



**2021 RAF Sexual
Harassment Survey
Full Report**

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Overview

This report provides results from the RAF Sexual Harassment Survey conducted between Nov 20 and Jan 21. The report presents all findings, and highlights differences between servicemen and women, and officers and other ranks. The aim of the survey is to better understand the nature and extent of sexual harassment within the RAF, what impact this has on Service personnel, and how effectively the RAF prevents and manages it. The data will be used to monitor the extent of sexual harassment in the RAF, to continue to improve policy and processes to reduce such incidents, to help support our people better and to inform key Defence activity such implementation of the Wigston Review.

Key Points and Trends

2120 returns (response rate = 27%)

- Working environment and sexual harassment behaviours. Generalised sexualised behaviours such as sexual jokes or language are more common than directed behaviours such as unwelcome comments or inappropriate touching. Directed behaviours were most likely to occur in the workplace, although almost one quarter of incidents took place over an electronic device. Most personnel recognise sexualised behaviours as sexual harassment, but very few individuals have experienced or observed it within the last 12 months.
- Particularly upsetting experiences. A quarter of respondents reported having a least one particularly upsetting behaviour experience in the last 12 months. The most common upsetting behaviours were someone making unwelcome comments or some form of inappropriate touching; and the person responsible was most likely to be male and a work colleague. Two thirds of those affected reported the experience was a one-off incident, and the majority reported that the experience happened in the workplace.
- Making a complaint. The vast majority of those who had a particularly upsetting experience chose not to make a formal written complaint. The main reasons for not reporting the incident included that the situation was resolved informally or the individual thought that they could handle the situation themselves.
- Prevention and management of sexual harassment. Only 3% of SP stated they believe sexual harassment is a widespread problem in the RAF; whilst 51% believe it exists in some parts. A smaller proportion reported sexual harassment is a problem within their unit/team. Generally, SP report that the RAF and their chain of command are supportive. Awareness of Defence and RAF campaigns about inappropriate behaviour was low; however, most SP had received their mandated D&I training.
- Gender and rank differences. Servicewomen are more likely to experience general and directed behaviours, finding them offensive and upsetting. Generally, OR SP are more likely than OF to experience directed behaviours and have upsetting experiences. Both groups have negative outcomes and felt less supported.

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Introduction

1. The RAF Sexual Harassment Survey provides evidence to help prevent and deal with sexual harassment in the RAF and is part of wider Defence work including the 2019 Wigston Review addressing inappropriate behaviours. The review recommended Defence should conduct a sexual harassment survey in 2021 building on previous Army Sexual Harassment Surveys, and each single service (sS) undertook to do so and report by the end of 2021. The following is the full findings from the RAF Sexual Harassment Survey conducted between Nov 20 and Jan 21; and follows the presentation of interim findings in Apr 21.

2. **Previous RAF research.** There have been a number of previous surveys regarding sexual harassment in the RAF and Armed Forces over the past 20 years; some conducted on a sS or tri-service (Tri-S) basis. A summary is presented in Table 1. The current research is the first survey to be specifically conducted about sexual harassment in the RAF since 2003; albeit Service personnel (SP) were surveyed as part of tri-S studies between 2005 and 2009, and a qualitative study to understand the daily gender interactions and experiences of RAF personnel in relation to unacceptable behaviours was conducted in 2015.

3. **Rationale.** The RAF is committed to ensuring a safe and inclusive workplace for all, as well as promoting diversity and fairness. Personnel should uphold the RAF Ethos, Core Values and Standardsⁱ and Behaviour appropriately and legally. Understanding the experiences of SP provides unique insight and is vital for judging the extent to which the RAF is realising this commitment, to assess how effective it has been to date and what more needs to be achieved.

4. **Survey aim.** The aim of the RAF Sexual Harassment Survey (SHS) is to better understand the nature and extent of sexual harassment within the RAF, what impact this has on SP, and how effectively the RAF prevents and manages it. The survey was based on the Army Sexual Harassment Survey (previously conducted in 2015ⁱⁱ and 2018ⁱⁱⁱ). The interim findings have already generated an initial action plan to commence necessary activity to address the issues raised. These findings will be used in conjunction with other research evidence including the Armed Forces Continuous Attitude Survey (AFCAS) monitor the extent of sexual harassment in the RAF, to continue to improve policy and processes to reduce such incidents, and to inform key Defence activity such as implementation of the Wigston Review.

Definitions

5. **Defining sexual harassment.** Sexual harassment is simply defined as “*unwanted behaviour of a sexual nature*” (ACAS, 2021^{iv}). The MOD defines it as “*a specific type of harassment. Sexual harassment occurs when a person employed by MOD is subjected to unwanted conduct of a sexual nature and that conduct has the purpose or effect of violating their dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. The conduct does not need to be sexually motivated, and it does not have to be related to a relevant protected characteristic. Sexual harassment can be a one-off incident and does not need to be repeated for a complaint to be made*”^v.

Table 1. RAF sexual harassment research history

When conducted	2001	2003	2005	2007	2009	2014	2020
Service	RAF	RAF	Tri-S	Tri-S	Tri-S	RAF	RAF
Type	Regulars	Regulars	Regulars	Regulars	Regulars	Regulars	Regulars & FTRS
Method	Survey	Survey	Survey & focus groups	Survey	Survey	Interviews	Survey
Sample	Women (sample) + men (sample)	Women (sample) + men (sample)	Women (census)	Women (census) + men (sample)	Women (census) + men (sample)	Women (sample) + men (sample)	Women (census) + men (sample)

6. **Defining sexualised behaviours.** The SHS is also concerned with two forms of sexualised behaviours: generalised and directed. General sexualised behaviours relate to the culture and working environment and include telling sexual jokes or stories, using sexually explicit language, whereas directed sexualised behaviours are targeted at or are about specific individuals and can include sending someone sexually explicit material or unwelcome touching.

Research and context

7. **Prominence of the topic.** In recent years there has been a concerted effort by individuals, organisations and governments to highlight the issue of sexual harassment, who experiences it, where it happens and its impact. Movements such as '#MeToo', 'Time's up', 'The Everyday Sexism Project' gave prominence to sexual harassment and assault, and there has been a number of high-profile investigations across different sectors including schools^{vi}, universities^{vii}, the military^{viii}, the wider workplace^{ix} and society^x. In addition, sexual harassment continues to be a well-researched topic. Arguably, this has led to increased awareness of sexual harassment, sexualised behaviours and sexism within society.

8. **Prevalence of sexual harassment.** Determining the prevalence of sexual harassment and sexualised behaviours can be difficult as studies often use different definitions, measure different behaviours (e.g. general or specific behaviours), use different research methodologies (e.g. quantitative surveys or qualitative interviews), include different environments (e.g. workplaces or schools), target specific cohorts and participants have different perceptions of what constitutes sexual harassment. That said, it is clear that sexual harassment exists across different contexts, and none seem to be immune^{xi}. Figures suggest that between 50%^{xii} and three quarters of people^{xiii} (often women^{xiv}) will have experienced some form of sexual harassment over their lifetime. Despite campaigns to raise awareness, research continues to find that people experience sexual harassment; for instance, a recent survey conducted by the Government Equalities Office found that 43% of the UK population have experienced at least one sexual harassment behaviour in the last 12 months^{xv}. One EU study reported that there has been a shift in where sexual harassment takes place, i.e. *"A shift of focus is noticeable from a problem primarily associated with dark and empty spaces to one where offences often take place in public, frequently in the presence of many other people."*^{xvi}. Workplace studies tend to report lower numbers of sexual harassment e.g. in one study, 4% of employees said they had been sexually harassed at work over the past three years^{xvii} which may in part be due to how it is measured. Whilst research often identifies females as the targets of sexual harassment^{xviii}, particularly young women and girls^{xix}, the current SHS research includes men and women.

9. **Types of behaviour.** Sexual harassment can include different sexualised behaviours both verbal and non-verbal, and these can take place directly (face to face) but also indirectly or remotely (for instance via social media^{xx} or behind someone's back). Fitzgerald's model of sexual harassment uses three specific categories: sexual coercion, unwanted sexual attention, and gender harassment^{xxi}. Gender harassment relates to *"insulting, hostile, and degrading attitudes"*^{xxii} and unsurprisingly, is the most common form of sexual harassment. Research consistently reports a number of common behaviours that are experienced^{xxiii} and these tend to be unwelcome jokes or comments of a sexual nature^{xxiv}, sexual jokes and stories^{xxv}, banter^{xxvi}, unwelcome staring or looks^{xxvii}, comments about appearance^{xxviii} and comments of a sexual nature about body and clothes^{xxix}.

10. **Impact of behaviour.** Clearly, sexual harassment is likely to affect the individual who is targeted, potentially impacting their psychological and physiological wellbeing as well as having behavioural and social effects. Recent UK research indicates that just over half of those who had experienced some form of sexual harassment reported the experience affected their quality of life^{xxx}. Reported psychological impacts of sexual harassment include: embarrassment^{xxxi}; stress^{xxxii}; depression, anxiety and post-traumatic stress symptoms^{xxxiii}; humiliation, anger, fear and sadness^{xxxiii}. Physiological issues include: health problems^{xxxiv}; poor sleep, depression, loss of appetite, headaches, exhaustion or nausea^{xxxv} skin problems, headaches, eye strain, fatigue^{xxxvi}. Finally, sexual harassment can have behavioural and social effects including impact on productivity, loss of respect for those involved, and feeling uncomfortable at work^{xxxvii}; impact on home life^{xxxviii}; no longer enjoying work, thinking about leaving organisation, not doing job as well^{xxxix}; feeling mistrust, altering behaviour and habits or curtailing activities to avoid their harasser or similar situations^{xl}; increased drug or alcohol use, and avoiding social events^{xli}. Furthermore, sexual harassment has an impact at a team and organisational level. Team functioning can be impacted through increased team tension^{xlii} and stress of working in a climate where sexual harassment occurs^{xliii} and also, from being a bystander^{xliv}. At an organisational level, sexual harassment can impact reputation which in turn risks influencing recruitment, as well as the financial costs of turnover, employment tribunals and compensation claims.

11. **Reporting sexual harassment.** Whilst research indicates sexual harassment and sexualised behaviours are widespread, reporting is a less common occurrence. One researcher concluded that *“responding to harassment was a process, not a single act; and that there are numerous ways in which victims attempt to manage their situation, of which formal reporting is typically the last resort”*^{xlv}. There are many reasons for this, some innocuous such as the situation was resolved informally or individuals handling the situation themselves^{xlvi} but some more worrying reasons such as believing nothing would be done about the incident^{xlvii}; not thinking the incident was serious enough to report or lacking confidence to report incidents^{xlviii}; negative impact on work relationships, or they would not be taken seriously^{xlix}. Instead, many individuals do nothing or report it informally to a friend or colleagueⁱ. Where incidents are reported these tend to be for serious and less common experiences such as physical behaviours and assaultⁱⁱ. Of course, the extent that sexual harassment is a problem is difficult to ascertain because reporting is low and a full picture cannot be easily determinedⁱⁱⁱ.

Methodology

12. **Tasking.** The HQ Air Occupational Psychology Team was tasked to conduct an RAF SHS by DACOS Personnel Strategy on behalf of COS Personnel to meet the recommendations outlined in the Wigston Review.

13. **Research questions.** The research sought to address the following research questions:

- How prevalent is perceived sexual harassment in the RAF? What does sexual harassment look like in the RAF?
- Is the perceived prevalence different across the various cohorts?
- What do Service Personnel do about it?
- Are Service Personnel aware of the prevention and management strategies in place to combat sexual harassment?
- What still needs to be done to stop sexual harassment in the RAF?

14. **Survey development.** An online survey was produced based on the 2018 Army SHS and adapted to be suitable for RAF participants. The survey was already well established and expected to be the basis for future sexual harassment survey work within Defence. The Army SHS is based on earlier tri-service sexual harassment research which used the US Department of Defense 1995 Sexual Harassment survey as a model^{liii}. Additional tools were also reviewed in the design of the survey and included the Canadian Forces Workplace Harassment Survey (CFWHS)^{liv}, Psychological Climate for Sexual Harassment Scale^{lv}, the U.S. Department of Defense (DoD) Sexual Experiences Questionnaire (SEQ-DoD)^{lvi}, US DoD Workplace and Gender Relations Survey of Active Duty Members^{lvii}.

15. **Behavioural descriptors.** People often have different ideas about what constitutes sexual harassment^{lviii} and these perceptions can be influenced by a range of factors including background and upbringing, values^{lix}, work culture and climate^{lx}, and societal norms^{lxi}. Therefore, the survey (in line with the Army SHS and other surveys measuring sexual harassment) investigated experiences of specific sexualised behaviours as well as the more general term ‘sexual harassment’. There is no consistent or standardised list of behaviours to use to measure sexual harassment^{lxii} but many behavioural descriptors are common across surveys.

16. **Time frame.** The survey asked participants about experiences over the past 12 months. Surveys vary as to whether they use a timeframe, for instance, no timeframe, 12 months or 24 months^{lxiii}. However, the use of a limited timeframe of 12 months is common across many sexual harassment surveys^{lxiv} and is used to measure current incidence as longer timeframes are likely to skew prevalence rates (i.e. they are likely to be higher). This is not to diminish the fact that individuals may have experienced sexualised behaviours outside this time limit.

17. **Survey sections.** The survey has several sections designed to measure general sexualised behaviours, whether survey respondents found these offensive, and specifically measured prevalence of directed unwelcome behaviours and the consequences of these. A copy of the survey questions can be found in Annex A.

a. **Section 1: About you. This section contained background questions.**

The information was used to learn more about the respondents, to determine how representative they are of the RAF, to enable comparisons between groups such as rank group or gender differences, and to be able to determine weightings. Respondents could not be identified from this information.

b. **Section 2: Working environment and sexual harassment behaviours.**

This section measured generalised and directed sexualised behaviours and asked participants what it is like in their military workplace (i.e. the place where they engage in work related activity, to include social events outside of work hours, work travel and other duties associated with work). The questions ask about the extent to which SP have experienced such behaviours within the previous 12 months, as well as if they were offended and whether they thought these behaviours counted as sexual harassment.

c. **Section 3: Your experience in the last 12 months.** This section explored the types of behaviours involved, who was responsible, and when and where it occurred. The questions were only completed by those who stated that they had a particularly upsetting experience involving targeted sexualised behaviours in the previous 12 months.

d. **Section 4: Making a complaint.** This section asked those personnel who had a particularly upsetting experience about making a formal complaint including the reasons for making or not making a complaint and any subsequent consequences.

e. **Section 5: Preventing and Management.** This section asked all participants their opinions on the prevention and management of sexual harassment within the RAF. It also measured the extent to which personnel believed there is problem with sexual harassment in the RAF and their team, as well as the extent to which the RAF supports those who are being or have been sexually harassed.

18. **Participants.** A targeted sample of RAF SP were invited via email to complete the anonymous online survey. All trained and eligible^{kv} Regular and Full Time Reserve Service (FTRS) servicewomen were included, as well as a stratified random sample of Regular and FTRS servicemen (total sample = 7681). As women are underrepresented in the RAF, a census was used instead of a sample to increase the likelihood of servicemen and servicewomen being equally represented.

19. **Ethics.** Full approval was sought and given by the MOD Research Ethics Committee (MODREC) in Nov 20 (protocol no. 1085/MODREC/20).

20. **Procedure.** The sampled personnel were sent an email that contained a link to an online questionnaire hosted on a secure survey platform. Participants were asked to input their Service number as a 'token' to gain access to the survey. To ensure anonymity Service numbers could not be linked to survey responses or respondents.

Analysis

21. **Analysis of results.** When calculating percentages unless otherwise specified, 'don't know' and 'not applicable' responses are ignored, and percentages are based only on the numbers of respondents who chose the remaining item response options (therefore percentages are not necessarily for all respondents to the survey). Where differences are statistically significantly different these are highlighted in the report (generally referred to as significant differences).

a. **Weighting of data.** Due to the sample design, structure of the RAF and differences in response rates by gender and rank, the distribution of respondents will not necessarily reflect the whole RAF population. Therefore, the data have been weighted according to gender and rank groups to correct for bias caused by over or under-representation. The 'n' count refers to the unweighted total of respondents for each question but as weights have been applied the reader will not be able to manually calculate the percentages presented.

b. **Estimates of fewer than 30 respondents.** Estimates (i.e. frequencies and percentages) for groups with fewer than 30 respondents are not presented; this is to protect the anonymity of respondents and because results for groups of this size are considered too unreliable. This in no way diminishes the responses that these individuals have reported but it is important to protect the anonymity of respondents.

22. **Response rate.** A total of 2120 SP completed a useable survey, giving a response rate of 27%^{lxvii}. The response rate for servicemen was 21% and for servicewomen it was 33%. A breakdown of response rates by type of service, rank group and gender can be found in Annex B. To account for the sample design and the differences in responses rates by gender, rank and service (i.e. Regulars and FTRS) the data have been weighted to address bias caused by over or under representation of different groups of respondents. This is conducted to improve confidence that the results are representative of the entire RAF population.

Presentation of results

This report outlines the main quantitative findings; as well as highlighting differences between servicemen and women, and Officers (OF) and Other Ranks (OR). In addition to the interim findings, this report also includes qualitative findings, as well as background information on the survey, key context and a description of the methodology.

23. **Report structure.** This report consists of:

- Key findings - these include the following sections: respondent characteristics, working environment and sexual harassment behaviours; particularly upsetting experiences; dealing with experiences and making a complaint; prevention and management of sexual harassment, and conclusions.
- Sections - each section includes a summary of the questions asked, a summary of the headline findings, bar charts or tables to display findings for total SP respondents; and tables to display gender and rank group differences.

Summary of Findings

24. The key findings are presented in the following four sections.

25. **Working environment and sexual harassment behaviours.** These findings relate to the working environment, and the extent to which individuals have experienced general and directed sexualised behaviours.

a. **Generalised sexualised behaviours.** Situations where sexual jokes and stories, or sexually explicit language are used 'sometimes or a lot' are common but in general SP do not find these behaviours to be offensive. Behaviours such as making gestures of a sexual nature or the display of sexually explicit materials are less common. Whilst similar proportions of servicemen and women have been in situations where sexually behaviours have been displayed, servicewomen are more likely to regard behaviours as offensive. OF were significantly less likely than OR to be in situations where generalised sexualised behaviours are displayed; however, OF were also more likely to regard these behaviours as offensive. Men were described as solely responsible for these behaviours in just over half of situations reported.

b. **Directed sexualised behaviours.** The percentage of those experiencing directed sexualised behaviours was lower than those experiencing generalised sexualised behaviours. Servicewomen and OR were more likely to experience directed sexualised behaviours, than servicemen or OF. Men were described as solely responsible for these behaviours in almost two thirds of situations. Directed behaviours were most likely to occur in the workplace, although almost one quarter of incidents took place over an electronic device.

c. **Perceptions of sexual harassment.** Overall, almost eight in ten SP thought that all directed sexualised behaviours count as sexual harassment; and the percentages were higher for many behaviours. A higher proportion of servicewomen than servicemen, and a higher proportion of OF than OR, regard directed sexualised behaviours as sexual harassment.

d. **Experiences of sexual harassment at work.** A small proportion (4%) of SP reported experiencing sexual harassment at work during the past 12 months; whilst slightly more individuals (6%) reported observing sexual harassment at work during this period. A higher proportion of servicewomen than men had experienced and observed sexual harassment; whereas similar proportions of OF and OR had experienced and observed sexual harassment. The majority of respondents have never had an upsetting experience; however, upsetting experiences in the last 12 months was reported by over 15% of respondents across all the different sexualised behaviours including the most

serious (i.e. sexual assault). A higher proportion of servicewomen than servicemen had experienced a particularly upsetting behaviour; similarly, a higher proportion of OR than OF had experienced a particularly upsetting behaviour.

26. Particularly upsetting experiences. These findings are about an experience in the last 12 months involving directed sexualised behaviours that SP personnel found particularly upsetting. It explores the types of behaviours involved, who was responsible, and when and where it occurred.

a. **Personal experiences in the last 12 months.** The most common upsetting behaviours were someone making unwelcome comments or some form of inappropriate touching; and the person responsible was most likely to be male and a work colleague. Whilst ORs were most likely to be reported as a perpetrator, in general experiences were within the same rank group i.e. 'OF on OF' and 'OR on OR'. Servicewomen were more likely than servicemen to have experienced all the sexualised behaviours with the exception of being sent sexually explicit material, where more men reported this. OR respondents were more likely than OF to experience most of the directed behaviours, although OF were more likely to experience being touched in a way that made them feel uncomfortable or experience unwelcome attempts to establish a romantic or sexual relationship. Two thirds of those affected reported that the experience was a one-off incident, and the majority reported that the experience happened in the workplace. Most SP stated alcohol and drugs were not involved; however, servicewomen and OF were more likely to state they had been consumed (for incidents that took place in communal social areas such as Mess/JR bars).

b. **Impact of upsetting experiences.** With regard to the impact of the upsetting experience, SP tended to report losing respect for those involved, being embarrassed or feeling uncomfortable at work. Most respondents stated that the upsetting experience did not impact on their productivity, but where it had, it was likely to decrease it. Servicewomen and OR were more likely to report having a negative impact as a result of the upsetting experience.

c. **Dealing with upsetting experiences.** The most common responses to upsetting experiences was to ignore the behaviour, to ask the person to stop or to avoid the person involved. Proportionally more servicewomen than servicemen asked the person to stop or avoided them. Women were also more likely to discuss the experience with friends or family or have a colleague or someone in their chain of command intervene on their behalf. OF were more likely than OR to ask the person to stop; and OR were more likely than OF to do nothing. Over 60% of respondents reported that their actions stopped the upsetting behaviour; and the most effective action to stop the upsetting behaviour was asking the person involved to stop, or to ignore the behaviour. The majority of respondents who had an upsetting experience did not tell anyone at work what was happening; where someone was told this was most likely to be a colleague or their line manager. Almost 60% of respondents stated the person they asked was helpful; and again, the most helpful people were colleagues and line managers. The most common reasons for not telling others was that SP felt they could handle the situation themselves. More servicemen than servicewomen believed they could handle the situation themselves; conversely servicewomen's reasons for not telling others included being worried that everyone would find out or thinking they would be labelled a troublemaker. Significantly, more OF compared to OR believed they could handle the situation themselves; OR conversely were more likely to state they were worried that everyone would find out, or they would be labelled a troublemaker.

27. Making a complaint. These findings are about whether personnel who had a particularly upsetting experience made a formal complaint, the reasons for making or not making a complaint this and any subsequent consequences.

a. **Not making a complaint.** The vast majority (97%) of SP who had a particularly upsetting experience chose not to make a formal written complaint. The main reasons for not making a complaint included that the situation was resolved informally or the individual thought that they could handle the situation themselves. Servicewomen were more concerned about being labelled a troublemaker; worried everyone would find out; thought their work situation would be unpleasant; or did not believe anything would be done about their complaint than servicemen. More OF than OR reported they thought a complaint would make their work situation unpleasant; whereas, OR reasons included thinking they would not be believed and being worried that everyone would find out.

b. **Making a complaint.** As only a small percentage (3%) of SP who had a particularly upsetting experience chose to make a formal written complaint, the analysis of data was limited.

28. **Prevention and management of sexual harassment.** These findings relate to the prevention and management of sexual harassment; including SP's views on whether sexual harassment is a problem in the RAF, how the RAF manages and prevents it, and the extent to which the RAF supports those who have been sexually harassed.

a. **Sexual harassment in RAF.** A small proportion (3%) of SP stated they believe sexual harassment is a widespread problem in the RAF; whilst 51% believe it exists in some parts. A smaller proportion (1%) reported sexual harassment is a problem within their unit/team; whilst 6% reported it was a problem in some parts. Servicewomen and OR were more likely than servicemen to state sexual harassment was a problem in the RAF; whilst only servicewomen believed it was a problem in their unit/team.

b. **RAF and chain of command support.** Around three quarters of respondents reported the RAF supports those who are being or have been sexually harassed and tries to prevent sexual harassment to a very large or large extent. Most SP believed their chain of command promotes a unit climate based on respect and trust; but fewer believe it provides training on sexual harassment prevention which is engaging. Servicewomen and OR were less likely than servicemen to report that the RAF or their chain of command is supportive.

c. **Campaigns and training.** Less than half respondents had seen relevant campaigns including the confidential Defence bullying, harassment & discrimination helpline; in comparison, most SP had received their mandated D&I training. Those individuals who had seen the campaigns or attended training were generally positive about its effectiveness in raising awareness.

29. **Qualitative comments.** Throughout the survey respondents were offered the opportunity to elaborate on their quantitative answers. There were 4 questions which generated a large number of comments:

- Q31. In your opinion what do you think the reason was behind this upsetting experience?
- Q54. What else could the RAF do to prevent or manage sexual harassment more effectively?
- Q55. Thinking about your experiences of inappropriate sexual behaviours, what advice would you give to others who may be experiencing similar situations?
- Q56. Please feel free to add any other comments you have about sexual harassment in the RAF.

30. **The comments included both opinion and personal experiences.** Many comments were categorised as negative in content, for instance, upsetting experiences or unpleasant outcomes, however, there were also positive examples of standing up to unacceptable behaviour and of organisational improvements. The comments were varied in their scope and the main themes related to the sexualised behaviours as well as the antecedents and consequences. Female respondents highlighted their concerns that many incidents they experience are 'low level' small behaviours which on their own might be 'brushed aside' but the accumulation has an impact. Importantly, the comments allowed individuals to report historical issues (i.e. over 12 months old) and for male respondents to highlight female on male sexual harassment.

Full Report Findings

RESPONDENT CHARACTERISTICS

31. The background characteristics of the respondents are as follows:

- **Commitment type:** 94% were Regulars and 6% were FTRS.
- **Rank group:** 66% were OR and 34% were OF.
 - Specifically, 36% were junior ranks, 30% were senior ranks, 15% were junior officers, and 19% were senior officers.
- **Gender:** 39% were servicemen, 61% were servicewomen¹.
- **Branch and trade:** all branches and trades were represented; the largest proportion of OR respondents were from TG1 and TG17, and for OF the largest proportion of respondents were Eng or Pers Branch.
- **Age:** The majority of respondents were aged between 32 and 45 years old, with one third being younger than 32 years old.
- **Length of service:** One third of respondents had served less than 10 years and a similar proportion had served from 11 to 20 years.
- **Location:** Most respondents work on an RAF unit (70%) compared to 9% at HQ Air and 21% at non-RAF units.

Working Environment and Sexual Harassment Behaviours

32. This section is about the working environment², and the extent to which individuals have experienced general and directed sexualised behaviours.

Generalised sexualised behaviours

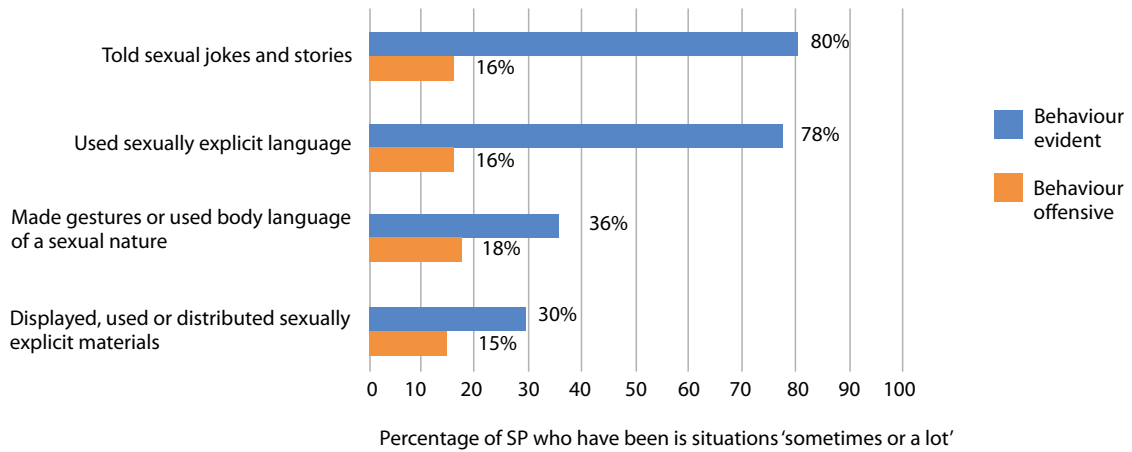
Headline findings

- **Sexualised behaviours** - Situations where sexual jokes and stories, or sexually explicit language are used 'sometimes or a lot' are common but in general SP do not find these behaviours to be offensive. Behaviours such as making gestures of a sexual nature or the display of sexually explicit materials are less common.
- **Gender differences** - Similar proportions of servicemen and women have been in situations where generalised sexualised behaviours have been displayed however servicewomen are more likely to regard such behaviours as offensive.
- **Rank group differences** - OF were significantly less likely than OR to be in situations where generalised sexualised behaviours are displayed. However, OF were also more likely to regard these behaviours as offensive
- **Perpetrators** - Men were described as solely responsible for these behaviours in just over half of situations.

33. **Behaviours and reactions.** Respondents were asked how often over the past 12 months they had been in situations where male or female UK military personnel and/or civil servants around them had displayed sexualised behaviours (whether directed at them personally or not). High proportions of SP had been in situations where sexual jokes and stories, or sexually explicit language were used 'sometimes or a lot' but a much smaller proportion found these behaviours to be offensive. Respondents were also asked whether such behaviour was offensive (Figure 1).

These percentages are rounded up and do not include the respondents who selected 'other' or preferred not to say (less than 1% of respondents). The working environment is defined as the place where individuals 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 their usual place of work.

Figure 1: Display of generalised sexualised behaviours in the past 12 months and whether these were found to be offensive (Q11a&b) n=2099



a. **Gender differences.** Similar proportions of servicemen and women have been in situations where generalised sexualised behaviours have been displayed, although there are some significant differences. Servicemen are more likely than servicewomen to be in situations where sexually explicit language is used and sexually explicit material is displayed. The main difference however relates to how these behaviours are perceived. For all behaviours, servicewomen are more likely to regard the behaviour as offensive in comparison to servicemen (Table 2a).

Table 2a. Display of generalised sexualised behaviours in the past 12 months and whether these were found to be offensive (Q11a&b) by gender n=2099

Behaviour (displayed 'sometimes or a lot')	Servicemen %		Servicewomen %	
Told sexual jokes and stories	80%		82%	
Found this offensive		14%		30%
Used sexually explicit language	79%		75%	
Found this offensive		14%		28%
Made gestures or used body language of a sexual nature	36%		37%	
Found this offensive		12%		30%
Displayed, used or distributed sexually explicit materials	30%		26%	
Found this offensive		16%		29%

Percentage of those who found a behaviour offensive only includes those who have experienced the behaviour 'sometimes' or 'a lot' (n=1706)

b. **Rank differences.** OF were significantly less likely than OR to be in situations where generalised sexualised behaviours are displayed. However, OF were also more likely to regard these behaviours as offensive (Table 2b).

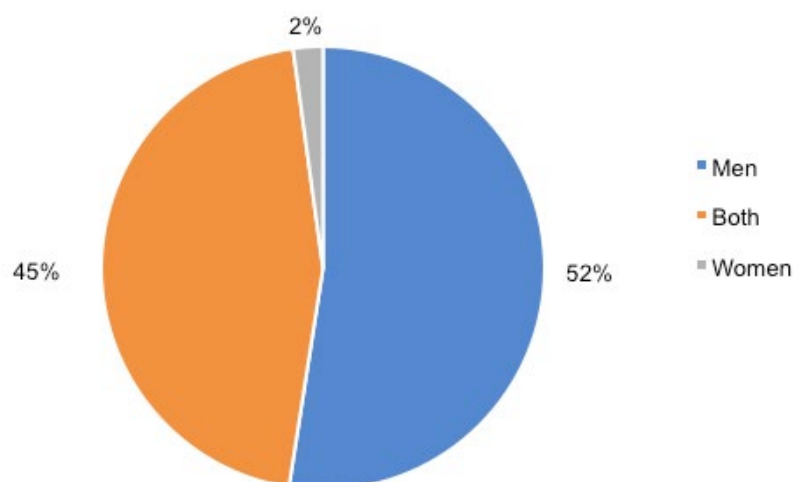
Table 2b. Display of generalised sexualised behaviours in the past 12 months and whether these were found to be offensive (Q11a&b) by rank group n=2099

Behaviour (displayed 'sometimes or a lot')	Officers %		Other ranks %	
Told sexual jokes and stories	69%		84%	
Found this offensive		25%		14%
Used sexually explicit language	66%		82%	
Found this offensive		27%		14%
Made gestures or used body language of a sexual nature	19%		42%	
Found this offensive		20%		14%
Displayed, used or distributed sexually explicit materials	15%		34%	
Found this offensive		24%		16%

Percentage of those who found a behaviour offensive only includes those who have experienced the behaviour 'sometimes' or 'a lot' (n=1706)

34. **Who was responsible?** Respondents who indicated that they found the generalised sexualised behaviours offensive were asked who was mainly responsible i.e. men, women, or both. Men were described as solely responsible for these behaviours in just over half of situations (52%), whereas both men and women were responsible in 45% of situations (Figure 2).

Figure 2: Those mainly responsible for generalised sexualised behaviours (Q12) n=947



Directed sexualised behaviours

Headline findings

- **Directed behaviours** - The percentage of those experiencing directed sexualised behaviours was lower than those experiencing generalised sexualised behaviours.
- **Gender differences** - Servicewomen were more likely than servicemen to experience directed sexualised behaviours.
- **Rank group differences** - Generally, OR were more likely than OF to experience direct sexualised behaviours
- **Perpetrators** - Men were described as solely responsible for these behaviours in almost two thirds of situations.
- **Location** - The behaviours were most likely to occur in the workplace, although almost one quarter took place over an electronic device.

35. **Behaviours experienced.** SP 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. The most prevalent directed behaviours experienced were someone making unwelcome comments (17%) or someone sending sexually explicit material (14%). Most of the very serious direct sexualised behaviours were experienced by low numbers of respondents.

- a. **Gender differences.** Servicewomen were more likely than servicemen to experience all but one type of directed sexualised behaviours, i.e. servicemen were more likely to be sent sexually explicit material than servicewomen (Table 23). Of note servicewomen were far more likely than servicemen to experience physical sexualised behaviours such as touching.

Table 3a. Percentage of SP who experienced direct sexualised behaviours in the past 12 months (Q13) by gender n=2089-2099

Behaviour (experienced 'sometimes or a lot')	Servicemen %	Servicewomen %
Made unwelcome comments	14%	34%
Sent you sexually explicit material	15%	9%
Made unwelcome attempts to talk to you about sexual matters	6%	27%
Sent inappropriate sexual messages and/or texts about you through social media	5%	12%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	2%	14%
Made unwelcome attempts to touch you	2%	17%
Touched you in a way that made you feel uncomfortable	2%	15%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	1%	19%
Intentionally touching you in a sexual way without your consent	<1%	9%
Treated you badly for refusing to have sex with them	<1%	5%
Said or made you feel you would be treated better in return for having a sexual relationship with them	<1%	5%
Attempted to sexually assault you	<1%	4%
Posted sexually suggestive material about you on social media without your permission	<1%	<1%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	<1%	2%
Subjected you to a sexual activity to which you were not able to consent to	<1%	<1%
Made a serious sexual assault on you	<1%	<1%
Raped you	<1%	<1%

The figures represent the percentage of respondents who said that each behaviour was experienced sometimes or a lot. Respondents could choose more than one behaviour.

- b. **Rank differences.** OF were significantly less likely than OR to experience several direct sexualised behaviours especially unwelcome comments, being sent sexually explicit material, and unwelcome attempts to talk to about sexual matters (Table 3b).

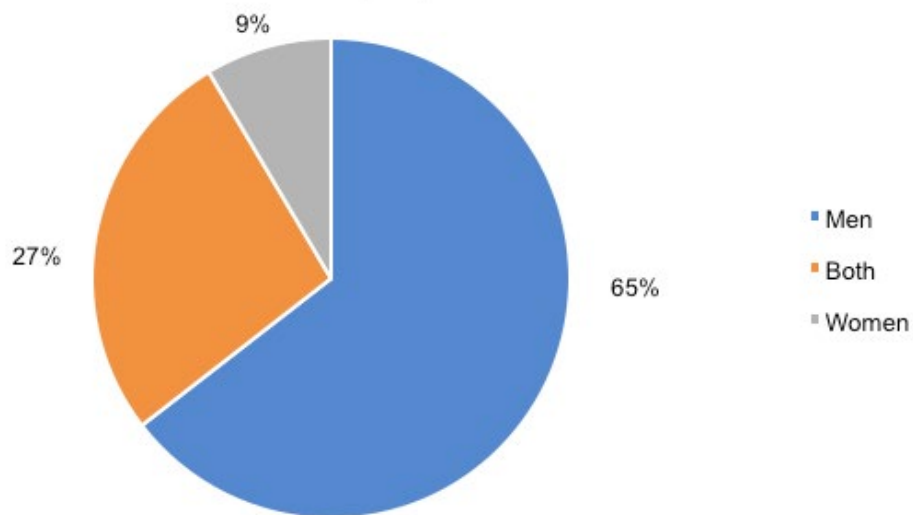
Table 3b. Percentage of SP who experienced direct sexualised behaviours in the past 12 months (Q13) by rank group n=2089-2099

Behaviour (experienced 'sometimes or a lot')	Officers %	Other ranks %
Made unwelcome comments	12%	18%
Sent you sexually explicit material	9%	16%
Made unwelcome attempts to talk to you about sexual matters	8%	10%
Sent inappropriate sexual messages and/or texts about you through social media	4%	5%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	4%	4%
Made unwelcome attempts to touch you	5%	4%
Touched you in a way that made you feel uncomfortable	5%	4%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	5%	4%
Intentionally touching you in a sexual way without your consent	<1%	1%
Treated you badly for refusing to have sex with them	<1%	1%
Said or made you feel you would be treated better in return for having a sexual relationship with them	<1%	1%
Attempted to sexually assault you	<1%	1%
Posted sexually suggestive material about you on social media without your permission	<1%	<1%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	<1%	1%
Subjected you to a sexual activity to which you were not able to consent to	<1%	<1%
Made a serious sexual assault on you	<1%	<1%
Raped you	<1%	<1%

The figures represent the percentage of respondents who said that each behaviour was experienced sometimes or a lot. Respondents could choose more than one behaviour.

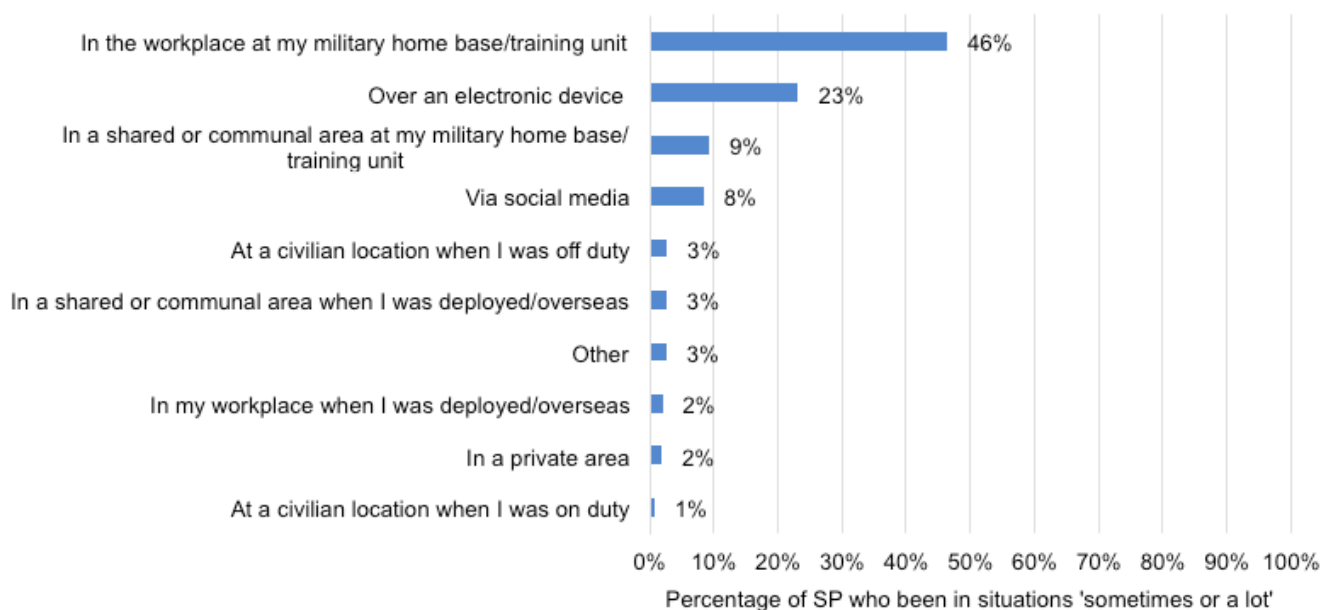
36. **Who was responsible?** Respondents who indicated that they experienced direct sexualised behaviours were asked who was mainly responsible i.e. men, women, or both. Men were described as solely responsible for these behaviours in almost two thirds of situations (65%); whereas both men and women were responsible in 27% of situations, and women in 9% of situations (Figure 3).

Figure 3: Those mainly responsible for directed sexualised behaviours (Q14) n=658



37. **Where experiences occurred.** Respondents who indicated that they experienced direct sexualised behaviours 'sometimes' or 'a lot' were asked where the behaviours mainly happened. The majority (46%) occurred in the workplace at personnel's military home base or training unit; almost one quarter (23%) took place over an electronic device such as a phone or tablet. (Figure 4).

Figure 4: Location where behaviours mainly took place (Q15) n=695



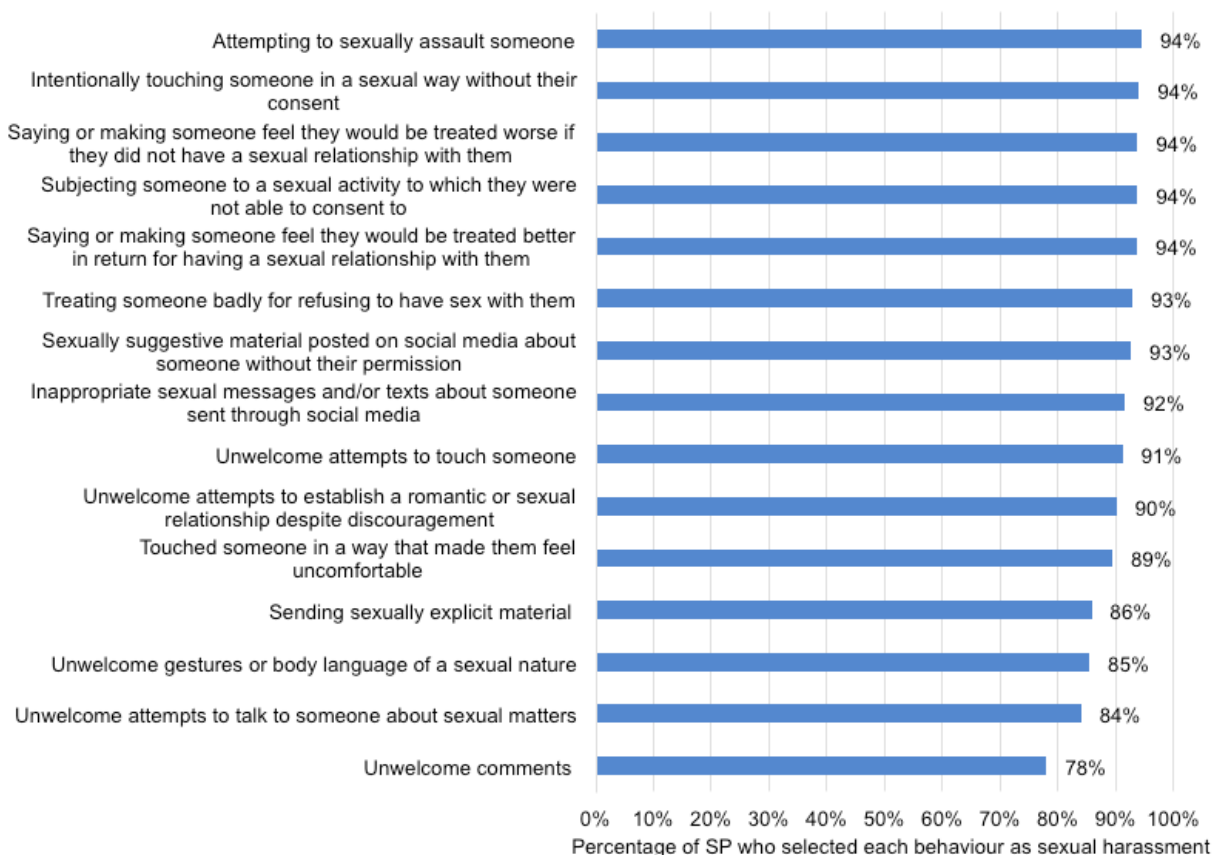
Perceptions of sexual harassment

Headline findings

- **Sexual harassment behaviours** - Overall, almost eight in ten SP thought that all directed sexualised behaviours count as sexual harassment; and the percentages were higher for many behaviours.
- **Gender differences** - A higher proportion of servicewomen than servicemen regard directed sexualised behaviours as sexual harassment.
- **Rank group differences** - A higher proportion of OF than OR regard directed sexualised behaviours as sexual harassment.

38. **What counts as sexual harassment?** Regardless of whether respondents had experienced them or not, they were asked which of a list of behaviours they thoughts counted as sexual harassment. The majority of respondents reported that all behaviours counted as sexual harassment but in particular, ones related to sexual assault or non-consensual sexual activity (Figure 5).

Figure 5: What counts as sexual harassment (Q16) n=2106



a. Gender differences. Whilst most servicemen and women identified each behaviour as sexual harassment there were statistically significant differences across all behaviours with the exception of unwelcome attempts to talk to someone about sexual matters. In every case a higher proportion of females regarded each behaviour to constitute sexual harassment than did male respondents (Table 4a).

Table 4a. Behaviours regarded as sexual harassment (Q16) by gender n=2106

Behaviour	Servicemen %	Servicewomen %
Attempting to sexually assault someone	94%	97%
Subjecting someone to a sexual activity to which they were not able to consent to	93%	97%
Intentionally touching someone in a sexual way without their consent	94%	97%
Saying or making someone feel they would be treated worse if they did not have a sexual relationship with them	93%	97%
Saying or making someone feel they would be treated better in return for having a sexual relationship with them	93%	96%
Treating someone badly for refusing to have sex with them	92%	95%
Sexually suggestive material posted on social media about someone without their permission	92%	96%
Inappropriate sexual messages and/or texts about someone sent through social media	91%	94%
Unwelcome attempts to touch someone	90%	96%
Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	89%	94%
Touched someone in a way that made them feel uncomfortable	89%	93%
Sending sexually explicit material	85%	93%
Unwelcome gestures or body language of a sexual nature	85%	89%
Unwelcome attempts to talk to someone about sexual matters	84%	85%
Unwelcome comments	78%	80%

b. **Rank differences.** Whilst most OF and OR identified each behaviour as sexual harassment there were statistically significant differences across all behaviours. In every case a higher proportion of OF than OR regarded each behaviour to constitute sexual harassment (Table 4b).

Table 4b. Behaviours regarded as sexual harassment (Q16) by rank group n=2106

Behaviour	Officers %	Other ranks %
Attempting to sexually assault someone	97%	93%
Subjecting someone to a sexual activity to which they were not able to consent to	97%	93%
Intentionally touching someone in a sexual way without their consent	97%	94%
Saying or making someone feel they would be treated worse if they did not have a sexual relationship with them	97%	93%
Saying or making someone feel they would be treated better in return for having a sexual relationship with them	97%	93%
Treating someone badly for refusing to have sex with them	97%	92%
Sexually suggestive material posted on social media about someone without their permission	96%	92%
Inappropriate sexual messages and/or texts about someone sent through social media	95%	91%
Unwelcome attempts to touch someone	93%	90%
Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	94%	89%
Touched someone in a way that made them feel uncomfortable	92%	89%
Sending sexually explicit material	90%	85%
Unwelcome gestures or body language of a sexual nature	91%	84%
Unwelcome attempts to talk to someone about sexual matters	91%	82%
Unwelcome comments	84%	76%

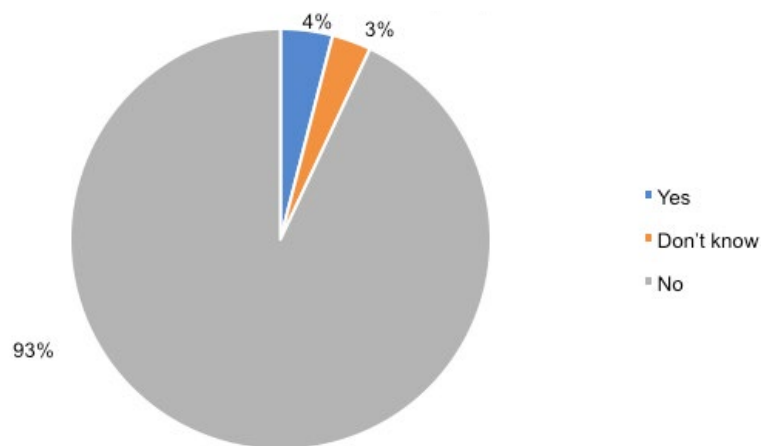
Experiences of sexual harassment at work

Headline findings

- **Experience of sexual harassment** - 4% of SP reported experiencing sexual harassment at work during the past 12 months.
- **Observing sexual harassment** - 6% of SP reported observing sexual harassment at work during the past 12 months.
- **Gender differences** - A higher proportion of servicewomen than men had experienced and observed sexual harassment.
- **Rank group differences** - Similar proportions of OF and OR had experienced and observed sexual harassment.
- **Upsetting experiences** - The majority of respondents have never had an upsetting experience; however upsetting experiences were reported across all the sexualised behaviours by 16% of respondents.
- **Gender differences** - A higher proportion of servicewomen than servicemen had a particularly upsetting behaviour.
- **Rank group differences** - A higher proportion of OR than OF had a particularly upsetting behaviour.

39. **Personal experience.** To provide an estimate of the prevalence of sexual harassment respondents were asked directly if they had experienced sexual harassment at work in the last 12 months. The vast majority of respondents (93%) stated they had not experienced sexual harassment during this time period (Figure 6).

Figure 6: In the past 12 months have you experienced sexual harassment at work?(Q17) n=2082



a. **Gender differences.** Significantly more servicewomen than servicemen reported having personal experience of sexual harassment in the last 12 months (Table 5a).

Table 5a. Personal experience of sexual harassment in the last 12 months (Q17) by gender n=2082

Behaviour	Servicemen	Servicewomen
	%	%
Yes	2%	15%
Don't know	3%	6%
No	95%	79%

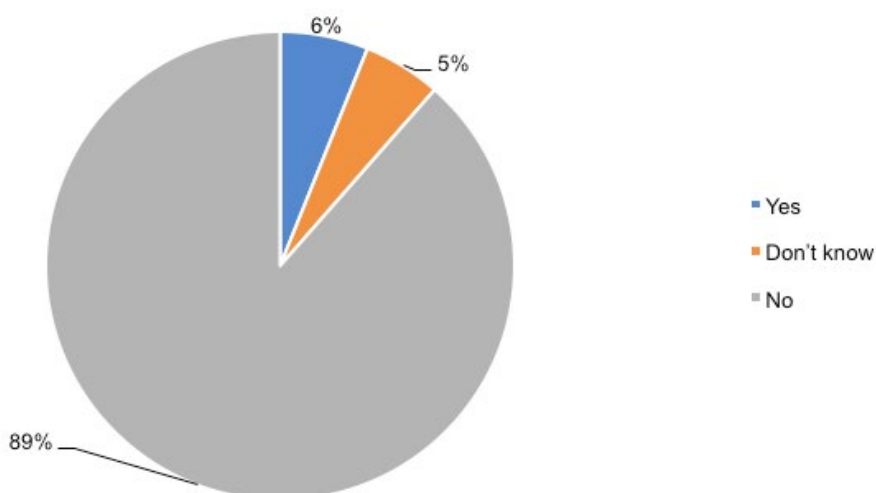
b. **Rank group differences.** Similar proportion of OF and OR reported having personal experience of sexual harassment in the last 12 months (Table 5b).

Table 5b. Personal experience of sexual harassment in the last 12 months (Q17) by rank group n=2082

Behaviour	Officers	Other ranks
	%	%
Yes	5%	4%
Don't know	2%	4%
No	93%	92%

40. **Observing sexual harassment.** Personnel were also asked if they had observed a situation in the last 12 months that they thought was sexual harassment. Almost 90% reported that they had not observed such behaviour (Figure 7).

Figure 7: In the past 12 months have you observed a situation that you thought was sexual harassment (Q18) n=2082



a. **Gender differences.** Significantly more servicewomen than servicemen reported observing a situation they thought was sexual harassment in the last 12 months (Table 6a).

Table 6a. Observed a situation in the last 12 months thought was sexual harassment (Q18) by gender n=2082

Behaviour	Servicemen	Servicewomen
	%	%
Yes	5%	13%
Don't know	5%	7%
No	90%	80%

b. **Rank group differences.** Similar proportion of OF and OR reported observing a situation they thought was sexual harassment in the last 12 months (Table 6b)

Table 6b. Observed a situation in the last 12 months thought was sexual harassment (Q18) by rank group n=2082

Behaviour	Officers	Other ranks
	%	%
Yes	6%	6%
Don't know	4%	6%
No	90%	88%

41. **Upsetting experiences.** Respondents were asked if in the past 12 months they had an experience involving any of the above behaviours (from Q13) which made them feel particularly upset? The majority of respondents have never had an upsetting experience (84%) however the remaining 16% had upsetting experiences across all the sexualised behaviours; and this included 10% of respondents being upset by unwelcome comments (Table 7). Particularly upsetting experiences for other behaviours were reported by low numbers of respondents.

Table 7. Had a particularly upsetting behaviour (Q19) n=2106

Behaviour	Total respondents
	%
Never	84%
Experienced an upsetting behaviour	16%

a. **Gender differences.** There were statistically significant differences in the responses of servicemen and women for all the upsetting behaviours; that is a higher proportion of women than men had a particularly upsetting behaviour (Table 7a).

Table 7a. Had a particularly upsetting behaviour (Q19) by gender n=2106

Behaviour (experienced 'sometimes or a lot')	Servicemen	Servicewomen
	%	%
Never	87%	64%
Made unwelcome comments	7%	23%
Made unwelcome attempts to talk to you about sexual matters	3%	14%
Sent inappropriate sexual messages and/or texts about you through social media	2%	8%
Sent you sexually explicit material	3%	5%
Posted sexually suggestive material about you on social media without your permission	1%	2%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	2%	7%
Made unwelcome attempts to touch you	2%	12%
Touched you in a way that made you feel uncomfortable	2%	11%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	2%	9%
Said or made you feel you would be treated better in return for having a sexual relationship with them	2%	3%
Said or made you feel you would be treated worse if you did not have a sexual relationship with them	1%	2%
Treated you badly for refusing to have sex with them	1%	3%
Intentionally touching you in a sexual way without your consent	1%	5%
Subjected you to a sexual activity to which you were not able to consent to	1%	3%
Attempted to sexually assault you	1%	3%
Made a serious sexual assault on you	1%	2%
Raped you	1%	2%

b. **Rank group differences.** There were statistically significant differences in the responses of OF and OR for many of the upsetting behaviours; that is OR were more likely to have had an upsetting experience than OF (Table 7b).

Table 7b. Had a particularly upsetting behaviour (Q19) by rank group n=2106

Behaviour (experienced 'sometimes or a lot')	Officers %	Other ranks %
Never	85%	83%
Made unwelcome comments	9%	10%
Made unwelcome attempts to talk to you about sexual matters	3%	5%
Sent inappropriate sexual messages and/or texts about you through social media	1%	3%
Sent you sexually explicit material	1%	4%
Posted sexually suggestive material about you on social media without your permission	<1%	1%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	2%	3%
Made unwelcome attempts to touch you	3%	3%
Touched you in a way that made you feel uncomfortable	3%	3%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	3%	2%
Said or made you feel you would be treated better in return for having a sexual relationship with them	<1%	1%
Said or made you feel 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%	2%
Intentionally touching you in a sexual way without your consent	1%	2%
Subjected you to a sexual activity to which you were not able to consent to	<1%	1%
Attempted to sexually assault you	1%	1%
Made a serious sexual assault on you	<1%	1%
Raped you	<1%	1%

The figures represent the percentage of respondents who said that each behaviour was involved. Respondents could tick more than one behaviour.

Particularly Upsetting Experiences

42. This section is about an experience in the last 12 months involving directed sexualised behaviours that SP personnel found particularly upsetting. It explores the types of behaviours involved, who was responsible, and when and where it occurred. Note the responses only include those who stated they had a particularly upsetting over the last 12 months and provided responses (n=522).

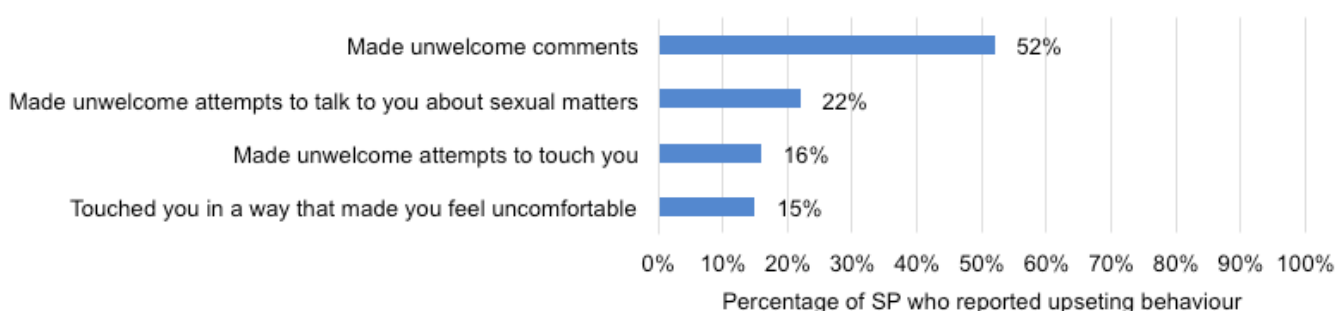
Personal experiences in the last 12 months

Headline findings

- **Types of behaviours** - The most common upsetting behaviours were someone making unwelcome comments or some form of inappropriate touching.
- **Who was involved** - The person responsible was most likely to be male and a work colleague. Whilst ORs were most likely to be reported as a perpetrator, in general experiences were within the same rank group i.e. 'OF on OF' and 'OR on OR'.
- **Gender differences** - Servicewomen were more likely than servicemen to have experienced all the sexualised behaviours with the exception of being sent sexually explicit material, where more men reported this.
- **Rank group differences** - OR respondents were more likely than OF to experience most of the directed behaviours, although OF were more likely to experience being touched in a way that made them feel uncomfortable or experience unwelcome attempts to establish a romantic or sexual relationship.
- **Duration of the experience** - Two thirds reported the experience was a one-off incident.
- **Location** - The majority reported that the experience happened in the workplace.
- **Influence of alcohol and drugs** - Most SP stated alcohol and drugs were not involved; however, servicewomen and OF were more likely to state they had been consumed.

43. **Types of behaviours.** Respondents were asked to think about the experience that particularly upset them and identify all the behaviours involved. The most common behaviour was someone making unwelcome comments, which was experienced by over half of the respondents (Figure 8). The most serious sexual behaviours: posting of sexually suggestive material on social media without permission, said or made someone feel they would be treated better in return for having a sexual relationship; said or made someone feel they would be treated worse if you did not have a sexual relationship; subjected someone to a sexual activity they were not able to consent to, serious sexual assault, and rape were experienced by very low numbers of respondents.

Figure 8: Main upsetting behaviours experienced (Q20) n=522



a. **Gender differences.** Servicewomen were significantly more likely than servicemen to have experienced all the sexualised behaviours with the exception of being sent sexually explicit material, where proportionally more men reported this (Table 8a).

Table 8a. Main upsetting behaviours experienced (Q20) by gender n=522

Behaviour	Servicemen	Servicewomen
	%	%
Made unwelcome comments	51%	54%
Made unwelcome attempts to talk to you about sexual matters	16%	34%
Sent inappropriate sexual messages and/or texts about you through social media	8%	15%
Sent you sexually explicit material	12%	8%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	6%	15%
Made unwelcome attempts to touch you	8%	30%
Touched you in a way that made you feel uncomfortable	7%	27%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	4%	19%

Data are only included for those who had a particularly upsetting experience in the last 12 months. Respondents could tick more than one behaviour.

b. **Rank group differences.** There were some significant differences in experiences of OF and OR respondents. OR respondents were more likely to experience most of the behaviours listed, although OF were more likely to experience being touched in a way that made them feel uncomfortable or experience unwelcome attempts to establish a romantic or sexual relationship despite your discouragement (Table 8b).

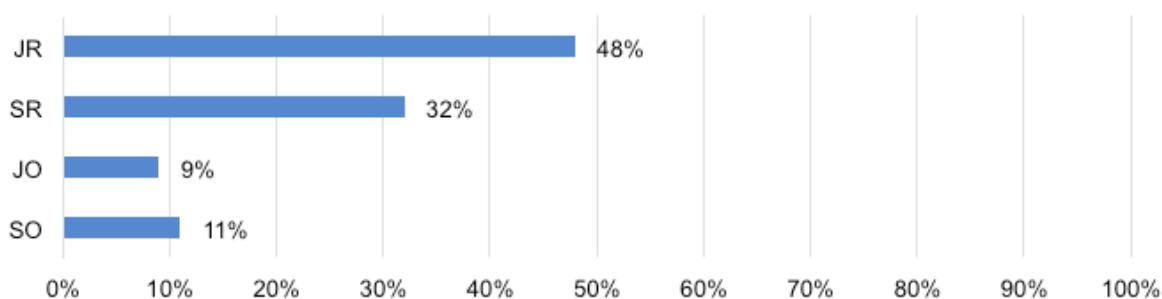
Table 8b. Main upsetting behaviours experienced (Q20) by rank group n=522

Behaviour	Officers	Other ranks
	%	%
Made unwelcome comments	53%	52%
Made unwelcome attempts to talk to you about sexual matters	18%	23%
Sent inappropriate sexual messages and/or texts about you through social media	5%	12%
Sent you sexually explicit material	4%	10%
Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	7%	10%
Made unwelcome attempts to touch you	15%	16%
Touched you in a way that made you feel uncomfortable	17%	14%
Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	20%	7%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

44. **Rank of those involved.** 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 80% of cases the person was an OR (48% JR, 32% SR) and 20% were OF (9% JO, 11% SO) (Figure 9).

Figure 9: Who was responsible for upsetting behaviours (Q21) n=443



a. **Gender differences.** There were significant differences as to who servicemen and women stated was responsible for the upsetting behaviour. Proportionally, more males reported it was a JR or SR in comparison to females; conversely, proportionally more servicewomen reported the person was an OF than did servicemen (Table 9a).

Table 9a. Who was responsible for upsetting behaviours? (Q21) by gender n=443

Rank	Servicemen	Servicewomen
	%	%
JR	53%	40%
SR	32%	32%
JO	6%	13%
SO	9%	16%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

b. **Rank group differences.** As expected, OF respondents were significantly more likely than OR respondents to report the person responsible was an OF; and OR were more likely than OR to report the person was an OR. (Table 9b).

Table 9b. Who was responsible for upsetting behaviours? (Q21) by rank group n=443

Rank	Officers %	Other ranks %
JR	14%	57%
SR	13%	38%
JO	30%	3%
SO	43%	2%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

45. **Gender of those involved.** The majority of respondents indicated that males were responsible for the particularly upsetting behaviour (72%) (Table 10). This was the case for both men and women respondents; although a much higher proportion of female than male respondents indicated that men were responsible. Similar proportions of OF and OR indicated males were most likely to be responsible.

Table 10. Gender of those involved (Q22) n=453

Gender	Total respondents %
Female	25%
Male	72%
Unsure	3%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

46. **Role of those involved.** Almost four in ten (39%) stated that those involved were work colleagues; 29% reported the individual was either their line manager or someone senior to them; and 19% reported it was another person at their unit. Very small numbers stated it was someone junior to them or an instructor (Table 11). There were no significant differences in the role of those involved according to gender, i.e. the majority stated the individuals were a work colleague. There were however rank group differences. OR respondents were significantly more likely to report the individual involved was a line manager or a person senior to them, in comparison to OF.

Table 11. Role of those involved (Q23) n=455

Role	Total respondents %
Work colleague	39%
Line manager	16%
Other person senior to you	13%
Instructor/trainer	2%
Someone junior to you	7%
Other person at your unit	19%
Other (e.g. member of other sS, someone on another unit, someone in sports team, civilian, patient)	6%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

47. **Number of other individuals involved.** The majority of respondents (62%) stated that one other person was involved (Table 12). Similar proportions were reported for male and female respondents. In comparison, more OF than OR reported no one else was involved.

Table 12. Number of other people involved (Q24) n=424

Number	Total respondents %
0	10%
1	62%
2	15%
3	6%
More than 4	7%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

48. **Duration of the experience.** Respondents were asked how long the upsetting experience lasted. The majority of respondents (64%) reported the experience was a one-off incident; although 16% reported that it lasted for over 6 months (Table 13). Servicemen were more likely than servicewomen to state it was a one-off incident (70% vs 53%). Similarly OF respondents were more likely than OR respondents to state it was a one-off incident (70% vs 62%).

Table 13. How long did the upsetting experience go on for? (Q25) n=455

Duration	Total respondents
	%
A one-off incident	64%
A week	6%
A month	4%
2-3 months	7%
4-6 months	4%
Over 6 months	16%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

49. **Where the experience took place.** Most respondents (64%) reported that the upsetting experience took place at their workplace at their military home base or training unit (Table 14). There were however marked differences by the gender of respondent. Whilst most male respondents stated the experience happened in the workplace, significantly fewer women reported this (77% vs 42%); conversely a higher proportion of servicewomen than men reported the experience occurred in a shared communal area (20% vs 6%). There were also differences in the location of experiences for OF and OR respondents. A higher proportion of OR than OF respondents reported the experience took place in the workplace (69% vs 48%); and conversely a higher proportion of OF than OR respondents reported the experience took place in a shared or communal area (25% vs 7%).

Table 14. Where did this experience mainly occur? (Q26) n=451

Place	Total respondents
	%
In the workplace at my military home base or training unit	64%
In a shared or communal area at my military home base or training unit	11%
In a private area	4%
In my workplace when I was deployed/overseas	4%
In a shared or communal area when I was deployed/overseas	2%
At a civilian location when I was on duty	2%
At a civilian location when I was off duty	2%
Over an electronic device	6%
Via social media	4%
Other (e.g station event, FD trip, social with peers, on exercise)	1%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

50. **Influence of alcohol and drugs.** 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 the majority of cases no one consumed alcohol or had taken drugs (Table 15); although alcohol was consumed by both in 13% of cases. With regard to group differences, female respondents were more likely than males to report both them and the person responsible had consumed alcohol; similarly OF were more than OR to report both them and the person responsible had consumed alcohol.

Table 15. Had you or the main person responsible for the upsetting experience been drinking alcohol or taking drugs before the incident? (Q27) n=453-403

Individual	Total respondents	
	%	
	Alcohol	Drugs
Me	<1%	0%
Person responsible	8%	<1%
Both	13%	<1%
Neither	78%	>99%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

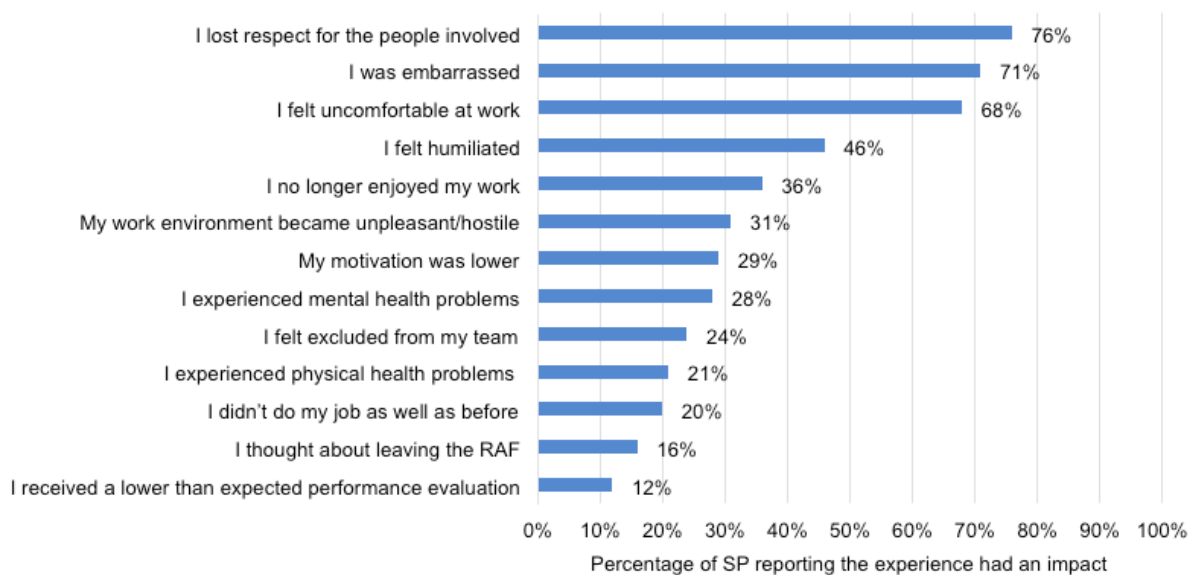
Impact of upsetting experiences

Headline findings

- **How felt as a result** - SP tended to report losing respect for those involved, being embarrassed or feeling uncomfortable at work.
- **Gender differences** - Servicewomen were more likely to report having a negative impact as a result of the upsetting experience.
- **Rank group differences** - OR were generally more likely than OF to report a negative impact.
- **Impact on productivity** - Most respondents stated that the upsetting experience did not impact on their productivity but where it had it was likely to decrease it.

51. **How felt as a result of the upsetting experience.** Respondents were asked how they felt as a result of the upsetting experience; and high proportions reported losing respect for those involved, feeling embarrassed or feeling uncomfortable at work (Figure 10).

Figure 10: To what extent did you feel the following as a result of this upsetting experience? (Q28) n=438-453



a. **Gender differences.** With the exception of feeling embarrassed, servicewomen were proportionally more likely to report having a negative impact as a result of the upsetting experience. This was especially the case for the following impacts: work environment became unpleasant/hostile, lower motivation, feeling humiliated, and losing respect of those involved (Table 16a).

Table 16a. To what extent did you feel the following as a result of this upsetting experience? (Q28) by gender n=438-453

Impact (experienced to a small, moderate, large or very large extent)	Servicemen %	Servicewomen %
I lost respect for the people involved	69%	87%
I was embarrassed	70%	71%
I felt uncomfortable at work	67%	70%
I felt humiliated	39%	57%
I no longer enjoyed my work	35%	39%
My work environment became unpleasant/hostile	24%	41%
My motivation was lower	26%	34%
I experienced mental health problems	25%	32%
I felt excluded from my team	21%	28%
I experienced physical health problems	19%	24%
I didn't do my job as well as before	17%	23%
I thought about leaving the RAF	11%	25%
I received a lower than expected performance evaluation	11%	11%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

b. **Rank group differences.** OR were generally more likely than OF to report that their experience had a negative impact, especially with regard to no longer enjoying work, lower motivation, feeling excluded, receiving a lower than expected performance evaluation and experiencing mental health problems. OF were more likely than OR to state they were embarrassed or felt humiliated (Table 16b).

Table 16b. To what extent did you feel the following as a result of this upsetting experience? (Q28) by rank group n=438-453

Impact (experienced to a small, moderate, large or very large extent)	Officers %	Other ranks %
I lost respect for the people involved	74%	76%
I was embarrassed	75%	69%
I felt uncomfortable at work	63%	69%
I felt humiliated	50%	44%
I no longer enjoyed my work	26%	39%
My work environment became unpleasant/hostile	24%	32%
My motivation was lower	21%	31%
I experienced mental health problems	18%	30%
I felt excluded from my team	17%	26%
I experienced physical health problems	19%	21%
I didn't do my job as well as before	14%	21%
I thought about leaving the RAF	12%	17%
I received a lower than expected performance evaluation	3%	14%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

52. **Impact on productivity.** Most respondents (72%) stated that the upsetting experience did not impact on their productivity but where it had it was likely to decrease it (Tables 17 and 18). Servicemen and women reported similar responses regarding productivity; whereas OR respondents were more likely than OF to report an impact in their productivity.

Table 17. Was your productivity affected by the experience? (Q29) n=454

	Total respondents %
No	72%
Not Sure	14%
Yes	14%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

Table 18. If 'Not Sure' or 'Yes', how was your productivity affected? (Q30) n=116

	Total respondents
	%
It increased	10%
It decreased	90%

Data are only included for those who had a particularly upsetting experience in the last 12 months which impacted on their productivity

53. **Reasons behind the upsetting experience.** Respondents were provided with the opportunity to freely state in their opinion what they thought the reason was behind their upsetting experience (Q31), and 344 respondents made comment, resulting in 702 individual remarks. Three main themes were identified from the range of comments made, not all of which directly related to reasons. The themes and sub themes derived from respondent comments are presented in Table 19.

Table 19. In your opinion what do you think the reason was behind this upsetting experience? (Q31) n=344

Theme	Sub themes
Types of sexualised behaviours <i>Descriptions of multiple types of sexualised behaviours experienced</i>	Unwanted attention e.g. on social media, in social settings, comments on appearance
	Sexual content/behaviour e.g. discussing sex life, receiving inappropriate texts, messages, sexually explicit material
	Exclusion e.g. being undermined, being excluded
Reasons for behaviour <i>Perceptions about why behaviours may have occurred, what might be responsible</i>	Environment e.g. consumption of alcohol, social settings, being the only female, being on ops
	Power e.g. problem with authority, exerting power over others
	Boundaries e.g. banter gone too far, overstepping the mark, misreading a situation, lack of awareness
	Culture e.g. male culture, sexist culture, sexualised culture, lack of allies
Impact of behaviours <i>Outcomes of behaviours for those experiencing them</i>	Emotional e.g. lower self-esteem, humiliated, feel uncomfortable, caused distress
	Behavioural e.g. loss of confidence, avoiding situations
	Mental health e.g. effect on mental health such as depression

Dealing with upsetting experiences

Headline findings

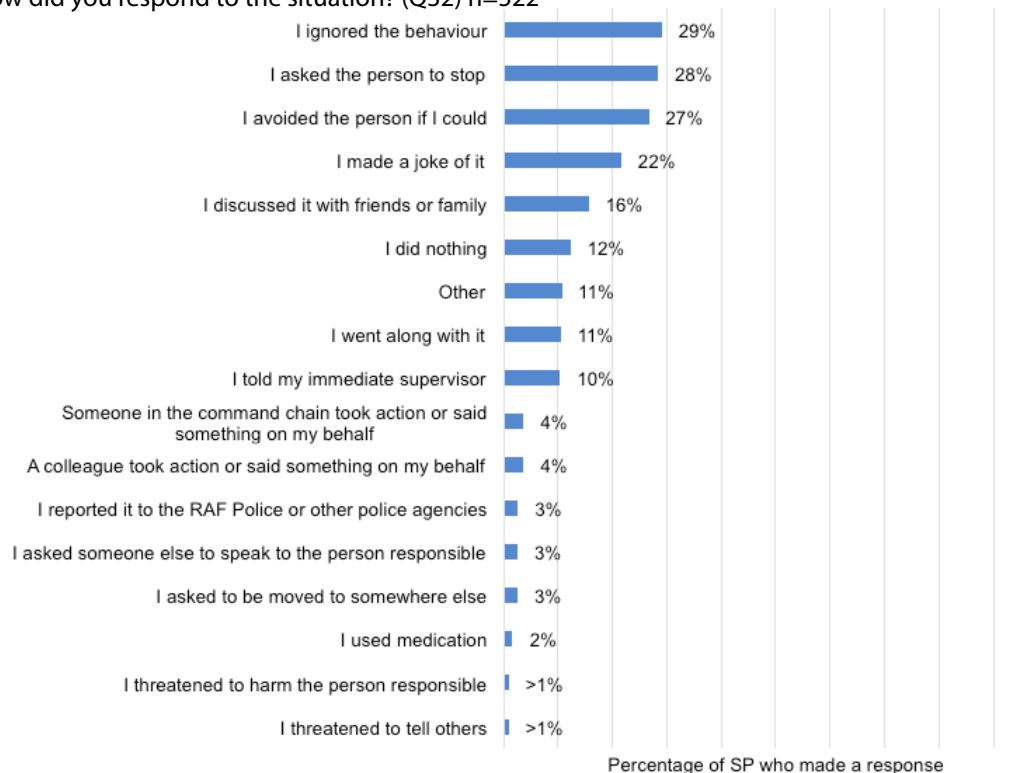
- **Responding to the situation** - The most common responses were ignoring the behaviour, asking the person to stop or avoiding the person.
- **Gender differences** - Proportionally more servicewomen than servicemen asked the person to stop or avoided them. They were also more likely to discuss it with friends or family or have a colleague or someone in their chain of command intervene on their behalf.

Headline findings (continued)

- **Rank group differences** - OF were more likely than OR to ask the person to stop; and OR were more likely than OF to do nothing.
- **Effectiveness of actions** - Over 60% of respondents reported that their actions stopped the upsetting behaviour.
- **Most effective actions** - The most effective action to stop the upsetting behaviour was asking the person involved to stop, or to ignore the behaviour.
- **Telling others** - The majority of respondents who had an upsetting experience did not tell anyone at work what was happening. Where someone was told this was most likely to be a colleague or their line manager.
- **Who was helpful?** - 58% of respondents stated the person they asked was helpful; and the again the most helpful were colleagues and line managers.
- **Not telling others** - The most common reasons for not telling others was that SP felt they could handle the situation themselves.
- **Gender differences** - More servicemen than servicewomen believed they could handle the situation themselves. Servicewomen's reasons included being worried that everyone would find out or thinking they would be labelled a troublemaker.
- **Rank group differences** - More OF compared to OR believed they could handle the situation themselves; OR conversely were more likely to state they were worried that everyone would find out, or they would be labelled a troublemaker.

54. **Responding to the situation.** Respondents were asked how they responded to the situation (i.e. the particularly upsetting experience); the most frequently reported actions were ignoring the behaviour (26%), asking the person to stop (25%) or avoiding the person (24%) (Figure 11). Some respondents also provided additional comments which included confronting the individual (verbally and physically), removing self from situation, reporting it informally and formally, avoiding the individual, discussing it with others, did nothing because others were present.

Figure 11: How did you respond to the situation? (Q32) n=522



a. **Gender differences.** There were some significant gender differences regarding how individuals responded. Proportionally more servicewomen than servicemen asked the person to stop or avoided that person; they were also more likely to discuss it with friends or family. In addition, servicewomen were more likely than servicemen to experience someone in their chain of command or a colleague intervening on their behalf (Table 20a).

Table 20a. Main ways individuals responding to the situation (Q32) by gender n=522

Response	Servicemen %	Servicewomen %
I ignored the behaviour	31%	26%
I asked the person to stop	23%	39%
I avoided the person if I could	22%	35%
I made a joke of it	23%	19%
I discussed it with friends or family	11%	23%
I did nothing	12%	13%
I went along with it	12%	9%
I told my immediate supervisor	8%	15%
Someone in the command chain took action or said something on my behalf	0%	10%
A colleague took action or said something on my behalf	0%	10%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

b. **Rank group differences.** OF and OR respondents often had similar responses to the upsetting behaviour. However, OF were more likely than OR to ask the person to stop; and OR were more likely than OF to do nothing. (Table 20b).

Table 20b. Main ways individuals responding to the situation (Q32) by rank group n=522

Response	Officers %	Other ranks %
I ignored the behaviour	28%	29%
I asked the person to stop	32%	27%
I avoided the person if I could	25%	27%
I made a joke of it	23%	21%
I discussed it with friends or family	17%	15%
I did nothing	9%	13%
I went along with it	11%	10%
I told my immediate supervisor	12%	10%
Someone in the command chain took action or said something on my behalf	3%	4%
A colleague took action or said something on my behalf	4%	4%

Data are only included for those who had a particularly upsetting experience in the last 12 months. Respondents could choose more than one option.

55. **Effectiveness of actions.** Over 60% of respondents reported that the actions stopped the upsetting behaviour, although the remaining SP reported the issue was still being resolved or the actions were not effective (Table 21). There were no significant gender differences with regard to whether actions were effective; however, OF were more likely than OR to report the action stopped the behaviour.

Table 21. Did any of these actions stop the upsetting behaviour? (Q33) n=446

	Total respondents %
Yes	63%
Still being resolved	10%
No	28%

Data are only included for those who had a particularly upsetting experience in the last 12 months.

56. **Most effective actions.** Those who stated the actions stopped the upsetting behaviour were asked which behaviour was the most effective; the most frequent response was asking the person to stop, followed by ignoring the behaviour (Table 22). Whilst similar proportions of servicemen and women found asking the person to stop was effective, a greater proportion of men ignored the behaviour in comparison to women; conversely higher proportions of women than men found that someone in their chain of command intervening was effective. Similar proportions of OF and OR found asking the person to stop was effective; whereas a significantly higher proportion of OR than OF reported ignoring the behaviour was effective.

Table 22. If yes, which of the responses was the most effective at stopping the behaviour? (Q34) n=272

	Total respondents
	%
I asked the person to stop	25%
I ignored the behaviour	19%
Other (e.g. formal complaint, isolated/removed self, confronted the individual, spoke to someone more senior, explained the behaviour was inappropriate)	12%
I avoided the person if I could	8%
I made a joke of it	8%
I discussed it with friends or family	6%
I told my immediate supervisor	5%
I went along with it	3%
Someone in the command chain took action or said something on my behalf	4%
I asked someone else to speak to the person responsible	3%
I did nothing	3%
A colleague took action or said something on my behalf	2%
I threatened to tell others	1%
I reported it to the RAF Police or other police agencies	1%
I threatened to harm the person responsible	<1%
I used medication	<1%

Data are only included for those who had a particularly upsetting experience in the last 12 months and their actions stopped the upsetting experience

57. **Telling others.** The majority of respondents who had an upsetting experience did not tell anyone at work what was happening (Table 23).

Table 23. Did you tell anyone at work what was happening? (Q35) n=445

	Total respondents
	%
Yes	63%
Still being resolved	10%
No	28%

Data are only included for those who had a particularly upsetting experience in the last 12 months

58. **Who did you tell?** Respondents who had told someone at work about their experience, were also asked to state who they told. The most frequent person was a colleague, followed by their line manager (Table 24).

Table 24. Who did you tell? (Q36) n=219

	Total respondents
	%
Colleague	64%
Line manager	41%
Friends or Family	20%
Someone else superior to me	19%
Padre/chaplain	12%
Welfare people	8%
Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	3%
Other	3%
Confidential Defence bullying, harassment or discrimination Helpline	0%

Data are only included for those who had a particularly upsetting experience in the last 12 months and who answered 'yes' to telling someone at work what was happening. Respondents could choose more than one option.

59. **Was anyone helpful?** Of those who told someone at work, they were also asked whether any of these people helped to stop the upsetting behaviour. Whilst 58% of respondents stated the person was helpful, at least partially; 42% stated they were not (Table 25). Numbers of servicemen were too small to conduct a statistical comparison with servicewomen. OF were more likely than OR to report the person they told was not helpful

Table 25. Did any of these people help to stop the upsetting behaviour? (Q37) n=217

	Total respondents
	%
Yes	34%
Partly	24%
No	42%

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

60. **Who was the most helpful?** Respondents were asked who was the most helpful at stopping the upsetting behaviour; again, colleagues and line managers were the most frequently selected person (Table 26). Numbers of servicemen were too small to conduct a statistical comparison with servicewomen. OF were more likely than OR to report that a colleague was the most helpful person.

Table 26. Who was the most helpful in stopping the upsetting behaviour? (Q38) n=136

	Total respondents
	%
Colleague	24%
Line manager	23%
Other	19%
Someone else superior to me	17%
Padre/chaplain	7%
Friends or Family	7%
Welfare people	5%
Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	1%

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

61. **Why did you not tell anyone at work?** Respondents who did not tell anyone in the workplace what was happening were asked to state why. Overall, the most common response was that individuals felt they could handle the situation themselves. Almost half of the respondents also did not want to make the experience into a bigger issue or did not think that it was important (Table 27). Some respondents made additional comments about why they did not tell anyone at work including not wanting confrontation, not wanting to escalate the situation, concerns about ruining personal relationships, concerns about being excluded, being ‘immune’ to such issues.

Table 27. If you didn’t tell anyone in the workplace what was happening, please tell us why (Q39) n=226

Reason	Total respondents %
I thought I could handle the situation myself	58%
I didn’t want to make it into a bigger issue	45%
I didn’t think it was that important	43%
I thought it would make my work situation unpleasant	21%
I didn’t think anything would be done about it	16%
I didn’t want to hurt or upset the person who harassed me	16%
I thought I would be labelled a troublemaker	14%
I was worried that everyone would find out	12%
I felt ashamed	10%
I thought it might affect my job or career	9%
I thought I would lose the trust and respect of my colleagues	7%
I thought I would be blamed	7%
I didn’t think I would be believed	6%
The person responsible was my line manager or another superior officer	6%
I thought it would affect my family or private life	6%
I was afraid of the person/persons responsible	1%
I was threatened not to tell anyone	0%

Data are only included for those who answered ‘yes’ they had a particularly upsetting experience in the last 12 months; and who answered ‘no’ to telling someone at work what was happening. Respondents could choose more than one option.

a. **Gender differences.** Servicemen and women had significantly different responses across all of the reasons. In particular, proportionally more servicemen than servicewomen believed they could handle the situation themselves, and servicemen were more likely to state they did not think it was that important. Conversely, a much larger proportion of servicewomen were more likely to report they did not want to hurt or upset the person who harassed them, they were worried that everyone would find out or thought they would be labelled a troublemaker (Table 27a).

Table 27a. Main reasons for not telling anyone in the workplace (Q39) by gender n=226

Reason	Servicemen %	Servicewomen %
I thought I could handle the situation myself	63%	47%
I didn’t want to make it into a bigger issue	44%	49%
I didn’t think it was that important	46%	36%
I thought it would make my work situation unpleasant	18%	28%
I didn’t think anything would be done about it	13%	24%
I didn’t want to hurt or upset the person who harassed me	12%	26%
I thought I would be labelled a troublemaker	11%	23%
I was worried that everyone would find out	9%	21%
I felt ashamed	8%	16%

Data are only included for those who answered ‘yes’ they had a particularly upsetting experience in the last 12 months; and who answered ‘no’ to telling someone at work what was happening. Respondents could choose more than one option.

b. **Rank group differences.** OF and OR often reported similar responses, although there were some statistical differences. A significantly higher proportion of OF compared to OR believed they could handle the situation themselves; OR conversely were more likely than OR to state they were worried that everyone would find out, or they would be labelled a troublemaker (Table 27b).

Table 27b. Main reasons for not telling anyone in the workplace (Q39) by rank group n=226

Reason	Officers %	Other ranks %
I thought I could handle the situation myself	63%	57%
I didn't want to make it into a bigger issue	48%	45%
I didn't think it was that important	43%	43%
I thought it would make my work situation unpleasant	23%	20%
I didn't think anything would be done about it	16%	16%
I didn't want to hurt or upset the person who harassed me	16%	17%
I thought I would be labelled a troublemaker	6%	17%
I was worried that everyone would find out	9%	13%
I felt ashamed	8%	11%

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who answered 'no' to telling someone at work what was happening. Respondents could choose more than one option.

Making a Complaint

62. This section is about whether personnel who had a particularly upsetting experience made a formal complaint, the reasons for making or not making a complaint and any subsequent consequences. Note the responses only include those who stated they had a particularly upsetting over the last 12 months and provided responses.

Headline findings

- **Not making a complaint** - 97% of SP who had a particularly upsetting experience chose not to make a formal written complaint. The main reasons for not making a complaint included that the situation was resolved informally or the individual thought that they could handle the situation themselves.
- **Gender differences** - Servicewomen were more concerned about being labelled a troublemaker, worried everyone would find out, thought their work situation would be unpleasant or not believe anything would be done about their complaint than servicemen.
- **Rank group differences** - More OF than OR reported they thought a complaint would make their work situation unpleasant; whereas OR reasons included thinking they would not be believed and being worried that everyone would find out.
- **Making a complaint** - Only 3% of SP who had a particularly upsetting experience chose to make a formal written complaint.

63. **Deciding whether to make a formal written complaint.** Respondents who had experienced a particularly upsetting experience were asked if they made a formal written complaint (to their Commanding Officer) about their upsetting experience; only a small percentage of individuals did so (3%, Table 28). Marginally, more females than males; and marginally more OR than OF stated they had made a formal complaint; however, caution should be applied in interpreting the results as the numbers of respondents are very low.

Table 28. Did you at any time make a formal written complaint (to your Commanding Officer) about this upsetting experience? (Q40) n=454

Reason	Total respondents %
Yes	3%
No	97%

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

64. **Reasons for not making a formal written complaint.** The respondents who did not make a formal complaint were asked for their reasons. The most likely reasons were that the situation was resolved informally or the individual thought that they could handle the situation themselves (45% and 44%, respectively); one third also stated that they did not think it was that important (34%). Only very small numbers of individuals state that they were persuaded not to make a complaint (Table 29).

Table 29. Why didn't you make a formal written complaint? (Q41) n=434

Reason	Total respondents
	%
The situation was resolved informally	45%
I thought I could handle the situation myself	44%
I didn't think it was that important	34%
I thought it would make my work situation unpleasant	19%
I didn't think anything would be done about it	17%
I didn't want to hurt or upset the person who harassed me	16%
I thought I would be labelled a troublemaker	14%
I was worried that everyone would find out	11%
I thought it might affect my job or career	11%
I was worried about repercussions from the other person/people involved	9%
I didn't think I would be believed	9%
I felt ashamed	9%
I thought it would affect my family or private life	7%
Someone took action or said something on my behalf	6%
I thought I would be blamed	6%
I thought it would take too much time and effort	5%
I didn't know what to do	5%
I didn't know how to make a complaint	5%
The person responsible was my line manager or another superior officer	3%
I was persuaded or warned not to make a complaint by a superior	1%
I was persuaded or warned not to make a complaint by a colleague	<1%

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who stated they did not make a formal complaint. Respondents could choose more than one option.

a. **Gender differences.** There were significant differences in the responses that servicemen and women provided. Whilst both servicemen and women stated the same main reasons for not making a complaint, namely that the situation was resolved informally, or they thought they could handle the situation themselves; proportionally more males than females selected these options. Women were more concerned about being labelled a troublemaker, worried everyone would find out, thought their work situation would be unpleasant or not believe anything would be done about their complaint. Also, significantly more women reported they did not make a formal complaint because the person responsible was their line manager or another superior officer (no men reported this as a reason) (Table 29a).

Table 29a. Why didn't you make a formal written complaint? (Q41) by gender n=434

Reason	Servicemen	Servicewomen
	%	
The situation was resolved informally	49%	39%
I thought I could handle the situation myself	48%	37%
I didn't think it was that important	34%	33%
I thought it would make my work situation unpleasant	14%	29%
I didn't think anything would be done about it	11%	28%
I didn't want to hurt or upset the person who harassed me	14%	18%
I thought I would be labelled a troublemaker	10%	21%
I was worried that everyone would find out	8%	17%
I thought it might affect my job or career	8%	16%
I was worried about repercussions from the other person/people involved	5%	16%
I didn't think I would be believed	8%	11%
I felt ashamed	6%	13%
I thought it would affect my family or private life	8%	5%
Someone took action or said something on my behalf	5%	6%
I thought I would be blamed	3%	10%
I thought it would take too much time and effort	3%	9%
I didn't know what to do	2%	10%
I didn't know how to make a complaint	4%	6%
The person responsible was my line manager or another superior officer	0%	9%
I was persuaded or warned not to make a complaint by a superior	1%	2%
I was persuaded or warned not to make a complaint by a colleague	0%	1%

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who stated they did not make a formal complaint. Respondents could choose more than one option.

b. **Rank group differences.** There were some significant differences in responses between OF and OR. Proportionally more OF than OR reported they thought a complaint would make their work situation unpleasant; whereas OR were more likely to report they thought they would not be believed, did not want to hurt or upset the person who harassed them, were worried that everyone would find out, and were worried about repercussions from the other person/people involved (Table 29b).

Table 29b. Why didn't you make a formal written complaint? (Q41) by rank group n=434

Reason	Officers %	Other ranks %
	The situation was resolved informally	42%
I thought I could handle the situation myself	41%	45%
I didn't think it was that important	31%	34%
I thought it would make my work situation unpleasant	21%	14%
I didn't think anything would be done about it	16%	17%
I didn't want to hurt or upset the person who harassed me	12%	16%
I thought I would be labelled a troublemaker	10%	15%
I was worried that everyone would find out	5%	13%
I thought it might affect my job or career	12%	10%
I was worried about repercussions from the other person/people involved	4%	11%
I didn't think I would be believed	2%	11%
I felt ashamed	3%	10%
I thought it would affect my family or private life	8%	6%
Someone took action or said something on my behalf	6%	6%
I thought I would be blamed	2%	7%
I thought it would take too much time and effort	7%	5%
I didn't know what to do	2%	6%
I didn't know how to make a complaint	1%	6%
The person responsible was my line manager or another superior officer	2%	4%
I was persuaded or warned not to make a complaint by a superior	3%	1%
I was persuaded or warned not to make a complaint by a colleague	0%	1%

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who stated they did not make a formal complaint. Respondents could choose more than one option.

65. **Making a formal written complaint.** Those respondents who did make a formal written complaint were asked about the process. However due to the very small number of respondents who made a complaint, these estimates are regarded as less reliable (indeed in some instances only one or two individuals provided an answer). To provide a general overview of the levels of satisfaction with the formal complaints process the observations are presented in Table 30 but caution should be applied as to how representative these responses are of the wider population. The factors with the highest levels of satisfaction related to an awareness of and communication surrounding the process. Conversely the highest levels of dissatisfaction related to time to resolve a complaint and the subsequent actions. No gender or rank group differences could be calculated.

Table 30. Satisfaction with formal complaint processes (Q42)

Formal complaint process	Highest levels of satisfaction	Highest levels of dissatisfaction
The availability of information about how to make a complaint	X	
Your understanding of how to make a complaint	X	
How well you were/are being kept informed about the progress of your complaint	X	
Treatment of you by the people who handled the complaint		
How well the outcome of the investigation was explained to you		
The degrees to which your privacy was protected during the process		
The amount of time it took/is taking to resolve the complaint		X
The outcome of any follow-up action taken against the person/people responsible		X
The actions taken by your unit to try and resolve the situation		X

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who stated they made a formal complaint. As the number of total respondents was fewer than 30, responses are suppressed.

66. **Consequences of making a complaint.** The respondents who made a formal complaint were asked if they suffered any negative consequences as a result of making a formal complaint, either during or afterwards. Again, due to the low number of respondents the results are suppressed; however, some respondents suffered negative consequences, and some did not (Table 31).

Table 31. Negative consequences suffered as a result of making a formal complaint (Q44)

Formal complaint process	More likely to be chosen	Less likely to be chosen
I no longer enjoyed my work	X	
I felt uncomfortable at work	X	
My motivation was lower	X	
I was embarrassed	X	
I felt humiliated	X	
I lost respect for the people involved	X	
I felt excluded from my team	X	
I experienced mental health problems	X	
I experienced physical health problems	X	
I didn't do my job as well as before	X	
My work environment became unpleasant/hostile		X
I thought about leaving the RAF		X
I received a lower than expected performance evaluation		X

Data are only included for those who answered 'yes' they had a particularly upsetting experience in the last 12 months; and who stated they made a formal complaint. As the number of total respondents was fewer than 30, responses are suppressed.

Prevention and Management of Sexual Harassment

67. This section is about the prevention and management of sexual harassment; including Service personnel's views on whether sexual harassment is a widespread problem in the RAF, how the RAF manages and prevents it, and the extent to which the RAF supports those who have been sexually harassed

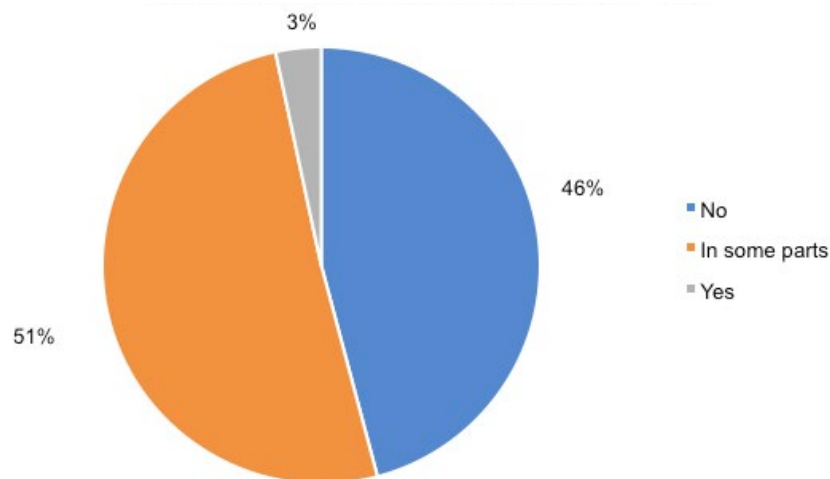
Headline findings

- **Sexual harassment in RAF** - 3% of SP stated they believe sexual harassment is a widespread problem in the RAF; whilst 51% believe it exists in some parts.
- **Sexual harassment in units/teams** - 1% reported sexual harassment is a problem in their unit/team; whilst 6% reported it was a problem in some parts.
 - **Gender differences** - Servicewomen were more likely than servicemen to state sexual harassment was a problem in the RAF or in their unit/team.
 - **Rank group differences** - Marginally more OR than OF believe sexual harassment is a problem (yes or at least in some parts). There was no difference regarding their unit/team.
- **RAF support** - Around three quarters of respondents reported the RAF supports those who are being or have been sexually harassed and tries to prevent sexual harassment.
- **Chain of command support** - Most SP believe their chain of command promotes a unit climate based on respect and trust; but fewer believe it provides training on sexual harassment prevention which is engaging.
 - **Gender differences** - Servicewomen were less likely than servicemen to report that the RAF or their chain of command is supportive.
 - **Rank group differences** - OR were less likely than OF to report that the RAF or their chain of command is supportive.
- **Campaigns and training** - Less than half of respondents had seen the different campaigns including the confidential Defence bullying, harassment or discrimination helpline; whereas most SP had received their mandated D&I training.
- **Effectiveness** - Those individuals who had seen the campaigns or attended training were generally positive about its effectiveness in raising awareness.

Extent of the problem

68. **Sexual harassment in RAF.** Respondents were asked if they personally believed there is a problem with sexual harassment in the RAF. Whilst only 3% stated yes, 51% believe it exists in some parts (Figure 12).

Figure 12: Do you personally believe there is a problem with sexual harassment in the RAF? (Q45) n=1837



a. **Gender differences.** Servicewomen were significantly more likely than servicemen to state sexual harassment was a problem in the RAF (at least in some parts) (Table 32a).

Table 32a. Do you personally believe there is a problem with sexual harassment in the RAF? (Q45) by gender n=1837

Reason	Servicemen	Servicewomen
	%	%
Yes	2%	11%
In some parts	49%	61%
No	49%	28%

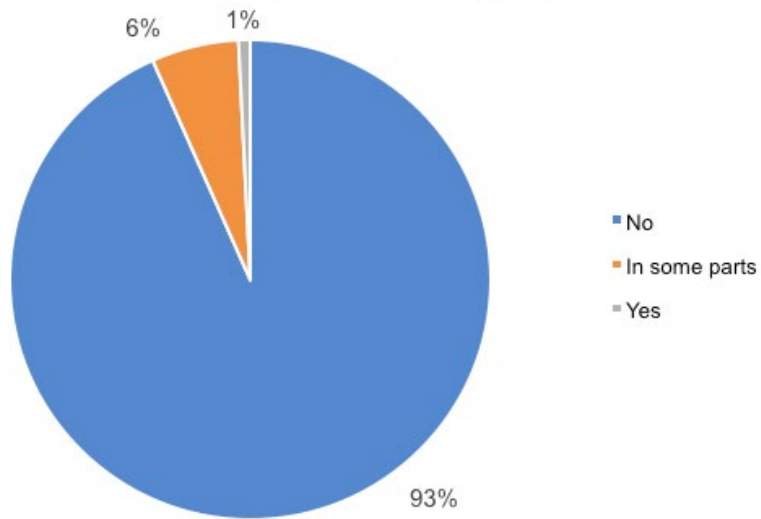
b. **Rank group differences.** There were marginal differences in responses for OF and OR, with slightly more OR believing sexual harassment was a problem (yes or at least in some parts) (Table 32b).

Table 32b. Do you personally believe there is a problem with sexual harassment in the RAF? (Q45) by rank group n=1837

Reason	Officers	Other ranks
	%	%
Yes	2%	4%
In some parts	50%	51%
No	48%	45%

69. **Sexual harassment in unit/team.** In comparison to the RAF as a whole, far fewer respondents believed that sexual harassment was a problem in their unit/team; that is 1% reported it was a problem, and 6% reported it was a problem in some parts (Figure 13).

Figure 13: Do you personally believe there is a problem with sexual harassment in your unit/team? (Q46) n=1830



a. **Gender differences.** Servicewomen were significantly more likely than servicemen to state sexual harassment was a problem in their unit/team (at least in some parts) (Table 33a).

Table 33a. Do you personally believe there is a problem with sexual harassment in your unit/team? (Q46) by gender n=1830

Reason	Servicemen	Servicewomen
	%	%
Yes	<1%	3%
In some parts	5%	13%
No	95%	84%

b. **Rank group differences.** There were no rank differences regarding whether sexual harassment was a problem in their unit/team (Table 33b).

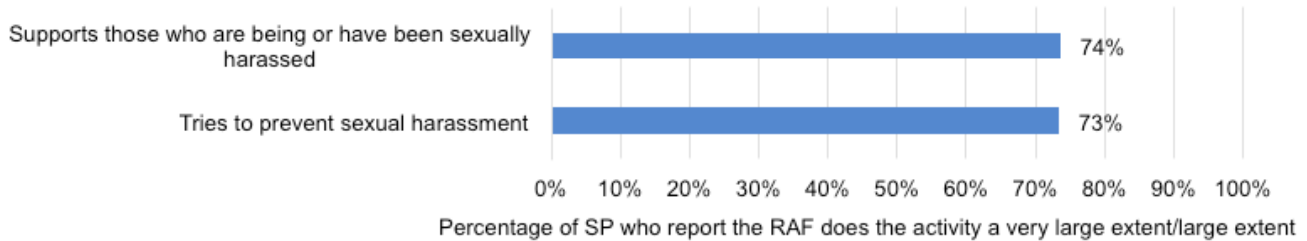
Table 33b. Do you personally believe there is a problem with sexual harassment in your unit/team? (Q46) by rank group n=1830

Reason	Officers	Other ranks
	%	%
Yes	<1%	1%
In some parts	6%	6%
No	94%	93%

Organisational and Chain of Command actions

70. **RAF actions.** Respondents were asked about the extent to which they thought the RAF supports those who are being or have been sexually harassed and tries to prevent sexual harassment. Around three quarters of respondents reported the RAF did this to a very large or large extent (74% and 73%, respectively) Figure 14.

Figure 14: To what extent do you think the RAF ... (Q47 a&b) n=1833 & 1820



a. **Gender differences.** Servicewomen were significantly less likely than servicemen to state that the RAF supports those being sexually harassed or tries to prevent sexual harassment (Table 34a).

Table 34a. To what extent do you think the RAF ... (Q47 a&b) by gender n=1833 & 1820

Action (displayed 'very large extent' or 'large extent')	Servicemen	Servicewomen
	%	%
Supports those who are being or have been sexually harassed	77%	54%
Tries to prevent sexual harassment	76%	57%

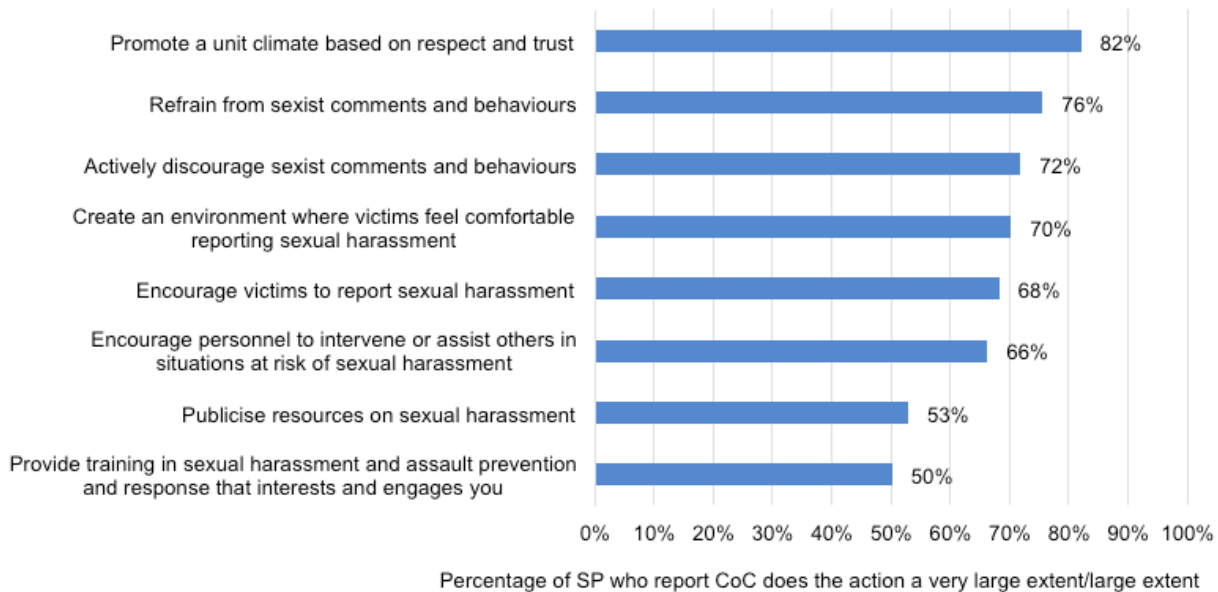
b. **Rank group differences.** OR were significantly less likely than OF to state that the RAF supports those being sexually harassed or tries to prevent sexual harassment (Table 34b).

Table 34b. To what extent do you think the RAF ... (Q47 a&b) by rank group n=1833 & 1820

Action (displayed 'very large extent' or 'large extent')	Officers	Other ranks
	%	%
Supports those who are being or have been sexually harassed	80%	71%
Tries to prevent sexual harassment	76%	73%

71. **Chain of Command actions.** More specifically, respondents were asked to comment on the extent to which their chain of command conducts various activities related to discouraging sexual harassment and protecting personnel. Most personnel (82%) believed their chain of command promotes a unit climate based on respect and trust; whereas only half of respondents (50%) believed the chain of command provided training on sexual harassment prevention which is engaging Figure 15.

Figure 15: To what extent does your Chain of Command ... (Q48) n=1816-1828



a. **Gender differences.** Servicewomen were significantly less likely than servicemen to state that their chain of command conducted the various actions. In particular, servicewomen were less likely to state their chain of command encourages personnel to intervene or assist others in situations at risk of sexual harassment to a very large or large extent (Table 35a).

Table 35a. To what extent does your Chain of Command ... (Q48) by gender n=1816-1828

Action (displayed 'very large extent' or 'large extent')	Servicemen	Servicewomen
	%	%
Promote a unit climate based on respect and trust	84%	73%
Refrain from sexist comments and behaviours	77%	67%
Actively discourage sexist comments and behaviours	74%	61%
Create an environment where victims feel comfortable reporting sexual harassment	73%	52%
Encourage victims to report sexual harassment	71%	49%
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	69%	48%
Publicise resources on sexual harassment	55%	39%
Provide training in sexual harassment and assault prevention and response that interests and engages you	53%	36%

b. **Rank group differences.** OR were significantly less likely than OF to state their chain of command promotes a unit climate based on respect and trust, refrains from sexist comments and behaviours, or actively discourages sexist comments and behaviours (Table 35b).

Table 35b. To what extent does your Chain of Command ... (Q48) by rank group n=1816-1828

Action (displayed 'very large extent' or 'large extent')	Officers	Other ranks
	%	%
Promote a unit climate based on respect and trust	88%	80%
Refrain from sexist comments and behaviours	83%	73%
Actively discourage sexist comments and behaviours	79%	70%
Create an environment where victims feel comfortable reporting sexual harassment	69%	71%
Encourage victims to report sexual harassment	70%	68%
Encourage personnel to intervene or assist others in situations at risk of sexual harassment	70%	65%
Publicise resources on sexual harassment	53%	53%
Provide training in sexual harassment and assault prevention and response that interests and engages you	51%	50%

72. **Chain of Command support.** Respondents were asked to state if someone at their unit were to report sexual harassment to their current chain of command how likely they would perform particular actions. Most respondents (89%) reported that their chain of command would take the report seriously, would protect the confidentiality and safety of the individual (82% in both cases) and support the person (82%). Conversely, less than 20% of respondents felt that unit personnel would label the person a troublemaker, or that their career would suffer (Figure 16).

Figure 16: If someone in your unit were to report sexual harassment to your current CoC how likely is it ... (Q49) n=1801-1827



a. **Gender differences.** Servicewomen were significantly less likely than servicemen to report that their chain of command was likely to a very large extent or large extent to take various actions if someone was to report sexual harassment. In particular, that the chain of command would take steps to protect the safety of the person making the report or would support the person making the report (Table 36a).

Table 36a. If someone in your unit were to report sexual harassment to your current CoC how likely is it ... (Q49) by gender n=1801-1827

Action (displayed 'very large extent' or 'large extent')	Servicemen	Servicewomen
	%	%
The CoC would take the report seriously	90%	78%
The CoC would keep knowledge of the report limited to those with a need to know	84%	70%
The CoC would take steps to protect the safety of the person making the report	84%	69%
The CoC would support the person making the report	84%	69%
The CoC would take corrective action to address factors that may have led to the sexual harassment	76%	61%
Unit personnel would support the person making the report	66%	50%
The CoC would forward the report outside the unit to criminal investigators	64%	54%
Unit personnel would label the person making the report a trouble maker	19%	14%
The career of the person making the complaint would suffer	18%	12%
The alleged offender(s) or their associates would retaliate against the person making the complaint	17%	14%

b. **Rank group differences.** In general OR were significantly less likely than OF to report that their chain of command was likely to a very large extent or large extent to take various actions if someone was to report sexual harassment, in particular, that the chain of command would take it seriously. However, in OR were significantly more likely to state unit personnel would label the person making the report a trouble maker, the career of the person making the complaint would suffer, or the alleged offender(s) or their associates would retaliate against the person making the complaint (Table 36b).

Table 36b. If someone in your unit were to report sexual harassment to your current CoC how likely is it ... (Q49) by rank group n=1801-1827

Action (displayed 'very large extent' or 'large extent')	Officers	Other ranks
	%	%
The CoC would take the report seriously	94%	87%
The CoC would keep knowledge of the report limited to those with a need to know	85%	81%
The CoC would take steps to protect the safety of the person making the report	85%	81%
The CoC would support the person making the report	86%	80%
The CoC would take corrective action to address factors that may have led to the sexual harassment	75%	74%
Unit personnel would support the person making the report	67%	63%
The CoC would forward the report outside the unit to criminal investigators	61%	63%
Unit personnel would label the person making the report a trouble maker	11%	20%
The career of the person making the complaint would suffer	10%	20%
The alleged offender(s) or their associates would retaliate against the person making the complaint	10%	19%

RAF campaigns and training

73. **Sexual harassment campaigns.** Respondents were asked if they had seen any of several different campaigns related to harassment and inappropriate behaviours. Less than half respondents had seen the confidential Defence bullying, harassment or discrimination helpline, whereas less than one third had seen the RAF Police Sexual Offences and Awareness Campaign. Those individuals who had seen the campaigns were also asked if the campaigns were effective at raising awareness; and overall respondents were positive (Table 37).

Table 37. Awareness and rating of sexual harassment campaigns (Q50) n=1824

Campaign (seen)	Total respondents	
	%	
Confidential Defence bullying, harassment or discrimination Helpline 0800 783 0334	45%	
Rated this as effective		79%
Defence Sexual Harassment leaflet	39%	
Rated this as effective		75%
RAF Police Sexual Offences and Awareness Campaign	30%	
Rated this as effective		79%

The percentage of those who rated the campaigns as 'effective' only includes data for those who answered 'yes' they have seen that campaign and includes those who rated it as 'very effective' or 'moderately effective'.

- a. **Gender differences.** Similar proportions of servicemen and servicewomen had seen the confidential helpline, and the RAF Police campaign; however significantly fewer servicewomen than men had seen the Defence Sexual Harassment leaflet. Males and females gave similar ratings of the campaigns, although servicemen were marginally more positive (Table 37a).

Table 37a. Awareness and rating of sexual harassment campaigns (Q50) by gender n=1824

Campaign (seen)	Servicemen		Servicewomen	
	%		%	
Confidential Defence bullying, harassment or discrimination Helpline 0800 783 0334	45%		44%	
Rated this as effective		80%		77%
Defence Sexual Harassment leaflet	41%		30%	
Rated this as effective		75%		75%
RAF Police Sexual Offences and Awareness Campaign	30%		26%	
Rated this as effective		80%		77%

- b. **Rank group differences.** OR were significantly less likely than OF to have seen the difference campaigns especially the confidential helpline number. Where respondents had seen the campaigns, however, OR were more likely to regard the helpline and RAF police campaign as effective (Table 37b).

Table 37b. Awareness and rating of sexual harassment campaigns (Q50) by rank group n=1824

Campaign (seen)	Officers		Other ranks	
	%		%	
Confidential Defence bullying, harassment or discrimination Helpline 0800 783 0334	55%		42%	
Rated this as effective		75%		82%
Defence Sexual Harassment leaflet	41%		38%	
Rated this as effective		76%		74%
RAF Police Sexual Offences and Awareness Campaign	32%		29%	
Rated this as effective		77%		81%

74. **Training.** Respondents were also asked if they had received various types of Diversity and Inclusion (D&I) training. Whilst most respondents (92%) has received their mandated D&I training, less than 10% had received Dilemma training. Those that received training were asked to rate the training's effectiveness in raising awareness; and a high proportion rating these positively, especially the dilemma training (Table 38).

Table 38. Effectiveness of training to raise awareness (Q52&3) n=1806-1826

Campaign (seen)	Total respondents	
	%	
Dilemma training	7%	
Rated this as effective		84%
RAF Unconscious Bias training	75%	
Rated this as effective		80%
Mandated Diversity and Inclusion training	92%	
Rated this as effective		78%

a. **Gender differences.** Servicemen were significantly more likely than servicewomen to have received Dilemma training and also to rate it as effective. Conversely, women were more likely than men to have received RAF Unconscious Bias training, although men were again more likely to rate this as effective (Table 38a).

Table 38a. Effectiveness of training to raise awareness (Q52&3) by gender n=1806-1826

Campaign (seen)	Servicemen		Servicewomen	
	%			
Dilemma training	8%		4%	
Rated this as effective		84%		78%
RAF Unconscious Bias training	75%		78%	
Rated this as effective		81%		77%
Mandated Diversity and Inclusion training	92%		92%	
Rated this as effective		78%		77%

b. **Rank group differences.** OF were significantly more likely than OR to have received all types of training and also to rate them as effective (Table 38b).

Table 38b. Effectiveness of training to raise awareness (Q52&3) by rank group n=1806-1826

Campaign (seen)	Servicemen		Servicewomen	
	%			
Dilemma training	7%		7%	
Rated this as effective		90%		82%
RAF Unconscious Bias training	81%		73%	
Rated this as effective		83%		79%
Mandated Diversity and Inclusion training	92%		92%	
Rated this as effective		80%		78%

Qualitative Comments

75. This section included three qualitative questions related to prevention and advice. A large number of respondents provided comments which generated a number of key themes, and these are presented in Tables 39, 40 and 41. Proportionally, servicewomen made more comments than servicemen, and officers made more comments than OR.

76. **Preventing and managing sexual harassment.** Respondents were asked what else could the RAF do to prevent or manage sexual harassment more effectively. Whilst around 3% of the comments related to the RAF not needing to do anything, the other comments covered a range of themes including training and education, help and support, reporting, communications and experiences. In addition, respondents considered prevention and management from both individual and organisation levels. Table 39 provides descriptions of the types of comments within each theme and sub themes.

Table 39. What else could the RAF do to prevent or manage sexual harassment more effectively? (Q54) n=632

Theme	Sub themes
Training and education required <i>Requests for SH education and effective training methods</i>	Sexual harassment training e.g. request for specific SH training especially regarding what constitutes SH, use of real-world examples Face to face e.g. general dislike of online training and preference for face to face workshops
Provision of help and support <i>Suggestions for different forms and levels of support</i>	Support to units e.g. provision of information regarding SH and reporting, opportunities to discuss issues with SMEs Support to individuals e.g. support for both the complainant and the accused, making people comfortable to speak up Increased safety e.g. in social and living settings, also on ops
Different forms of reporting <i>Recognition that there are different ways to report and inform others about incidents</i>	Anonymity e.g. to protect privacy and encourage reporting Independent of CoC e.g. especially if issue involve line manager, variable trust in CoC Formal vs informal e.g. opportunity to report low level issues anonymously Improve the reporting process e.g. Issues with the process and ways in which it might be improved
Improved communications <i>Suggestions for improving communications and to encourage discussion about SH</i>	Campaigns e.g. more posters and information about SH, helpline and Police campaigns especially for those in Diaspora Publish outcomes e.g. publish stats on actions from SH cases and result of complaints More discussions e.g. encourage more team and unit level discussions about the impact of SH
Personal experiences <i>Descriptions of behaviours experiences and possible reasons for these</i>	Behaviours e.g. sent explicit material and texts Culture e.g. male dominated, individuals lack of self awareness/not know they are inappropriate, alcohol, sexism and misogyny
Nothing <i>Feelings that nothing needed to be done or could be done</i>	No action required e.g. there is nothing the RAF needs to do, too many equality actions already taken Not RAF's responsibility e.g. it is a societal issue, it is an individual not organisational issue

77. **Advice to others.** Respondents were asked what advice they would give to others who might be experiencing inappropriate sexual behaviours. The comments related to three main themes of: different forms of reporting, types of action and provision of help and support. In general, respondents advised people to take some form of action be speaking out, telling someone they trust, reporting it or seeking help. Formal reporting was not always regarded as necessary especially if issues could be addressed quickly and informally. Table 40 provides descriptions of the types of comments within each theme and sub themes along with illustrative quotes.

Table 40. Thinking about your experiences of inappropriate sexual behaviours, what advice would you give to others who may be experiencing similar situations? (Q55) n=532

Theme	Sub themes
Different forms of reporting <i>Recognition that there are different ways to report and inform others about incidents</i>	Speak to someone you trust e.g. this might be a colleague, line manager, EDA or padre
	Report the incident e.g. this relates to informing someone else but not necessarily a formal service complaint
	Use formal and informal avenues e.g. choose the reporting approach that is the most appropriate
	Reasons for reporting e.g. one of the main reasons for reporting related to considering there may be others also experiencing SH, the incident is not a one-off
Types of action <i>Suggestions for how to tackle and deal with incidents</i>	Speak up e.g. stand up for self and address the issue with the person(s) involved
	Address the inappropriateness e.g. tell the other person(s) that the behaviour is inappropriate and unacceptable
	Deal with it informally e.g. try to address behaviour informally directly with the individual first before escalating it
	Deal with it immediately e.g. try to address issue quickly
	Document everything e.g. keep a record of all information related to the experience
Provision of help and support <i>Suggestions for different forms of support for individuals</i>	Seek help e.g. recognition that individuals need help for different reasons such as information, welfare and support
	Signposting e.g. recognition that people have a responsibility to signpost others to help
	Allies e.g. the importance of peer support generally after to incident and some recognition of importance of allies

78. **Other comments.** Just over 300 respondents provided additional comments. Some comments revisited themes such as types of sexualised behaviours including low level behaviours, sexism and female on male harassment. Respondents also suggested that people have different levels of tolerance and interpretation of sexual harassment. Organisation culture was identified as contributing to a climate where sexual harassment can occur. However, some respondents highlighted positive examples of improvements over time and decisive action if inappropriate behaviour occurs. Table 41 provides descriptions of the types of comments within each theme and sub themes.

Table 41. Please feel free to add any other comments you have about sexual harassment in the RAF (Q56) n=328

Theme	Sub themes
Types of sexualised behaviours <i>Descriptions of multiple types of sexualised behaviours</i>	Low level behaviours e.g. experience of small sexualised or sexist behaviours, and perception that these are pervasive Unwanted attention e.g. reiteration that SP have deal with unwanted sexual attention from other (physical and online) Sharing of material e.g. unwanted receipt explicit material, subject to stories of other's sex lives Historical experiences e.g. incidents which took place outside the last 12 months one-off Male experiences e.g. male personnel also experience sexual harassment
Facilitating culture <i>SPerceptions of the cultural and organisational aspects permitting SH and sexism</i>	Sexism e.g. perception by female SP that the AF can be sexist and misogynist Male dominated e.g. reference to the influence a male dominated environment has on the AF culture Older generation e.g. perception that older male personnel are more likely to be perpetrators
Differing boundaries <i>Descriptions of different levels of acceptability and tolerance</i>	Banter e.g. mixed perceptions and acceptance of the value and impact of banter Different interpretation e.g. perception that boundaries can be ambiguous and 'grey', and not everyone is offended by sexualised behaviour Not widespread e.g. perception that sexualised behaviours are not widespread
Different environments <i>Different locations and conditions which might contribute to incidents</i>	Alcohol e.g. identification that alcohol can have a contributing influence Different settings e.g. identification that different settings might have a contributing influence such as social settings, work, ops
Obstacles to action <i>Perceptions for lack of action after incidents</i>	Behaviours unchallenged e.g. perception that peers and CoC behaviours allow SH Too small to report e.g. difficult to report small low-level frequent behaviours which others might ignore
Positive action <i>Examples of positive outcomes and improvements in behaviour</i>	Change over time e.g. improvements in the lived experiences of personnel Decisive action e.g. positive outcomes as a result of tackling sexual harassment or inappropriate behaviours

Conclusions

79. **This study is the first survey about sexual harassment that the RAF has conducted for several years.** The response rate demonstrated that both servicemen and servicewomen wanted to provide feedback, and in many cases, there are high levels of consensus. The findings show that SP are aware of sexualised behaviours, can identify them, have observed them and have also experienced them. The impact on SP of sexualised behaviours differs because of different circumstances, different reactions, and different levels of support; although the evidence shows servicewomen and OR are most likely to experience directed sexualised behaviours.

80. **Presence of sexualised behaviours.** Awareness of sexualised behaviours is high amongst RAF SP, for instance, high proportions of SP identified all sexualised behaviours as sexual harassment and were also willing to report that general sexualised behaviours such as sexual jokes and stories, or sexually explicit language are commonplace. Whilst only small numbers of SP reported experiencing sexual harassment (which is consistent with other surveys such as the Army sexual harassment report, 2018), far more individuals are willing to report individual behaviours, which suggests they do not label their own experience of sexualised behaviours as sexual harassment. In several cases comments made by respondents indicate that they do not regard unacceptable behaviours as sexual harassment but instead would label it as sexism.

81. **Perceptions of sexualised behaviours.** Perceptions of generalised and directed sexualised behaviours differed according to gender and rank group; for example, although generalised sexualised behaviours were not necessarily regarded as offensive this perception was not held by all SP, especially servicewomen and OF. Similarly, a higher proportion of servicewomen than servicemen, and a higher proportion of OF than OR regarded directed sexualised behaviours as sexual harassment. Qualitative comments highlighted that perceptions of sexualised behaviours are complex, for instance, not everyone realises that their behaviour is inappropriate, and that people have different levels of tolerance and interpretation of sexual harassment. This could indicate that some behaviours are not perceived as sexual harassment if they are tolerated, or individuals do not speak out. This might occur if people have become habituated to sexual behaviour or if men are sexually harassed by women.

82. **Experiences of sexualised behaviours.** It is important to note that direct sexualised behaviours were experienced by both males and females, and by OF and OR; however, servicewomen and OR were both likely to find themselves at the receiving end of inappropriate behaviour. Servicewomen were more likely than servicemen to report experiencing directed sexualised behaviours across all behaviours with the exception of being sent sexually explicit material; it is not clear why this might be case and further analysis would be required on who is responsible for such behaviour. Sexualised behaviours tend to occur in the workplace but also in social settings (where SP live and socialise), and increasingly facilitated by technology which means it can occur across settings and at all times of the day. Whilst more servicewomen than men were likely to experience unwelcome comments especially those related to sexual matters, they were also more likely to experience physical sexualised behaviours included the most serious forms such as sexual assault. This is also the case for OR and is consistent with wider society in terms of gender and power equality dynamics.

83. **Impact of experiencing sexualised behaviours.** The behaviours experienced by SP varied in nature, severity, duration, location and those involved. As such it is not a surprise that SP reported a range of ways of responding and outcomes. For many respondents, the experience was a one-off incident that was quickly dealt with; although it is noted that this was not the case for everyone. The resilience of SP was evident in the responses, especially with the proportions who thought they could deal with it themselves, they should ignore it, who did not tell anyone else and did not feel the experience merited a formal complaint. Many comments related to a preference to deal with issues quickly and informally before escalation to more formal approaches. Whilst this is laudable, it still remains the fact that SP experienced inappropriate sexualised behaviours in the first place and at the time they were upset about it.

84. **Experiences and perceptions of organisational support.** Generally, SP do not regard sexual harassment to be widespread in the RAF but over half believe it exists in some parts. Servicewomen and OR are more likely to believe it exists and this may reflect their own personal experiences. Servicewomen and OR are less likely to agree that the RAF or their chain of command will be supportive. It is not clear if these attitudes are borne out of personal experience or a general feeling (perhaps from observing others); certainly, differences in the experiences of servicewomen and OR might suggest this.

Recommendations

85. **Transparency.** The findings of this RAF 2021 Sexual Harassment (SH) Survey (Full Report) follows the production of the Interim Report raised earlier this year. Whilst initial actions had been identified from the earlier document and progressed, this full report now delivers a more comprehensive understanding of SH within the RAF. It must now be disseminated widely amongst the senior leadership and commanders, whilst also collated and published alongside other SH surveys from the other Services. Feedback of the findings are to be provided directly back to participants using report summaries.

86. **Actions.** Detailed actions are to be determined by the HQ AIR D&I Team from the findings contained within this report, with focus given across the gender spectrum since SH can be experienced by all. Progress reports are to be routinely given to senior leaders within the RAF. The RAF approach to SH must not remain static but form a progressive part of an on-going campaign. Key areas that are to be focused upon are:

- a. **Leadership.** Emphasis needs to remain on leaders, at every level, to act. As role models, they play a key part in setting the boundaries for defining what are appropriate behaviours. The Survey suggests that many personnel put up with low-level SH and that they have normalised this whilst 'turning a blind eye', this needs to be addressed. Understanding how significant the problem of SH is within the RAF is difficult to estimate; however, the frequency of occurrence needs to be magnified against the level of trauma that might arise from any single incident. Whilst the survey responses suggest that line managers generally provide good support to victims, there are still opportunities for the chain of command to do better and increase the speed with which action is taken.
- b. **Reporting.** Incidents involving SH are very personal to each individual and reactions to incidents will differ significantly from person to person. It is therefore important that a spectrum of reporting options is available from sharing feelings with friends to formal, informal and anonymous complaint. Most important is the intervention of bystanders to 'call it out'. In doing so, this avoids the victim being further targeted or labelled and provides a rapid intervention that can quickly stem SH at source. Developing reporting guidance across the full spectrum for personnel must be widely available.
- c. **Support.** The current support system needs to be reviewed to ensure that those seeking advice and help (including mental health support) receive the appropriate level that meets their expectations, this should include guidance on what to do if they experience sexual harassment. Timescales in taking disciplinary action needs to be minimised to avoid extending the trauma already experienced by the individual. Focus is to be given to areas where reoccurrence of issues has occurred, particularly in social and living environments and on operations/deployments.
- d. **Communication.** Efforts need to be renewed to better communicate sexual harassment and sexual assault campaigns.
- e. **Training and education.** Further focus is to be provided on bespoke sexual harassment training, considering the training preferences of respondents (i.e. face to face, use of real-world examples). Training should include better education about what sexual harassment is, the boundaries of acceptability, the impact on those who experience it and being an active bystander to support others. Intervention for new joiners is a key target audience and material used in recruitment and early training needs to emphasise our zero tolerance.
- f. **Social media.** With a significant level of social media and technology being exploited for unacceptable behaviour and SH, greater focus is to be given to this form of communication. Examples, such as the Australian Defence Force Review of Social Media and Defence might provide a useful template .

87. **Further research.** SH surveys must be conducted routinely in the future, optimally 2-yearly, to understand the experiences and opinions of all Service personnel, whilst also informing both progress and future understanding. It is recommended that these are harmonised with the Army and Royal Navy using a common set of items, a consistent sample design and conducted during the same timeframe and frequency. Further analysis of the current and associated research may also be beneficial to understand perceptions of sexualised behaviours.

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Annexes:

- A. RAF 2021 Sexual Harassment Survey Questions
- B. RAF 2021 Sexual Harassment Survey Response Rates
- C. References and Bibliography

RAF 2021 Sexual Harassment Survey Questions

Section 1 **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.

Q. No	Q. TEXT	Q. RESPONSE CODING
Q1	Are you?	1.Male 2. Female 3. Other 4. Prefer not to say
Q2	What is your current rank?	1. AC/LAC-SAC/JT (OR1-OR2) 2. LCpl-Cpl (OR3-OR4) 3. Sgt/Chf Tech-FS (OR6-OR7) 4. WO/MAcr (OR9) 5. PO/FO (OF1) 6. Flt Lt (OF2) 7. Sqn Ldr (OF3) 8. Wg Cdr-Gp Capt (OF4-OF5) 9. 1* and above (OF6+)
Q3	What is your trade or branch?	1. WSOp 2. TG1 3. TG4 4. TG5 5. TG6 6. TG7 7. TG8 8. TG10 9. TG11 10. TG13 11. TG14 12. TG15 13. TG17 14. TG18 15. TG19 16. TG21 17. Flying 18. Air Traffic Control 19. Air Battlespace Management 20. Flight Operations 21. Intelligence 22. Engineering 23. Provost and Security 24. RAF Regiment 25. Logistics 26. Personnel 27. Medical 28. Dental 31. Medical Support 32. Nursing 33. Legal 34. Chaplain 35. Other. Please specify
Q3(other)	Other. Please specify	Text
Q4	What is your commitment type?	1. Regular 2. Reserve (FTRS/ADC)
Q4(other)	Other. Please specify	Text
Q5	What is your age?	1. 18-24 2. 25-31 3. 32-38 4. 39-45 5. 46-52 6. 53+
Q6	How long have you served in the RAF (total length of service)?	1. 3 years and under 2. 4-6 years 3. 7-9 years 4. 10-12 years 5. 13-15 years 6. 16-18 years 7. 19-21 years 8. 22 years+
Q7	What is your personal status?	1. Single 2. In a long term or established relationship 3. Married/In a civil partnership 4. Separated 5. Divorced 6. Widowed
Q8	How would you describe your sexual orientation?	1. Heterosexual/straight 2. Gay or Lesbian 3. Bisexual 4. Other 5. Prefer not to say
Q9	How would you describe your ethnic group?	1. White 2. Mixed/multiple ethnic 3. Asian/Asian British 4. Black/ African/Caribbean/Black British 5. Other ethnic group 6. Prefer not to say
Q10	At what type of location do you work?	1. HQ Air 2. RAF Unit 3. Non RAF Unit

Section 2 **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.

Q. No	Q. TEXT	Q. RESPONSE CODING
Q11a	How often over the past 12 months have you been in situations where male or female UK military personnel and/or civil servants around you have: (please tick one box per question)	
	Told sexual jokes and stories	1. Never 2. Sometimes 3. A lot
	Used sexually explicit language e.g. sexual swear words and suggestive language	" "
	Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	" "
	Made gestures or used body language of a sexual nature	""
Q11b	If you answered 'Sometimes' or 'A lot', which of these did you find offensive?	
	Told sexual jokes and stories	1. Yes 2. Sometimes 3. No
	Used sexually explicit language e.g. sexual swear words and suggestive language	" "
	Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature	" "
	Made gestures or used body language of a sexual nature	" "
Q12	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.	
Q13	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)	" "
c	Sent inappropriate sexual messages and/or texts about you through social media	" "
d	Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)	" "

Q. No	Q. TEXT	Q. RESPONSE CODING
e	Posted sexually suggestive material about you on social media without your permission	" "
f	Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	" "
g	Made unwelcome attempts to touch you	" "
h	Touched you in a way that made you feel uncomfortable	" "
i	Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	" "
j	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)	" "
k	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)	" "
l	Treated you badly for refusing to have sex with them	" "
m	Intentionally touching you in a sexual way without your consent	" "
n	Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)	" "
o	Attempted to sexually assault you	" "
p	Made a serious sexual assault on you	" "
q	Raped you	" "
Q14	If you answered 'Sometimes' or 'A lot' to any of the above behaviours listed in Q13, were those responsible mainly: (please tick one box only)	1. Men 2. Women 3. Both
Q15	If you answered 'Sometimes' or 'A lot' to any of the above behaviours listed in Q13, 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 or communal area at my military home base or training unit (e.g. SLA/Mess)	2
c	In a private area (e.g. own room in SLA/Mess)	3
d	In my workplace when I was deployed/overseas	4
e	In a shared or communal area when I was deployed/overseas (e.g. SLA/Mess)	5
f	At a civilian location when I was on duty	6
g	At a civilian location when I was off duty	7
h	Over an electronic device (e.g. phone, tablet etc)	8
i	Via social media	9

Q. No	Q. TEXT	Q. RESPONSE CODING
j	Not applicable	10
k	Other (please specify box)	Free text
Q16	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)	Tick
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)	Tick
c	Inappropriate sexual messages and/or texts about someone sent through social media	Tick
d	Sending sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)	Tick
e	Sexually suggestive material posted on social media about someone without their permission	Tick
f	unwelcome gestures or body language of a sexual nature	Tick
g	Unwelcome attempts to touch someone	Tick
h	Touched someone in a way that made them feel uncomfortable	Tick
i	Unwelcome attempts to establish a romantic or sexual relationship despite discouragement	Tick
j	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)	Tick
k	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)	Tick
l	Treating someone badly for refusing to have sex with them	Tick
m	Intentionally touching someone in a sexual way without their consent	Tick
n	Subjecting someone to a sexual activity to which they were not able to consent to (e.g. incidents where they were drugged, intoxicated manipulated or forced in other ways)	Tick
o	Attempting to sexually assault someone	Tick
Q17	In the past 12 months have you experienced sexual harassment at work?	1. No 2. Don't know 3. Yes
Q18	In the past 12 months have you observed a situation that you thought was sexual harassment?	" "
Q19	In the past 12 months have you had an experience involving any of the behaviours in Q13 which made you feel particularly upset?	1. No 2. Yes If no go to Q45 in the Prevention & Management section

Q. No	Q. TEXT	Q. RESPONSE CODING
a	Made unwelcome comments (e.g. about your appearance, body or sexual activities)	Tick
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)	Tick
c	Sent inappropriate sexual messages and/or texts about you through social media	Tick
d	Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)	Tick
e	Posted sexually suggestive material about you on social media without your permission	Tick
f	Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	Tick
g	Made unwelcome attempts to touch you	Tick
h	Touched you in a way that made you feel uncomfortable	Tick
i	Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	Tick
j	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)	Tick
k	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)	Tick
l	Treated you badly for refusing to have sex with them	Tick
m	Intentionally touching you in a sexual way without your consent	Tick
n	Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)	Tick
o	Attempted to sexually assault you	Tick
p	Made a serious sexual assault on you	Tick
q	Raped you	Tick
r	If you have never experienced any of the above listed behaviours, please tick yes to go to the next relevant section.	Tick

Section 3 **YOUR EXPERIENCE IN THE LAST 12 MONTHS** - Please use this section to tell us more about your particularly upsetting experience.

Q. No	Q. TEXT	Q. RESPONSE CODING
Q20	Thinking about the 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)	Tick
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)	Tick
c	Sent inappropriate sexual messages and/or texts about you through social media	Tick
d	Sent you sexually explicit material (e.g. pornographic photos, indecent exposure of other peoples body parts or other objects of a sexual nature)	Tick
e	Posted sexually suggestive material about you on social media without your permission	Tick
f	Made unwelcome gestures or used body language of a sexual nature that embarrassed or offended you	Tick
g	Made unwelcome attempts to touch you	Tick
h	Touched you in a way that made you feel uncomfortable	Tick
i	Made unwelcome attempts to establish a romantic or sexual relationship despite your discouragement	Tick
j	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)	Tick
k	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)	Tick
l	Treated you badly for refusing to have sex with them	Tick
m	Intentionally touching you in a sexual way without your consent	Tick
n	Subjected you to a sexual activity to which you were not able to consent to (e.g. incidents where you were drugged, intoxicated manipulated or forced in other ways)	Tick
o	Attempted to sexually assault you	Tick
p	Made a serious sexual assault on you	Tick
q	Raped you	Tick
	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.	

Q. No	Q. TEXT	Q. RESPONSE CODING
Q21	What rank was the individual?	1. AC/LAC-SAC/JT (OR1-OR2) 2. LCpl-Cpl (OR3-OR4) 3. Sgt/ Chf Tech-FS (OR6-OR7) 4. WO/ MAcr (OR9) 5. PO/FO (OF1) 6. Flt Lt (OF2) 7. Sqn Ldr (OF3) 8. Wg Cdr (OF4) 9. Gp Capt (OF5) 10. 1* and above (OF6+)
Q22	Was the individual?	1. Female 2. Male 3. Not sure
Q23	Which of the following best describes the individual? (please tick one box only)	
	Work colleague	1
	Line manager	2
	Other person senior to you	3
	Instructor/trainer	4
	Someone junior to you	5
	Other person at your unit	6
	Other - please specify box	7
Q23_ other	Other - text	Free text
Q24	Please indicate how many other people were responsible (even if only one). (Please write the number in the box)	Free text
Q25	How long did the upsetting experience go on for? (please tick one box only)	
	A one-off incident	1
	A week	2
	A month	3
	2-3 months	4
	4-6 months	5
	Over 6 months	6
Q26	Where did this experience mainly occur? (please tick one box only)	
	In the workplace at my military home base or training unit	1
	In a shared or communal area at my military home base or training unit (e.g. SLA/Mess)	2
	In a private area (e.g. own room in the SLA/Mess)	3
	In my workplace when I was deployed/overseas	4

Q. No	Q. TEXT	Q. RESPONSE CODING
	In a shared or communal area when I was deployed/overseas (e.g. SLA/Mess)	5
	At a civilian location when I was on duty	6
	At a civilian location when I was off duty	7
	Over an electronic device (e.g. phone, tablet etc)	8
	Via social media	9
	Other (please specify box)	10
Q26_ other	Other - text	Free text
Q27	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)	
a	Alcohol	1. Me 2. Person responsible 3. Both 4. Neither
b	Drugs	""
Q28	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. Small extent 3. Moderate extent 4. Large extent 5. Very large extent
b	I felt uncomfortable at work	""
c	My work environment became unpleasant/hostile	""
d	I didn't do my job as well as before	""
e	My motivation was lower	""
f	I was embarrassed	""
g	I felt humiliated	""
h	I lost respect for the people involved	""
i	I felt excluded from my team	""
j	I experienced mental health problems e.g. depression, anxiety, PTSD	""
k	I thought about leaving the RAF	""
l	I experienced physical health problems e.g. weight change, fatigue, headaches	""
m	I received a lower than expected performance evaluation	""
Q29	Was your productivity affected by the experience?	1. No 2. Not sure 3. Yes If no, go to Q31
Q30	If 'Not Sure' or 'Yes', how was your productivity affected? (please tick one box only)	1. It increased 2. It decreased

Q. No	Q. TEXT	Q. RESPONSE CODING
Q31	In your opinion what do you think the reason was behind this upsetting experience?	Free text
Q32	How did you respond to the situation? (please tick all that apply)	
	I did nothing	Tick
	I ignored the behaviour	Tick
	I avoided the person if I could	Tick
	I asked the person to stop	Tick
	I asked to be moved to somewhere else	Tick
	I threatened to tell others	Tick
	I told my immediate supervisor	Tick
	I made a joke of it	Tick
	I went along with it	Tick
	I threatened to harm the person responsible	Tick
	Someone in the command/line management chain took action or said something on my behalf	Tick
	I used medication	Tick
	A colleague took action or said something on my behalf	Tick
	I asked someone else to speak to the person responsible	Tick
	I reported it to the RAF Police or other police agencies	Tick
	I discussed it with friends or family	Tick
	Other	
Q32_ other	Other - text	Free text
Q33	Did any of these actions stop the upsetting behaviour?	1. Yes 2. Still being resolved 3. No If no or still being resolved go to Q35
Q34	If yes, which of the responses was the most effective at stopping the behaviour? (please tick one box only)	
1	I did nothing	1
2	I ignored the behaviour	2
3	I avoided the person if I could	3
4	I asked the person to stop	4

Q. No	Q. TEXT	Q. RESPONSE CODING
5	I asked to be moved to somewhere else	5
6	I threatened to tell others	6
7	I told my immediate supervisor	7
8	I made a joke of it	8
9	I went along with it	9
10	I threatened to harm the person responsible	10
11	Someone in the command/line management chain took action or said something on my behalf	11
12	I used medication	12
13	A colleague took action or said something on my behalf	13
14	I asked someone else to speak to the person responsible	14
15	I reported it to the RAF Police or other police agencies	15
16	I discussed it with friends or family	16
17	Other (please specify box)	Free text
Q35	Did you tell anyone at work what was happening?	1. Yes 2. No If no please go to Q39
Q36	Who did you tell? (please tick all that apply)	
a	Padre/chaplain	Tick
b	Confidential Defence bullying, harassment or discrimination Helpline	Tick
c	Welfare people	Tick
d	Colleague	Tick
e	Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	Tick
f	Line manager	Tick
g	Someone else superior to me	Tick
h	Friends or Family	Tick
Q36_ other	Other (please specify box)	Free text
Q37	Did any of these people help to stop the upsetting behaviour?	1. Yes 2. Partly 3. No If no go to Q40
Q38	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)	
	Padre/chaplain	1

Q. No	Q. TEXT	Q. RESPONSE CODING
	Confidential Defence bullying, harassment or discrimination Helpline	2
	Welfare people	3
	Colleague	4
	Unit Equality and Diversity Advisor (EDA) or Diversity and Inclusion Advisors (DIA)	5
	Line manager	6
	Someone else superior to me	7
	Friends or Family	8
	Other (please specify box)	Free text
Q39	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	Tick
b	I didn't think it was that important	Tick
c	I didn't think I would be believed	Tick
d	I didn't think anything would be done about it	Tick
e	I didn't want to hurt or upset the person who harassed me	Tick
f	I was worried that everyone would find out	Tick
g	I thought I would be labelled a troublemaker	Tick
h	I thought it might affect my job or career (e.g. my promotion chances would suffer)	Tick
i	I thought it would make my work situation unpleasant	Tick
j	The person responsible was my line manager or another superior officer	Tick
k	I thought I would lose the trust and respect of my colleagues	Tick
l	I didn't want to make it into a bigger issue	Tick
m	I thought I would be blamed	Tick
n	I was afraid of the person/persons responsible	Tick
o	I was threatened not to tell anyone	Tick
p	I felt ashamed	Tick
q	I thought it would affect my family or private life	Tick
Q39_ other	Other (please specify box)	Free text

Section 4 **MAKING A COMPLAINT**. This section asks about your experience of making a formal complaint.

Q. No	Q. TEXT	Q. RESPONSE CODING
Q40	Did you at any time make a formal written complaint (to your Commanding Officer) about this upsetting experience?	1. Yes 2. No If Yes go to Q42
Q41	Why didn't you make a formal written complaint? (please tick all that apply)	
a	The situation was resolved informally	1. No 2. Yes
b	I thought I could handle the situation myself	" "
c	I didn't think it was that important	" "
d	I didn't think I would be believed	" "
e	I didn't think anything would be done about it	" "
f	I didn't want to hurt or upset the person who harassed me	" "
g	I was worried that everyone would find out	" "
h	I thought I would be labelled a troublemaker	" "
i	I thought it might affect my job or career (e.g. my promotion chances would suffer)	" "
j	I thought it would make my work situation unpleasant	" "
k	The person responsible was my line manager or another superior officer	" "
l	I was persuaded or warned not to make a complaint by a colleague	" "
m	I was persuaded or warned not to make a complaint by a superior	" "
n	I didn't know how to make a complaint	" "
o	I thought it would take too much time and effort	" "
p	I was worried about repercussions from the other person/people involved	" "
q	I didn't know what to do	" "
r	Someone took action or said something on my behalf	" "
s	I thought I would be blamed	" "
t	I felt ashamed	" "
u	I thought it would affect my family or private life	" "
Q41a	If you didn't make a formal complaint please tick here to go to the next relevant section.	
Q42	If you made a formal complaint how satisfied are you with the following?	

Q. No	Q. TEXT	Q. RESPONSE CODING
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	" "
c	Treatment of you by the people who handled the complaint	" "
d	The amount of time it took/is taking to resolve the complaint	" "
e	How well you were/are being kept informed about the progress of your complaint	" "
f	How well the outcome of the investigation was explained to you	" "
g	The outcome of any follow-up action taken against the person/people responsible	" "
h	The actions taken by your unit to try and resolve the situation	" "
i	The degrees to which your privacy was protected during the process	" "
Q43	Did you suffer any negative consequences as a result of making a formal complaint, either during or afterwards?	1. No 2. Yes If no go to Q45 in the Prevention & Management section
Q44	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	Tick
b	I felt uncomfortable at work	Tick
c	My work environment became unpleasant/hostile	Tick
d	I didn't do my job as well as before	Tick
e	My motivation was lower	Tick
f	I was embarrassed	Tick
g	I felt humiliated	Tick
h	I lost respect for the people involved	Tick
i	I felt excluded from my team	Tick
j	I experienced mental health problems e.g. depression, anxiety, PTSD	Tick
k	I thought about leaving the RAF	Tick
l	I experienced physical health problems e.g. weight change, fatigue, headaches	Tick
m	I received a lower than expected performance evaluation	Tick

Section 5 **PREVENTION AND MANAGEMENT**. This section asks you about your opinions on the prevention and management of sexual harassment within the RAF. There are no right or wrong answers.

Q. No	Q. TEXT	Q. RESPONSE CODING
Q45	Do you personally believe there is a problem with sexual harassment in the RAF?	1. No 2. In some parts 3. Yes
Q46	Do you personally believe there is a problem with sexual harassment in the your unit/team?	" "
Q47	To what extent do you think the RAF:	
a	Tries to prevent sexual harassment	1. Very large extent 2. Large extent 3. Moderate extent 4. Small extent 5. Not at all
b	Supports those who are being or have been sexually harassed	" "
Q48	To what extent does your Chain of Command:	
a	Promote a unit climate based on respect and trust	1. Very large extent 2. Large extent 3. Moderate extent 4. Small extent 5. Not at all
b	Refrain from sexist comments and behaviours	" "
c	Actively discourage sexist comments and behaviours	" "
d	Provide training in sexual harassment and assault prevention and response that interests and engages you	" "
e	Encourage personnel to intervene or assist others in situations at risk of sexual harassment	" "
f	Publicise resources on sexual harassment (e.g. helpline, reporting process)	" "
g	Encourage victims to report sexual harassment	" "
h	Create an environment where victims feel comfortable reporting sexual harassment	" "
Q49	If someone in your unit were to report sexual harassment to your current Chain of Command how likely is it:	
a	They would take the report seriously	1. Very likely 2. Moderately likely 3. Slightly likely 4. Not at all likely
b	They would keep knowledge of the report limited to those with a need to know	" "
c	They would forward the report outside the unit to criminal investigators	" "
d	They would take steps to protect the safety of the person making the report	" "
e	They would support the person making the report	" "

Q. No	Q. TEXT	Q. RESPONSE CODING
f	They would take corrective action to address factors that may have led to the sexual harassment	" "
g	Unit personnel would label the person making the report a trouble maker	" "
h	Unit personnel would support the person making the report	" "
i	The alleged offender(s) or their associates would retaliate against the person making the complaint	" "
j	The career of the person making the complaint would suffer	" "
Q50	Have you seen the?	
a	Confidential Defence bullying, harassment or discrimination Helpline 0800 783 0334	1. Yes 2. Not sure 3. No
b	Defence Sexual Harassment leaflet	" "
c	RAF Police Sexual Offences and Awareness Campaign	" "
Q51	If 'Yes' how would you rate their effectiveness in raising awareness?	
a	Confidential Defence bullying, harassment or discrimination Helpline 0800 028 2439	1. Very effective 2. Moderately effective 3. Slightly effective 4. Not at all effective
b	Defence Sexual Harassment leaflet	" "
c	RAF Police Sexual Offences and Awareness Campaign	" "
Q52	Have you received?	
a	Dilemma training	1. Yes 2. Not sure 3. No
b	RAF Unconscious Bias training	" "
c	Annual Diversity and Inclusion training	" "
Q53	If yes, how would you rate their effectiveness in raising awareness?	
a	Dilemma training	1. Very effective 2. Moderately effective 3. Slightly effective 4. Not at all effective
b	RAF Unconscious Bias training	" "
c	Annual Diversity and Inclusion training	" "
Q54	What else could the RAF do to prevent or manage sexual harassment more effectively?	Free text
Q55	Thinking about your experiences of inappropriate sexual behaviours, what advice would you give to others who may be experiencing similar situations?	Free text
Q56	Please feel free to add any other comments you have about sexual harassment in the RAF (<i>use this as an opportunity to describe experiences not covered previously</i>)	Free text

RAF 2021 Sexual Harassment Survey Response Rates

Table 1: Response rates by service, rank group and gender

	Grouping	Sample size	Surveys returned	Response rate
Regulars	Officers	1829	662	36%
	Other ranks	5580	1329	24%
	Male	3692	763	21%
	Female	3717	1215	33%
	Other/not stated	NA	13	NA
	Total	7409	1991	27%
FTRS	Officers	127	61	48%
	Other ranks	145	68	47%
	Male	147	59	40%
	Female	125	69	55%
	Other/not stated	NA	1	NA
	Total	272	129	47%
Grand Total		7681	2120	28%

Notes:

- 1) The overall response rate for the survey was 28%, however, 14 respondents who self-reported as other/prefer not to say could not be included in the data weighting. Therefore, a revised total response rate of 27% is reported i.e. for the 2106 surveys which could be weighted by gender and rank.
- 2) NA refers to no current available date on individuals recorded as a gender other than male or female.

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