service = 9%, Army = 3%, RAF = 2%) and the Armed Forces average.

12.37 Of the 96% of respondents who did not make a formal written complaint the most common reason given was that they did not want to be labelled a troublemaker (62%); followed by two almost equally common reasons: 1) not believing anything would be done about it (59%) and 2) thinking it would negatively affect their career or job (58%) (see table 36 and graph 6). It was not that the respondents did not know how to make a formal complaint, because only 5% reported this as their reason. Unfortunately, only 9% agreed that they did not make a formal complaint because their informal complaint was successful. Far fewer respondents in the Naval Service believed the reason that nothing would be done (12%) compared to the Armed Forces overall (59%); with more Army respondents believing this to be the case (78%).

Table 36: Q20b – Armed Forces 2009 and Service comparison
Q20b. Why didn't you make a formal written complaint?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
I complained informally and it was resolved	9%	32%	6%	5%
I thought I could handle the situation myself	38%	46%	22%	60%
I didn't know how to make a formal complaint	5%	-	1%	14%
I didn't think anything would be done about it	59%	12%	78%	47%
I thought it might negatively affect my job or career	58%	40%	67%	52%
I didn't want to go through the complaints procedure	19%	10%	14%	32%
I didn't want to be labelled a troublemaker	62%	60%	69%	52%
Other reason	4%	6%	5%	3%

Graph 6: Percentage of respondents reporting different reasons for not making a formal written complaint



12.38 Respondents who ticked 'other' reason for not making a formal written complaint were asked to write further details. A random selection of 100 comments have been thematically analysed; illustrative comments have been reproduced exactly as written by respondents. A few respondents commented that since the harasser(s) were more senior or friends with the Chain of Command they did not make a written formal complaint. Others wrote they did not report it was because it was only banter and therefore not serious enough to warrant a formal complaint.

"They all outranked me and it was better to let it lie."

"The chain of command for me were friendly with this person."

"It's not that bad, something that is classed more as banter."

12.39 Respondents also wrote that they were afraid the situation would be worse or that their career would suffer if they made a formal complaint. A few said fear of being ostracized or getting a reputation prevented them from formally complaining. A perceived lack of support or faith in the system (based on previous complaints) also hindered complaining.

"Because I'd have just made things worse – as it is that's happened anyway."

"I didn't want it to effect my transfer."

"I felt it wouldn't change and because there were a large number involved I felt I would have been ostracised from the group causing an adverse effect for me."

"I was too scared and didn't want to get a name about my regiment."

"There wasn't people I could talk to at my work."

"I have tried the formal complaints procedure on another matter at a previous unit and it didn't work so I do not have confidence in it."

12.40 A few respondents said it was because they work in a small team or department and did not want work relations to deteriorate. Others reported that they dealt with the matter themselves, therefore, they did not see a need for a formal written complaint.

"I worked in a very small dept and it would of been awful if I had."

"I did handle the situation myself. It worked."

12.41 Focusing on those 4% of respondents who made a formal complaint about their particularly upsetting sexualised experience. (Due to small numbers involved these results should be treated with caution.) Satisfaction on four of the seven aspects of the complaints process was over 50%. There were: availability of information (56%), understanding of the process (58%), treatment by those involved (59%), and confidentiality (55%) (see table 37). The areas of least satisfaction concerned the time involved (35%) and being kept informed of the progress (40%).

Table 37: Q21 – Armed Forces 2009 and Service comparison

Q21. How satisfied are/were you with the following aspects of making a complaint?

	Armed Forces 2009	
	Respondents (n)	Satisfied
Q21a. The availability of information about how to make a complaint.	30	56%
Q21b. Your understanding of how to make a complaint.	31	58%
Q21c. How you were/are treated by the people who handled the complaint.	30	59%
Q21d. The amount of time it took/is taking to resolve the complaint.	31	35%
Q21e. How well you were/are kept informed about the progress of your complaint.	31	40%
Q21f. How well your complaint was/is kept confidential.	31	55%
Q21g. How well the outcome of the complaint was explained to you.	30	47%

12.42 Less than 30 Servicemen had a particularly upsetting experience involving one of the sexualised behaviours. Therefore, gender comparison tables for the stories of their experience are not presented. The tables for Servicewomen who had a particularly upsetting experience involving one of the sexualised behaviours are in Annex E.

13. Preventing & Dealing with Sexual Harassment

Headline section findings: 86% of personnel believed that the five generalised behaviours are more likely when people have been drinking alcohol. Most people (56%) thought that these behaviours are most likely to occur anywhere, followed by off-duty (40%). Significantly more Servicewomen (63%) than Servicemen (55%) believed the behaviours are just as likely to occur anywhere. Significantly fewer Servicewomen (12%) believed these behaviours were most likely when people have just returned from operations than Servicemen (17%). 80% of personnel would try to stop sexual harassment if they thought it was happening to someone, with 19% saying it depended on the situation. 67% of respondents thought their Service tries to prevent sexual harassment to a very large/large extent; there were no Service differences from the Armed Forces average. Significantly more Servicemen (68%) felt their Service tries to prevent sexual harassment to a very large/large extent than Servicewomen (55%). Most people (51%) felt that the formal written complaints process favours neither the Respondent or the Complainant, but 43% did think it favoured the Complainant. The top three measures for preventing sexual harassment identified across the Armed Forces were:

- i. Having people who could help without someone having to make a formal written complaint (85%).
- ii. Penalties taken against those who sexually harass others (84%).
- iii. Having good information about where to go for help (83%).

66% of respondents felt that their Equality and Diversity training is at least effective in increasing their understanding of sexual harassment. Only 14% of respondents believed there is a problem with sexual harassment in their Service to a large or moderate extent; there were no Service differences. However, significantly fewer Servicemen (12%) felt there was a problem to a large/moderate extent than Servicewomen (26%).

13.1 The vast majority of Service personnel (86%) believed that the five generalised behaviours are more likely when people have been drinking alcohol; there were no Service/Armed Forces differences (see table 38).

Table 38: Q24 – Armed Forces 2009 and Service comparison

Q24. Do you think any of these behaviours are more likely when people have been drinking alcohol?

- Telling sexual jokes/stories
- Using sexually explicit language
- Displaying/using/distributing sexually explicit materials
- Making sexual gestures or body language
- Making sexual comments about someone

Armed Forces 2009	Naval Service	Army	RAF
Yes	Yes	Yes	Yes
86%	86%	85%	88%

13.2 Most respondents (56%) thought that these behaviours are most likely to occur anywhere with the second most common location being when off-duty (40%) (see table 39). This is likely to be the time when most alcohol is consumed.

Table 39: Q25 – Armed Forces 2009 and Service comparison

Q25. When do you think these behaviours are most likely to happen? (Tick all that apply.)

NB. The tick all that apply nature of the question means that percentages will not sum to 100%

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
On operations	29%	30%	27%	32%
When people have just returned from operations	17%	16%	19%	12%
Non-operational duty	20%	20%	20%	19%
When off-duty	40%	39%	39%	41%
The same everywhere	56%	56%	55%	58%

13.3 Significantly more Servicewomen (63%) than Servicemen (55%) believed that the behaviours are just as likely to occur anywhere. Significantly fewer Servicewomen (12%) believed these behaviours were most likely when people have just returned from operations than Servicemen (17%) (see table 40).

Table 40: Q25 – Servicewomen 2009 and Servicemen 2009 comparison

Q25. When do you think these behaviours are most likely to happen?

	Servicewomen 2009	Servicemen 2009
	Yes	Yes
On operations	26%	29%
When people have just returned from operations	12%	17%
Non-operational duty	18%	20%
When off-duty	35%	40%
The same everywhere	63%	55%

13.4 80% of personnel would personally try to stop sexual harassment if they thought it was happening to someone with 19% saying it depended on the situation; there were no significant Service differences (see table 41).

Table 41: Q26a – Armed Forces 2009 and Service comparison

Q26a. If you thought sexual harassment was happening to someone do you think you would personally try and stop it?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Yes	80%	83%	79%	77%
No	2%	2%	1%	4%
It depends	19%	15%	20%	19%

13.5 Of that 19% of respondents who said 'it depends' the top three reasons for not immediately trying to stop the sexual harassment were (see table 42):

- i. People senior to me might be involved in the situation (46%).
- ii. The person being harassed could sort it out themselves (36%).
- iii. Other (30%)

Table 42: Q26b – Armed Forces 2009 and Service comparison

Q26b. Why wouldn't you stop sexual harassment, if you thought it was happening? (Tick all that apply.)

NB. The tick all that apply nature of the question means that percentages will not sum to 100%

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
None of my business	23%	23%	25%	18%
People senior to me might be involved in the situation	46%	51%	45%	45%
The person being harassed could sort it out themselves	36%	34%	38%	34%
Wouldn't want the hassle	11%	13%	12%	7%
Wouldn't want to stand out	11%	11%	12%	8%
Don't believe the system would support me	28%	24%	29%	29%
Other	30%	24%	32%	30%

13.6 Respondents who ticked 'other' were asked to explain their reason in a text box. A random selection of 100 comments have been thematically analysed; illustrative comments have been reproduced exactly as written by respondents. Some respondents wrote they would not intervene because they think harassment is subjective and differs from person to person. Others would intervene depending on who was harassed and the situation – friends, females, and more junior ranks, and if the person took it negatively and wanted help. A few wrote they would provide support or ask for others' input before dealing with the situation or wait for the person to come to them for help. Some wrote they would not intervene if the person wanted to sort it out themselves or was already doing so.

“Because what I might think of as sexual harassment maybe thought of differently by the person involved. If they were distressed or upset I would certainly try to stop it.”

“It would depend on the situation and whether the person involved was offended. If it was causing problems I would intervene.”

“It would depend on the people involved – if I believed it was already being sorted I wouldn't say anything, but if it was a friend or colleague I would try my best to help,

but some people are scared and don't want the help – they believe they can sort it themselves etc.”

“I would likely speak to the person involved before taking any action, and also try to encourage them to take action/speak to the appropriate people. I have no training in these matters.”

13.7 Some respondents wrote they would not intervene for fear of being harassed themselves, or out of fear they had misunderstood the situation and inadvertently would make it worse.

“Probably just end up getting abuse for it yourself and it would follow you round camp to camp.”

“May not know the full situation and misread it – could make it worse.”

13.8 There were no significant differences between Servicemen’s (80%) and Servicewomen’s (75%) willingness to personally intervene in a sexual harassment situation and there have been no significant changes in responses to this question between 2007 and 2009 (see table 43).

Table 43: Q26a – Servicewomen 2007/2009 and Servicemen 2007/2009 comparison

Q26a. If you thought sexual harassment was happening to someone do you think you would personally try and stop it?

	Servicemen 2007	Servicemen 2009	Servicewomen 2007	Servicewomen 2009
Yes	80%	80%	74%	75%
No	3%	2%	1%	1%
It Depends	17%	18%	25%	24%

13.9 67% of respondents thought their Service tries to prevent sexual harassment to a very large/large extent; there were no Service differences from the Armed Forces average. Significantly more Servicemen (68%) felt their Service tries to prevent sexual harassment to a very large/large extent than Servicewomen (55%). The gender/Service responses are shown in table 44; only RAF Servicewomen were significantly different to the Servicewomen overall response.

Table 44: Q27 – Servicewomen 2009 and Servicemen 2009 comparison

Q27. To what extent do you think your Service tries to prevent sexual harassment?

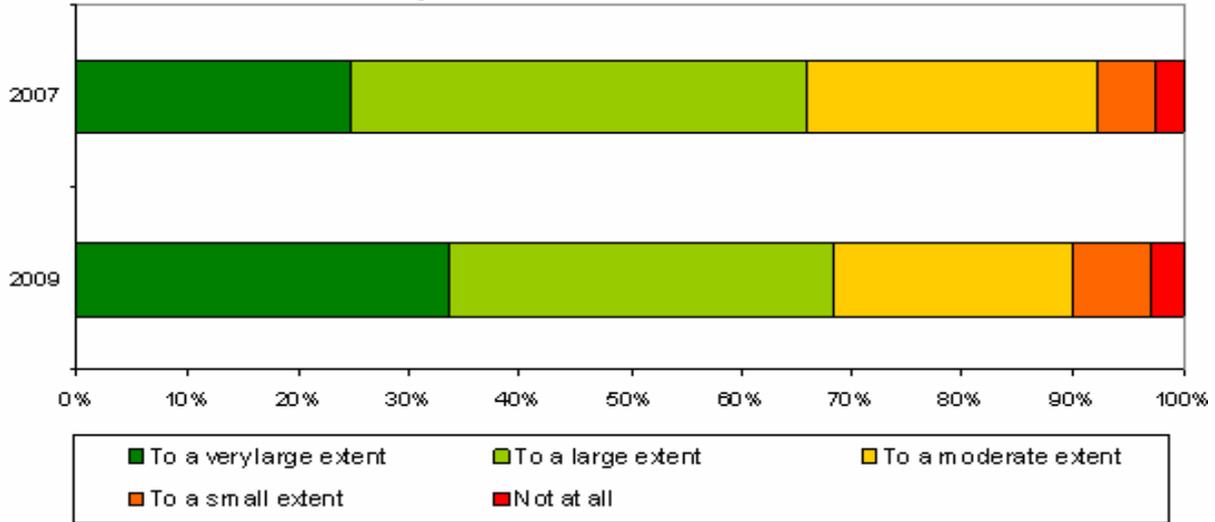
	Gender Overall 2009	Naval Service	Army	RAF
	Very Large/ Large extent	Very Large/ Large extent	Very Large/ Large extent	Very Large/ Large extent
Servicemen	68%	68%	69%	65%
Servicewomen	55%	55%	52%	58%

13.10 The data for this question for Servicemen and Servicewomen from 2005 to 2009 is shown in table 45. There have been no significant changes between 2007 and 2009 for either gender. However, significantly more Servicewomen said that their Service tries to prevent sexual harassment to a large/very large extent in 2005 (45%) than 2009 (55%). Graphs 7 and 8 show the changes over time in individual response options for Servicemen and Servicewomen respectively.

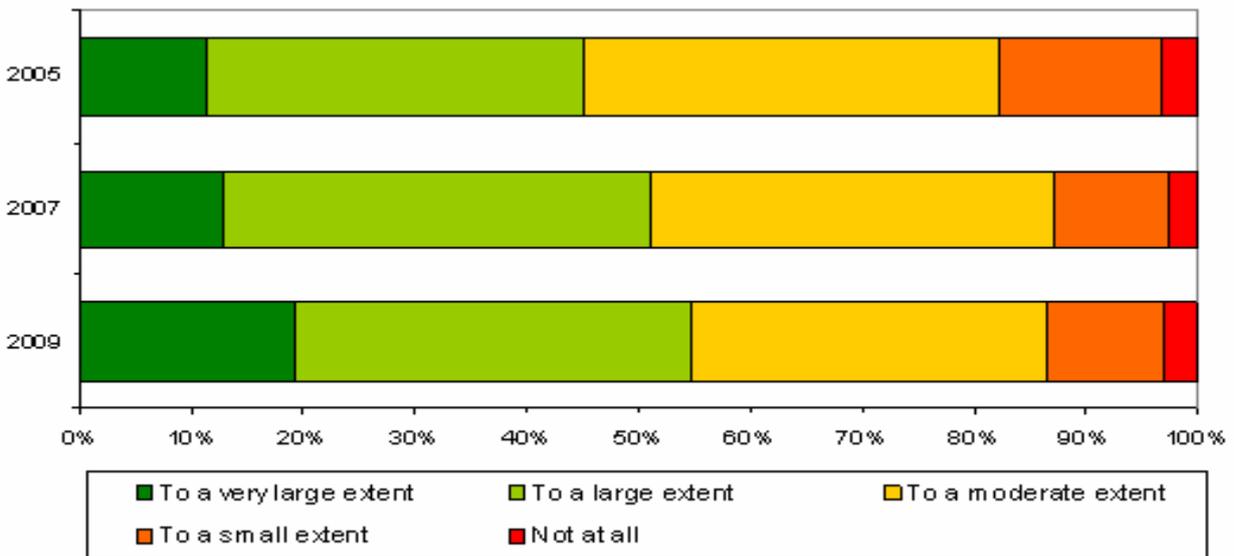
Table 45: Q27 – Servicewomen 2005/2007/2009 and Servicemen 2007/2009 comparison
 Q27. To what extent do you think your Service tries to prevent sexual harassment?

	2005	2007	2009
	Very Large or Large extent	Very Large or Large extent	Very Large or Large extent
Servicemen	-	66%	68%
Servicewomen	45%	51%	55%

Graph 7: Servicemen 2007 and 2009 responses to Q27. To what extent do you think your Service tries to prevent sexual harassment?



Graph 8: Servicewomen 2005, 2007 and 2009 responses to Q27. To what extent do you think your Service tries to prevent sexual harassment?



13.11 Most people (51%) felt that the formal written complaints process favours neither the Respondent or the Complainant, but 43% did think it favoured the complainant (see table 46).

Table 46: Q28 – Armed Forces 2009 and Service comparison

Q28. Whether you have made a complaint or not, do you think that the formal written complaints process favours the Complainant, Respondent or neither?

	Armed Forces 2009	Naval Service	Army	RAF
	Yes	Yes	Yes	Yes
Complainant, i.e. person who made the complaint	43%	44%	44%	40%
Respondent, i.e. person who is being complained about	5%	3%	7%	5%
Neither	51%	53%	49%	55%

13.12 Respondents were asked to consider the most effective measures in stopping sexual harassment in their Service. All of the seven measures presented were endorsed as being ‘at least effective’ by nearly half of respondents (the lowest being 46% for classroom-based training). The top three measures identified across the Armed Forces were (see table 47); there were no significant Service differences:

- i. Having people who could help without someone having to make a formal written complaint (85%).
- ii. Penalties taken against those who sexually harass others (84%).
- iii. Having good information about where to go for help (82%).

Table 47: Q29 – Armed Forces 2009 and Service comparison

Q29. How effective do you think the following measures are in stopping sexual harassment from happening in your Service?

	Armed Forces 2009	Naval Service	Army	RAF
	At least effective	At least effective	At least effective	At least effective
Q29a. Classroom-based training for all personnel	46%	47%	47%	41%
Q29b. Other types of training, e.g. discussion groups, drama-based training	52%	49%	55%	46%
Q29c. Training for line managers	70%	73%	69%	72%
Q29d. Penalties taken against those who sexually harass others.	84%	80%	86%	86%
Q29e. Penalties taken against leaders who allow sexual harassment to continue	74%	70%	78%	68%
Q29f. Having good information about where to go for help	83%	82%	83%	83%
Q29g. Having people who could help without someone having to make a formal written complaint	85%	83%	85%	86%

13.13 Both Servicemen and Servicewomen listed the same top three measures and as the Armed Forces overall with a reversal in first and second position; first = red, second = blue and third = yellow. There were no significant gender differences (see table 48).

Table 48: Q29 – Servicemen 2009 and Servicewomen 2009 comparison

Q29. How effective do you think the following measures are in stopping sexual harassment from happening in your Service?

	Servicewomen 2009	Servicemen 2009
	At least effective	At least effective
Q29a. Classroom-based training for all personnel	42%	46%
Q29b. Other types of training, e.g. discussion groups, drama-based training	56%	51%
Q29c. Training for line managers	75%	70%
Q29d. Penalties taken against those who sexually harass others	87%	84%
Q29e. Penalties taken against leaders who allow sexual harassment to continue	77%	73%
Q29f. Having good information about where to go for help	85%	83%
Q29g. Having people who could help without someone having to make a formal written complaint.	86%	85%

13.14 66% of respondents felt that their equality and diversity (E&D) training is at least effective (i.e. 'effective' + 'very effective') in increasing their understanding of sexual harassment. Only significantly fewer RAF personnel responded in this way (57%) (see table 49). There was no significant difference between Servicemen's (66%) and Servicewomen's (62%) responses. 6% of personnel across the Armed Forces had not had any training, despite it being mandatory.

Table 49: Q30 – Armed Forces 2009 and Service comparison

Q30. How effective do you think your equality and diversity training is in increasing your understanding of sexual harassment?

	Armed Forces 2009	Naval Service	Army	RAF
At least effective	66%	65%	70%	57%
I have not had any training	6%	8%	7%	3%

13.15 Only 14% of respondents believed there is a problem with sexual harassment in their Service to a large or moderate extent; there were no Service differences. However, significantly fewer Servicemen (12%) felt there was a problem to a large/moderate extent than Servicewomen (26%). There were no significant differences for the Servicemen in the single Services compared to Servicemen overall, but there were Servicewomen/Service differences (see table 50).

Table 50: Q31 – Servicewomen 2009 and Service comparison

Q31. Do you personally believe there is a problem with sexual harassment in your Service?

Servicewomen 2009	Naval Service	Army	RAF
Large/ Moderate Extent	Large/ Moderate Extent	Large/ Moderate Extent	Large/ Moderate Extent
26%	25%	30%	19%

CONCLUSION

14. Overview

14.1 The current research combines both Servicemen and Servicewomen in one project, which fulfils the original aspirations of investigating sexual harassment in the Armed Forces. The repeated distribution of the questionnaire allows the MOD to monitor changes in Service personnel's experiences and attitudes regarding sexual harassment. This research gives the evidence for direct action to reduce the incidences of sexualised behaviours and sexual harassment, address the harmful impact of such behaviours, and promote confidence in the complaints process. Seven research questions were set; the evidence for each will be discussed in turn.

15. Research Question 1

What are Armed Forces personnel's attitudes towards sexualised behaviours, i.e. whether they are acceptable or count as sexual harassment?

15.1 The majority of Service personnel do not find sexualised behaviours acceptable. Across the Armed Forces the lowest percentage stating that a specific behaviour was 'rarely or never' acceptable was 61% for Behaviour A (making comments about someone's appearance, body or sexual activities). As the severity of the behaviours increases (from sexual comments to sexual assault) more personnel find them unacceptable. The mandate against the behaviours involving physical contact, either actual or implied by coercion, is strong, with 92% or more of personnel stating they are 'rarely or never' acceptable. Despite this strength of opinion there are still a few people who believe that sexual assault is sometimes/always acceptable. The explanation for this cannot be elucidated from the survey, but it is a misconception given that assault is always a criminal and Service offence to be investigated by the Police.

15.2 Service personnel similarly found the increasingly severe behaviours more likely to count as sexual harassment. However, there is less consensus of opinion regarding what counts as sexual harassment with the lowest percentage being 42% for Behaviour A. It suggests that there is a distinction between behaviours that someone would find unacceptable, but they would not go as far as to label sexual harassment. This too is distinct from what they find offensive when they actually experience a behaviour (see paragraph 16.1)

16. Research Question 2

What are Armed Forces personnel's experiences of sexualised behaviours and of reporting these behaviours?

16.1 The behaviours that Service personnel find most unacceptable or more definitely count as sexual harassment are those experienced less frequently in the past 12 months. Behaviour A, for instance, was 35 times more likely to be experienced than behaviour I. This suggests people are protected from the behaviours that could be the most upsetting. However, when respondents did actually experience these behaviours in the last 12 months they were less offended

by them than the earlier questions on acceptability would suggest. The relationship between finding a given behaviour acceptable, defining it as sexual harassment, and finding it offensive when it does happen to you is difficult to explain. The change from an abstract idea about other people to a specific incident about them personally could be important.

16.2 With regard to experiences over the last 12 months it was also found:

- i. There were no significant differences in experience or being offended between Servicemen in the individual Services and Servicemen's average.
- ii. All the significant differences between Servicewomen in the individual Services and Servicewomen's average were seen with the RAF. This should possibly be explored further.

16.3 Despite their experiences of sexualised behaviours over the last 12 months the vast majority of Service personnel (93%) have not had a particularly upsetting experience in this period. There were no significant differences between the Services and the Armed Forces average suggesting that the rate of particularly upsetting experiences are consistent across the Services.

16.4 Although particularly upsetting sexualised experiences were reported by a minority of Service personnel (2%, n = 382) it is important not to be complacent. These are very real experiences for these individuals and for 5% of them, both men and women, it involved sexual assault. The story surrounding the experiences can provide guidance on how to prevent them.

16.5 Whilst it provides little insight that the perpetrator was typically an Other Rank/Rate and male, because this describes the majority of the Armed Forces. It is interesting, however, that the perpetrator was most commonly of a similar rank or grade to the target of the upsetting experience. Harassment and bullying rely on a power differential between the target and perpetrator, some way that the latter exerts control over the former. The most obvious and strongest form of power in the Armed Forces is hierarchical power, but in a same-rank dynamic this power is irrelevant. Therefore, the power differential reflects something else – perhaps access to preferred work tasks or responsibilities, social status with peers, or physical ability – all of which are important in the Armed Forces.

16.6 This could be linked to the fact that the experiences occurred off-duty as well as on-duty. The off-duty time is likely to include socialising and leisure activities, possibly where alcohol is served (see 17.1). A difficulty arising from the fact that the behaviours occur both on- and off-duty is that there is no respite for targets of these behaviours, contributing to the long term nature of the problem for some people. This highlights the difficulties of living, socialising and working in the same location as is the norm in the Armed Forces.

16.7 For 47% of people the experience described was part of a longer term problem. It is conceivable that the more persistent the harassment, the more negative the impact on the individual. It is important to encourage people to seek early help either informally or formally. Addressing negative attitudes regarding the complaints system should give people confidence to follow the formal routes.

16.8 The affects of the particularly upsetting experience can be used as signposts for line managers, welfare and medical staff, and career managers that something is causing the individual distress. The respondents reported no longer enjoying their work, i.e. affecting their motivation, did not do their job as well, i.e. their performance standards changes, and thought about leaving the Service.

16.9 Only 32 of the 382 people who had particularly upsetting sexualised experience made a formal complaint. For those who did complain they were generally satisfied with the process. The areas of least satisfaction concerned the time involved and being kept informed of the progress. Negative attitudes towards the complaints system prevented most people from making a formal complaint. They did not want to be labelled a troublemaker, did not believe anything would be done about it or thought it would negatively affect their career or job. The survey also showed that across the Armed Forces 43% felt the formal complaints process favours the Complainant; only 5% said it favoured the Respondent. The stigma about complaining could be underpinned by the tough culture of the Armed Forces and that one should just be able to cope with such behaviours. However, it should be noted that 51% of personnel felt the process favoured neither the Complainant nor the Respondent

17. Research Question 3

What are Armed Forces personnel's views of how to prevent and deal with sexual harassment?

17.1 Respondents clearly stated that alcohol increases the occurrence of sexualised behaviours in the Armed Forces, with none of the three Services being significantly more or less susceptible. While most respondents thought these behaviours are most likely to occur anywhere, the second most likely time was when off-duty. This is likely to be the time when most alcohol is consumed and when people try to relax and have fun, perhaps using these behaviours to do so. There might be value in evaluating pilot educational programmes on responsible drinking.

17.2 Most people (80%) would stand up for someone if he/she was being sexually harassed. Whether this good intention translates into behaviour in the face of a difficult situation is not captured in this survey. It is important to give people the tools and support to enable them to stand by their convictions. In addition, it is valuable for targets of sexual harassment to hear the message that they are not alone and can generally turn to colleagues for help. Informal resolution is preferable to formal complaint to secure local action and support. The message should strongly be that most Service personnel do not find sexualised behaviours acceptable, particularly the more severe ones, and that they would help someone in need. This corresponds to the most desired prevention method: having people who could help without someone having to make a formal complaint. Equality and diversity training clearly also has a valued place with 66% of people finding it effective/very effective in increasing their understanding of sexual harassment. The RAF was significantly lower than the Armed Forces average, which should be further investigated.

17.3 For those people who said they would not immediately stand up for someone the most common reason given was if the perpetrator was more senior to them. This underlines the importance of senior staff in demonstrating and enforcing appropriate standards of behaviour. Doing so will contribute to the perception that the Services try to prevent sexual harassment. Currently, 67% of personnel believe this is true to a very large/ large extent, which is encouraging. However, Servicemen and Servicewomen have not significantly altered their response to this question since 2007. It can be hard for many Service personnel to take a holistic view of their Service and relies on them being aware of every piece of communication about sexual harassment to make the judgement.

18. Research Question 4

What are Armed Forces personnel's views of why sexualised behaviours occur in the Armed Forces (i.e. their function)?

18.1 Service personnel clearly see the function of certain sexualised behaviours as providing fun or amusement. It cannot be determined from the survey whether they approve of this function or not. Given that a third or more people found the less severe behaviours acceptable and do not count them as sexual harassment perhaps they also enjoy these behaviours. The least severe behaviours are sometimes described as banter and Service personnel have repeatedly indicated during this research programme that they would not want to see this side of Service life removed.

18.2 The key here is to distinguish between acceptable and unacceptable behaviours as far as the individual is concerned and to recognise when the line has been crossed. This will be different for each individual and requires sensitivity in order to identify when offence has been caused.

19. Research Question 5

What is the difference between Servicemen and Servicewomen regarding their experience of sexualised behaviours and reporting them; preventing and dealing with sexual harassment; and why sexualised behaviours occur in the Armed Forces?

19.1 Significantly fewer Servicemen than Servicewomen found four of the nine sexualised behaviours 'rarely or never' acceptable. These four behaviours can all be categorised as verbal or visual in nature; there was no difference in opinion for the behaviours involving physical contact, i.e. the more severe half of list. To this extent the gender agreement is valuable and should be widely acknowledged. However, the research also shows that the more severe behaviours are less frequently experienced. Therefore, the more common behaviours are found more acceptable by Servicemen than Servicewomen. It is often the repeated occurrence of low level behaviours that is very damaging to an individual. It can be easier to pinpoint a single, rare, upsetting experience and explain what was offensive than to explain why you are upset by the umpteenth incident of a low level behaviour.

19.2 Arguably the less severe behaviours comprise the banter in the Services (see paragraph 18.1). Many of the comments provided in the open boxes indicated that it can be very difficult for people to identify where the line between banter and harassment is. Clear communication that different people have different thresholds and that Servicewomen are less accepting of the low level behaviours than their male colleagues is important.

19.3 As with what Servicewomen and Servicemen find acceptable behaviours, there are significant differences between them in their beliefs about what counts as sexual harassment. The point of difference is with three of the four behaviours where there was also a difference on the acceptable question. There has been a greater change in attitudes in this regard for Servicewomen between 2007 and 2009 with a significant increase in percentage for five of the nine behaviours. The percentage of Servicemen agreeing the behaviours count as sexual harassment has only significantly increased for two behaviours. The lower level of change in percentages for Servicemen for this question is consistent with the data on acceptable behaviours. If men are more likely to find a behaviour acceptable it is understandable that they are less likely to classify it as sexual harassment. It should be noted that Servicewomen have received three surveys to date (two of which have been census samples) and Servicemen have received two surveys, which went only to a representative sample. Perhaps greater exposure to the issues in the future will change more men's opinions.

19.4 Servicewomen were significantly more likely to have a particularly upsetting experience involving sexualised behaviours (8%) than Servicemen (2%). This is consistent with their more stringent views on behaviours that are acceptable or count as sexual harassment. It is a likely explanation for why significantly more Servicewomen (26%) believed there is a problem with sexual harassment in their Service than Servicemen (12%). It is highly encouraging that the situation for Servicewomen has improved over time in this regard. There was a significant decrease in the percentage saying they have had a particularly upsetting sexualised experience in 2009 (8%) than 2007 (11%), which was itself down from 2005 (17%). The data suggest that the situation is improving for men too, because the percentage of those saying they have not had a particularly upsetting experience significantly increased from 89% to 94% between 2007 and 2009.

20. Research Question 6

What has been the change in attitudes and experiences since 2007?

20.1 There is some indication that attitudes are shifting over time with significantly more Servicewomen finding four out of the nine sexualised behaviours 'rarely or never' acceptable in 2009 than in 2007. Further, each of the Services are in line with the views of the Armed Forces as a whole with no significant Service differences emerging. This consistency of message across the different cultures of the three single Services is likely to be beneficial in mixed Service working environments.

20.2 With regard to individual experiences over the last 12 months it was also found:

- i. There have been no significant changes over time between 2007 and 2009 for Servicemen in experience or being offended.
- ii. There were two significant changes over time between 2007 and 2009 for Servicewomen in experience and being offended.

21. Closing Remarks

21.1 The MOD can use the data provided in this report to drive forward the policies and procedures implemented over the last four years to prevent and deal with sexual harassment in the Armed Forces. There is evidence that experiences and attitudes are shifting. The key success stories include:

- i. The increase in number of Servicewomen finding some of the sexualised behaviours unacceptable and saying they count as sexual harassment.
- ii. The suggestion that more Servicemen are classifying some of the behaviours as sexual harassment since 2007.
- iii. The decrease in the number of Servicewomen reporting a particularly upsetting experience.
- iv. The increase in the number of Servicemen reporting that they have not had a particularly upsetting experience.
- v. The consistent finding between the three Services and the Armed Forces as a whole.

21.2 It is difficult to identify particular foci for future action since the survey generates so much information, but three could be as follows. First, there has been no/little change in the number of personnel who reported experiencing the sexualised behaviours since 2007. Second, there has been no change in the number of people who think their Service tries to prevent sexual harassment. Finally, the data and open comments provide evidence that personnel would value higher visibility of who they can contact for help and support. We have seen a positive impact of policy and procedural changes implemented under the Agreement in the nature and prevalence of sexualised behaviours in the Armed Forces. These initiatives should be sustained and if appropriate reviewed in the light of these results.

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ANNEXES

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Annex A: Questionnaire

DEFENCE ANALYTICAL SERVICES AND ADVICE

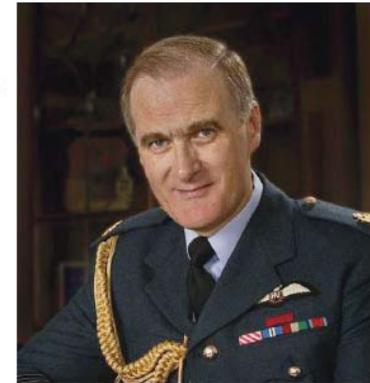


DASA

FOREWORD BY THE CHIEF OF THE DEFENCE STAFF

AN OPPORTUNITY TO VOICE YOUR OPINION

Three years ago we embarked upon a project to deal effectively with Sexual Harassment in the Armed Forces, with the objective of eliminating it entirely. A key element of this work is finding out the nature and extent of the problem we face, so ongoing research is crucial. This new questionnaire is part of that. Importantly, we need to know how effective we have been to date and how much more we still need to do.



In this, your views are vital. The only way we can know the extent of the issue, or our success in tackling it, is for everyone to contribute honestly and accurately. So it is essential that you complete this questionnaire, even if you completed a similar one in 2005 or 2007, and regardless of whether or not you have personally experienced sexual harassment.

We are all very busy, and I know how hard it can be to find time for such surveys. But getting a valid and accurate picture of this area is essential to future working relationships and ultimately to the operational effectiveness of the Armed Forces.

Thank you for your support.

Jack Stan

Participant Information Sheet

- This research is undertaken on behalf of the Ministry of Defence by the Defence Analytical Services and Advice (DASA) (Surveys) with an external contractor, a:cet.
- The purpose of this survey is to understand more about your views of harassment in the Armed Forces in order to prevent and deal with it effectively. This survey follows on from the one sent out in 2007.
- By completing the questionnaire you are agreeing to take part in the research. However, you are under no obligation to do so and choosing not to take part will not disadvantage you in any way.
- No personally identifiable information appears anywhere on the questionnaire or the return envelope. Do not write your name or anything else that could identify you. Completed surveys will be destroyed by a:cet after 28 months.
- Your questionnaire will be treated in the strictest of confidence and no one in the MOD or your Service will see it. The external independent contractor receives the completed questionnaires and only gives DASA a data sheet of the results.
- **The whole process is anonymous and confidential so tell us what you really think.**
- Please see information at the end of the questionnaire on where you can get help and advice on issues of sexual harassment.

Thank you for taking the time to complete this questionnaire.

Sexual Harassment - Your Views 2009

Please fill in this questionnaire as **fully and honestly** as you can. It should only take around **25 minutes**.

Your completed form will be **treated in confidence**: it will be processed by people outside the Chain of Command and the Ministry of Defence.

Please follow the **instructions for each question**, e.g. "tick" or "describe".

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Read the whole question carefully before answering.

Once completed please return the questionnaire to a:cet Limited, First Floor, 7 Devonhurst Place, Heathfield Terrace, London, W4 4JD using the **prepaid envelope provided**.

This questionnaire is anonymous; please tell us what you really think when answering each question.

Section 1 - About you

Q1 Which Service are you in? (Please tick one box.)

Royal Navy/Royal Marines ₁ Army ₂ Royal Air Force ₃

Q2 What is your rank? (Please tick one box.)

Senior Officer (i.e. Lt Cdr or above (RN); Major or above (Army/RM); Sqn Ldr or above (RAF)) ₁
 Junior Officer (i.e. Lt or below (RN); Captain or below (Army/RM); Flt Lt or below (RAF)) ₂
 Warrant Officer ₃
 Senior Rate (RN); SNCO (Army/RM, RAF) ₄
 Leading Hand (RN); JNCO (Army/RM, RAF) ₅
 Other Rank/Rate ₆

Q3 How old are you? (Please tick one box.)

18 or under ₁ 30 - 35 ₄
 19 - 23 ₂ 36 - 40 ₅
 24 - 29 ₃ 41 or over ₆

Q4 Are you...? (Please tick one box.)

Male ₁ Female ₂

Section 2 - Working environment and behaviour

Research with Servicewomen in 2005 and with both Servicemen and Servicewomen in 2007 on sexual harassment showed that certain behaviours are common in their working environment. This section is about what it is like where you work. If you are a recruit, this includes the place where you are under training.

Q5 Do you think the following behaviours are acceptable? (Please tick one box.)

	Always	Sometimes	Rarely	Never
a. Making comments about someone's appearance, body or sexual activities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
d. Making gestures or using body language of a sexual nature that is directed at someone.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
e. Making attempts to touch someone.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f. Making attempts to establish a sexual relationship despite someone's discouragement.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
i. Sexually assaulting someone.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q6 Do you personally think any of the behaviours in Q5 (a - i) count as sexual harassment, regardless of whether you have experienced them or not? (Please tick all that apply.)

a	b	c	d	e	f	g	h	i
<input type="checkbox"/>								

Q7 Do you have any comments about what counts as sexual harassment? (Please describe below.)

Q8 How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you? (Please tick one box for each behaviour.)

a. Made comments about your appearance, body or sexual activities.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
d. Made gestures or used body language of a sexual nature that were directed at you.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
e. Made attempts to touch you.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
f. Made attempts to establish a sexual relationship despite your discouragement.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3
Did you find this offensive?	Yes <input type="checkbox"/> 1	No <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3
i. Made a sexual assault on you.	Never <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	A lot <input type="checkbox"/> 3

Q9 In the past 12 months have you had a **particularly** upsetting experience involving any of the following types of behaviour? If you have had more than one please refer to the **one** that had the greatest impact on you. (Please tick one box.)

The behaviours listed in Q10 (a-i) below ¹ Go to Q10

Other offensive behaviours, e.g. being picked on or insulted ² Go to Q11

No, I haven't had a particularly upsetting experience ³ Go to Q23

If you ticked 'No, I haven't had a particularly upsetting experience', please go to Question 23 (Section 3).

Q10 If you said that you have had a particularly upsetting experience involving the behaviours listed below, which behaviours were involved? (Please tick all that apply.)

- a. Made comments about your appearance, body or sexual activities.
- b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.
- c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.
- d. Made gestures or used body language of a sexual nature that were directed at you.
- e. Made attempts to touch you.
- f. Made attempts to establish a sexual relationship despite your discouragement.
- g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.
- h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.
- i. Made a sexual assault on you.

Q11 If you want to give more information about what happened, please write below. DO NOT USE NAMES.

The following questions are about this situation that upset you the most in the past 12 months.

Q12 What rank was the person(s) responsible for this upsetting situation? (Please tick all that apply.)

Senior Officer (i.e. Lt Cdr or above (RN); Major or above (Army/RM); Sqn Ldr or above (RAF))

Junior Officer (i.e. Lt or below (RN); Captain or below (Army/RM); Flt Lt or below (RAF))

Warrant Officer

Senior Rate (RN), SNCO (Army, RM, RAF)

Leading Hand (RN), JNCO (Army, RM, RAF)

Other Rank/Rate

Civilian employee

Q13 Which word(s) best describe the person(s) responsible for this upsetting situation? (Please tick all that apply.)

Line manager/boss Someone of a similar rank/grade

Other person senior to you Someone junior to you

Instructor Other person at your unit

Q14 Please indicate the gender and number of those involved (even if only one). (Please write the number in the box.)

Male Female

Q15 When did this upsetting situation occur? (Please tick one box.)

In duty time ¹ Off duty time ²

Both in duty time and off duty time ³

Q16 Where did this upsetting situation mainly take place? (Please tick one box.)

In the workplace at my military home base or training unit ¹

In a communal area at my military home base or training unit, e.g. mess, barrack block, NAAFI, gym etc ²

In my workplace when I was deployed overseas ³

In a communal area when I was deployed overseas, e.g. mess, barrack block, NAAFI, gym etc... ⁴

At a civilian location, e.g. pub ⁵

Via telephone, email or the post ⁶

Q17 Was this situation part of a longer term problem with this person(s)? (Please tick one box.)

Yes ¹ No ²

Q18 To what extent (if any) did you feel the following as a result of this situation? (Please tick the corresponding box.)

	To a large extent	To a moderate extent	To a small extent	Not at all
a. I no longer enjoyed my work	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴
b. I didn't do my job as well as before	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴
c. I thought about leaving my Service	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴
d. I had problems with my health	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴

Q19 What did you do to stop what was happening and did it work? (Please tick all that apply.)

	Tick if you did this	Tick if doing this stopped the behaviour
a. I ignored the behaviour	<input type="checkbox"/>	<input type="checkbox"/>
b. I avoided the person if I could	<input type="checkbox"/>	<input type="checkbox"/>
c. I asked the person to stop	<input type="checkbox"/>	<input type="checkbox"/>
d. I asked to be moved somewhere else	<input type="checkbox"/>	<input type="checkbox"/>
e. I informally told someone at work (e.g. a friend, colleague, padre etc)	<input type="checkbox"/>	<input type="checkbox"/>
f. Other (not including making a formal written complaint) (Please describe below)	<input type="checkbox"/>	<input type="checkbox"/>

Q20 a. Did you at any time make a **formal written** complaint? (Please tick one box.)
 Yes ¹ Go to Q21 No ² Go to Q20b

b. Why didn't you make a formal written complaint? (Please tick all that apply.)

I complained informally and it was resolved

I thought I could handle the situation myself

I didn't know how to make a formal complaint

I didn't think anything would be done about it

I thought it might negatively affect my job or career

I didn't want to go through the complaints procedure

I didn't want to be labelled a troublemaker

Other reason (please describe below)

Go to Question 22

Q20 a. Did you at any time make a **formal written** complaint? (Please tick one box.)
 Yes ¹ Go to Q21 No ² Go to Q20b

b. Why didn't you make a formal written complaint? (Please tick all that apply.)

I complained informally and it was resolved

I thought I could handle the situation myself

I didn't know how to make a formal complaint

I didn't think anything would be done about it

I thought it might negatively affect my job or career

I didn't want to go through the complaints procedure

I didn't want to be labelled a troublemaker

Other reason (please describe below)

Go to Question 22

Q21 How satisfied are/were you with the following aspects of making a complaint? If you didn't make a complaint go to Q22. (Please tick the corresponding box.)

	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	
a. The availability of information about how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
b. Your understanding of how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
c. How you were/are treated by the people who handled the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
d. The amount of time it took/is taking to resolve the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
e. How well you were/are kept informed about the progress of your complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
f. How well your complaint was/is kept confidential	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
		Neither satisfied nor dissatisfied		
g. How well the outcome of the complaint was explained to you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q22 If you would like to write any further comments about this experience and how you dealt with it, please use the space here. DO NOT USE NAMES.

Q21 How satisfied are/were you with the following aspects of making a complaint? If you didn't make a complaint go to Q22. (Please tick the corresponding box.)

	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	
a. The availability of information about how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
b. Your understanding of how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
c. How you were/are treated by the people who handled the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
d. The amount of time it took/is taking to resolve the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
e. How well you were/are kept informed about the progress of your complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
f. How well your complaint was/is kept confidential	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	
		Neither satisfied nor dissatisfied		
g. How well the outcome of the complaint was explained to you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q22 If you would like to write any further comments about this experience and how you dealt with it, please use the space here. DO NOT USE NAMES.

Section 3 - Why do these behaviours happen?

Q23 Why do you think the following behaviours occur in your Service? (Please tick all that apply.)

	To help bonding/morale	To hurt	To have fun/for a laugh	Because it is normal	To relax/stress buster	To relieve boredom	To flirt	To wind people up	The behaviour doesn't occur
a. Telling sexual jokes or stories.	<input type="checkbox"/>								
b. Using sexually explicit language, e.g. sexual swear words and suggestive language.	<input type="checkbox"/>								
c. Displaying, using or distributing sexually explicit materials, e.g. pornographic photos, or other objects of a sexual nature.	<input type="checkbox"/>								
d. Making gestures or using body language of a sexual nature.	<input type="checkbox"/>								
e. Making sexual comments about someone, e.g. about their appearance, body or sexual activities.	<input type="checkbox"/>								

Q24 Do you think any of these behaviours are more likely when people have been drinking alcohol?
 Yes 1 No 2

Q25 When do you think these behaviours are most likely to happen? (Please tick all that apply.)
 On operations Non-operational duty
 When people have just returned from operations When off-duty
 The same everywhere

Section 4 - Preventing and dealing with sexual harassment

The following questions are about preventing sexual harassment, although the actions the Services take to tackle it may apply to other offensive behaviours as well.

Q26a If you thought sexual harassment was happening to someone do you think you would personally try and stop it? (Please tick one box.)
 Yes 1 Go to Q27 It depends 3 Go to Q26b
 No 2 Go to Q26b

Q26b Why wouldn't you stop sexual harassment if you thought it was happening? (Please tick all that apply.)

None of my business <input type="checkbox"/>	Wouldn't want the hassle <input type="checkbox"/>
People senior to me might be involved in the situation <input type="checkbox"/>	Wouldn't want to stand out <input type="checkbox"/>
The person being harassed could sort it out themselves <input type="checkbox"/>	Don't believe the system would support me <input type="checkbox"/>
	Other (Please describe below) <input type="checkbox"/>

Q27 To what extent do you think your Service tries to prevent sexual harassment? (Please tick one box.)

To a very large extent 1 To a small extent 4
 To a large extent 2 Not at all 5
 To a moderate extent 3

Q28 Whether you have made a complaint or not, do you think that the formal written complaints process favours the complainant, respondent or neither? (Please tick one box.)

Complainant, i.e. person who made the complaint 1 Respondent, i.e. person who is being complained about 2
 Neither 3

Q29 How effective do you think the following measures are in stopping sexual harassment from happening in your Service? (Please tick one box for each statement.)

	Very effective	Effective	Neither effective nor ineffective	Ineffective	Very Ineffective
a. Classroom-based training for all personnel	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Other types of training, e.g. discussion groups, drama-based training	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. Training for line managers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. Penalties taken against those who sexually harass others	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Penalties taken against leaders who allow sexual harassment to continue	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. Having good information about where to go for help	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. Having people who could help without someone having to make a formal written complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q30 How effective do you think your equality and diversity training is in increasing your understanding of sexual harassment? (Please tick one box.)

Very effective 1 Ineffective 4
 Effective 2 Very ineffective 5
 Neither effective nor ineffective 3 Have not had any training 6

Q31 Do you personally believe there is a problem with sexual harassment in your Service? (Please tick one box.)

To a large extent 1 Not at all 4
 To a moderate extent 2 Don't know 5
 To a small extent 3

Section 5 - Open section

Q32 Do you have any other points about issues raised in this survey, including how to stop (sexual) harassment and why it happens in the Armed Forces? Please write them in the box below.

Please also use this box to tell us about other offensive behaviours that happen in your Service, e.g. being picked on, insulted or excluded. Use an extra sheet if required. **DO NOT WRITE NAMES.**

If you want to discuss any of the issues raised in this survey, you might want to contact your Unit Welfare Officer, Equal Opportunities Advisor or one of the Confidential Support Lines (see below). If you experience any negative effects from participation in this survey, you will be eligible to apply for compensation under the MOD's 'No Fault Compensation Scheme'. If you wish to discuss the details of a specific incident please call the Confidential Support Lines. The numbers of the Confidential Support Lines are:

UK: 0800 731 4880 (freephone) Open 1030 - 2230hrs 365 days
Germany: 0800 1827 395 (freephone)
Cyprus: 0800 91065 (freephone)
Falkland Islands: #6111 (freephone)
Op Theatres Paradigm: *201 (freephone) + PIN
Worldwide: +44(0) 1980 630854 Open 1030 - 2230hrs 7 days a week

A full scientific protocol for this research has been approved by the Ministry of Defence Research Ethics Committee. If you would like further details of the approval or want more information about this survey in general, please contact DASA (Surveys) on:

Civilian: 01225 472450
Military: 9355 72450

Thank you for completing this questionnaire.
Please return it using the prepaid envelope provided within two weeks of receipt to:

a:cet Limited, First Floor, 7, Devonhurst Place, Heathfield Terrace, London W4 4JD

DASA (Surveys)
Tel: 01225 472 450/ 9355 72450

Annex B: Weighting

The weights were calculated by dividing the population size within weighting class (p) by the number of responses within the weighting class (r). An adjusted weight scales the weights so that the total weights for all respondents sums to the total number of respondents. An adjusted weight of less than 1 implies that a weighting class was over-represented and an adjusting weight of more than 1 implies that a weighting class was under-represented.

Weighting class	Adjusted Weight
Naval Females	
Senior Officer (OF3-OF10)	0.07
Junior Officer (OF1-OF2)	0.11
Warrant Officer (OR8-OR9)	0.05
Senior Rate (OR6-OR7)	0.09
Leading Hand (OR4)	0.13
Other Rank (OR1-OR3)	0.23
Army Females	
Senior Officer (OF3-OF10)	0.07
Junior Officer (OF1-OF2)	0.08
Warrant Officer (OR8-OR9)	0.07
Senior Rate (OR6-OR7)	0.07
Leading Hand (OR4)	0.08
Other Rank (OR1-OR3)	0.42
RAF Females	
Senior Officer (OF3-OF10)	0.07
Junior Officer (OF1-OF2)	0.09
Warrant Officer (OR8-OR9)	0.06
Senior Rate (OR6-OR7)	0.08
Leading Hand (OR4)	0.09
Other Rank (OR1-OR3)	0.16
Naval Males	
Senior Officer (OF3-OF10)	1.90
Junior Officer (OF1-OF2)	1.96
Warrant Officer (OR8-OR9)	0.96
Senior Rate (OR6-OR7)	4.44
Leading Hand (OR4)	2.30
Other Rank (OR1-OR3)	6.00
Army Males	
Senior Officer (OF3-OF10)	3.37
Junior Officer (OF1-OF2)	2.74
Warrant Officer (OR8-OR9)	2.66
Senior Rate (OR6-OR7)	6.32
Leading Hand (OR4)	3.59
Other Rank (OR1-OR3)	39.07
RAF Males	
Senior Officer (OF3-OF10)	2.08
Junior Officer (OF1-OF2)	2.77
Warrant Officer (OR8-OR9)	0.59
Senior Rate (OR6-OR7)	4.41
Leading Hand (OR4)	4.15
Other Rank (OR1-OR3)	5.22

Annex C: Technical Annex

Q5. Do you think the following behaviours are acceptable?

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q5a. Making comments about someone's appearance, body or sexual activities.						
Male	% of Total	Always	2%	1%	4%	
		Sometimes	37%	33%	42%	
		Rarely	26%	22%	31%	
		Never	34%	29%	39%	
		Total	100%	100%	100%	1349
Female	% of Total	Always	1%	-	1%	
		Sometimes	31%	30%	33%	
		Rarely	30%	29%	32%	
		Never	38%	36%	39%	
		Total	100%	100%	100%	5507
Q5b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.						
Male	% of Total	Always	3%	2%	6%	
		Sometimes	25%	21%	30%	
		Rarely	20%	17%	24%	
		Never	52%	47%	56%	
		Total	100%	100%	100%	1355
Female	% of Total	Always	1%	-	1%	
		Sometimes	16%	15%	17%	
		Rarely	23%	22%	24%	
		Never	60%	59%	62%	
		Total	100%	100%	100%	5518
Q5c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.						
Male	% of Total	Always	2%	1%	4%	
		Sometimes	20%	16%	25%	
		Rarely	17%	14%	21%	
		Never	60%	56%	65%	
		Total	100%	100%	100%	1356
Female	% of Total	Always	-	-	1%	
		Sometimes	9%	8%	10%	
		Rarely	16%	15%	18%	
		Never	74%	73%	76%	
		Total	100%	100%	100%	5522
Q5d. Making gestures or using body language of a sexual nature that is directed at someone.						
Male	% of Total	Always	2%	1%	4%	
		Sometimes	13%	10%	17%	
		Rarely	24%	20%	28%	
		Never	61%	56%	65%	
		Total	100%	100%	100%	1355
Female	% of Total	Always	-	-	-	
		Sometimes	9%	8%	10%	
		Rarely	22%	21%	24%	
		Never	68%	67%	69%	
		Total	100%	100%	100%	5518

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Q5e. Making attempts to touch someone.						
Male	% of Total	Always	2%	1%	5%	
		Sometimes	6%	4%	9%	
		Rarely	13%	10%	16%	
		Never	79%	75%	83%	
		Total	100%	100%	100%	1349
Female	% of Total	Always	-	-	1%	
		Sometimes	6%	5%	6%	
		Rarely	14%	13%	15%	
		Never	80%	79%	81%	
		Total	100%	100%	100%	5505
Q5f. Making attempts to establish a sexual relationship despite someone's discouragement.						
Male	% of Total	Always	1%	-	4%	
		Sometimes	1%	1%	4%	
		Rarely	7%	4%	10%	
		Never	91%	87%	94%	
		Total	100%	100%	100%	1351
Female	% of Total	Always	-	-	1%	
		Sometimes	1%	-	1%	
		Rarely	4%	4%	5%	
		Never	95%	94%	95%	
		Total	100%	100%	100%	5509
Q5g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.						
Male	% of Total	Always	2%	1%	5%	
		Sometimes	1%	-	1%	
		Rarely	1%	-	4%	
		Never	96%	93%	98%	
		Total	100%	100%	100%	1355
Female	% of Total	Always	-	-	1%	
		Sometimes	-	-	1%	
		Rarely	1%	1%	2%	
		Never	98%	97%	98%	
		Total	100%	100%	100%	5530
Q5h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.						
Male	% of Total	Always	1%	-	4%	
		Sometimes	1%	-	3%	
		Rarely	1%	-	1%	
		Never	97%	95%	98%	
		Total	100%	100%	100%	1355
Female	% of Total	Always	-	-	1%	
		Sometimes	-	-	1%	
		Rarely	1%	1%	1%	
		Never	98%	98%	99%	
		Total	100%	100%	100%	5528

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q5i. Sexually assaulting someone.						
Male	% of Total	Always	1%	-	4%	
		Sometimes	-	-	1%	
		Rarely	-	-	1%	
		Never	98%	96%	99%	
		Total	100%	100%	100%	1354
Female	% of Total	Always	-	-	1%	
		Sometimes	-	-	-	
		Rarely	-	-	-	
		Never	99%	99%	99%	
		Total	100%	100%	100%	5525

Q6. Do you personally think any of the behaviours in Q5 (a – i) count as sexual harassment, regardless of whether you have experienced them or not?

Q6a. Making comments about someone's appearance, body or sexual activities.						
Male	% of Total	No	59%	54%	64%	
		Yes	41%	36%	46%	
		Total	100%	100%	100%	1359
Female	% of Total	No	51%	50%	53%	
		Yes	49%	47%	50%	
		Total	100%	100%	100%	5534
Q6b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.						
Male	% of Total	No	44%	40%	49%	
		Yes	56%	51%	60%	
		Total	100%	100%	100%	1359
Female	% of Total	No	39%	37%	40%	
		Yes	61%	60%	63%	
		Total	100%	100%	100%	5534
Q6c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.						
Male	% of Total	No	42%	38%	47%	
		Yes	58%	53%	62%	
		Total	100%	100%	100%	1359
Female	% of Total	No	30%	28%	31%	
		Yes	70%	69%	72%	
		Total	100%	100%	100%	5534
Q6d. Making gestures or using body language of a sexual nature that is directed at someone.						
Male	% of Total	No	36%	32%	41%	
		Yes	64%	59%	68%	
		Total	100%	100%	100%	1359
Female	% of Total	No	29%	27%	30%	
		Yes	71%	70%	73%	
		Total	100%	100%	100%	5534
Q6e. Making attempts to touch someone.						
Male	% of Total	No	21%	17%	25%	
		Yes	79%	75%	83%	
		Total	100%	100%	100%	1359

			95% Confidence Interval			Unweighted Count
			Estimate	Lower	Upper	
Female	% of Total	No	17%	16%	18%	
		Yes	83%	82%	84%	
		Total	100%	100%	100%	5534
Q6f. Making attempts to establish a sexual relationship despite someone's discouragement.						
Male	% of Total	No	14%	11%	19%	
		Yes	86%	81%	89%	
		Total	100%	100%	100%	1359
Female	% of Total	No	10%	9%	11%	
		Yes	90%	89%	91%	
		Total	100%	100%	100%	5534
Q6g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.						
Male	% of Total	No	10%	7%	14%	
		Yes	90%	86%	93%	
		Total	100%	100%	100%	1359
Female	% of Total	No	6%	6%	7%	
		Yes	94%	93%	94%	
		Total	100%	100%	100%	5534
Q6h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.						
Male	% of Total	No	10%	7%	14%	
		Yes	90%	86%	93%	
		Total	100%	100%	100%	1359
Female	% of Total	No	6%	5%	7%	
		Yes	94%	93%	95%	
		Total	100%	100%	100%	5534
Q6i. Sexually assaulting someone.						
Male	% of Total	No	9%	6%	12%	
		Yes	91%	88%	94%	
		Total	100%	100%	100%	1359
Female	% of Total	No	6%	6%	7%	
		Yes	94%	93%	94%	
		Total	100%	100%	100%	5534
Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?						
Q8a. Made comments about your appearance, body or sexual activities.						
Male	% of Total	Never	30%	26%	35%	
		Sometimes	54%	49%	58%	
		A lot	16%	13%	20%	
		Total	100%	100%	100%	1357
Female	% of Total	Never	22%	21%	23%	
		Sometimes	61%	59%	62%	
		A lot	18%	16%	19%	
		Total	100%	100%	100%	5530
Did you find this offensive?						
Male	% of Total	Yes	4%	2%	6%	
		No	80%	74%	84%	

			95% Confidence Interval			
			Estimate	Lower	Upper	Unweighted Count
		Sometimes	16%	12%	22%	
		Total	100%	100%	100%	898
Female	% of Total	Yes	11%	10%	12%	
		No	52%	51%	54%	
		Sometimes	37%	35%	38%	
		Total	100%	100%	100%	4199
Q8b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.						
Male	% of Total	Never	37%	32%	41%	
		Sometimes	42%	37%	46%	
		A lot	21%	17%	26%	
		Total	100%	100%	100%	1354
Female	% of Total	Never	35%	34%	37%	
		Sometimes	51%	50%	52%	
		A lot	14%	13%	15%	
		Total	100%	100%	100%	5530
Did you find this offensive?						
Male	% of Total	Yes	6%	3%	10%	
		No	86%	81%	89%	
		Sometimes	9%	6%	11%	
		Total	100%	100%	100%	768
Female	% of Total	Yes	12%	11%	13%	
		No	51%	49%	52%	
		Sometimes	38%	36%	39%	
		Total	100%	100%	100%	3342
Q8c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.						
Male	% of Total	Never	56%	51%	60%	
		Sometimes	36%	31%	40%	
		A lot	9%	6%	13%	
		Total	100%	100%	100%	1355
Female	% of Total	Never	78%	77%	80%	
		Sometimes	20%	19%	21%	
		A lot	1%	1%	2%	
		Total	100%	100%	100%	5530
Did you find this offensive?						
Male	% of Total	Yes	4%	2%	8%	
		No	89%	85%	92%	
		Sometimes	7%	5%	9%	
		Total	100%	100%	100%	566
Female	% of Total	Yes	15%	12%	17%	
		No	62%	59%	65%	
		Sometimes	24%	21%	26%	
		Total	100%	100%	100%	1219
Q8d. Made gestures or used body language of a sexual nature that were directed at you.						
Male	% of Total	Never	58%	53%	63%	
		Sometimes	36%	31%	41%	

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
		A lot	6%	4%	10%	
		Total	100%	100%	100%	1356
Female	% of Total	Never	60%	58%	61%	
		Sometimes	36%	35%	38%	
		A lot	4%	3%	5%	
		Total	100%	100%	100%	5529
Did you find this offensive?						
Male	% of Total	Yes	4%	2%	9%	
		No	89%	83%	93%	
		Sometimes	7%	3%	12%	
		Total	100%	100%	100%	468
Female	% of Total	Yes	18%	16%	20%	
		No	50%	48%	53%	
		Sometimes	32%	30%	34%	
		Total	100%	100%	100%	2021
Q8e. Made attempts to touch you.						
Male	% of Total	Never	81%	77%	84%	
		Sometimes	15%	12%	19%	
		A lot	4%	2%	7%	
		Total	100%	100%	100%	1352
Female	% of Total	Never	77%	76%	78%	
		Sometimes	21%	20%	23%	
		A lot	2%	1%	2%	
		Total	100%	100%	100%	5521
Did you find this offensive?						
Male	% of Total	Yes	11%	5%	24%	
		No	78%	66%	87%	
		Sometimes	10%	5%	20%	
		Total	100%	100%	100%	228
Female	% of Total	Yes	38%	35%	41%	
		No	35%	32%	38%	
		Sometimes	27%	24%	30%	
		Total	100%	100%	100%	1177
Q8f. Made attempts to establish a sexual relationship despite your discouragement.						
Male	% of Total	Never	93%	90%	95%	
		Sometimes	5%	3%	8%	
		A lot	2%	1%	5%	
		Total	100%	100%	100%	1354
Female	% of Total	Never	85%	84%	86%	
		Sometimes	14%	13%	15%	
		A lot	1%	1%	1%	
		Total	100%	100%	100%	5527
Did you find this offensive?						
Male	% of Total	Yes	16%	5%	40%	
		No	72%	52%	86%	
		Sometimes	13%	7%	23%	
		Total	100%	100%	100%	72

			Estimate	95% Confidence		Unweighted Count
				Lower	Upper	
Female	% of Total	Yes	59%	55%	62%	
		No	18%	16%	21%	
		Sometimes	23%	20%	27%	
		Total	100%	100%	100%	730
Q8g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.						
Male	% of Total	Never	97%	95%	99%	
		Sometimes	1%	1%	2%	
		A lot	1%	-	5%	
		Total	100%	100%	100%	1353
Female	% of Total	Never	95%	94%	96%	
		Sometimes	4%	4%	5%	
		A lot	-	-	1%	
		Total	100%	100%	100%	5531
Did you find this offensive?						
Male	% of Total	Yes	~	~	~	
		No	~	~	~	
		Sometimes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Yes	75%	68%	81%	
		No	14%	9%	20%	
		Sometimes	11%	7%	17%	
		Total	100%	100%	100%	200
Q8h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.						
Male	% of Total	Never	97%	94%	99%	
		Sometimes	1%	1%	4%	
		A lot	2%	1%	5%	
		Total	100%	100%	100%	1355
Female	% of Total	Never	97%	96%	98%	
		Sometimes	3%	2%	3%	
		A lot	-	-	-	
		Total	100%	100%	100%	5522
Did you find this offensive?						
Male	% of Total	Yes	~	~	~	
		No	~	~	~	
		Sometimes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Yes	86%	80%	91%	
		No	6%	4%	10%	
		Sometimes	7%	4%	14%	
		Total	100%	100%	100%	129
Q8i. Made a sexual assault on you.						
Male	% of Total	Never	98%	95%	99%	
		Sometimes	1%	-	4%	
		A lot	1%	-	4%	
		Total	100%	100%	100%	1346

			Estimate	95% Confidence Interval		Unweighted Count
				Upper	Lower	
Female	% of Total	Never	98%	97%	98%	
		Sometimes	2%	2%	3%	
		A lot	-	-	1%	
		Total	100%	100%	100%	5485

Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour?

Male	% of Total	The behaviours listed in Q10 (a-i) below	2%	1%	4%	
		Other offensive behaviours, e.g. being picked on or insulted	4%	2%	8%	
		No, I haven't had a particularly upsetting experience	94%	90%	96%	
		Total	100%	100%	100%	1284
Female	% of Total	The behaviours listed in Q10 (a-i) below	8%	7%	9%	
		Other offensive behaviours, e.g. being picked on or insulted	7%	6%	8%	
		No, I haven't had a particularly upsetting experience	85%	84%	86%	
		Total	100%	100%	100%	5199

Q10. If you said that you have had a particularly upsetting experience involving the behaviours listed below, which behaviours were involved?

Q10a. Made comments about your appearance, body or sexual activities.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	40%	34%	46%	
		Yes	60%	54%	66%	
		Total	100%	100%	100%	359
Q10b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	56%	49%	62%	
		Yes	44%	38%	51%	
		Total	100%	100%	100%	359
Q10c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	

		Estimate	95% Confidence Interval		Unweighted Count	
			Upper	Lower		
		Total	100%	100%	100%	~
Female	% of Total	No	91%	86%	94%	
		Yes	9%	6%	14%	
		Total	100%	100%	100%	359
Q10d. Made gestures or used body language of a sexual nature that were directed at you.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	70%	63%	76%	
		Yes	30%	24%	37%	
		Total	100%	100%	100%	359
Q10e. Made attempts to touch you.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	63%	57%	69%	
		Yes	37%	31%	43%	
		Total	100%	100%	100%	359
Q10f. Made attempts to establish a sexual relationship despite your discouragement.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	69%	63%	75%	
		Yes	31%	25%	37%	
		Total	100%	100%	100%	359
Q10g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	89%	84%	93%	
		Yes	11%	7%	16%	
		Total	100%	100%	100%	359
Q10h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	90%	84%	94%	
		Yes	10%	6%	16%	
		Total	100%	100%	100%	359
Q10i. Made a sexual assault on you.						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	85%	80%	89%	
		Yes	15%	11%	20%	
		Total	100%	100%	100%	359

Q12. What rank was the person(s) responsible for this upsetting situation?

Q12a. Senior Officer						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	89%	87%	91%	
		Yes	11%	9%	13%	
		Total	100%	100%	100%	366
Q12b. Junior Officer						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	90%	85%	93%	
		Yes	10%	7%	15%	
		Total	100%	100%	100%	366
Q12c. Warrant Officer						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	89%	85%	92%	
		Yes	11%	8%	15%	
		Total	100%	100%	100%	366
Q12d. Senior Rate						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	66%	60%	71%	
		Yes	34%	29%	40%	
		Total	100%	100%	100%	366
Q12e. Leading Hand						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	70%	64%	76%	
		Yes	30%	24%	36%	
		Total	100%	100%	100%	366
Q12f. Other Rank/Rate						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	64%	58%	70%	
		Yes	36%	30%	42%	
		Total	100%	100%	100%	366

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q12g. Civilian employee						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	95%	91%	97%	
		Yes	5%	3%	9%	
		Total	100%	100%	100%	366

Q13. Which word(s) best describe the person(s) responsible for this upsetting situation?

Q13a. Line manager/boss						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	80%	75%	85%	
		Yes	20%	15%	25%	
		Total	100%	100%	100%	365

Q13b. Other person senior to you						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	64%	58%	70%	
		Yes	36%	30%	42%	
		Total	100%	100%	100%	365

Q13c. Instructor						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	94%	90%	96%	
		Yes	6%	4%	10%	
		Total	100%	100%	100%	365

Q13d. Someone of a similar rank/grade						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	52%	46%	58%	
		Yes	48%	42%	54%	
		Total	100%	100%	100%	365

Q13e. Someone junior to you						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	91%	88%	93%	
		Yes	9%	7%	12%	
		Total	100%	100%	100%	365

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q13f. Other person at your unit						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	74%	68%	80%	
		Yes	26%	20%	32%	
		Total	100%	100%	100%	365

Q14. Please indicate the number of males involved

Male	% of Total	0	~	~	~	
		1	~	~	~	
		2	~	~	~	
		3	~	~	~	
		4 or more	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	0	1%	1%	3%	
		1	60%	54%	66%	
		2	16%	12%	22%	
		3	8%	5%	12%	
		4 or more	14%	10%	20%	
		Total	100%	100%	100%	349

Q14. Please indicate the number of females involved

Male	% of Total	0	~	~	~	
		1	~	~	~	
		2	~	~	~	
		3	~	~	~	
		4 or more	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	0	93%	88%	96%	
		1	4%	2%	7%	
		2	2%	1%	7%	
		3	1%	-	2%	
		4 or more	-	-	1%	
		Total	100%	100%	100%	349

Q15. When did this upsetting situation occur?

Male	% of Total	In duty time	~	~	~	
		Off duty time	~	~	~	
		Both in duty time and off duty time	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	In duty time	41%	35%	47%	
		Off duty time	23%	18%	28%	
		Both in duty time and off duty time	37%	31%	43%	
		Total	100%	100%	100%	358

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q16. Where did this upsetting situation mainly take place?						
Male	% of Total	In the workplace at my military home base or training unit	~	~	~	
		In a communal area at my military home base or training unit, e.g. mess, barrack block, NAAFI, gym etc	~	~	~	
		In my workplace when I was deployed overseas	~	~	~	
		In a communal area when I was deployed overseas, e.g. mess, barrack block, NAAFI, gym etc	~	~	~	
		At a civilian location, e.g. pub	~	~	~	
		Via telephone, email or the post	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	In the workplace at my military home base or training unit	55%	49%	61%	
		In a communal area at my military home base or training unit, e.g. mess, barrack block, NAAFI, gym etc	18%	14%	23%	
		In my workplace when I was deployed overseas	8%	5%	12%	
		In a communal area when I was deployed overseas, e.g. mess, barrack block, NAAFI, gym etc	7%	4%	12%	
		At a civilian location, e.g. pub	10%	7%	14%	
		Via telephone, email or the post	2%	1%	4%	
		Total	100%	100%	100%	314
		Q17. Was this situation part of a longer term problem with this person(s)?				
Male	% of Total	Yes	~	~	~	
		No	~	~	~	
		Total	100%	100%	100%	~

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	Yes	30%	24%	36%	
		No	70%	64%	76%	
		Total	100%	100%	100%	363

Q18. To what extent (if any) did you feel the following as a result of this situation?

Q18a. I no longer enjoyed my work						
Male	% of Total	To a large extent	~	~	~	
		To a moderate extent	~	~	~	
		To a small extent	~	~	~	
		Not at all	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	To a large extent	19%	14%	24%	
		To a moderate extent	22%	17%	28%	
		To a small extent	24%	19%	30%	
		Not at all	36%	30%	42%	
		Total	100%	100%	100%	358
Q18b. I didn't do my job as well as before						
Male	% of Total	To a large extent	~	~	~	
		To a moderate extent	~	~	~	
		To a small extent	~	~	~	
		Not at all	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	To a large extent	12%	8%	17%	
		To a moderate extent	13%	9%	18%	
		To a small extent	18%	13%	24%	
		Not at all	58%	51%	64%	
		Total	100%	100%	100%	353
Q18c. I thought about leaving my Service						
Male	% of Total	To a large extent	~	~	~	
		To a moderate extent	~	~	~	
		To a small extent	~	~	~	
		Not at all	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	To a large extent	17%	12%	23%	
		To a moderate extent	11%	8%	16%	
		To a small extent	15%	10%	20%	
		Not at all	57%	51%	64%	
		Total	100%	100%	100%	356

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Q18d. I had problems with my health						
Male	% of Total	To a large extent	~	~	~	
		To a moderate extent	~	~	~	
		To a small extent	~	~	~	
		Not at all	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	To a large extent	8%	5%	13%	
		To a moderate extent	8%	6%	12%	
		To a small extent	13%	9%	19%	
		Not at all	70%	64%	76%	
		Total	100%	100%	100%	349

Q19. What did you do to stop what was happening?

Q19a. I ignored the behaviour						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	42%	36%	49%	
		Yes	58%	51%	64%	
		Total	100%	100%	100%	356
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	75%	66%	81%	
		Yes	25%	19%	34%	
		Total	100%	100%	100%	200
Q19b. I avoided the person if I could						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	45%	39%	52%	
		Yes	55%	48%	61%	
		Total	100%	100%	100%	356
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	67%	59%	75%	
		Yes	33%	25%	41%	
		Total	100%	100%	100%	197
Q19c. I asked the person to stop						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	43%	37%	50%	
		Yes	57%	50%	63%	
		Total	100%	100%	100%	356
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	62%	53%	70%	
		Yes	38%	30%	47%	
		Total	100%	100%	100%	189
Q19d. I asked to be moved somewhere else						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	91%	86%	94%	
		Yes	9%	6%	14%	
		Total	100%	100%	100%	356
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	48%	29%	67%	
		Yes	52%	33%	71%	
		Total	100%	100%	100%	33
Q19e. I informally told someone at work (e.g. a friend, colleague, padre etc)						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	50%	44%	57%	
		Yes	50%	43%	56%	
		Total	100%	100%	100%	356
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	61%	70%	51%	
		Yes	39%	30%	49%	
		Total	100%	100%	100%	168
Q19f. Other (not including making a formal written complaint)						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	84%	79%	88%	
		Yes	16%	12%	21%	
		Total	100%	100%	100%	356

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Did it Work?						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	53%	38%	68%	
		Yes	47%	32%	62%	
		Total	100%	100%	100%	60

Q20a. Did you at any time make a formal written complaint?

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Yes	11%	7%	16%	
		No	89%	84%	93%	
		Total	100%	100%	100%	366

Q20b. Why didn't you make a formal written complaint?

Q20b1. I complained informally and it was resolved

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	80%	74%	85%	
		Yes	20%	15%	26%	
		Total	100%	100%	100%	322

Q20b2. I thought I could handle the situation myself

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	43%	37%	50%	
		Yes	57%	50%	63%	
		Total	100%	100%	100%	322

Q20b3. I didn't know how to make a formal complaint

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	97%	95%	99%	
		Yes	3%	1%	5%	
		Total	100%	100%	100%	322

Q20b4. I didn't think anything would be done about it

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	71%	64%	77%	
		Yes	29%	23%	36%	
		Total	100%	100%	100%	322

Q20b5. I thought it might negatively affect my job or career

Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	61%	54%	68%	
		Yes	39%	32%	46%	
		Total	100%	100%	100%	322
Q20b6. I didn't want to go through the complaints procedure						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	81%	75%	85%	
		Yes	19%	15%	25%	
		Total	100%	100%	100%	322
Q20b7. I didn't want to be labelled a troublemaker						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	51%	45%	58%	
		Yes	49%	42%	55%	
		Total	100%	100%	100%	322
Q20b8. Other reason						
Male	% of Total	No	~	~	~	
		Yes	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	No	85%	80%	90%	
		Yes	15%	10%	20%	
		Total	100%	100%	100%	322
Q21. How satisfied are/were you with the following aspects of making a complaint?						
Q21a. The availability of information about how to make a complaint						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	56%	32%	77%	
		Neither satisfied nor dissatisfied	31%	14%	56%	
		Dissatisfied	13%	3%	43%	
		Total	100%	100%	100%	30
Q21b. Your understanding of how to make a complaint						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	58%	33%	79%	
		Neither satisfied nor dissatisfied	39%	19%	65%	
		Dissatisfied	3%	1%	10%	
		Total	100%	100%	100%	31

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q21c. How you were/are treated by the people who handled the complaint						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	59%	38%	78%	
		Neither satisfied nor dissatisfied	19%	6%	48%	
		Dissatisfied	22%	8%	49%	
		Total	100%	100%	100%	30
Q21d. The amount of time it took/is taking to resolve the complaint						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	35%	17%	58%	
		Neither satisfied nor dissatisfied	25%	9%	52%	
		Dissatisfied	40%	20%	65%	
		Total	100%	100%	100%	31
Q21e. How well you were/are kept informed about the progress of your complaint						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	40%	21%	62%	
		Neither satisfied nor dissatisfied	14%	5%	30%	
		Dissatisfied	47%	26%	68%	
		Total	100%	100%	100%	31
Q21f. How well your complaint was/is kept confidential						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~
Female	% of Total	Satisfied	55%	34%	74%	
		Neither satisfied nor dissatisfied	26%	10%	53%	
		Dissatisfied	20%	7%	45%	
		Total	100%	100%	100%	31
Q21g. How well the outcome of the complaint was explained to you						
Male	% of Total	Satisfied	~	~	~	
		Neither satisfied nor dissatisfied	~	~	~	
		Dissatisfied	~	~	~	
		Total	100%	100%	100%	~

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	Satisfied	47%	25%	71%	
		Neither satisfied nor dissatisfied	24%	8%	52%	
		Dissatisfied	29%	12%	55%	
		Total	100%	100%	100%	30

Less than 5 respondents chose N/A. These have been excluded from this table.

Q23a. Why do you think the following behaviours occur in your service?-Telling sexual jokes or stories

Q23a. To help bonding/morale						
Male	% of Total	No	43%	38%	47%	
		Yes	57%	53%	62%	
		Total	100%	100%	100%	1348
Female	% of Total	No	49%	48%	51%	
		Yes	51%	49%	52%	
		Total	100%	100%	100%	5484
Q23a. To hurt						
Male	% of Total	No	97%	94%	98%	
		Yes	3%	2%	6%	
		Total	100%	100%	100%	1348
Female	% of Total	No	95%	94%	96%	
		Yes	5%	4%	6%	
		Total	100%	100%	100%	5484
Q23a. To have fun/for a laugh						
Male	% of Total	No	18%	15%	23%	
		Yes	82%	77%	85%	
		Total	100%	100%	100%	1348
Female	% of Total	No	11%	10%	12%	
		Yes	89%	88%	90%	
		Total	100%	100%	100%	5484
Q23a. Because it is normal						
Male	% of Total	No	75%	71%	79%	
		Yes	25%	21%	29%	
		Total	100%	100%	100%	1348
Female	% of Total	No	79%	78%	81%	
		Yes	21%	19%	22%	
		Total	100%	100%	100%	5484
Q23a. To relax/stress buster						
Male	% of Total	No	66%	63%	70%	
		Yes	34%	30%	37%	
		Total	100%	100%	100%	1348
Female	% of Total	No	72%	71%	73%	
		Yes	28%	27%	29%	
		Total	100%	100%	100%	5484
Q23a. To relieve boredom						
Male	% of Total	No	61%	56%	65%	
		Yes	39%	35%	44%	
		Total	100%	100%	100%	1348
Female	% of Total	No	58%	57%	59%	
		Yes	42%	41%	43%	
		Total	100%	100%	100%	5484

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q23a. To flirt						
Male	% of Total	No	87%	84%	90%	
		Yes	13%	10%	16%	
		Total	100%	100%	100%	1348
Female	% of Total	No	78%	77%	79%	
		Yes	22%	21%	23%	
		Total	100%	100%	100%	5484
Q23a. To wind people up						
Male	% of Total	No	77%	72%	80%	
		Yes	23%	20%	28%	
		Total	100%	100%	100%	1348
Female	% of Total	No	71%	69%	72%	
		Yes	29%	28%	31%	
		Total	100%	100%	100%	5484
Q23a. The behaviour doesn't occur						
Male	% of Total	No	98%	95%	99%	
		Yes	2%	1%	5%	
		Total	100%	100%	100%	1348
Female	% of Total	No	99%	98%	99%	
		Yes	1%	1%	2%	
		Total	100%	100%	100%	5484
Q23b. Why do you think the following behaviours occur in your Service? Using sexually explicit language, e.g. sexual swear words and suggestive language						
Q23b. To help bonding/morale						
Male	% of Total	No	70%	65%	74%	
		Yes	30%	26%	35%	
		Total	100%	100%	100%	1310
Female	% of Total	No	75%	74%	77%	
		Yes	25%	23%	26%	
		Total	100%	100%	100%	5374
Q23b. To hurt						
Male	% of Total	No	87%	83%	90%	
		Yes	13%	10%	17%	
		Total	100%	100%	100%	1310
Female	% of Total	No	89%	88%	90%	
		Yes	11%	10%	12%	
		Total	100%	100%	100%	5374
Q23b. To have fun/for a laugh						
Male	% of Total	No	51%	46%	56%	
		Yes	49%	44%	54%	
		Total	100%	100%	100%	1310
Female	% of Total	No	44%	43%	46%	
		Yes	56%	54%	57%	
		Total	100%	100%	100%	5374
Q23b. Because it is normal						
Male	% of Total	No	55%	51%	60%	
		Yes	45%	40%	49%	
		Total	100%	100%	100%	1310

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	63%	62%	65%	
		Yes	37%	35%	38%	
		Total	100%	100%	100%	5374
Q23b. To relax/stress buster						
Male	% of Total	No	74%	71%	78%	
		Yes	26%	22%	29%	
		Total	100%	100%	100%	1310
Female	% of Total	No	80%	78%	81%	
		Yes	20%	19%	22%	
		Total	100%	100%	100%	5374
Q23b. To relieve boredom						
Male	% of Total	No	79%	75%	82%	
		Yes	21%	18%	25%	
		Total	100%	100%	100%	1310
Female	% of Total	No	77%	76%	78%	
		Yes	23%	22%	24%	
		Total	100%	100%	100%	5374
Q23b. To flirt						
Male	% of Total	No	93%	91%	95%	
		Yes	7%	5%	9%	
		Total	100%	100%	100%	1310
Female	% of Total	No	87%	86%	88%	
		Yes	13%	12%	14%	
		Total	100%	100%	100%	5374
Q23b. To wind people up						
Male	% of Total	No	70%	66%	75%	
		Yes	30%	25%	34%	
		Total	100%	100%	100%	1310
Female	% of Total	No	69%	67%	70%	
		Yes	31%	30%	33%	
		Total	100%	100%	100%	5374
Q23b. The behaviour doesn't occur						
Male	% of Total	No	94%	90%	96%	
		Yes	6%	4%	10%	
		Total	100%	100%	100%	1310
Female	% of Total	No	94%	93%	95%	
		Yes	6%	5%	7%	
		Total	100%	100%	100%	5374
Q23c. Why do you think the following behaviours occur in your service? Displaying, using or distributing sexually explicit materials, e.g. pornographic photos, or other objects of a sexual nature						
Q23c. To help bonding/morale						
Male	% of Total	No	68%	63%	72%	
		Yes	32%	28%	37%	
		Total	100%	100%	100%	1312
Female	% of Total	No	78%	77%	79%	
		Yes	22%	21%	23%	
		Total	100%	100%	100%	5334

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q23c. To hurt						
Male	% of Total	No	95%	93%	97%	
		Yes	5%	3%	7%	
		Total	100%	100%	100%	1312
Female	% of Total	No	94%	94%	95%	
		Yes	6%	5%	6%	
		Total	100%	100%	100%	5334
Q23c. To have fun/for a laugh						
Male	% of Total	No	48%	44%	53%	
		Yes	52%	47%	56%	
		Total	100%	100%	100%	1312
Female	% of Total	No	53%	52%	55%	
		Yes	47%	45%	48%	
		Total	100%	100%	100%	5334
Q23c. Because it is normal						
Male	% of Total	No	79%	75%	83%	
		Yes	21%	17%	25%	
		Total	100%	100%	100%	1312
Female	% of Total	No	87%	86%	88%	
		Yes	13%	12%	14%	
		Total	100%	100%	100%	5334
Q23c. To relax/stress buster						
Male	% of Total	No	77%	73%	81%	
		Yes	23%	19%	27%	
		Total	100%	100%	100%	1312
Female	% of Total	No	85%	84%	86%	
		Yes	15%	14%	16%	
		Total	100%	100%	100%	5334
Q23c. To relieve boredom						
Male	% of Total	No	65%	60%	69%	
		Yes	35%	31%	40%	
		Total	100%	100%	100%	1312
Female	% of Total	No	67%	66%	68%	
		Yes	33%	32%	34%	
		Total	100%	100%	100%	5334
Q23c. To flirt						
Male	% of Total	No	95%	92%	97%	
		Yes	5%	3%	8%	
		Total	100%	100%	100%	1312
Female	% of Total	No	94%	93%	95%	
		Yes	6%	5%	7%	
		Total	100%	100%	100%	5334
Q23c. To wind people up						
Male	% of Total	No	89%	85%	92%	
		Yes	11%	8%	15%	
		Total	100%	100%	100%	1312

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	82%	81%	83%	
		Yes	18%	17%	19%	
		Total	100%	100%	100%	5334
Q23c. The behaviour doesn't occur						
Male	% of Total	No	80%	77%	84%	
		Yes	20%	16%	23%	
		Total	100%	100%	100%	1312
Female	% of Total	No	71%	70%	73%	
		Yes	29%	27%	30%	
		Total	100%	100%	100%	5334
Q23d. Why do you think the following behaviours occur in your service? Making gestures or using body language of a sexual nature						
Q23d. To help bonding/morale						
Male	% of Total	No	77%	73%	81%	
		Yes	23%	19%	27%	
		Total	100%	100%	100%	1306
Female	% of Total	No	84%	83%	85%	
		Yes	16%	15%	17%	
		Total	100%	100%	100%	5367
Q23d. To hurt						
Male	% of Total	No	89%	86%	92%	
		Yes	11%	8%	14%	
		Total	100%	100%	100%	1306
Female	% of Total	No	89%	88%	89%	
		Yes	11%	11%	12%	
		Total	100%	100%	100%	5367
Q23d. To have fun/for a laugh						
Male	% of Total	No	48%	43%	53%	
		Yes	52%	47%	57%	
		Total	100%	100%	100%	1306
Female	% of Total	No	46%	44%	47%	
		Yes	54%	53%	56%	
		Total	100%	100%	100%	5367
Q23d. Because it is normal						
Male	% of Total	No	83%	79%	86%	
		Yes	17%	14%	21%	
		Total	100%	100%	100%	1306
Female	% of Total	No	89%	88%	90%	
		Yes	11%	10%	12%	
		Total	100%	100%	100%	5367
Q23d. To relax/stress buster						
Male	% of Total	No	84%	80%	87%	
		Yes	16%	13%	20%	
		Total	100%	100%	100%	1306
Female	% of Total	No	91%	90%	92%	
		Yes	9%	8%	10%	
		Total	100%	100%	100%	5367

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q23d. To relieve boredom						
Male	% of Total	No	78%	74%	82%	
		Yes	22%	18%	26%	
		Total	100%	100%	100%	1306
Female	% of Total	No	79%	77%	80%	
		Yes	21%	20%	23%	
		Total	100%	100%	100%	5367
Q23d. To flirt						
Male	% of Total	No	82%	77%	85%	
		Yes	18%	15%	23%	
		Total	100%	100%	100%	1306
Female	% of Total	No	72%	71%	73%	
		Yes	28%	27%	29%	
		Total	100%	100%	100%	5367
Q23d. To wind people up						
Male	% of Total	No	74%	70%	78%	
		Yes	26%	22%	30%	
		Total	100%	100%	100%	1306
Female	% of Total	No	70%	69%	72%	
		Yes	30%	28%	31%	
		Total	100%	100%	100%	5367
Q23d. The behaviour doesn't occur						
Male	% of Total	No	79%	75%	82%	
		Yes	21%	18%	25%	
		Total	100%	100%	100%	1306
Female	% of Total	No	80%	79%	81%	
		Yes	20%	19%	21%	
		Total	100%	100%	100%	5367
Q23e. Why do you think the following behaviours occur in your service? Making sexual comments about someone, e.g. about their appearance, body or sexual activities						
Q23e. To help bonding/morale						
Male	% of Total	No	75%	70%	79%	
		Yes	25%	21%	30%	
		Total	100%	100%	100%	1322
Female	% of Total	No	80%	78%	81%	
		Yes	20%	19%	22%	
		Total	100%	100%	100%	5358
Q23e. To hurt						
Male	% of Total	No	77%	73%	81%	
		Yes	23%	19%	27%	
		Total	100%	100%	100%	1322
Female	% of Total	No	71%	70%	73%	
		Yes	29%	27%	30%	
		Total	100%	100%	100%	5358
Q23e. To have fun/for a laugh						
Male	% of Total	No	50%	45%	54%	
		Yes	50%	46%	55%	
		Total	100%	100%	100%	1322

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Female	% of Total	No	41%	39%	42%	
		Yes	59%	58%	61%	
		Total	100%	100%	100%	5358
Q23e. Because it is normal						
Male	% of Total	No	82%	79%	85%	
		Yes	18%	15%	21%	
		Total	100%	100%	100%	1322
Female	% of Total	No	85%	84%	86%	
		Yes	15%	14%	16%	
		Total	100%	100%	100%	5358
Q23e. To relax/stress buster						
Male	% of Total	No	84%	81%	87%	
		Yes	16%	13%	19%	
		Total	100%	100%	100%	1322
Female	% of Total	No	90%	89%	91%	
		Yes	10%	9%	11%	
		Total	100%	100%	100%	5358
Q23e. To relieve boredom						
Male	% of Total	No	75%	70%	79%	
		Yes	25%	21%	30%	
		Total	100%	100%	100%	1322
Female	% of Total	No	75%	74%	76%	
		Yes	25%	24%	26%	
		Total	100%	100%	100%	5358
Q23e. To flirt						
Male	% of Total	No	84%	81%	87%	
		Yes	16%	13%	19%	
		Total	100%	100%	100%	1322
Female	% of Total	No	70%	69%	72%	
		Yes	30%	28%	31%	
		Total	100%	100%	100%	5358
Q23e. To wind people up						
Male	% of Total	No	57%	52%	61%	
		Yes	43%	39%	48%	
		Total	100%	100%	100%	1322
Female	% of Total	No	55%	54%	57%	
		Yes	45%	43%	46%	
		Total	100%	100%	100%	5358
Q23e. The behaviour doesn't occur						
Male	% of Total	No	86%	83%	89%	
		Yes	14%	11%	17%	
		Total	100%	100%	100%	1322
Female	% of Total	No	90%	89%	91%	
		Yes	10%	9%	11%	
		Total	100%	100%	100%	5358

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Q24. Do you think any of these behaviours are more likely when people have been drinking alcohol?						
Male	% of Total	Yes	86%	82%	89%	
		No	14%	11%	18%	
		Total	100%	100%	100%	1345
Female	% of Total	Yes	89%	88%	90%	
		No	11%	10%	12%	
		Total	100%	100%	100%	5482
Q25. When do you think these behaviours are most likely to happen?						
Q25a. On operations						
Male	% of Total	No	71%	67%	75%	
		Yes	29%	25%	33%	
		Total	100%	100%	100%	1333
Female	% of Total	No	74%	72%	75%	
		Yes	26%	25%	28%	
		Total	100%	100%	100%	5467
Q25b. When people have just returned from operations						
Male	% of Total	No	83%	79%	86%	
		Yes	17%	14%	21%	
		Total	100%	100%	100%	1333
Female	% of Total	No	88%	87%	89%	
		Yes	12%	11%	13%	
		Total	100%	100%	100%	5467
Q25c. Non-operational duty						
Male	% of Total	No	80%	76%	83%	
		Yes	20%	17%	24%	
		Total	100%	100%	100%	1333
Female	% of Total	No	82%	81%	84%	
		Yes	18%	16%	19%	
		Total	100%	100%	100%	5467
Q25d. When off-duty						
Male	% of Total	No	60%	55%	64%	
		Yes	40%	36%	45%	
		Total	100%	100%	100%	1333
Female	% of Total	No	65%	64%	67%	
		Yes	35%	33%	36%	
		Total	100%	100%	100%	5467
Q25e. The same everywhere						
Male	% of Total	No	45%	40%	49%	
		Yes	55%	51%	60%	
		Total	100%	100%	100%	1333
Female	% of Total	No	37%	36%	38%	
		Yes	63%	62%	64%	
		Total	100%	100%	100%	5467

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Q26a. If you thought sexual harassment was happening to someone do you think you would personally try and stop it?						
Male	% of Total	Yes	80%	76%	84%	
		No	2%	1%	2%	
		It depends	18%	14%	23%	
		Total	100%	100%	100%	1346
Female	% of Total	Yes	75%	73%	76%	
		No	1%	1%	2%	
		It depends	24%	23%	25%	
		Total	100%	100%	100%	5490
Q26b. Why wouldn't you stop sexual harassment if you thought it was happening?						
Q26b. None of my business						
Male	% of Total	No	76%	62%	86%	
		Yes	24%	14%	38%	
		Total	100%	100%	100%	162
Female	% of Total	No	82%	78%	84%	
		Yes	18%	16%	22%	
		Total	100%	100%	100%	1070
Q26b. People senior to me might be involved in the situation						
Male	% of Total	No	54%	41%	67%	
		Yes	46%	33%	59%	
		Total	100%	100%	100%	162
Female	% of Total	No	51%	47%	54%	
		Yes	49%	46%	53%	
		Total	100%	100%	100%	1070
Q26b. The person being harassed could sort it out themselves						
Male	% of Total	No	63%	49%	75%	
		Yes	37%	25%	51%	
		Total	100%	100%	100%	162
Female	% of Total	No	69%	65%	72%	
		Yes	31%	28%	35%	
		Total	100%	100%	100%	1070
Q26b. Wouldn't want the hassle						
Male	% of Total	No	88%	75%	95%	
		Yes	12%	5%	25%	
		Total	100%	100%	100%	162
Female	% of Total	No	95%	93%	96%	
		Yes	5%	4%	7%	
		Total	100%	100%	100%	1070
Q26b. Wouldn't want to stand out						
Male	% of Total	No	89%	76%	95%	
		Yes	11%	5%	24%	
		Total	100%	100%	100%	162
Female	% of Total	No	92%	89%	94%	
		Yes	8%	6%	11%	
		Total	100%	100%	100%	1070

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
Q26b. Don't believe the system would support me						
Male	% of Total	No	72%	59%	83%	
		Yes	28%	17%	41%	
		Total	100%	100%	100%	162
Female	% of Total	No	69%	66%	72%	
		Yes	31%	28%	34%	
		Total	100%	100%	100%	1070
Q26b. Other						
Male	% of Total	No	70%	56%	81%	
		Yes	30%	19%	44%	
		Total	100%	100%	100%	162
Female	% of Total	No	72%	69%	75%	
		Yes	28%	25%	31%	
		Total	100%	100%	100%	1070
Q27. To what extent do you think your Service tries to prevent sexual harassment?						
Male	% of Total	To a very large extent	34%	29%	38%	
		To a large extent	35%	30%	39%	
		To a moderate extent	22%	18%	26%	
		To a small extent	7%	5%	10%	
		Not at all	3%	1%	6%	
		Total	100%	100%	100%	1346
Female	% of Total	To a very large extent	19%	18%	21%	
		To a large extent	35%	34%	37%	
		To a moderate extent	32%	30%	33%	
		To a small extent	11%	10%	11%	
		Not at all	3%	2%	4%	
		Total	100%	100%	100%	5480
Q28. Whether you have made a complaint or not, do you think that the formal written complaints process favours the complainant, respondent or neither?						
Male	% of Total	Complainant, i.e. person who made the complaint	45%	40%	50%	
		Respondent, i.e. person who is being complained about	5%	3%	8%	
		Neither	50%	45%	55%	
		Total	100%	100%	100%	1313
Female	% of Total	Complainant, i.e. person who made the complaint	29%	28%	30%	
		Respondent, i.e. person who is being complained about	8%	7%	9%	

		Estimate	95% Confidence Interval		Unweighted Count
			Lower	Upper	
	Neither	63%	62%	65%	
	Total	100%	100%	100%	5233

Q29. How effective do you think the following measures are in stopping sexual harassment from happening in your Service?

Q29a. Classroom-based training for all personnel						
Male	% of Total	Very effective	8%	5%	12%	
		Effective	38%	34%	42%	
		Neither effective nor ineffective	30%	25%	34%	
		Ineffective	17%	14%	21%	
		Very Ineffective	7%	5%	10%	
		Total	100%	100%	100%	1343
Female	% of Total	Very effective	6%	5%	6%	
		Effective	36%	35%	38%	
		Neither effective nor ineffective	36%	35%	38%	
		Ineffective	17%	16%	18%	
		Very Ineffective	5%	4%	6%	
		Total	100%	100%	100%	5462
Q29b. Other types of training, e.g. discussion groups, drama-based training						
Male	% of Total	Very effective	11%	8%	14%	
		Effective	41%	36%	45%	
		Neither effective nor ineffective	27%	23%	32%	
		Ineffective	15%	12%	19%	
		Very Ineffective	6%	4%	9%	
		Total	100%	100%	100%	1336
Female	% of Total	Very effective	10%	10%	11%	
		Effective	45%	44%	47%	
		Neither effective nor ineffective	29%	28%	31%	
		Ineffective	12%	11%	13%	
		Very Ineffective	3%	3%	4%	
		Total	100%	100%	100%	5451
Q29c. Training for line managers						
Male	% of Total	Very effective	17%	14%	22%	
		Effective	52%	48%	57%	
		Neither effective nor ineffective	22%	18%	26%	
		Ineffective	5%	3%	8%	
		Very Ineffective	3%	2%	6%	
		Total	100%	100%	100%	1335
Female	% of Total	Very effective	16%	15%	17%	
		Effective	59%	58%	61%	
		Neither effective nor ineffective	19%	18%	20%	
		Ineffective	5%	4%	5%	
		Very Ineffective	1%	1%	1%	
		Total	100%	100%	100%	5424

		Estimate	95% Confidence Interval		Unweighted Count	
			Lower	Upper		
Q29d. Penalties taken against those who sexually harass others						
Male	% of Total	Very effective	44%	39%	49%	
		Effective	40%	36%	45%	
		Neither effective nor ineffective	10%	7%	12%	
		Ineffective	4%	2%	7%	
		Very Ineffective	2%	1%	4%	
		Total	100%	100%	100%	1337
Female	% of Total	Very effective	47%	46%	48%	
		Effective	41%	39%	42%	
		Neither effective nor ineffective	9%	8%	10%	
		Ineffective	3%	2%	3%	
		Very Ineffective	1%	1%	1%	
		Total	100%	100%	100%	5469
Q29e. Penalties taken against leaders who allow sexual harassment to continue.						
Male	% of Total	Very effective	33%	29%	38%	
		Effective	40%	35%	45%	
		Neither effective nor ineffective	16%	14%	19%	
		Ineffective	7%	5%	10%	
		Very Ineffective	3%	2%	5%	
		Total	100%	100%	100%	1340
Female	% of Total	Very effective	35%	34%	37%	
		Effective	41%	40%	43%	
		Neither effective nor ineffective	17%	16%	18%	
		Ineffective	5%	4%	6%	
		Very Ineffective	1%	1%	2%	
		Total	100%	100%	100%	5469
Q29f. Having good information about where to go for help						
Male	% of Total	Very effective	31%	27%	36%	
		Effective	52%	47%	56%	
		Neither effective nor ineffective	11%	9%	14%	
		Ineffective	4%	2%	7%	
		Very Ineffective	2%	1%	5%	
		Total	100%	100%	100%	1348
Female	% of Total	Very effective	34%	33%	36%	
		Effective	51%	49%	52%	
		Neither effective nor ineffective	11%	11%	12%	
		Ineffective	3%	2%	3%	
		Very Ineffective	1%	1%	1%	
		Total	100%	100%	100%	5487
Q29g. Having people who could help without someone having to make a formal written complaint						
Male	% of Total	Very effective	41%	36%	45%	
		Effective	44%	40%	49%	

			Estimate	95% Confidence Interval		Unweighted Count
				Lower	Upper	
		Neither effective nor ineffective	10%	8%	13%	
		Ineffective	3%	2%	5%	
		Very Ineffective	2%	1%	5%	
		Total	100%	100%	100%	1344
Female	% of Total	Very effective	42%	41%	43%	
		Effective	44%	43%	46%	
		Neither effective nor ineffective	10%	9%	11%	
		Ineffective	2%	2%	3%	
		Very Ineffective	1%	1%	1%	
		Total	100%	100%	100%	5471

Q30a. Have you received any equality and diversity training?

Male	% of Total	Yes	94%	91%	96%	
		No	6%	4%	9%	
		Total	100%	100%	100%	1349
Female	% of Total	Yes	95%	94%	95%	
		No	5%	5%	6%	
		Total	100%	100%	100%	5509

Q30b. How effective was your E&D training? Only includes those who have received equality and diversity training.

Male	% of Total	Very effective	19%	15%	24%	
		Effective	47%	43%	52%	
		Neither effective nor ineffective	23%	19%	27%	
		Ineffective	7%	5%	10%	
		Very Ineffective	4%	2%	6%	
		Total	100%	100%	100%	1281
Female	% of Total	Very effective	14%	13%	15%	
		Effective	48%	47%	50%	
		Neither effective nor ineffective	28%	27%	30%	
		Ineffective	7%	6%	8%	
		Very Ineffective	2%	2%	3%	
		Total	100%	100%	100%	5241

Q31. Do you personally believe there is a problem with sexual harassment in your Service?

Male	% of Total	To a large extent	3%	2%	6%	
		To a moderate extent	9%	7%	12%	
		To a small extent	44%	40%	48%	
		Not at all	27%	23%	31%	
		Don't know	17%	13%	21%	
		Total	100%	100%	100%	1351
Female	% of Total	To a large extent	5%	4%	6%	
		To a moderate extent	20%	19%	22%	
		To a small extent	47%	46%	48%	
		Not at all	14%	13%	15%	
		Don't know	14%	13%	15%	
		Total	100%	100%	100%	5518

Annex D: Response Rates per Question

Missing responses include those excluded by weighting.

	Male Denominator (n)	Female Denominator (n)	Missing responses
Q5. Do you think the following behaviours are acceptable?			
Q5a. Making comments about someone's appearance, body or sexual activities.	1349	5507	79
Q5b. Talking to someone about sexual matters, e.g. asking about their sex life, telling sexual jokes or stories despite discouragement.	1355	5518	62
Q5c. Sending someone sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	1356	5522	57
Q5d. Making gestures or using body language of a sexual nature that is directed at someone.	1355	5518	62
Q5e. Making attempts to touch someone.	1349	5505	81
Q5f. Making attempts to establish a sexual relationship despite someone's discouragement.	1351	5509	75
Q5g. Saying or making someone feel that they would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	1355	5530	50
Q5h. Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	1355	5528	52
Q5i. Sexually assaulting someone.	1354	5525	56
Q6. Do you personally think any of the behaviours in Q5 (a - i) count as sexual harassment, regardless of whether you have experienced them or not?	1359	5534	42
Q8. How often, over the past 12 months, have you been in situations where male or female UK military personnel and/or civilian employees have done the following to you?			
Q8ai. Made comments about your appearance, body or sexual activities.	1357	5530	48
Q8aii. Did you find this offensive	898	4199	43
Q8bi. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	1354	5530	51
Q8bii. Did you find this offensive	768	3342	43
Q8ci. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	1355	5530	50
Q8cii. Did you find this offensive	566	1219	16
Q8di. Made gestures or used body language of a sexual nature that is directed at you.	1356	5529	50
Q8dii. Did you find this offensive	468	2021	31
Q8ei. Made attempts to touch you.	1352	5521	62
Q8eii. Did you find this offensive	228	1177	21
Q8fi. Made attempts to establish a sexual relationship despite your discouragement.	1354	5527	54
Q8fii. Did you find this offensive	72	730	19
Q8gi. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	1353	5531	51
Q8gii. Did you find this offensive	~	200	6
Q8hi. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	1355	5522	58
Q8hii. Did you find this offensive	~	129	4
Q8i. Made a sexual assault on you.	1346	5485	104

	Male Denominator (n)	Female Denominator (n)	Missing responses
Q9. In the past 12 months have you had a particularly upsetting experience involving any of the following types of behaviour? If you have had more than one please refer to the one that had the greatest impact on you.	1284	5199	452
Q10. If you said that you have had a particularly upsetting experience involving the behaviours listed below, which behaviours were involved?	~	359	16
Q12. What rank was the person(s) responsible for this upsetting situation?	~	366	9
Q13. Which word(s) best describe the person(s) responsible for this upsetting situation?	~	365	10
Q14. Please indicate the gender and number of those involved (even if only one).	~	349	28
Q15. When did this upsetting situation occur?	~	358	18
Q16. Where did this upsetting situation mainly take place?	~	314	64
Q17. Was this situation part of a longer term problem with this person(s)?	~	363	12
Q18. To what extent (if any) did you feel the following as a result of this situation?			
Q18a. I no longer enjoyed my work	~	358	17
Q18b. I didn't do my job as well as before	~	353	23
Q18c. I thought about leaving my Service	~	356	20
Q18d. I had problems with my health	~	349	27
Q19.1 What did you do to stop what was happening?			
Q19.1 I ignored the behaviour.	~	356	19
Q19.2 Did it work?	~	200	4
Q19.1 I avoided the person if I could	~	356	19
Q19.2 Did it work?	~	197	2
Q19.1 I asked the person to stop	~	356	19
Q19.2 Did it work?	~	189	2
Q19.1 I asked to be moved somewhere else	~	356	19
Q19.2 Did it Work?	~	33	0
Q19.1 I informally told someone at work (e.g. a friend, colleague, padre etc.)	~	356	19
Q19.2 Did it work?	~	168	3
Q19.1 Other	~	356	19
Q19.2 Did it work?	~	60	0
Q20a. Did you at any time make a formal written complaint?	~	366	9
Q20b. Why didn't you make a formal written complaint?	~	322	18
Q21. How satisfied are/were you with the following aspects of making a complaint?			
Q21a. The availability of information about how to make a complaint	~	30	2
Q21b. Your understanding of how to make a complaint	~	31	1
Q21c. How you were/are treated by the people who handled the complaint	~	30	2
Q21d. The amount of time it took/is taking to resolve the complaint	~	31	1
Q21e. How well you were/are kept informed about the progress of your complaint	~	31	1
Q21f. How well your complaint was/is kept confidential	~	31	1
Q21g. How well the outcome of the complaint was explained to you	~	30	2
Q23. Why do you think the following behaviours occur in your Service?			
Q23a. Telling sexual jokes or stories.	1348	5484	103

	Male Denominator (n)	Female Denominator (n)	Missing responses
Q23b. Using sexually explicit language, e.g. sexual swear words and suggestive language.	1310	5374	251
Q23c. Displaying, using or distributing sexually explicit materials, e.g. pornographic photos, or other objects of a sexual nature.	1312	5334	289
Q23d. Making gestures or using body language of a sexual nature.	1306	5367	262
Q23e. Making sexual comments about someone, e.g. about their appearance, body or sexual activities.	1322	5358	255
Q24. Do you think any of these behaviours are more likely when people have been drinking alcohol?	1345	5482	108
Q25. When do you think these behaviours are most likely to happen?	1333	5467	135
Q26a. If you thought sexual harassment was happening to someone do you think you would personally try and stop it?	1346	5490	99
Q26b. Why wouldn't you stop sexual harassment if you thought it was happening?	162	1070	84
Q27. To what extent do you think your Service tries to prevent sexual harassment?	1346	5480	109
Q28. Whether you have made a complaint or not, do you think that the formal written complaints process favours the complainant, respondent or neither?	1313	5233	389
Q29. How effective do you think the following measures are in stopping sexual harassment from happening in your Service?			
Q29a. Classroom-based training for all personnel	1343	5462	130
Q29b. Other types of training, e.g. discussion groups, drama-based training	1336	5451	148
Q29c. Training for line managers	1335	5424	176
Q29d. Penalties taken against those who sexually harass others	1337	5469	129
Q29e. Penalties taken against leaders who allow sexual harassment to continue	1340	5469	126
Q29f. Having good information about where to go for help	1348	5487	100
Q29g. Having people who could help without someone having to make a formal written complaint	1344	5471	120
Q30. Have you received any equality and diversity training?	1349	5509	77
Q30. How effective do you think your equality and diversity training is in increasing your understanding of sexual harassment? NB. Only includes those that have received equality and diversity training.	1281	5241	77
Q31. Do you personally believe there is a problem with sexual harassment in your Service?	1351	5518	66

Annex E: Servicewomen’s experience of a particularly upsetting experience

8% of Servicewomen reported a particularly upsetting experience involving the targeted sexualised behaviours. Their experience is described in the following tables.

Q10. If you said that you have had a particularly upsetting experience involving the behaviours listed below, which behaviours were involved?

	Servicewomen 2009
	Yes
Q10a. Made comments about your appearance, body or sexual activities.	60%
Q10b. Talked to you about sexual matters, e.g. asked you about your sex life, told sexual jokes or stories despite discouragement.	44%
Q10c. Sent you sexually explicit material, e.g. pornographic photos or other objects of a sexual nature.	9%
Q10d. Made gestures or used body language of a sexual nature that were directed at you.	30%
Q10e. Made attempts to touch you.	37%
Q10f. Made attempts to establish a sexual relationship despite your discouragement.	31%
Q10g. Said or made you feel that you would be treated better in return for having a sexual relationship with them, e.g. better job, good report, etc.	11%
Q10h. Said or made you feel that you would be treated worse if you did not have a sexual relationship with them, e.g. no promotion, a bad report, etc.	10%
Q10i. Made a sexual assault on you.	15%

Q12. What rank was the person(s) responsible for this upsetting situation?

	Servicewomen 2009
	Yes
Senior Officer	11%
Junior Officer	10%
Warrant Officer	11%
Senior Rate	34%
Leading Hand	30%
Other Rank/Rate	36%
Civilian employee	5%

Q13. Which word(s) best describe the person(s) responsible for this upsetting situation?

	Servicewomen 2009
	Yes
Line manager/boss	20%
Other person senior to you	36%
Instructor	6%
Someone of a similar rank/grade	48%
Someone junior to you	9%
Other person at your unit	26%

Q14. Please indicate the number of males involved.

	Servicewomen 2009
0	1%
1	60%
2	16%
3	8%
4 or more	14%

Q14. Please indicate the number of females involved.

	Servicewomen 2009
0	93%
1	4%
2	2%
3	1%
4 or more	-

Q15. When did this upsetting situation occur?

	Servicewomen 2009
	Yes
In duty time	41%
Off duty time	23%
Both in duty and off duty time	37%

Q16. Where did this experience mainly take place?

	Servicewomen 2009
	Yes
In the workplace at my military home base or training unit	55%
In a communal area at my military home base or training unit, e.g. mess, barrack block, NAAFI, gym etc	18%
In my workplace when I was deployed overseas	8%
In a communal area when I was deployed overseas, e.g. mess, barrack block, NAAFI, gym etc	7%
At a civilian location, e.g. pub	10%
Via telephone, email or the post	2%

Q19.1 What did you do to stop what was happening?

	Servicewomen 2009
	Yes
Q19a. I ignored the behaviour	58%
Q19b. I avoided the person if I could	55%
Q19c. I asked the person to stop	57%
Q19d. I asked to be moved somewhere else	9%
Q19e. I informally told someone at work (e.g. a friend, colleague, padre etc)	50%
Q19f. Other (not including making a formal written complaint) (Please describe below)	16%

Q20a. Did you at any time make a formal written complaint?

	Servicewomen 2009
	Yes
Yes	11%
No	89%

Q17. Was this situation part of a longer term problem with this person(s)?

	Servicewomen 2009
	Yes
Yes	30%
No	70%

Q18. To what extent (if any) did you feel the following as a result of this situation?

	Servicewomen 2009
	Large/moderate extent
Q18a. I no longer enjoyed my work	40%
Q18b. I didn't do my job as well as before	25%
Q18c. I thought about leaving my Service	28%
Q18d. I had problems with my health	16%
18a – d Combined into one scale of impact	27%

Q19.2. Did it work?

	Servicewomen 2009
	Yes
Q19a. I ignored the behaviour	25%
Q19b. I avoided the person if I could	33%
Q19c. I asked the person to stop	38%
Q19d. I asked to be moved somewhere else	52%
Q19e. I informally told someone at work (e.g. a friend, colleague, padre etc)	39%
Q19f. Other (not including making a formal written complaint) (Please describe below)	47%

Q20b. Why didn't you make a formal written complaint?

	Servicewomen 2009	
	Yes	
I complained informally and it was resolved	20%	
I thought I could handle the situation myself	57%	
I didn't know how to make a formal complaint	3%	
I didn't think anything would be done about it	29%	
I thought it might negatively affect my job or career	39%	
I didn't want to go through the complaints procedure	19%	
I didn't want to be labelled a troublemaker	49%	
Other reason	15%	

Q21. How satisfied are/were you with the following aspects of making a complaint?

	Servicewomen 2009	
	Respondents (n)	Satisfied
Q21a. The availability of information about how to make a complaint	30	56%
Q21b. Your understanding of how to make a complaint	31	58%
Q21c. How you were/are treated by the people who handled the complaint	30	59%
Q21d. The amount of time it took/is taking to resolve the complaint	31	35%
Q21e. How well you were/are kept informed about the progress of your complaint	31	40%
Q21f. How well your complaint was/is kept confidential	31	55%
Q21g. How well the outcome of the complaint was explained to you	30	47%

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