

Development of a Short Form Measure of Sexual Harassment Risk in the Military

Findings from the RAND Military Workplace Study

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Key Findings

- A short survey can reliably predict individuals' exposure to sexual harassment as would be determined using the longer survey instrument.
- The precision of estimates made with the short measure declines only slightly when it is used to estimate full-scale sexual harassment prevalence within service branches.
- The short instrument is recommended for situations in which there are substantial concerns about respondent burden.
- But one of its disadvantages is that the long form survey is preferred whenever the content validity of the measure needs to be defended or where the loss of precision from using the short form survey would be a major source of overall error in the estimates.

In the spring of 2014, the RAND Corporation was asked by the Department of Defense (DoD) to revise and administer the Workplace and Gender Relations Survey of Active-Duty Service Members (WGRA), the survey of sexual harassment and sexual assault experiences of active-component members that Congress has required to be administered every two years. In particular, DoD asked the RAND research team to make any revisions to the existing WGRA that would improve the accuracy and validity of the survey results for estimating the prevalence of sexual crimes and violations as these are defined in military law and policy.

In the summer of 2014, RAND fielded a new survey as part of the RAND Military Workplace Study (RMWS) to over half a million members of the active component, receiving approximately 115,000 completed surveys. This new survey instrument included revised sexual assault and sexual harassment questions designed to accurately measure service members' experiences, as they are defined in the Uniform Code of Military Justice and in DoD Directive 1350.2 (Under Secretary of Defense for Personnel and Readiness, 1995).

The sexual harassment module of the new survey asked about 13 types of aversive experiences service members may have been subject to in the past year at their workplace or which were committed by someone from work, including colleagues, vendors, clients, or others. These 13 screening items (see Appendix B) cover a range of behaviors or characteristics of either a hostile workplace environment or offers of sexual quid pro quo—the two types of sexual harassment prohibited in military regulations.¹ For instance, survey items asked about experiences in the past year with colleagues telling dirty jokes, colleagues making crude sexual gestures or body movements, pornography in the workplace, and other behavior that could, if specific additional criteria are met, indicate a hostile workplace environment. Similarly, survey respondents were asked if they were offered

some kind of workplace benefit in exchange for sexual favors or were told that they could avoid punishment or unfair treatment if they engaged in sexual activity. If other criteria are also met, these experiences could represent sexual quid pro quo, the second form of sexual harassment recognized in DoD policy.

When respondents indicated that they had such experiences, they were asked a series of follow-up questions to establish whether all criteria required in the definition of sexual harassment were met. Specifically, for hostile work environment questions, the upsetting behavior had to either (a) persist even when the offender knew that the service member wanted them to stop,² or (b) be sufficiently severe that a reasonable person would recognize the behavior as offensive. For screeners about quid pro quo harassment, the respondent had to verify that an explicit reward or punishment had been mentioned.

If the respondent did meet these additional criteria, RAND counted the respondent as having experienced sexual harassment in the past year. Depending on their responses and the skip logic of the survey, respondents could be asked up to 52 questions before completing this sexual harassment assessment, though most respondents received many fewer questions.

In the summer of 2016, the Defense Equal Opportunity Management Institute (DEOMI) invited the Sexual Assault Prevention and Response Office (SAPRO) to revise questions on sexual harassment that SAPRO previously included in DEOMI's Organizational Climate Survey (DEOCS). At the time, the DEOCS assessed respondents' past year sexual harassment experience with a single question inquiring about the truth of this statement:

Within the past 12 months, I have personally experienced an incident of discrimination or sexual harassment within my current organization.

The DEOCS question assumes that service members know the definition of sexual harassment. We and others have found that this is not generally the case (Fitzgerald, Swan, and Fischer, 1995; Fitzgerald, Swan, and Magley, 1997; Magley et al., 1999; Morral, Schell, and Farris, 2016). For instance, after completion of the sexual harassment module, RMWS respondents were asked if any of the experiences they reported in the sexual harassment module constituted "sexual harassment." Among women whose past-year experiences were counted in the survey as sexual harassment, just 70 percent correctly labeled them "sexual harassment." Among males, recognition of sexual harassment was even lower. Only 50 percent who had been sexually harassed believed that the events qualified as sexual harassment (Farris et al., 2015).

The question also stipulates that the event described by the service member as sexual harassment had to have occurred "within my current organization." This phrase is not defined but could be interpreted to mean that the harassment occurred at a work facility or that it was committed by someone else working at the same facility or working for the same unit. In contrast, DoD Directive 1350.2 states explicitly that "*Workplace* is an expansive term for Military members and may include conduct on or off duty, 24 hours per day" and furthermore that it can refer to unwelcome behavior by any member of the military or civilian employee. Indeed, the military definition of sexual harassment was revised in 2016 to explicitly state that harassment may occur outside duty hours or by an individual not in one's immediate workgroup.

To improve on the existing DEOCS measure, and to better align the sexual harassment findings with the new sexual harassment questions that have been incorporated into the biennial WGRA surveys, SAPRO asked RAND if a short version of that survey module could be constructed for use in the DEOCS. Specifically, SAPRO asked if a measure based on the RAND sexual harassment survey instrument could be constructed that required fewer survey questions to assess sexual harassment in the prior year but still provide a useful level of accuracy.

We approached this question by trying to identify a subset of the RMWS sexual harassment screening questions that in combination demonstrated a high correlation with the full sexual harassment instrument. We conducted these analyses using RMWS respondents who completed the sexual harassment module. Since the DEOCS is typically administered to a unit, or to a few units, we also examined how similar these two measures are when used to estimate the rate of harassment within groups of service members. Specifically, using unit postal code information on RMWS sample members, we compared estimates of the rate of sexual harassment within installations using the short scale to estimated rates based on the full scale. This analysis reveals the likely performance of the short sexual harassment scale when used in the DEOCS context.

DATA

The analyses reported here were performed on survey responses collected as part of the RMWS. The RMWS included multiple survey forms, using a planned missing design to reduce response burden among participants. That is, whereas a random sample of 477,513 active-component members in DoD service branches

were invited to complete the survey, only 218,841 of these sampled members were randomly assigned to receive a version of the survey that included the sexual harassment module. This subgroup had a response rate similar to that for the entire survey (30.1 percent), resulting in 65,810 respondents who received the sexual harassment module, of whom 65,539 provided responses to the sexual harassment module of the survey. We used this sample of 65,539 to develop and evaluate the short sexual harassment form.

In addition, RAND was provided with administrative data on RMWS sample members, including a code specifying the duty unit in which they were serving during each month of the year over which service member experiences were assessed and the postal code for each duty unit in each month. This allowed us to estimate the rate of sexual harassment for each postal code as the weighted average of the service members who served in a duty unit in the postal code at some point during the year.

DEVELOPMENT OF THE SHORT INSTRUMENT

A two-step procedure was used to develop the abbreviated instrument. First, we identified the optimal subset of the RMWS sexual harassment screening items using a simple scoring rule. Second, we refined the simple scoring rule to match the estimated gender-specific prevalence of the full RMWS sexual harassment measure within groups defined by the number of sexual harassment screening items endorsed.

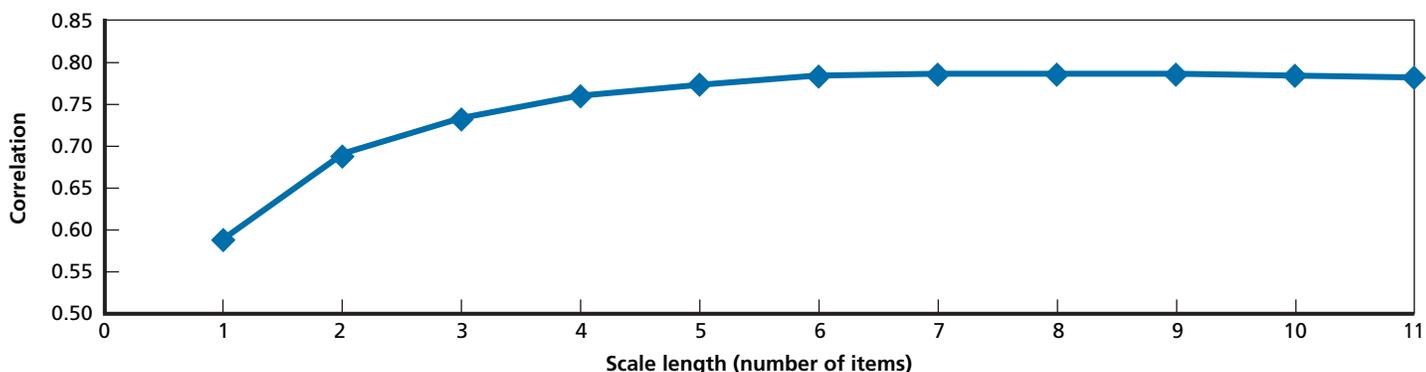
To identify the best subset of items, we created 4,095 abbreviated scales representing all possible subsets of 12 sexual harassment screening items.³ These initial scales used a simple scoring rule: a count of the number of “yes” responses to the

screening questions. Each abbreviated scale was then used in a logistic regression to predict the full RMWS sexual harassment measure. The best combination of sexual harassment screening items was identified for each possible abbreviated instrument length using Tjur’s measure of discrimination (Tjur’s D; Tjur, 2009) between the abbreviated scale and the RMWS sexual harassment measure. Tjur’s D is a measure of association for dichotomous outcomes that shares some properties with classical R^2 measures and is mathematically equivalent to the square of Pearson’s correlation coefficient in our context. Thus, we refer to this measure as the correlation between the abbreviated scale and the RMWS sexual harassment measure in this section.

The correlation between the optimal abbreviated scale at each length and the full dichotomous RMWS sexual harassment measure is shown in the figure. It shows that the best single item (SH1 “sexual jokes”; see Appendix B) provides substantial information about the likely full RMWS sexual harassment outcome for individuals. Indeed, the correlation between responses on this item and full instrument scores is over 0.55. Moreover, there is little advantage in using a scale longer than six items. Indeed, increasing the number of scale items has diminishing returns in terms of association with the full scale. For example, the highest association (0.786) occurs with nine items but is not appreciably higher than the association with five items (0.773) or four items (0.759). The best scale length will depend on the precise tradeoff between accuracy and scale length for a given study, although we expect that either four or five items will be optimal for most studies because these lengths achieve nearly the optimal association but with fewer items.

The best subset for a four-item scale is SH1, SH2, SH9, and SH10. The best subset for a five-item scale adds SH7 to the four-item scale (see Appendix A). The resulting scale scores range from 0–4, or 0–5 (depending on length), and the average

Figure: Correlation Between the Full RMWS Sexual Harassment Measure and the Optimal Abbreviated Measure at Each Scale Length



of these scores within a surveyed unit will yield the average number of different types of unwanted workplace experiences to which unit members are exposed in a year within the unit.

We limit the remainder of our analyses to the five-item abbreviated scale. The five-item scale was chosen because we believe that it is likely to maximize the tradeoff between response burden and accuracy for most studies that require an abbreviated scale. In addition, this is the version that has been chosen for use in the DEOCS. Since there were minimal differences between the four- and five-item scales, we feel confident that this decision has little effect on subsequent results.

DEVELOPMENT OF A SCORING SYSTEM FOR THE FIVE-ITEM SHORT INSTRUMENT

In the prior section, a simple scoring approach was used to evaluate the tradeoff between the length of the short scale and its association with the full measure, as well as to identify the best subset of items. However, it is possible to derive an improved scoring rule for the selected items that is better at both (a) maximizing the correlation with the full scale and (b) creating a score that can be interpreted as the probability of sexual harassment so that unit averages can be treated as the rate of sexual harassment within the unit. To do this, we created a scoring rule in which each respondent's score represents the probability that he or she would have met the survey definition of having experienced past year sexual harassment if administered the full RMWS sexual harassment instrument. The modified scoring has two steps:

1. A response of "yes" to SH10 (unwanted sexual touching) elevates the respondent's scale score to 1. This is because a "yes" to the SH10 screener is treated as presumptive as sexual harassment in the RMWS without need for additional follow-up questions.
2. When SH10 is "no," then count the "yes" responses to the other four items (SH1, SH2, SH7, and SH9). A respondent's score on the short form instrument depends on the number of "yes" responses to these four items. Specifically, the score for a given gender and number of "yes" responses is equal to the empirical proportion of those individuals in the RMWS sample who met the survey criteria for sexual harassment using the full RMWS measure.

Table 1 shows the estimated prevalence by gender within each group defined by the number of "yes" responses to SH1,

SH2, SH7, and SH9 and by "no" to SH10. A male service member who answered "no" to all five questions would get a score of 0.01, representing a low probability of experiencing sexual harassment in the prior year. A male service member who answered "no" to SH10 but "yes" to only one of the other four items would get a score of 0.41. Any service member who answered "yes" to SH10 would get a score of 1—those who answered "yes" to SH10 are defined as experiencing sexual harassment in the full RMWS survey. Comparing the estimated prevalence of sexual harassment of men to that of women, we note that positive endorsements on the screener items from female service members indicate their higher probability of experiencing sexual harassment.

For instance, a male who answered "no" to SH10 but answered "yes" to three other items on the five-item scale received a short scale score of 0.95. This score indicates that 95 percent of the respondents who had that pattern of responses to these five screening questions would have been counted as sexually harassed in the full scale. Similarly, the average scale scores of males in a unit, command, or service can be interpreted as the expected proportion of males in the unit who would be counted as experiencing sexual harassment in the past year, had they been surveyed using the full instrument.

PERFORMANCE OF THE SHORT INSTRUMENT AT THE SERVICE AND UNIT LEVEL

DEOCS measures are typically calculated for a single unit or a small collection of units. Table 1 documents how predictive the short instrument is of the full instrument classification at the individual level. For DEOCS, however, it is more important to look at the association between estimated rates across the two

Table 1: Prevalence of Sexual Harassment on the Full RMWS Measure, by Gender and Number of "Yes" Responses on the Short Instrument

Number of "Yes" responses	Males	Females
0	0.01	0.03
1	0.41	0.72
2	0.75	0.94
3	0.95	0.98
4	0.95	0.99

NOTES: Prevalence estimates calculated among respondents answering "no" to SH10. Prevalence among those who answered "yes" to this item is 1.00.

Table 2: Comparison of Sexual Harassment Prevalence Estimated Using the Full RMWS Measure and the Short Measure, by Gender and Service, by Percentage

Service	Overall		Males		Females	
	Full	Short	Full	Short	Full	Short
Air Force	5.0	5.5	3.3	3.6	12.5	13.5
Army	9.8	9.5	7.7	7.3	23.1	23.2
Marine Corps	7.7	8.8	6.1	7.4	27.3	26.1
Navy	11.8	11.2	8.4	7.8	27.8	27.0
Overall	8.9	8.9	6.6	6.6	21.6	21.6

instruments within aggregates, such as units, or across military service branches.

First, we examined possible bias in the measure across gender and service branch. Table 2 compares the estimated prevalence of sexual harassment using the full RMWS measure to the abbreviated measure, by gender and service. Both measures are weighted to account for the sampling design and nonresponse, so that the prevalence estimates reflect the populations of interest. In other words, Table 2 provides our best estimate of the true prevalence under the full and short measures. By construction, the estimated prevalence combining the services is the same between the two measures (the last row of Table 2). For the service-level calculations, the abbreviated measure estimates the full RMWS measure well, with the Marine Corps showing the greatest deviations (7.7 percent for the full RMWS and 8.8 percent for the abbreviated measure). This illustrates that the proposed scoring rule can effectively estimate service, gender, and service-by-gender sexual harassment prevalence.

As a final analysis, we explored the short measure's accuracy within units or small aggregates of service members. The DEOCS provides estimates for units or clusters of units for which there are 16 or more respondents, with an average respondent sample size of 57. To approximate this application, we clustered RMWS respondents whose Unit Identification Codes were associated with a single postal code (i.e., they were

at the same installation).⁴ We then estimated rates of sexual harassment for these clusters using the full and the short form measures. To be clear, these are not exactly the same organizational units for which the DEOCS is typically used to assess the sexual harassment climate. However, the goal is to observe how the similarity between the short and long instruments may vary as a function of the number of respondents.

Table 3 shows the correlation between estimated rates of sexual harassment using the full RMWS measure and the short form measure across these "installation" clusters defined by postal codes. These results are grouped by the number of respondents from each installation. There is high correlation between the estimates across all cluster sizes, particularly when estimates are based on 20 or more respondents (similar to the DEOCS application). We also note that the abbreviated measure estimates the full RMWS measure better for females than males. This is not surprising given the results in Table 1, which indicate that the short instrument performs somewhat better among individual females than males. That is to say, answering "yes" to these items moves the estimated probability of sexual harassment toward 1 more quickly for females than males.

Table 4 provides information about the size of the difference between the estimated rates of sexual harassment within installations for the full and the short form measures. Across all cluster sizes, the difference between the two estimates on the overall

Table 3: Average Correlations Between the Short and Full RMWS Measures Across Installations, by Number of Survey Respondents and Gender

Number of Respondents	Overall		Males		Females	
	Number of Installations	Correlation	Number of Installations	Correlation	Number of Installations	Correlation
10–19	127	0.80	113	0.82	92	0.94
20–49	125	0.87	105	0.84	88	0.95
50–99	73	0.93	63	0.82	65	0.94
100+	167	0.90	107	0.87	92	0.97

rate of sexual harassment was smaller than 2 percentage points for more than half of the installations. For estimates based on 20–49 respondents (typical of a small sample size that would still be reportable in DEOCS), only 10 percent of installations had estimates using the short measure that underestimated the overall rate by more than 4.2 percentage points, and 10 percent had estimates using the short measure that overestimated the rate by more than 3.3 percentage points. Thus, there is some loss of precision associated with using the short form measure rather than the full measure. In a large sample study, such a loss of precision would be unacceptable. However, this loss of absolute precision is moderately small relative to other sources of error (such as sampling variability and nonresponse bias) when used for small sample estimates. For example, the 95 percent confidence interval for an outcome with a prevalence of 10 percent estimated on 20 respondents spans from 1.8 percent to 33.1 percent. For the purpose of the DEOCS (which provides estimates based mostly on samples between 20 and 100), we do not feel that the additional error resulting from the abbreviated instrument would be an appreciable contributor to the overall error of the estimates.

CONCLUSION

A five-item short scale can be used to estimate individuals' exposure to past-year sexual harassment, and this abbreviated measure has a modest loss of precision when compared with the full RMWS sexual harassment measure. These individual-level estimates can, in turn, be aggregated to provide estimates of sexual harassment prevalence for various organizational clusters that are highly correlated with the estimates that would be produced had the full RMWS instrument been used. For a typical sample size used in a DEOCS estimate (50–99), the use of the shorter instrument typically adds 2 percentage points of error in the estimate relative to the longer instrument.

The correlation of short and full instrument estimates of the sexual assault and sexual harassment prevalence within subgroups of service members is somewhat sensitive to the number of respondents on which these estimates are made. The scoring of the short instrument was designed to reproduce the full RMWS estimates when calculated across all active-component respondents. The precision of estimates declines only slightly when using the short scale to estimate full-scale sexual assault and sexual harassment prevalence within service branches. In particular, prevalence estimates for the two measures differ by at most a single percentage point.

Table 4: Distribution of the Differences in the Estimated Rates of Sexual Harassment at Installations Between the Full and Short Harassment Measures, by Number of Survey Respondents and Gender

Gender	Number of Respondents	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Females					
	10–19	–6.8	–2.8	2.6	6.3
	20–49	–4.3	–1.9	2.1	3.9
	50–99	–2.2	–0.6	2.2	3.8
	100+	–2.0	–0.7	1.4	2.0
Males					
	10–19	–4.6	–1.4	2.0	4.1
	20–49	–3.1	–1.5	1.3	2.7
	50–99	–1.4	–0.6	1.5	2.1
	100+	–0.7	–0.1	1.0	1.3
Overall					
	10–19	–4.7	–1.4	1.3	3.5
	20–49	–4.2	–1.6	1.8	3.3
	50–99	–3.0	–1.5	1.4	2.2
	100+	–0.8	–0.1	1.0	1.6

When used to estimate smaller aggregations of personnel, such as found in units, the short form offers a reasonably good estimate of the prevalence of sexual harassment that would be identified using the full RMWS measure. Specifically, the two estimates were highly correlated (between 0.82 and 0.97) when estimates were based on 20 or more respondents, suggesting that the two instruments are similar when used to assess which units have unusually high or low rates. The absolute difference between the two estimates was also relatively small, and this loss of precision is a small fraction of the error associated with sampling variability or nonresponse biases when used within samples of between 20 and 100 respondents. Nevertheless, the short form as administered and reported with the DEOCS should not be expected to reproduce the sexual harassment estimates reported by RAND at the service, installation, or command level (e.g., in Morral, Gore, and Schell, 2015). The RAND estimates use nonresponse weights to produce estimates for the entire population of the services, installations, or commands. In contrast, the DEOCS reports average scale or question values among respondents only. To the extent that respondents differ systematically from nonrespondents on sexual harassment risk, the DEOCS estimates will differ

from the averages that would be found if all members of the service, installation, or command completed the survey (even apart from the issues of accuracy just discussed). As discussed in Ghosh-Dastidar et al., 2016, there is strong evidence that survey nonrespondents do have different levels of sexual harassment risk than respondents; in particular, they have higher risk. As such, unit estimates of sexual harassment prevalence that do not account for nonresponse are likely to underestimate the true prevalence of sexual harassment.

The short form measure of military sexual harassment has advantages and disadvantages relative to the full measure from which it was derived. Overall, the short form measure is recommended for situations in which there are substantial concerns about respondent burden and in small sample applications in which the loss of precision associated with the shorter instrument has minimal effect on total survey error, because of the predominance of other sources of error. That is, when used on small samples, such as a unit of 20 or 30 people, DEOCS estimates are subject to sampling variability that is much greater than the variability that results from imprecision in the short instrument for recovering the estimate that would have been produced with the long instrument. In contrast, the long form measure is superior whenever the content validity of the measure needs to be defended or in large sample studies where the loss of precision from the brief instrument would be a major source of the overall error of the estimates.

Notes

¹ A hostile work environment refers to behavior that has the effect of making the work environment unpleasant or difficult to work in for members of a legally protected class. Quid pro quo harassment refers to behavior that offers workplace punishments or rewards for sexual activities. For sexual harassment in the military, the protected class can be defined by gender.

² The U.S. Department of Defense (DoD) requires that the following statement be included in this report: Reference to sexual assault and sexual harassment is based on survey respondents' answers to questions about their experiences, but does not reflect whether any crimes or violations were substantiated by an investigation. Use of the terms *offender* or *perpetrator* in this report are not intended to assume the guilt or innocence of an individual.

³ One screening item (SH11) was omitted because it was given only to a nonrandom subset of respondents, those who had not indicated experiencing unwanted sexual contact by a coworker (SH10). Thus, the study lacked data that could be used to assess how the item would perform in a shorter instrument when not used in conjunction with an earlier question.

⁴ Because service members can move between duty units and duty units can move between postal codes, estimates of the rate of sexual harassment for a postal code are calculated as a weighted average of the sexual harassment scores of all members who served within a particular postal code over the year. Weights are used to account for the number of months each service member served within a given postal code during the 12 months of fiscal year 2014.

APPENDIX A: SHORT FORM SEXUAL HARASSMENT SCALE

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [X date].

When the questions say “someone from work,” please include any person you have contact with [as part of your military duties / If reservecomp = True, replace with: “as part of your military duties”]. “Someone from work” could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These things may have occurred on-duty or off-duty, on-base or off-base. Please include them as long as the person who did them to you was someone from [If reservecomp = True, insert here: “your military”] work.

Remember, all the information you share will be kept confidential.

[Programming note: Use gender questions asked at the beginning of the survey to branch into parallel forms. Brackets within items show which words will be used by gender of respondent.]

SH1. Since [X Date], did someone from work repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

Yes 1

No 2

[Programming note: Same sex as respondent]

SH2. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [man/woman] is supposed to? For example, by calling you [male respondents: “a woman, a fag, or gay”; female respondents: “a dyke, or butch”].

Yes 1

No 2

SH7. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH9. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out for coffee to asking you for sex or a ‘hook-up’.

Yes 1

No 2

SH10. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to?

This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

Yes 1

No 2

APPENDIX B: SCREENERS FOR FULL SEXUAL HARASSMENT SCALE

SH1 Since [\[X Date\]](#), did someone from work repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH2 Since [\[X Date\]](#), did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [\[man/woman\]](#) is supposed to? For example, by calling you [male respondents: “a woman, a fag, or gay”; female respondents: “a dyke, or butch”].

Yes 1

No 2

SH3 Since [\[X Date\]](#), did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH4 Since [\[X Date\]](#), did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH5 Since [\[X Date\]](#), did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH6 Since [\[X Date\]](#), did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH7 Since [\[X Date\]](#), did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

Yes 1

No 2

SH8 Since [\[X Date\]](#), did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

Yes 1

No 2

[If SH8=2 (No) then skip to SH9]

SH8a Did this make you uncomfortable, angry, or upset?

Yes 1

No 2

SH9 Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out for coffee to asking you for sex or a ‘hook-up’.

Yes 1

No 2

[If SH9=2 (No) then skip to SH10]

SH9a Did these attempts make you uncomfortable, angry, or upset?

Yes 1

No 2

SH10 Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to?

This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

Yes 1

No 2

[If SH10=1 (Yes) then Skip to SH12 and PerceivedHostileWorkEnvironment = TRUE]

SH11 Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

Yes 1

No 2

SH12 Since [X Date], has someone from work made you feel as if you would get some [If reservecomp = True, insert here: “military”] workplace benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

Yes 1

No 2

SH13 Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the [If reservecomp = True, insert here: “military”] workplace if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

Yes 1

No 2

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About This Report

The Sexual Assault Prevention and Response Office (SAPRO) within the Office of the Secretary of Defense selected the RAND Corporation to provide a new and independent evaluation of sexual assault, sexual harassment, and gender discrimination across the U.S. military. As such, the Department of Defense (DoD) asked the RAND research team to redesign the approach used in previous DoD surveys, if changes would improve the accuracy and validity of the survey results for estimating the prevalence of sexual crimes and violations. In the summer of 2014, RAND fielded a new survey as part of the RAND Military Workplace Study.

This report describes work RAND subsequently conducted at the request of SAPRO to develop a short version of the sexual harassment assessment that was developed for the RAND military workplace study. SAPRO recommended that the Defense Equal Opportunity Management Institute (DEOMI) substitute this new short assessment in place of existing questions on sexual harassment found in DEOMI's Organizational Climate Survey, a survey regularly administered to all active-component units in each of the service branches. Subsequently, DEOMI incorporated the short assessment into the survey.

The complete series of reports that collectively describes the study methodology and its findings is available online at www.rand.org/surveys/rmws.

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For more information on the Forces and Resources Policy Center, see www.rand.org/nsrd/ndri/centers/frp or contact the director (contact information is provided on the webpage).

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