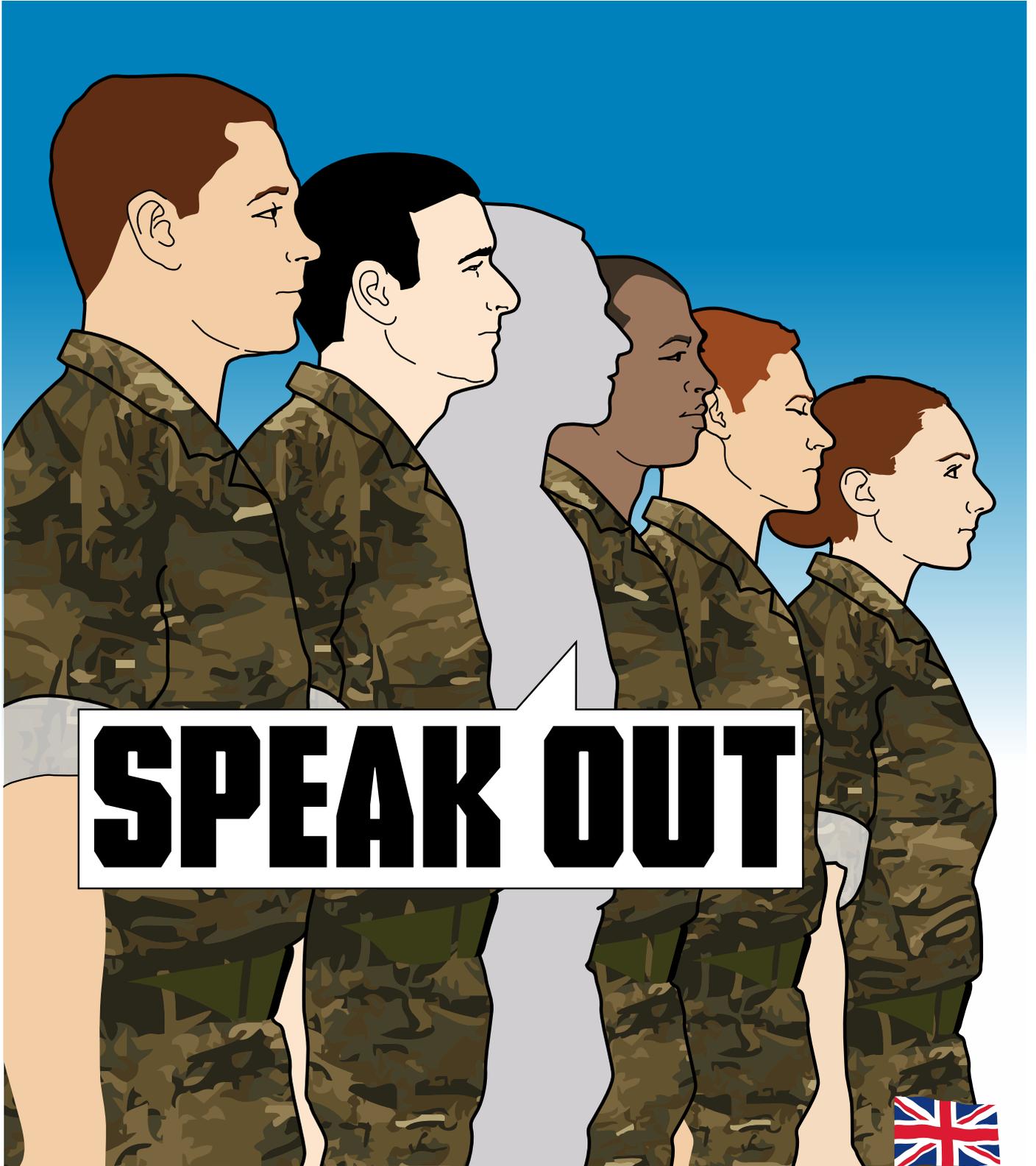


SEXUAL HARASSMENT REPORT 2018



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ARMY
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ADMINISTRATION

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EXECUTIVE SUMMARY

BACKGROUND

1. Sexual harassment may be defined as ‘unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating the recipient’s dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient’. People will differ in their opinions about what types of behaviour constitute sexual harassment; to reduce the potential for subjective variations in what behaviours constitute sexual harassment, participants in this study were asked about their experiences of specific sexualised behaviours rather than ‘sexual harassment’ as a specific issue. This enabled an estimate of prevalence based on personal experience, rather than a pre-defined definition. Sexualised behaviours were categorised as generalised or targeted: generalised behaviours relate to the culture and working environment, whilst targeted behaviours were aimed at, and specific to, an individual.
2. This research contributes to the agreement signed between the Ministry of Defence and the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission), which concluded on 3 July 2008. Under the agreement, research into sexual harassment in the British Armed Forces began in 2006, with a Tri-Service survey of personnel. In 2014, the Army committed to better understanding sexual harassment by conducting regular systematic research every three years; this research report follows on from the 2015 Sexual Harassment Survey. It gathers information on the perceived prevalence of sexual harassment within the Army, with a view to better understand both the nature and extent of this issue. It also gathers opinions about the effectiveness of current initiatives in place to prevent and manage sexual harassment. This information will enable the Army to better understand how successful their efforts in tackling this issue have been to date, and what still needs to be done to ensure that the moral, ethical and legal obligations to Service personnel are met.
3. The 2018 Sexual Harassment Survey was launched during a period of significant societal culture shift in awareness of sexual harassment; during 2017, two anti-sexual assault and women’s empowerment movements, known as ‘#MeToo’ and ‘Time’s up’, became worldwide phenomena which dominated international media headlines. Since the last Sexual Harassment Survey was published in 2015, there has been significant research looking at the issue, which provides useful comparative data from which to better understand how the Army compares to other organisations. The research suggests that sexual harassment is a common part of many workplace cultures, and the military is no exception. Sexual harassment in the workplace can have a wide-reaching impact, affecting individuals’ mental and physical wellbeing, team cohesion, and organisational outputs. There is also likely to be significant financial implications, through employment tribunals and increased employee turnover, and a real risk to an organisation’s reputation. Given the current level of interest in sexual harassment in the workplace, it is likely that in the future organisations will come under greater scrutiny and the expectation for employers to provide a safe and equitable environment will continue to increase.

METHOD

4. An anonymous postal survey was administered to all Regular and Reserve Army Servicewomen and a sample of Regular and Reserve Army Servicemen (total sample=22,404). Due to women being significantly underrepresented in the Army, a census of Servicewomen was taken rather than a sample, to increase the chances of obtaining a sample that was representative of the Army population. The survey was based on previous surveys distributed in 2005, 2009 and 2015, adapted to reflect the current research needs. Over 4,700 surveys were returned making an overall response rate of 21%.
5. Eight focus groups were conducted with 47 randomly selected male and female Army Officers and Other Ranks (ORs) from different units/cap badges to explore the lived experience of Service personnel and gain a wider view on sexual harassment in the Army. Participants were asked what kinds of behaviours they thought were unacceptable and for their views on the Army’s current strategy to prevent and manage sexual harassment. The data gathered from the focus groups was collated and a thematic analysis was applied. The key themes which emerged were integrated into the survey findings to provide a comprehensive picture of sexual harassment in the Army.

KEY FINDINGS

- 6. General sexualised behaviours:** Overall, the percentage of Service personnel who experienced generalised sexualised behaviours had reduced since 2015. However, these behaviours were still common, with almost nine out of ten Service personnel saying that they were told sexual jokes and stories, sometimes or a lot, in the preceding 12 months. ORs and Regular personnel were more likely than Officers and Reserve personnel to experience generalised sexualised behaviours. Although the percentage of those who were offended by these behaviours was consistently lower than those who experienced them, Service personnel were more likely (up to nine percentage points) in 2018 than they were in 2015 to be offended. Servicewomen were more likely than Servicemen to be offended. Men were most likely to be responsible for these behaviours (50%), although both men and women were jointly responsible in almost half of situations (48%).
- 7. Targeted sexual behaviours:** The percentage of those experiencing targeted sexualised behaviours was lower than those experiencing generalised sexualised behaviours. Generally, Service personnel were overall less likely to experience targeted behaviours than they were in 2015 with one exception: the percentage of those saying that they were sent sexually explicit materials has increased since 2015; this is particularly noteworthy for Junior-ranking Servicemen, and it is now the most commonly experienced behaviour (22%), along with unwelcome comments (22%). Overall, the more junior personnel were in rank, the more likely they were to experience targeted sexualised behaviours. In most cases, men were solely responsible for the behaviours (64%), and they were most likely to occur in the workplace, at a Service personnel's home base or training unit (60%).
- 8. Perceptions of sexual harassment:** Since 2015, the percentage of Service personnel who thought that targeted sexualised behaviours counted as sexual harassment has increased, with at least seven out of ten thinking the least severe form of behaviour, unwelcome comments, counts as sexual harassment. This is consistent across gender, rank and commitment type, although Servicewomen, Officers and Reserve personnel were more likely than Servicemen, ORs and Regular personnel to think this. As the severity of the behaviour increases, the more likely Service personnel were to think it counted as sexual harassment. When asked directly if they had experienced sexual harassment in the last 12 months, a similar percentage said yes (5%) to those who said they had experienced targeted sexualised behaviours that made them feel upset (4%); this suggests that the types of behaviours included in the survey as targeted sexualised behaviours provide an appropriate definition of sexual harassment. Excluding those who said they had experienced sexual harassment, a further 5% of Service personnel said that they had observed a situation that they thought was sexual harassment; this suggests that 8% of Servicemen and 21% of Servicewomen had either experienced or observed sexual harassment at work in the last 12 months.
- 9. Upsetting experiences:** Overall, the percentage of Service personnel who said that they had an experience involving targeted sexualised behaviours that made them feel particularly upset remained unchanged since 2015 (4%); however, this figure has increased for Servicewomen (from 13% in 2015 to 15% in 2018). Junior-ranking Officers (3%) and junior-ranking ORs (5%) were more likely than their senior counterparts to have an upsetting experience. The most common behaviours experienced were unwelcome comments (74%), touching someone in a way that made them feel uncomfortable (45%), and unwelcome attempts to talk about sexual matters (41%). Male JNCOs were most likely to be responsible for causing the upsetting experience (39%), and the person responsible was most likely to be a colleague (31%). Over half of upsetting experiences happened in the workplace (57%), and around half were 'one-off' incidents (47%). Alcohol was involved in around one-third (31%) of upsetting experiences. A lack of understanding on unacceptable behaviour, along with negative attitudes towards women or biases towards those with certain characteristics, were the most common reasons given by Service personnel for the upsetting experience.
- 10. Dealing with the upsetting experience:** Overall, Service personnel were most likely to say they felt embarrassed and uncomfortable at work as a result of the upsetting experience. Around a third (31%) of Service personnel said that their productivity was affected, with the majority (87%) saying that it had decreased. The most common response to the experience was to ask the person responsible to stop or to avoid them if they could; most Service personnel said that this response was effective at stopping the behaviour. Less than half (46%) of Service personnel who had an upsetting experience told someone at work what was happening; Servicewomen were more likely than Servicemen to tell someone. Most Service personnel told a colleague; this person was also able to help resolve the situation for around half of Servicemen and a third of Servicewomen. The most common reason for not telling someone at work was not wanting to make it into a bigger issue, and thinking it would make their work situation unpleasant.

11. Formal complaints process: Overall, the percentage of those who made a formal, written complaint to their Commanding Officer about the upsetting experience has increased since 2015; this is particularly noteworthy for Servicemen (from 2% in 2015 to 16% in 2018). Those who did make a formal complaint were more satisfied in 2018 than they were in 2015 with the availability of information on how to make a complaint (from 30% in 2015 to 34% in 2018). However, satisfaction was lowest (and dissatisfaction highest) with the outcome of the investigation, both in terms of how well this was communicated (9% satisfied, 70% dissatisfied), follow up action taken against those responsible (4% satisfied, 70% dissatisfied), and the amount of time taken to resolve the complaint (6% satisfied, 70% dissatisfied). Three-quarters (75%) of those who made a formal complaint said that they had suffered negative consequences as a result; the most common was feeling uncomfortable at work (98%) however, nine in ten (93%) Service personnel had thought about leaving the Army, lost respect for the people involved (92%), or felt humiliated (91%). The most common reasons for not making a formal complaint were because Service personnel thought they could handle the situation themselves (42%) and because they didn't think anything would be done about it (42%).

12. Prevention and management: Around half (47%) of Service personnel thought that sexual harassment is a problem in some parts of the Army; Servicewomen and Officers were most likely to think this. Service personnel were also more likely in 2018 than they were in 2015 to think that sexual harassment is a problem in the Army. Overall, Service personnel were positive about the extent to which the Army deals with sexual harassment, with the majority thinking that the Army prevents sexual harassment (73%) and supports those who have been sexually harassed (69%) to a large or very large extent. Service personnel were also positive about the extent to which their Chain of Command demonstrates behaviours that create a positive command climate based on trust and respect, and the way in which they think the Chain of Command would respond to reports of sexual harassment. However, a fifth (20%) of Service personnel thought it very likely that someone making a complaint about sexual harassment would be labelled a troublemaker by unit personnel. Recent initiatives put in place by the Army appear to have reached a wide audience, with those who have seen the two poster campaigns and/or received sexual consent training consistently rating them as effective in raising awareness. The most common suggestion for what else the Army could do to better prevent and manage sexual harassment was more education on unacceptable behaviour.

CONCLUSIONS

13. The following conclusions were drawn from overall patterns in the data; a more detailed summary can be found at the beginning of each section of findings in the main report. Although sexualised behaviours remain a common experience in 2018 for most Service personnel, there has been a small downward shift in experiences since 2015. More noteworthy, however, is the change in the way that these behaviours were perceived by those who experienced them; Service personnel were more likely to find these behaviours offensive, more likely to be upset by them, and more likely to make a complaint about them. This change is further compounded by an apparent increase in awareness of the fact that sexualised behaviours are considered sexual harassment.

14. Consistent with 2015, junior ranking female personnel were most likely to experience unwanted targeted sexualised behaviours. The findings suggest that some sexual harassment, specifically that experienced by women, is part of a wider issue of gender inequality and the way in which women are viewed in society. There were several factors specific to the military, such as the ratio of men to women, that have to some extent enabled these views to perpetuate and become part of the military culture. Though not unique to the military, a cultural change is required whereby all personnel, regardless of their personal attributes, are treated fairly.

15. The findings suggest an increased use of social media in the workplace, which provides an easily accessible way to distribute sexual materials. The use of social media in the workplace is not straightforward; notwithstanding security issues, many Service personnel talked about the benefits of using technology and social media, particularly with communication. However, with increased use comes the opportunity for misuse, and the Army needs to better understand the consequences of this.

16. Although Service personnel who have an upsetting experience are now much more likely to make a formal complaint than they were in 2015, there still appear to be significant barriers to speaking out about sexual harassment; the most significant being the perceived stigma of making a complaint. The findings also suggest that improvements need to be made to the formal complaints process, particularly around how and when information is communicated once a complaint has been made, and how the complaint was handled. The use of formal support mechanisms, such as welfare personnel and the Speak Out helpline, were under-utilised.

17. Despite the fact that Service personnel thought that sexual harassment is a problem in the Army, even if only in some parts, they were positive about the extent to which the Army tries to prevent it. This is particularly noteworthy for Reserve personnel, who are more likely to be able to make comparisons with other civilian organisations. Although some perceive the Chain of Command as part of the problem, overall, Service personnel were positive about the extent to which the Army's leadership demonstrate positive behaviours with respect to sexual harassment. It is important to take this into account when interpreting the findings; whilst this research highlights areas for improvement, the Army has made significant efforts in this area and these efforts are having a positive impact on the lived experience of its personnel. The findings support previous research that suggests sexual harassment can have wide-reaching implications at the individual, team and organisational level. The impact that sexual harassment could have on the reputation of the Army is particularly pertinent now, given the current level of interest in sexual harassment and sexual assault from the general public.

RECOMMENDATIONS

18. The following recommendations are made based on the key findings:

- **Training:** Develop a formalised programme of training on sexual harassment through career, tailored to different cohorts, using methods which engage Service personnel and allow them to relate to the topic.
- **Reporting:** Consider introducing a web-based anonymous reporting tool for unacceptable behaviours so Service personnel can make the Army aware of these behaviours without fear of repercussion. The implications of this must be carefully thought through to avoid misuse.
- **Support:** Consider how a formal or informal mentoring or support system could be implemented to support Service personnel who form a minority cohort within a unit. What the support system looks like in practice should depend on the context of a unit. Consideration should be given as to how Service personnel can seek advice and guidance on sexual harassment informally and 'off the record', without having to make a complaint.
- **Social media:** Conduct a review into the use, benefits and risks of using social media in the workplace, which doesn't purely focus on security. Review policy and training requirements accordingly.
- **Leadership:** Consider how leaders are monitored with regards to the extent to which they create a positive unit culture that prevents sexual harassment, and the way in which the Chain of Command deal with incidences.
- **Policy:** Review how sexual harassment is addressed in existing policy.
- **Transparency:** Consider a review of the reporting process for sexual harassment to ensure that a consistent approach is used when responding to reports, and how outcomes could be communicated to provide greater transparency and perceived fairness.

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BACKGROUND

1. INTRODUCTION

1.1 This research contributes to the agreement, signed between the Ministry of Defence and the Equal Opportunities Commission (now incorporated into the Equality and Human Rights Commission) on preventing and dealing effectively with sexual harassment in the Armed Forces. The agreement was concluded on 3 July 2008 and whilst both parties agreed that progress had been made, there was still more work to be undertaken and empirical research on a regular basis would help the Army to better understand the prevalence of sexual harassment and how it is managed.

1.2 Research into sexual harassment in the Armed Forces began in 2005, with a Tri-Service survey of personnel, although the methodology has varied, making it difficult to build up a consistent picture over time. Table 1 describes each piece of research and the methodology adopted. In 2014, the Army committed to better understanding sexual harassment by conducting regular systematic research every three years; this research follows on from the 2015 Sexual Harassment Survey.

Table 1. History of the Army Sexual Harassment Survey 2006 to 2018

	2006	2009	2015	2018
Service	tS	tS	Army only	Army only
Type	Regular	Regular	Regular and Reserve	Regular and Reserve
Survey	Women (census)	Women (census) + men (sample)	Women (census) + men (sample)	Women (census) + men (sample)
Focus groups	Men and women		Men and women	Men and women
Researcher	External	Internal - sS and Defence Statistics	Internal - sS	Internal - sS

2. RATIONALE

2.1 It is important to understand the culture of the Army to promote equality of opportunity and a diverse workforce that upholds the Army's Values and Standards. This research aims to explore one aspect of Army culture: the prevalence of sexual harassment, with a view to better understand both its nature and extent. The study also aims to gather opinions about the effectiveness of current initiatives put in place to prevent and manage sexual harassment.

2.2 The findings from the 2015 Sexual Harassment Survey were used to inform various activities and interventions within the Army, designed to increase awareness and reduce incidences of sexual harassment. Following the conclusion of the 2015 Sexual Harassment Survey the Chief of the General Staff (CGS) commented publicly that the results indicated that the Army needed to do more to address the issues the report highlighted. A new team of six personnel was established to address unacceptable behaviours, with a focus on sexualised behaviours, bullying and harassment, and driving behavioural and cultural change. Specific initiatives delivered since the 2015 Sexual Harassment Survey include:

- a. A high profile and hard hitting poster campaign in relation to consent. This met with critical acclaim, both internal and external to the Army, and was widely recognised as best practice.
- b. A poster and online media campaign in relation to sexual harassment, particularly focussing on behaviours in and around the workplace.
- c. A training package based on the BBC 3 documentary "Is this Rape – Sex on Trial" designed for stimulating a conversation in small groups of peers about consent and sexualised behaviour to increase understanding in relation to sexual offending.
- d. A package delivered by the Royal Military Police (RMP) covering the legal aspects of sexual offending. Complimentary to the BBC3 documentary and often delivered alongside it, this includes the "Consent is like a Cup of Tea" video which resonates well with the target audience.

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e. More generally the Army has launched a policy on Climate Assessment, designed to better understand the reality of the “lived experience” in the Army. Essentially a cultural and behavioural audit, it is already delivering a significant volume of qualitative and quantitative data quite unlike anything obtained previously in the Army, which allows for the identification of issues at a local level and also more generally. This data is already driving the development of measures to reduce instances of unacceptable behaviour and improve the lived experience of all personnel.

2.3 The results of this study will provide the Army with evidence to better understand how successful its efforts in tackling this issue have been to date, and to determine what more needs to be done to ensure that its moral, ethical and legal obligations to Service personnel are met.

3. DEFINING SEXUAL HARASSMENT

3.1 Sexual harassment may be defined as ‘unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work, which include physical, verbal and non verbal conduct; the conduct of superiors or colleagues is unacceptable if it is unwanted, unreasonable and offensive to the recipient; the recipient’s rejection or submission to the conduct is used explicitly or implicitly as a basis for a decision affecting their job, promotion, training, salary, or any other employment decision; it creates an intimidating, hostile, or humiliating working environment for the recipient and that such conduct may be in breach of the Equal Treatment Directive.’¹

3.2 People will differ in their opinions about what types of behaviour constitute sexual harassment, which can be affected by things such as the work culture, but also by the current social and cultural values, norms and attitudes of society². Opinions may also vary according to individuals’ own level of awareness and knowledge of their legal rights and existing laws around sexual harassment and discrimination. To reduce the potential for subjective variations in what behaviours constitute sexual harassment, participants in this study were asked about their experiences of specific sexualised behaviours rather than ‘sexual harassment’ as a specific issue. This enables an estimate of prevalence to be based on personal experience, rather than a pre-defined definition. Participants were also asked if they thought the sexual behaviours counted as sexual harassment, to gain an understanding of what behaviours are considered unacceptable by Service personnel. The term ‘sexualised behaviours’ is, therefore, sometimes used when describing the results, and not the phrase ‘sexual harassment’.

3.3 How sexual harassment is defined is likely to vary to some extent between policies and research. Therefore, when viewing an overall figure of sexual harassment and comparing this figure against other figures, it is important to understand how sexual harassment was defined and measured. For the purposes of this research, targeted sexualised behaviours that caused distress and upset to the recipient will be considered sexual harassment. This definition is in line with current policies, law and research regarding sexual harassment. Where sexualised behaviours meet the European Commission’s Code of Practice definition, they will also be classified as sexual harassment unless the research suggests otherwise. The key characteristic of sexual harassment is that the behaviour is unwanted.

3.4 Sexualised behaviour can be categorised as generalised or targeted. Generalised behaviours refer to those within the culture and working environment, whilst targeted behaviours are aimed at, and are specific to, an individual. Table 2 describes generalised behaviours.

Table 2. Generalised sexualised behaviours

Generalised sexualised behaviours
Telling sexual jokes or stories
Using sexually explicit language e.g. sexual swear words and suggestive language
Displaying, using or distributing sexually explicit materials e.g. pornographic photos, calendars, or other objects of a sexual nature
Making gestures or using body language of a sexual nature

3.5 Table 3 shows targeted sexualised behaviours and represent an escalating scale of severity, with sexual assault being the most severe form of sexual harassment. This list of behaviours was expanded for the current survey to ensure that it continues to accurately reflect the nature of sexual harassment; new items are marked in Table 3 with an asterisk*. Expanding the behaviours included in this definition provided a more nuanced, contextual

1. The European Commission’s Code of Practice on the Protection of the Dignity of Women and Men at Work.

2. European Commission (1998), Sexual harassment in the workplace in the European Union, Brussels, European Commission Directorate-General for Employment, Industrial Relations and Social Affairs.

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understanding of sexualised behaviours and ensures that it continues to be appropriate. The most severe form of sexualised behaviour, sexual assault, has been separated out into ‘serious sexual assault’ (to include assault by penetration) and rape.

Table 3. Targeted sexualised behaviours

Targeted sexualised behaviours
Making unwelcome comments about someone’s appearance, body or sexual activities
Making unwelcome attempts to talk to someone about sexual matters
Sending someone sexually explicit material
Making unwelcome gestures or using body language of a sexual nature that are directed at someone
Making unwelcome attempts to touch someone
Actually touching someone in a way that makes them feel uncomfortable*
Making unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite the persons discouragement
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them
Treating someone badly for refusing to have sex with them*
Intentionally touching someone in a sexual way without their consent*
Attempting to sexually assault someone*
Making a (<i>serious</i>) sexual assault on someone
Raping someone*

N.B Text in bold and italics denotes an addition or change to the 2015 definition.

4. RESEARCH AND THE WIDER CONTEXT

4.1 The 2018 Sexual Harassment Survey was launched during a period of significant societal culture shift in awareness of sexual harassment. During 2017, two anti-sexual assault and women’s empowerment movements, known as ‘#MeToo’ and ‘Time’s up’, became worldwide phenomena, with the high-profile case of allegations of sexual harassment and assault against a Hollywood producer which dominated media headlines across the world. Whilst the ‘#MeToo’ movement has existed for several decades, the use of social media and subsequent media attention in response to the case brought this firmly into public awareness. The ‘Time’s Up’ campaign, started by over 300 high-profile women in Hollywood in response to these, and other, high-profile allegations, presents sexual harassment as a wider issue of safety and equity in the workplace. The topic of sexual harassment and assault dominated media headlines for months, which saw women across industries and sectors speak up about workplace sexual harassment with public outcry against organisations that appear to cover it up. In the UK, a public inquiry was launched in 2017 by the parliamentary Women and Equalities Committee, looking at sexual harassment in the workplace.

4.2 Measuring the extent of sexual harassment can be difficult due to the perceptions of sexual harassment varying from person to person. However, since the last Sexual Harassment Survey was published in 2015, there has been a significant amount of research investigating the issue in different contexts, from sexual harassment experienced in public places to the experiences of school and university students. An overview of some of this research is discussed, with the caveat that using this data comparatively is complex; the definition of sexual harassment (or the behaviours that constitute it) and the methodology used to measure prevalence often varies

significantly between research studies. This section of the report will start by looking at experiences of sexual harassment outside of the work context, before considering organisational research on workplace sexual harassment, and that specific to the military.

GENERAL SOCIETY

4.3 A national UK survey³ conducted by the End Violence Against Women (EVAW) coalition which looked at women's experience of sexual harassment suggested that 64% of women of all ages across the UK have experienced sexual harassment in public places, and 35% of all women have experienced unwanted sexual touching. Only 11% of women reported that someone else intervened when they experienced unwanted sexual touching in a public place, while 81% said they would have liked someone to do so.

4.4 An online survey conducted by the National Union of Students (NUS)⁴, which sampled 2,156 university students, found that a third of students had experienced and witnessed inappropriate behaviour whilst at university: specifically, behaviours that were directly aimed towards them such as overtly sexual conversations, sexual comments and unwelcome sexual advances. Women were significantly more likely to experience this compared to men. Over half of students believed that female students were more vulnerable at university compared to men. Women were more likely not to report a negative experience because they felt no one would take them seriously, compared with male students who were more likely to say that the behaviour didn't need reporting.

4.5 A study conducted in 2014 by the European Union Agency for Fundamental Rights (FRA)⁵ continues to be relevant. Over 42,000 women across the 28 Member States of the European Union (EU) were surveyed, and it was found that up to 21% of women in the EU have experienced sexual harassment in the preceding 12 months. This included behaviours such as intrusive comments about their physical appearance that made them feel offended, and inappropriate staring or leering that made them feel intimidated. The figure for the UK was estimated to be as high as 25%. The FRA study suggested that 16% of women in the UK experienced the more serious forms of sexual harassment, such as unwelcome touching, hugging or kissing, and somebody sending or showing them sexually explicit pictures, photos, or gifts that made them feel offended. It was estimated that as many as 68% of women in the UK will experience sexual harassment in their lifetime. Those most likely to experience sexual harassment were young women, single or divorced, with relatively low levels of education. The perpetrators were usually male and often in a position of power compared with the person they are harassing. Research suggests that the perpetrator may also have low levels of self-control and self-monitoring behaviour, so do not always consider the effect of their behaviour on others⁶.

4.6 Studies such as the FRA research suggest that the increase of technology as a communication tool is changing the way that individuals experience sexual harassment. The FRA claim that at least one in ten women in the EU-28 countries have experienced 'cyberharassment'⁷ via technologies such as email, SMS and social networking sites, since the age of 15.

IN THE WORKPLACE

4.7 A recent study conducted by the UK Trades Union Congress (TUC)⁸ in 2016 found that 11% of the 1,533 women surveyed had heard colleagues making comments of a sexual nature about another woman or women in general, in front of them in the last 12 months. Six percent had experienced comments of a sexual nature about their body and/or clothes, and eight percent experienced unwelcome jokes of a sexual nature. Women aged 18-24 years were most likely to experience sexual harassment, and more likely to experience it by phone or email or en route to and from work. In 90% of cases, the person responsible was male and a colleague; however, in 22% of cases the perpetrator was their direct manager, another manager or someone else with direct authority over them. Eighty percent of those who experienced sexual harassment said it took place on work premises, although 14% reported that it had taken place at a work related social event.

4.8 Six percent of survey respondents to the TUC survey who said they experienced sexual harassment reported the unwanted sexual behaviour to their employer and felt it was taken seriously and dealt with. However, a further 7% reported it and felt that it was not dealt with satisfactorily. Sixteen percent of those who reported the behaviour to their employer felt that they were treated worse by them afterwards. The most common reason for not reporting sexual

3. <http://www.endviolenceagainstwomen.org.uk/parliamentary-committee-looks-at-sexual-harassment-of-women-and-girls-in-public-places>.

4. Stanton, J. (2014) Lad Culture & Sexism Survey: August-September 2014. National Union of Students.

5. European Union Agency for Fundamental Rights (2014) Violence against women: an EU-wide survey.

6. Hunt, C., Davidson, M., Fielden, S., & Hoel, H. (2007) Sexual harassment in the workplace: a literature review. Manchester Business School, University of Manchester & Equal Opportunities Commission.

7. 'Receiving unwanted, offensive, sexually explicit emails or SMS messages; inappropriate, offensive advances on social networking websites or in internet chat rooms.' FRA (2014).

8. Still just a bit of banter? Sexual Harassment in the workplace (2016) Trades Union Congress in association with Everyday Sexism Project.

harassment to their employer was because they thought there would be a negative impact on their relationships at work (28%), followed by 24% who did not think they would be believed or taken seriously. Other common responses to the behaviour included doing nothing (47%), and confiding in a colleague or friend at work (20%). The TUC argues that the first step in stamping out sexual harassment in the workplace is recognising the extent of the problem.

4.9 A survey of 6,206 UK adults⁹ conducted on behalf of the BBC found that 13% of those surveyed had experienced unwanted sexual behaviours at work in the previous 12 months ranging from unwelcome jokes or comments of a sexual nature to serious sexual assault. This figure increased to 21% for females, compared to 15% for males when looking at experiences less recent than the previous 12 month period. The study found that women aged 18-34 are most at risk of sexual harassment at work, with 43% having experienced it during their career.

4.10 According to the FRA study, just under a third of women who experienced sexual harassment in the preceding 12 months reported that the perpetrator was someone related to their employment, such as a colleague, boss or customer. EU women in the top management or professional occupational category were more likely to experience sexual harassment (75% and 74% respectively) than those who had never done paid work (41%). The FRA suggest that this could be a result of these professional women being exposed to a work environment where they are at increased risk of harassment, as well as the possibility that they are more alert to what constitutes sexual harassment. UK data suggests that 28% of women who are employed have experienced sexual harassment in the last 12 months however the highest figure was for those in education (40%).

4.11 Project 28-40¹⁰ collected data by surveying 23,000 women and 2,000 men across the UK workforce. Amongst female respondents, 12% said that they had experienced sexual harassment¹¹ in the workplace during the previous three years. Lesbian, Gay, Bisexual, and Transgender (LGBT) women, ethnic minority women and women with disabilities were more frequent targets. The highest figures were for bisexual women (19%) and females under 28 years old (18%). The research also found that women in sectors that typically employed more men experienced sexual harassment more frequently and often significantly above the 12% average. The Uniformed and Armed Services had the highest figure, with 23% of women claiming that they had been sexually harassed in the last 3 years.

4.12 In an attempt to better understand how sexual harassment is dealt with by employers, the Equality and Human Rights Commission (EHRC)¹² collected data from around 1,000 individuals and employers, gaining insight into what happened when individuals reported cases of sexual harassment and what they felt should be done to improve practice. Sexual harassment was defined as ‘unwanted conduct of a sexual nature, which is intended to, or has the effect of, violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them’. A survey of 750 individuals who had either experienced sexual harassment, or witnessed it or supported others, found that women were most likely to experience sexual harassment, with the most common perpetrator being a senior colleague. This reflected a power imbalance between the person being harassed and the perpetrator, with many individuals believing that senior colleagues were not challenged by HR departments or other colleagues because of their position of influence. Where the alleged perpetrator had decision-making power over the individual who had been harassed, fear of victimisation as a result of reporting was common.

4.13 Around half of respondents to the EHRC survey didn’t report their experience to anyone in the workplace; reasons for this included the view that the organisation wouldn’t take the issue seriously, that the alleged perpetrator would be protected, and lack of appropriate reporting procedures. Inexperienced, unsupportive managers were also seen as a barrier to reporting, with some cases of sexual harassment viewed as a problem that the individual, rather than the organisation, had to deal with. Around half of those who did report sexual harassment said that their employer took no action as a result; some tried to minimise the complaint or dismiss it as a misunderstanding. Where employers did take action, many survey respondents described it as unhelpful, with some saying that they were blamed for the harassment. Individuals reported being threatened that their career would suffer if they pursued their complaint, being disciplined or dismissed from their job, or being moved to a different role or department when the alleged perpetrator was left in their existing role.

4.14 The EHRC research also sought the perspective of employers, gathering evidence on how they prevent and respond to sexual harassment. Most employers said that sexual harassment was covered by a policy, usually a wider diversity and inclusion policy, with around two-thirds saying that they provided training on harassment to line managers. Less than a third of employers provided evidence that they evaluated the effectiveness of their

9. Sexual Harassment in the Workplace (2017) COMRES on behalf of the BBC.

10. Nawrockyi, K., Swiszcowski, L., Saunders, R., & Colquhoun-Alberts, T., (2014) Project 28-40, Opportunity Now & PwC.

11. Defined as ‘unwelcome comments of a sexual nature, unwanted physical contact or leering, asking for sexual favours, displaying offensive material such as posters, or sending offensive emails or texts of a sexual nature’.

12. Turning the tables: Ending sexual harassment at work (2018) Equality and Human Rights Commission.

policies by methods such as staff surveys. Policies for reporting sexual harassment also tended to be more general grievance policies, rather than specific to sexual harassment. Some employers adopted a more proactive approach, using methods such as anonymous reporting tools, training of individuals to support those who experience sexual harassment, and clear and consistent messaging from senior leaders. The research concludes that a change in workplace culture is needed, with employers taking more responsibility for preventing sexual harassment; this includes greater transparency about incidents of harassment and the policies in place to prevent them, and new laws to strengthen protection for harassment victims.

IN THE ARMED FORCES

4.15 Research suggests that sexual harassment often reflects an abuse of power where a person/people have greater power than others¹³; behaviour is more likely to be seen as harassment if there is a large power difference between the people involved. Sexual harassment is more prevalent in work situations where there is an unequal sex (gender) ratio and where there are large differentials between men and women. An authoritarian style of leadership where there is limited consultation with staff is particularly associated with sexual harassment. This suggests that the Armed Forces currently constitute an environment where sexual harassment may be more likely to occur. Along with an increased interest in understanding sexual harassment in the workplace, there has also been a corresponding increase in research within the military context over the last few years, with organisations across the world adopting a systematic approach to understanding the prevalence of sexual harassment within Defence, and actions to address it. Two large-scale studies come from the U.S. Department of Defense, and the Canadian Armed Forces.

4.16 The U.S. Department of Defense (DoD) defines sexual harassment as ‘unwelcome sexual advances, requests, or other sexualised behaviour that are pervasive enough to create a hostile work environment or that involve the threat/promise of employment-related punishments/rewards (i.e. ‘quid pro quo’)¹⁴. The DoD defines and responds to sexual harassment and sexual assault separately, although it is argued that there are behaviours that qualify as both, for example instances of sexual harassment involving non-consensual sexual contact. A recent paper¹⁵ argues that this area of overlap is likely to be greater in the military environment than in civilian contexts because the military ‘workplace’ often has broad boundaries; for example, during an operational deployment, work space and life space merge completely. It is also argued that rank and authority can facilitate coercive behaviour. This is substantiated by research that suggests that the prevalence of sexual harassment in the U.S. military is significantly higher than civilian contexts¹⁶. Factors which are specific to the military, such as lifestyle (high mobility, shared living accommodation, drinking alcohol), culture (attitudes towards women, hypermasculinity) and structure and policy (gender typing of military occupations, top-down hierarchical structure) may, in part, explain the prevalence.

4.17 The DoD have conducted congressionally-mandated gender relations surveys of active duty members since 1988. The most recent survey, the Workplace and Gender Relations Survey of Active Duty Members¹⁷ (2016), was adapted to include measures of sexual assault, sexual harassment and gender discrimination. The adopted definition of sexual harassment includes sexually hostile work environment (repeated unwelcome advances, language/jokes/behaviour of a sexual nature, or offensive physical conduct) and sexual quid pro quo (instances of job benefits or losses conditioned on sexual cooperation). The survey found that 21% of DoD female and 6% of DoD men experienced a sexually hostile work environment in the last 12 months, with 2% of women and 0.3% of men experiencing sexual quid pro quo. Overall, 21% of women and 6% of men experienced sexual harassment.

4.18 An independent review on sexual misconduct and sexual harassment in the Canadian Armed Forces (CAF) was undertaken¹⁸ in 2014. One of the key findings was a general sexualised culture within CAF that was hostile to many members, in particular women, and lesbian, gay, bisexual or transgender (LGBT) members. In response, the CAF developed an action plan, which included the design and implementation of a survey, to measure the experiences of its members. The Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF)¹⁹ adopts a broad definition of sexual misconduct which includes sexual assault (such as a sexual attack, unwanted touching) inappropriate sexual behaviours (verbal or non-verbal sexual communication, sexually explicit materials), and discriminatory behaviours (on the basis of sex, sexual orientation, gender identity).

13. Hunt, C., Davidson, M., Fielden, S., & Hoel, H. (2007) Sexual harassment in the workplace: a literature review. Manchester Business School, University of Manchester & Equal Opportunities Commission.

14. Department of Defense: Department of Defense Military Equal Opportunities (MEO) Program (Directive No. 1350.2). Washington, DC, Department of Defense 1995.

15. Stander, V. & Thomsen, C. (2016) Sexual Harassment and Assault in the U.S. Military: A Review of Policy and Research Trends. *Military Medicine*, 181, 1:20.

16. Antecol H., & Cobb-Clark, D. (2001) Men, women and sexual harassment in the U.S. military. *Gender Issues*. 19:3, 3-18.

17. Davis, L., Grifka, A., Williams, K., & Coffey, M. (2016) Workplace and Gender Relations Survey of Active Duty Members. Office of People Analytics (OPA). U.S. Department of Defense.

18. Deschamps, M. (2015) External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces.

19. Cotter, A. (2016) Sexual Misconduct in the Canadian Armed Forces. Statistics Canada.

4.19 The 2016 SSMCAF of over 44,000 Regular Force members found that around 1% of male and 5% of female members has experienced sexual assault in the last 12 months. Witnessing or experiencing sexualised behaviours in the workplace was common, with 79% stating they had experienced this in the last 12 months. Inappropriate verbal or non-verbal communication was the most frequently experienced behaviour (78%); specifically, sexual jokes (76%), inappropriate sexual comments (39%) and inappropriate discussions about sex life (34%) were frequently reported. Women were more likely than men to see, hear or experience sexualised behaviour (82% compared with 79%), as were junior non-commissioned members (81% compared to 76% for senior Officers). Seventeen percent of respondents said that they had experienced targeted sexualised behaviours. Ninety eight percent of behaviours occurred in the military workplace, and male peers were most likely to be responsible. Around a quarter of those who personally experienced sexualised behaviour said it ‘came to the attention’ of someone in authority. Of those who didn’t report the behaviour, the most common reason was believing the behaviour was not serious enough.

THE EFFECTS OF SEXUAL HARASSMENT

4.20 Sexual harassment has the potential to affect both individuals’ mental and physical wellbeing, with those who experience it suffering physical illness such as headaches, nausea, an inability to sleep and weight loss, as well as mental illnesses such as depression and anxiety. Individuals are likely to experience a loss of self-confidence, decreased self-esteem and morale, plus negative emotions such as shock, fear, and anger, as a result of being sexually harassed. The TUC study²⁰ found that 39% of respondents who experienced sexual harassment reported feeling embarrassed as a result of the experience, 15% felt less confident at work, and 13% either left their job or wanted to but couldn’t (because of financial or other factors). Evidence also suggests that men and women are likely to report different negative impacts of sexualised behaviour, with women more likely than men to report emotional impacts such as being annoyed, frustrated, and angry²¹. Those behaviours that were considered more offensive were likely to have a greater negative emotional impact on the individual experiencing them. Evidence suggests that long-term effects can be wide ranging and serious, especially for those experiencing multiple incidents²².

4.21 Those who had been sexually harassed also reported the experience having an effect on both job performance and job satisfaction, reporting a lack of commitment, poor performance, absenteeism and resignation as a result. Employees who see sexual harassment happening may develop negative assumptions about the organisation’s attitude to fairness and justice, perceiving an organisation that does not care about its employees, and may form incorrect opinions about what constitutes normal and acceptable behaviour at work²³. The professional and personal relationships with colleagues and superiors at work can also be negatively affected by sexual harassment and in particular, investigations of complaints can lead to a divide between staff²⁴. This in turn can increase the stress and negative consequences experienced by the person who made the report, increasing the risk of turnover intentions. The higher the incidence of sexual harassment in an organisation, the higher the turnover intentions²⁵. Sexual harassment can reduce organisational performance and damage public image, impacting on recruitment and public confidence.

20. Still just a bit of banter? Sexual Harassment in the workplace (2016) Trades Union Congress in association with Everyday Sexism Project.

21. Cotter, A. (2016) Sexual Misconduct in the Canadian Armed Forces. Statistics Canada.

22. Magley, V.J., Waldo, C.R., Drasgow, F., & Fitzgerald, L. (1999) The impact of sexual harassment on military personnel: is it the same for men and women? *Military Psychology*. 11(3), 283-302.

23. Lamertz, K. (2002) The social construction of fairness: social influences and sense making in organisations. *Journal of Organisational Behaviour*. 23.

24. Gregory, J. (2002) Picking up the pieces: how organisations manage the aftermath of harassment complaints’.

25. Barling, J. et al. (1996) ‘Prediction and replication of the organisational and personal consequences of workplace sexual harassment. *Journal of Managerial Psychology*. 1.

METHOD

5. DESIGN

5.1 Consistent with the 2015 research, this research adopted a two-fold approach to understanding sexual harassment in the Army, providing quantitative data on prevalence, and qualitative data to understand the 'lived experience' of Service personnel.

SURVEY

5.2 A revised survey was produced (Annex A), based on previous surveys conducted in 2006, 2009²⁶ and 2015²⁷. The original 2006 survey²⁸ was designed in conjunction with MoD psychologists who used the United States Department of Defense 1995 Sexual Harassment survey as a model. The US survey was adapted to suit the UK culture and to capture the requirements of the agreement with the Equal Opportunities Commission. It was designed to examine two types of harassment: separating out general behaviours, and whether survey respondents found these offensive, and specifically targeted unwelcome behaviours.

5.3 The 2018 survey was largely consistent with the 2015 survey, but updated to reflect current research on sexual harassment from the civilian and military literature. Surveys from other Defence forces, such as the Canadian Forces Workplace Harassment Survey (CFWHS)²⁹, were considered. The survey was reviewed against established, standardised measures of sexual harassment such as the Psychological Climate for Sexual Harassment Scale³⁰, and the U.S. Department of Defense (DoD) Sexual Experiences Questionnaire (SEQ-DoD)³¹. Items on leadership climate, based on the U.S DoD Workplace and Gender Relations Survey of Active Duty Members, were also included, to provide a better understanding of the existence of a sexualised culture in the Army.

5.4 The 2018 survey measured the following areas:

- a. **Section 1: Working Environment and Behaviour:** This section measures generalised and targeted sexualised behaviours and the extent to which Service personnel have experienced these at work in the previous 12 months. Service personnel were asked if they were offended by the behaviours and whether they thought the behaviours counted as sexual harassment. It also asked who was responsible for these behaviours and where they mainly occurred. Survey respondents were also asked whether they have had a particularly upsetting experience involving any of the behaviours over the previous 12 months. In addition to the question asked in 2015, the 2018 survey also asked participants directly if they had been sexually harassed, or had observed situations that they thought constituted sexual harassment. This allowed for an assessment of how well the list of targeted sexualised behaviours represent the definition of sexual harassment held by personnel. If the percentage of those who said they had been sexually harassed was similar to those who have experienced targeted sexualised behaviours, then it can be assumed that the definition used for the survey was appropriate.
- b. **Section 2: Your experience in the last 12 months:** This section was only completed by those who stated that they had a particularly upsetting experience involving targeted sexualised behaviours in the previous 12 months. It measured what types of behaviours were likely to constitute an upsetting experience, who was responsible and where the experience occurred. It also measured the impact on the individual, and how they managed the situation. Questions about the formal complaints process were also included.
- c. **Section 3: Preventing and Management:** This section was to be completed by all respondents, and measured the extent to which they believed the Army prevents and manages sexual harassment and supports those who believe they have been sexually harassed. It included questions about the extent to which the Chain of Command prevents or promotes a sexualised culture, and measured attitudes about specific awareness campaigns and training programmes introduced since the last survey.

26. Dietmann, A, Edwards, J. and Whitfield, M. (August 2009). Sexual Harassment: Servicewomen & Servicemen's Views 2009 Technical Report.

27. Armed Forces Sexual Harassment Survey (2015) MOD publication.

28. Rutherford, S. Schneider, R & Walmsley, A. (2006) Quantitative and Qualitative Research into Sexual Harassment in the Armed Forces.

29. Wright, J., Wang, Z. (2015) The Canadian Forces Workplace Harassment Survey. Cadet Organisations Administration and Training Service (COATS), Defence Research and Development Canada. Scientific report DRDC-RDDC-2015-R250.

30. Estrada, A., Olson, K., Harbke, C., & Berggren, A. (2011) Evaluating a Brief Scale for Measuring Psychological Climate for Sexual Harassment. *Military Psychology*. 23, 410-432.

31. Stark, S., Chernyshenko, O., Lancaster, A., Drasgow, F., & Fitzgerald, L. (2002) Towards a standardised measurement of sexual harassment: shortening the SEQ-DoD using item response theory. *Military Psychology*. 14(1) 49-72.

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FOCUS GROUPS

5.5 Questions for the focus groups were developed in line with the survey and aimed to explore Service personnel's attitudes towards sexual harassment in the Army rather than their personal experience. Participants were asked a series of 10 questions (see Annex B) aimed to understand the nature of sexual harassment in the Army, what Service personnel considered to be unacceptable behaviours in the workplace, and the extent to which they felt the Army prevents and manages sexual harassment. Their ideas were also sought on what else the Army could do, both in terms of prevention and management/support.

5.6 It is important to note that focus group data do not provide a representative view of Service personnel in general, but the view of a few individuals. Therefore, the findings cannot be assumed to translate to the Army in general, nor to the majority of Service personnel. However, the groups were designed to try to capture the views of a range of Service personnel to ensure the findings are applicable to the wider Army population.

6. PARTICIPANTS

SURVEY

6.1 The survey was administered to a randomly selected, stratified³² sample of Army Regular and Reserve Servicemen and Servicewomen. In line with previous research methodology, the survey was sent to a census³³ of Regular and Reserve Servicewomen (n³⁴=11,573), and a representative sample of Servicemen (n=10,831).

6.2 The rationale for sampling proportionally more Servicewomen than Servicemen is two-fold. Firstly, previous research suggests that Servicewomen are more likely to experience sexual harassment than Servicemen. Secondly, Servicewomen are significantly under-represented in the Army, constituting approximately 9% of the Regulars and 10% of the Reserves force. Therefore, conducting a census of Servicewomen increases the likelihood of Servicemen and Servicewomen being equally represented. The Reserve sample included the following employment types: Called Out Reservist, Full Time Reserve Service (FTRS), High Readiness Reserves, Non Regular Permanent Staff (NRPS), Volunteer Reserves, and Military Provost Guard Service (MPGS).

FOCUS GROUPS

6.3 A total of eight focus groups were conducted with Officers and Other Ranks (ORs), with four groups consisting of Servicewomen and four with Servicemen (total n=47). The groups were gender-specific to facilitate open discussion and to provide comparisons between Servicemen and Servicewomen. Participants in each group were of a similar rank to reduce any reluctance to be forthcoming in the discussion due to the presence of senior individuals. Each group contained up to ten participants from different units to reduce the chance of participants knowing each other and different cap badges/trades to get a broad view from across the Army. Participants were chosen from two key locations where there are a large numbers of Service personnel and multiple units. Participants from each unit were selected at random from those who were available on the day of the session.

6.4 Participants were contacted by letter at least 24 hours in advance of the focus group to invite them to attend. They were provided with a participant information sheet (see Annex C), which detailed what the session involved, and on arrival they were asked to sign a consent form agreeing to participate. Participation was voluntary and anonymous. The focus groups were held in classrooms that provided a private and safe environment to discuss the topic.

32. A stratified sample is made up of different 'layers' of the population. The sample size for each layer is proportional to the size of the 'layer'. Because the Army's population is considerably different according to rank, gender and type of Service (Regular and Reserve), the sample is stratified according to these factors.

33. A census involves sampling the entire population, rather than a proportion of it.

34. 'n' means count or total number.

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7. ETHICS

7.1 In line with Defence policy, full approval was given by the Ministry of Defence Research Ethics Committee (MoDREC) on 3 September 2013 (protocol no. 455/MODREC/13).

8. SURVEY RESPONSE RATES

8.1 Response rates for Regulars and Reserves are shown in Tables 4 and 5, broken down by gender and rank. In total, the survey was sent to 22,404 personnel and 4,713 surveys were returned, giving a response rate of 21%. The 2018 response rate is considerably lower than that achieved for the 2015 survey (30%) for all cohorts³⁵; further information on response rates for both the 2018 and the 2015 survey can be found in Annex C.

Table 4. Regular response rates

	Rank	Servicemen	Servicewomen	Total
Officers	Major or above (OF3+)	56%	55%	56%
	N	377	426	803
	Captain or below (OF1-2)	25%	32%	28%
	N	250	221	471
ORs	SNCO (OR6-9)	27%	38%	33%
	N	310	623	933
	JNCO (OR2-4)	6%	13%	10%
	N	223	573	796
Overall	Overall	18%	24%	22%
	N	1,160	1,843	3,003

N.B. The total column response rate refers to the response rate for that rank group regardless of gender.

Table 5. Reserve response rates

	Rank	Servicemen	Servicewomen	Total
Officers	Major or above (OF3+)	39%	41%	40%
	N	278	190	468
	Captain or below (OF1-2)	32%	19%	27%
	N	303	91	394
ORs	SNCO (OR6-9)	29%	35%	32%
	N	225	197	422
	JNCO (OR2-4)	8%	11%	9%
	N	156	270	426
Overall	Overall	22%	19%	20%
	N	962	748	1,710

N.B. The total column response rate refers to the response rate for that rank group regardless of gender.

35. Survey fatigue is a possible contributing factor to the decreased response rates.

9. SAMPLE DEMOGRAPHICS

9.1 The demographics of the respondents to the survey are as follows:

- a. 45% were Servicemen and 55% were Servicewomen.
- b. 64% were Regular personnel and 36% Reserve personnel.
- c. Officers made up almost half (47%) of the total sample of survey responses, with Lieutenant (Lt) to Captain (Capt) (OF1-2) making up the largest proportion at 35%. Junior soldiers (OR2-4) made up 18% of the sample.
- d. Overall, the sample of survey responses had an average age of 39 years, with average length of service of 17 years. Regular personnel had an average age of 35 years with 14 years' Service, compared to Reserves who had an average age of 41 years with 20 years' Service.
- e. The largest proportion of respondents were from the Adjutants Generals Corps Staff and Personnel Support (AGC SPS) and Royal Logistics Corps (RLC), contributing 16% and 15% of the sample respectively.
- f. 32% said they were of a different capbadge to the unit they work with.

10. ANALYSIS

SURVEY

10.1 Owing to the structure of the Army and the differences in response rates by rank and gender, it is difficult to ensure that the sample is an accurate representation of the population, which is important for some types of statistical analyses. Therefore, the data have been weighted according to gender, commitment type (Regular and Reserve) and rank to correct for any bias due to under or over-representation. Weighting the data, in effect, 'inflates' the sample proportionally so that the breakdown matches the population. All figures reported are weighted, but the total number of respondents for each question (n) is sometimes displayed in the tables to show the actual number of respondents who gave that answer³⁶. Consequently, using the n count and the overall response rate will not allow readers to manually calculate the percentages presented.

10.2 When extrapolating the data to the Army as a whole it is important to understand the extent to which the sample of survey responses reflects the population which is being studied. Response rates to the survey (see Table 4 and 5) varied significantly for different cohorts, and therefore the breakdown of the sample by each cohort (gender, rank and commitment type) does not match the breakdown of the population. Although the data have been weighted for each cohort to correct for non-response and over/under-representation, caution should be applied when interpreting the findings for some cohorts as reflective of the population. The data is considered representative³⁷ for the following cohorts: Servicemen, Servicewomen, Officers, ORs, Regular personnel and Reserve personnel. However, where the data is broken down further into more than four categories. (e.g. Senior Officer Servicemen) it cannot be assumed that the data is representative due to the low number of responses and caution should be applied when interpreting these figures. In these cases, significance testing was not conducted due to levels of confidence in the data; this does not mean the data is invalid, but rather it represents the views of those who completed the survey rather than the whole Army. Further detail on response rates, representativeness and the weightings applied to each cohort can be found in Annex C.

10.3 Where possible, this year's data are compared with previous data gathered in 2015 and analysis has been conducted to compare data between groups, including whether any differences found are statistically significant. Significance testing has been conducted where there is sufficient confidence in the data³⁸. Percentages and figures that are underlined indicate that there is a statistically significant difference between one percentage/figure and the other. Tables that do not show any figures underlined do not necessarily represent non-significant differences as comparisons between those groups may not have been possible.

36. The 'n' may vary for the same question due to the way the data is broken down. For example, the n may be higher when the table shows all responses to a question, and lower when the table shows responses by rank – this is because not every survey respondent who answered the question also told us their rank.

37. We can be 95% confident that if we surveyed the entire population, as opposed to just a sample, the findings would be the same (within a standard margin of error, known as a confidence interval).

38. Where confidence intervals are three or less: this suggests that we can be 95% confident that if we were to survey the whole population rather than just a sample, the figure for the population would be +/- 3% - if the figure for the sample was 40% we can be 95% confident that the score for the whole population would be between 37% and 43%.

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FOCUS GROUPS

10.4 The data were collated according to the question asked. A thematic analysis approach was used, which groups data together under common themes using a thematic framework developed in 2015. Comments were coded as a theme if an issue or topic recurred across focus groups. The results are presented in this report according to the question asked and the themes emerging. The data were analysed independently by two Occupational Psychologists to ensure reliability in the coding.

FINDINGS

11. WORKING ENVIRONMENT

HEADLINE SECTION FINDINGS

This section is about the working environment and the extent to which Service personnel have experienced generalised sexualised behaviours in the military workplace.

- Overall, the percentage of those experiencing generalised sexualised behaviours has decreased since 2015.
- The most common behaviour was sexual jokes and stories, with almost nine out of ten Service personnel saying that they experienced this in the military workplace in the preceding 12 months. The least experienced behaviour was being sent sexually explicit materials, consistent with 2015.
- The percentage of those who were offended by these behaviours was consistently lower than those who experienced them, although both Servicemen and Servicewomen were much more likely in 2018 than they were in 2015 to say they were offended.
- Servicemen were more likely than Servicewomen to be in situations where sexually explicit materials were displayed, used or sent, and where gestures or body language of a sexual nature was used.
- ORs were more likely than Officers to experience generalised sexualised behaviours.
- Overall, Regular personnel were more likely than Reserve personnel to experience generalised sexualised behaviours, and to be offended by them.
- Similar to 2015, men were most likely to be responsible for these behaviours, although both men and women were jointly responsible in almost half of situations.

GENERALISED SEXUALISED BEHAVIOURS

11.1 Service personnel were asked how often over the preceding 12 months they were in situations where male or female UK military personnel and/or civil servants around them had displayed sexualised behaviours. This may or may not have been directed at them personally. Those who answered 'sometimes' or 'a lot' to the question were asked if they found this behaviour offensive or not.

11.2 Overall, the percentage of those experiencing generalised sexualised behaviours had decreased since 2015 (Table 6), most notably for Servicewomen. The only exception to this is the percentage of Servicemen who said they have been in situations 'sometimes' or 'a lot' where sexually explicit materials were displayed, used or distributed, which has remained constant since 2015. However, generalised sexualised behaviours in the Army appear common, with most personnel experiencing them sometimes or a lot in the preceding 12 months.

11.3 Servicemen were more likely than Servicewomen to say that they had been in situations where gestures and body language of a sexual nature were used. Servicewomen were more likely than Servicemen to be told sexual jokes and stories.

11.4 Both Servicemen and Servicewomen were more likely in 2018 than they were in 2015 to find these behaviours offensive; the exception being the percentage of Servicewomen who were offended by sexually explicit language, which has decreased. Servicewomen were consistently more likely than Servicemen to find generalised sexualised behaviours offensive. However, the percentage of those who were offended by these behaviours is still significantly lower than those who experienced them.

Table 6. Percentage of Service personnel who had been in situations sometimes or a lot (Q8) by gender and year

Behaviour	Servicemen		Servicewomen	
	2018 %	2015 %	2018 %	2015 %
Told sexual jokes and stories	<u>85</u>	88	<u>89</u>	92
Did you find this offensive? Yes	<u>13</u>	11	<u>33</u>	27
Used sexually explicit language	<u>86</u>	88	<u>85</u>	88
Did you find this offensive? Yes	<u>17</u>	13	<u>35</u>	39
Displayed, used or distributed sexually explicit materials	42	42	<u>30</u>	36
Did you find this offensive? Yes	<u>18</u>	11	<u>45</u>	36
Made gestures or used body language of a sexual nature	<u>52</u>	53	<u>43</u>	54
Did you find this offensive? Yes	<u>16</u>	9	<u>44</u>	35

N.B. The percentage of those who found a behaviour offensive only include those who have experienced the behaviour 'sometimes' or 'a lot'.

11.5 ORs were consistently more likely than Officers to experience generalised sexualised behaviours. However, Officers were more likely than ORs to say that they found these behaviours offensive.

Table 7. Percentage of Service personnel who had been in situations sometimes or a lot (Q8) by rank

Behaviour	Officers %	ORs %
Told sexual jokes and stories	<u>79</u>	<u>87</u>
Did you find this offensive? Yes	<u>20</u>	<u>15</u>
Used sexually explicit language	<u>84</u>	<u>86</u>
Did you find this offensive? Yes	<u>24</u>	<u>18</u>
Displayed, used or distributed sexually explicit materials	<u>16</u>	<u>45</u>
Did you find this offensive? Yes	<u>29</u>	<u>19</u>
Made gestures or used body language of a sexual nature	<u>27</u>	<u>56</u>
Did you find this offensive? Yes	<u>24</u>	<u>18</u>

N.B. The percentage of those who found a behaviour offensive only include those who have experienced the behaviour 'sometimes' or 'a lot'.

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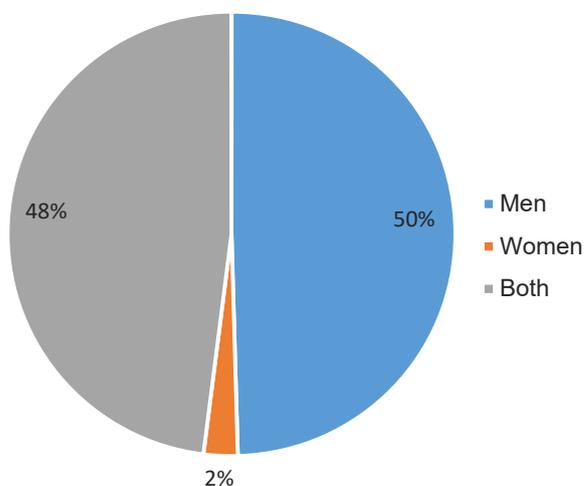
11.6 Regular personnel were more likely than Reserve personnel to experience generalised sexualised behaviours (Table 8). They were also more likely to be offended by them, the exception being sexually explicit materials, where Reserve personnel were more likely than Regular personnel to be offended.

Table 8. Percentage of Service personnel who had been in situations sometimes or a lot (Q8) by commitment type

Behaviour	Regular %	Reserve %
Told sexual jokes and stories	<u>88</u>	<u>79</u>
Did you find this offensive? Yes	16	15
Used sexually explicit language	<u>88</u>	<u>79</u>
Did you find this offensive? Yes	<u>20</u>	<u>18</u>
Displayed, used or distributed sexually explicit materials	<u>45</u>	<u>29</u>
Did you find this offensive? Yes	<u>19</u>	<u>23</u>
Made gestures or used body language of a sexual nature	<u>55</u>	<u>40</u>
Did you find this offensive? Yes	19	18

11.7 Those who indicated that they found any of the generalised sexualised behaviours offensive were asked if those responsible were: men, women, or both. Men were described as solely responsible for these behaviours in half of situations, whereas both men and women were responsible in 48% of situations (Figure 1). Women alone were less likely to be responsible in 2018 (2%) than they were in 2015 (5%).

Figure 1. Those mainly responsible for generalised sexualised behaviours (Q9)



12. PERSONAL EXPERIENCES OF SEXUALISED BEHAVIOURS

HEADLINE SECTION FINDINGS

This section is about personal experiences of sexualised behaviours and whether Service personnel have experienced behaviours directed at them specifically.

- The percentage of those experiencing targeted sexualised behaviours was lower than those experiencing generalised sexualised behaviours.
- Overall, Service personnel were less likely in 2018 than they were in 2015 to say they had experienced targeted sexualised behaviours.
- However, the percentage of those who said they were sent sexually explicit materials, or had experienced unwelcome attempts to establish a sexual or romantic relationship, had increased.

- Being sent sexually explicit materials is now the most commonly experienced type of targeted sexualised behaviour, along with unwelcome comments, experienced by a quarter of ORs and 7% of Officers.
- Servicewomen were most likely to experience unwelcome comments. Servicemen were most likely to experience being sent sexually explicit materials.
- In general, Servicewomen, ORs and Regular personnel were more likely than Servicemen, Officers, and Reserve personnel to experience targeted sexualised behaviours.
- Overall, the more senior personnel were in rank, the less likely they were to experience targeted sexualised behaviours.
- In most cases, men were solely responsible for the behaviours.
- The behaviours were most likely to occur in the workplace, at Service personnel's home base or training unit.

TARGETED SEXUALISED BEHAVIOURS

12.1 Targeted sexualised behaviours are those directed at a specific individual. Service personnel were asked if they had been in situations in the last 12 months involving behaviour of a sexual nature that were directed at them personally.

12.2 Overall, Service personnel were less likely in 2018 than they were in 2015 to say they had experienced these behaviours (Table 9). There were some exceptions: those saying that they had been sent sexually explicit materials had increased since 2015³⁹, as had those experiencing unwelcome attempts to establish a sexual or romantic relationship⁴⁰.

Table 9. Percentage of Service personnel who experienced targeted sexualised behaviours sometimes or a lot (Q10) by year

Behaviour	2018 %	2015 %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>22</u>	24
Made unwelcome attempts to talk to you about sexual matters	<u>16</u>	20
Sent you sexually explicit material ⁴¹	<u>22</u>	13
Made unwelcome gestures or used body language of a sexual nature that were directed at you	<u>9</u>	12
Made unwelcome attempts to touch you	6	6
Touched you in a way that made you feel uncomfortable	4	-
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	4	3
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1	1
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	1	1
Treated you badly for refusing to have sex with them	1	-
Intentionally touched you in a sexual way without your consent	4	-
Attempted to sexually assault you	2	-
Made a (<i>serious</i>) sexual assault on you	1	1
Raped you	<1	-

NB. Text in italics denotes an addition or change to the 2015 question. If a cell is blank then the question was not asked that year.

39. An increase in the use of social media, particularly Whatsapp messaging, may have impacted on the increased number of responses.

40. In 2017 this question (Q10g) was expanded to ask about attempts to establish a romantic relationship as well as a sexual relationship, which could have impacted on the increased number of responses.

41. It is important to note that this type of behaviour, unlike the other types of targeted sexualised behaviours, was not described as unwelcome; it is, therefore, possible that some Service personnel were proactive in this behaviour.

GENDER DIFFERENCES

12.3 Servicewomen were more likely than Servicemen to experience all but two types of targeted sexualised behaviours; Servicemen were more likely to be sent sexually explicit material and as likely to experience an attempted sexual assault, as Servicewomen (Table 10).

12.4 Being sent sexually explicit materials is now the most common behaviour experienced by Servicemen; in 2015 it was the third most common behaviour. The behaviour most commonly experienced by Servicewomen is unwelcome comments, consistent with 2015.

Table 10. Percentage of Service personnel who experienced targeted sexualised behaviours sometimes or a lot (Q10) by gender and year

Behaviour	Servicemen		Servicewomen	
	2018 %	2015 %	2018 %	2015 %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	21	22	<u>34</u>	39
Made unwelcome attempts to talk to you about sexual matters	<u>15</u>	19	<u>28</u>	33
Sent you sexually explicit material	<u>23</u>	14	9	6
Made unwelcome gestures or used body language of a sexual nature that were directed at you	<u>8</u>	11	18	19
Made unwelcome attempts to touch you	5	6	13	12
Touched you in a way that made you feel uncomfortable	3	-	13	-
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	3	2	<u>16</u>	10
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1	1	3	4
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	1	1	2	3
Treated you badly for refusing to have sex with them	1	-	4	-
Intentionally touched you in a sexual way without your consent	3	-	7	-
Attempted to sexually assault you	2	-	2	-
Made a (<i>serious</i>) sexual assault on you	1	1	2	2
Raped you	0	-	1	-

NB. Text in italics denotes an addition or change to the 2015 question. If a cell is blank then the question was not asked that year.

RANK DIFFERENCES

12.5 ORs were more likely than Officers to experience all types of targeted sexualised behaviours (Table 11). The most commonly experienced behaviours across all ranks is receiving unwelcome comments and being sent sexually explicit materials.

Table 11. Percentage of Service personnel who experienced targeted sexualised behaviours sometimes or a lot (Q10) by rank

Behaviour	Officers %	ORs %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>12</u>	<u>24</u>
Made unwelcome attempts to talk to you about sexual matters	<u>7</u>	<u>18</u>
Sent you sexually explicit material	<u>7</u>	<u>24</u>
Made unwelcome gestures or used body language of a sexual nature that were directed at you	<u>4</u>	<u>10</u>
Made unwelcome attempts to touch you	<u>2</u>	<u>7</u>
Touched you in a way that made you feel uncomfortable	<u>2</u>	<u>5</u>
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	3	4
Said or made you feel that you would be treated better in return for having a sexual relationship with them	<1	1
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	<1	1
Treated you badly for refusing to have sex with them	<1	1
Intentionally touched you in a sexual way without your consent	<u>1</u>	<u>4</u>
Attempted to sexually assault you	<1	2
Made a (<i>serious</i>) sexual assault on you	<1	1
Raped you	0	<1

DIFFERENCES BY COMMITMENT TYPE

12.6 Regular personnel were more likely than Reserve personnel to experience most types of targeted sexualised behaviours (Table 12). The most common behaviours experienced by both Regular and Reserve personnel were unwelcome comments and being sent sexually explicit materials.

Table 12. Percentage of Service personnel who experienced targeted sexualised behaviours sometimes or a lot (Q10) by commitment type

Behaviour	Regulars %	Reserves %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	25	15
Made unwelcome attempts to talk to you about sexual matters	18	12
Sent you sexually explicit material	25	12
Made unwelcome gestures or used body language of a sexual nature that were directed at you	10	6
Made unwelcome attempts to touch you	7	4
Touched you in a way that made you feel uncomfortable	5	3
Made unwelcome attempts to establish a sexual (or romantic) relationship despite your discouragement	4	3
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1	1
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	<1	1
Treated you badly for refusing to have sex with them	<1	1
Intentionally touched you in a sexual way without your consent	4	2
Attempted to sexually assault you	1	1
Made a (serious) sexual assault on you	<1	<1
Raped you	<1	0

GENDER AND RANK DIFFERENCES

12.7 Table 13 shows the percentage of those who experienced targeted sexualised behaviour by rank and gender. Overall, the more senior personnel were in rank, the less likely they were to experience targeted sexualised behaviours. This is particularly noteworthy for Servicewomen.

Table 13. Percentage of Service personnel who experienced targeted sexualised behaviours (Q10) by gender and rank

A. Made unwelcome comments about your appearance, body or sexual activities			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	6	19	8
Junior Officers (OF1-OF2)	14	31	16
Senior Soldiers (OR6-OR9)	14	32	15
Junior Soldiers (OR2-OR4)	26	38	28

B. Made unwelcome attempts to talk to you about sexual matters			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	4	11	5
Junior Officers (OF1-OF2)	9	19	10
Senior Soldiers (OR6-OR9)	8	23	9
Junior Soldiers (OR2-OR4)	20	34	21
C. Sent you sexually explicit materials			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	3	3	3
Junior Officers (OF1-OF2)	13	7	12
Senior Soldiers (OR6-OR9)	16	6	16
Junior Soldiers (OR2-OR4)	29	12	27
D. Made unwelcome gestures or body language of a sexual nature that were directed at you			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	2	9	3
Junior Officers (OF1-OF2)	4	14	5
Senior Soldiers (OR6-OR9)	4	15	5
Junior Soldiers (OR2-OR4)	11	21	12
E. Made unwelcome attempts to touch you			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	1	6	1
Junior Officers (OF1-OF2)	1	11	2
Senior Soldiers (OR6-OR9)	2	8	2
Junior Soldiers (OR2-OR4)	8	16	8
F. Touched you in a way that made you feel uncomfortable			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	1	7	2
Junior Officers (OF1-OF2)	1	10	2
Senior Soldiers (OR6-OR9)	2	8	2
Junior Soldiers (OR2-OR4)	4	15	5

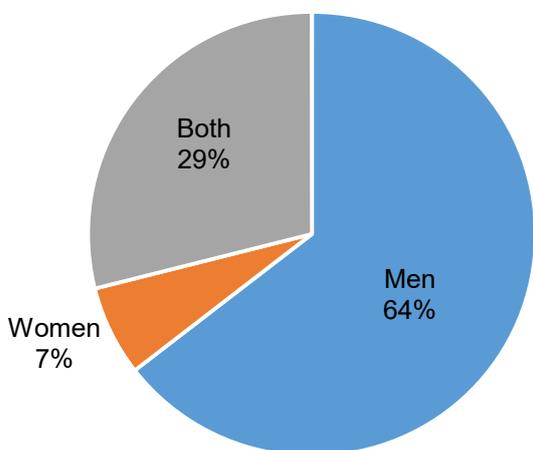
G. Made unwelcome attempts to establish a sexual relationship despite your discouragement			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	1	6	2
Junior Officers (OF1-OF2)	2	15	4
Senior Soldiers (OR6-OR9)	1	11	2
Junior Soldiers (OR2-OR4)	3	19	5
H. Said or made you feel you would be treated better in return for having a sexual relationship with them			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	1	<1
Junior Officers (OF1-OF2)	0	3	<1
Senior Soldiers (OR6-OR9)	<1	3	1
Junior Soldiers (OR2-OR4)	1	4	1
I. Said or made you feel you would be treated worse in return for having a sexual relationship with them			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	1	<1
Junior Officers (OF1-OF2)	<1	1	<1
Senior Soldiers (OR6-OR9)	<1	2	<1
Junior Soldiers (OR2-OR4)	1	3	1
J. Treated you badly for refusing to have sex with them			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	1	<1
Junior Officers (OF1-OF2)	0	2	<1
Senior Soldiers (OR6-OR9)	<1	2	<1
Junior Soldiers (OR2-OR4)	1	5	1
K. Intentionally touched you in a sexual way without your consent			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	<1	3	1
Junior Officers (OF1-OF2)	1	5	1
Senior Soldiers (OR6-OR9)	<1	4	1
Junior Soldiers (OR2-OR4)	5	8	5

L. Attempted to sexually assault you			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	<1	0
Junior Officers (OF1-OF2)	0	1	<1
Senior Soldiers (OR6-OR9)	1	2	1
Junior Soldiers (OR2-OR4)	2	3	2
M. Made a serious sexual assault on you			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	0	0
Junior Officers (OF1-OF2)	0	1	<1
Senior Soldiers (OR6-OR9)	0	1	<1
Junior Soldiers (OR2-OR4)	1	2	1
N. Raped you			
Rank	Servicemen %	Servicewomen %	Total %
Senior Officers (OF3+)	0	0	0
Junior Officers (OF1-OF2)	0	<1	0
Senior Soldiers (OR6-OR9)	<1	<1	<1
Junior Soldiers (OR2-OR4)	0	1	<1

WHO WAS RESPONSIBLE

12.8 Those who answered ‘sometimes’ or ‘a lot’ to experiencing targeted sexualised behaviours were asked who was mainly responsible. Compared with generalised sexualised behaviours, both men and women were more likely to be jointly responsible (Figure 2).

Figure 2. Person mainly responsible for targeted sexualised behaviours (Q11)



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WHERE IT OCCURS

12.9 Those that answered 'sometimes' or 'a lot' to experiencing targeted sexualised behaviours were asked where they mainly happened. The majority occurred in the workplace or shared area at personnel's military home base or training unit. Five percent of cases occurred overseas or when deployed, and nine percent in a civilian location.

Table 14. Where targeted sexualised behaviours mainly happened (Q12)

Where behaviours mainly happened	%
In the workplace at my military home base or training unit	60
In a shared area at my military home base or training unit	12
In a private area	7
In my workplace when I was deployed/overseas	3
In a communal area when I was deployed/overseas	2
At a civilian location when I was on duty	1
At a civilian location when I was off duty	8

NB. Excludes those who ticked 'N/A'.

13. WHAT SEXUAL HARASSMENT LOOKS LIKE IN THE ARMY

HEADLINE SECTION FINDINGS

This section is about Service personnel's perception of what types of behaviours count as sexual harassment.

- Overall, at least seven in ten Service personnel thought that targeted sexualised behaviours count as sexual harassment.
- Since 2015, the percentage of Service personnel who thought targeted sexualised behaviours count as sexual harassment has increased significantly. This is consistent across gender, rank and commitment type.
- Servicewomen, Officers, and Reserve personnel were more likely than Servicemen, ORs and Regulars to think these behaviours count as sexual harassment.
- As the severity of the behaviour increases, the higher the percentage of Service personnel who thought it counts as sexual harassment, regardless of gender, rank and commitment type.
- The percentage of those who, when asked directly if they had experienced sexual harassment in the previous 12 months was consistent with the percentage of those who had an upsetting experience involving targeted sexualised behaviours (see section 14). This suggests that the types of behaviours included in the survey provided an appropriate definition of sexual harassment.
- Excluding those who said they had experienced sexual harassment, a further five percent of Servicemen and six percent of Servicewomen had observed a situation that they thought was sexual harassment.
- Overall, 8% of Servicemen and 21% of Servicewomen had either experienced sexual harassment or observed a situation that they thought was sexual harassment in the last 12 months.
- When asked why sexual harassment happens in the Army, the most common factors suggested by focus group participants were the unequal ratio of men to women, the rank structure, and old-fashioned attitudes held by some personnel.

SEXUALISED BEHAVIOURS

13.1 Survey respondents were asked, regardless of whether they have experienced them or not, if they thought targeted sexualised behaviours count as sexual harassment (Table 15).

13.2 Both Servicemen and Servicewomen were more likely in 2018 than they were in 2015 to think that all the behaviours count as sexual harassment (Table 15). The opinions of Servicemen and Servicewomen also appeared to be more similar to each other in 2018 than they were in 2015, although Servicewomen were still more likely than Servicemen to think these behaviours count as sexual harassment.

Table 15. Percentage of Service personnel who thought targeted sexualised behaviours count as sexual harassment (Q13) by gender and year

Behaviour	Servicemen		Servicewomen	
	2018 %	2015 %	2018 %	2015 %
Unwelcome comments (e.g. about appearance, body or sexual activities)	<u>71</u>	53	<u>74</u>	57
Unwelcome attempts to talk to someone about sexual matters	<u>73</u>	54	<u>77</u>	60
Sending sexually explicit material	<u>76</u>	57	<u>87</u>	67
Unwelcome gestures or used body language of a sexual nature	<u>78</u>	62	<u>82</u>	70
Unwelcome attempts to touch someone	<u>89</u>	70	<u>93</u>	79
Touching someone in a way that made them feel uncomfortable	89	-	92	-
Unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite discouragement	<u>89</u>	71	<u>90</u>	77
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	<u>90</u>	71	<u>93</u>	78
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	<u>91</u>	71	<u>92</u>	79
Treating someone badly for refusing to have sex with them	91	-	91	-
Intentionally touching someone in a sexual way without their consent	92	-	95	-
Making (<i>attempting</i>) to sexually assault someone	<u>93</u>	73	<u>95</u>	79

13.3 Officers were consistently more likely than ORs to think targeted sexualised behaviour counts as sexual harassment. Compared with 2015, both Officers and ORs were more likely to think the behaviours count as sexual harassment. This is particularly noteworthy for ORs, where there was, on average, a 19 percentage point increase.

Table 16. Percentage of Service personnel who thought targeted sexualised behaviours count as sexual harassment (Q13) by rank and year

Behaviour	Officers		OR's	
	2018 %	2015 %	2018 %	2015 %
Unwelcome comments (e.g. about appearance, body or sexual activities)	<u>82</u>	66	<u>69</u>	51
Unwelcome attempts to talk to someone about sexual matters	<u>88</u>	72	<u>71</u>	51
Sending sexually explicit material	<u>91</u>	73	<u>74</u>	55
Unwelcome gestures or used body language of a sexual nature	<u>90</u>	78	<u>77</u>	59
Unwelcome attempts to touch someone	<u>96</u>	84	<u>88</u>	69
Touching someone in a way that made them feel uncomfortable	94	-	88	-
Unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite discouragement	<u>95</u>	85	<u>88</u>	69
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	<u>97</u>	86	<u>89</u>	69
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	<u>98</u>	86	<u>89</u>	69
Treating someone badly for refusing to have sex with them	96	-	90	-
Intentionally touching someone in a sexual way without their consent	97	-	91	-
Making (<i>attempting</i>) to sexually assault someone	<u>97</u>	87	<u>93</u>	71

13.4 Reserves were more likely than Regular personnel to think that targeted sexualised behaviour counts as sexual harassment (Table 17). Both Regular and Reserve personnel were more likely in 2018 than they were in 2015 to think this.

13.5 As the severity of the behaviour increases, so did the percentage of personnel who thought it counted as sexual harassment. This is consistent across genders, ranks and commitment types.

Table 17. Percentage of Service personnel who thought targeted sexualised behaviours count as sexual harassment (Q13) by commitment type and year

Behaviour	Regular		Reserve	
	2018 %	2015 %	2018 %	2015 %
Unwelcome comments (e.g. about appearance, body or sexual activities)	70	53	74	55
Unwelcome attempts to talk to someone about sexual matters	71	54	82	57
Sending sexually explicit material	75	57	82	60
Unwelcome gestures or used body language of a sexual nature	77	62	83	64
Unwelcome attempts to touch someone	88	71	92	73
Touching someone in a way that made them feel uncomfortable	89	-	90	-
Unwelcome attempts to establish a sexual (or romantic) relationship despite discouragement	89	71	90	73
Saying or making someone feel that they would be treated better in return for having a sexual relationship with them	91	71	91	73
Saying or making someone feel that they would be treated worse if they did not have a sexual relationship with them	91	71	91	74
Treating someone badly for refusing to have sex with them	90	-	92	-
Intentionally touching someone in a sexual way without their consent	92	-	94	-
Making (attempting) to sexually assault someone	93	74	94	74

DEFINING SEXUAL HARASSMENT

13.6 As well as being asked about their experiences of specific sexualised behaviours, to enable an estimate of prevalence to be based on personal experience, the 2018 survey asked respondents directly if they had experienced sexual harassment at work in the last 12 months (Q14). This would provide a better understanding of the extent to which the list of targeted sexualised behaviours included in the survey accurately represents the definition of sexual harassment as perceived by Service personnel.

13.7 Overall, the percentage of Servicemen and Servicewomen who said that they had experienced sexual harassment in the last 12 months was consistent with the percentage of those who said that they had an upsetting experience involving targeted sexualised behaviours in the last 12 months (see Table 20 in section 14). A more detailed analysis of those who had an upsetting experience is provided in the following section of this report.

Table 18. Percentage of Service personnel who thought they had experienced sexual harassment in the last 12 months (Q14) by gender

Experienced sexual harassment	Yes %	No %	Not sure %
Servicemen	3	94	3
Servicewomen	15	80	5
Total	5	92	3

13.8 This suggests that whilst the list of targeted sexualised behaviours provide an appropriate and comprehensive way of defining the potential for these to be considered sexual harassment, the recipient must also feel upset in order for them to consider it to be sexual harassment.

13.9 Personnel were also asked if they had observed a situation in the last 12 months that they thought was sexual harassment. Excluding those who said that they had personally experienced sexual harassment in the last 12

months⁴², a further 5% of Servicemen and 6% of Servicewomen said 'yes'. Servicewomen and Regular personnel were more likely than Servicemen and Reserve personnel to say this.

Table 19. Percentage of Service personnel who observed a situation that they thought was sexual harassment in the last 12 months (Q15) by gender, rank and commitment type

Rank	Servicemen		Servicewomen		Total %
	Regular %	Reserve %	Regular %	Reserve %	
Senior Officers (OF3+)	4	3	4	3	4
Junior Officers (OF1-OF2)	6	5	6	6	5
Senior Soldiers (OR6-OR9)	5	3	6	7	5
Junior Soldiers (OR2-OR4)	5	4	7	7	5
Total	5	4	6	6	5

N.B Excludes those who said that they had experienced sexual harassment in the last 12 months (Q14).

13.10 Overall, 8% of Servicemen and 21% of Servicewomen thought that they had either experienced sexual harassment or observed a situation that they thought was sexual harassment, in the previous 12 months.

TYPES OF BEHAVIOURS

WHAT IS SEXUAL HARASSMENT

13.11 In the focus groups, Service personnel were asked what types of behaviours they felt constituted sexual harassment. In general, Service personnel thought that sexual harassment could be verbal, such as comments, or physical, such as touching someone or making inappropriate gestures. A common theme was that of banter, where Service personnel said that often jokes were taken too far to the point that they stopped being funny and caused offence to an individual. The behaviour could be direct or indirect, but was considered sexual harassment by both Servicemen and Servicewomen if it had the impact or effect of upsetting, hurting or offending the recipient, regardless of how it was intended. It was suggested that behaviour could be considered sexual harassment if it was unwanted but also persistent. Servicemen were more likely than Servicewomen to talk about same sex sexual harassment, and the fact that 'victims' could be male as well as female.

GOING TOO FAR

13.12 In order to understand more about what kinds of behaviours were tolerated by Service personnel, they were also asked what behaviours were 'going too far'. Although around half of Service personnel felt that this could be anything that was inappropriate or made someone feel uncomfortable, there was a strong theme that behaviour crossed the line when someone was singled out, and a strong theme that touching someone was unacceptable. Another common theme, particularly for Servicewomen, was of behaviour in a social setting such as mess functions, where individuals were socialising with work colleagues. Alcohol, and the 'blend of work and home life', was mentioned in all but one focus group. This was often described as facilitating unwanted behaviour, particularly behaviour that wouldn't normally be displayed or tolerated in the workplace. Servicewomen in particular, felt that the way they reacted to this behaviour was different compared to if they were in the workplace, with many stating that they didn't want to make a big deal out of it or that they felt it was difficult to challenge the behaviour as they would be labelled 'stuck up' and not able to have fun.

SOCIAL MEDIA

13.13 Social media such as Facebook and Whatsapp, was a common theme, particularly for Servicewomen; this was described as a way in which Service personnel received unwanted sexual attention from colleagues. Some Servicewomen, particularly at the junior ranks, reported receiving unwanted messages and inappropriate materials, such as pornographic photos, from colleagues, and it was suggested that these methods provide a much easier way for certain types of harassment to occur.

42. To provide an understanding of the percentage of personnel who had observed sexual harassment but not experienced it.

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14. PARTICULARLY UPSETTING EXPERIENCES

HEADLINE SECTION FINDINGS

This section is about an experience in the last 12 months involving targeted sexualised behaviours that Service personnel found particularly upsetting. It explores the types of behaviours involved, who was responsible, and when and where it occurred.

- The overall percentage of Service personnel who had an upsetting experience has remained unchanged since 2015. However, this figure has increased from 13% to 15% for both Regular and Reserve Servicewomen
- Junior-ranking Officers and ORs were more likely than their senior counterparts to have an upsetting experience.
- In most cases, the behaviour/s involved in the upsetting experience were unwelcome comments, touching someone in a way that made them feel uncomfortable and unwelcome attempts to talk about sexual matters.
- Servicewomen were most likely to experience unwelcome comments and unwelcome attempts to talk to them about sexual matters.
- Servicemen were most likely to experience unwelcome comments and being touched in a way that made them feel uncomfortable.
- Servicemen were more likely than Servicewomen to experience being touched in a way that made them feel uncomfortable.
- In the majority of cases, the person responsible for the upsetting experience was a male JNCO.
- In around a third of cases (31%) the person responsible was a work colleague, followed by a line manager or other senior person (23%).
- The upsetting experience was most likely to be a one-off incident, although a significant proportion of cases (23%) lasted for more than six months.
- Over half (57%) of upsetting experiences happened in the workplace.
- In around a third of cases (31%) alcohol was involved.
- A lack of clarity on what is, and what is not, acceptable behaviour, along with negative attitudes towards women or those with certain personal characteristics, were the most common reasons given for why the upsetting experience occurred.

AN UPSETTING EXPERIENCE

14.1 Service personnel were asked if they had an experience in the last 12 months involving any of the targeted sexualised behaviours which made them feel particularly upset. The proportion of those who had, compared to those who hadn't, had increased since 2015 for Servicewomen. Servicewomen were more likely than Servicemen to have an upsetting experience, consistent with 2015.

Table 20. Percentage of Service personnel who had a particularly upsetting experience in the last 12 months (Q16) by year

Overall response		
2018	2015	2009
4% (n=363)	4% (n=506)	2% (n=359)

14.2 Although the percentage of Servicemen who said they had an upsetting experience has remained largely stable since 2009, this figure has been steadily increasing for Servicewomen.

Table 21. Percentage of Service personnel who had a particularly upsetting experience in the last 12 months (Q16) by gender and year

Servicemen		
2018	2015	2009
2% (n=36)	3% (n=64)	2% (n=26)
Servicewomen		
2018	2015	2009
15% (n=326)	13% (n=441)	8% (n=416)

14.3 Both Regular and Reserve Servicewomen across all ranks were more likely than their male counterparts to have an upsetting experience. Both Regular and Reserve Servicewomen were more likely in 2018 than they were in 2015 to have an upsetting experience.

Table 22. Percentage of Service personnel who had a particularly upsetting experience in the last 12 months (Q16) by commitment type and year

Regular			
Servicemen		Servicewomen	
2018	2015	2018	2015
3% (n=22)	3% (n=47)	16% (n=245)	14% (n=334)
Reserve			
Servicemen		Servicewomen	
2018	2015	2018	2015
2% (n=14)	2% (n=17)	13% (n=79)	11% (n=107)

N.B Data not available for 2009 as Reserves were not included in the sample

14.4 Junior ranking Officers and ORs were more likely than senior personnel to have an upsetting experience; this is particularly noteworthy for Servicewomen. ORs overall were more likely than Officers to have an upsetting experience.

Table 23. Percentage of Service personnel who had a particularly upsetting experience in the last 12 months (Q16) by gender and rank

Rank	Servicemen		Servicewomen		Total %
	Regular %	Reserve %	Regular %	Reserve %	
Senior Officers (OF3+)	1	2	8	5	2
Junior Officers (OF1-OF2)	2	2	17	7	3
Senior Soldiers (OR6-OR9)	2	<1	11	9	2
Junior Soldiers (OR2-OR4)	3	3	18	17	5
Total	3	2	16	13	

TYPES OF BEHAVIOURS EXPERIENCED

14.5 Overall, the most common behaviour involved in the upsetting experience was unwelcome comments, followed by touching someone in a way that made them feel uncomfortable, and unwelcome attempts to talk about sexual matters. This is consistent with 2015.

Table 24. Behaviour involved in the upsetting experience (Q17)

Behaviour	Total %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	74
Made unwelcome attempts to talk to you about sexual matters	41
Sent you sexually explicit material	16
Made unwelcome gestures or used body language of a sexual nature that were directed at you	18
Made unwelcome attempts to touch you	39
Touched you in a way that made you feel uncomfortable	45
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	23
Said or made you feel that you would be treated better in return for having a sexual relationship with them	8
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	7
Treated you badly for refusing to have sex with them	8
Intentionally touched you in a sexual way without your consent	12
Attempted to sexually assault you	7
Made a (<i>serious</i>) sexual assault on you	5
Raped you	2

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). The figures represent the percentage of respondents who said that each behaviour was involved; respondents could tick more than one behaviour therefore the fields will not total 100%. N=363.

14.6 Servicewomen were most likely to experience unwelcome comments and unwelcome attempts to talk to them about sexual matters. Servicemen were most likely to experience unwelcome comments and being touched in a way that made them feel uncomfortable (Table 25).

14.7 Servicemen were more likely than Servicewomen to experience unwelcome comments, being sent sexually explicit materials, unwelcome attempts to touch them and being touched in a way that made them feel uncomfortable.

14.8 The most notable differences between Servicemen and Servicewomen were being touched in a way that made them feel uncomfortable, where Servicemen were more likely to experience this, and unwelcome gestures or body language of a sexual nature, where Servicewomen were likely to experience this.

14.9 Over two-thirds of the upsetting experiences involved more than one of the behaviours.

Table 25. Behaviour involved in the upsetting experience (Q17) by gender and year

Behaviour	Servicemen		Servicewomen	
	2018 %	2015 %	2018 %	2015 %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>75</u>	63	<u>73</u>	69
Made unwelcome attempts to talk to you about sexual matters	<u>37</u>	32	<u>48</u>	45
Sent you sexually explicit material	<u>19</u>	8	<u>12</u>	10
Made unwelcome gestures or used body language of a sexual nature that were directed at you	<u>11</u>	16	<u>28</u>	33
Made unwelcome attempts to touch you	<u>40</u>	33	<u>38</u>	36
Touched you in a way that made you feel uncomfortable	52	-	35	-
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	<u>20</u>	16	<u>28</u>	26
Said or made you feel that you would be treated better in return for having a sexual relationship with them	<u>8</u>	5	<u>9</u>	10
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	<u>5</u>	2	<u>9</u>	7
Treated you badly for refusing to have sex with them	4	-	13	-
Intentionally touched you in a sexual way without your consent	6	-	20	-
Attempted to sexually assault you	6	-	9	-
Made a (<i>serious</i>) sexual assault on you	4	4	8	10
Raped you	>1	-	3	-

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). The figures represent the percentage of respondents who said that each behaviour was involved; respondents could tick more than one behaviour therefore the fields will not total 100%.

14.10 The most common behaviour involved in the upsetting experience for both Regular and Reserve personnel was unwelcome comments. Reserve personnel were more likely than Regular personnel to say that this behaviour was involved.

Table 26. Behaviour involved in the upsetting experience (Q17) by commitment type

Behaviour	Regulars %	Reserves %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<u>72</u>	<u>82</u>
Made unwelcome attempts to talk to you about sexual matters	<u>38</u>	<u>50</u>
Sent you sexually explicit material	<u>14</u>	<u>24</u>
Made unwelcome gestures or used body language of a sexual nature that were directed at you	<u>13</u>	<u>33</u>
Made unwelcome attempts to touch you	<u>36</u>	<u>49</u>
Touched you in a way that made you feel uncomfortable	45	45
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	<u>21</u>	<u>32</u>
Said or made you feel that you would be treated better in return for having a sexual relationship with them	<u>3</u>	<u>23</u>
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	<u>5</u>	<u>12</u>
Treated you badly for refusing to have sex with them	<u>5</u>	<u>16</u>
Intentionally touched you in a sexual way without your consent	<u>9</u>	<u>19</u>
Attempted to sexually assault you	<u>6</u>	<u>13</u>
Made a (<i>serious</i>) sexual assault on you	<u>3</u>	<u>12</u>
Raped you	2	1

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). The figures represent the percentage of respondents who said that each behaviour was involved; respondents could tick more than one behaviour therefore the fields will not total 100%.

14.11 ORs were more likely than Officers to say that most of the behaviours were involved in the upsetting experience; this is most notable with unwelcome comments, unwelcome attempts to touch them and actual touching (Table 27).

Table 27. Behaviour involved in the upsetting experience (Q17) by rank

Behaviour	Officers %	ORs %
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	49	78
Made unwelcome attempts to talk to you about sexual matters	45	40
Sent you sexually explicit material	17	16
Made unwelcome gestures or used body language of a sexual nature that were directed at you	17	18
Made unwelcome attempts to touch you	9	43
Touched you in a way that made you feel uncomfortable	14	49
Made unwelcome attempts to establish a sexual (<i>or romantic</i>) relationship despite your discouragement	17	24
Said or made you feel that you would be treated better in return for having a sexual relationship with them	1	9
Said or made you feel that you would be treated worse if you did not have a sexual relationship with them	6	7
Treated you badly for refusing to have sex with them	<1	8
Intentionally touched you in a sexual way without your consent	7	12
Attempted to sexually assault you	3	8
Made a (<i>serious</i>) sexual assault on you	1	6
Raped you	1	2

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). The figures represent the percentage of respondents who said that each behaviour was involved; respondents could tick more than one behaviour therefore the fields will not total 100%.

PEOPLE INVOLVED

14.12 Those who had an upsetting experience were asked who was responsible. If more than one person was involved, they were asked to pick the person who had the greatest effect on them. In 56% of cases the person responsible was a junior soldier (Private and JNCO/OR2-4).

Table 28. Rank of person responsible for the upsetting experience (Q18)

Rank	Responsible %
Major or above	11
Captain or below	7
Warrant Officer	11
SNCO	14
JNCO	39
Private	17

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

14.13 In 95% of all upsetting experiences the person responsible was male. Although males were most likely to be responsible for the upsetting experience for both Servicemen and Servicewomen, a higher percentage of Servicemen than Servicewomen said a female was responsible.

Table 29. Gender of person responsible for upsetting experience (Q19) by gender

	Experienced by Servicemen %	Experienced by Servicewomen %
Male responsible %	92	98
Female responsible %	8	2

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

14.14 In around a third of cases (31%) the person responsible for this upsetting experience was a work colleague, and in almost a quarter of cases (23%) the person responsible was a line manager or another person senior to the recipient.

Table 30. Person responsible for the upsetting experience (Q20)

Person responsible for the upsetting experience	%
Work colleague	31
Line manager	4
Other person senior to you	19
Instructor/trainer	4
Someone junior to you	13
Other person at your unit	20
Other	9

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

14.15 Those who had an upsetting experience were asked how many other people were responsible (besides the person who had the greatest effect on them). Responses ranged from zero to 10, with the most common being one other person (in 53% of cases).

14.16 In the majority of cases, the upsetting experience was a one-off incident, although almost a quarter of cases lasted for six months or more. This is largely consistent with 2015.

Table 31. How long the upsetting experience went on for (Q22)

How long the upsetting experience went on for	%
A one-off incident	47
A week	10
A month	4
2-3 months	12
4-6 months	5
Over 6 months	23

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

14.17 The majority of upsetting experiences happened in the workplace, at personnel's military home base on training unit. One in ten experiences happened whilst deployed or overseas, and nine percent in a civilian location.

Table 32. Where the upsetting experience mainly happened (Q23)

Where upsetting experience mainly happened	%
In the workplace at my military home base or training unit	57
In a shared area at my military home base or training unit	9
In a private area	8
In my workplace when I was deployed/overseas	2
In a shared area when I was deployed/overseas	8
At a civilian location when I was on duty	5
At a civilian location when I was off duty	4
Other	6

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). Excludes those who ticked 'N/A'.

14.18 Those who had an upsetting experience were asked if they, or the main person responsible, had been drinking alcohol or taking drugs before the incident. In just under a third of cases, alcohol was involved. There were no cases where drugs were involved.

Table 33. Percentage of upsetting experiences where alcohol and/or drugs were involved (Q24)

	Me %	Person responsible %	Both %
Alcohol	1	11	19
Drugs	0	0	0

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

REASONS WHY THE UPSETTING EXPERIENCE OCCURRED

14.19 Service personnel were asked what they thought was the reason behind the upsetting experience. This question was not designed to attempt to attribute blame but to understand how the behaviour was interpreted from the perspective of the recipient. A coding framework, developed as part of the 2015 Sexual Harassment study, was used to analyse responses thematically. Although the themes emerging from this year's data were largely consistent with the 2015 study, some differences were seen. The main themes are presented below.

BOUNDARIES

14.20 A common theme that emerged from the data was that sexual harassment as a concept was not well defined, which led to a lack of understanding of what behaviour is inappropriate and unacceptable, and therefore a lack of appreciation for personal boundaries. This confusion becomes apparent when what one person may perceive as friendly banter is viewed as potentially offensive by another. Alcohol was often given as a reason why some Service personnel show poor judgement and breach the personal boundaries of others.

“Because there is no respect for personal space and some males seem to think they can touch you when never they want to.”

“He took my kindness as a weakness and thought I was game – he hadn’t worked out the difference between ‘banter’ and harassment and continued to dig a deeper hole. He took it too far and grabbed me, still thinking it was ‘banter’.”

“It was all done in the spirit of fun but failed to recognise my discomfort.”

“He had been drinking and just over-stepped the line.”

PERSONAL ATTRIBUTES

14.21 Another common theme was that the upsetting experience was due to certain personal characteristics, such as their cap badge, their body weight and shape, their sexuality, or their educational level. This quite often related to inappropriate comments or being treated differently, or ‘singled out’ because of this attribute. However, the data most commonly related to the fact the recipient was female and in the minority, such as being the only female in an all-male unit.

“I had been ill and had put on some weight, and someone who wasn’t exactly thin himself used this fact to say in public how he thought I was a less able Officer because I was fatter, and that people wouldn’t take me seriously, and that men could get away with it but women couldn’t. This was total misogyny.”

“I was the only female in the workplace at the time.”

“I was the only female at my unit so this particular group started giving me unwanted attention. When I refused, they turned hostile and started behaving badly.”

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OUTDATED ATTITUDES

14.22 Where Service personnel felt that the upsetting experience occurred simply because they were female, this theme was closely linked to a broader issue of how women felt they are perceived by men, and behaviours that represented a belief that women were not equal. The term ‘old school’ was used to describe this attitude.

“I think my boss’s attitude towards women in the workplace is archaic and appalling. He made comments to me every day – when I fell pregnant he made me feel isolated and unwelcome in the team. He often made remarks about my pregnancy....he does not respect the young women he works with.”

“The male involved clearly did not have any respect for women altogether, let alone women in the British Military.”

15. DEALING WITH AN UPSETTING EXPERIENCE

HEADLINE SECTION FINDINGS

This section explores how Service personnel managed the particularly upsetting experience, whether the situation was resolved and who, if anyone, they received support from.

- Overall, Service personnel were most likely to say that they felt embarrassed and uncomfortable at work, as a result of the upsetting experience.
- Around a third (31%) said that their productivity was affected by the experience, with 87% of those saying it decreased.
- The most common response to the upsetting experience was to ask the person responsible to stop or to avoid them.
- For the majority of Service personnel, this action was effective in stopping the behaviour.
- Overall, 46% of Service personnel who had an upsetting experience told someone at work what was happening.
- Servicewomen were more likely than Servicemen to tell someone at work.
- Service personnel were most likely to tell a colleague. This person was also able to help resolve the situation for around half of Servicemen and a third of Servicewomen.
- The proportion of Service personnel who had an upsetting experience that sought support from formal channels such as welfare personnel, the Speak Out helpline, or EDAs, was minimal.
- The most common reason for not telling someone at work about the upsetting experience was not wanting to make it into a bigger issue, followed by thinking it would make their work situation unpleasant.

THE IMPACT OF AN UPSETTING EXPERIENCE

15.1 Overall, Service personnel were most likely to say they felt embarrassed and uncomfortable at work as a result of the upsetting experience. Servicemen were most likely to say they felt embarrassed, uncomfortable at work, and lost respect for the people involved. Servicewomen were most likely to say they lost respect for the people involved, felt uncomfortable at work, and felt embarrassed (Table 34).

Table 34. Percentage of Service personnel who said they experienced the following (Q25) by gender

Impact of upsetting experience	Servicemen %	Servicewomen %
I no longer enjoyed my work	48	63
I felt uncomfortable at work	84	87
My work environment became unpleasant/hostile	49	61
I did not do my job as well as before	43	45
My motivation was lower	44	59
I was embarrassed	88	85
I felt humiliated	74	77
I lost respect for the people involved	73	90
I felt excluded from my team	47	50
I experienced mental health problems e.g. depression, anxiety, PTSD	45	39
I thought about leaving the Army	52	51
I experienced physical health problem e.g. weight change, fatigue	35	38
I received a lower than expected performance evaluation	43	32

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). Only includes those who said they experienced the following to a small, moderate, large or very large extent.

15.2 Around a third of personnel who had an upsetting experience said that their productivity was affected. Servicemen were more likely than Servicewomen to say this; Servicewomen were more likely to be unsure. Overall, soldiers were more likely than Officers to say their productivity was affected.

Table 35. Percentage of Service personnel who said their productivity was affected by the upsetting experience (Q26) by gender

Productivity affected	Yes %	No %	Not sure %
Servicemen	34	56	9
Servicewomen	25	48	27
Total	31	53	16

N.B. data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

Table 36. Percentage of Service personnel who said their productivity was affected by the upsetting experience (Q26) by rank

Productivity affected	Yes %
Senior Officers (OF3+)	29
Junior Officers (OF1-OF2)	14
Senior Soldiers (OR6-OR9)	24
Junior Soldiers (OR2-OR4)	33

N.B. data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

15.3 Service personnel were most likely to say that their productivity decreased as a result of the upsetting experience. Servicemen were more likely than Servicewomen to say that it increased. Servicewomen were more likely than Servicemen to say that the upsetting experience had the impact of both increasing and decreasing their productivity.

Table 37. How productivity was affected by the upsetting experience (Q27) by gender

Productivity affected	Increased %	Decreased %	Both %
Servicemen	11	89	0
Servicewomen	3	85	13
Total	9	87	4

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16) and for those who answered 'yes' their productivity was affected by the upsetting experience (Q26). N=89.

15.4 Service personnel across all ranks were most likely to say that their productivity decreased. Officers were more likely than ORs to say it both increased and decreased, and ORs were more likely to say it just increased.

Table 38. How productivity was affected by the upsetting experience (Q27) by rank

Productivity affected	Increased %	Decreased %	Both %
Senior Officers (OF3+)	0	97	3
Junior Officers (OF1-OF2)	0	79	21
Senior Soldiers (OR6-OR9)	3	94	3
Junior Soldiers (OR2-OR4)	10	86	4

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16) and for those who answered 'yes' their productivity was affected by the upsetting experience (Q26). N=89.

DEALING WITH THE EXPERIENCE

15.5 Overall, around half of Servicewomen (52%) said that, in response to the upsetting experience, they avoided the person if they could; 36% of Servicemen said this was how they responded. A further 48% of Servicewomen said that they asked the person to stop, compared with 58% of Servicemen (Table 39).

Table 39. How Service personnel responded to the upsetting experience (Q29) by gender

Action taken	Regulars %	Reserves %
I did nothing	<u>23</u>	<u>17</u>
I ignored the behaviour	<u>24</u>	<u>34</u>
I avoided the person if I could	<u>36</u>	<u>52</u>
I asked the person to stop	<u>58</u>	<u>48</u>
I asked to be moved somewhere else	<u>4</u>	<u>7</u>
I threatened to tell others	<u>8</u>	<u>6</u>
I told my immediate supervisor	<u>20</u>	<u>23</u>
I made a joke of it	<u>34</u>	<u>16</u>
I went along with it	<u><1</u>	<u>7</u>
I threatened to harm the person responsible	<u>9</u>	<u>3</u>
Someone in the command/line management chain took action or said something on my behalf	<u>24</u>	<u>20</u>
I used mediation	<u>10</u>	<u>2</u>
A colleague took action or said something on my behalf	<u><1</u>	<u>13</u>
I asked someone else to speak to the person responsible	10	10
I reported it to the Royal Military Police (RMP) or other police agencies	<u><1</u>	<u>7</u>
I used medication	<1	<u>2</u>
Other	<u>15</u>	<u>17</u>

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

15.6 Both Officers and ORs were most likely to ask the person to stop (Table 40). Officers were more likely than ORs to ignore the behaviour, and ORs were more likely to avoid the person if they could and also to make a joke of it.

Table 40. How Service personnel responded to the upsetting experience (Q29) by rank

Action taken	Officers %	ORs %
I did nothing	<u>16</u>	<u>21</u>
I ignored the behaviour	<u>40</u>	<u>27</u>
I avoided the person if I could	<u>38</u>	<u>44</u>
I asked the person to stop	<u>50</u>	<u>54</u>
I asked to be moved somewhere else	<u>1</u>	<u>6</u>
I threatened to tell others	<u>1</u>	<u>8</u>
I told my immediate supervisor	22	21
I made a joke of it	<u>17</u>	<u>28</u>
I went along with it	3	3
I threatened to harm the person responsible	<u>1</u>	<u>7</u>
Someone in the command/line management chain took action or said something on my behalf	<u>20</u>	<u>23</u>
I used mediation	<u>5</u>	<u>7</u>
A colleague took action or said something on my behalf	6	5
I asked someone else to speak to the person responsible	6	10
I reported it to the Royal Military Police (RMP) or other police agencies	2	3
I used medication	2	<1
Other	17	16

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

15.7 Reserve personnel were most likely to ignore the behaviour and avoid the person if they could, compared to Regular personnel who were most likely to ask the person to stop (Table 41).

Table 41. How Service personnel responded to the upsetting experience (Q29) by commitment type

Action taken	Regular %	Reserve %
I did nothing	21	21
I ignored the behaviour	24	41
I avoided the person if I could	44	41
I asked the person to stop	59	37
I asked to be moved somewhere else	3	11
I threatened to tell others	2	21
I told my immediate supervisor	20	23
I made a joke of it	29	19
I went along with it	2	5
I threatened to harm the person responsible	9	0
Someone in the command/line management chain took action or said something on my behalf	21	26
I used mediation	9	0
A colleague took action or said something on my behalf	5	7
I asked someone else to speak to the person responsible	11	6
I reported it to the Royal Military Police (RMP) or other police agencies	3	3
I used medication	0	2
Other	9	36

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

SITUATION RESOLUTION

15.8 For the majority of Service personnel, the action they took in response to the upsetting experience was effective in stopping the behaviour, although Servicewomen were more likely than Servicemen to say that it did not stop the behaviour.

Table 42. Whether the actions stopped the behaviour (Q30) by gender

Resolved	Servicemen %	Servicewomen %	Total %
Yes	64	57	61
No	23	32	26
Still being resolved	14	11	13

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

15.9 The action most effective at stopping the behaviour was asking the person to stop, which was also the most common response to the situation (Table 43). One in ten Service personnel said that someone in the command/line management chain took action or said something on their behalf which was effective in stopping the behaviour.

Table 43. Action most effective at stopping the behaviour (Q31)

Action taken	Effective %
I did nothing	1
I ignored the behaviour	6
I avoided the person if I could	4
I asked the person to stop	59
I asked to be moved somewhere else	0
I threatened to tell others	1
I told my immediate supervisor	1
I made a joke of it	7
I went along with it	0
I threatened to harm the person responsible	1
Someone in the command/line management chain took action or said something on my behalf	10
I used mediation	0
A colleague took action or said something on my behalf	3
I asked someone else to speak to the person responsible	1
I reported it to the Royal Military Police (RMP) or other police agencies	2
I used medication	0
Other	3

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16) and those who said 'yes' the action was effective at stopping the behaviour (Q30). N=139.

SUPPORT FROM OTHERS

15.10 Overall, just over half of Service personnel who had an upsetting experience told someone at work what was happening (51%). Servicewomen and Reserve personnel were more likely than Servicemen and Regular personnel to tell someone.

Table 44. If Service personnel told anyone at work what was happening (Q32) by gender and commitment type

Did you tell anyone at work what was happening: Yes	Regulars %	Reserves %	Total %
Servicemen	<u>39</u>	<u>68</u>	45
Servicewomen	<u>59</u>	<u>61</u>	60
Overall	<u>46</u>	<u>64</u>	51

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=363.

15.11 Male senior soldiers were the least likely to tell someone at work, with male senior Officers the most likely (Table 45). There were differences between Servicemen and Servicewomen at all ranks, the most significant being at the senior soldier rank, where Servicewomen were much more likely than their male counterparts to tell someone at work what was happening.

Table 45. If Service personnel told anyone at work what was happening (Q32) by rank and gender

Did you tell anyone at work what was happening: Yes	Servicemen %	Servicewomen %
Senior Officers (OF3+)	64	48
Junior Officers (OF1-OF2)	25	56
Senior Soldiers (OR6-OR9)	18	62
Junior Soldiers (OR2-OR4)	49	61

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16).

15.12 Overall, Service personnel were most likely to tell a colleague at work about the upsetting experience, although Regular personnel were more likely than Reserve personnel to do this. Servicemen were more likely than Servicewomen to tell welfare personnel and their line manager. Servicewomen were more likely than Servicemen to tell the padre/chaplain, their unit EDA⁴³/Assistant EDA or someone else superior to them.

15.13 Regular Servicewomen were the only cohort who said they used the Service helpline/support line, although this was only a very small percentage. Reserve personnel were less likely than Regular personnel to tell their unit EDA/Assistant EDA or their line manager, but were more likely to tell someone else superior to them.

Table 46. Who Service personnel told at work about the upsetting experience (Q33) by gender and commitment type

Who did you tell?	Servicemen		Servicewomen	
	Regular %	Reserve %	Regular %	Reserve %
Padre/Chaplain	0	0	5	3
Service Helpline or Support Line	0	0	1	0
Welfare People	28	32	10	0
Colleague	98	29	71	64
Unit Equality and Diversity Advisor (EDA) or Assistant EDA	2	0	11	6
Line Manager	42	32	28	15
Someone else superior to me	10	34	34	48
Other	3	32	19	21

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16) and who answered 'yes' to telling someone at work what was happening (Q32).

15.14 Overall, male Officers were the most likely to say that the person at work who they told about the upsetting experience helped to resolve the situation (Table 47). Servicemen overall were more likely than Servicewomen to say that the person at work who they told about the upsetting experience helped to resolve the situation.

43. Now known as Equality Diversity and Inclusion Advisors (EDIA)

Table 47. Percentage of Service personnel who said the person they told helped to resolve the situation (Q34) by gender and rank

Did any of these people help resolve the situation: Yes			
Servicemen		Servicewomen	
Officers %	ORs %	Officers %	ORs %
<u>65</u>	<u>49</u>	<u>33</u>	<u>38</u>

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16) and who answered 'yes' to telling someone at work what was happening (Q32).

15.15 The person most helpful in stopping the behaviour was a colleague, with over half of Service personnel saying this. A colleague was also the person who Service personnel were most likely to tell about the upsetting experience. In a quarter of cases, someone superior was also helpful.

Table 48. Person most effective at helping to stop the behaviour (Q35)

Most effective	%
Padre/Chaplain	0
Service Helpline or Support Line	0
Welfare People	4
Colleague	51
Unit Equality and Diversity Advisor (EDA) or Assistant EDA	3
Line Manager	11
Someone else superior to me	25
Other	7

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), who answered 'yes' to telling someone at work what was happening (Q32), and who said 'yes' or 'partly' when asked if the person helped stop the behaviour (Q33).

NOT TELLING ANYONE

15.16 Overall, 49% of Service personnel who had an upsetting experience didn't tell anyone at work what was happening (Table 44). The most common reasons for both Servicemen and Servicewomen for not telling anyone at work about the upsetting experience was because they didn't want to make it into a bigger issue (Table 49).

15.17 Servicemen were also likely to say that they didn't tell anyone at work about the upsetting experience because they thought it would make their work situation unpleasant, and that they didn't want to hurt or upset the person who harassed them. Servicewomen were also likely to say that they thought they could handle the situation themselves, and that they didn't think anything would be done about it.

15.18 Servicewomen were more likely than Servicemen to say they didn't tell anyone at work because they thought they could handle the situation themselves, and because they thought that they would lose the trust and respect of their colleagues.

Table 49. Why Service personnel did not tell anyone at work (Q36) by gender

Action taken	Servicemen %	Servicewomen %
I thought I could handle the situation myself	<u>26</u>	53
I didn't think it was that important	<u>26</u>	31
I didn't think I would be believed	<u>1</u>	13
I didn't think anything would be done about it	<u>28</u>	35
I didn't want to hurt or upset the person who harassed me	<u>32</u>	22
I was worried that everyone would find out	<u>4</u>	19
I thought I would be labelled a troublemaker	<u>24</u>	33
I thought it might affect my job or career	<u>16</u>	24
I thought it would make my work situation unpleasant	34	33
The person responsible was my line manager or another superior officer	13	14
I thought I would lose the trust and respect of my colleagues	<u>2</u>	23
I didn't want to make it into a bigger issue	<u>43</u>	55
I thought I would be blamed	<u>2</u>	23
Other	26	13

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), who answered 'no' to telling someone at work what was happening (Q32). N=151.

15.19 Junior Officers were more likely than senior Officers to say that they didn't tell anyone at work about the upsetting experience because they thought they could handle the situation themselves and that they didn't think it was important (Table 50).

15.20 Junior ORs were more likely than senior ORs to say that they didn't tell anyone at work what was happening because they didn't want to hurt or upset the person who harassed them, that they thought it would make their work situation unpleasant, and that they didn't want to make it into a bigger issue.

15.21 ORs overall were less likely than Officers to not tell someone at work because they thought they could handle the situation themselves and to not want to hurt or upset the person who harassed them. Officers overall were more likely than ORs to think that they would lose the trust and respect of their colleagues, and to think they would be blamed.

Table 50. Why Service personnel did not tell anyone at work (Q36) by rank

Reason	Officers		OR's	
	Senior %	Junior %	Senior %	Junior %
I thought I could handle the situation myself	<u>26</u>	69	<u>32</u>	32
I didn't think it was that important	<u>7</u>	54	<u>22</u>	27
I didn't think I would be believed	<u>5</u>	9	<u>3</u>	5
I didn't think anything would be done about it	<u>48</u>	19	<u>47</u>	27
I didn't want to hurt or upset the person who harassed me	<u>7</u>	3	<u>3</u>	39
I was worried that everyone would find out	<u>11</u>	9	<u>20</u>	7
I thought I would be labelled a troublemaker	<u>34</u>	20	<u>32</u>	26
I thought it might affect my job or career	<u>35</u>	28	<u>28</u>	14
I thought it would make my work situation unpleasant	<u>30</u>	22	<u>7</u>	42
The person responsible was my line manager or another superior officer	<u>17</u>	5	<u>27</u>	11
I thought I would lose the trust and respect of my colleagues	<u>27</u>	17	<u>4</u>	8
I didn't want to make it into a bigger issue	<u>42</u>	28	<u>23</u>	55
I thought I would be blamed	<u>9</u>	27	<u>3</u>	8
Other	<u>41</u>	34	<u>20</u>	19

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), who answered 'no' to telling someone at work what was happening (Q32). N=151.

16. FORMAL WRITTEN COMPLAINT PROCESS

HEADLINE SECTION FINDINGS

This section is about the experiences of those who made a formal complaint following an experience involving targeted sexualised behaviours that they found particularly upsetting.

- Overall, the percentage of those making a formal complaint about the upsetting experience has increased since 2015. This is particularly noteworthy for Servicemen.
- The most common reason for not making a formal complaint was because Service personnel thought that they could handle the situation themselves (42%), and/or because they didn't think anything would be done about it (42%).
- Those who did make a formal complaint were most likely to be satisfied with the availability of information (34%) and their understanding on how to make a complaint (33%).
- Dissatisfaction was highest with the outcome of the investigation, both in terms of how well this was communicated and follow up action taken against those responsible.
- Three-quarters (75%) of those who made a formal complaint said that they experienced negative consequences as a result.
- The most experienced negative consequence was feeling uncomfortable at work (98%). Just over nine in ten (93%) Service personnel thought about leaving the Army, lost respect for the people involved (92%) and felt humiliated (91%).

MAKING A FORMAL COMPLAINT

16.1 The percentage of both Servicemen and Servicewomen who made a formal written complaint about the upsetting experience has increased since 2015; this is most notable for Servicemen.

Table 51. Percentage of Service personnel who had an upsetting experience who made a formal complaint (Q37) by gender and year

Made a formal complaint		Made a formal complaint	
Servicemen		Servicewomen	
2018 %	2015 %	2018 %	2015 %
16	2	10	5

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=352.

16.2 In 2015 there was no difference in the percentage of Officers and ORs who made a formal complaint; the difference in 2018 is most notable for ORs who are now more likely than Officers to make a complaint about the upsetting experience. Both were more likely in 2018 than they were in 2015 to make a complaint.

Table 52. Percentage of Service personnel who had an upsetting experience who made a formal complaint (Q37) by rank and year

Made a formal complaint		Made a formal complaint	
Officers		ORs	
2018 %	2015 %	2018 %	2015 %
5	3	14	3

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=352.

16.3 Following a similar pattern, both Regular and Reserve personnel were more likely in 2018 than they were in 2015 to make a formal complaint about the upsetting experience.

Table 53. Percentage of Service personnel who had an upsetting experience who made a formal complaint (Q37) by commitment type and year

Made a formal complaint		Made a formal complaint	
Regular		Reserve	
2018 %	2015 %	2018 %	2015 %
<u>13</u>	<u>3</u>	<u>14</u>	<u>3</u>

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16). N=352

16.4 Those who didn't make a formal complaint were asked why. The most common reason in both 2015 and 2018 was because Service personnel thought they could handle the situation themselves. However, in 2018 an equal percentage of those who had an upsetting experience didn't make a formal complaint because they didn't think anything would be done about it. Service personnel were more likely in 2018 than they were in 2015 to say that the situation was resolved informally but less likely to not make a complaint because they didn't know how to.

Table 54. Why Service personnel didn't make a formal complaint (Q38) by year

Reason	2018 %	2015 %
The situation was resolved informally	<u>38</u>	28
I thought I could handle the situation myself	<u>42</u>	49
I didn't think it was that important	<u>30</u>	21
I didn't think I would be believed	<u>20</u>	31
I didn't think anything would be done about it	<u>42</u>	37
I didn't want to hurt or upset the person who harassed me	<u>26</u>	13
I was worried that everyone would find out	<u>19</u>	21
I thought I would be labelled a troublemaker	<u>32</u>	46
I thought it might affect my job or career	<u>21</u>	42
I thought it would make my work situation unpleasant	35	-
The person responsible was my line manager or another superior officer	<u>17</u>	24
I was persuaded or warned not to make a complaint by a colleague	<u>1</u>	3
I was persuaded or warned not to make a complaint by a superior	2	3
I didn't know how to make a complaint	<u>6</u>	9
I thought it would take too much time and effort	6	7
I was worried about the repercussions from the other person/people involved	<u>17</u>	34
I didn't know what to do	<u>8</u>	17
Someone took action or said something on my behalf	6	-
I thought I would be blamed	11	-

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'no' to making a formal written complaint about the upsetting experience (Q37). N=320.

16.5 Servicemen were most likely to say that they didn't make a complaint about the upsetting experience because they didn't think anything would be done about it. They were also more likely than Servicewomen to say that the situation was resolved informally, and that they didn't want to hurt or upset the person who harassed them.

16.6 Servicewomen were most likely to not make a formal complaint about the upsetting experience because they thought they could handle the situation themselves, and to think it would make their work situation unpleasant. Servicewomen were more likely than Servicemen to think they would be blamed, to think it would take too much time and effort, and to worry about the repercussions from the others involved.

Table 55. Why Service personnel didn't make a formal complaint (Q38) by gender

Reason	Servicemen %	Servicewomen %
The situation was resolved informally	<u>42</u>	32
I thought I could handle the situation myself	<u>43</u>	41
I didn't think it was that important	<u>32</u>	29
I didn't think I would be believed	<u>20</u>	20
I didn't think anything would be done about it	<u>49</u>	32
I didn't want to hurt or upset the person who harassed me	<u>33</u>	16
I was worried that everyone would find out	<u>16</u>	23
I thought I would be labelled a troublemaker	<u>27</u>	38
I thought it might affect my job or career	<u>17</u>	27
I thought it would make my work situation unpleasant	32	40
The person responsible was my line manager or another superior officer	<u>20</u>	13
I was persuaded or warned not to make a complaint by a colleague	<u>0</u>	3
I was persuaded or warned not to make a complaint by a superior	<u>0</u>	4
I didn't know how to make a complaint	<u>5</u>	7
I thought it would take too much time and effort	<u>1</u>	14
I was worried about the repercussions from the other person/people involved	<u>11</u>	24
I didn't know what to do	<u>5</u>	11
Someone took action or said something on my behalf	<u>3</u>	11
I thought I would be blamed	<u>5</u>	19

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'no' to making a formal written complaint about the upsetting experience (Q37). N=320.

16.7 The most common reason that Officers gave for not making a formal complaint about the upsetting experience was because it was resolved informally; they were also more likely than ORs to say this (Table 56). Officers were more likely than ORs to say that someone acted or said something on their behalf.

16.8 The most common reason given by ORs for not making a formal complaint about the upsetting experience was because they didn't think anything would be done about it; they were also more likely than Officers to say this. ORs were more likely than Officers to say that they didn't want to hurt or upset the person that harassed them.

Table 56. Why Service personnel didn't make a formal complaint (Q38) by rank

Reason	Officers %	ORs %
The situation was resolved informally	<u>56</u>	36
I thought I could handle the situation myself	42	42
I didn't think it was that important	<u>26</u>	31
I didn't think I would be believed	<u>8</u>	22
I didn't think anything would be done about it	<u>28</u>	44
I didn't want to hurt or upset the person who harassed me	<u>12</u>	28
I was worried that everyone would find out	<u>14</u>	20
I thought I would be labelled a troublemaker	<u>23</u>	33
I thought it might affect my job or career	<u>19</u>	21
I thought it would make my work situation unpleasant	<u>23</u>	37
The person responsible was my line manager or another superior officer	<u>11</u>	18
I was persuaded or warned not to make a complaint by a colleague	2	1
I was persuaded or warned not to make a complaint by a superior	1	2
I didn't know how to make a complaint	5	6
I thought it would take too much time and effort	<u>11</u>	6
I was worried about the repercussions from the other person/people involved	<u>9</u>	18
I didn't know what to do	7	8
Someone took action or said something on my behalf	<u>18</u>	5
I thought I would be blamed	11	11

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'no' to making a formal written complaint about the upsetting experience (Q37). N=320.

16.9 The most common reason given by Regular personnel for not making a formal complaint about the upsetting experience was because the situation was resolved informally; they were also more likely than Reserve personnel to say this (Table 57). Regular personnel were more likely than Reserve personnel to not want to hurt or upset the person that harassed them.

16.10 The most common reason given by Reserve personnel for not making a formal complaint about the upsetting experience because they thought they would be labelled a troublemaker; they were also more likely than Regular personnel to say this. Reserve personnel were more likely than Regular personnel to say that they thought it might affect their job or career, and that they didn't know how to make a complaint.

Table 57. Why Service personnel didn't make a formal complaint (Q38) by commitment type

Reason	Regular %	Reserve %
The situation was resolved informally	44	21
I thought I could handle the situation myself	43	38
I didn't think it was that important	31	29
I didn't think I would be believed	16	34
I didn't think anything would be done about it	42	42
I didn't want to hurt or upset the person who harassed me	31	10
I was worried that everyone would find out	17	25
I thought I would be labelled a troublemaker	21	64
I thought it might affect my job or career	11	52
I thought it would make my work situation unpleasant	32	47
The person responsible was my line manager or another superior officer	15	22
I was persuaded or warned not to make a complaint by a colleague	2	1
I was persuaded or warned not to make a complaint by a superior	2	1
I didn't know how to make a complaint	2	19
I thought it would take too much time and effort	5	12
I was worried about the repercussions from the other person/people involved	17	17
I didn't know what to do	4	19
Someone took action or said something on my behalf	4	13
I thought I would be blamed	7	23

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'no' to making a formal written complaint about the upsetting experience (Q37). N=320.

COMPLAINTS PROCESS

16.11 Service personnel who had an upsetting experience and made a formal written complaint about it to their Commanding Officer were asked how satisfied they were with different aspects of the process. Overall, levels of dissatisfaction were higher than levels of satisfaction with all aspects of the complaints process (Table 58).

16.12 Levels of satisfaction were highest with the availability of information and personnel's understanding of how to make a complaint. Dissatisfaction was highest with the outcomes of the investigation, both in terms of how well this was communicated to the complainant and the follow up action of the person/people responsible, and time taken

Table 58. How satisfied Service personnel were with aspects of the complaint process (Q39).

Aspect of the complaint process	Satisfied %	Neutral %	Dissatisfied %
The availability of information about how to make a complaint	34	5	60
Your understanding of how to make a complaint	33	5	60
Treatment of you by the people who handled the complaint	28	8	64
The amount of time it took/is taking to resolve the complaint	6	6	70
How well you were/are being kept informed about the progress of your complaint	20	60	19
How well the outcome of the investigation was explained to you	9	2	70
The outcome of any follow-up action taken against the person/people responsible	4	1	70
The actions taken by your unit to try to resolve the situation	25	5	68
The degree to which your privacy was protected during the process	31	5	62

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'yes' to making a formal written complaint about the upsetting experience (Q37). N=30.

16.13 Compared with 2015, Service personnel were more satisfied in 2018 with the availability of information on how to make a complaint, but less satisfied with the treatment they received by the people who handled the complaint, the time it took/is taking to resolve the complaint, and how well the outcome of the investigation was explained to them.

Table 59. How satisfied Service personnel were with aspects of the complaint process (Q39) by year

Aspect of the complaint process	Satisfied %	
	2018	2015
The availability of information about how to make a complaint	<u>34</u>	30
Your understanding of how to make a complaint	33	33
Treatment of you by the people who handled the complaint	<u>28</u>	34
The amount of time it took/is taking to resolve the complaint	<u>6</u>	20
How well you were kept informed about the progress of your complaint	<u>20</u>	23
How well the outcome of the investigation was explained to you	<u>9</u>	21
The outcome of any follow-up action taken against the person/people responsible	4	-
The actions taken by your unit to try to resolve the situation	25	-
The degree to which your privacy was protected during the process	31	-

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'yes' to making a formal written complaint about the upsetting experience (Q37). N=30.

16.14 Officers were more likely than ORs to be satisfied with the availability of information on how to make a complaint and with their understanding of the process. They were also more satisfied with the degree to which their privacy was protected during the process.

16.15 ORs were more likely than Officers to be satisfied with the treatment they received by the people handling the complaint, and how well they were kept informed about the progress. They were also more likely than Officers to be satisfied with the actions taken by their unit to try and resolve the situation.

Table 60. How satisfied Service personnel were with aspects of the complaint process (Q39) by rank

Aspect of the complaint process	Satisfied %	
	Officers	ORs
The availability of information about how to make a complaint	77	32
Your understanding of how to make a complaint	77	32
Treatment of you by the people who handled the complaint	9	28
The amount of time it took/is taking to resolve the complaint	9	6
How well you were kept informed about the progress of your complaint	9	21
How well the outcome of the investigation was explained to you	9	9
The outcome of any follow-up action taken against the person/people responsible	9	4
The actions taken by your unit to try to resolve the situation	9	26
The degree to which your privacy was protected during the process	77	29

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), and answered 'yes' to making a formal written complaint about the upsetting experience (Q37). N=30.

CONSEQUENCES OF MAKING A COMPLAINT

16.16 Overall, three-quarters of those who made a formal complaint about the upsetting experience suffered negative consequences as a result, either during or afterwards. There were no differences between Servicemen and Servicewomen however, Officers (91%) were more likely than ORs (74%) to say that they suffered negative consequences.

16.17 Overall, Service personnel were most likely to say that they felt uncomfortable at work as a result of making a formal complaint about the upsetting experience (Table 61). Servicemen were most likely to also say that they lost respect for the people involved, and were more likely than Servicewomen to say that they didn't do their job as well as before and experienced mental health problems. Servicewomen were more likely than Servicemen to say they felt embarrassed, and to say they received a lower than expected performance evaluation.

Table 61. Type of negative consequence suffered by Service personnel as a result of making a formal complaint (Q41) by gender

Negative consequences experienced	Servicemen %	Servicewomen %	Total %
I no longer enjoyed my work	<u>94</u>	<u>70</u>	87
I felt uncomfortable at work	<u>100</u>	<u>93</u>	98
My work environment became unpleasant/hostile	<u>76</u>	<u>70</u>	75
I did not do my job as well as before	<u>94</u>	<u>44</u>	80
My motivation was lower	<u>94</u>	<u>71</u>	88
I was embarrassed	<u>24</u>	<u>83</u>	41
I felt humiliated	<u>94</u>	<u>83</u>	91
I lost respect for the people involved	<u>100</u>	<u>73</u>	92
I felt excluded from my team	<u>76</u>	<u>50</u>	69
I experienced mental health problems e.g. depression, anxiety, PTSD	<u>94</u>	<u>36</u>	78
I thought about leaving the Army	94	<u>90</u>	93
I experienced physical health problem e.g. weight change, fatigue	76	<u>51</u>	69
I received a lower than expected performance evaluation	<u>24</u>	<u>45</u>	30

N.B. Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months (Q16), answered 'yes' to making a formal written complaint about the upsetting experience (Q37), and answered 'yes' to suffering negative consequences as a result of making a formal complaint (Q40). N=21.

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17. PREVENTING AND MANAGING SEXUAL HARASSMENT

HEADLINE SECTION FINDINGS

- This section is about Service personnel's views on whether sexual harassment is a problem in the Army, how the Army manages and prevents it, and the extent to which the Army supports those who have been sexually harassed. It also asked Service personnel's opinions about the effectiveness of action taken since the last survey.
- Overall, Service personnel were more likely in 2018 (10%) than they were in 2015 (6%) to think that sexual harassment is a problem in the Army.
- Service personnel were most likely to think that sexual harassment is a problem in some parts of the Army (47%). Servicewomen and Officers were the most likely cohort to think this.
- Service personnel were largely positive about how the Army deals with sexual harassment, with the majority thinking that the Army prevents sexual harassment (73%) and supports those who have been sexually harassed (69%), to a large or very large extent.
- The majority of Service personnel felt that their Chain of Command demonstrated behaviours that create a positive command climate. Service personnel were most positive about the extent to which their Chain of Command promoted a unit climate based on trust and respect (78%), to a large or very large extent.
- Service personnel were also largely positive about the way in which they thought their Chain of Command would respond to reports of sexual harassment, with 82% thinking it to be very likely that they would take the report seriously.
- However, a fifth (20%) of Service personnel thought it was very likely that the person making the report would be labelled a troublemaker by unit personnel.
- Two recent poster campaigns appear to have reached a wide audience, with the majority of Service personnel saying they had seen the 2015 sexual consent posters (66%) and the 2016 harassment posters (72%).
- Those who had seen the poster campaigns were largely positive (74% and 72%) about their effectiveness at raising awareness.
- Although a smaller percentage of Service personnel said they had received either the Royal Military Police (19%) or unit delivered (22%) sexual consent training, those who had were positive about its effectiveness in raising awareness (95% and 92%).
- Service personnel made many suggestions about what else the Army could do to prevent and manage sexual harassment. The most common response was more education on inappropriate behaviour, with others including stronger leadership, a shift in culture, particularly around attitudes towards women and the way in which complaints are dealt with, better support for 'victims', and stronger discipline for 'perpetrators'.

EXTENT OF THE PROBLEM

17.1 Overall, almost half of Service personnel thought that sexual harassment is a problem in some parts of the Army (Table 62). Servicewomen and Officers were more likely to think this than Servicemen and ORs. Servicewomen were the most likely cohort to say that sexual harassment is a problem in the Army.

Table 62. Percentage of Service personnel who believed sexual harassment is a problem in the Army (Q42) by cohort

Problem with sexual harassment in the Army	Yes %	No %	In some parts %
Servicemen	9	45	46
Servicewomen	22	24	54
Regulars	11	42	47
Reserves	9	45	46
Officers	10	34	56
ORs	10	45	45
Total	10	43	47

17.2 Service personnel were more likely in 2018 than they were in 2015 to think that sexual harassment is a problem in the Army, regardless of gender, commitment type and rank.

Table 63. Percentage of Service personnel who believed sexual harassment is a problem in the Army (Q42) by year and cohort

Problem with sexual harassment in the Army	Yes	
	2018 %	2015 %
Servicemen	9	5
Servicewomen	22	16
Regulars	11	6
Reserves	9	7
Officers	10	6
ORs	10	6
Total	10	6

N.B. Data from 2015 was recoded to count the response option 'don't know' as a missing value in order to compare responses with the 2018 data, as 'don't know' was not a response option in the 2018 survey. Therefore, percentages in the table for 2015 will be higher than those reported in the Sexual Harassment Report 2015.

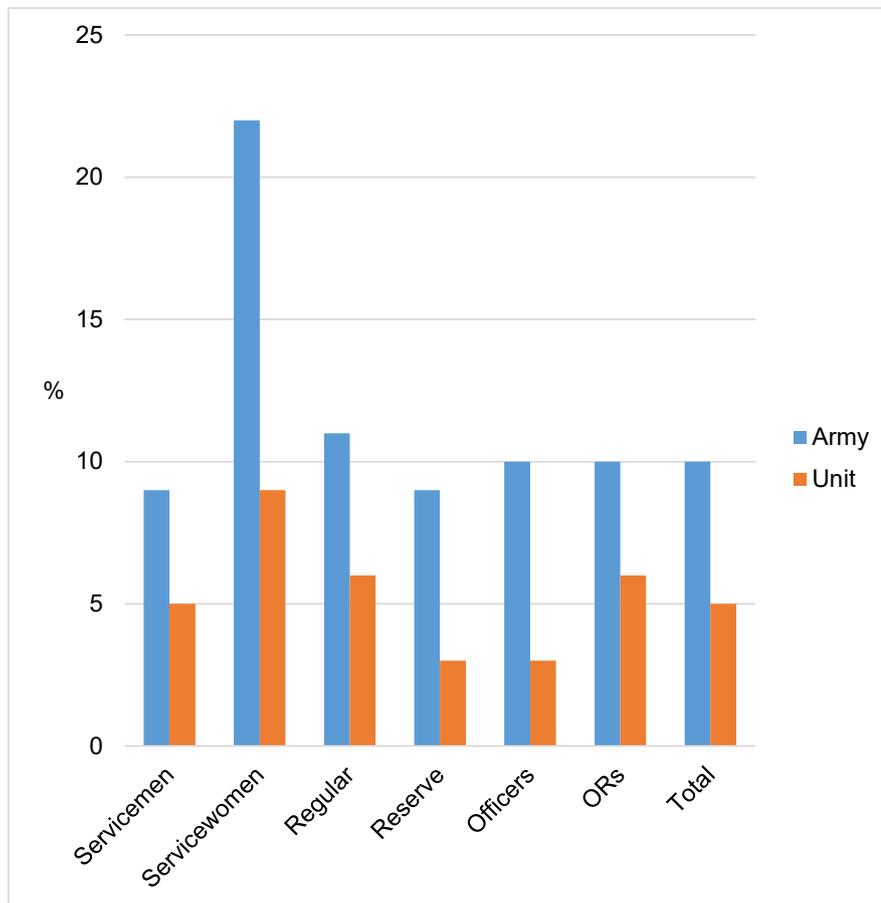
17.3 Servicemen, Regular personnel, and ORs were more likely in 2018 than they were in 2015 to think that sexual harassment is a problem in their unit; there has been a small overall increase since 2015 (Table 64).

Table 64. Percentage of Service personnel who believed sexual harassment is a problem in their unit/team (Q43) by cohort

Problem with sexual harassment in their unit	Yes	
	2018 %	2015 %
Servicemen	5	3
Servicewomen	9	9
Regulars	6	4
Reserves	3	4
Officers	3	3
ORs	6	4
Total	5	4

17.4 Overall, Service personnel were half as likely to think sexual harassment is a problem in their unit compared to a problem in the Army⁴⁴.

Figure 3. Percentage of Service personnel who thought sexual harassment is a problem in the Army compared to their unit/team (Q42 & Q43)



44. This pattern is also seen when measuring constructs such as morale, where Service personnel are likely to be more positive about their own morale than they are about the morale of the Army as a whole (Armed Forces Continuous Attitude Survey 2017).

EXTENT OF PROBLEM

17.5 The majority of Servicewomen who took part in the focus groups felt that sexual harassment is a problem in the Army. Some felt that it occurs everywhere, not just in the Army, and others felt it happened in some parts of the Army but wasn't widespread. A common theme was that it was difficult to assess how prevalent it was because a lot of experiences were not reported, and that the issue was bigger than the Army wanted to accept.

WHY IT HAPPENS

17.6 When asked why sexual harassment happens in the Army, common themes that emerged from the focus group data were the unequal ratio of men to women, the rank structure, and the old-fashioned values and beliefs held, in particular, by senior leaders. This was reflected in the lack of female representation at the senior level, and a consequential lack of female role models, and a predominantly male mindset, reflected in areas like common terminology (e.g. 'manning'). Servicewomen thought that sexual harassment was more likely to occur in the Army because it is a male dominated environment, where women are often in the minority. Some felt that sexual harassment occurred because of a lack of education, and that the Army was simply a reflection of the wider society from which it recruits.

CULTURE

17.7 Cultural differences were a common theme, from both an individual and organisation perspective. Service personnel talked about the fact that the Army employs people from all over the world, and the values and beliefs held by its personnel are varied and diverse, resulting in different attitudes towards women. Another common theme was that women were perceived differently to men, and treated with less respect. This was often described as part of the wider culture within the Army, reflecting 'outdated' attitudes and a lack of effort on behalf of the Army to adapt its thinking in line with current society.

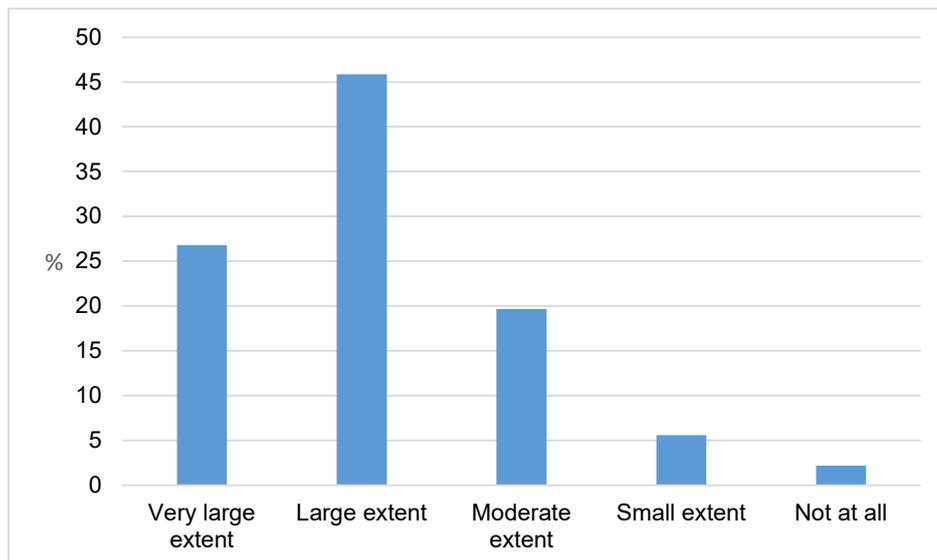
MILITARY FACTORS

17.8 When asked whether there were situations or conditions within the Army that made sexual harassment more likely to occur, living in close proximity, use of alcohol and the amount of socialising with colleagues, and the 'old school mentality' were common themes. A common theme for Servicewomen was that the lack of respect for women was particularly significant in the Army. Exercises and deployments were also given as situations where sexual harassment may be more likely to occur due to being away from family and friends for a long period.

PREVENTION

17.9 The majority of Service personnel thought that the Army tries to prevent sexual harassment to a very large or large extent. Only 2% of Service personnel think the Army does not try at all.

Figure 4. The extent to which Service personnel thought the Army tries to prevent sexual harassment (Q44a)



17.10 Overall, the percentage of Service personnel who thought that the Army tries to prevent sexual harassment had increased since 2015; the most notable increase was for Servicewomen and Reserve personnel, although Servicemen were more likely than Servicewomen to think this.

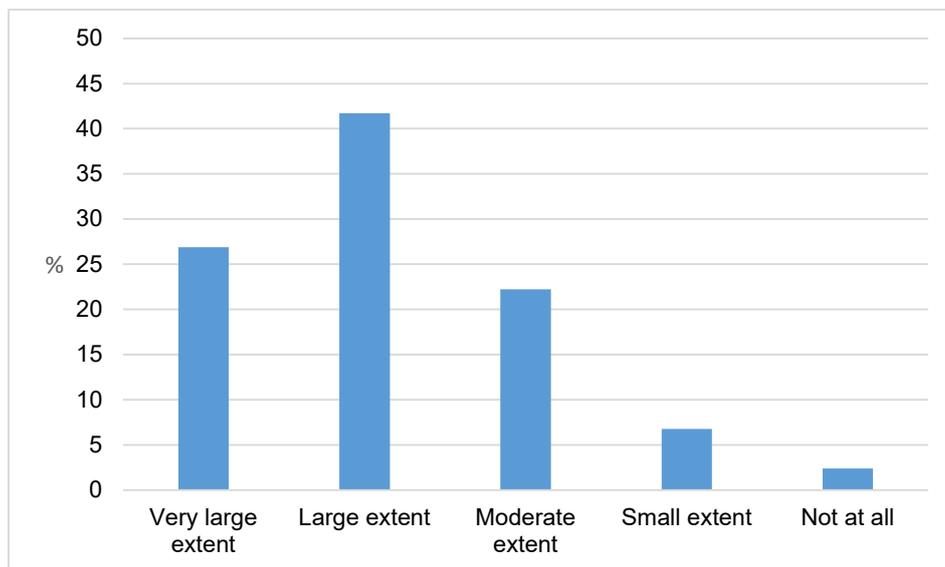
Table 65. Percentage of Service personnel who thought the Army tries to prevent sexual harassment (Q44a) by year

Prevents sexual harassment	To a very large/large extent	
	2018 %	2015 %
Servicemen	<u>74</u>	69
Servicewomen	<u>57</u>	49
<hr/>		
Regulars	<u>71</u>	67
Reserves	<u>76</u>	68
<hr/>		
Officers	78	73
ORs	<u>72</u>	66
<hr/>		
Total	73	67

SUPPORT

17.11 The majority of Service personnel also thought that the Army supports those who were sexually harassed to a very large or large extent. Only 2% of Service personnel thought that the Army had not tried at all.

Figure 5. The extent to which Service personnel thought the Army supports those who were sexually harassed (Q44)



17.12 The percentage of Service personnel who thought that the Army supports those who are being or have been sexually harassed had also increased since 2015; the most notable increase was for Reserve personnel (Table 66). Servicemen were more likely than Servicewomen to think this.

Table 66. Percentage of Service personnel who thought the Army supports those who are being or have been sexually harassed (Q44b) by year and cohort

Supports those who are being or have been sexually harassed	To a very large/large extent	
	2018 %	2015 %
Servicemen	<u>71</u>	69
Servicewomen	<u>50</u>	46
Regulars		
Regulars	68	69
Reserves	<u>69</u>	58
Officers		
Officers	69	68
ORs	<u>69</u>	66
Total		
Total	<u>69</u>	67

LEADERSHIP CLIMATE

17.13 Survey respondents were asked a series of questions⁴⁵ about the extent to which the Chain of Command demonstrated positive workplace behaviours and actions. The questions focused on leadership behaviours around creating a command climate that helped to prevent sexual harassment, but also a climate that would appropriately support those who experienced it with leaders that respond appropriately to the situation.

17.14 Overall, Service personnel thought that their Chain of Command demonstrated behaviours that created a positive command climate, to a large or very large extent (Table 67). Servicewomen were less likely than Servicemen to think this. The areas where Service personnel were less satisfied were with training in sexual harassment and assault prevention response, and the publication of resources on sexual harassment. The biggest difference in the views of Servicemen and Servicewomen were on the extent to which their Chain of Command encouraged others to intervene or assist others in situations at risk of sexual harassment, and encouraged victims to report sexual harassment, where Servicemen were more likely to think this.

Table 67. Percentage of Service personnel who thought their Chain of Command adopted the following behaviours (Q45) by gender

Negative consequences experienced	To a very large/large extent		
	Servicemen %	Servicewomen %	Total %
Promote a unit climate based on trust and respect	<u>79</u>	<u>71</u>	78
Refrain from sexist comments and behaviours	<u>70</u>	<u>62</u>	69
Actively discourage sexist comments and behaviours	<u>68</u>	<u>56</u>	67
Provide training in sexual harassment and assault prevention and response that interests and engages you	<u>45</u>	<u>34</u>	44
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<u>63</u>	<u>46</u>	61
Publicises resources on sexual harassment (e.g. helpline, reporting process)	<u>58</u>	<u>44</u>	56
Encourage victims to report sexual harassment	<u>66</u>	<u>49</u>	64
Create an environment where victims feel comfortable reporting sexual harassment	<u>65</u>	<u>52</u>	64

45. Based on the U.S. Department of Defense Workplace and Gender Relations Survey of Active Duty Members 2016

17.15 Officers were consistently more likely than ORs to think that their Chain of Command adopted these behaviours, to a very large or large extent; this was most notable with the extent to which the Chain of Command promoted a unit climate based on trust and respect, and refrained from sexist comments and behaviours.

Table 68. Percentage of Service personnel who thought their Chain of Command adopted the following behaviours (Q45) by rank

Command climate: Prevention	To a very large/large extent	
	Officers %	ORs %
Promote a unit climate based on trust and respect	<u>90</u>	76
Refrain from sexist comments and behaviours	<u>81</u>	67
Actively discourage sexist comments and behaviours	<u>76</u>	65
Provide training in sexual harassment and assault prevention and response that interests and engages you	<u>47</u>	43
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<u>67</u>	60
Publicises resources on sexual harassment (e.g. helpline, reporting process)	<u>61</u>	55
Encourage victims to report sexual harassment	<u>69</u>	64
Create an environment where victims feel comfortable reporting sexual harassment	<u>72</u>	62

17.16 Reserve personnel were consistently more likely than Regular personnel to think that their Chain of Command adopted these behaviours to a very large or large extent; this was most notable with the extent to which the Chain of Command promoted a unit climate based on trust and respect (Table 69).

Table 69. Percentage of Service personnel who thought their Chain of Command adopted the following behaviours (Q45) by commitment type

Command climate: Prevention	To a very large/large extent	
	Regular %	Reserve %
Promote a unit climate based on trust and respect	<u>75</u>	86
Refrain from sexist comments and behaviours	<u>67</u>	76
Actively discourage sexist comments and behaviours	<u>65</u>	72
Provide training in sexual harassment and assault prevention and response that interests and engages you	<u>42</u>	48
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<u>60</u>	65
Publicises resources on sexual harassment (e.g. helpline, reporting process)	<u>55</u>	58
Encourage victims to report sexual harassment	<u>63</u>	67
Create an environment where victims feel comfortable reporting sexual harassment	<u>62</u>	68

17.17 The majority of Service personnel thought it very likely that their Chain of Command displayed positive behaviours in response to sexual harassment. Servicewomen were less likely than Servicemen to say this, however, Servicemen were more likely to say that it was very likely that the person making the report would be labelled a troublemaker, and to think that the career of the person would suffer.

Table 70. Percentage of Service personnel who thought it very likely that their Chain of Command adopted the following behaviours (Q46) by gender

Command climate: Management	Very likely		
	Servicemen %	Servicewomen %	Total %
They would take the report seriously	83	77	82
They would keep knowledge of the report limited to those with a need to know	74	65	73
They would forward the report outside the unit to criminal investigators	66	55	65
They would take steps to protect the safety of the person making the report	75	66	74
They would support the person making the report	76	66	75
They would take corrective action to address factors that may have led to the sexual harassment	72	61	71
Unit personnel would label the person making the report a troublemaker	20	17	20
Unit personnel would support the person making the report	60	55	60
The alleged offender(s) or their associates would retaliate against the person making the complaint	16	18	16
The career of the person making the complaint would suffer	16	15	16

17.18 Overall, junior soldiers were the least likely to think their Chain of Command demonstrated positive behaviours and overall, ORs were less likely than Officers to think this. ORs were more than twice as likely as Officers to think that the person making a report of sexual harassment would suffer negative consequences, such as being labelled as a troublemaker by unit personnel, receiving retaliation from the offender(s) or their associates, and their career suffering.

Table 71. Percentage of Service personnel who thought it very likely that their Chain of Command adopted the following behaviours (Q46) by rank

Command climate: Management	Very likely					
	Senior Officers %	Junior Officers %	Officers total %	Senior Soldiers %	Junior Soldiers %	ORs total %
They would take the report seriously	94	93	94	89	77	80
They would keep knowledge of the report limited to those with a need to know	88	87	87	82	66	70
They would forward the report outside the unit to criminal investigators	73	73	73	72	60	63
They would take steps to protect the safety of the person making the report	87	86	86	82	68	72
They would support the person making the report	86	87	86	83	69	72
They would take corrective action to address factors that may have led to the sexual harassment	80	80	80	80	66	69
Unit personnel would label the person making the report a troublemaker	9	11	10	18	23	22
Unit personnel would support the person making the report	66	68	67	64	56	58
The alleged offender(s) or their associates would retaliate against the person making the complaint	5	9	7	14	19	18
The career of the person making the complaint would suffer	9	10	9	13	19	18

INTERVENTIONS

17.19 Survey respondents were asked if they had seen two recent Army-wide poster campaigns, one on sexual consent and the other on harassment, and whether they have received sexual consent training, one package delivered by the Royal Military Police (RMP) and another delivered within units⁴⁶. Those who said yes, they had seen the posters or received the training, were asked to rate how effective they thought these were in raising awareness.

17.20 Overall, over half of Service personnel had seen the 2015 Sexual Consent posters. Of those who had seen it, three-quarters rated it as very or moderately effective in raising awareness (Table 72). Servicemen were more likely than Servicewomen to say they have seen the poster, but just as likely to rate it as effective. Officers were less likely than ORs to have seen the poster, but more likely to rate it as effective. Reserve personnel were less likely than Regular personnel to have seen the poster, but more likely to rate it as effective.

Table 72. Percentage of Service personnel who had seen the 2015 Sexual Consent poster campaign (Q47a) and rated it as effective at raising awareness (Q48a) by cohort

2015 Sexual Consent poster campaign	Seen it %	Effective %
Servicemen	67	74
Servicewomen	57	74
Regulars	68	72
Reserves	59	83
Officers	63	78
ORs	66	74
Total	66	74

N.B The percentage of those who rated the poster as 'effective' only includes data for those who answered 'yes' they have seen the poster (Q47a), and includes those who rated it as 'very effective' or 'moderately effective' (Q48a).

17.21 Almost three-quarters of Service personnel said that they have seen the 2016 Harassment posters; the same percentage of those who have seen it rated it as effective in raising awareness. Reserve personnel were less likely than Regular personnel to have seen the poster, but more likely to rate it as effective. Officers were less likely than ORs to have seen the poster, but more likely to rate it as effective.

Table 73. Percentage of Service personnel who had seen the 2016 Harassment poster campaign (Q47b) and rated it as effective at raising awareness (Q48b) by cohort

2016 Harassment campaign posters	Seen it %	Effective %
Servicemen	73	72
Servicewomen	65	73
Regulars	76	69
Reserves	62	82
Officers	69	76
ORs	73	71
Total	72	72

N.B The percentage of those who rated the poster as 'effective' only includes data for those who answered 'yes' they have seen the poster (Q47b), and includes those who rated it as 'very effective' or 'moderately effective' (Q48b).

46. Based on the BBC3 documentary "Is this Rape, Sex on Trial"

17.22 Around one in five Service personnel received the RMP delivered sexual consent training package (Table 73). Of those, almost all rated it as very or moderately effective in raising awareness. Reserve personnel were the least likely cohort to say they received the training, but the most likely to rate it as effective.

Table 74. Percentage of Service personnel who received the RMP delivered Sexual Consent training package (Q49a) and rated it as effective at raising awareness (Q50a) by cohort

RMP delivered Sexual Consent training package	Received it %	Effective %
Servicemen	20	95
Servicewomen	16	94
Regulars	21	94
Reserves	13	99
Officers	17	94
ORs	20	95
Total	19	95

N.B The percentage of those who rated the training as 'effective' only includes data for those who answered 'yes' they have received the training (Q49a), and includes those who rated it as 'very effective' or 'moderately effective'(Q50a).

17.23 Servicewomen were less likely than Servicemen to say they have received the unit delivered sexual consent training but were as likely to rate it as effective. Reserve personnel were less likely than Regular person to say they received the training, but more likely to rate it as effective.

Table 75. Percentage of Service personnel who received the RMP delivered Sexual Consent training package (Q49a) and rated it as effective at raising awareness (Q50a) by cohort

Unit delivered Sexual Consent training package	Received it %	Effective %
Servicemen	23	92
Servicewomen	16	91
Regulars	24	91
Reserves	17	96
Officers	17	94
ORs	23	92
Total	22	92

N.B The percentage of those who rated the training as 'effective' only included for those who answered 'yes' they have received the training (Q49b), and includes those who rated it as 'very effective' or 'moderately effective'(Q50b).

IS THE ARMY DOING ENOUGH?

17.24 There were mixed responses to this question asked during the focus groups, with the majority of responses being positive about the extent to which the Army prevents and manages sexual harassment. However, the overall message was clear – yes the Army tries hard and has improved over the years, but the fact sexual harassment still happens means that the Army needs to do more.

WHAT ELSE COULD THE ARMY DO?

17.25 The question of what else the Army could do to prevent and manage sexual harassment was asked in both the survey and during the focus groups. The data were analysed thematically, and the main themes are presented below.

EDUCATION

17.26 There were significantly more comments highlighting the need for more education than any other topic. A common theme was that what constitutes sexual harassment needed to be well defined as there seemed to be a wide range of beliefs and attitudes on what is, and what is not, sexual harassment. Service personnel need to understand when they are doing something wrong, and what the impact of their behaviour is. This definition needs to be understood by everyone within the MOD; comments highlighted the need for a tri-service approach to educating Service Personnel and Civil Servants on sexual harassment from all ranks and grades. A common suggestion was an annual training program for all personnel to address acceptable and unacceptable behaviour, from physical abuse to banter and the use of sexual language.

“I don't think sexism is taken seriously enough and I think senior ranks and those in command need more conceptual training to be able to deal with sexual harassment and the law.”

17.27 Another common theme was the need for regular awareness campaigns targeting both males and females, that encourage people to report incidents of sexual harassment and publicises the likely punishments for offenders. Specifically, more education is needed on the acceptable use of social media and various apps such as Facebook and WhatsApp, as the dissemination of indecent imagery and videos was perceived to be a common occurrence. Although the use of social media has many benefits, it is also easy to misuse; this reflects a need to have a well-defined policy and education on the appropriate uses of social media,

17.28 The data suggests that the Army has made progress in addressing sexual harassment through various campaigns, however it remains prevalent within some areas. The ‘Tea Consent’ video was frequently mentioned, and praised for increasing awareness of what constitutes sexual harassment. A common theme was that training should be an on-going discussion and not just on an annual basis. The poster campaigns have drawn a lot of attention, helped increase awareness, and positively received by many Service personnel, however, future campaigns should address the fact that it is not always males that are the perpetrators, and that women are also responsible for sexual harassment.

“Have more awareness how comments can affect someone - either when made directly to the person or about someone else within earshot.”

LEADERSHIP

17.29 There were mixed views from Service personnel regarding the response of Commanding Officers (COs) to reports of sexual harassment. A common theme was that training was needed on how to deal with incidents, provide support, and guide individuals on their legal rights. Leaders need to deal effectively with incidents of sexual harassment, however, training is needed to ensure that they are fully equipped to recognise and manage incidences of sexual harassment. By not addressing incidents as they arise, holding people accountable for their actions, or enforcing clear disciplinary procedures, there were no repercussions for unacceptable behaviour.

17.30 Another emerging theme was around the potential for the Chain of Command to not take reports seriously, be complicit in the behaviour, or even responsible for sexual harassment. In this theme, some leaders were seen to have perpetuated a culture of sexual harassment using sexist and derogatory language under the guise of ‘banter’, which unintentionally set a standard for younger soldiers and normalised the behaviour. By not addressing unacceptable behaviour, COs could be inadvertently condoning it.

GENERAL SOCIETY

17.31 Another theme reflected the positive way in which the practices of the Army increase awareness and educate individuals on sexual harassment, with the Army being perceived as doing a lot more than civilian employers.

“Personally, I feel the army promotes awareness & prevention above & beyond many civilian companies from previous units I have been aware of reports of sexual harassment/had them reported to myself and units have always taken the reports seriously and investigated fully.”

CULTURE

17.32 Banter and its prominence in the Army culture was a common theme. Banter could be a cohesive factor that helps people feel a sense of belonging and camaraderie, but could also being used to mask sexual harassment. The frequency and acceptance of sexualised language and behaviour meant that it has become a normal part of the Army culture, which is only addressed when its goes too far. Although a culture change was required, and this may be the effective way to address sexual harassment, the change should not be too extreme as to create an environment where banter and fun were not encouraged.

17.33 Due to the high ratio of males to females, and key leadership and senior roles predominantly occupied by men, having more women in senior leadership positions, and therefore more female role models, could help facilitate this cultural change. The natural turnover of those who represent an older generation, and the subsequent promotion of those who hold more up-to-date views reflective of current society, could also support change.

“I think that the army has suffered from a lack of females in senior positions. The knock on from this is that our leadership still seems to regard their more junior colleagues through the lens of officer’s messes of 20 years ago when the attitude was that women joined the army to find a husband”

MAKING A COMPLAINT

17.34 Another recurring theme was lack of confidence that complaints and reports of sexual harassment would be taken seriously, kept anonymous and dealt with fairly. There can be a tendency for the Chain of Command to try and deal with sexual harassment ‘in-house’ to protect the reputation of the unit; this could lead to cases of sexual harassment not being dealt with properly, with some ‘brushed under the carpet’ to avoid the unit looking bad. There was a tendency for the alleged victim to be blamed, and the unit’s approach to resolving the situation was to remove the alleged victim from the situation, rather than deal with the inappropriate behaviour.

17.35 One of the strongest themes occurring from the focus group discussions was that of the perceived stigma from making a report, and that many Service personnel would see this as a barrier to reporting. The biggest barrier to complaining was lack of confidence, and that education and support was required so that Service personnel knew how they could help themselves. Service personnel were largely in favour of having someone external to the unit that they could discuss concerns with and get advice on what to do. Some individuals who had experienced sexual harassment didn’t want to make a formal complaint as they felt that it would be made into a big deal, and all they wanted was for the person responsible for the behaviour to stop. Having someone in a senior position who could intervene on their behalf, or support them in doing so, would help resolve issues at the lowest level and avoid the perceived negative consequences of making a formal complaint.

SUPPORT

17.36 Lack of support extended to Service personnel who experience sexual harassment was a recurring theme, with some who reported it, being made to feel that they were over reacting or not believed. There should be an established support process that by-passes the Chain of Command, as sometimes they are the cause of the problem or can be a blockage in the reporting process.

17.37 A common theme relating to support was the negative impact that sexual harassment can have on individuals. Examples of how sexual harassment had a detrimental effect on an individuals' wellbeing included Post-Traumatic Stress Disorder (PTSD) and taking time off due to stress. This also extended to those who have been falsely accused. There is a need for colleagues to support and guide each other to ensure that sexual harassment, bullying and victimisation doesn't occur and if it does then it is reported and taken seriously. The need for better mental health support was highlighted, with more options, such as individual therapy, being more widely available to Service personnel who have experienced sexual harassment.

“My Army career is over and I have been diagnosed with PTSD. This all could have been avoided if I was believed and supported by the Army.”

DISCIPLINE

17.38 Another common theme related to a perceived lack of action taken towards perpetrators and the perceived difficulty of victims to receive justice, referring to the need for harsher punishments for offenders and an easier process to file complaints. Both those who took part in the focus groups and those who completed the survey felt that the Army should publicise details of individuals who are found guilty of sexual harassment and what the punishment was, to deter others. Most felt that no fault or blame on either party should be attributed until the end of the investigation however, there were multiple reports of the individuals who had made a report of sexual harassment being posted out of their unit as a way of resolution, which they did not feel was appropriate or fair. Many were in favour of a zero-tolerance approach, similar to drug use. Whilst perpetrators should be punished for their behaviour, so should those that falsely accuse others. Due to the trauma that sexual harassment can cause, more support is needed for both victims and those that have been falsely accused.

“Punish offenders in a severe manner and publicise punishments for all to see! I have seen that offenders do get punished but others do not see the extent of the punishment which can often lead to rumours that the offender has “gotten away with the crime””

SUMMARY

18. CONCLUSIONS

SEXUALISED BEHAVIOURS

18.1 Although sexualised behaviours remain a common experience in 2018 for most Service personnel, there has been a small downward shift in experiences since 2015. More noteworthy, however, is the change in the way that these behaviours were perceived by those who experience them; Service personnel were more likely to find these behaviours offensive, more likely to be upset by them, and more likely to make a complaint about them. This change is further compounded by an apparent increase in awareness of the fact that sexualised behaviours were considered sexual harassment. The way in which Service personnel define sexual harassment is now more consistent with official definitions, and there appears to be less room for individual interpretation. These findings suggest that Service personnel are overall less tolerant of sexualised behaviours, and more aware of the negative way in which they can be perceived.

18.2 Although the decrease in tolerance of sexualised behaviours has been met by a decrease in experiences of these behaviours, the behaviour of Service personnel does not appear to be changing as quickly as their attitudes. It is reasonable to assume that less tolerance for behaviours may come with higher expectations of how individuals should be treated. Moving forward, the Army needs to focus its efforts on activities that will create positive behavioural change.

SOCIAL MEDIA

18.3 The behaviour most likely to be experienced by Service personnel is unwelcome comments, although being sent sexually explicit materials is now experienced equally as often, representing a significant increase since 2015. The findings suggest an increased use of social media in the workplace, which provides an easily accessible way to distribute sexual materials. The use of social media in the workplace is not straightforward; notwithstanding security issues, many Service personnel talked about the benefits of using technology and social media, particularly with communication. However, with increased use comes the opportunity for misuse, and the Army needs to better understand the consequences of this.

GENDER AND RANK DIFFERENCES

18.4 Consistent with 2015, junior ranking female personnel were most likely to experience unwanted sexualised behaviours. The findings suggest that junior personnel may lack the confidence and knowledge on how to deal with unwanted sexualised behaviours, and that more work needs to be done to ensure support is in place to facilitate this. Thought needs to be given to how Service personnel can get support and advice when the person responsible is more senior to them or part of their command chain.

REPORTING

18.5 Although Service personnel who have an upsetting experience are now much more likely to make a formal complaint than they were in 2015, there still appear to be significant barriers to reporting sexual harassment, the most significant being the perceived stigma of making a complaint. Formal channels of support, such as support lines and unit advisors (e.g. welfare and Equality and Diversity Advisors), appear to be under-utilised, with as few as 1% of those who had an upsetting experience using the helpline; the Army needs to review each step of the reporting process when considering what else can be done to support Service personnel who experience sexual harassment. The findings also suggest that improvements need to be made to the formal complaints process, particularly around how and when information is communicated once a complaint has been made, and how the complaint is handled.

IMPACT

18.6 It is hard to measure the impact of experiences of sexual harassment beyond those reported by the recipient however, findings support previous research that suggests sexual harassment can have wide-reaching implications at the individual, team and organisational level. The impact that sexual harassment could have on the reputation of the Army is particularly pertinent now, given the current level of interest of sexual harassment and assault from the general public. Organisations are likely to be expected to do more to prevent and manage sexual harassment in the future, and to be held to account, both legally and professionally.

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PREVENTION

18.7 Despite the fact that Service personnel thought that sexual harassment is a problem in the Army, even if only in some parts, they were positive about the extent to which it tries to prevent it. This is particularly noteworthy for Reserve personnel, who were more likely to be able to make comparisons with other civilian organisations. Although some perceive the Chain of Command as part of the problem, overall Service personnel were positive about the extent to which the Army's leadership demonstrate positive behaviours with respect to sexual harassment. It is important to take this into account when interpreting the findings; whilst this research highlights areas for improvement, the Army has made significant efforts in this area, and these efforts are having a positive impact on the lived experience of its personnel.

CULTURE

18.8 The findings suggest that some sexual harassment, specifically that experienced by women, are part of a wider issue of gender inequality and the way in which women are viewed in society. There are several factors specific to the military, such as the ratio of men to women, that have to some extent enabled these views to perpetuate and become part of the military culture. Though not unique to the military, a cultural change is required whereby all personnel, regardless of their personal attributes, are treated fairly.

19. RECOMMENDATIONS

SUMMARY OF RECOMMENDATIONS

Training

- Develop a formalised programme of training on sexual harassment through career, tailored to different cohorts, using methods which engage Service personnel and allows them to relate to the topic.

Reporting

- Consider introducing a web-based anonymous reporting tool for unacceptable behaviours so Service personnel can make the Army aware of these behaviours without fear of repercussion. The implications of this should be carefully thought through to avoid misuse.

Support

- Consider how a formal or informal mentoring or support system could be implemented to support Service personnel who form a minority cohort within a unit. What the support system looks like in practice should depend on the context of a unit. Consideration should be given as to how Service personnel can seek advice and guidance on sexual harassment informally and 'off the record', without having to make a complaint.

Social media

- Conduct a review into the use, and identify the benefits and risks, of using social media in the workplace, which doesn't purely focus on security. Review policy and training requirements accordingly.

Leadership

- Consider how leaders are monitored with regards to the extent to which they create a positive unit culture that prevents sexual harassment, and the way in which the Chain of Command deal with incidences.

Policy

- Review how sexual harassment is addressed in existing policy.

Transparency

- Consider a review of the reporting process for sexual harassment to ensure that a consistent approach is used when responding to reports, and how outcomes could be communicated to provide greater transparency and perceived fairness.

19.1 The following recommendations are based on the key findings from the 2018 data. They provide a start point for the development of a comprehensive action plan that will consider the wider context when deciding what is appropriate and practicable. Some of the recommendations from the 2015 research are still relevant; a general recommendation is that these are reviewed alongside the recommendations from the 2018 research when developing the action plan to ensure a consistent approach and to ensure that the data is fully exploited.

EDUCATION AND TRAINING

19.2 Similar to the 2015 research, education was consistently highlighted by Service personnel as a gap in the Army's approach to preventing and managing sexual harassment. Whilst Service personnel receive training on the Army's values and standards throughout their career, the findings from this research suggest that the Army needs to dedicate more resource to training on the topics of unacceptable behaviours and sexual harassment. Training should be implemented during initial training to encourage positive behaviours from the start of personnel's career, and refreshed regularly depending on the individuals' job role and requirements. A more interactive approach should be used to ensure the training is engaging; Service personnel need to be able to relate to the training material and understand why the training is important.

19.3 It was recommended in the 2015 research that the Army clearly defines sexual harassment in a way that is meaningful to Service personnel. It is clear that a 'one size fits all approach' is not appropriate; training needs to be bespoke to individuals at different ranks, tailored to the individuals' role and responsibilities. Specific training should be considered for:

- a. New recruits during initial training – focused on acceptable and unacceptable behaviours and the Army's policy on sexual harassment.
- b. Line managers – how to recognise sexual harassment and how to manage it.
- c. Leaders – how to create a unit climate that prevents sexual harassment and positive behaviours
- d. All personnel – how they should behave towards colleagues and what to do if they experience unwanted sexualised behaviours, both informally and formally.

REPORTING

19.4 Whilst the Army has made significant improvements in providing mechanisms for Service personnel to discuss concerns, consideration should be given over whether and how an anonymous reporting mechanism could be utilised to encourage Service personnel to speak out. It should be easily accessible by Service personnel and better reflect how people today use technology. Whilst the confidential helpline has proved successful, some Service personnel shared concerns over who was answering the calls, and whether someone in the military could be truly objective. Given that the stigma of reporting appears to be a significant barrier for Service personnel, the Army should consider an app or web-based solution that Service personnel can access from their phones, to make a report of unacceptable behaviour without any fear of being traced. The implications of this need to be carefully thought through to ensure that the system is not misused.

SUPPORT

19.5 The Army should consider implementing a more comprehensive support system for those who need advice and guidance on what to do if they experience sexual harassment. Often, Service personnel who had negative experiences stated that they felt isolated and didn't know who they could turn to for advice and guidance; this was particularly so when the person responsible was in their Chain of Command, for junior ranks, and for individuals attached to units. This could be a designated point of contact, outside the unit if necessary, who Service personnel can gain support from. What this support system looks like in practice should depend on the context of the unit. The Army should also consider the use of mentors and networks, so that Service personnel can discuss issues and get independent advice on how to respond 'off the record'.

19.6 The Army should review the support it currently has in place for those who have had negative experiences. A recurring theme emerging from this research was that of mental health support, and that a more comprehensive approach may help Service personnel deal with negative experiences in a positive way that supports their continued career in the Army. One suggestion from Service personnel was gender-specific support groups, where individuals could share their experiences with others.

SOCIAL MEDIA

19.7 The use of social media and technology is increasing, and whilst this presents an opportunity to enhance communication in the workplace, the line between professional and social use is blurred. The Army should consider conducting a comprehensive review of the use of social media and technology in the workplace, to understand how it is being used by Service personnel, the positive and negative implications, and where policy or directives might be needed. Current Army-delivered training on the consequences of the use of social media by Service personnel is often presented from a security perspective; the Army needs to raise awareness of the potential for social media to facilitate sexual harassment and other unacceptable behaviours, and provide clear guidelines on the behaviour expected from Service personnel.

LEADERSHIP

19.8 The need for leaders to lead by example is still relevant; leaders set the standard of behaviour and are responsible for the culture of a unit. However, there needs to be a culture in the Army where leaders aren't afraid to deal with unacceptable behaviours for fear that it may reflect badly on the reputation of the unit. Consideration should be given as to how leaders can be monitored and encouraged to create a positive unit climate, including the way in which they respond to unacceptable behaviour.

POLICY

19.9 The Army needs to review how sexual harassment is covered under current policy, and whether this provides sufficient information on the behaviours expected from Service personnel as soon as they join the Army, as well as the process for reporting incidences. It is recommended that policy makes specific reference to sexual harassment rather than including it as part of a wider policy on equality and diversity.

19.10 A significant proportion of Service personnel who made a formal complaint experienced negative consequences as a result; this suggested that the stigma associated with reporting unacceptable behaviour is real and not just perceived. The Army should consider reviewing its policy on informal and formal complaints, specifically to ensure that both the complainant and the respondent are treated fairly, and with parity, throughout the process. The policy should ensure that there is a clear procedure for protecting complainants from negative consequences during and after the investigation. The Army should also consider who informal and formal complaints are handled by, and whether complaints of a sexual nature should be reviewed by someone independent to the unit where it occurred. The Army should consider the utility of Civil Servants in this process; this was recommended in 2015.

TRANSPARENCY

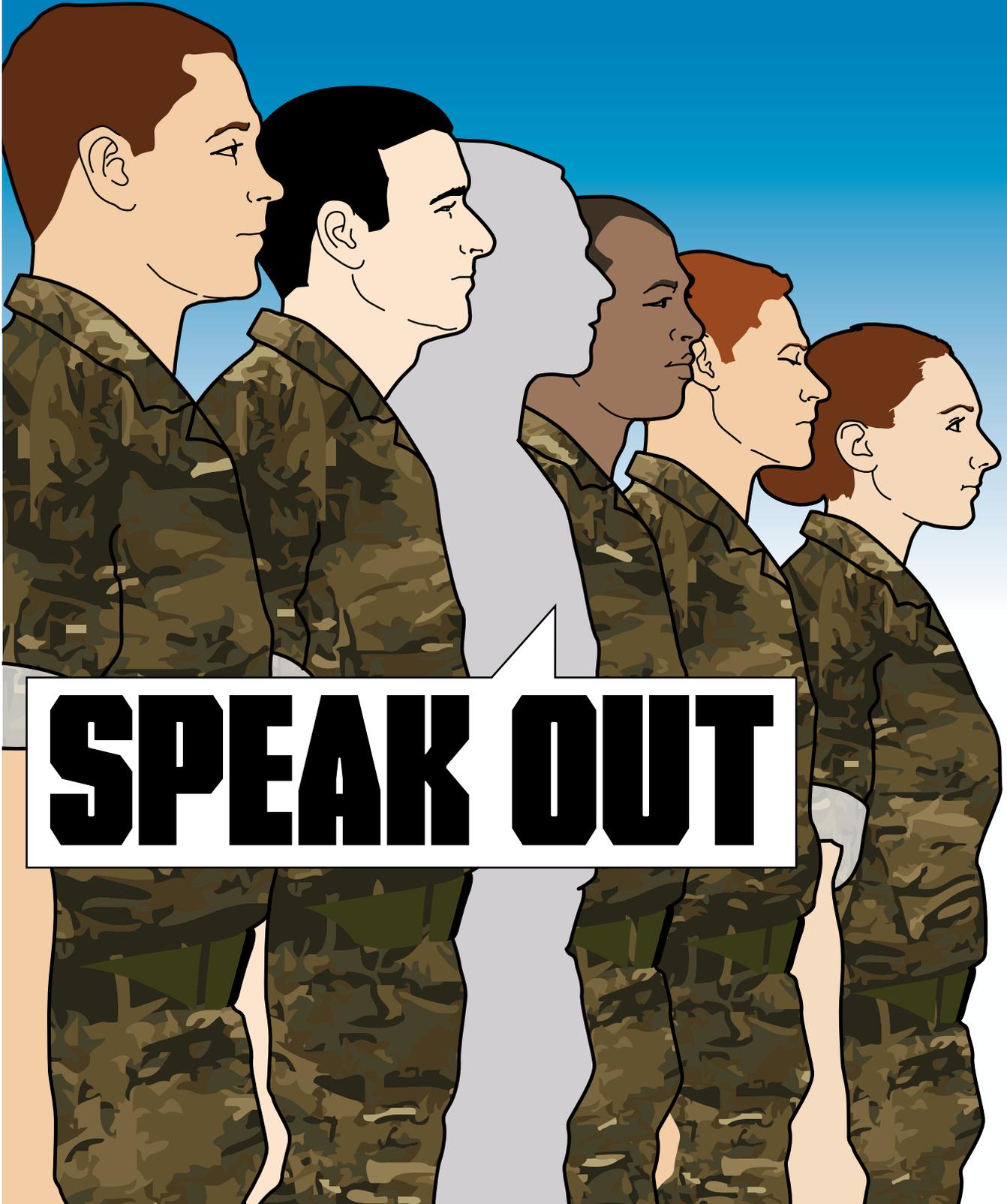
19.11 The Army should consider a review of the reporting process for sexual harassment to ensure that a consistent approach is used when responding to reports, and how outcomes are communicated, to provide greater transparency and perceived fairness. This may help those who are responsible for sexual harassment to understand the impact of their behaviour and what the implications are. This may not only deter individuals from behaving inappropriately, but also increase confidence in the disciplinary process, and encourage Service personnel to report incidences of sexual harassment. This recommendation was also made in 2015, and continues to be important to Service personnel.

ANNEX A: SEXUAL HARASSMENT SURVEY 2018

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Sexual Harassment Survey 2017



PROTECT - PERSONAL DATA (When Completed)

Introduction

This survey is for **ALL** Servicewomen and a random selection of Servicemen in the Army to complete in order to gain an accurate representation across the whole Army. Your views and opinions are very important and the survey is applicable to **everyone**. This survey has been approved by the Ministry of Defence Research Ethics Committee. By completing and returning the survey you are agreeing to take part; however, you are under no obligation to fill it out. The survey should take 20 minutes to complete.

Your name does not appear on the survey or the return envelope so no-one will know who you are; therefore, please do not put your name, or anything else that will identify you, on the survey or envelope. Please do not include any personal information about others in your responses. Your individual response will be treated in the strictest confidence and no person from your Chain of Command will ever see it. Completed surveys will be kept securely and will be destroyed at the end of the research period.

If you have any questions about this survey please contact Hannah Markson by telephone on 01264 887561 or by email at ArmyPersCap-Survey@mod.uk. However, if you find that taking part raises feelings that are upsetting or distressing in any way, you might want to discuss them with your Unit Medical Officer, Welfare Officer, Equality and Diversity Advisor or call the confidential Bullying, Harassment and Discrimination (BH&D) helpline.

Confidential Bullying, Harassment & Discrimination Helpline:

Military: 96770 4656

Civilian: 0306 7704656

Thank you for taking the time to complete this survey.

Using BLACK ink, please indicate your answers with a tick.

All your responses will be treated in the strictest confidence.

PROTECT - PERSONAL DATA (When Completed)

About You

This section contains some background questions about you. This information is very important because it helps us to understand your responses. Again, please be assured that your responses to this section and elsewhere in the survey will be treated in the strictest confidence. You CANNOT be identified or linked to your responses in any way.

1: Are you?

Male 1 Female 2

2: What is your rank?

Major or above (OF3+) 1 Captain or below (OF1-OF2) 2 Warrant Officer (OR8-OR9) 3

SNCO (OR6-OR7) 4 JNCO (OR3-OR4) 5 Private or equivalent (OR2) 6

3: What is your cap badge?

AAC 1 AGC ALS 2 AGC ETS 3 AGC RMP 4 AGC SPS 5

CAMUS 6 Gen Staff 7 HCAV 8 Infantry 9 INT CORPS 10

RA 11 RAC 12 RACHD 13 RADC 14 RAMC 15

RAPTC 16 RAVC 17 RE 18 REME 19 RLC 20

^RSIGNALS 21 QARANC 22 OTHER 23 Please specify

4: Are you of a different capbadge to the unit you work with (e.g. attached arm)?

Yes 1 No 2 Not applicable 3

5: What is your commitment type?

Regular 1 Reserve 2 Other e.g. FTRS 3

If Other, please specify

6: What is your age?

(Please write in years)

7: What is your length of service?

(Please write in years)

PROTECT - PERSONAL DATA (When Completed)

Working Environment and Behaviours

This section is about what it is like in your military workplace. Your views are important no matter what your own personal experience has been.

8: How often over the past 12 months have you been in situations where male or female UK military personnel and/civil servants, around you have: (Please tick one box per question)

	Never	Sometimes	A lot
(a) Told sexual jokes and stories	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
<i>If you answered sometimes or a lot, did you find this offensive?</i>	No <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	Yes <input type="checkbox"/> 3
(b) Used sexually explicit language, e.g. sexual swear words and suggestive language	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
<i>If you answered sometimes or a lot, did you find this offensive?</i>	No <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	Yes <input type="checkbox"/> 3
(c) Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
<i>If you answered sometimes or a lot, did you find this offensive?</i>	No <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	Yes <input type="checkbox"/> 3
(d) Made gestures or used body language of a sexual nature	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
<i>If you answered sometimes or a lot, did you find this offensive?</i>	No <input type="checkbox"/> 1	Sometimes <input type="checkbox"/> 2	Yes <input type="checkbox"/> 3

9: If you indicated that you found any of the above offensive, were those responsible mainly:

(Please tick one box only)

Men 1 Women 2 Both 3

The following question is about behaviour and talk of a sexual nature that might have been directed at you personally.

10: How often over the past 12 months have you been in situations where male or female UK military personnel and/civil servants, around you have: (Please tick one box per question)

	Never	Sometimes	A lot
(a) Made unwelcome comments (e.g. about your appearance, body or sexual activities)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(b) 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)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(c) Sent you sexually explicit material (e.g. pornographic photos or other objects of a sexual nature)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(d) Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(e) Made unwelcome attempts to touch you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(f) Touched you in a way that made you feel uncomfortable	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

continued >

PROTECT - PERSONAL DATA (When Completed)

	Never	Sometimes	A lot
(g) Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(h) 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.)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(i) 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.)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(j) Treated you badly for refusing to have sex with them	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(k) Intentionally touched you in a sexual way without your consent	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(l) Attempted to sexually assault you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(m) Made a serious sexual assault on you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(n) Raped you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

11: If you answered 'sometimes' or 'a lot' to any of the behaviours listed in Q10, were those responsible mainly: *(Please tick one box only)*

Men 1 Women 2 Both 3

12: If you answered 'sometimes' or 'a lot' to any of the behaviours listed in Q10, where did they mainly happen? *(Please tick one box only)*

- (a) In the workplace at my military home base or training unit 1
- (b) In a shared area (e.g. mess, barrack block, NAAFI) at my military home base or training unit 2
- (c) In a private area (e.g. own room in the barrack block/mess) 3
- (d) In my workplace when I was deployed/overseas 4
- (e) In a shared area (e.g. mess, barrack block, NAAFI) when I was deployed/overseas 5
- (f) At a civilian location when I was on duty 6
- (g) At a civilian location when I was off duty 7
- (h) Not applicable 8
- (i) Other *(Please specify below)* 9

PROTECT - PERSONAL DATA (When Completed)

13: Regardless of whether you have experienced them or not, do you think any of these behaviours count as sexual harassment? (Tick all that apply)

- (a) Unwelcome comments (e.g. about someone's appearance, body or sexual activities) 1
- (b) Unwelcome attempts to talk to someone about sexual matters (e.g. sexually explicit language, asking about their sex life, telling sexual jokes and stories despite discouragement) 1
- (c) Sending sexually explicit material (e.g. pornographic photos or other objects of a sexual nature) 1
- (d) Unwelcome gestures or body language of a sexual nature 1
- (e) Unwelcome attempts to touch someone 1
- (f) Touching someone in a way that made them feel uncomfortable 1
- (g) Unwelcome attempts to establish a romantic or sexual relationship despite discouragement 1
- (h) Saying or making someone feel they would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc.) 1
- (i) Saying or making someone feel they would be treated worse if they did not have a sexual relationship with them (e.g. no promotion, a bad report, etc.) 1
- (j) Treating someone badly for refusing to have sex with them 1
- (k) Intentionally touching someone in a sexual way without their consent 1
- (l) Attempting to sexually assault someone 1

14: In the past 12 months, have you experienced sexual harassment whilst at work?

Yes 1 No 2 Don't know 3

15: In the past 12 months have you observed a situation that you thought was sexual harassment?

Yes 1 No 2 Don't know 3

16: In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset?

Yes 1 No 2 *If No, please go to Q42 in the Prevention and Management section on page 16.*

PROTECT - PERSONAL DATA (When Completed)

Your Experience in the Last 12 Months

Please use this section to tell us more about this particularly upsetting experience.

17: Thinking about this experience that particularly upset you, what behaviours were involved? (Please tick all that apply)

- (a) Made unwelcome comments (e.g. about your appearance, body or sexual activities) 1
- (b) 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) 1
- (c) Sent you sexually explicit material (e.g. pornographic photos or other objects of a sexual nature) 1
- (d) Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you 1
- (e) Made unwelcome attempts to touch you 1
- (f) Touched you in a way that made you feel uncomfortable 1
- (g) Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement 1
- (h) 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.) 1
- (i) 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.) 1
- (j) Treated you badly for refusing to have sex with them 1
- (k) Intentionally touched you in a sexual way without your consent 1
- (l) Attempted to sexually assault you 1
- (m) Made a serious sexual assault on you 1
- (n) Raped you 1

Please provide information on the individual responsible for the upsetting experience. If there was more than one person responsible please pick the individual who had the *greatest effect* on you.

18: What rank was the individual?

- Major or above (OF3+) 1 Captain or below (OF1-OF2) 2 Warrant Officer (OR8-OR9) 3
- SNCO (OR6-OR7) 4 JNCO (OR3-OR4) 5 Private or equivalent (OR2) 6

19: Was the individual?

- Male 1 Female 2

PROTECT - PERSONAL DATA (When Completed)

20: Which of the following best describes the individual? (Please tick one box only)

- (a) Work colleague 1
- (b) Line manager 2
- (c) Other person senior to you 3
- (d) Instructor/trainer 4
- (e) Someone junior to you 5
- (f) Other person at your unit 6
- (g) Other (please specify below) 7

21: Please indicate how many other people were responsible (even if only one).

(Please write the number in the box below)

22: How long did the upsetting experience go on for? (Please tick one box only)

- (a) A one-off incident 1
- (b) A week 2
- (c) A month 3
- (d) 2-3 months 4
- (e) 4-6 months 5
- (f) Over 6 months 6

23: Where did this experience mainly occur? (Please tick one box only)

- (a) In the workplace at my military home base or training unit 1
- (b) In a shared area (e.g. mess, barrack block, NAAFI) at my military home base or training unit 2
- (c) In a private area (e.g. own room in the barrack block/mess) 3
- (d) In my workplace when I was deployed/overseas 4
- (e) In a shared area (e.g. mess, barrack block, NAAFI) when I was deployed/overseas 5
- (f) At a civilian location when I was on duty 6
- (g) At a civilian location when I was off duty 7

continued >

PROTECT - PERSONAL DATA (When Completed)

(h) Not applicable 8

(i) Other (please specify below) 9

24: Had you or the main person responsible for the upsetting experience been drinking alcohol or taking drugs before the incident? (Tick one box per question)

	Me	Person responsible	Both
(a) Alcohol	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(b) Drugs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

25: To what extent did you feel the following as a result of this experience? (Tick one box per question)

	Not at all	To a small extent	To a moderate extent	To a large extent	To a very large extent
(a) I no longer enjoyed my work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(b) I felt uncomfortable at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(c) My work environment became unpleasant/hostile	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(d) I didn't do my job as well as before	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(e) My motivation was lower	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(f) I was embarrassed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(g) I felt humiliated	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(h) I lost respect for the people involved	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(i) I felt excluded from my team	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(j) I experienced mental health problems eg depression, anxiety, PTSD	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(k) I thought about leaving the Army	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(l) I experienced physical health problems eg weight change, fatigue	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(m) I received a lower than expected performance evaluation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

26: Was your productivity affected by the experience?

Yes 1 Not sure 2 No 3 *If No, please go to Q28*

PROTECT - PERSONAL DATA (When Completed)

27: If yes, how was your productivity affected? *(Please tick one box only)*

It increased 1 It decreased 2 It increased and decreased 3

28: In your opinion, what do you think the reason was behind this experience?

29: How did you respond to the situation? *(Please tick all that apply)*

- (a) I did nothing 1
- (b) I ignored the behaviour 1
- (c) I avoided the person if I could 1
- (d) I asked the person to stop 1
- (e) I asked to be moved somewhere else 1
- (f) I threatened to tell others 1
- (g) I told my immediate supervisor 1
- (h) I made a joke of it 1
- (i) I went along with it 1
- (j) I threatened to harm the person responsible 1

continued >

PROTECT - PERSONAL DATA (When Completed)

(k) Someone in the command/line management chain took action or said something on my behalf 1

(l) I used mediation 1

(m) A colleague took action or said something on my behalf 1

(n) I asked someone else to speak to the person responsible 1

(o) I reported it to the Royal Military Police (RMP) or other police agencies 1

(p) I used medication 1

(q) Other (please specify below) 1

30: Did any of these actions stop the behaviour?

Yes 1 No 2 Still being resolved 3 *If No, or Still being resolved please go to Q32*

31: If yes, which of the responses was the most effective at stopping the behaviour?
(Please tick one box only)

(a) I did nothing 1

(b) I ignored the behaviour 2

(c) I avoided the person if I could 3

(d) I asked the person to stop 4

(e) I asked to be moved somewhere else 5

(f) I threatened to tell others 7

(g) I told my immediate supervisor 8

(h) I made a joke of it 9

(i) I went along with it 10

(j) I threatened to harm the person responsible 11

(k) Someone in the command/line management chain took action or said something on my behalf 12

(l) I used mediation 13

(m) A colleague took action or said something on my behalf 14

continued >

PROTECT - PERSONAL DATA (When Completed)

(n) I asked someone else to speak to the person responsible 15

(o) I reported it to the Royal Military Police (RMP) or other police agencies 16

(p) I used medication 17

(q) Other (please specify below) 18

32: Did you tell anyone at work what was happening?

Yes 1 No 2 *If No, please go to Q36*

33: Who did you tell? (Please tick all that apply)

- (a) Padre/chaplain 1
- (b) Service Helpline or Support Line 1
- (c) Welfare people 1
- (d) Colleague 1
- (e) Unit Equality and Diversity Advisor (EDA) or Assistant EDA 1
- (f) Line manager 1
- (g) Someone else superior to me 1
- (h) Other (please specify below) 1

34: Did any of these people help to stop the behaviour?

Yes 1 No 2 *If No, please go to Q37* Partly 3

35: If you ticked 'Yes' or 'Partly' in the previous question, who was the most helpful in stopping the behaviour? (Please tick one box only)

- (a) Padre/chaplain 1
- (b) Service Helpline or Support Line 2
- (c) Welfare people 3

continued >

PROTECT - PERSONAL DATA (When Completed)

(d) Colleague	<input type="checkbox"/>	4
(e) Unit Equality and Diversity Advisor (EDA) or Assistant EDA	<input type="checkbox"/>	5
(f) Line manager	<input type="checkbox"/>	6
(g) Someone else superior to me	<input type="checkbox"/>	7
(h) Other (please specify below)	<input type="checkbox"/>	8

Please go to Q37

36: If you didn't tell anyone in the workplace what was happening, please tell us why.
(Please tick all that apply)

(a) I thought I could handle the situation myself	<input type="checkbox"/>	1
(b) I didn't think it was that important	<input type="checkbox"/>	1
(c) I didn't think I would be believed	<input type="checkbox"/>	1
(d) I didn't think anything would be done about it	<input type="checkbox"/>	1
(e) I didn't want to hurt or upset the person who harassed me	<input type="checkbox"/>	1
(f) I was worried that everyone would find out	<input type="checkbox"/>	1
(g) I thought I would be labelled a troublemaker	<input type="checkbox"/>	1
(h) I thought it might affect my job or career (e.g. my promotion chances would suffer)	<input type="checkbox"/>	1
(i) I thought it would make my work situation unpleasant	<input type="checkbox"/>	1
(j) The person responsible was my line manager or another superior officer	<input type="checkbox"/>	1
(k) I thought I would lose the trust and respect of my colleagues	<input type="checkbox"/>	1
(l) I didn't want to make it into a bigger issue	<input type="checkbox"/>	1
(m) I thought I would be blamed	<input type="checkbox"/>	1
(n) Other (please specify below)	<input type="checkbox"/>	1

PROTECT - PERSONAL DATA (When Completed)

Making a Complaint	
<p>37: Did you, at any time, make a formal written complaint (to your Commanding Officer) about this upsetting experience?</p> <p style="text-align: center;"> Yes <input type="checkbox"/> 1 <i>If Yes, please go to Q39</i> No <input type="checkbox"/> 2 </p>	
<p>38: Why didn't you make a formal written complaint? (Please tick all that apply)</p> <p style="text-align: center;">(a) The situation was resolved informally <input type="checkbox"/> 1</p> <p style="text-align: center;">(b) I thought I could handle the situation myself <input type="checkbox"/> 1</p> <p style="text-align: center;">(c) I didn't think it was that important <input type="checkbox"/> 1</p> <p style="text-align: center;">(d) I didn't think I would be believed <input type="checkbox"/> 1</p> <p style="text-align: center;">(e) I didn't think anything would be done about it <input type="checkbox"/> 1</p> <p style="text-align: center;">(f) I didn't want to hurt or upset the person who harassed me <input type="checkbox"/> 1</p> <p style="text-align: center;">(g) I was worried that everyone would find out <input type="checkbox"/> 1</p> <p style="text-align: center;">(h) I thought I would be labelled a troublemaker <input type="checkbox"/> 1</p> <p style="text-align: center;">(i) I thought it might affect my job or career (e.g. my promotion chances would suffer) <input type="checkbox"/> 1</p> <p style="text-align: center;">(j) I thought it would make my work situation unpleasant <input type="checkbox"/> 1</p> <p style="text-align: center;">(k) The person responsible was my line manager or another superior officer <input type="checkbox"/> 1</p> <p style="text-align: center;">(l) I was persuaded or warned not to make a complaint by a colleague <input type="checkbox"/> 1</p> <p style="text-align: center;">(m) I was persuaded or warned not to make a complaint by a superior <input type="checkbox"/> 1</p> <p style="text-align: center;">(n) I didn't know how to make a complaint <input type="checkbox"/> 1</p> <p style="text-align: center;">(o) I thought it would take too much time and effort <input type="checkbox"/> 1</p> <p style="text-align: center;">(p) I was worried about repercussions from the other person/people involved <input type="checkbox"/> 1</p> <p style="text-align: center;">(q) I didn't know what to do <input type="checkbox"/> 1</p> <p style="text-align: center;">(r) Someone took action or said something on my behalf <input type="checkbox"/> 1</p> <p style="text-align: center;">(s) I thought I would be blamed <input type="checkbox"/> 1</p> <p style="text-align: center;"><i>Now go to Q42 in the Prevention & Management section on page 16.</i></p>	

PROTECT - PERSONAL DATA (When Completed)

39: If you made a formal complaint, how satisfied or dissatisfied are you with the following?

	Very satisfied	Satisfied	Neither	Dissatisfied	Very dissatisfied	Not applicable
(a) The availability of information about how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(b) Your understanding of how to make a complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(c) Treatment of you by the people who handled the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(d) The amount of time it took/is taking to resolve the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(e) How well you were/are being kept informed about the progress of your complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(f) How well the outcome of the investigation was explained to you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(g) The outcome of any follow-up action taken against the person/people responsible	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(h) The actions taken by your unit to try to resolve the situation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
(i) The degree to which your privacy was protected during the process	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

40: Did you suffer any negative consequences as a result of making a formal complaint, either during or afterwards?

Yes 1 No 2 *If No, please go to Q42 in the next section*

41: If Yes, please give details. (Please tick all that apply)

- (a) I no longer enjoyed my work 1
- (b) I felt uncomfortable at work 1
- (c) My work environment became unpleasant/hostile 1
- (d) I didn't do my job as well as before 1
- (e) My motivation was lower 1
- (f) I was embarrassed 1
- (g) I felt humiliated 1
- (h) I lost respect for the people involved 1
- (i) I felt excluded from my team 1
- (j) I experienced mental health problems eg depression, anxiety, PTSD 1
- (k) I thought about leaving the Army 1
- (l) I experienced physical health problems eg weight change, fatigue 1
- (m) I received a lower than expected performance evaluation 1

PROTECT - PERSONAL DATA (When Completed)

Prevention & Management

Everyone to answer this section.

42: Do you personally believe there is a problem with sexual harassment in the Army?

Yes 1 No 2 In some parts 3

43: Do you personally believe there is a problem with sexual harassment in your unit/team?

Yes 1 No 2

44: To what extent do you think the Army:

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
(a) Tries to prevent sexual harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(b) Supports those who are being or have been sexually harassed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

45: To what extent does your Chain of Command:

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
(a) Promote a unit climate based on respect and trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(b) Refrain from sexist comments and behaviours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(c) Actively discourage sexist comments and behaviours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(d) Provide training in sexual harassment and assault prevention and response that interests and engages you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(e) Encourage personnel to intervene or assist others in situations at risk of sexual harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(f) Publicise resources on sexual harassment (e.g. helpline, reporting process)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(g) Encourage victims to report sexual harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
(h) Create an environment where victims feel comfortable reporting sexual harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

PROTECT - PERSONAL DATA (When Completed)

46: If someone in your unit were to report sexual harassment to your current Chain of Command, how likely is it that:

	Very likely	Moderately likely	Slightly likely	Not at all likely
(a) They would take the report seriously	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) They would keep knowledge of the report limited to those with a need to know	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(c) They would forward the report outside the unit to criminal investigators	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(d) They would take steps to protect the safety of the person making the report	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(e) They would support the person making the report	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(f) They would take corrective action to address factors that may have led to the sexual harassment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(g) Unit personnel would label the person making the report a trouble maker	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(h) Unit personnel would support the person making the report	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(i) The alleged offender(s) or their associates would retaliate against the person making the complaint	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(j) The career of the person making the complaint would suffer	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

47: Have you seen?

	Yes	No	Not sure
(a) 2015 Sexual Consent Campaign posters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
(b) 2016 Harassment campaign posters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

(a)



(b)



48: If yes, how would you rate their effectiveness in raising awareness?

	Very effective	Moderately effective	Slightly effective	Not at all effective
(a) 2015 Sexual Consent Campaign posters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) 2016 Harassment Campaign posters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

PROTECT - PERSONAL DATA (When Completed)

49: Have you received?

	Yes	No	Not sure	
(a) RMP delivered Sexual Consent training package	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/>
(b) Unit delivered Sexual Consent training package based on the BBC 3 documentary "Is this Rape, Sex on Trial"	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/>

(a)



(b)



50: If yes, how would you rate their effectiveness in raising awareness?

	Very effective	Moderately effective	Slightly effective	Not at all effective
(a) RMP delivered Sexual Consent training package	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) Unit delivered Sexual Consent training package based on the BBC 3 documentary "Is this Rape, Sex on Trial"	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

51: What else could the Army do to prevent or manage sexual harassment more effectively?

PROTECT - PERSONAL DATA (When Completed)

52: Please use the box below for any other comments about sexual harassment in the Army.
(Use this as an opportunity to describe experiences not covered previously)

A large, empty rectangular box with a thin black border, intended for handwritten or typed comments. It occupies most of the page's vertical space below the instruction.

PROTECT - PERSONAL DATA (When Completed)

Thank you for taking the time to complete this survey.

Please return the survey in the accompanying pre-paid envelope. If you are based overseas (including Northern Ireland) you must return the envelope via the Service mail system.

**If you feel you are subject to Bullying, Harassment and Discrimination (BH&D):
Don't Suffer! Consider all of the available help listed below:**

- Talk to a mate
- Inform your Boss
- Speak to a higher level in your Unit Chain of Command
- Approach the Unit Equality and Diversity Advisor (EDA) or Assistant EDA
- Talk to Welfare Officer, Padre or Civilian Chaplain to the Military
- Phone Confidential BH&D Helpline (Civ: 0306 7704656 Mil: 96770 4656)
- Request Mediation through your EDA, Chain of Command or Army Mediation Service (Civ: 0306 7707691 Mil: 967707691)
- Consider submitting Service Complaint through your EDA or Chain of Command
- Contact the Service Complaints Commissioner: scc@armedforcescomplaints.independent.gov.uk

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ANNEX B: FOCUS GROUP SCHEDULE

Introduction

Thank you for participating in this discussion. The aim of this discussion is to help us better understand the nature and extent of sexual harassment within the Army, how this affects you, and how effectively you think the Army prevents and manages this issue. This is not about understanding any personal experiences you might have had, rather your opinions about the issue in general. Feel free to talk about your personal experiences if you want to, but please do not mention names.

Anything you say within this discussion will remain completely confidential and anonymous. I will be making notes during this session, but these will not be attributed to you at any point. The notes will be analysed for common themes, which will be presented in a report once the research is complete. Please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, depending on the issue. This is part of my duty of care as a psychologist.

Please respect the confidentiality and anonymity of others within the group, and do not disclose any of the information that has been discussed during this session to people outside of this group. Please do not disclose any personal information about yourself or others during this session.

Please read through the consent form if you have not already done so, and sign it. You are not obliged to participate in this discussion, and you may also leave at any point and the Chain of Command will not be informed. If there is something that you want to say outside of the group, please speak to me at the end or write to me after the discussion. I will be here for 30 minutes after the session has ended, however it is important to stress that I will be able to give you information on where you can get further support, but I am not trained in giving support or counselling myself.

Does anyone have any questions before we start?

Warm-up

Go around the group and ask everyone:

How long have you been in the Army?

For female groups:

What is the best thing about being a female in the Army?

Working environment and behaviour

Q1. What types of behaviours do you think constitutes sexual harassment?

If necessary, prompt with some examples such as:

- Posters/calendars of women/men
- Unwanted comments
- Jokes
- Sexually explicit materials, use of social media e.g. Whatsapp

Q2. What kind of behaviour do you think is going 'too far'?

Q3. Do you think sexual harassment is a problem in the Army?

Q4. Why do you think sexual harassment occurs in the Army?

Q5. Are there any conditions/situations within the Army that make sexual harassment more likely?

If necessary, prompt with some examples such as:

- Exercise
- Tours/operations
- Outside of work/when socialising

Preventing and dealing with sexual harassment

Q6. To what extent do you think the Army tries to prevent and manage sexual harassment?

Q7. Is this enough?

Q8. What sort of things do you think would be effective in preventing sexual harassment in the Army?

Q9. What types of support are important?

Q10. Do you have any other comments or questions?

Thank you for your time. If anyone feels that they have been affected by any of the issues we have talked about today, there is a helpline that you can call. The details are on these cards [facilitator to hand out cards]. Alternatively, you can get support from your unit welfare officer or EDA.

ANNEX C: WEIGHTING VALUES FOR SURVEY SAMPLE

Regular Servicemen	Rank	Population	Estimate of response rates (with conservative adjustment factor)	n adj for non response	n (adjusted by estimated response rate)	Sample returned	2018 Response rate	2015 Response rate	Weighting	Confidence Interval
	Major or above	5,900	60%	613	674	377	56	60	15.649867	4.88
Captain or below	5,250	40%	912	1,003	250	25	40	21.000000	6.05	
Officers	11,150				627	37	50	17.783094	3.8	
SNCO	16,290	36%	1,063	1,170	310	27	36	52.548387	5.51	
JNCO	48,900	12%	3,241	3,565	223	6	12	219.282511	6.55	
OR	65,190			4,735	533	11	19	122.307692	4.23	
Total	76,340	25%	5,829	6,412	1160	18	25	65.810345	2.86	

* Estimate of response rates are based on the response rates for each cohort to the 2015 Sexual Harassment Survey. All response rates are given as percentages %.

Reserve Servicemen	Rank	Population	Estimate of response rates (with conservative adjustment factor)	n adj for non response	n (adjusted by estimated response rate)	Sample returned	2018 Response rate	2015 Response rate	Weighting	Confidence Interval
	Major or above	2,331	52%	645	710	278	39	52	8.384892	5.52
Captain or below	2,271	39%	857	943	303	32	37	7.495050	5.24	
Officers	4,602				581	35	45	7.920826	3.8	
SNCO	6,339	53%	697	766	225	29	36	28.173333	6.42	
JNCO	14,614	21%	1,818	2,000	156	8	13	93.679487	7.8	
OR	20,953			2,766	381	14	19	54.994751	4.97	
Total	25,555	28%	4,017	4,419	962	22	28	26.564449	3.1	

* Estimate of response rates are based on the response rates for each cohort to the 2015 Sexual Harassment Survey. All response rates are given as percentages %.

Regular Servicewomen	Rank	Population	Sample returned	2018 Response rate	2015 Response rate	Weighting	Confidence Interval
	Major or above	770	426	55	59	1.807512	3.18
Captain or below	700	221	32	47	3.167421	5.46	
Officers	1,470	647	44	53	2.272025	2.88	
SNCO	1,650	623	38	53	2.648475	3.1	
JNCO	4,410	573	13	21	7.696335	3.82	
OR	6,060	1,196	20	29	5.066890	2.54	
Total	7,530	1,843	24	33	4.085730	1.98	

* All response rates are given as percentages %.

Reserve Servicewomen	Rank	Population	Sample returned	2018 Response rate	2015 Response rate	Weighting	Confidence Interval
	Major or above	461	190	41	52	2.426316	5.46
Captain or below	490	91	19	39	5.384615	9.28	
Officers	951	281	30	45	3.384342	4.91	
SNCO	555	197	35	46	2.817259	5.61	
JNCO	2,537	270	11	26	9.396296	5.64	
OR	3,092	467	15	29	6.620985	4.18	
Total	4,043	748	19	33	5.405080	3.24	

* All response rates are given as percentages %.

ANNEX D: PARTICIPANT INFORMATION SHEET

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Study title

Sexual harassment: a study of Army Servicemen and Servicewomen

Invitation to take part

We would like to invite you to take part in a research study. Before you decide to take part, please read the following information carefully and talk to others about the study if you wish, so that you understand why the research is being done and what it will involve. Ask us if there is anything that is not clear or if you would like more information. Take time to decide whether or not you want to take part.

What is the purpose of the research?

The aim of the study is to understand better the nature and extent of sexual harassment within the Army, what impact this has on Service personnel, and how effectively the Army prevents and manages it.

Who is doing this research?

The study is being lead by Hannah Markson, who works in Personnel Strategy at Army HQ, Andover.

Why have I been invited to take part?

You have been invited at random to take part.

Do I have to take part?

Taking part in the study is entirely voluntary. The study is described in full here, but if you have any further questions please contact Hannah Markson on ArmyPersStrat-Survey@mod.gov.uk

What will I be asked to do?

You have been invited at random to participate in a focus group, which will explore the issues raised in the questionnaire in more detail.

You will be asked to take part in a discussion with approximately six other people who will be of the same gender and a similar rank to you. The discussion will last no more than 1.5 hours. You will be asked questions about sexual harassment in the Army, such as whether you believe there is an issue, and what the Army could do to prevent and manage it. You will not be asked to talk about your personal experiences (if applicable) of sexual harassment, or about specific details of experiences you may have encountered.

You will not be asked to write anything down. The facilitator will be taking notes during the session, but will not include any identifiable information. Any responses you give during the session will be not be linked to you. You will not be asked for your name at any point during the discussion, and any information you give will be completely confidential. You will be asked to not disclose anything discussed during the session with anyone outside of the discussion group afterwards, and to respect the confidentiality of the other people in the group.

What are the benefits of taking part?

You will have the opportunity to provide feedback to those who make decisions about equality and diversity, and may help to improve the Army sexual harassment policies. You may also gain knowledge of what support is available to personnel affected by sexual harassment.

What are the possible disadvantages and risks of taking part?

There is a risk that you may find some of the issues discussed upsetting or distressing, but you will not be asked to talk about anything that you do not want to talk about.

Can I withdraw from the research and what will happen if I don't want to carry on?

You are free to withdraw at any time, without giving a reason, and the chain of command will not be informed.

Are there any expenses and payments which I will get?

No

Will my taking part or not taking part affect my Service career?

Your participation is completely voluntary and any information you give will be anonymous. We will not record whether you have participated or not, so this will not affect your Service career in any way.

Whom do I contact if I have any questions or a complaint?

Please contact the Chief Investigator Hannah Markson on ArmyPersStrat-Survey@mod.gov.uk If, however, you do not wish to complain to the Chief Investigator please contact the MoDREC secretariat by email (ethics.sec@dstl.gov.uk) or telephone (0207 218 2512).

What happens if I suffer any harm?

In the unlikely event of you suffering any harm, you are covered by the provisions of the Ministry of Defence no-fault compensation scheme.

Will my records be kept confidential?

Any information obtained during this study will remain confidential as to your identity. You may ask the researcher for copies of all papers, reports and other published or presented material. All information will be subject to best practice in principles of research. Your information will only be seen by those who are doing the research. The information that is kept will also comply with the Data Protection Act 2018.

Please be aware that any criminal or other serious disclosures requiring action discovered during the course of the study will be passed to the Chain of Command, depending on the issue.

Data, including paper records and computer files, will be held for 100 years after the end of the study in conditions appropriate for the storage of personal information.

Who is organising and funding the research?

The research is being organised and funded jointly by the Director Personnel.

Who has reviewed the study?

All research on MoD/Service personnel is looked at by an independent group of people, called a Research Ethics Committee which has been engaged to protect your safety, rights, well-being and dignity. This study has been reviewed and approved by the MoD Research Ethics Committee.

Further information and contact details.

Please contact Hannah Markson on ArmyPersStrat-Survey@mod.gov.uk

Compliance with the Declaration of Helsinki.

This research is not considered medical.

CONSENT FORM FOR PARTICIPANTS IN RESEARCH STUDIES

Title of Study: Sexual harassment: a study of Army Servicemen and Servicewomen

Ministry of Defence Research Ethics Committee Reference: 455/MODREC/13

- The nature, aims and risks of the research have been explained to me. I have read and understood the Information for Participants and understand what is expected of me. All my questions have been answered fully to my satisfaction.
- I understand that if I decide at any time during the research that I no longer wish to participate in this project, I can notify the researchers involved and be withdrawn from it immediately without having to give a reason. I also understand that I may be withdrawn from it at any time, and that in neither case will this be held against me in subsequent dealings with the Ministry of Defence.
- I consent to the processing of my personal information for the purposes of this research study. I understand that such information will be treated as strictly confidential and handled in accordance with the provisions of the Data Protection Act 1998.
- I agree to volunteer as a participant for the study described in the information sheet and give full consent.
- This consent is specific to the particular study described in the Information for Participants attached and shall not be taken to imply my consent to participate in any subsequent study or deviation from that detailed here.
- I understand that in the event of my sustaining injury, illness or death as a direct result of participating as a volunteer in Ministry of Defence research, I or my dependants may enter a claim with the Ministry of Defence for compensation under the provisions of the no-fault compensation scheme, details of which are attached.

Participant's Statement:

I _____

agree that the research project named above has been explained to me to my satisfaction and I agree to take part in the study. I have read both the notes written above and the Information for Participants about the project, and understand what the research study involves.

Article I.	Signed	Date
Witness	Name	
	Signature	

Investigator's Statement:

I _____

confirm that I have carefully explained the nature, demands and any foreseeable risks (where applicable) of the proposed research to the Participant.

Signed	Date
--------	------

AUTHORISING SIGNATURES

The information supplied above is to the best of my knowledge and belief accurate. I clearly understand my obligations

and the rights of research participants, particularly concerning recruitment of participants and obtaining valid consent.

Signature of Chief Investigator

..... Date

Name and contact details of Independent Medical Officer (if appropriate):

Name and contact details of Chief Investigator:

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Table 68. Percentage of Service personnel who thought their Chain of Command adopted the following behaviours (Q45) by rank

Table 69. Percentage of Service personnel who thought their Chain of Command adopted the following behaviours (Q45) by commitment type

Table 70. Percentage of Service personnel who thought it very likely that their Chain of Command adopted the

following behaviours (Q46) by gender

Table 71. Percentage of Service personnel who thought it very likely that their Chain of Command adopted the following behaviours (Q46) by rank

Table 72a. Percentage of Service personnel who had seen the 2015 Sexual Consent poster campaign (Q47a) and rated it as effective in raising awareness (Q48a) by cohort

Table 73. Percentage of Service personnel who had seen the 2016 Harassment poster campaign (Q47b) and rated it as effective at raising awareness (Q48b) by cohort

Table 74. Percentage of Service personnel who had seen the 2016 Harassment poster campaign (Q47b) and rated it as effective in raising awareness (Q48b) by cohort

Table 75. Percentage of Service personnel who received the RMP delivered Sexual Consent training package (Q49a) and rated it as effective at raising awareness (Q50a) by cohort

Table 76. Percentage of Service personnel who received the unit delivered Sexual Consent training package (Q49b) and rated it as effective at raising awareness (Q50b) by cohort

FIGURES

Figure 1. Those mainly responsible for generalised sexualised behaviours (Q9)

Figure 2. Person mainly responsible for targeted sexualised behaviours (Q11)

Figure 3. Percentage of Service personnel who thought sexual harassment is a problem in the Army compared to their unit/team (Q42 & Q43)

Figure 4. The extent to which Service personnel thought the Army tries to prevent sexual harassment (Q44a)

Figure 5. The extent to which Service personnel think the Army supports those who are being or have been sexually harassed (Q44b)