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# Royal Navy and Royal Marines Sexual Harassment Survey

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2015

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November 2015



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# Executive Summary

## Background

This research has been undertaken in order to better understand the nature and extent of sexual harassment in the Royal Navy/Royal Marines (RN/RM), the impact this has on respondents and how effectively the RN/RM currently prevents and manages sexual harassment. The 2015 survey findings have been compared against 2009 data to enable the RN/RM to assess what additional action may need to be taken, particularly with regards to future policy changes regarding sexual harassment.

## Methodology

An anonymous postal survey was administered to all RN/RM women and a stratified random sample of RN/RM men between 20<sup>th</sup> July and 7<sup>th</sup> September 2015. The survey questions were based on the previous Tri-Service sexual harassment survey conducted in 2009; where possible, comparison has been made with the RN/RM data from this previous survey<sup>1</sup>. The response rate for 2015 was 19% for RN/RM respondents<sup>2</sup>. The following report contains a detailed breakdown of the overall results with discussion of key findings between Rank and gender cohorts.

## Key Findings

### Working environment and behaviours

With regards to behaviour of a sexual nature directed at respondents in the last 12 months, the most commonly experienced were unwelcome comments about appearance, body or sexual activities (23% of respondents). This is a decrease of 48% points since 2009. Male respondents are significantly more likely than their female colleagues to state that this has never happened in the last 12 months (78% vs. 61%).

This is followed by personnel making unwelcome attempts to talk to respondents about sexual matters (20%, a fall of 45% points since 2009). Again, male respondents are significantly more likely to state that this has never happened to them in the last 12 months than their female counterparts (82% vs. 64%).

A small proportion of respondents (2%) stated that they had been sexually assaulted, and this figure has remained static since 2009. Of those who had experienced any behaviours of a sexual nature directed at them in the last 12 months, 57% stated that those responsible were mainly male. Two fifths (39%) stated that those responsible were both male and female.

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<sup>1</sup> Please note that in 2009, this survey was conducted amongst Regular personnel only. In 2015, 13 Reservists and FTRS took part in the survey and are included in the 'total' data. Where trend data is presented, it refers only to Regular personnel.

<sup>2</sup> The response rate in 2009 was 24%.

### **Your experience in the last 12 months<sup>3</sup>**

96% of respondents stated that they have not had a particularly upsetting experience in the past 12 months involving any of the unwelcome sexualised behaviours listed within the questionnaire, which is the same proportion as in 2009.

Of those who have had a particularly upsetting experience in the past 12 months, this experience was most likely to involve comments being made about their appearance, body or sexual activities (61%, a fall of 16% points since 2009) or being talked to about sexual matters (55%, a rise of 37% points). Respondents are most likely to describe those responsible for the upsetting behaviours they experienced as a work colleague (46%) or another person at their unit (39%). They are least likely to describe them as their line manager (5%). Over a third of respondents (37%) stated that no women were involved, whereas in 2009, 100% of respondents stated that no women were involved.

Over half (53%) stated that this upsetting experience/situation was a one-off incident. Respondents report that upsetting experiences/situations were most likely to have taken place in the workplace at their military home base or training unit (49%, an increase of 26% points since 2009) or in a communal area at their military home base or training camp (30%, an increase of 20% since 2009).

15% of those who experienced a particularly upsetting situation in the last 12 months made a formal written complaint to their Commanding Officer, a rise of 6% points since 2009. The main reasons for not making a formal written complaint are that respondents thought they could handle the situation themselves (51%, up 5% points since 2009), they complained informally and the situation was resolved (39%, up 7% points since 2009) or not wanting to be labelled a troublemaker (23%, falling by 37% points since 2009).

### **Preventing and dealing with sexual harassment**

One in six respondents (16%) believe that there is a problem with sexual harassment in the RN/RM. Female respondents are significantly more likely than their male counterparts to state that they believe that there is a problem with sexual harassment in the RN/RM (34% vs. 14%). Almost all respondents (98%) state that the RN/RM tries to prevent sexual harassment, although beliefs that this is done to a large/ very large extent have decreased for female respondents by 12% points since 2009, to 43% in 2015. More than 99% of respondents believe that the RN/RM supports those who are being or have been sexually harassed.

Those responding who claim that they would always personally try and stop sexual harassment if they thought it was happening to someone has risen by 9% points since 2009 to 92%. The most effective measure for preventing sexual harassment in the RN/RM is perceived by 83% of respondents to be 'sanctions being taken against those who sexually harass others'. 'Having a complaints procedure that works' receives the highest rating amongst measures that are or would be effective in dealing with sexual harassment in the RN/RM (90%).

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<sup>3</sup> Please treat this section with caution as all questions have a low base size.

# Introduction

Under the Equality Act (2010), sexual harassment occurs when unwanted conduct of a sexual nature is directed at somebody with the purpose or effect of violating another person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person. This research has been undertaken in order to better understand the nature and extent of sexual harassment in the RN/RM, the impact this has on personnel and how effectively the RN/RM currently prevents and manages sexual harassment. The information from the survey findings will enable the RN/RM to assess what additional action may need to be taken, for example, future policy changes regarding sexual harassment.

The following report contains a detailed breakdown of the overall results with discussion of key findings between Rank and gender cohorts. Where possible, comparison will be made with the RN/RM data from the previous Tri-Service sexual harassment survey conducted in 2009.<sup>4</sup>

## Methodology

In line with MoD policy regarding research with Service personnel, ethical approval was sought and granted by the Ministry of Defence Research Ethics Committee (MoDREC) (protocol no. 619/MODREC/14).

An anonymous postal survey was administered to all Regular RN/RM women and a stratified random sample of Regular RN/RM men between 20<sup>th</sup> July and 7<sup>th</sup> September 2015. The survey questions were based on the previous Tri-Service sexual harassment survey which was conducted in 2009. The response rate was 19%; in total, 1380 surveys were returned and processed from a sample of 7407. In 2009, the response rate was 24% with 1411 surveys returned and processed from a sample of 5871. Non-responses in 2015 were comprised of non-returns and those who did not complete Q1 to indicate their informed consent. Consent and demographic information constitute questions 1 to 8 of the survey and will be reported in the Appendix.

Key differences and similarities across RN/RM respondent cohorts of Rank and gender will be discussed and where possible, key differences and similarities between 2015 and 2009 RN/RM data will be presented and discussed. Throughout the report significant differences refer only to data that is *statistically significant*, i.e. there is statistical evidence that the difference between two figures has not occurred by chance. The p-value (probability value at which a statistic must fall below in order for it to be deemed statistically significant) was set at  $p < 0.05$ .

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<sup>4</sup> Please note that in 2009, this survey was conducted amongst Regular personnel only. In 2015, 13 Reservists and FTRS took part in the survey and are included in the 'total' data. Where trend data is presented, it refers only to Regular personnel.

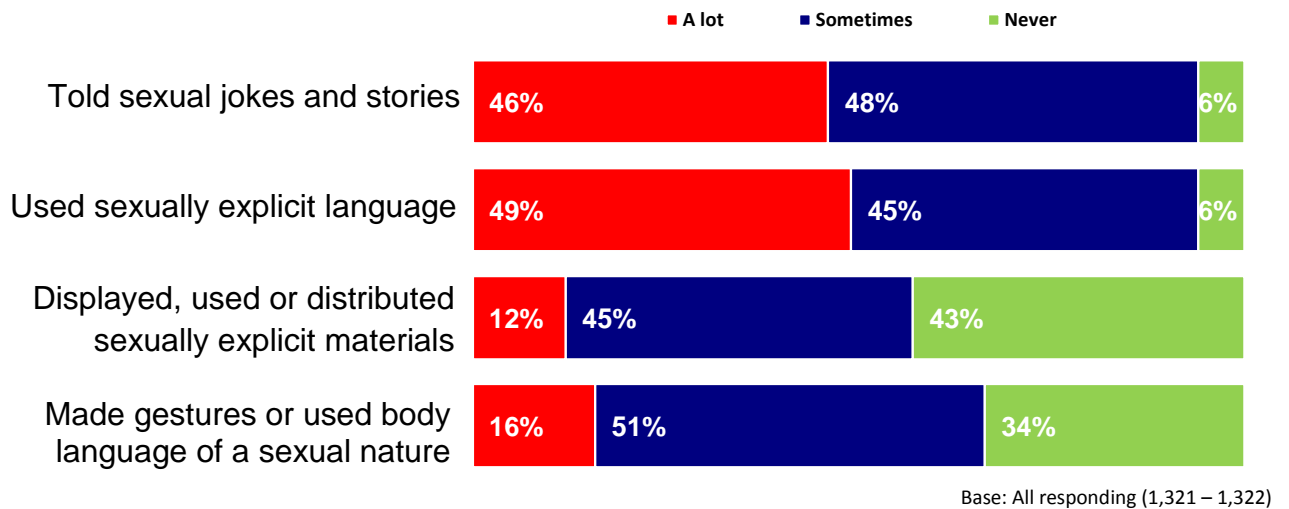
The 2015 RN/RM figures are weighted by gender and Rank. Weighting has been applied to eliminate a potential source of bias. At the 95% confidence interval, the margin of error at the total level is +/-5.2%.

Unless otherwise stated, the base size for each question shows all those who answered, and is not weighted, whereas reported percentages in the report are weighted. Any N/A responses have been omitted to ensure the data represents the opinions of individuals to whom the question is relevant. Please note that due to rounding, the total of constituent percentages may not be equal to 100%.

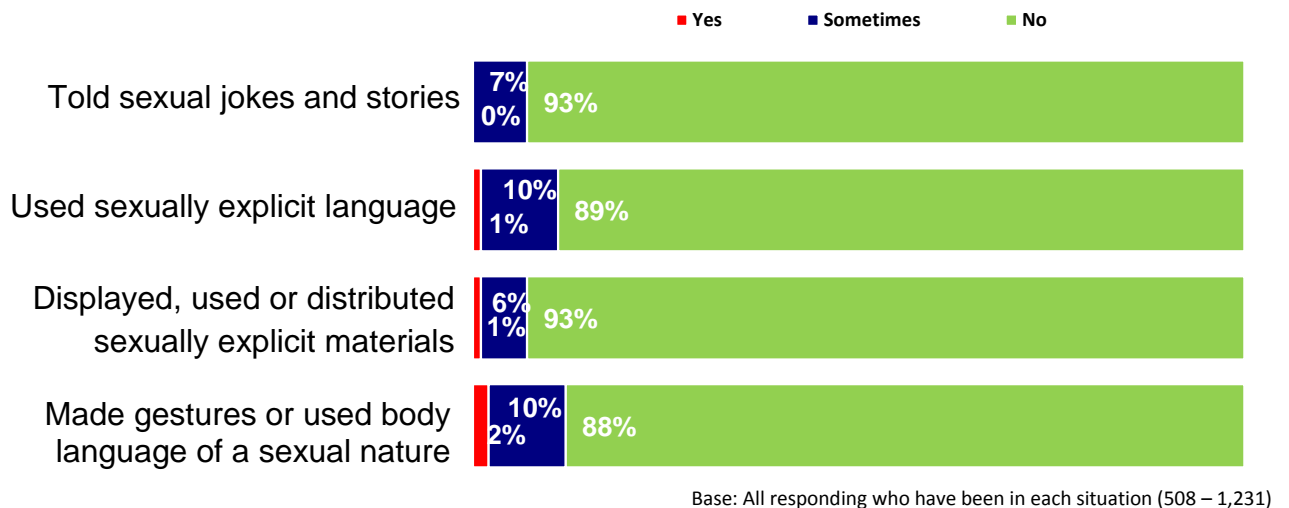
# Detailed Results

## Section 1: Working environment and behaviours

**Q9.1 – How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:**



**Q9.2 – And did you find any of these offensive?**



Almost half (46%) stated that they had been **told sexual jokes and stories** a lot in the past 12 months with just 7% finding this behaviour sometimes offensive. OF3 and above were significantly more likely than all other Ranks to state that in the past 12 months they had never been in the situation where sexual jokes and stories had been told (13%). By way of comparison, over half (57%) of OR2-4 respondents stated that they had been in this situation a lot, which is significantly higher than all other Ranks. There is little variation between gender in terms of frequency of which

sexual jokes and stories are told, but women are significantly more likely than men to state that they found this behaviour offensive at least sometimes (28% vs. 5%).

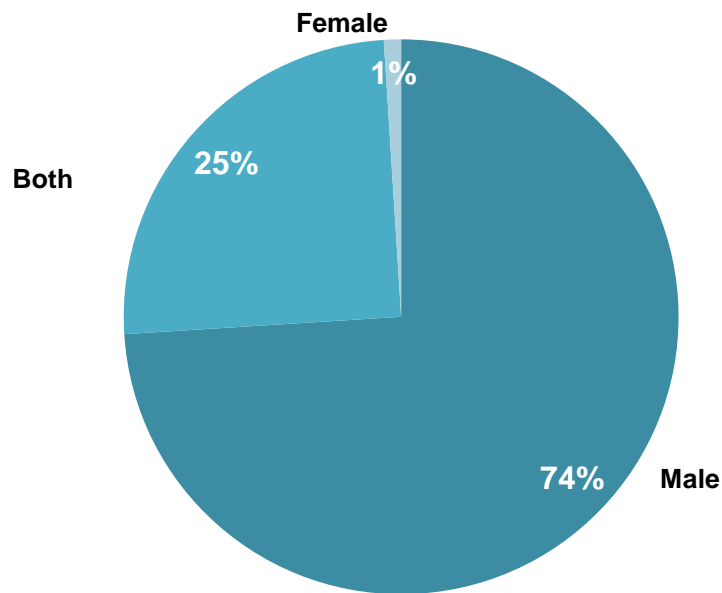
Just under half of respondents (49%) stated that in the past 12 months, they had been in a lot of situations where male or female UK personnel and/or civil servants had **used sexually explicit language**. OF1-2, OR6-7 and OR2-4 are all significantly more likely to state that this has happened a lot than their OF3 and above or WO1-2 counterparts (49%, 48%, 56%, 25% & 29% respectively). Just 1% overall stated that they found this behaviour offensive and women were significantly more likely to find this behaviour offensive at least sometimes in comparison to their male counterparts (34% vs. 8%).

12% stated that they had been in a lot of situations over the past 12 months where personnel and/or civil servants had **displayed, used or distributed sexually explicit materials**. There is a clear disparity between genders as women are significantly more likely than men to state that this has never happened (59% vs. 42%) whereas men are significantly more likely than women to state that this has happened sometimes (46% & 32% respectively). OF3 and above are significantly more likely than all other Ranks to state that this has never happened (79%) but OR2-4 respondents are most likely to have stated that this has happened sometimes or a lot (68%). Male OR2-4 and OR6-7 are most likely to state that this has happened sometimes (53% & 48% respectively). Women are significantly more likely to find this behaviour offensive than men at least sometimes (36% vs. 5%).

One in six (16%) have been in a lot of situations over the past 12 months where personnel have **made gestures or used body language of a sexual nature**. Women are significantly more likely than men to state that this has never happened (41% & 33% respectively). Between Ranks, OR2-4 are most likely to state that this has happened a lot (22%) compared to just 1% of their OF3 and above counterparts. 12% stated that they found this behaviour offensive at least sometimes with women being significantly more likely to do so than men (37% vs. 10%). There is little variation between Ranks.



**Q10 – Where you have indicated that you found any of the above (behaviours at Q9) offensive, were those responsible mainly...?**



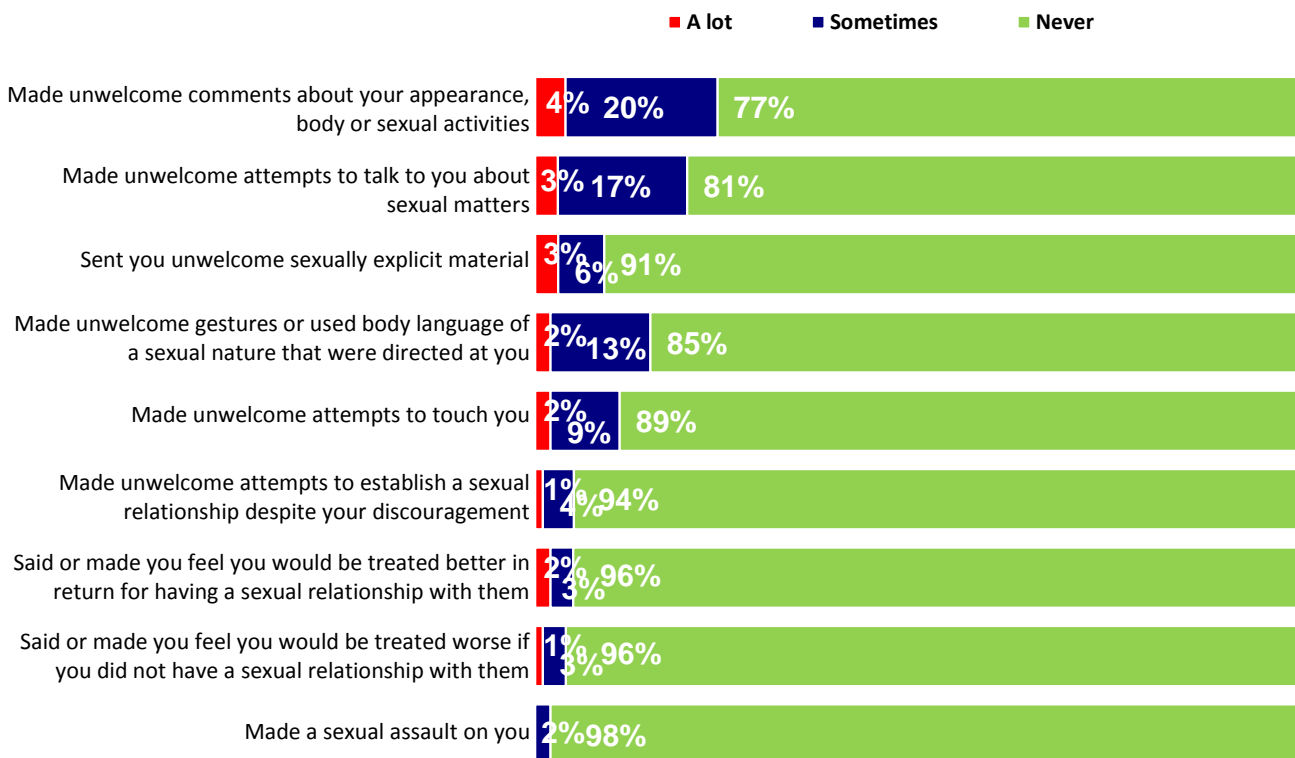
Base: All responding who found any behaviour at Q9 offensive (65\* Caution low base)

Of those indicating that they found any of the behaviours in Q9<sup>5</sup> offensive, almost three quarters (74%) stated that those mainly responsible were male. A quarter (25%) stated that both men and women were responsible.

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<sup>5</sup> Behaviours include telling sexual jokes and stories; using sexually explicit language; displaying, using or distributing sexually explicit materials; and making gestures or using body language of a sexual nature

## Q11 – How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:<sup>6</sup>



Base: All responding (1,317 – 1,320)

Less than a quarter (24%) of respondents stated that they had been in a lot or some situations where male or female UK military personnel and/or civil servants had **made unwelcome comments about their appearance, body or sexual activities**. This is a decrease of 48% points since 2009 (down from 71%). Male respondents are significantly more likely than their female counterparts to state that this has never happened (78% vs. 61%). Rank differences are evident in that, OF3 and above and WO1-2 are significantly more likely than all other Ranks to state that this has never happened in the last 12 months (89% & 90% respectively). OR2-4 are significantly more likely than their OF3 and WO1-2 counterparts to state that this has happened a lot (6% vs. 1% and less than 1%).

81% stated that in the past 12 months they had never been in a situation where UK military personnel and/or civil servants had **made unwelcome attempts to talk to them about sexual matters**. 20% stated that in the past 12 months, they had been in this situation sometimes or a lot, which is a fall of 45% points since 2009 (down from 65%). Men are significantly more likely to state this has never happened than women (82% vs. 64%); women are significantly more likely than men to state that this has happened sometimes (31% vs. 15%), but there is little difference between men and women stating that this has happened a lot (3% vs. 5%). Between Ranks, WO1-2 and OF3 and above are most likely to state that this has never happened (93% & 90% respectively) compared to just 76% of OR2-4. Female OR2-4 are

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significantly more likely than all male Ranks to state that this has happened sometimes (35% vs. 7% - 18%).

Nine in ten (91%) stated that over the last 12 months they had never been in a situation where male or female UK military personnel and/or civil servants had **sent them unwelcome sexually explicit material**. 49% in 2009 stated that this had happened to them sometimes or a lot compared to 9% in 2015, a decrease of 40% points. Men are significantly more likely than women to state that this has happened to them a lot (3% vs. <1%). OF3 and above are most likely to state that this has never happened in the last 12 months whereas OR2-4 are least likely (98% and 88% respectively).

15% stated that UK military personnel and/or civil servants had **made unwelcome gestures or used body language of a sexual nature that were directed at them** in the past 12 months. This is a fall of 26% points since 2009. Women are significantly more likely than their male colleagues to state that this has happened to them sometimes (18% vs. 12%). Female OF1-2 are most likely to state that this has happened to them sometimes or a lot in the last 12 months (19%) compared to just 4% of male OF3 or above.

One in ten (11%) stated that UK military personnel and/or civil servants had **made unwelcome attempts to touch them** at least sometimes in the past 12 months, which is a decrease of 12% points since 2009. Men are significantly more likely than their female colleagues to state that this has never happened to them (90% vs. 85%) whereas women are significantly more likely than their male counterparts to state that this has happened sometimes (14% vs. 8%). OR2-4 are more likely than all other Ranks to state that this has happened at least sometimes (12% vs. 0%-7%). Those aged 41 and over are least likely to state that this has happened at least sometimes (4%) but those aged 24-29 are significantly more likely than their older colleagues to state that this has happened a lot (4% vs. less than 1%).

The proportion stating that they have been in situations where military personnel have **made unwelcome attempts to establish a sexual relationship despite their discouragement** is low with 5% stating that this has happened at least sometimes. This has fallen by 2% points since 2009 (5% vs. 7%). Female OF3 and above (8%), OF1-2 (13%), OR6-7 (12%) and OR2-4 (12%) are significantly more likely than all male Ranks (between 1% and 5%) to state that this has happened to them sometimes.

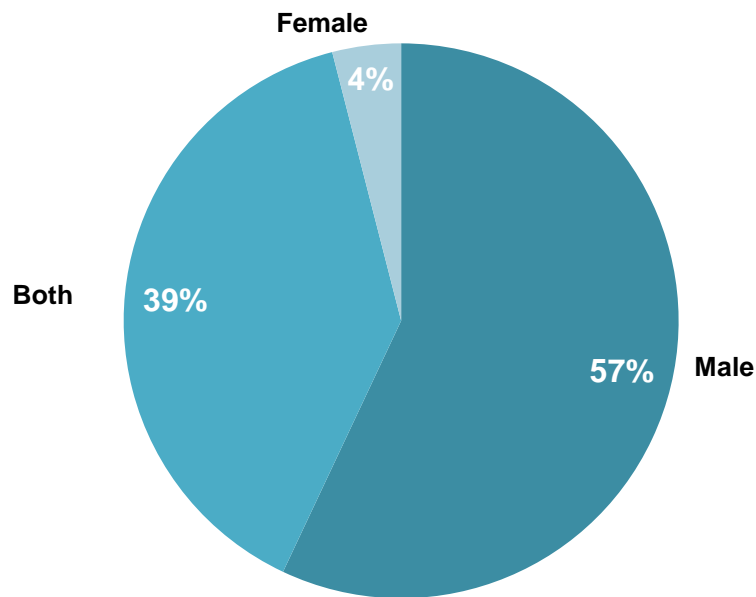
A similar proportion stated that in the last 12 months they had been in situations where military personnel and/or civil servants had **said or made them feel they would be treated better for having a sexual relationship with them** (5%). This has seen a rise of 2% points since 2009 (5% & 3% respectively). There is little difference between Ranks at a total level, but between female Ranks, OR6-7 and OR2-4 are significantly more likely than their male OF3 and above and WO1-2 counterparts to state that this has happened sometimes (5% & 3% vs. less than 1% and 0% respectively).

Slightly fewer stated that they had been in the situation in the last 12 months where they were made to **feel they would be treated worse if they did not have a sexual**

**relationship** with UK military personnel and/or civil servants (4%). This has seen a rise of 1% point since 2009 (4% vs. 3% in 2009). There is little difference between genders but between Ranks, OR2-4 are most likely to state that this has happened at least sometimes (7% compared to 2% & under for all other Ranks).

2% of respondents stated that UK military personnel and/or civil servants had **made a sexual assault on them** in the past 12 months. This figure has remained static since 2009. There is little variation amongst genders and Ranks.

**Q12 – Were those responsible for the behaviours listed above in Q11a-i mainly:**



Base: All responding (460)

Almost three in five (57%) stated that those mainly responsible for the behaviours at Q11 were male. Two fifths (39%) stated that both male and female personnel were mainly responsible and 4% stated that female personnel were mainly responsible. Male personnel are significantly more likely than their female colleagues to state that both men and women were responsible (42% vs. 14%) but female personnel are significantly more likely than their male counterparts to state that men were mainly responsible for those behaviours (84% vs. 54%).

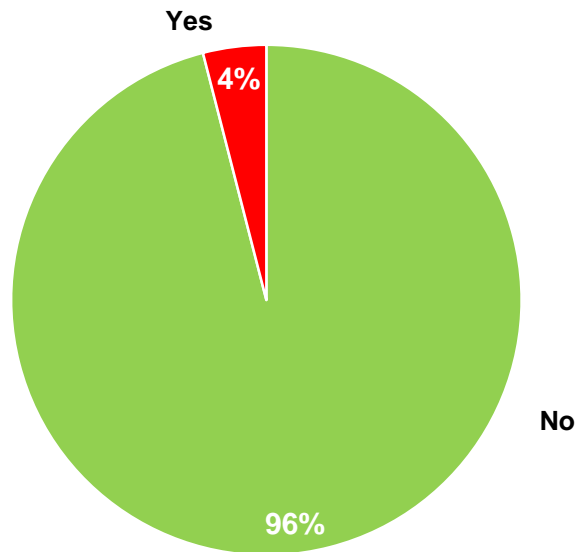
**Q13 – Regardless of whether you have experienced them, do you think any of the above count as sexual harassment?**



Base: All responding (1,189)

All behaviours listed are classed as sexual harassment by at least three quarters of respondents (lowest score being 74%). There is little difference between genders. However, between Ranks OR2-4 were least likely to class all behaviours as sexual harassment. Those aged 41 and over are significantly more likely than those aged 24-29 to class all behaviours as sexual harassment, with sexual assault being classed similarly.

**Q14 – In the past 12 months, have you had an experience involving any of the behaviours in Q11 which made you feel particularly upset?**

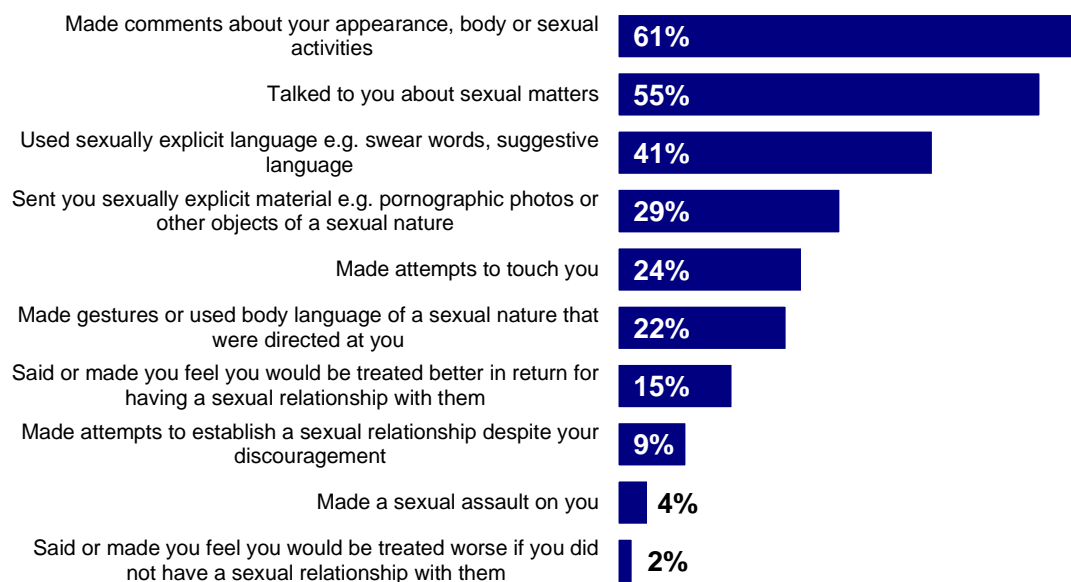


Base: All responding (1,299)

Less than one in twenty (4%) stated that in the past 12 months they have had a particularly upsetting experience involving any of the unwelcome sexualised behaviours. This proportion has doubled since 2009 (4% vs. 2%). However, in 2009 a further 2% stated that they had had a particularly upsetting experience involving 'other offensive' behaviours, e.g. being picked on or insulted. Therefore, the proportion of respondents stating that they have not had a particularly upsetting experience in the last 12 months is on a par with 2009 responses. Female respondents are significantly more likely than their male counterparts to state that they have had an experience that made them feel particularly upset in the last 12 months (15% vs. 3%). Between Ranks, OF1-2 are significantly more likely than their OF3 and above counterparts to state that they have had an experience involving one of these behaviours which made them feel particularly upset (4% vs. 1%).

## Section 2: Your experience in the last 12 months<sup>7</sup>

**Q15 – Thinking about this experience which particularly upset you, please tick all the behaviours that were involved:**



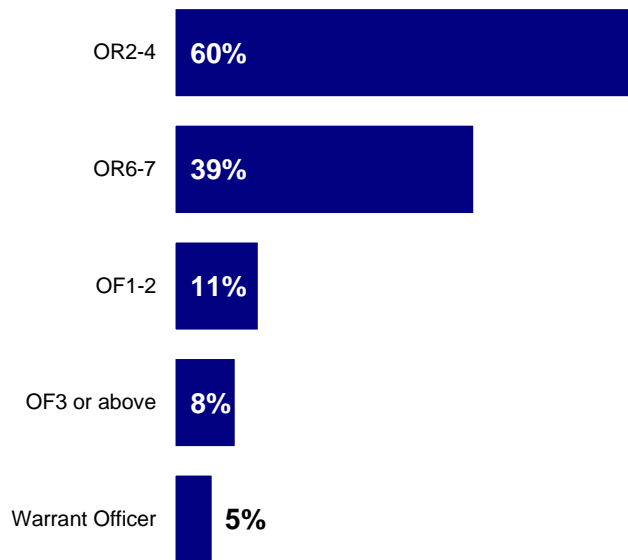
Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (84\* Caution low base)

The behaviours that respondents most frequently experienced in the last 12 months were **comments about their appearance, body or sexual activities** and **being talked to about sexual matters** (61% & 55% respectively). Comments about appearance, body or sexual activities has seen a decrease of 16% points since 2009 (down from 77%). However, talking to respondents about sexual matters has seen the largest increase of all behaviours (up 37% points from 18%) followed by being sent sexually explicit material (up 26% points from 3% in 2009).

<sup>7</sup> Please note that this section has a low base size for all questions so please treat the data with caution.



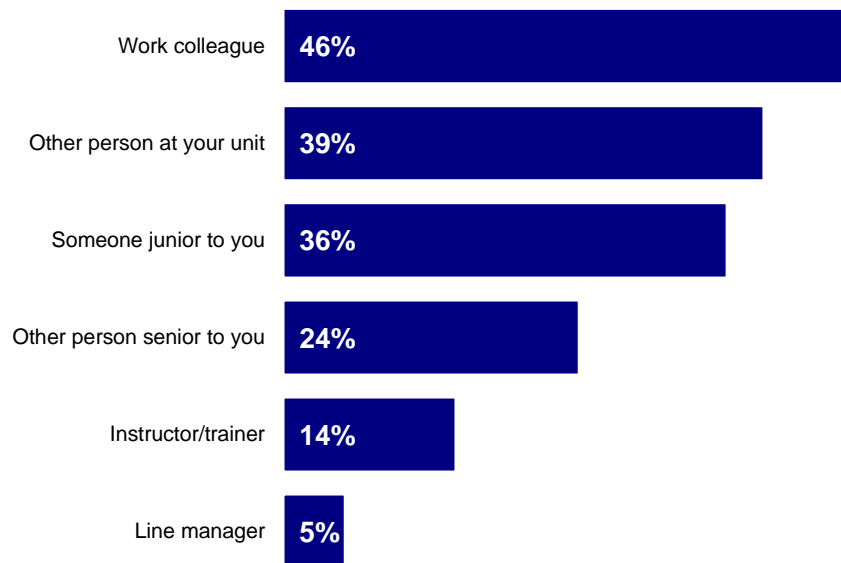
**Q16a – Which of the following people were responsible for these upsetting behaviours?**



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (83\* Caution low base)

Overall, OR2-4 are most likely to have been reported as being responsible for these upsetting behaviours (60%) compared to 5% stating that those responsible were WO1-2. The largest positive changes since 2009 are in relation to WO1-2 being responsible (decrease of 18% points) and OR6-7 being responsible (decrease of 14% points). The largest negative change was seen for OF1-2 which rose by 6% points.

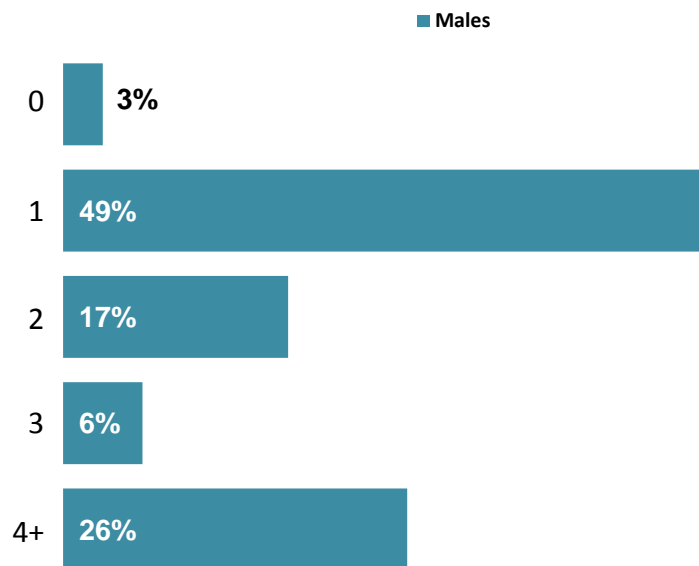
**Q16b – Which word(s) best describes the person(s) responsible for these behaviours?**



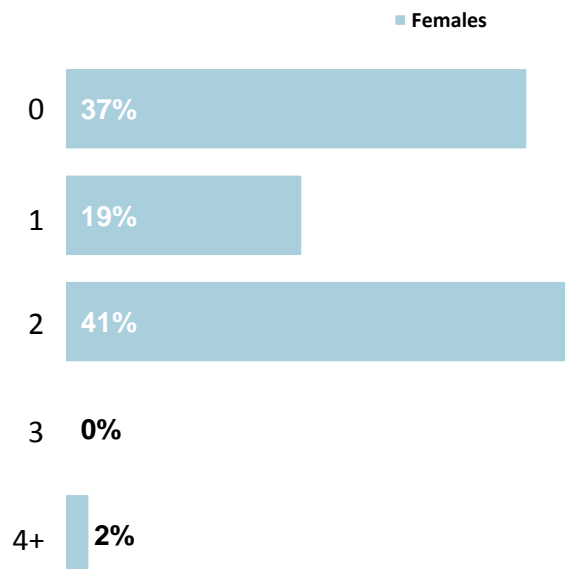
Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (84\* Caution low base)

Almost half (46%) stated that ‘work colleague’ best described the person responsible for these behaviours, a rise of 7% points since 2009 (up from 39%). Line managers are least likely to be named as responsible for these behaviours at 5%, which is a fall of 25% points since 2009 (previously, line managers were second most likely to be named as the person responsible for this behaviour). 36% of respondents stated that ‘someone junior to them’ best described the person responsible for these behaviours, which sees the largest change since 2009, an increase of 32%.

**Q16c – Please indicate how many males and females were involved (even if only one).**



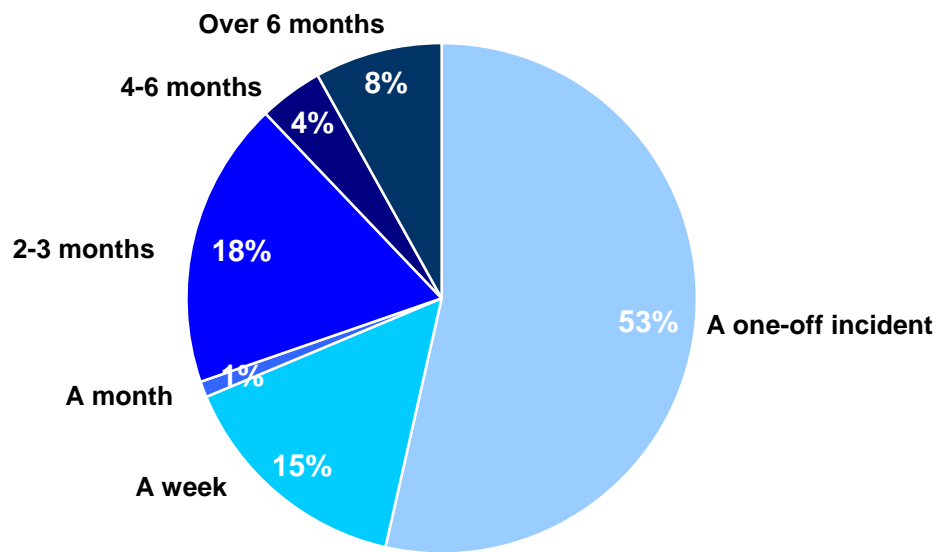
Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset ( 77\* Caution low base)



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset ( 30\* Caution low base)

Respondents were more likely to state that males were involved in these behaviours than females. Almost half of those stating that males were involved stated that only one male was involved (49%) compared to under one fifth (19%) of those stating that one female was involved. In 2009, 100% of those responding stated that women were not involved, but this has changed greatly in 2015 with 63% stating that at least one female was involved.

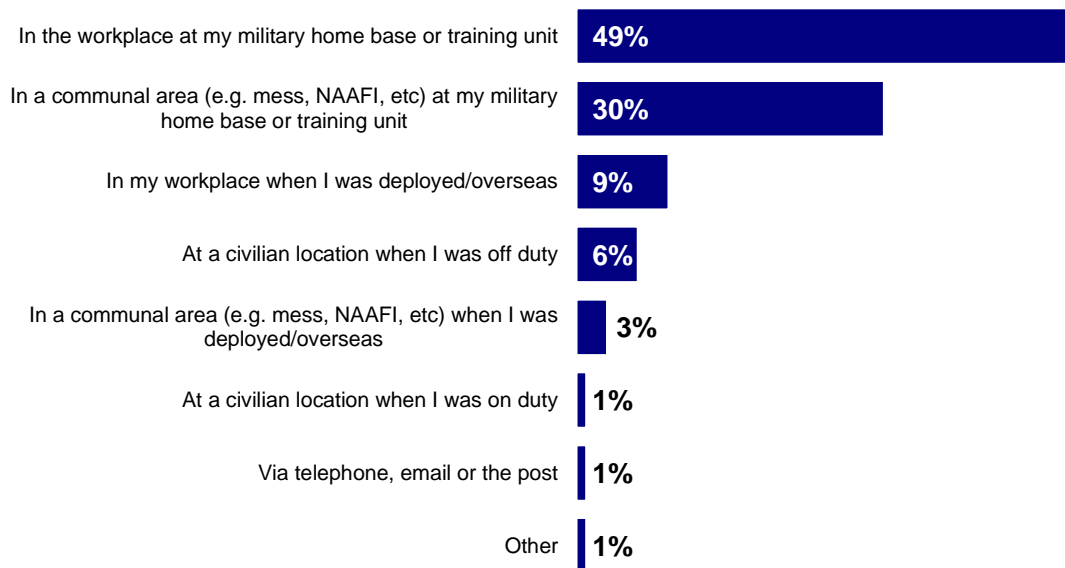
**Q17 – How long did the upsetting experience/situation go on for?**



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (83\* Caution low base)

Over half (53%) report that the upsetting experience/situation was a one-off incident. 31% stated that the upsetting experience/situation went on for 2 months and over.

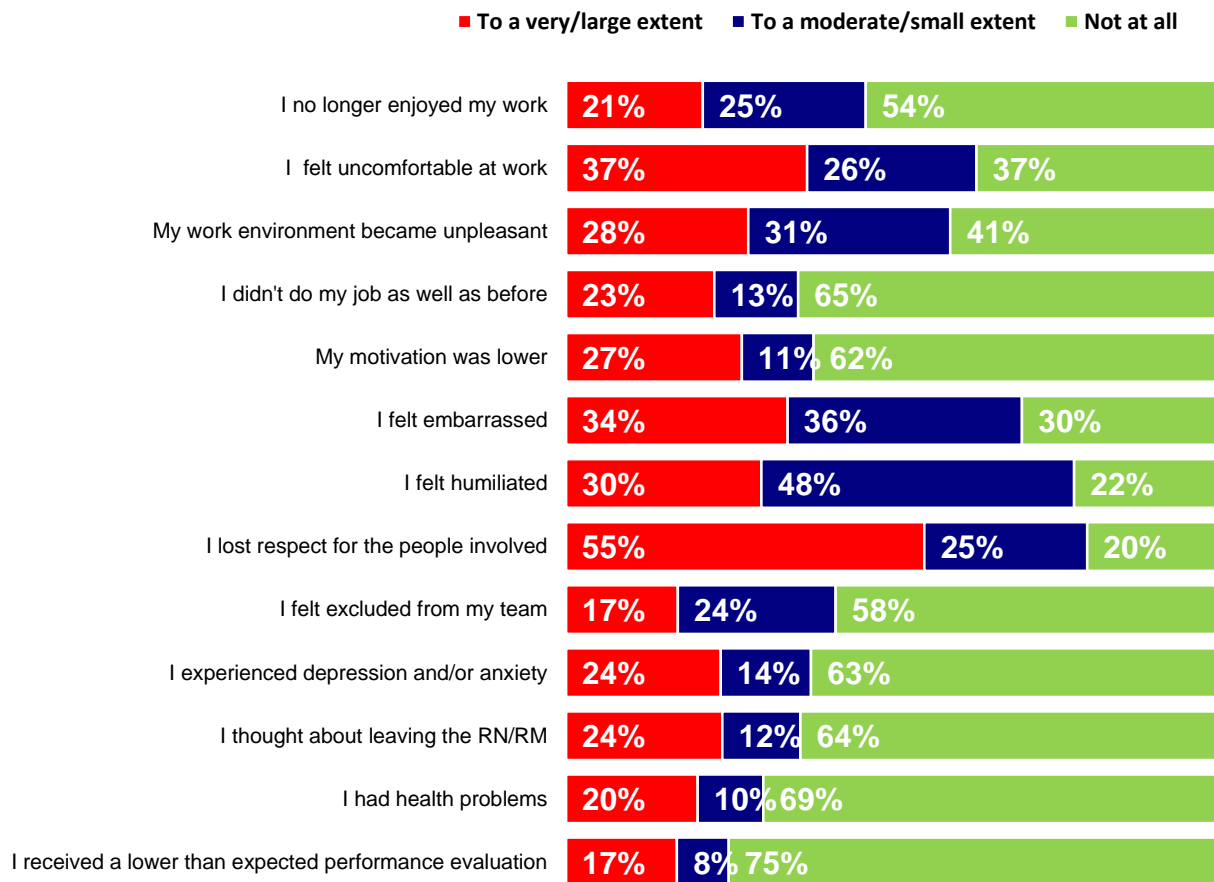
## Q18 – Where did this upsetting experience/situation mainly take place?



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (63\* Caution low base)

In the workplace at the military home base or training unit and in a communal area at the military home base or training unit are the locations that upsetting experiences/situations are reported to have occurred most often in the past 12 months (49% & 30% respectively). Both of these locations have seen large increases since 2009 (up 26% points & 20% points respectively). By way of comparison, upsetting experiences/situations taking place whilst on deployment in the workplace and in a communal area have both fallen since 2009; in the workplace when deployed/overseas falling from 20% to 9% and in a communal area when deployed/overseas falling from 36% to 3%. Other places that upsetting experiences/situations took place included social media.

## Q19 – To what extent, if any, did you feel the following as a result of this experience?<sup>8</sup>



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (83 – 84\*  
Caution low bases)

The proportion stating that they **no longer enjoyed their work** to a large or very large extent stands at 21%. There has been a slight decrease since 2009 of 6% points of those stating that they felt that they no longer enjoyed their work to a moderate extent and above.

Two fifths (37%) stated that they **felt uncomfortable at work** to a large/very large extent with 63% stating this to any extent. A further 37% stated that they did not feel uncomfortable at work at all.

Almost three in ten (28%) stated that their **work environment became unpleasant** to a large/very large extent. By way of contrast, 41% stated that their work environment did not become unpleasant at all.

23% stated that they **didn't do their job as well as before**. This rises to 27% if we include those stating this to at least a moderate extent, a fall of 7% points since 2009.

<sup>8</sup> Please note that this question changed from a 4-point scale in 2009 to a 5-point scale in 2015, therefore the combined top 2 responses will see significant changes. ('To a very large extent' was not included in the scale in 2009).

Over a quarter (27%) of respondents stated that their **motivation was lower** as a result of their upsetting experience. However, 62% stated that they did not feel this at all.

34% of respondents stated that they **felt embarrassed** to a very large/large extent, rising to seven in ten overall stating that they were embarrassed to at least a small extent (70%).

Three in ten (30%) stated that they **felt humiliated** to a very large/large extent as a result of their experience. This rises to 78% overall stating that they felt humiliated to at least a small extent.

80% of respondents stated that they **lost respect for the people involved** to any extent. Just over half (55%) stated that they lost respect for the people involved to a very large/large extent.

Almost six in ten (58%) stated that they did not **feel excluded from their team** as a result of their experience. 17% of respondents report to feeling excluded from their team to a very large/large extent, with a further quarter (24%) stating this to a small/moderate extent.

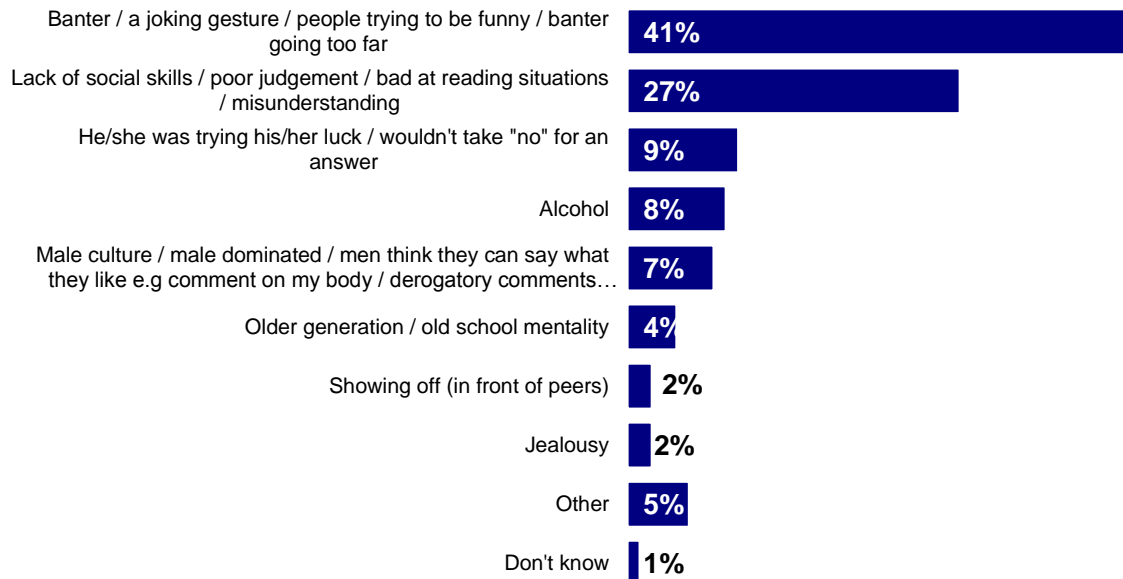
**Experiencing depression or anxiety** was an issue for 37% of respondents. A quarter (24%) gave this a score of very large or large extent. Conversely, 63% reported that they did not experience depression or anxiety as a result of their experience.

36% **thought about leaving the RN/RM** to any extent. The proportion has not changed amongst those stating this to a moderate extent and above since 2009 (both 33%).

**Health problems** were experienced to any extent by 31% of respondents. There has been a slight fall in the proportion stating this to at least a moderate extent since 2009 (23% vs. 30%).

25% of respondents stated that they **received a lower than expected performance evaluation** due to their experience, including 17% to a large or very large extent.

**Q20 – In your opinion, what do you think was the reason behind this experience/situation?<sup>9</sup>**



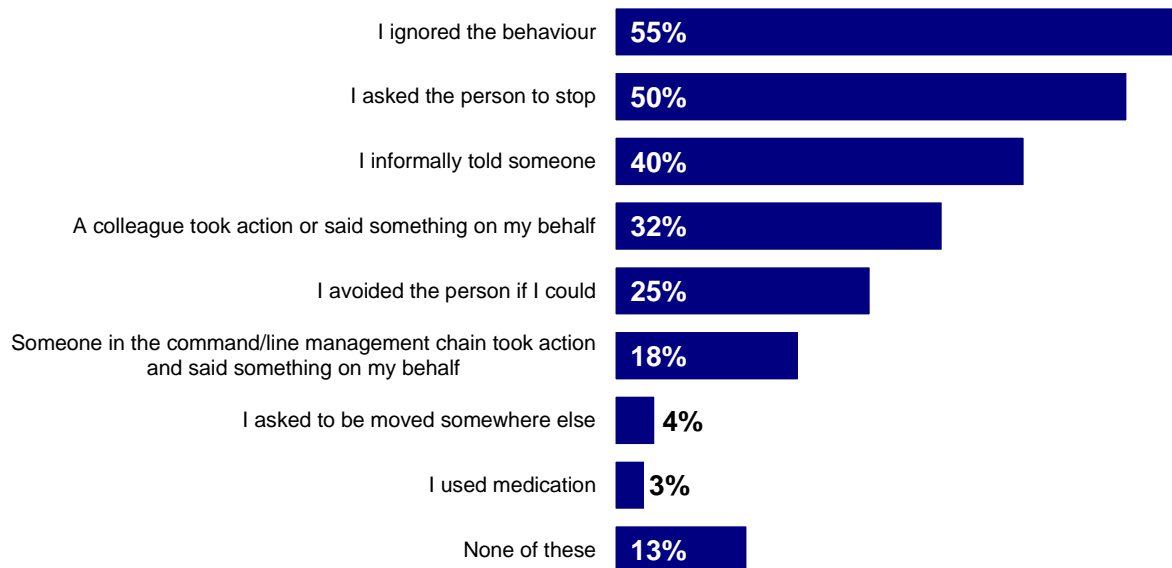
Base: All responding (64\* Caution low base)

Two fifths (41%) state that ‘banter/a joking gesture’ was the reason behind their experience/situation. In addition, 27% state that the reason behind their experience was due to a ‘lack of social skills/poor judgement’. Other reasons include someone ‘trying their luck or not taking “no” for an answer’ (9%) and ‘alcohol’ (8%). 7% state that this was because of the ‘male culture’ in the RN/RM.

<sup>9</sup> This was an open-ended question and was qualitatively analysed to the coded options shown



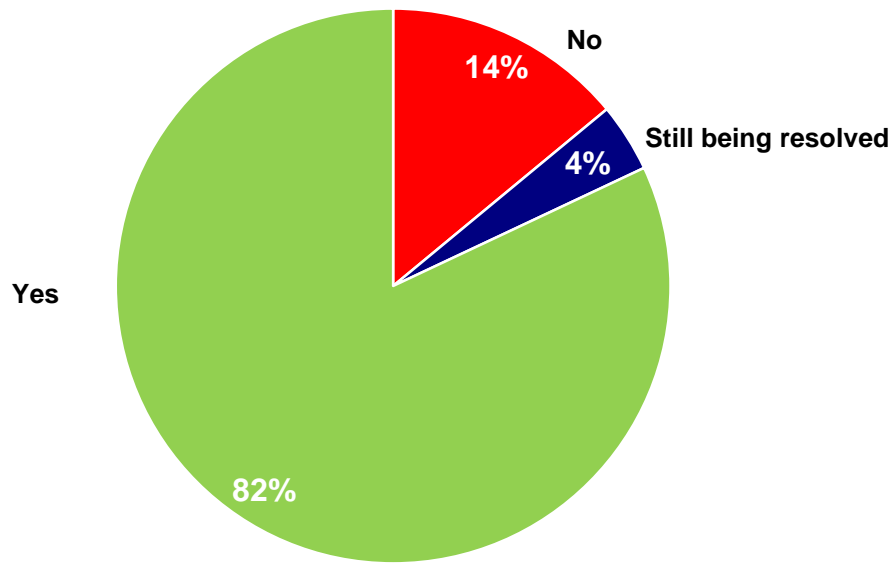
## Q21a – Did you do any of the following in order to stop the behaviours?



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (84\* Caution low base)

The majority (55%) ignored the behaviour, a fall of 1% point since 2009. 50% report that they asked the person to stop and 40% informally told someone, a fall of 34% points since 2009. For 32%, a colleague took action or said something on their behalf in order to stop the behaviour. However, 13% stated that they took none of these actions in order to stop the behaviours.

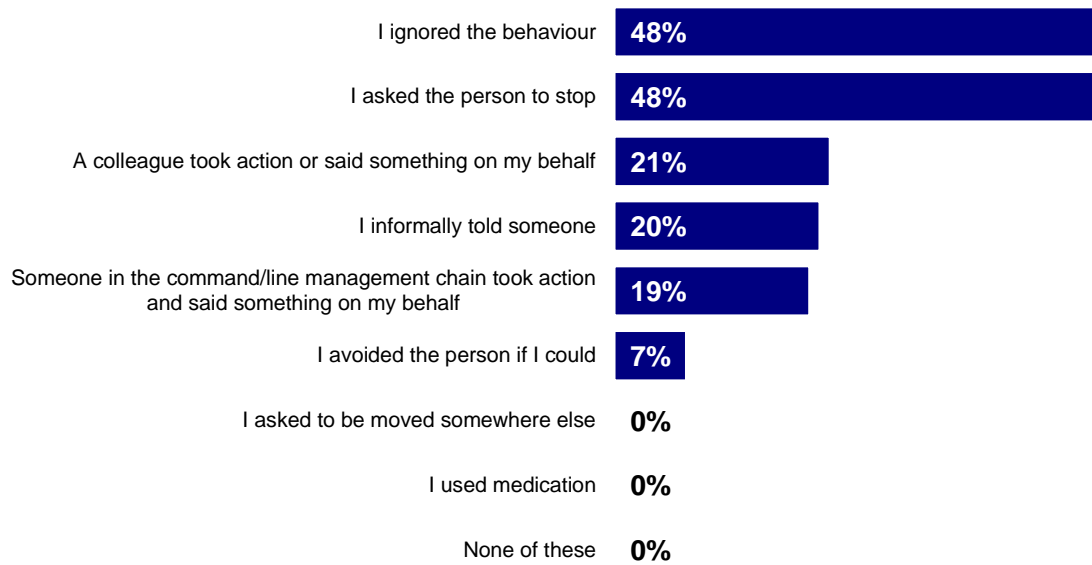
**Q21b – Did any of these actions resolve the situation?**



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (82\* Caution low base)

Eight in ten (82%) respondents stated that their actions at Q21a resolved the situation, with a further 4% stating that the situation is still being resolved. One in seven (14%) stated that their actions did not resolve the situation.

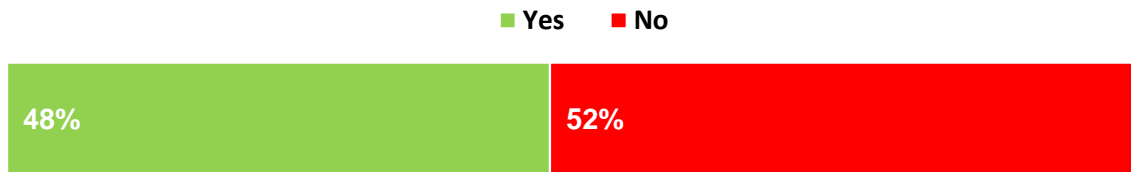
**Q21c – If you selected YES at Q21b, please tick which of the actions in Q21a stopped the behaviours:**



Base: All responding who said YES to Q21b (43\* Caution low base)

Ignoring the behaviour and asking the person to stop are the most common actions that stop upsetting behaviours/situations (both 48%). Compared to 2009, asking the person to stop has seen a fall of 21% points for resolving the situation.

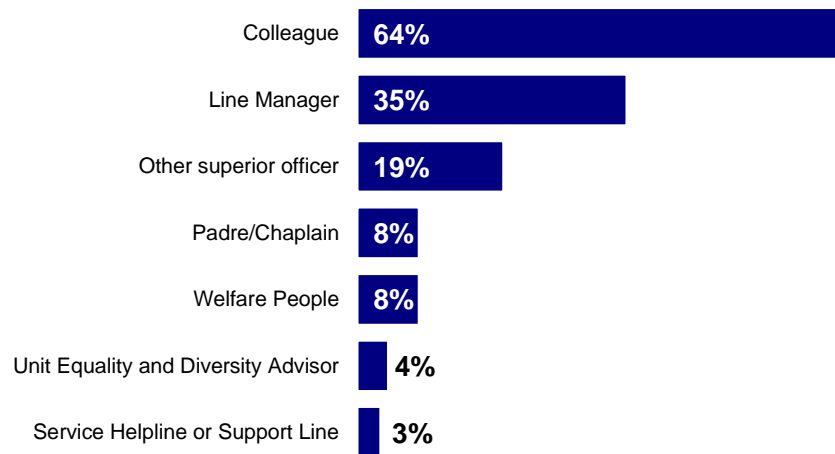
## Q22 – Did you tell anyone at work what was happening?



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (84\* Caution low base)

Just under half of respondents told someone at work what was happening (48%).

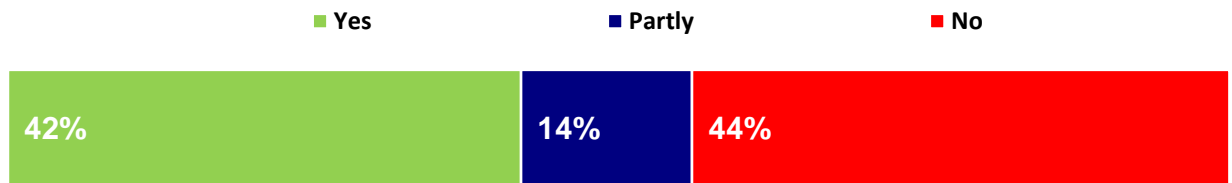
## Q23a – If you selected YES at Q22, who did you tell?



Base: All responding who told someone at work what was happening (47\* Caution low base)

Respondents are most likely to tell colleagues or their line manager about any upsetting situations/experiences they are having at work (64% & 35% respectively). They are least likely to tell the Service Helpline or Support Line (3%) or the Unit Equality and Diversity Advisor (4%).

### Q23b – Did any of these people help resolve the situation?



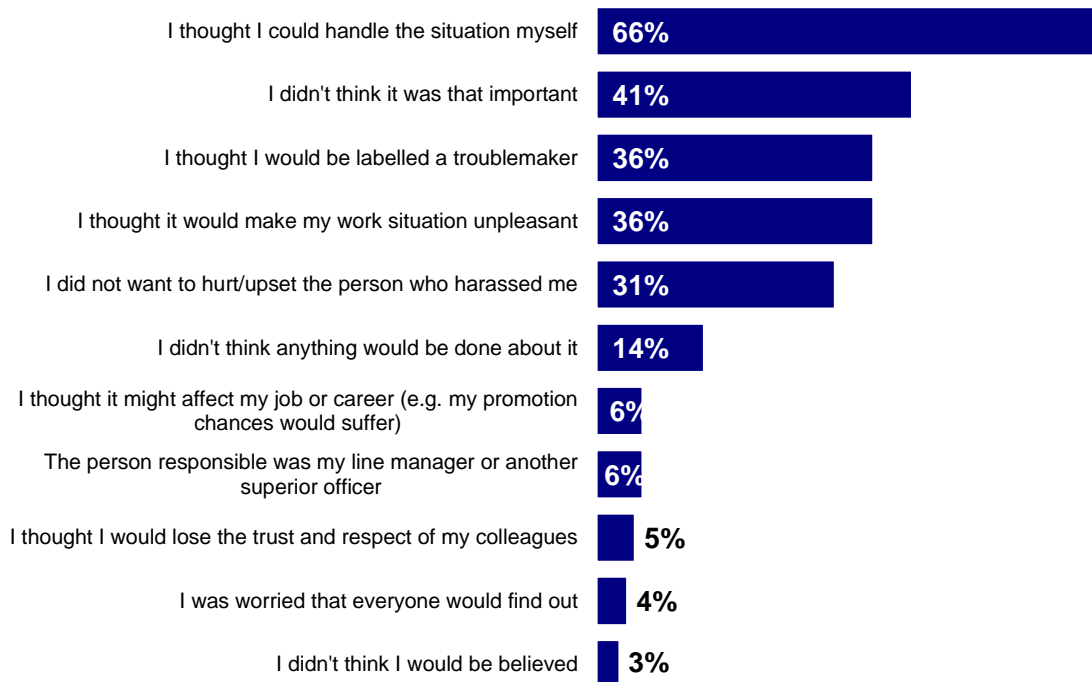
Base: All responding who told someone at work what was happening (47\* Caution low base)

42% of those responding stated that these people helped to resolve the situation, with a further 14% stating that these people helped to resolve the situation in part. Almost half (44%) stated that these people did not help to resolve the situation.

### Q23c – If you selected YES or PARTLY at Q23b, please tick who in Q23a helped to resolve the situation:

Please note that it is not possible to provide data for this question due to the low base size (less than 30).

**Q24 – If you selected NO at Q22, please tell us why you didn't tell anyone in the workplace what was happening.**



Base: All responding who did not tell someone at work what was happening (36\* Caution low base)

RN/RM respondents are most likely to state that the reason that they did not tell anyone in the workplace what was happening was because they thought they could handle the situation themselves (66%). 41% stated that they didn't tell anyone in the workplace because they didn't think that it was that important. One third (36%) stated that they didn't tell anyone in the workplace what was happening because they either thought they would be labelled a troublemaker or they thought it would make their work situation unpleasant. 6% of respondents stated that they did not tell anyone in the workplace because the person responsible was their line manager or another superior officer and 3% did not tell anyone because they didn't think they would be believed.

**Q25 – Did you at any time make a formal written complaint (to your Commanding Officer)?**

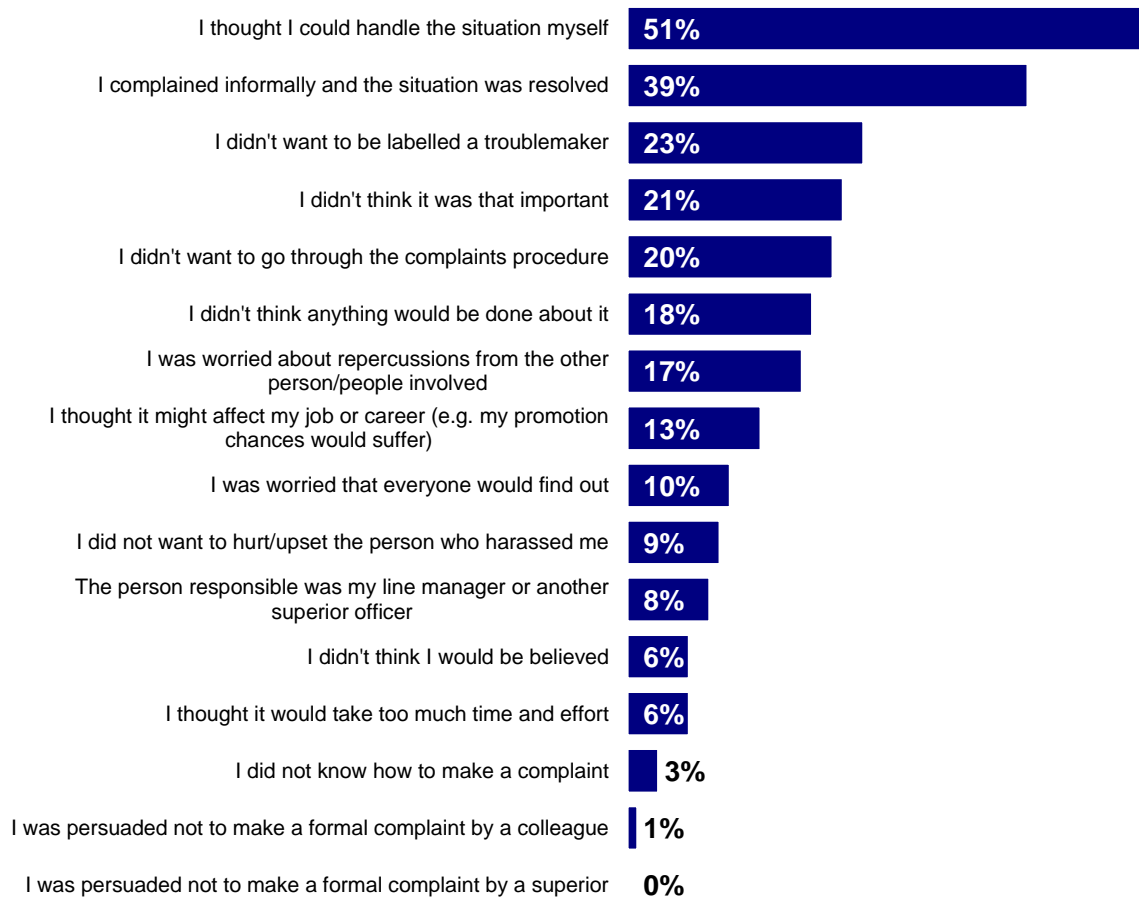
■ Yes ■ No



Base: All responding who have had an experience involving behaviours at Q11 which made them feel particularly upset (82\* Caution low base)

RN/RM respondents who have been in an upsetting situation in the past 12 months are unlikely to have made a formal written complaint (15%). However, the proportion of respondents making a formal complaint has seen an increase of 6% points since 2009.

**Q26 – If you selected NO at Q25, please tell us why you didn't make a formal written complaint.**



Base: All responding who did not make a formal written complaint (74\* Caution low base)

Thinking that they could 'handle the situation themselves' and 'complaining informally and resolving the situation' are the most common reasons for not making a formal written complaint (51% & 39% respectively). 'Thinking that they could handle the situation themselves' has replaced 'not wanting to be labelled a troublemaker' as the main reason for not making a formal written complaint (46% & 60% respectively in 2009). However, 20% of respondents stated that they didn't make a formal written complaint as they 'didn't want to go through the complaints procedure'.



**Q27 – If you made a formal complaint, how satisfied were/are you with the following?**

Please note that it is not possible to provide data for this question due to the low base size (less than 30).

**Q28 – Did you suffer any negative consequences from making a formal complaint throughout the process and/or afterwards?**

Please note that it is not possible to provide data for this question due to the low base size (less than 30).

**Q29 – If you selected YES at Q28, please give details.**

Please note that it is not possible to provide data for this question due to the low base size (less than 30).

### Section 3: Preventing and dealing with sexual harassment

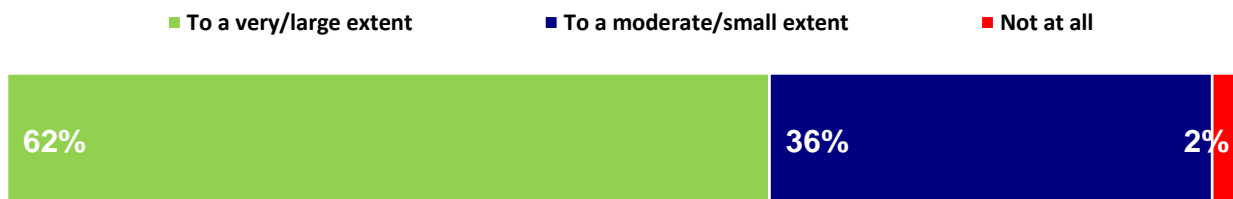
#### Q30 – Do you personally believe that there is a problem with sexual harassment in the RN/RM?



Base: All responding (1,299)

Just one in six (16%) believes that there is a problem with sexual harassment in the RN/RM. Female respondents are significantly more likely than their male colleagues to state that they believe that there is a problem with sexual harassment in the RN/RM (34% vs. 14%). Across Ranks, OF3 and above and OF1-2 are most likely to state that they believe that there is a problem with sexual harassment in the RN/RM (25% & 20% respectively) compared to 11% of WO1-2.

#### Q31 – To what extent do you think the RN/RM tries to prevent sexual harassment?



Base: All responding (1,313)

Almost all RN/RM respondents (98%) think that the RN/RM tries to prevent sexual harassment to any extent. Men are significantly more likely than women to state that they think the RN/RM tries to prevent sexual harassment to a very large/large extent (64% vs. 43%). Women have seen a large decrease in the proportion believing that the RN/RM tries to prevent sexual harassment to a very large/large extent since 2009 (43% vs. 55%). WO1-2 and OF3 and above are significantly more likely than all other Ranks to think that the RN/RM tries to prevent sexual harassment to a large/very large extent (77% & 74% respectively compared to between 59% and 62% for all other Ranks).

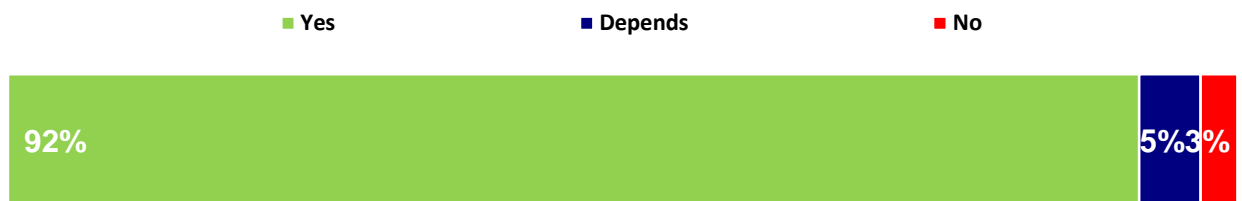
**Q32 – In your opinion, to what extent does the RN/RM support those who are being or have been sexually harassed?**



Base: All responding (1,285)

Two thirds (65%) believe that the RN/RM supports those who are being or have been sexually harassed to a very large/large extent with another third believing this to a moderate/small extent. Less than 1% believes that the RN/RM does not support those who are being or have been sexually harassed. Male respondents are significantly more likely than their female colleagues to state that they believe the RN/RM supports those who are being or have been sexually harassed to a very large/large extent (67% vs. 43%).

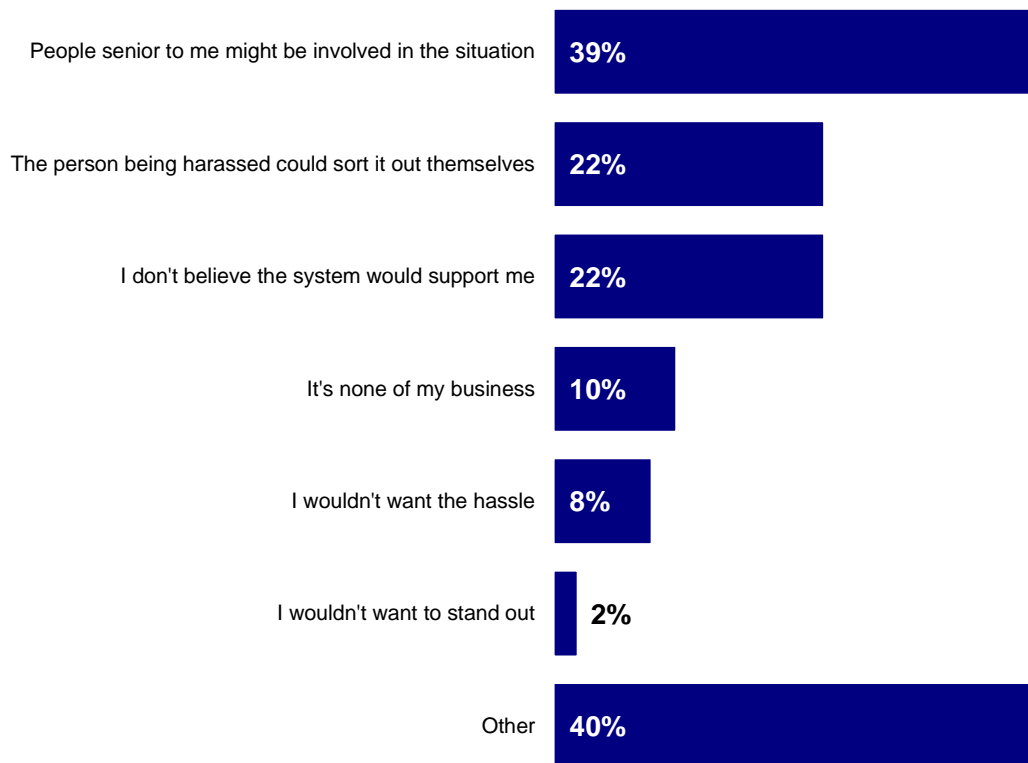
**Q33a – If you thought sexual harassment was happening to someone, would you personally try and stop it?**



Base: All responding (1,316)

92% of those responding would personally try to stop sexual harassment if they thought it was happening to someone, with an additional 5% stating that it would depend. In 2009, 83% of respondents stated that they would intervene and this has risen by 9% points. Men are significantly more likely than women to state that they would personally try and stop sexual harassment if they thought it was happening to someone (92% vs. 88%) but women are significantly more likely than men to state that it would depend on the situation as to whether they would personally try and stop it (11% vs. 5%). There is little variation between Ranks but OR2-4 are most likely to state that it would depend on the situation as to whether they would personally try and stop sexual harassment (8% vs. between 1% and 5%). Reasons for stating that it would depend include 'depends if the person wanted me to get involved' and 'depends on who it is – Rank, people'.

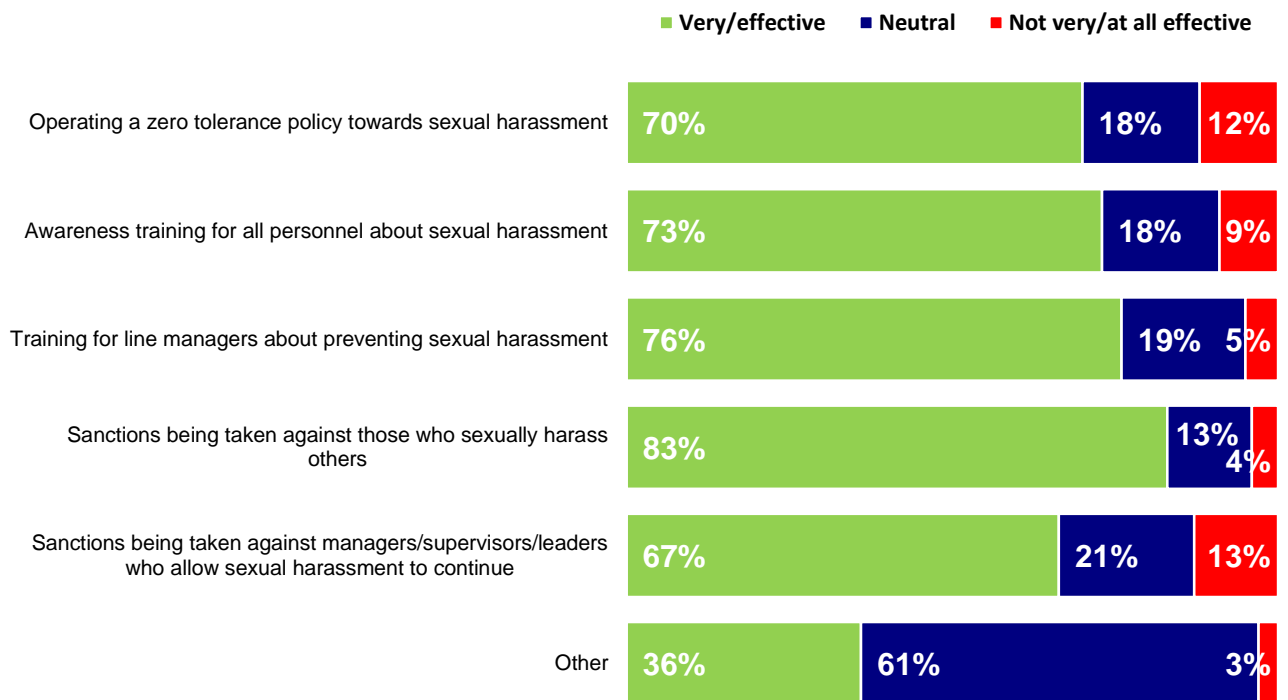
### Q33b – Why wouldn't you stop sexual harassment if you thought it was happening?



Base: All responding (312)

The main reason that respondents would not stop sexual harassment if they thought it was happening is that 'people senior to them might be involved in the situation' (39%). This is followed by 'the person being harassed could sort it out themselves' and 'not believing that the system would support them' (both at 22%). Women are significantly more likely than their male counterparts to state that they would not try to stop sexual harassment because people senior to them might be involved in the situation (54% vs. 37%). Other reasons respondents gave for not stopping sexual harassment if they thought it was happening are 'not knowing the full circumstances' and 'wanting to talk to the individual first'. 21% of those responding stated that they would always try to stop sexual harassment if they thought it was happening.

**Q34 – How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?**



Base: All responding (73\* – 1,308 Caution low base)

Respondents strongly believe that **operating a zero tolerance policy towards sexual harassment** is or would be effective in preventing it in the RN/RM (70%). There is little difference amongst genders. However, between Ranks, OR2-4 are least likely to believe that this is or would be very effective/effective (64%). Across age groups, those aged 41+ are most likely to believe that this measure is or would be effective at 79% with those aged 24-29 least likely to agree with this at 61%.

The proportion believing that **awareness training for all personnel about sexual harassment** is or would be an effective means of preventing sexual harassment in the RN/RM is slightly higher at 73%. There is little variation amongst male and female respondents. Across Ranks, OR2-4 and OF1-2 are significantly more likely than all other Ranks to state that they do not believe that this measure is or would be effective (13% & 11% vs. between 2% & 5%).

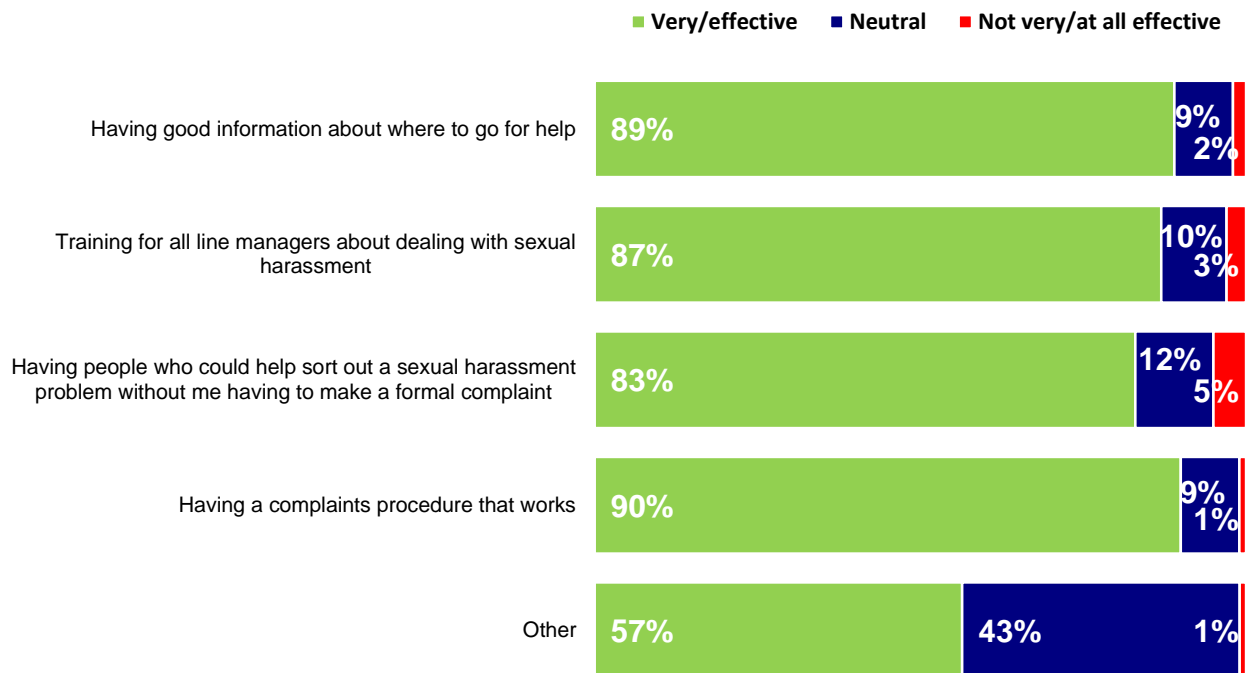
Three quarters (76%) of respondents believe that **training for line managers about preventing sexual harassment** is or would be an effective measure. There is little variation across gender and Rank.

83% believe that **sanctions being taken against those who sexually harass others** is or would be an effective measure, receiving the highest score. There is no difference between male and female respondents. However, between Ranks, OF3 and above, OF1-2 and WO1-2 are all significantly more likely to believe that this measure is or would be effective compared to their OR2-4 counterparts (all 91% vs. 78%).

Two thirds (67%) believe that **sanctions being taken against managers/supervisors/leaders who allow sexual harassment to continue** is or would be an effective measure. Female respondents are significantly more likely than their male colleagues to state that they believe that this is or would be an effective measure (76% vs. 66%). Across Ranks, OR2-4 are least likely to believe that this measure is or would be effective (61%) whereas OF3 and above are most likely to believe that this measure is or would be effective at 77%.

Other measures suggested are 'training and awareness being key (needing to know when to draw the line between jokes and harassment)' and 'sanctions being taken against false claims'.

**Q35 – How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?**



Base: All responding (74\* – 1,310 Caution low base)

Respondents strongly believe that **having good information about where to go for help** is or would be effective in dealing with sexual harassment in the RN/RM (89%). The proportion of male respondents agreeing with this is significantly higher than their female colleagues (90% vs. 85%). There is little variation between Ranks, but OR2-4 (particularly female OR2-4) are least likely to think that this is or would be an effective measure. The longer respondents have been with the RN/RM, the more likely they are to agree that this is or would be an effective measure; 80% of those who have been with the RN/RM for 2 years or less believe that this is or would be effective and this rises to 92% amongst those who have been with the RN/RM for 11 years and over.

Just under nine in ten (87%) believe that **training for all line managers about dealing with sexual harassment** is or would be an effective measure for dealing with sexual harassment. There is little variation across both gender and Rank. Nevertheless, OR2-4 are least likely to agree that this is or would be an effective measure and this difference is only significant against their OF3 and above counterparts (84% & 93% respectively).

**Having people who could help sort out a sexual harassment problem without me having to make a formal complaint** is believed by 83% of those responding to be or would be an effective solution. There is little difference between genders. Between Ranks, OR6-7 are more likely to believe that this measure is or would be effective at 89% compared to 78% of OF3 and above.

Nine in ten (90%) believe that **having a complaints procedure that works** is or would be an effective measure in dealing with sexual harassment in the RN/RM. There is little difference across gender and Rank.

Other measures suggested that would be effective in dealing with sexual harassment in the RN/RM are 'knowing the difference between banter and harassment' and 'needing to have a neutral party to go to with complaints/someone other than line managers'.



### Q36 – Do you have any other points about the issues raised in this questionnaire?<sup>10</sup>



Base: All responding (313)

From other comments raised about this questionnaire, it would appear that respondents believe that there is an issue with personnel ‘needing to understand the difference between banter and harassment and people taking banter in different ways’ (mentioned by 17% of those responding). 15% mention the ‘need for education/training/awareness to help prevent harassment’ and there needing to be an ‘effective complaints procedure’. Female respondents are significantly more likely to mention the need for education/training/awareness to help prevent harassment than their male counterparts (29% vs. 12%). 12% mentioned ‘general comments on the survey’ such as suggesting that the survey be conducted online. Whilst just 4% mention the ‘need for there to be a culture change in the RN/RM’, women are significantly more likely to mention this than their male colleagues (12% vs. 2%). The general theme is that sexual harassment often stems from banter being taken too far but there are some polarising opinions concerning whether sexual harassment is a problem in the RN/RM. 8% of those responding stated that they had ‘never been involved in/seen harassment in the RN/RM’ and 4% stated that ‘attitudes within the RN/RM have improved/there is already an effective policy’. However, other comments suggest that the complaints procedure could be more effective (15%) and there is a need to encourage complainants to speak out (7%).

<sup>10</sup> This was an open-ended question and was qualitatively analysed to the coded options shown

# Appendices

## Response Rates

The response rates shown in the table below are broken down by gender and Rank<sup>11</sup>.

	Rank	Servicemen	Servicewomen	Total
Officers	OF3 or above	34% (249)	57% (150)	40% (400)
	OF1-2	21% (147)	30% (95)	24% (242)
ORs	WO1-2	28% (154)	47% (14)	29% (169)
	OR6-7	17% (110)	25% (116)	20% (226)
	OR2-4	5% (100)	12% (183)	8% (285)
Overall		16% (784)	23% (592)	19% (1380)

<sup>11</sup> Response rates include all responding who gave an answer to Q1 but, where appropriate, does not include those not specifying either their gender or Rank.

## Demographic profile

	<b>% (weighted base)</b>
<b>Gender</b>	
Male	91% (27,473)
Female	9% (2,731)
Other	0% (0)
<b>Age</b>	
18 or under	0% (147)
19-23	5% (1,655)
24-29	25% (7,542)
30-35	31% (9,386)
36-40	13% (3,857)
41+	25% (7,609)
<b>Rank</b>	
OF3 or above	11% (3,363)
OF1-2	9% (2,607)
WO1-2	4% (1,319)
OR6-7	22% (6,589)
OR2-4	54% (16,326)
<b>Service Type</b>	
Regular	99% (30,042)
Reserve	0% (12)
Other e.g. FTRS	0% (150)
<b>Length of Service</b>	
0-2 years	5% (1,552)
3-5 years	10% (2,888)
6-10 years	26% (7,977)
11+ years	59% (17,710)
<b>Sexual Orientation</b>	
Bisexual	2% (718)
Gay man	1% (333)
Gay woman/lesbian	1% (244)
Heterosexual/straight	93% (28,218)
Other	1% (161)
Prefer not to say	2% (529)

<b>Ethnic Minority</b>	
Yes	8% (2,384)
No	91% (27,302)
Prefer not to say	1% (354)
<b>Ethnicity</b>	
White background	94% (27,218)
White & Black Caribbean	1% (359)
White & Black African	1% (315)
White & Asian	1% (175)
Other Mixed Ethnic background	0% (7)
Indian	0% (56)
Pakistani	0% (0)
Bangladeshi	0% (2)
Other Asian	0% (0)
Any Chinese background	0% (9)
African	0% (9)
Caribbean	1% (395)
Other Black background	0% (120)
Other Ethnic background	1% (348)

Where applicable, 2009 data has been presented in the Topline Results. Please note that this data only applies to RN/RM Regular respondents.

Significant differences between gender will be denoted by being shaded **purple**. Significant differences between the highest scoring Rank and the lowest scoring Rank will be denoted by being shaded **blue**.

## Topline Results

### SECTION 1: WORKING ENVIRONMENT AND BEHAVIOURS

**Q9a** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:

**Told sexual jokes and stories**

Base: All responding (1322/1231)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	46	46	44	18	42	19	40	57
Sometimes	48	48	51	69	54	74	57	38
Never	6	6	5	13	3	7	4	5

And did you find this offensive?

Yes	0	0	3	2	1	0	0	0
Sometimes	7	5	26	9	10	5	8	6
No	93	95	72	89	89	95	92	94

**Q9b** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:

**Used sexually explicit language e.g. sexual swear words and suggestive language**

Base: All responding (1322/1213)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	49	50	44	25	49	29	48	56
Sometimes	45	44	48	64	48	64	47	38
Never	6	6	8	11	3	6	5	6

And did you find this offensive?

Yes	1	0	4	3	1	1	0	0
Sometimes	10	8	30	15	13	12	12	7
No	89	92	66	82	87	86	87	92

**Q9c** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature**

Base: All responding (1322/508)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
		%	%	%	%	%	%	%
A lot	12	13	8	2	10	1	8	17
Sometimes	45	46	32	19	36	30	47	51
Never	43	42	59	79	53	68	45	32

And did you find this offensive?

Yes	1	1	5	6	2	-	2	0
Sometimes	6	5	31	3	11	13	5	6
No	93	95	64	91	86	87	92	94

**Q9d** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Made gestures or used body language of a sexual nature**

Base: All responding (1321/679)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
		%	%	%	%	%	%	%
A lot	16	16	14	1	14	3	10	22
Sometimes	51	51	45	31	44	44	55	54
Never	34	33	41	68	42	53	34	23

And did you find this offensive?

Yes	2	2	4	5	1	-	2	3
Sometimes	10	8	32	13	15	9	12	8
No	88	90	63	82	84	91	86	89

**Q10** Where you have indicated that you found any of the above offensive, were those responsible mainly...?

Base: All responding (65\*) Cautin low base

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Male	74	-	84	-	-	-	-	-
Female	1	-	5	-	-	-	-	-
Both	25	-	11	-	-	-	-	-

**Q11a** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
Made unwelcome comments about your appearance, body or sexual activities

Base: All responding (1317)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	4	4	5	1	1	0	1	6
Sometimes	20	18	34	10	19	10	24	21
Never	77	78	61	89	79	90	75	73

**Q11b** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)

Base: All responding (1320)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	3	3	5	1	0	0	2	4
Sometimes	17	15	31	9	11	7	17	20
Never	81	82	64	90	89	93	81	76

**Q11c** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Sent you unwelcome sexually explicit material (e.g. pornographic photos or other objects of a sexual nature)**

Base: All responding (1320)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	3	3	0	0	1	0	-	4
Sometimes	6	7	5	1	4	3	7	8
Never	91	91	94	98	95	97	93	88

**Q11d** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Made unwelcome gestures or used body language of a sexual nature that were directed at you**

Base: All responding (1320)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	2	2	1	1	-	0	0	4
Sometimes	13	12	18	3	8	6	11	16
Never	85	86	81	96	92	93	89	80

**Q11e** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Made unwelcome attempts to touch you**

Base: All responding (1319)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	2	2	1	0	1	0	-	3
Sometimes	9	8	14	2	6	-	7	12
Never	89	90	85	97	94	100	93	85



**Q11f** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Made unwelcome attempts to establish a sexual relationship despite your discouragement**

Base: All responding (1319)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	1	2	0	-	0	0	-	3
Sometimes	4	4	12	2	5	2	3	6
Never	94	95	88	98	95	98	97	92

**Q11g** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)**

Base: All responding (1320)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	2	2	-	0	-	-	-	3
Sometimes	3	3	3	0	1	0	2	4
Never	96	96	97	99	99	100	98	93

**Q11h** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)**

Base: All responding (1320)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	1	2	-	-	-	-	-	3
Sometimes	3	3	2	1	1	-	2	4
Never	96	96	98	99	99	100	98	94

**Q11i** How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have:  
**Made a sexual assault on you**

Base: All responding (1318)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
A lot	0	1	0	-	-	0	-	1
Sometimes	2	2	1	1	1	-	1	3
Never	98	98	98	99	99	100	99	96

**Q12** Were those responsible for the behaviours listed in Q11a-i mainly:

Base: All responding (460)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Male	57	54	84	45	61	32	66	56
Female	4	4	2	14	5	16	4	2
Both	39	42	14	41	34	53	29	42

### Q13 Regardless of whether you have experienced them, do you think any of Q11a-i count as sexual harassment?

Base: All responding (1189)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Made unwelcome comments about your appearance, body or sexual activities	75	75	74	85	76	86	82	69
Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	74	74	76	88	79	83	81	66
Sent you unwelcome sexually explicit material (e.g. pornographic photos or other objects of a sexual nature)	82	82	87	93	93	90	91	74
Made unwelcome gestures or used body language of a sexual nature that were directed at you	81	80	84	92	88	86	89	73
Made unwelcome attempts to touch you	93	93	94	97	96	96	98	89
Made unwelcome attempts to establish a sexual relationship despite your discouragement	93	93	92	97	98	96	95	90
Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	95	95	92	98	99	98	97	92
Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)	95	95	93	98	97	98	98	92
Made a sexual assault on you	96	96	94	97	97	97	98	95

### Q14 In the past 12 months, have you had an experience involving any of the behaviours in Q11 which made you feel particularly upset?<sup>12</sup>

Base: All responding (1299)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
Yes	4	3	15	1	4	1	3	5	2
No	96	97	85	99	96	99	97	95	96

<sup>12</sup> Please note that in 2009, this survey was conducted amongst Regular personnel only. In 2015, 13 Reservists and FTRS took part in the survey and are included in the 'total' data. Where trend data is presented, it refers only to Regular personnel.

## SECTION 2: YOUR EXPERIENCE IN THE LAST 12 MONTHS

### Q15 Thinking about this experience which particularly upset you, please tick all the behaviours that were involved:

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Cautain low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
Made comments about your appearance, body or sexual activities	61	-	70	-	-	-	-	56	77
Talked to you about sexual matters	55	-	44	-	-	-	-	67	18
Used sexually explicit language e.g. swear words, suggestive language	41	-	41	-	-	-	-	46	n/a
Sent you sexually explicit material e.g. pornographic photos or other objects of a sexual nature	29	-	7	-	-	-	-	38	3
Made gestures or used body language of a sexual nature that were directed at you	22	-	28	-	-	-	-	26	16
Made attempts to touch you	24	-	34	-	-	-	-	27	17
Made attempts to establish a sexual relationship despite your discouragement	9	-	21	-	-	-	-	5	12
Said or made you feel you would be treated better for having a sexual relationship with them	15	-	7	-	-	-	-	20	5
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	2	-	5	-	-	-	-	1	5
Made a sexual assault on you	4	-	11	-	-	-	-	3	10

**Q16a Which of the following people were responsible for these upsetting behaviours?**

Base: All responding who have had a particularly upsetting experience in the past 12 months (83\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
OF3 or above	8	-	18	-	-	-	-	2	5%
OF1-2	11	-	25	-	-	-	-	5	5%
WO1-2	5	-	14	-	-	-	-	2	23%
OR6-7	39	-	37	-	-	-	-	28	53%
OR2-4	60	-	49	-	-	-	-	72	n/a

**Q16b Which word(s) best describes the person(s) responsible for these behaviours?**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
Work colleague	46	-	61	-	-	-	-	35	39
Line manager	5	-	16	-	-	-	-	3	30
Other person senior to you	24	-	28	-	-	-	-	26	29
Instructor/trainer	14	-	-	-	-	-	-	18	3
Someone junior to you	36	-	11	-	-	-	-	37	4
Other person at your unit	39	-	22	-	-	-	-	40	12

**Q16c Please indicate how many males and females were involved (even if only one).**

Base: All responding who have had a particularly upsetting experience in the past 12 months (77/30\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
		%	%	%	%	%	%	%	%
<b>Males</b>									
0	3	-	3	-	-	-	-	-	-
1	49	-	48	-	-	-	-	-	39
2	17	-	10	-	-	-	-	-	35
3	6	-	15	-	-	-	-	-	19
4+	26	-	24	-	-	-	-	-	8
<b>Females</b>									
0	37	-	-	-	-	-	-	-	100
1	19	-	-	-	-	-	-	-	-
2	41	-	-	-	-	-	-	-	-
3	0	-	-	-	-	-	-	-	-
4+	2	-	-	-	-	-	-	-	-

**Q17 How long did the upsetting experience/situation go on for?**

Base: All responding who have had a particularly upsetting experience in the past 12 months (83\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
		%	%	%	%	%	%	%
A one-off incident	53	-	42	-	-	-	-	48
A week	15	-	6	-	-	-	-	20
A month	1	-	-	-	-	-	-	-
2-3 months	18	-	16	-	-	-	-	22
4-6 months	4	-	12	-	-	-	-	3
Over 6 months	8	-	24	-	-	-	-	6

## Q18 Where did this upsetting experience/situation take place?

Base: All responding who have had a particularly upsetting experience in the past 12 months (63\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
In the workplace at my military home base or training unit	49	-	60	-	-	-	-	-	23
In a communal area (e.g. mess, NAAFI, etc) at my military home base or training unit	30	-	10	-	-	-	-	-	10
In my workplace when I was deployed/overseas	9	-	9	-	-	-	-	-	20
In a communal area (e.g. mess, NAAFI, etc) when I was deployed/overseas	3	-	5	-	-	-	-	-	36
At a civilian location when I was on duty	1	-	2	-	-	-	-	-	n/a
At a civilian location when I was off duty	6	-	11	-	-	-	-	-	n/a
Net civilian location <sup>13</sup>	7	-	13	-	-	-	-	-	9
Via telephone, email or the post	1	-	3	-	-	-	-	-	2
Other	1	-	-	-	-	-	-	-	n/a

## Q19a To what extent, if any, did you feel the following as a result of this experience? I no longer enjoyed my work

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	2	-	6	-	-	-	-	1
To a large extent	18	-	13	-	-	-	-	21
To a moderate extent	20	-	20	-	-	-	-	24
To a small extent	5	-	12	-	-	-	-	3
Not at all	54	-	49	-	-	-	-	51

<sup>13</sup> Please note that this has been added to allow for trend data to be included

**Q19b To what extent, if any, did you feel the following as a result of this experience?  
I felt uncomfortable at work**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Cation low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	5	-	13	-	-	-	-	4
To a large extent	32		19	-	-	-	-	39
To a moderate extent	9		22	-	-	-	-	6
To a small extent	17		27	-	-	-	-	10
Not at all	37		19	-	-	-	-	41

**Q19c To what extent, if any, did you feel the following as a result of this experience?  
My work environment became unpleasant**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	4	-	12	-	-	-	-	4
To a large extent	24	-	19	-	-	-	-	22
To a moderate extent	7	-	16	-	-	-	-	4
To a small extent	24	-	24	-	-	-	-	25
Not at all	41	-	29	-	-	-	-	44

**Q19d To what extent, if any, did you feel the following as a result of this experience?  
I didn't do my job as well as before**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	8	-	9	-	-	-	-	3
To a large extent	15	-	5	-	-	-	-	19
To a moderate extent	4	-	8	-	-	-	-	2
To a small extent	8	-	21	-	-	-	-	6
Not at all	65	-	56	-	-	-	-	69



**Q19e To what extent, if any, did you feel the following as a result of this experience?  
My motivation was lower**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	4	-	10	-	-	-	-	3
To a large extent	24	-	13	-	-	-	-	21
To a moderate extent	4	-	12	-	-	-	-	3
To a small extent	7	-	16	-	-	-	-	5
Not at all	62	-	48	-	-	-	-	67

**Q19f To what extent, if any, did you feel the following as a result of this experience?  
I felt embarassed**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	10	-	16	-	-	-	-	4
To a large extent	23	-	27	-	-	-	-	24
To a moderate extent	24	-	29	-	-	-	-	26
To a small extent	13	-	16	-	-	-	-	5
Not at all	30	-	13	-	-	-	-	40

**Q19g To what extent, if any, did you feel the following as a result of this experience?  
I felt humiliated**

Base: All responding who have had a particularly upsetting experience in the past 12 months (83\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	9	-	12	-	-	-	-	2
To a large extent	21	-	24	-	-	-	-	24
To a moderate extent	6	-	14	-	-	-	-	3
To a small extent	42	-	31	-	-	-	-	46
Not at all	22	-	19	-	-	-	-	24

**Q19h To what extent, if any, did you feel the following as a result of this experience?  
I lost respect for the people involved**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	33	-	39	-	-	-	-	27
To a large extent	22	-	25	-	-	-	-	25
To a moderate extent	19	-	19	-	-	-	-	24
To a small extent	6	-	10	-	-	-	-	3
Not at all	20	-	7	-	-	-	-	20

**Q19i To what extent, if any, did you feel the following as a result of this experience?  
I felt excluded from my team**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	3	-	9	-	-	-	-	2
To a large extent	14	-	3	-	-	-	-	19
To a moderate extent	4	-	11	-	-	-	-	2
To a small extent	21	-	19	-	-	-	-	23
Not at all	58	-	57	-	-	-	-	54

**Q19j To what extent, if any, did you feel the following as a result of this experience?  
I experienced depression and/or anxiety**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	3	-	8	-	-	-	-	1
To a large extent	21	-	9	-	-	-	-	21
To a moderate extent	7	-	17	-	-	-	-	5
To a small extent	7	-	16	-	-	-	-	2
Not at all	63	-	50	-	-	-	-	70

**Q19k To what extent, if any, did you feel the following as a result of this experience?  
I thought about leaving the RN/RM**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	5	-	14	-	-	-	-	3
To a large extent	19	-	18	-	-	-	-	24
To a moderate extent	9	-	9	-	-	-	-	2
To a small extent	3	-	6	-	-	-	-	2
Not at all	64	-	53	-	-	-	-	68

**Q19l To what extent, if any, did you feel the following as a result of this experience?  
I had health problems**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	1	-	4	-	-	-	-	1
To a large extent	19	-	4	-	-	-	-	19
To a moderate extent	3	-	10	-	-	-	-	3
To a small extent	7	-	14	-	-	-	-	4
Not at all	69	-	69	-	-	-	-	73

**Q19m To what extent, if any, did you feel the following as a result of this experience?  
I received a lower than expected performance evaluation**

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	1	-	4	-	-	-	-	1
To a large extent	15	-	8	-	-	-	-	19
To a moderate extent	1	-	3	-	-	-	-	1
To a small extent	7	-	12	-	-	-	-	5
Not at all	75	-	73	-	-	-	-	74

## Q20 In your opinion, what do you think the reason was behind this experience/situation?<sup>14</sup>

Base: All responding who have had a particularly upsetting experience in the past 12 months (64\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Banter / a joking gesture / people trying to be funny / banter going too far	41	-	11	-	-	-	-	-
Lack of social skills / poor judgement / bad at reading situations / misunderstanding	27	-	16	-	-	-	-	-
He/she was trying his/her luck / wouldn't take "no" for an answer	9	-	18	-	-	-	-	-
Alcohol	8	-	20	-	-	-	-	-
Male culture / male dominated / men think they can say what they like e.g comment on my body / derogatory comments against females	7	-	18	-	-	-	-	-
Older generation / old school mentality	4	-	4	-	-	-	-	-
Showing off (in front of peers)	2	-	5	-	-	-	-	-
Jealousy	2	-	5	-	-	-	-	-
Other	5	-	13	-	-	-	-	-
Don't know	1	-	3	-	-	-	-	-

<sup>14</sup> This was an open-ended question and was qualitatively analysed to the coded options shown

## Q21 Did you do any of the following in order to stop the behaviours?

a

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
I ignored the behaviour	55	-	68	-	-	-	-	57	56
I avoided the person if I could	25	-	60	-	-	-	-	20	47
I asked the person to stop	50	-	53	-	-	-	-	51	47
I asked to be moved somewhere else	4	-	12	-	-	-	-	4	4
I informally told someone	40	-	38	-	-	-	-	47	41
Someone in the command/line management chain took action or said something on my behalf	18	-	15	-	-	-	-	21	n/a
A colleague took action or said something on my behalf	32	-	19	-	-	-	-	43	n/a
I used medication	3	-	9	-	-	-	-	2	n/a
None of these	13	-	1	-	-	-	-	18	n/a

## Q21b Did any of these actions resolve the situation?

Base: All responding who have had a particularly upsetting experience in the past 12 months (82\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	82	-	55	-	-	-	-	89
No	14	-	32	-	-	-	-	7
Still being resolved	4	-	13	-	-	-	-	4

**Q21** If you selected YES at Q21b, please tick which of the actions in Q21a stopped the behaviours:

**c**

Base: All responding who said yes at Q21b (43\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
I ignored the behaviour	48	-	41	-	-	-	-	-	50
I avoided the person if I could	7	-	30	-	-	-	-	-	14
I asked the person to stop	48	-	43	-	-	-	-	-	69
I asked to be moved somewhere else	0	-	2	-	-	-	-	-	~
I informally told someone	20	-	19	-	-	-	-	-	17
Someone in the command/line management chain took action or said something on my behalf	19	-	13	-	-	-	-	-	n/a
A colleague took action or said something on my behalf	21	-	25	-	-	-	-	-	n/a
I used medication	-	-	-	-	-	-	-	-	n/a
None of these	-	-	-	-	-	-	-	-	n/a

**Q22** Did you tell anyone what was happening?

Base: All responding who have had a particularly upsetting experience in the past 12 months (84\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	48	-	59	-	-	-	-	54
No	52	-	41	-	-	-	-	46

### Q23 If you selected YES at Q22, who did you tell?

Base: All responding who said yes at Q22 (47\* Caution low base)

a

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Padre/Chaplain	8	-	13	-	-	-	-	-
Service Helpline or Support Line	3	-	8	-	-	-	-	-
Welfare People	8	-	13	-	-	-	-	-
Colleague	64	-	84	-	-	-	-	-
Unit Equality and Diversity Advisor	4	-	9	-	-	-	-	-
Line manager	35	-	20	-	-	-	-	-
Other superior officer	19	-	38	-	-	-	-	-

### Q23b Did any of these people help resolve the situation?

Base: All responding who have had a particularly upsetting experience in the past 12 months (47\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	42	-	36	-	-	-	-	-
Partly	14	-	34	-	-	-	-	-
No	44	-	30	-	-	-	-	-

### Q23c If you selected YES or PARTLY at Q23b, please tick who at Q23a helped to resolve the situation:

Base: All responding who said yes or partly at Q23b (29\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Padre/Chaplain	-	-	-	-	-	-	-	-
Service Helpline or Support Line	-	-	-	-	-	-	-	-
Welfare People	-	-	-	-	-	-	-	-
Colleague	-	-	-	-	-	-	-	-
Unit Equality and Diversity Advisor	-	-	-	-	-	-	-	-
Line manager	-	-	-	-	-	-	-	-
Other superior officer	-	-	-	-	-	-	-	-

**Q24 If you selected NO at Q22, please tell us why you didn't tell anyone in the workplace what was happening**

Base: All responding who said no at Q22 (36\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
I thought I could handle the situation myself	66	-	68	-	-	-	-	-
I didn't think it was that important	41	-	48	-	-	-	-	-
I didn't think I would be believed	3	-	11	-	-	-	-	-
I didn't think anything would be done about it	14	-	49	-	-	-	-	-
I did not want to hurt/upset the person who harassed me	31	-	13	-	-	-	-	-
I was worried that everyone would find out	4	-	16	-	-	-	-	-
I thought I would be labelled a troublemaker	36	-	37	-	-	-	-	-
I thought it might affect my job or career (e.g. my promotion chances would suffer)	6	-	20	-	-	-	-	-
I thought it would make my work situation unpleasant	36	-	40	-	-	-	-	-
The person responsible was my line manager or another superior officer	6	-	21	-	-	-	-	-
I thought I would lose the trust and respect of my colleagues	5	-	18	-	-	-	-	-

**Q25 Did you at any time make a formal written complaint (to your Commanding Officer)?**

Base: All responding who have had a particularly upsetting experience in the past 12 months (82\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
Yes	15	-	5	-	-	-	-	19	9
No	85	-	95	-	-	-	-	81	91



## Q26 If you selected NO at Q25, why didn't you make a formal written complaint?

Base: All responding who said no at Q25 (74\* Caution low base)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
		%	%	%	%	%	%	%	%
I complained informally and the situation was resolved	39	-	17	-	-	-	-	-	32
I thought I could handle the situation myself	51	-	63	-	-	-	-	-	46
I didn't think it was that important	21	-	46	-	-	-	-	-	n/a
I didn't think I would be believed	6	-	15	-	-	-	-	-	n/a
I didn't think anything would be done about it	18	-	39	-	-	-	-	-	12%
I did not want to hurt/upset the person who harassed me	9	-	18	-	-	-	-	-	n/a
I was worried everyone would find out	10	-	19	-	-	-	-	-	n/a
I didn't want to be labelled a troublemaker	23	-	52	-	-	-	-	-	60
I thought it might affect my job or career (e.g. my promotion chances would suffer)	13	-	28	-	-	-	-	-	40
The person responsible was my line manager or another superior officer	8	-	16	-	-	-	-	-	n/a
I was persuaded not to make a formal complaint by a colleague	1	-	3	-	-	-	-	-	n/a
I was persuaded not to make a formal complaint by a superior	0	-	1	-	-	-	-	-	n/a
I did not know how to make a complaint	3	-	8	-	-	-	-	-	-
I thought it would be too much time and effort	6	-	15	-	-	-	-	-	n/a
I was worried about repercussions from the other person/people involved	17	-	38	-	-	-	-	-	n/a
I didn't want to go through the complaints procedure	20	-	42	-	-	-	-	-	10

**Q27a How satisfied were/are you with the following?**

**The availability of information about how to make a complaint**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q27b How satisfied were/are you with the following?**

**Your understanding of hwo to make a complaint**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q27c How satisfied were/are you with the following?**

**How you were/are treated by the people who handled the complaint**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q27d How satisfied were/are you with the following?**

**The amount of time it took/is taking to resolve the complaint**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q27e** How satisfied were/are you with the following?  
**How well you were/are being kept informed about the progress of your complaint**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q27f** How satisfied were/are you with the following?  
**How well the outcome of the investigation was explained to you**

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Satisfied	-	-	-	-	-	-	-	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-
Dissatisfied	-	-	-	-	-	-	-	-

**Q28** Did you suffer any negative consequences from making a formal complaint throughout the process and/or afterwards?

Base: All responding who have made a formal complaint (5\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	-	-	-	-	-	-	-	-
No	-	-	-	-	-	-	-	-

## Q29 If you selected YES at Q28, please give details.

Base: All responding who have suffered negative consequences as a result of making a formal complaint (3\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
I no longer enjoyed my work	-	-	-	-	-	-	-	-
I felt uncomfortable at work	-	-	-	-	-	-	-	-
My work environment became unpleasant	-	-	-	-	-	-	-	-
I didn't do my job as well as before	-	-	-	-	-	-	-	-
My motivation was lower	-	-	-	-	-	-	-	-
I was embarrassed	-	-	-	-	-	-	-	-
I received negative comments from colleagues	-	-	-	-	-	-	-	-
I lost respect for the people involved	-	-	-	-	-	-	-	-
I felt excluded from my team	-	-	-	-	-	-	-	-
I experienced depression and/or anxiety	-	-	-	-	-	-	-	-
I thought about leaving the RN/RM	-	-	-	-	-	-	-	-
I had health problems	-	-	-	-	-	-	-	-
I received a lower than expected performance evaluation	-	-	-	-	-	-	-	-

## SECTION 3: PREVENTING AND DEALING WITH SEXUAL HARASSMENT

### Q30 Do you personally believe that there is a problem with sexual harassment in the RN/RM?

Base: All responding (1299)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	16	14	34	25	20	11	17	14
No	84	86	66	75	80	89	83	86

### Q31 To what extent do you think the RN/RM tries to prevent sexual harassment?

Base: All responding (1313)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	15	16	7	19	10	20	14	16
To a large extent	47	48	36	55	50	57	48	43
To a moderate extent	28	27	39	21	33	17	28	30
To a small extent	8	7	14	4	6	5	7	9
Not at all	2	2	3	1	1	1	3	2

### Q32 In your opinion, to what extent does the RN/RM support those who are being or have been sexually harassed?

Base: All responding (1285)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
To a very large extent	17	18	9	17	13	22	15	19
To a large extent	48	49	34	50	46	53	48	47
To a moderate extent	28	27	40	29	33	20	30	27
To a small extent	6	5	16	4	6	4	6	7
Not at all	0	0	1	0	2	1	0	0

**Q33A If you thought sexual harassment was happening to someone, would you personally try and stop it?**

Base: All responding (1316)

	Total	Gender		Rank					2009
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4	Total
	%	%	%	%	%	%	%	%	%
Yes	92	92	88	96	94	97	95	89	83
No	3	3	1	0	1	1	3	4	2
Depends	5	5	11	4	5	1	2	8	15

**Q33a If you thought sexual harassment was happening to someone, would you personally try and stop it?**

Base: All responding (69\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Depends on the situation	21	-	23	-	-	-	-	-
Depends on how the person on the receiving end took the situation	18	-	19	-	-	-	-	-
I would report it / seek guidance	10	-	10	-	-	-	-	-
Depends on whether I would personally feel threatened	11	-	1	-	-	-	-	-
If I was present I would stop it	3	-	6	-	-	-	-	-
Depends who it is - Rank, people	21	-	38	-	-	-	-	-
Depends if the person wanted me to get involved - would discuss it with the person involved	24	-	31	-	-	-	-	-
I would try to stop it	16	-	3	-	-	-	-	-
Other	13	-	7	-	-	-	-	-

### Q33b Why wouldn't you stop sexual harassment if you thought it was happening?

Base: All responding (312)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
It's none of my business	10	10	6	3	1	-	0	13
People senior to me might be involved in the situation	39	37	54	21	35	-	16	45
The person being harassed could sort it out themselves	22	23	16	10	21	-	25	24
I wouldn't want the hassle	8	8	5	5	-	-	-	10
I wouldn't want to stand out	2	2	5	4	2	-	1	3
I don't believe the system would support me	22	21	29	5	16	-	14	25
I would always stop it / I would always try to intervene / no circumstances where I would not intervene	21	22	13	39	29	-	38	15
I would report it / I would seek further advice	4	5	3	3	3	-	1	5
Might not know the full circumstances / might be mistaken e.g. could be banter	3	3	2	8	7	-	1	2
If the individual being harassed did not want me to get involved / did not wish to report it	2	2	1	1	3	-	0	2
Would want to talk to the individual first	3	3	3	5	3	-	1	3
I could be penalised myself	2	2	2	-	1	-	-	3
Need to follow official procedure / other people might be better qualified to deal with it	2	2	3	1	-	-	-	3
Other (please state in the box below)	3	2	4	18	6	-	6	0

**Q34a** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Operating a zero tolerance policy towards sexual harassment**

Base: All responding (1302)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	27	28	25	27	26	31	30	26
Effective	43	43	43	51	44	47	48	38
Neutral	18	18	17	13	14	13	16	20
Not very effective	9	9	10	7	14	8	5	10
Not effective at all	3	3	6	2	1	1	1	5

**Q34b** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Awareness training for all personnel about sexual harassment**

Base: All responding (1308)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	21	21	19	22	20	19	20	22
Effective	52	52	53	62	52	64	61	45
Neutral	18	18	17	12	16	12	17	20
Not very effective	7	7	6	4	9	4	2	9
Not effective at all	3	3	4	1	3	1	0	4

**Q34c** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Training for line managers about preventing sexual harassment**

Base: All responding (1306)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	22	22	24	19	18	21	21	23
Effective	54	54	55	62	60	59	56	50
Neutral	19	19	14	15	17	14	20	20
Not very effective	4	4	4	2	5	5	2	4
Not effective at all	2	2	3	1	0	-	0	3



**Q34d** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Sanctions being taken against those who sexually harass others**

Base: All responding (1304)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	41	41	42	45	47	46	43	38
Effective	42	42	44	46	44	45	43	40
Neutral	13	13	9	7	6	5	12	16
Not very effective	2	2	3	1	3	3	1	3
Not effective at all	2	2	2	0	-	1	0	3

**Q34e** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Sanctions being taken against managers/ supervisors/ leaders who allow sexual harassment to continue**

Base: All responding (1299)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	27	26	35	33	29	32	28	24
Effective	40	40	42	44	42	41	45	37
Neutral	21	21	17	16	17	18	19	23
Not very effective	9	9	5	6	9	6	7	11
Not effective at all	4	4	2	2	2	3	0	6

**Q34f** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Other**

Base: All responding (73\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	25	24	-	-	-	-	-	-
Effective	12	12	-	-	-	-	-	-
Neutral	61	62	-	-	-	-	-	-
Not very effective	1	1	-	-	-	-	-	-
Not effective at all	1	1	-	-	-	-	-	-

**Q34F** How effective do you think the following measures are, or would be, in preventing sexual harassment in the RN/RM?

**Other**

Base: All responding (33\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
		%	%	%	%	%	%	%
Training and awareness is key / education / need to know when to draw the line between jokes and harassment	21	-	-	-	-	-	-	-
Culture needs to change	5	-	-	-	-	-	-	-
Should be sanctions taken against false claims	18	-	-	-	-	-	-	-
Sanctions taken should be publicised / offenders made an example of	10	-	-	-	-	-	-	-
Gave comment only (no rating)	4	-	-	-	-	-	-	-
Other	40	-	-	-	-	-	-	-
Not sure	1	-	-	-	-	-	-	-

**Q35a** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Having good information about where to go for help**

Base: All responding (1310)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
		%	%	%	%	%	%	%
Very effective	40	40	36	30	37	41	36	43
Effective	50	50	49	64	56	52	54	44
Neutral	9	9	11	5	6	5	9	10
Not very effective	1	1	3	0	1	2	0	1
Not effective at all	1	1	2	0	0	-	0	1

**Q35b** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Training for line managers about dealing with sexual harassment**

Base: All responding (1309)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	31	31	36	25	29	32	32	33
Effective	55	56	50	69	61	61	56	51
Neutral	10	10	10	6	8	6	12	11
Not very effective	2	2	3	0	2	2	0	4
Not effective at all	1	1	1	0	-	-	0	1

**Q35c** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Having people who could help sort out a sexual harassment problem without me having to make a formal complaint**

Base: All responding (1304)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	34	33	40	33	32	30	31	36
Effective	49	49	44	45	50	53	58	45
Neutral	12	12	12	17	13	12	8	13
Not very effective	3	4	3	5	4	4	4	3
Not effective at all	1	1	1	0	1	1	0	2

**Q35d** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Having a complaints procedure that works**

Base: All responding (1300)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	38	38	39	36	38	33	33	41
Effective	52	52	49	57	53	56	58	47
Neutral	9	9	10	6	8	9	8	9
Not very effective	1	1	2	1	1	1	0	1
Not effective at all	1	1	0	0	-	-	0	1

**Q35e** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Other**

Base: All responding (74\* Caution low base)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Very effective	37	37	-	-	-	-	-	-
Effective	20	19	-	-	-	-	-	-
Neutral	43	43	-	-	-	-	-	-
Not very effective	0	0	-	-	-	-	-	-
Not effective at all	0	0	-	-	-	-	-	-

**Q35E** How effective do you think the following measures are, or would be, in dealing with sexual harassment in the RN/RM?

**Other**

Base: All responding (29\*\* Base size too low)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
The complaints procedure does work / the system works / procedure already in place	-	-	-	-	-	-	-	-
Need to have a neutral party to go to with complaints / someone other than line manager	-	-	-	-	-	-	-	-
Education and training is key - to know the difference between banter and harassment	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-
Not sure	-	-	-	-	-	-	-	-
Not answered								

### Q36 Do you have any other points about the issues raised in this questionnaire?

Base: All responding (313)<sup>15</sup>

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Need to understand the difference between banter and harassment / fine line between banter and harassment / people take banter in different ways	17	16	26	17	15	2	19	18
Education / training / awareness would help to prevent harassment	15	12	29	28	15	30	19	8
Needs to be an effective complaints procedure	15	15	17	9	9	13	8	20
Banter is a necessary part of the armed forces / will always occur in the military	13	14	11	7	19	-	11	16
I have never been involved in / seen harassment / RN does not have problems with harassment / no worse than in civilian environment	8	8	9	12	12	24	6	6
Needs to be tackled from the top down / needs to be taken seriously by higher ranks / good leadership is key	8	7	12	14	9	5	7	6
Harassment originates from banter (which has crossed the line)	7	6	12	2	5	5	2	11
Issues of being stigmatised after making complaint / fear of making it worse / need to encourage complainants to speak out	7	5	17	7	10	5	7	7
Targeted / upheld offences should have punishment / need to be seen to be effective	6	6	10	9	16	8	0	6
The culture needs to change / often seen as normal within the military	4	2	12	8	5	5	7	1
Need to avoid this becoming a tool to use against management / fabricated lies need to be punished	4	5	0	3	6	-	5	5
Attitudes have improved / already have an effective policy / culture is improving	4	4	4	11	9	20	6	-
Need to work towards a more equal balance of males to females / Navy is a hugely masculine organisation	4	4	7	5	4	1	1	5
A bigger issue is gender discrimination e.g. only promoted because sleeping with boss, flirting, appearance etc.	4	4	7	6	1	1	0	5
It occurs in every part of life / cannot be solved by just the Navy	3	3	3	9	1	8	5	0
Comments on survey	12	13	3	14	17	20	-	14
Other	27	25	38	42	48	8	35	18
No/none	20	23	2	6	3	8	32	23

<sup>15</sup> This was an open-ended question and was qualitatively analysed to the coded options shown

### Q37a Would you complete this survey again in the future?

Base: All responding (1301)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Definitely yes	31	30	40	48	35	40	31	25
Possibly	51	50	53	44	54	51	53	50
Definitely not	19	20	7	8	11	9	16	25

### Q37b Have you previously completed any of the other Service surveys e.g. AFCAS?

Base: All responding (1295)

	Total	Gender		Rank				
		Male	Female	OF3 or above	OF1-2	WO1-2	OR6-7	OR2-4
	%	%	%	%	%	%	%	%
Yes	77	77	77	92	86	89	78	72
No	23	23	23	8	14	11	22	28