

RN AND RM SEXUAL HARRASSMENT SURVEY 2021 QUESTIONNAIRE

NUMBER	QUESTION	RESPONSE OPTIONS
Q1	Do you identify as?	1. Female 2. Male 3. Non-binary 4. Prefer not to say
Q2	What is your current rank?	1. Junior Rate/Rank (OR2-OR4) 2. Senior Rank/Rate (OR5-OR7) 3. Warrant Officer (WO1-WO2) 4. Junior Officer (OF1-OF2) 5. Senior Officer (OF3 or above)
Q3	Which Service does your current unit fall within?	1. RN 2. RM 3. Other
Q4	What is your age?	1. 18-24 2. 25-31. 3. 32-38. 4. 39-45 5. 46-52 6. 53+
Q5	What is your length of service?	1. 5 years or less 2. 6-10 years 3. 11 years or more
Q6	Are you?	1. Heterosexual 2. Homosexual 3. Bisexual 4. Asexual 5. Prefer not to say
Q7	Are you?	1. White 2. Mixed 3. Asian or Asian British 4. Black or Black British 5. Other ethnic group 6. Prefer not to say
<p>WORKING ENVIRONMENT AND SEXUAL HARRASSMENT BEHAVIOURS - This section is about what it is like in your military workplace. Workplace is defined as the place where you engage in work related activity, to include social events outside of work hours, work travel and other duties associated with work, whether or not they take place at your usual place of work. Your views are important no matter what your own personal experience has been.</p>		
Q8	How often over the past 12 months have you witnessed behaviours where male or female UK military personnel and/or civil servants...?	
a	Told sexual jokes and stories	1. Never 2. Sometimes 3. A lot
b	Used sexually explicit language e.g. sexual swear words and suggestive language	1. Never 2. Sometimes 3. A lot
c	Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	1. Never 2. Sometimes 3. A lot
d	Made gestures or used body language of a sexual nature	1. Never 2. Sometimes 3. A lot
Q9	And did you find these behaviours offensive?	

a	Telling sexual jokes and stories	1. Yes 2. Sometimes 3. No
b	Using sexually explicit language e.g. sexual swear words and suggestive language	1. Yes 2. Sometimes 3. No
c	Displaying, using or distributing sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	1. Yes 2. Sometimes 3. No
d	Making gestures or used body language of a sexual nature	1. Yes 2. Sometimes 3. No
Q10	If you indicated that you found any of the above offensive, were those responsible mainly: (please tick one box only)	1. Men 2. Women 3. Both
The following question is about behaviour and talk of a sexual nature that might have been directed at you personally.		
Q11	How often over the past 12 months have YOU been in situations where male or female UK military personnel and/or civil servants around you have: (please tick one box per question)	
a	Made unwelcome comments (e.g. about your appearance, body or sexual activities)	1. Never 2. Sometimes 3. A lot
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. Never 2. Sometimes 3. A lot
c	Sent inappropriate sexual messages and/or texts about you through social media	1. Never 2. Sometimes 3. A lot
d	Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples' body parts or other objects of a sexual nature)	1. Never 2. Sometimes 3. A lot
e	Posted sexually suggestive material about you on social media without your permission	1. Never 2. Sometimes 3. A lot
f	Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	1. Never 2. Sometimes 3. A lot
g	Made unwelcome attempts to touch you	1. Never 2. Sometimes 3. A lot
h	Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	1. Never 2. Sometimes 3. A lot
i	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. Never 2. Sometimes 3. A lot
j	Said or made you feel you would be treated worse if you did not have a	1. Never 2. Sometimes 3. A lot

	sexual relationship with them (e.g. no promotion, a bad report, etc)	
k	Treated you badly for refusing to have sex with them	1. Never 2. Sometimes 3. A lot
l	Made a sexual assault on you	1. Never 2. Sometimes 3. A lot
Q12	If you answered 'Sometimes' or 'A lot' to any of the behaviours listed above, were those responsible mainly: (please tick one box only)	1. Men 2. Women 3. Both
Q13	Regardless of whether you have experienced them or not, do you think any of these behaviours count as sexual harassment? (Tick all those that apply)	
a	Unwelcome comments (e.g. about someone's appearance, body or sexual activities)	Ticked / Unticked
b	Unwelcome attempts to talk to someone about sexual matters (e.g. sexually explicit language, asked about their sex life, telling sexual jokes and stories despite discouragement)	Ticked / Unticked
c	Inappropriate sexual messages and/or texts about someone sent through social media	Ticked / Unticked
d	Sending sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples' body parts or other objects of a sexual nature)	Ticked / Unticked
e	Sexually suggestive material posted on social media about someone without their permission	Ticked / Unticked
f	unwelcome gestures or body language of a sexual nature	Ticked / Unticked
g	Unwelcome attempts to touch someone	Ticked / Unticked
h	Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	Ticked / Unticked
i	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)	Ticked / Unticked
j	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)	Ticked / Unticked
k	Treating someone badly for refusing to have sex with them	Ticked / Unticked
l	Sexual assault	Ticked / Unticked

Q14	In the past 12 months have you had an experience involving any of the following behaviours which made you feel particularly upset? (select one)	
a	Made unwelcome comments (e.g. about your appearance, body or sexual activities)	Ticked / Unticked
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)	Ticked / Unticked
c	Sent inappropriate sexual messages and/or texts about you through social media	Ticked / Unticked
d	Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples' body parts or other objects of a sexual nature)	Ticked / Unticked
e	Posted sexually suggestive material about you on social media without your permission	Ticked / Unticked
f	Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	Ticked / Unticked
g	Made unwelcome attempts to touch you	Ticked / Unticked
h	Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	Ticked / Unticked
i	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)	Ticked / Unticked
j	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)	Ticked / Unticked
k	Treated you badly for refusing to have sex with them	Ticked / Unticked
l	Made a sexual assault on you	Ticked / Unticked
m	None of the above	Ticked / Unticked
YOUR MOST UPSETTING EXPERIENCE IN THE LAST 12 MONTHS - Please use this section to tell us more about your particularly upsetting experience.		
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.		
Q15	In what rank/rate group was the individual?	1. Junior Rate/Rank (OR2-OR4)/E grade 2. Senior Rank/Rate (OR5-OR7)/D grade 3. Warrant Officer (WO1-WO2) 4. Junior Officer (OF1-OF2) 5. Senior Officer (OF3 or above)/C grade or above

Q16	Was the individual?	1. Female 2. Male
Q17	Which of the following best describes the individual? (please tick one box only)	
a	Work colleague	Ticked / Unticked
b	Line manager	Ticked / Unticked
c	Other person senior to you	Ticked / Unticked
d	Instructor/trainer	Ticked / Unticked
e	Someone junior to you	Ticked / Unticked
f	Other person at your unit	Ticked / Unticked
Q18	How long did the upsetting behaviour persist?	
a	A one-off incident	Ticked / Unticked
b	A week	Ticked / Unticked
c	A month	Ticked / Unticked
d	2-3 months	Ticked / Unticked
e	4-6 months	Ticked / Unticked
f	Over 6 months	Ticked / Unticked
Q19	Where did this experience mainly occur? (please tick one box only)	
a	In the workplace at my unit	Ticked / Unticked
b	In a shared or communal area at my unit (e.g. mess, accommodation block, NAAFI)	Ticked / Unticked
c	In a private area (e.g. own room in the accommodation block/mess)	Ticked / Unticked
d	In my workplace when I was deployed/overseas	Ticked / Unticked
e	In a shared or communal area when I was deployed/overseas (e.g. mess, accommodation block, NAAFI)	Ticked / Unticked
f	At a civilian location when I was on duty	Ticked / Unticked
g	At a civilian location when I was off duty	Ticked / Unticked
h	Over an electronic device (e.g. phone, tablet etc)	Ticked / Unticked
i	Via social media	Ticked / Unticked
Q20	To what extent did you feel the following as a result of this upsetting experience? (tick one box per question)	
a	I no longer enjoyed my work	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
b	I felt uncomfortable at work	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
c	My work environment became unpleasant/hostile	1. Not at all 2. To a small extent 3. To a moderate extent

		4. To a large extent 5. To a very large extent
d	I didn't do my job as well as before	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
e	My motivation was lower	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
f	I was embarrassed	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
g	I felt humiliated	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
h	I lost respect for the people involved	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
i	I felt excluded from my team	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
j	I experienced mental health problems e.g. depression, anxiety, PTSD	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
k	I thought about leaving the RN	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
l	I experienced physical health problems e.g. weight change, fatigue, headaches	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
m	I received a lower than expected performance evaluation	1. Not at all 2. To a small extent 3. To a moderate extent 4. To a large extent 5. To a very large extent
Q21	How did you respond to the situation? (please tick all that apply)	
a	I ignored the behaviour	Ticked / Unticked
b	I avoided the person if I could	Ticked / Unticked
c	I asked the person to stop	Ticked / Unticked

d	I asked to be moved to somewhere else	Ticked / Unticked
e	I reported it through my Chain of Command	Ticked / Unticked
f	Someone in the command/line management chain took action or said something on my behalf	Ticked / Unticked
g	I used medication	Ticked / Unticked
h	A colleague took action or said something on my behalf	Ticked / Unticked
i	I reported it to the Royal Navy Police (RNP) or other police agencies	Ticked / Unticked
j	I discussed it with friends or family	Ticked / Unticked
k	Other (please specify box)	Free text
Q22	Did any of the actions listed above resolve the situation	1. Yes 2. Still being resolved 3. No
Q23	Did you tell anyone at work what was happening?	1. Yes 2. No
Q24	Who did you tell? (please tick all that apply)	
a	Chaplain	Ticked / Unticked
b	Service helpline or support line	Ticked / Unticked
c	Welfare people	Ticked / Unticked
d	Colleague	Ticked / Unticked
e	Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	Ticked / Unticked
f	Line manager	Ticked / Unticked
g	Someone else superior to me	Ticked / Unticked
h	Other (please specify box)	Free text
Q25	Did any of these people help to stop the upsetting behaviour?	1. Yes 2. Partly 3. No
Q26	If you ticked 'Yes' or 'Partly' in the previous question, who was the most helpful in stopping the upsetting behaviour? (please tick one box only)	
a	Chaplain	Ticked / Unticked
b	Service helpline or support line	Ticked / Unticked
c	Welfare people	Ticked / Unticked
d	Colleague	Ticked / Unticked
e	Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	Ticked / Unticked
f	Line manager	Ticked / Unticked
g	Someone else superior to me	Ticked / Unticked
h	Other (please specify)	Ticked / Unticked / Free text
Q27	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	Ticked / Unticked

b	I didn't think it was that important	Ticked / Unticked
c	I didn't think I would be believed	Ticked / Unticked
d	I didn't think anything would be done about it	Ticked / Unticked
e	I didn't want to hurt or upset the person who harassed me	Ticked / Unticked
f	I was worried that everyone would find out	Ticked / Unticked
g	I thought I would be labelled a troublemaker	Ticked / Unticked
h	I thought it might affect my job or career (e.g. my promotion chances would suffer)	Ticked / Unticked
i	I thought it would make my work situation unpleasant	Ticked / Unticked
j	The person responsible was my line manager or another superior officer	Ticked / Unticked
k	I thought I would lose the trust and respect of my colleagues	Ticked / Unticked
l	I thought I would be blamed	Ticked / Unticked
m	I was afraid of the person/persons responsible	Ticked / Unticked
n	I was threatened not to tell anyone	Ticked / Unticked
o	I felt ashamed	Ticked / Unticked
p	I thought it would affect my family or private life	Ticked / Unticked
q	Other (<i>please specify</i>)	Ticked / Unticked / Free text
Q28	Did you at any time make a formal written complaint (to your Commanding Officer) about this upsetting experience?	1. Yes 2. No
Q29	Why didn't you make a formal written complaint? (please tick all that apply)	
a	The situation was resolved informally	Ticked / Unticked
b	I thought I could handle the situation myself	Ticked / Unticked
c	I didn't think it was that important	Ticked / Unticked
d	I didn't think I would be believed	Ticked / Unticked
e	I didn't think anything would be done about it	Ticked / Unticked
f	I didn't want to hurt or upset the person who harassed me	Ticked / Unticked
g	I was worried that everyone would find out	Ticked / Unticked
h	I thought I would be labelled a troublemaker	Ticked / Unticked
i	I thought it might affect my job or career (e.g. my promotion chances would suffer)	Ticked / Unticked
j	I thought it would make my work situation unpleasant	Ticked / Unticked
k	The person responsible was my line manager or another superior officer	Ticked / Unticked

l	I was persuaded not to make a complaint by a colleague	Ticked / Unticked
m	I was persuaded not to make a complaint by a superior	Ticked / Unticked
n	I didn't know how to make a complaint	Ticked / Unticked
o	I thought it would take too much time and effort	Ticked / Unticked
p	I was worried about repercussions from the other person/people involved	Ticked / Unticked
q	I thought I would be blamed	Ticked / Unticked
r	I felt ashamed	Ticked / Unticked
s	I didn't want to go through the complaints procedure	Ticked / Unticked
t	I thought it would affect my family or private life	Ticked / Unticked
Q30	If you made a formal complaint how satisfied are you with the following?	
a	The availability of information about how to make a complaint	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
b	Your understanding of how to make a complaint	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
c	Treatment of you by the people who handled the complaint	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
d	The amount of time it took/is taking to resolve the complaint	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
e	How well you were/are being kept informed about the progress of your complaint	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
f	How well the outcome of the investigation was explained to you	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied

		5. Very dissatisfied 6. Not applicable
g	The extent to which your privacy was protected during the process	1. Very satisfied 2. Satisfied 3. Neither Satisfied nor Dissatisfied 4. Dissatisfied 5. Very dissatisfied 6. Not applicable
Q31	Did you suffer any negative consequences as a result of making a formal complaint, either during or afterwards?	1. No 2. Yes
Q32	If 'Yes' please give details of the negative consequences you suffered as a result of making a formal complaint. (tick all those that apply)	
a	I no longer enjoyed my work	Ticked / Unticked
b	I felt uncomfortable at work	Ticked / Unticked
c	My work environment became unpleasant/hostile	Ticked / Unticked
d	I didn't do my job as well as before	Ticked / Unticked
e	My motivation was lower	Ticked / Unticked
f	I was embarrassed	Ticked / Unticked
g	I received negative comments from colleagues	Ticked / Unticked
h	I felt humiliated	Ticked / Unticked
i	I lost respect for the people involved	Ticked / Unticked
j	I felt excluded from my team	Ticked / Unticked
k	I experienced mental health problems e.g. depression, anxiety, PTSD	Ticked / Unticked
l	I thought about leaving the RN	Ticked / Unticked
m	I experienced physical health problems e.g. weight change, fatigue, headaches	Ticked / Unticked
n	I received a lower than expected performance evaluation	Ticked / Unticked
PREVENTION AND MANAGEMENT. This section asks you about your opinions on the prevention and management of sexual harassment within the RN.		
Q33	Do you believe sexual harassment is widespread in the RN?	1. No 2. Yes
	To what extent do you think the RN:	
Q34	Tries to prevent sexual harassment	1. Very large extent 2. Large extent 3. Moderate extent 4. Small extent 5. Not at all
Q35	Supports those who are being or have been sexually harassed	1. Very large extent 2. Large extent 3. Moderate extent 4. Small extent 5. Not at all

Q36	How effective do you think the following measures are or would be in preventing sexual harassment in the Royal Navy?	
a	Operating a zero tolerance policy towards sexual harassment	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
b	Awareness training for all personnel about sexual harassment	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
c	Training for line managers about preventing sexual harassment	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
d	Penalties being taken against those who sexually harass others	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
e	Penalties being taken against managers / supervisors / leaders who allow sexual harassment to continue	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
Q37	How effective do you think the following measures are or would be in dealing with sexual harassment in the Royal Navy?	
a	Having good information about where to go to for help	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
b	Training for line managers about dealing with sexual harassment	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
c	Having people who could help sort out a sexual harassment problem without me having to make a formal complaint	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
d	Having a complaints procedure that works	<ul style="list-style-type: none"> 1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know

Q38	Do you know how to contact the RN Police to make a complaint?	1. No 2. Yes
Q39	How effective do you consider the RN Police Sexual Consent Awareness Campaign to be? (With poster attachment)	1. Very effective 2. Effective 3. Neutral 4. Not very effective 5. Not effective at all 6. Don't know
Q40	Do you have any other ideas about what would be effective in stopping sexual harassment in your Service or any other comments about sexual harassment? If so please use the box below to provide details.	Free text