

Interpersonal Violence in the Department of the Air Force

Findings of the Interpersonal Violence Task Force



Photo: Kemberly Groue / USAF



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Executive Summary

The Secretary of the Air Force established the Interpersonal Violence Task Force in July 2020 to examine whether the Department of the Air Force (DAF) is keeping Airmen and Guardians who experience interpersonal violence (IPV) safe. The task force was specifically focused on the support and services available **after** someone encounters IPV. They examined multiple behaviors the DAF defines as IPV, including sexual assault, dating violence, family violence and workplace violence (e.g., workplace harassment, sexual harassment, hazing, and bullying). It is important to note that the Interpersonal Violence Task Force did not seek to duplicate or replace ongoing IPV prevention work, but rather, their efforts were specifically focused on the safety of Airmen and Guardians who experience violent or threatening behaviors of any kind. This is the first DAF-wide effort to examine the entire spectrum of IPV in a comprehensive manner.

The task force was led by Brigadier General April Vogel, with oversight and guidance from the Deputy Chief of Staff, Manpower, Personnel and Services, Lieutenant General Brian Kelly, and made up of representatives from nine Department of the Air Force organizations and helping agencies. Their methodology included: 1) conducting a survey of DAF personnel, 2) collecting administrative data from various helping agencies, and 3) conducting focus groups and collecting qualitative feedback via an online questionnaire from DAF personnel who were interested in offering more detailed feedback regarding their experiences surrounding interpersonal violence. This report conveys the key findings of the task force.

What Was the Task Force Assessing?

In order to gain a holistic perspective, this study looked at IPV across the continuum of harm to include any use of power or force resulting in psychological or physical harm or that detracts from a culture of dignity and respect. Some of these behaviors are criminal and some are not, but all occur along a continuum of harm. The study included this range of conduct to gain perspective on situations where criminal activity is not alleged, but certain behaviors may be of interest to command in assessing climate and culture and maintaining safety, good order and discipline. The task force identified 81 behaviors of interest across the harm continuum. On the left side of the continuum, behaviors included items such as “belittled and humiliated me” and “told lewd sexual innuendos or jokes or shared sexual stories.” On the right side, behaviors included items such as “intruded on my privacy by pestering, spying or stalking” and “pushed, shoved, or slammed me against something.” The behaviors were grouped into four categories – intimate partner/non-intimate partner violence, workplace harassment, workplace bullying, and hazing.



How did the Task Force Examine IPV?

The TF utilized three methods to examine different facets of IPV-related safety across the harm continuum – a survey, administrative data, and qualitative data collection. First, the survey was used to capture information regarding respondents' IPV experiences and asked additional questions of respondents who identified as having experienced an IPV behavior in the past two years. The survey was intended to capture quantitative data regarding IPV victims' support and report experiences as well as command team perspectives; it was not intended to capture DAF IPV prevalence. Second, the administrative data review focused on the degree to which current systems capture a holistic view of IPV reporting; it uncovered gaps and seams in IPV-related data collection and transfer. Third, the qualitative data collection method included open-ended questions delivered via a qualitative questionnaire and in focus group sessions with Airmen and Guardians who expressed a willingness to provide additional feedback regarding IPV in the DAF. The qualitative analysis was intended to synthesize more detailed feedback from DAF command teams, IPV victims and non-victims about what is effective and what might be changed to improve IPV victims' safety.

Who Participated in the Survey and Focus Groups?

The survey was fielded to the entire DAF, to include Active Duty, Reserve, Guard, and civilian members of the Air Force and Space Force. Of the 653,957 DAF members, approximately 68,000 took the survey (10% of total DAF population), 85 participated in focus groups, and 1,160 responded to the qualitative questionnaire. Because the response rates varied across components, the makeup of survey respondents is not necessarily representative of the entire DAF and cannot be used to determine prevalence of experiences across the DAF or a particular component or demographic. However, the responses provide rich and valuable insight into the experiences across the sampling of members who did participate, and potential areas for further study and improvement. For a detailed discussion on the component and other demographic breakdowns of respondents as compared to the DAF's makeup, see Chapter 1.

How did the Survey Categorize IPV?

Behaviors assessed in the categories of intimate partner and non-intimate partner violence were identical. When asking respondents about behaviors in the intimate partner/non-intimate partner violence category, the survey asked respondents to select the offender's relationship to the respondent. However, intimate partner violence includes only those behaviors performed by an intimate partner, someone the participant dated, someone the participant shares a child with, a spouse, or a former intimate partner. Non-intimate partner violence includes those behaviors performed by someone the participant didn't know, a coworker, or a roommate with whom they never had an intimate relationship.

When asking about behaviors in the harassment, bullying, and hazing categories, the survey instrument specified that the questions were with respect to behaviors committed by a coworker.

Chapter 1 of this report details the DAF definition of IPV and details the scope of behaviors assessed. For a full list of behaviors surveyed, please see Appendix D and E.

Who Experienced IPV Behaviors?

Of the members who took the survey, 54% indicated they had experienced behaviors considered consistent with at least one type of IPV in the past two years. Specifically, 66% of women, 48% of men, and 63% of those who did not state their gender reported experiencing a behavior consistent with those on the wide spectrum of IPV. More than 50% of all respondent groups—Active Duty, Guard or Reserve, and civilians—reported experiencing behaviors consistent with IPV in the past two years. (see Figure ES.1).

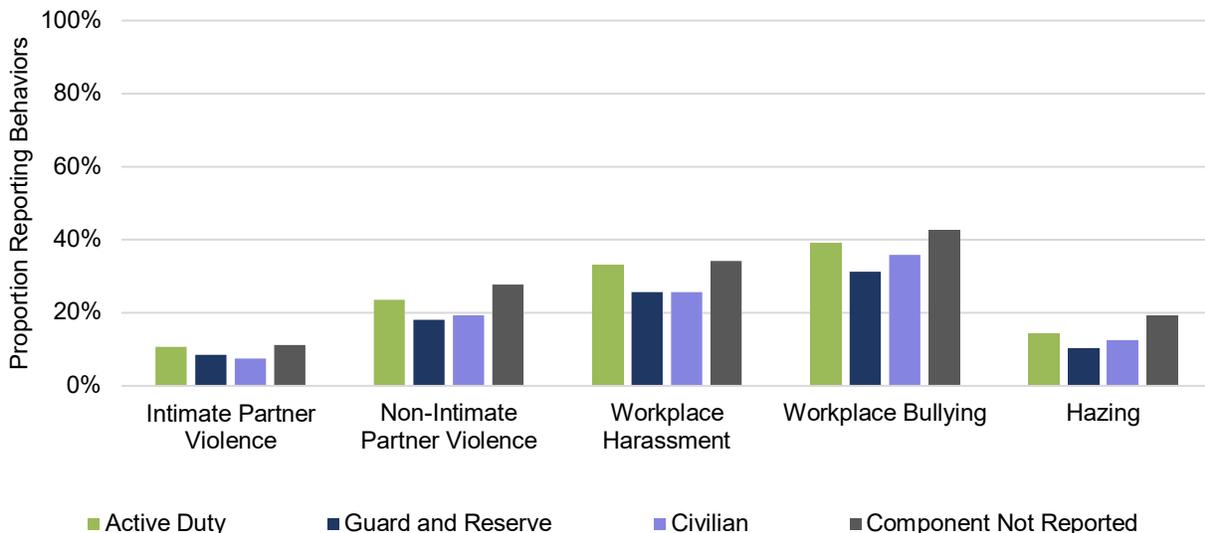
FIGURE ES.1. Survey respondents who indicated experiencing at least one type of IPV behavior in the past two years



What Types of IPV Behaviors Are Most Common?

The survey found that 36% of respondents reported experiencing a behavior considered consistent with being bullied in the workplace (see Figure ES.2). Workplace harassment experiences were reported by 29% of respondents. In addition, 9% reported intimate partner violence experiences, and 21% reported non-intimate partner violence experiences. Thirteen percent reported hazing experiences.¹ The five most common behaviors indicated across all categories were, in decreasing order, that a coworker undermined or deliberately impeded the respondent’s work (bullying); a coworker spread malicious rumors, gossip, or innuendos about respondent (bullying); a coworker belittled respondent’s opinions (bullying); a coworker told lewd, sexual innuendos or jokes, or shared sexual stories (harassment); and a coworker excluded or isolated respondent socially (bullying).

FIGURE ES.2. Types of IPV behaviors experienced by status of survey respondents

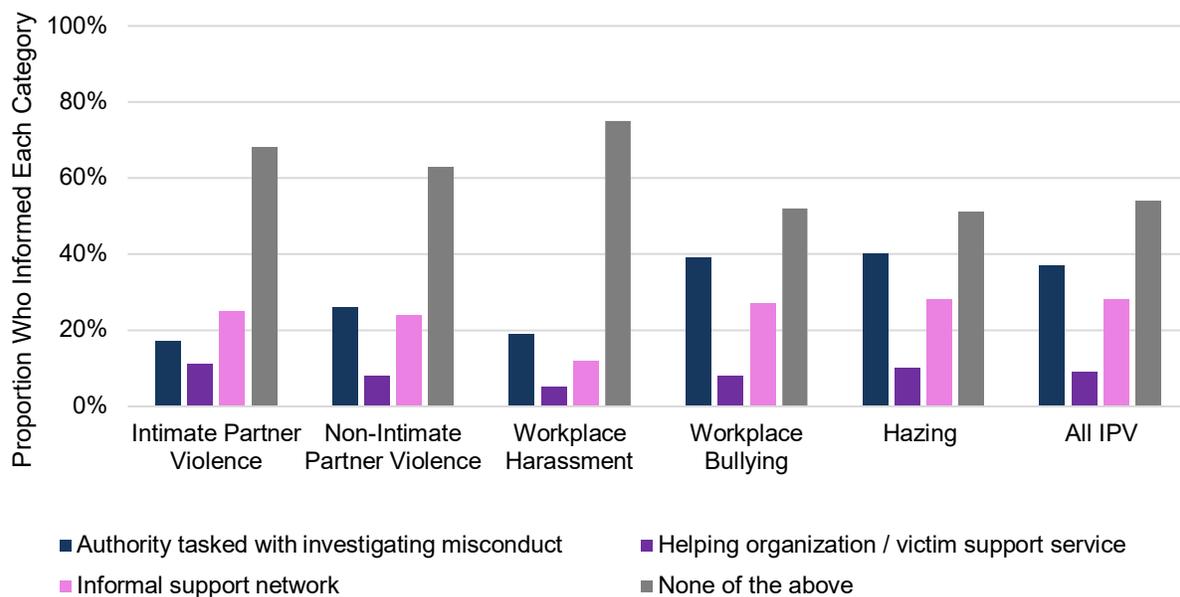


Did Victims Seek Help?

Most survey respondents categorized as experiencing IPV did not inform an authority tasked with investigating misconduct (e.g., someone in their chain of command or a civilian or military law enforcement officer¹) of the incident(s). Reporting the incident to an authority (either by the victim or others) ranged from a low of 17% for intimate partner violence to a high of 40% for hazing (see Figure ES.3).

Survey respondents who indicated that an authority tasked with investigating misconduct had been informed were most likely to indicate that the person was someone in their chain of command (33%) or someone in the chain of command of the person who did it (18%). It was relatively rare for victims to indicate that the Inspector General’s Office (3%), Security Forces (1%), the Office of Special Investigations (1%), or civilian law enforcement (1%) had been informed. Notably, victims rarely indicated that the support organization linked to the type of IPV they experienced had been informed. For example, only 1% of workplace harassment victims indicated that an Equal Opportunity (EO) Office had been informed, and just 3% of intimate partner violence victims indicated that the Family Advocacy Program (FAP) had been informed.

FIGURE ES.3. Support category that was informed by respondents who were categorized as experiencing IPV



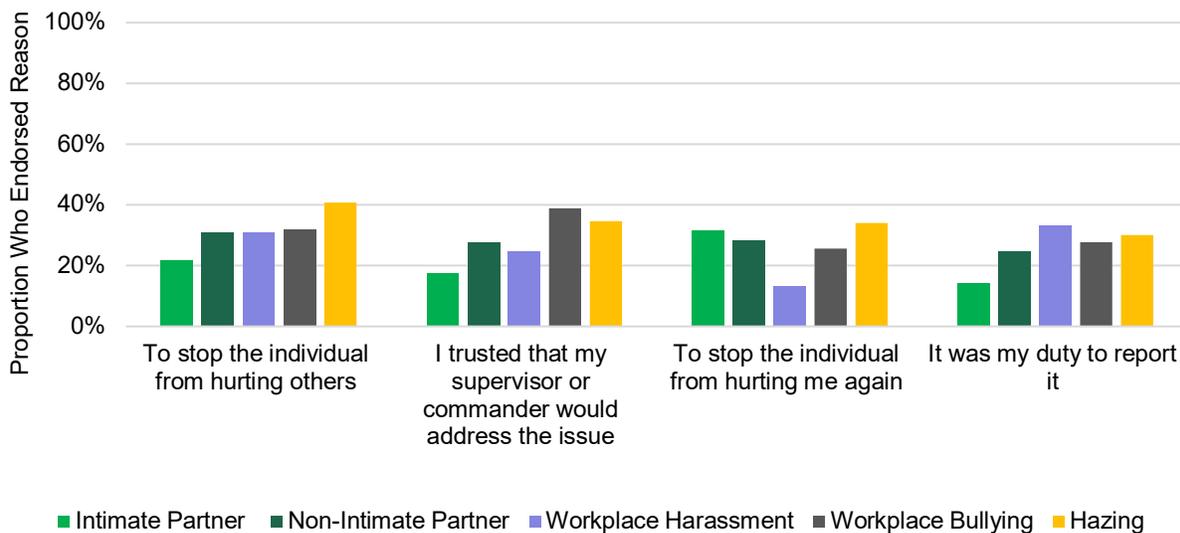
Why Do Victims Report?

The survey showed that victims who chose to share their experiences (formally or informally) had a variety of reasons that led them to the decision. For respondents who shared their experience of *intimate partner violence*, the most common reason was “to stop the

¹ See Appendix F, Table F.4 for a complete list of the authorities tasked with investigating misconduct that were included as response options on the survey.

individual from hurting me again” (31%; see Figure ES.4 and Appendix F, Table F.6). For victims of *non-intimate partner violence* and *hazing*, the most common reason was to stop the offender “from hurting others” (31% and 41% respectively, Figure ES.4). Respondents who formally or informally disclosed *workplace harassment* were most likely to select “it was my duty to report it” as their rationale (33%). Respondents who reported or shared their *workplace bullying* experience most commonly selected that they “trusted that my supervisor or commander would address the issue” as their reason for reporting (39%).

FIGURE ES.4. Reasons that victims gave for reporting IPV experiences



Five key themes emerged during focus group discussions as factors that Airmen and Guardians believed would help them remain and feel safe, encourage them to report an incident of IPV, and facilitate their receiving services after experiencing interpersonal or workplace violence.

- 1) *Trust in leadership.* Participants identified trust-related facilitators to support-seeking, including having a general trust in one’s chain of command or leadership, having a positive relationship with leadership, leadership making it clear that they do not tolerate IPV, and witnessing leadership take IPV seriously.
- 2) *Feeling emotionally and physically safe.* Participants considered having a sense of safety, believing that they will be supported throughout the reporting process, and feeling that they are not alone in experiencing IPV to be facilitators to reporting and utilizing resources.
- 3) *Confidentiality.* Options for confidentially reporting and receiving services were identified as facilitators to enhance reporting, seeking services, and safety.
- 4) *Clear reporting process.* Having a clear reporting process, or knowledge of where and to whom to report, was seen as a facilitator to reporting and helped encourage individuals to come forward.

- 5) *Trust in due process.* Participants indicated trust that reports would be taken seriously and the perpetrator will face consequences were facilitators to reporting.

Why Didn't Many Victims Seek Help?

The most common reason survey respondents gave for not informing others across all types of IPV was that they did not think their experience was “serious enough to report” (54%). This belief was more than twice as common as the next most frequently selected reason: “I did not think anything would be done” (25%; also see Appendix F, Table F.7). The second and third most common barriers to reporting varied across the types of IPV. For *workplace harassment, bullying, and hazing*, victims commonly selected barriers that suggest they thought reporting would either not benefit them or might even actively harm them. Common barriers for victims of *intimate partner violence* included “I wanted to forget about it and move on”, “I didn’t want anyone to know” and “I felt ashamed or embarrassed.” These barriers suggest stigma and shame may contribute more strongly to non-reporting for intimate partner violence than for other types of IPV. Victims of *non-intimate partner violence* commonly selected “I thought reporting would make things worse for me” and “I did not trust the process would be fair” as the next most common barriers to reporting after the heavily selected “I thought it was not serious enough to report.”

Six themes emerged from the focus groups providing more in-depth information on the perceived barriers for Airmen and Guardians reporting or receiving services after experiencing IPV.

- 1) *Distrust in the chain of command/leadership.* Participants cited a lack of action by leadership in past IPV instances, a lack of confidence that leadership will act on future IPV cases, and individuals not having a connection to leadership as barriers.
- 2) *Lack of confidence in due process.* Many Airmen and Guardians felt as though nothing would be done if they reported—particularly those who had witnessed IPV perpetrators go unpunished. Civilian employees believed they would be less likely to receive due process compared to Active Duty members because of their status.
- 3) *Career impacts from reporting.* Participants cited fear of retaliation from the perpetrator, immediate harm to one’s career, future harm to one’s career, and fear of being treated differently by peers at work as barriers to reporting IPV or receiving support services.
- 4) *Military culture in general.* Focus groups cited the perception that the military does not hold perpetrators accountable, does not take IPV seriously, does not value the individual, and does not promote seeking help. Participants also reported that some leaders do not help to promote a positive culture.
- 5) *A lack of awareness on resources and policies.* Some participants stated that lack of awareness of the reporting process (e.g., where to report, who to report to) or available resources were barriers to reporting or receiving services. Participants assigned to joint bases reported this issue more consistently than participants assigned to Air and Space Force bases.

- 6) *Command challenges with protecting both parties.* Command participants often cited the importance of protecting both parties (the victim and alleged perpetrator) in allegations of IPV. There was some disconnect about how command should protect both parties. Active Duty and civilian participants believed more should be done to remove the alleged perpetrator from the environment to aid in victim safety. Some leadership agreed but did not believe they had the power to remove the alleged perpetrator quickly. Reserve/Guard members stated that they faced a unique barrier of having fewer options to change locations if they experience IPV.

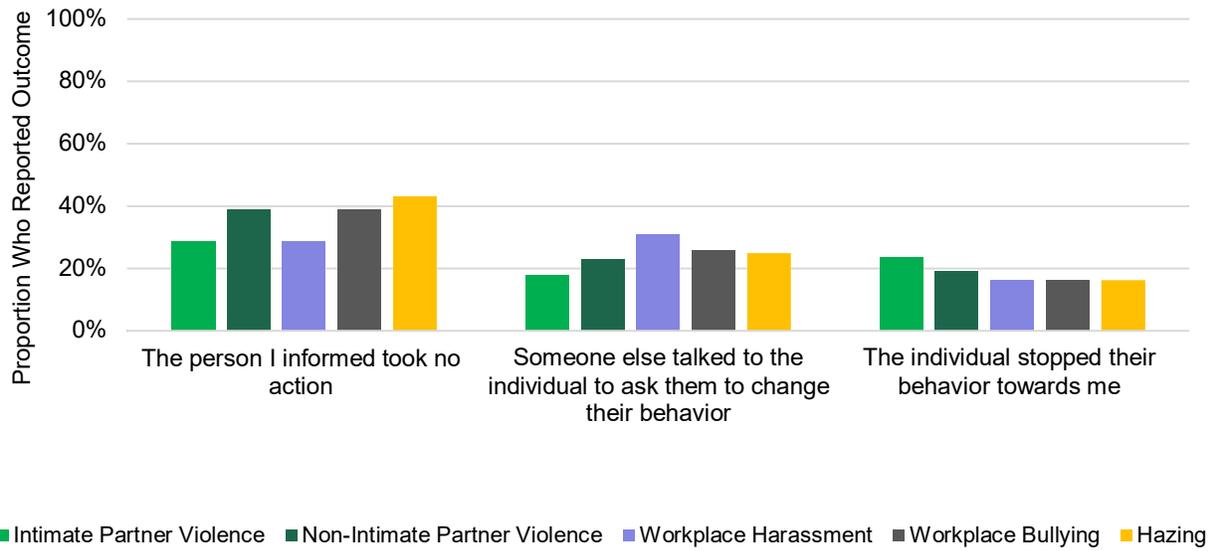
How Are the Services Perceived?

Airmen and Guardians, regardless of whether they had experienced IPV, believed they would report IPV. Most victims were not satisfied with their experiences with support services. The DAF reporting and support system appears different when viewed from within (by IPV victims) than when viewed from above (by command team members).

Victims gave mixed assessments of the outcomes of their reporting. The majority of respondents categorized as experiencing IPV and who reported the incident(s) to an authority were not satisfied with their “overall experience” with the response system and not satisfied with specific elements of the response system such as “civilian support services”, “military investigators” and “how the offender was held accountable” (see Appendix F, Table F.9). Respondents categorized as experiencing intimate partner violence (39%) were more likely to indicate they were satisfied with the “overall experience” of reporting relative to respondents categorized as experiencing hazing (19%), representing the highest and lowest levels of satisfaction.

Many survey respondents who indicated they reported their IPV to an authority indicated “no action” was taken by the person who they had informed (Figure ES.5). Some respondents possibly perceived that nothing was done, not because it was accurate, but because they were never informed about the results of the investigation and actions taken to resolve the problem. For example, courts-martial are open to the public and results are available to anyone, whereas disciplinary actions taken by command in a forum other than a court-martial, like an administrative counseling or Non-Judicial Punishment, are protected by the Privacy Act. Similarly, if a member reported to someone else’s chain of command, it would be less likely for them to come aware of the results. However, commanders have an obligation to provide certain information to victims and witnesses. In many cases, privacy rights prevent the DAF from informing the victim of the final action in a case. Even if that communication cannot include details about the exact actions taken to protect the privacy of the offender, victims may appreciate knowing that an investigation had been conducted and that something had been done. These conversations may also serve as a useful touch point with victims to thank them for coming forward and to remind them that any retaliation against them for reporting is unacceptable and will be addressed.

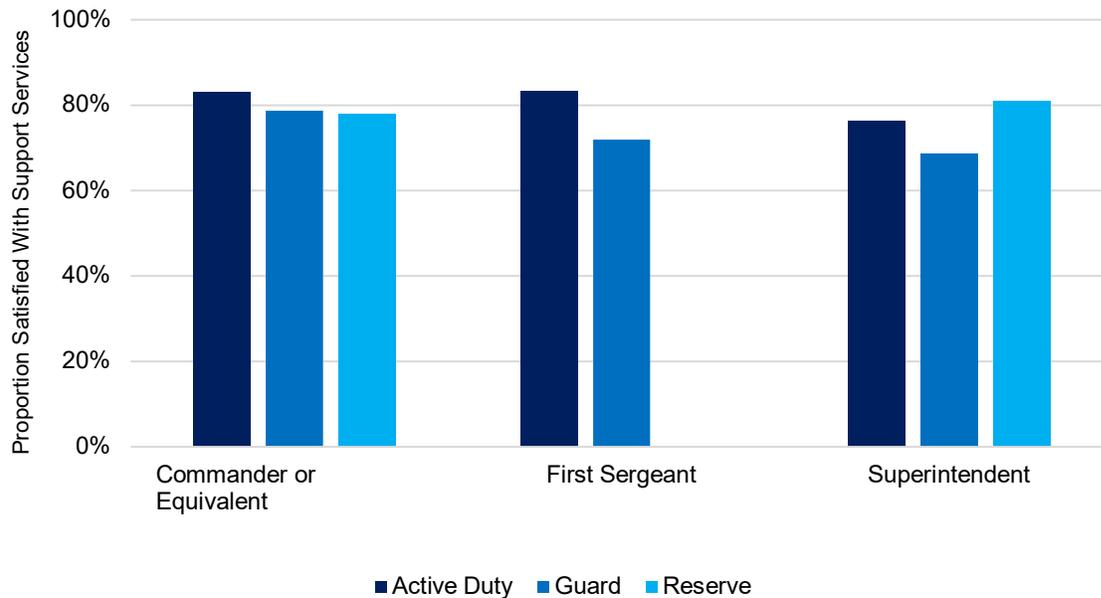
FIGURE ES.5. Action taken following a report to authority among victims who reported their experience



How Do Command Teams View Support Services?

Commanders or their equivalent, first sergeants, and superintendents who had someone in their chain of command experience IPV in the past two years indicated high satisfaction with support services (see Figure ES.6). An even higher share of these respondents thought they “have what they need to keep those in their command safe.” Roughly 90% believed they had the resources, training, and authority to address IPV offenses in their chain of command, according to the survey responses. This suggests that command teams might hold different perceptions than others about support services available to IPV victims.

FIGURE ES.6. Satisfaction with support services by command team role



During the focus groups, command team members highlighted the importance of leadership accountability, the significance of trust that due process will occur, the availability of third party reporting options and expanding restricted reporting options, and the need for additional training for leadership.

What Can We Learn from Helping Agencies' Administrative Data?

Substantial amounts of data are collected to support the operational responsibilities of DAF agencies in caring for service members, their dependents, and DAF civilians affected by IPV. However, this administrative data cannot currently provide a DAF-wide view of reported IPV. We identified five limitations that restricted the task force's ability to present such an estimate and what would help to overcome that limitation.

- 1) Many agencies have single-purpose data systems. The most mature data systems focus on sexual assault (Defense Sexual Assault Incident Database, or DSAID) and intimate partner violence (Family Advocacy System of Records, or FASOR), rather than the full spectrum of IPV.
- 2) Data on reported IPV is collected and tracked differently across agencies. For example, law enforcement/military justice (JA) systems track data based on the Uniform Code of Military Justice, while helping agencies use the DAF definition of IPV. As a result, the agencies are not only tracking different metrics, but they also may be tracking different cases.
- 3) Existing systems underreport and do not capture the full range of IPV. As demonstrated by the survey, individuals not reporting IPV incidents presents a substantial challenge. Systems may further compound underreporting of IPV incidents because of inconsistent data recording and collection. For example, the task force identified fewer than 1,100 reported workplace harassment incidents in the DAF in FY18-FY19, but the survey identified more than three times as many incidents from just 10% of the DAF workforce that responded.
- 4) Helping agencies differ in their ability to collect and analyze data. We found that some helping agency headquarters offices have direct access to and regularly use their IPV-related data for analysis and reporting, while others need to issue data calls requiring local offices to collect the required information, leading to lengthy delays in analysis and reporting.
- 5) No process exists for consolidating IPV incidents across DAF agencies systems. An IPV incident could be logged in multiple data systems, which complicates our ability to ensure cases have unique identifiers and are not double-counted.

The task force recommends consideration of the following actions only after further study and analysis to determine the pros and cons of each:

- Establish common reporting standards, including clearly defined responsibilities for tracking IPV-types
- Standardize data collection of incident-level information regarding the victim, offender, and nature of the incident

- Require complete reporting of IPV incidents that are brought to the attention of the organization, regardless of resolution
- Establish common classification standards for key data elements used in documenting and tracking IPV incidents
- Require regular data entry and quality checks to ensure reporting consistency
- Create a data management coordinator to establish processes for identifying unique IPV instances across data systems, updating policy to support IPV incident tracking, and ensure updates are pushed to all relevant agencies

The limitations identified by the task force are complex, reflecting competing demands for how administrative data are collected and used in support of the operational needs of particular agencies. The task force's findings highlight the need for the DAF to establish clear goals for synthesizing reported IPV instances and a cross-functional technical review with senior leader support to 1) explore the policy changes that would be required to standardize IPV data collection and sharing across relevant DAF agencies, and 2) determine the resources required to support data management and analysis in support of DAF's goals for IPV synthesis. Quality estimates of reported IPV incidents will enable a strategic view of IPV that can aid in assessing IPV prevention efforts' efficacy and inform future decisions and investments in IPV mitigation strategies.

How Can the DAF Work to Keep Those Who Experience IPV Safe?

The results of this study suggest the DAF has more work to do to accomplish the goal of keeping Airmen and Guardians safe after they experience interpersonal violence. A majority of Airmen and Guardians who experienced behaviors consistent with IPV did not seek help, and a large percentage who did report maintained that no action was taken in response, suggesting either no action was taken or respondents were not informed of any actions taken. In addition, the administrative data collected by helping agencies do not provide an enterprise view. It is recommended that the DAF revisit internal policies, consistent with existing laws affecting privacy interests, with an eye toward providing more information to crime victims on adjudication of offenses in which they were named as victims, as there may be benefits to good order and discipline by promoting reporting of offenses and increasing confidence in DAF processes.

Focus groups offered feedback that may be used to inform DAF's efforts to ensure IPV victims' safety, as analysis revealed factors that both facilitate and hinder Airmen and Guardians' reporting IPV, engaging in support services, and maintaining safety after experiencing IPV. Broadly, trust in people and processes, a sense of safety and support, confidentiality, and a clear reporting process facilitated IPV reporting. Barriers were distrust, lack of confidence in the process, fear of career impacts, military culture, lack of awareness of policies and resources, and protecting both parties.

While command teams expressed satisfaction with the services and resources, training, and authority they currently have, different themes emerged in focus groups regarding the importance of leadership accountability, trust in the process, additional reporting options, and training for leadership. The focus groups also identified specific areas where command teams

need some assistance, such as training on IPV processes from start to finish; a consolidated program that oversees all functional support areas; guidance on ensuring the safety of Airmen and Guardians when they are not in a full-time status; and guidance on how to remain “neutral” and protect all parties if both perpetrator and victim are in the same chain of command.

Recommendations for DAF Way Ahead

A longer term look at several issues is warranted based on the results. For detailed recommendations, see Chapter 7.

#1 Complete a cross-functional database review

The task force recommends that the DAF explore database standardization across helping agencies and, where possible, data sharing across these agencies. This will inform evidence-based solutions to the challenges facing Airmen and Guardians with regard to IPV. For example, data sharing (where possible) could assist with informed care and awareness of the status of each case. However, this is an area where further study by the cross functional team is required to carefully outline the requirements for data sharing appropriately given the highly sensitive and private nature of this information. The solution will require developing policy, guidance and resources for the helping agencies involved in IPV data collection and management. However, the development of a new data system not already in development will likely will not be required as the DAF is focused on data integration across the enterprise. At a minimum, the task force recommends establishing a standard set of data points that can be aggregated without PII across the spectrum to provide command teams and senior leaders with a big picture of potential IPV incidents.

#2 Pursue a one-stop policy for victims of IPV

The DAF should also consider options that allow victims of IPV to more easily receive the assistance they need. IPV victims might feel confused or discouraged by challenges navigating DAF helping agencies, support services, and installations—unsure of who they should contact for assistance and feeling rejected when they are told to contact another individual or office. This can create a context in which IPV victims give up and never receive assistance or support. A one-stop policy involving warm handoffs would prevent IPV victims from being told to contact a different helping agency or office, avoid victims having to repeatedly describe potentially traumatic events to individuals across helping agencies, and increase the likelihood that victims receive the assistance they need. In the civilian sector, service agencies often use “No Wrong Door” policies, such that all service agencies respond to a victim’s stated and assessed needs by providing direct “warm handoffs” to link an individual directly to the appropriate and needed service. This assistance should encompass support from initial reporting through resolution and post care for the victim and their families. Importantly, the task force does not recommend that the multiple offices and helping agencies that might assist victims of IPV be combined into one office or agency.

#3 Establish a cross-functional team to examine barriers to reporting and safety

Task Force results suggest that many victims do not report IPV offenses because they believe nothing will be done in response to their report or do not trust that the process would be fair. Conversely, command teams reported that they were satisfied with support services and

the resources available to address IPV. A cross-functional team—which must include commanders and helping agency representatives—should explore factors associated with victim experiences and command team perspectives. This cross-functional team should address the identified barriers to reporting, further investigate the apparent disconnect between command team perspective and victim experience, and consider policy recommendations received from survey respondents, focus groups, and victims of IPV.

To facilitate the efforts of this cross-functional team, the task force recommends they consider the recommendations that emerged as themes from the focus groups regarding barriers and facilitators to reporting. Specifically, the focus groups identified the following themes:

4 Create a culture of accountability

Changing the military culture to one of increased accountability was the most prominent recommendation theme to emerge from the focus groups and qualitative questionnaires—not surprising given that military culture was identified as a key barrier to safety, reporting, and receiving services. Participants believed that consciously focusing on creating a culture of accountability would help to create an environment that promotes safety for all Airmen and Guardians.

#5 Develop approachable leadership

Participants saw a need for leadership to be more approachable, which could be accomplished through increasing positive interactions with leaders, or leadership sharing stories about how they take IPV issues seriously. This recommendation could potentially mitigate the barrier of distrust in leadership.

#6 Expand restricted reporting and provide third-party reporting and resource options

Participants and survey respondents also recommended creating options for third-party IPV reporting and for utilizing non-military resources. This recommendation may mitigate the fear of negative career impacts and promote a sense of safety when it comes to reporting and receiving services. This recommendation was also connected to the theme that confidentiality facilitates safety, reporting, and seeking services after experiences of IPV.

#7 Increase education on policies and available resources

Many individuals suggested increasing education to all Airmen and Guardians about policies and resources available to individuals who experience IPV. This recommendation makes sense, as a lack of awareness of policies and resources was seen as a barrier to keeping Airmen and Guardians safe.

#8 Provide additional training on IPV

The final recommendation theme that emerged was to develop training focused on IPV in general (beyond IPV policies and resources). This theme focused strongly on training related to the human components of IPV, such as how to help others, empathy training, and helping individuals become aware of what constitutes as IPV so they can identify when it is happening to them. Additionally, participants highlighted the need to make expectations clear during trainings on what is considered IPV.

CHAPTER 1

Introduction

In July 2020, the Secretary of the Air Force (SecAF) directed the formation of an Interpersonal Violence Task Force to examine whether the Department of the Air Force (DAF) was keeping Airmen and Guardians safe from interpersonal violence (IPV). This was, in part, triggered by tragedies involving U.S. service members, including the murders of Airman First Class Natasha Aposhian at Grand Forks Air Force Base and Vanessa Guillen, a Fort Hood Army Specialist. In both cases, the victims had reportedly experienced IPV immediately prior to their deaths.

The Task Force Sought to Address Safety for Victims of IPV

In the aftermath of these tragedies, the DAF community wanted to better understand the dynamics that led to these deaths and determine whether additional measures were needed to keep Airmen and Guardians safe when faced with the potential for ongoing IPV situations. The IPV Task Force was led by Brigadier General April Vogel, with oversight and guidance from the Deputy Chief of Staff, Manpower, Personnel and Services, Lieutenant General Brian Kelly, and made up of representatives from the following DAF offices and agencies:

- Manpower, Personnel and Services Directorate (AF/A1)
- Manpower and Reserve Affairs (SAF/MR)
- Law and Order Branch (AF/A4S)
- Chaplain Corps (AF/HC)
- Surgeon General (AF/SG)
- Special Investigations Directorate (SAF/IG-OSI)
- Legislative Liaison (SAF/LL)
- Public Affairs (SAF/PA)
- Judge Advocate General's Corp (DAF/JA)

Additional entities that supported the task force efforts included the DAF Integrated Resilience Directorate (AF/A1Z), the DAF Equal Opportunity (EO) office (AF/A1Q), the DAF Family Advocacy Program (FAP), the Air National Guard, the Air Force Reserve, and the Department of Defense's Military OneSource. The Air Force Survey Office (AFSO) was also crucial in the development and administration of the IPV Task Force survey. The task force also engaged with Kansas State University (KSU) and researchers at RAND Project AIR FORCE (PAF), a federally funded research and development center operated by the RAND Corporation, to support the task force in conducting the work.

The task force sought to avoid duplicating or replacing the DAF's ongoing prevention work, instead specifically focusing on the safety of Airmen and Guardians who find themselves dealing with IPV. As such, the task force had a specific scope: to examine how current DAF policies, practices, and programs keep individuals experiencing any form of IPV safe. This effort focused on the full spectrum of acts that the DAF defines as IPV.

The Department of Air Force Definition of IPV Guided Task Force Efforts

The task force began its work with the DAF definition of IPV:

Intentional use of physical force or power, threatened or actual, against a person or group that results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation. This includes sexual assault, dating violence, family violence (e.g., intimate partner and domestic violence, child maltreatment and abuse), and workplace violence (e.g., workplace harassment, sexual harassment, hazing, and bullying). For the purpose of this publication, intimate partner and domestic violence and child maltreatment and abuse are collectively referred to as family violence. Workplace harassment, sexual harassment, hazing, and bullying are collectively referred to as workplace violence.

Interpersonal violence does not include any violence that is connected to requirements within the context of the profession of arms.

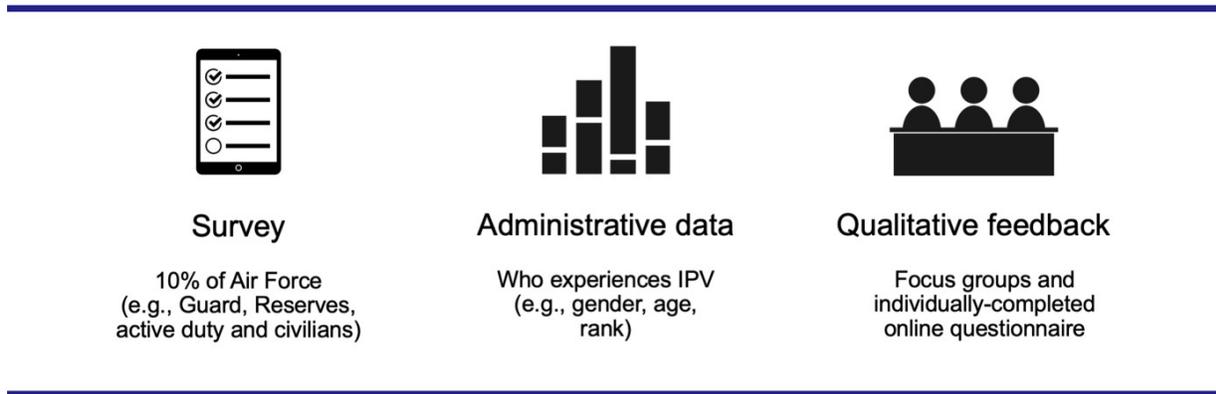
—AFI 90-5001

In order to gain a holistic perspective, this study looked at IPV across the continuum of harm to include any use of power or force resulting in psychological or physical harm or that detracts from a culture of dignity and respect. Both the DAF and holistic definitions served as anchors for behavior-based survey questions, administrative helping agency data extracted/reviewed, and focus group interview guides (see Appendix C for additional information on categories of IPV).

The Task Force Took a Three-Pronged Approach

The task force members arrived at a three-pronged approach for gathering data and information (see Figure 1.1). First, the survey was used to capture information regarding respondents' IPV experiences, and asked additional questions of respondents who identified as having experienced an IPV behavior in the past two years. The survey was intended to capture quantitative data regarding IPV victims' support and report experiences as well as command team perspectives; it was not intended to capture DAF IPV prevalence. Second, the administrative data review focused on the degree to which current systems capture a holistic view of IPV reporting; it uncovered gaps and seams in IPV-related data collection and transfer. Third, the qualitative data collection method included open-ended questions delivered via a qualitative questionnaire and in focus group sessions with Airmen and Guardians who expressed a willingness to provide additional feedback regarding IPV in the DAF. The qualitative analysis was intended to synthesize more detailed feedback from DAF command teams, IPV victims and non-victims about what is effective and what might be changed to improve IPV victims' safety.

FIGURE 1.1. Three-pronged methodology



Survey

The task force designed and administered an anonymous, online survey to the entire DAF—Active Duty, Guard, Reserves, and civilians—over a six-week period during fall 2020 (see Appendix D for the full survey instrument, Appendix E for a description of survey development, and Appendix F for survey results complementing those presented in the main report). After the task force designed and administered the survey, RAND PAF summarized results based on task force guidance.

Behavior-based survey items addressed whether respondents might have experienced behaviors consistent with several different forms of IPV in the past two years: intimate partner violence, non-intimate partner violence, workplace harassment, workplace bullying, and hazing.² Each category included a spectrum of behaviors, some of which are criminal or otherwise prohibited, and some that might not be prohibited or criminal under all circumstances but could be of interest to command in assessing appropriate response, climate, and culture of a particular unit or command, or could capture behavioral risk indicators for future IPV, or otherwise impact mission readiness, effectiveness, discipline and safety. These behaviors were derived from current CDC research on IPV and other academic literature on IPV. The task force understands the continuum of harm often lies outside the constraints of current policy and that some behaviors may be indicators of potential future criminal IPV. Survey items also addressed whether individuals who reported experiencing behaviors that the task force considered to be consistent with IPV sought help for or reported their experience and, if they did, how they perceived these services. If individuals who reported experience considered consistent with IPV did not report, they were asked to respond to questions that assessed why they did not.

Those in command team positions—namely commanders or their equivalents, first sergeants, and superintendents—were also presented with items addressing their level of satisfaction with the DAF support services for IPV victims and whether they believed they had the training, resources, and authority that they needed to keep those in their command safe.

Finally, survey questions asked about the demographics of respondents, including gender, employment, race, component, rank (among military personnel), and level (among civilians).

² If respondents had been with the DAF less than 2 years, they were asked to only consider experiences after they joined or began employment with the DAF.

Survey Limitations

As with all research efforts, the survey that was designed and administered by the task force had limitations that should be considered when interpreting survey results.

Inclusion as a Victim

Within each block of screening items, respondents who answered that at least one behavior happened to them at least one time were categorized as having experienced the given problem behavior by the task force. Notably, the respondent was not asked to indicate whether they considered a particular behavior experienced to qualify as one of the categories of IPV. Subsequently, they were asked additional questions that assessed the characteristics of the offender, the victim's reporting choices, and satisfaction with the services they received. This approach has some benefits and associated disadvantages. By setting a low threshold for negative experiences to be counted, the survey designers signaled an interest in all negative experiences that could affect Airmen and Guardians, even if these behaviors did not rise to the level of a policy violation or crime.

Reading Level

To improve respondents' ease completing a survey, it is often recommended that the survey be targeted at a high school reading level or even an eighth grade reading level. Both vocabulary and sentence complexity contribute to reading level. Ensuring that the reading level of a survey remains accessible can often be challenging when surveying complex incidents such as the behaviors included in the DAF Interpersonal and Workplace Relations Survey.

Long, complicated items such as this place heavy demands on participants' reading skills and ability to comprehend the questions. This can bias the survey results if mental shortcuts eliminate important caveats in the question (e.g., respondents may answer if the event has ever happened rather than within the past two years), if respondents' interpretations are out of alignment with the survey developers' (e.g., hazing victims may not categorize their assault as "sexual activity"), or if respondents with lower reading fluency drop out of the survey due to frustration. Given the complexity of this and many other items in the survey, we are unable to rule out associated negative influences.

Skip Patterns

For surveys with complex skip patterns (i.e., questions that are displayed for some respondents but not others), it is critical to consider how combinations of questions will be analyzed. In general, the DAF Interpersonal and Workplace Relations Survey is structured with three blocks of behaviorally specific items assessing 1) stalking and emotional, financial, sexual, and physical abuse; 2) workplace harassment (sexual and non-sexual), and 3) bullying and hazing. Following each set of behaviorally specific items, any respondent who experienced at least one of the behaviors answers a series of follow-up items assessing the characteristics of the most severe incident they had experienced. This general structure is common across many surveys and lent itself well to analysis and reporting. However, at least two aspects of the skip pattern logic interfered with providing results in the most useful form. Specifically, skip patterns involving intimate or non-intimate partner violence make it difficult to interpret the experiences of

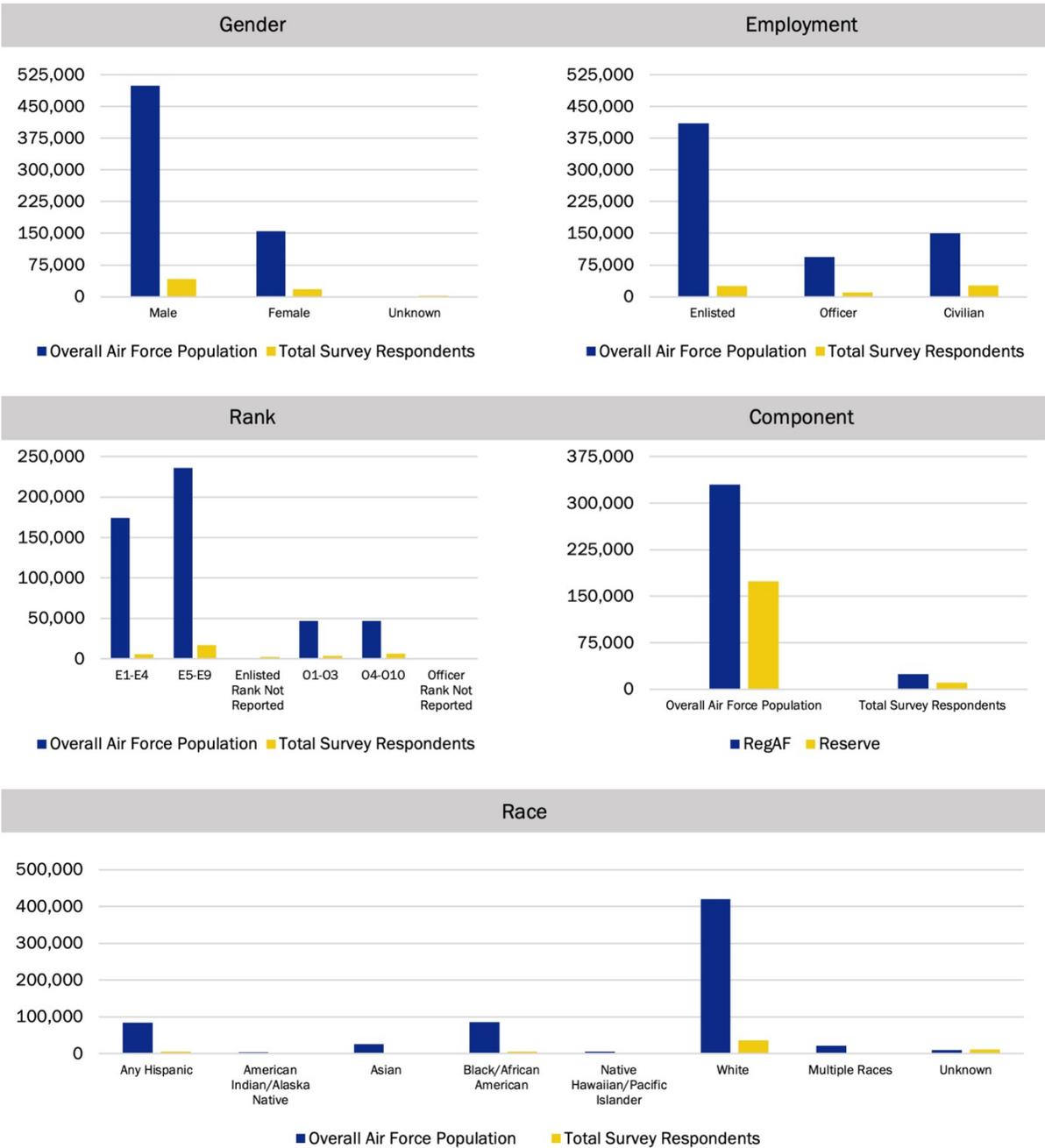
victims who experienced violence from both intimate and non-intimate partners.³ In addition, the initial items on workplace harassment address a comprehensive list of protected classes, and the challenge is that, in the follow-up items, respondents were asked to answer questions that reference their “most severe experience,” making it difficult to determine the type of harassment to which their answers refer.

Response Rate

The entire DAF was invited to participate in the survey. About 10% of the DAF—68,110 individuals—took the survey, and 62,204 completed all questions. Two caveats are important: 1) This is a relatively low response rate, and 2) this survey was not designed to address prevalence. In other words, the survey was not designed to make inferences regarding the full DAF population, and readers should not assume that the results represent the characteristics or experiences of the full DAF. Another angle worth noting is that, although civilians comprise 27% of the DAF, they accounted for 42% of the survey sample. Figure 1.2 provides additional information on participant demographics. Since most participants completed all questions and we considered experiences across types of IPV, most analyses are limited to those who completed all questions.

³ In terms of frequency, 2,892 participants experienced both intimate partner violence and non-intimate partner violence (18%); 2,673 experienced only intimate partner violence (17%); 10,114 experienced only non-intimate partner violence (65%).

FIGURE 1.2. Demographic composition of the survey sample



Administrative Data

The task force requested existing administrative data on violence against Airmen, Guardians, their spouses, and DAF civilians from the helping agencies:

- AF/A1Z
- ANG/SAPR
- AFRC/SAPR
- AF/A1Q
- AF/A1C
- ANG/EO
- AF/A4S
- SAF/OSI
- DAF/JA
- AF/SG (Family Advocacy Program)
- AF/HC
- Military Community & Family Policy (MC&FP)

Data was requested at the most granular level, ideally reflecting unique reported instances of IPV and including data on victim and offender characteristics (e.g., whether the individual was a service member, rank if the individual was a service member, gender, age, location), information about the IPV incident (e.g., type of IPV, date[s] of incident[s], report and adjudication, and outcome), and whether or not an individual identifier was available. The participating helping agencies queried data systems that they had access to for data related to IPV incidents in the past 5-10 years, if available.

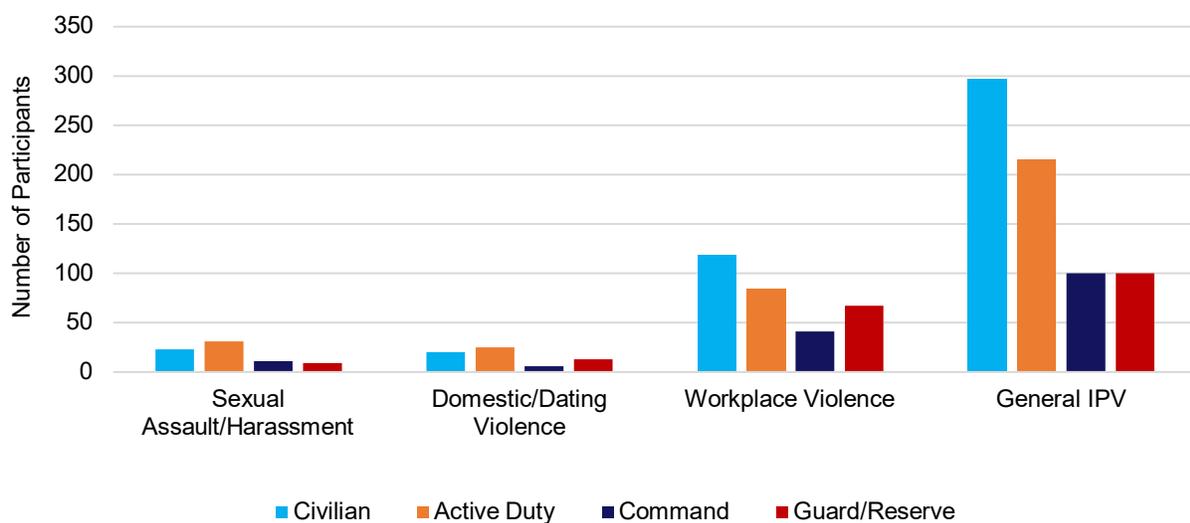
Most of these data systems are mission focused, meaning they support the agency's operational needs and are not necessarily designed to provide data in a similar format as other data systems. Agencies differed in whether they owned the application information system or had the staff expertise to extract the data requested by the task force. Once data was submitted to RAND PAF, it was processed, and follow-up meetings were held to discuss any concerns or limitations of the data provided. In some instances, new or revised data extracts were requested and provided.

Focus groups

A total of 29 focus groups with 85 participants were conducted via Government Zoom, and 1,160 individuals completed online qualitative questionnaires. The questions asked in the focus groups and qualitative questionnaire (see Appendix H) were the same but differed depending on the type of IPV the participants chose to talk about and whether the respondent was in a leadership position (command/command equivalent, superintendent, or first sergeant; see Appendix I for the command questionnaire). The focus groups and qualitative questionnaires also asked open-ended questions related to 1) barriers and facilitators to Airmen and Guardians utilizing formal supports when experiencing IPV, 2) current DAF programs and policies aimed at keeping Airmen and Guardians who experience IPV safe, and 3) workplace and informal supports for Airmen and Guardians experiencing IPV. Those in leadership positions were asked additional questions about their command team experiences supporting Airmen and Guardians facing IPV.

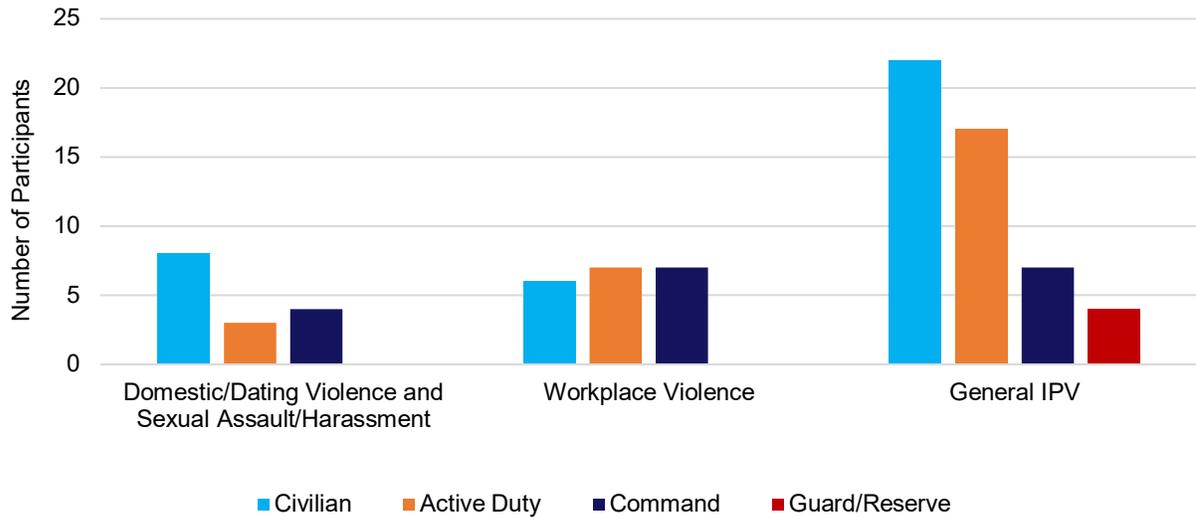
As shown in Figure 1.3, of the 1,160 total questionnaire respondents, 310 took qualitative questionnaires about workplace violence (118 civilian employees, 84 Active Duty members, 41 command team members, 67 Guard/Reserve members); 712 took questionnaires on general interpersonal violence (297 civilian employees, 215 Active Duty members, 100 command team personnel, 100 Reserve/Guard); 74 took questionnaires on sexual assault/harassment (23 civilian employees, 31 Active Duty members, 11 command team personnel, and 9 Reserve/Guard members), and 64 took questionnaires on domestic violence/dating violence (20 civilian employees, 25 Active Duty members, 6 command team personnel, and 13 Reserve/Guard members).

FIGURE 1.3. Qualitative questionnaire participants by topic chosen and membership



As shown in Figure 1.4, of the 85 focus group participants, 20 individuals (6 civilian employees, 7 Active Duty members, and 7 command team personnel) participated in focus groups on workplace violence; 50 individuals (22 civilian employees, 17 Active Duty members, 7 command team personnel, and 4 Reserve/Guard members) participated in the general IPV focus groups; and 15 individuals (8 civilian employees, 3 Active Duty members, and 4 command team personnel) participated in the dating/domestic violence and sexual assault/harassment focus groups.

FIGURE 1.4. Focus group participants by topic chosen and membership



Organization of This Report

The following chapters draw from the results of the survey, administrative data, and focus groups to answer several questions:

- Who experienced IPV? (Chapter 2)
- Did victims seek help or report? (Chapter 3)
- If victims did not report IPV, why not? (Chapter 4)
- How were the services perceived? (Chapter 5)
- What does administrative data show? (Chapter 6)
- What insights do the results provide? (Chapter 7)

CHAPTER 2

Who Experienced IPV? Incidents in the Department of the Air Force

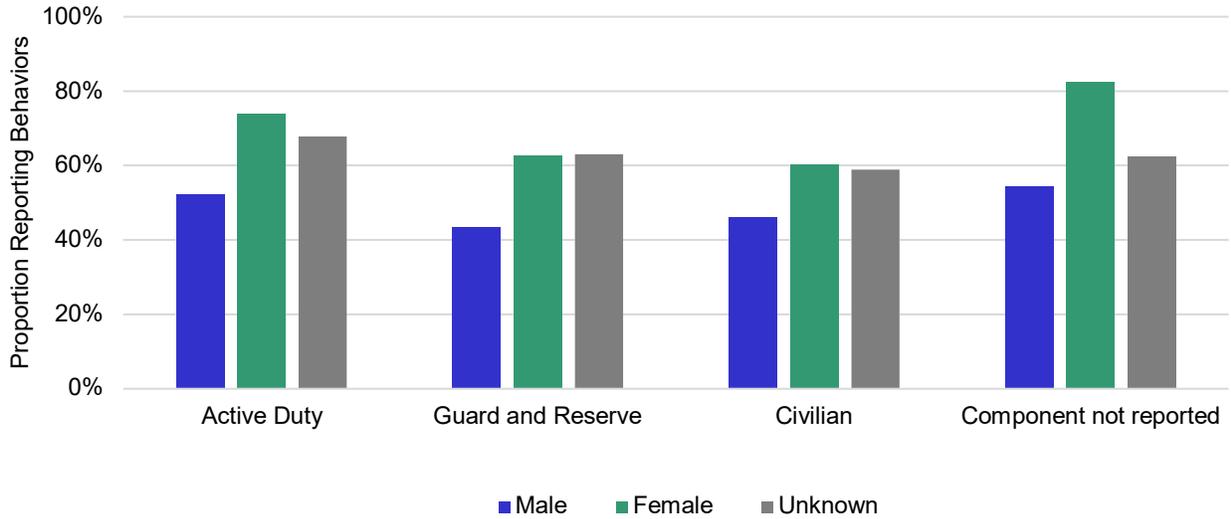
One challenge the DAF has faced in assisting those who have experienced IPV is determining the extent of the issue, or the proportion of individuals who have experienced various forms of IPV. As part of one early attempt to examine this, the Task Force survey included several items regarding respondents' experiences of behaviors the task force considered to be consistent with IPV.

More than Half Reported Experiencing Behaviors Considered Consistent with IPV

Overall, 54% of individuals who took the survey indicated experiencing at least one behavior the task force categorized as falling within a type of IPV (a discussion of the separate types are included later in this chapter). Specifically, 66% of women and 48% of men who completed the survey reported experiencing behaviors consistent with IPV in the past two years. In addition, approximately 4% of survey respondents did not provide their gender, and of this group, 63% reported experiencing behaviors consistent with IPV in the past two years. Similarly, a relatively large proportion of survey respondents who did not provide their component reported experiencing behaviors consistent with IPV, as shown by the survey results across the DAF components in Figure 2.1. Thus, respondents who reported experiencing IPV behaviors represented both women and men and different components. In addition, a reluctance to reveal gender or component suggests some survey respondents might have wanted the DAF to know about their experiences but did not want to provide information they believed might lead them to be identified.⁴

⁴ As noted in Chapter 1, surveys were anonymous.

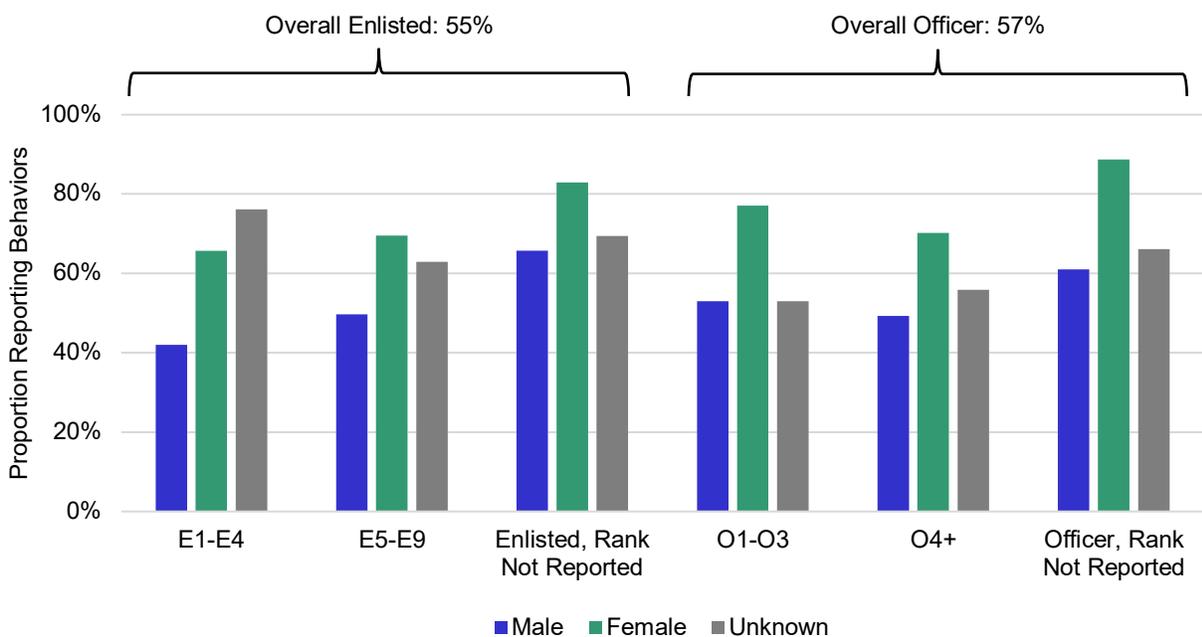
FIGURE 2.1. Survey respondents who indicated experiencing at least one type of IPV behavior in the past two years



Among DAF military personnel who completed the survey, more than half of officers and enlisted personnel reported experiencing behaviors the task force considered to be consistent with IPV (see Figure 2.2).

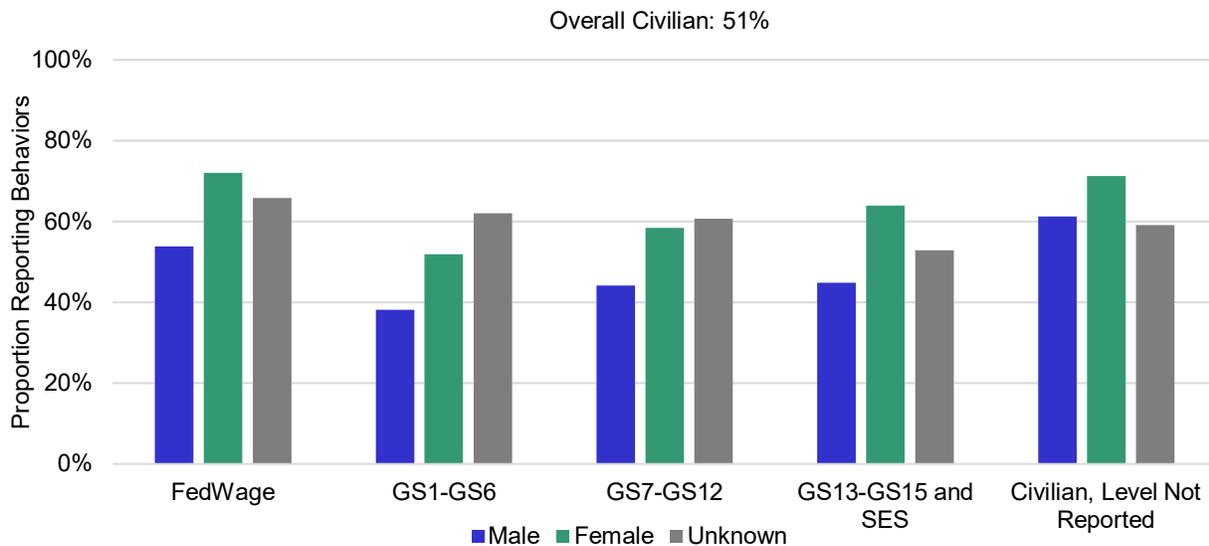
Over 40% of men, women, and those who did not provide their gender reported experiencing behaviors consistent with IPV. One possibility suggested by these results is that the experience of IPV might be common across DAF military personnel of different ranks and genders.

FIGURE 2.2. DAF military personnel who reported experiencing IPV behaviors in the past two years



The survey also captured a large number of civilian responses, and results showed that 51% of DAF civilians who completed the survey had experienced behaviors considered consistent with IPV in the past two years (see Figure 2.3). As with DAF military personnel, these results suggest the experience of these behaviors might not be rare or infrequent across DAF civilians of different genders and pay grades.

FIGURE 2.3. DAF civilian personnel who reported experiencing IPV behaviors in the past two years

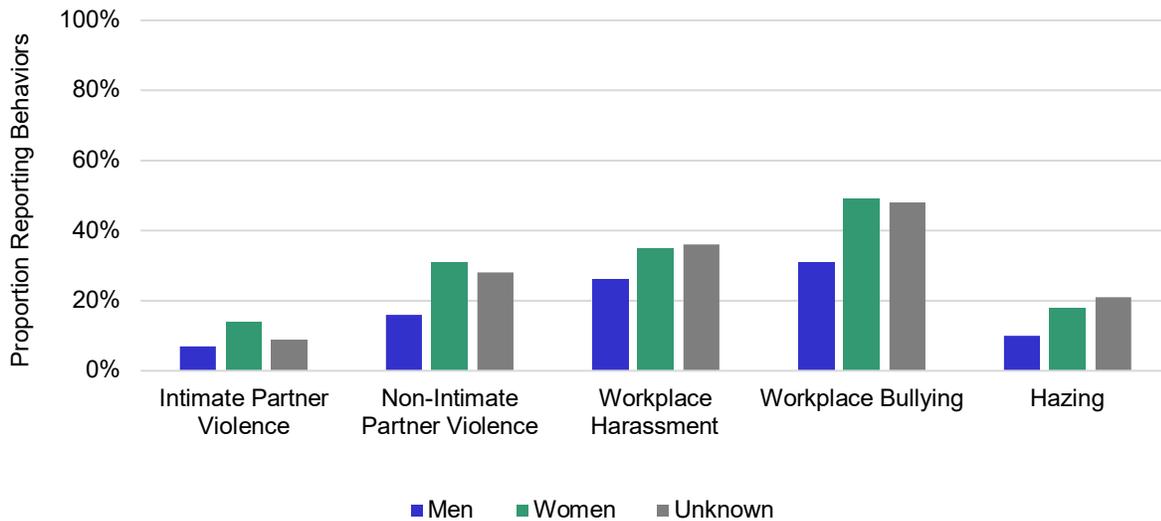


DAF Personnel Reported Experiencing Different Types of IPV Behaviors

As described in Chapter 1, survey items asked about several different categories of IPV behaviors experienced by survey participants in the past two years: intimate partner violence, non-intimate partner violence, workplace harassment, workplace bullying, and hazing.⁵ The most common type of IPV behavior reported involved workplace bullying, with 36% of respondents reporting behaviors in the workplace consistent with bullying behaviors (see Figure 2.4).

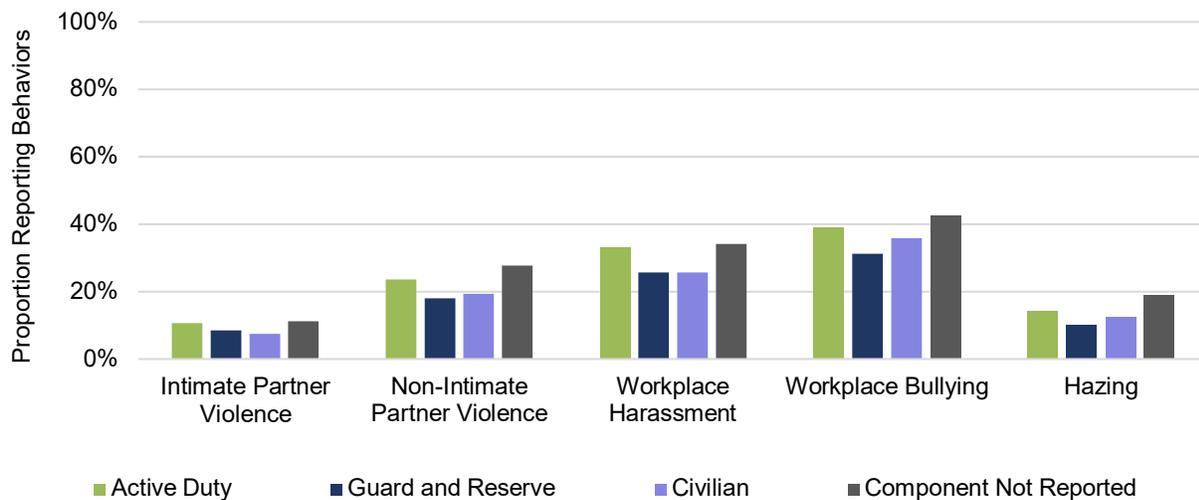
⁵ If respondents had been with DAF less than 2 years, they were asked to only consider experiences after they joined or began employment with DAF. Different numbers of behaviorally-based items were used to address each category of behavior, which might influence observed reports of experiences.

FIGURE 2.4. Types of IPV behaviors experienced in the past two years by gender of survey respondents



Behaviors in each type of IPV were most commonly reported by respondents who indicated they were Active Duty or who did not report their component (see Figure 2.5). Table F.1 in Appendix F provides detailed information on the component of the perpetrator—showing, for example, that Active Duty victims often reported the behaviors were performed by someone in the Active Duty Air or Space Force or someone not affiliated with DoD.

FIGURE 2.5. Types of IPV behaviors experienced by component of survey respondents



Types of Intimate and Non-Intimate Partner Violence

The survey addressed at least four subcategories of intimate partner and non-intimate partner behaviors (see Appendix D for full list of behaviors). These included experiencing controlling behaviors (11 behaviors; e.g., “made decisions that should have been mine to make”, “followed me around and watched me when I [did] not want them to”), emotionally abusive behaviors (10 behaviors; e.g., “threatened to hurt themselves or commit suicide

because they were upset with me”, “left strange or potentially threatening items for me to find”), physically abusive behaviors (10 behaviors; e.g., “pushed, shoved, or slammed me against something”, “held me down or restricted my ability to get away from them”), or sexually abusive behaviors (5 behaviors; e.g., “took explicit photos of me when I didn’t want them to be taken”, “held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity”). Figure 2.6 shows the proportion of survey respondents who indicated experiencing behaviors from *intimate partners* and *non-intimate partners* by gender. As this figure shows, these behaviors were most commonly reported by women and individuals of unknown gender.

FIGURE 2.6. Types of intimate partner violence behaviors by gender of survey respondents

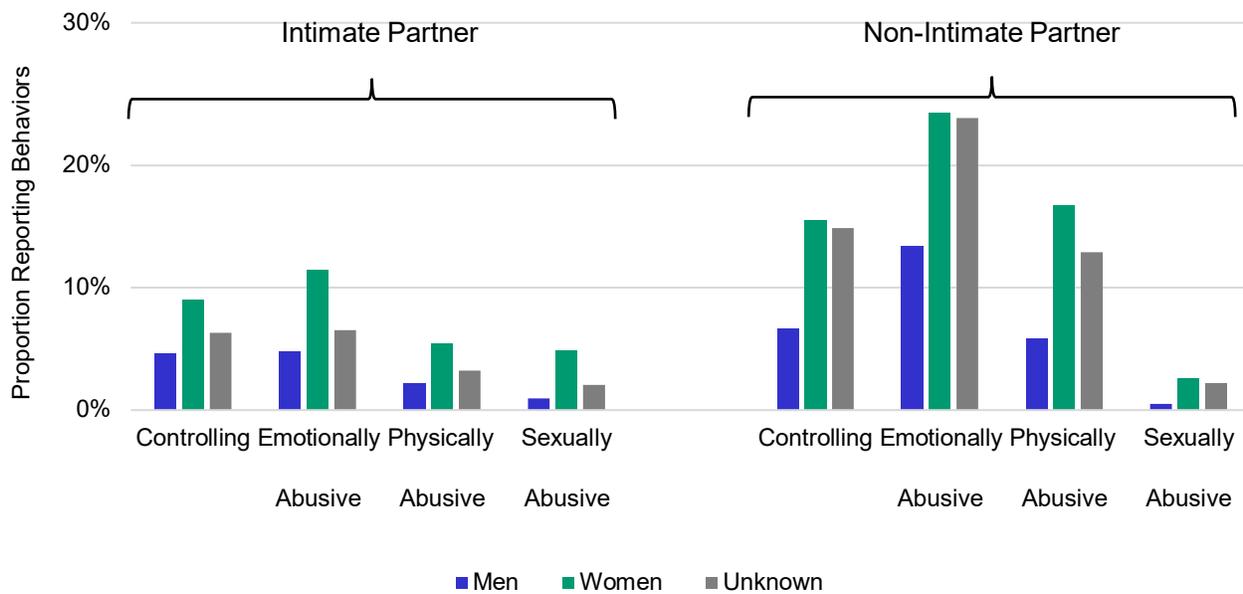


Figure 2.7 shows the proportion of respondents by component who reported experiencing *intimate partner* behaviors considered consistent with each of these subtypes in the past two years, and Figure 2.8 shows the proportion of survey respondents who indicated they had experienced behaviors from *non-intimate partners*.

FIGURE 2.7. Types of intimate partner violence behaviors by component of survey respondents

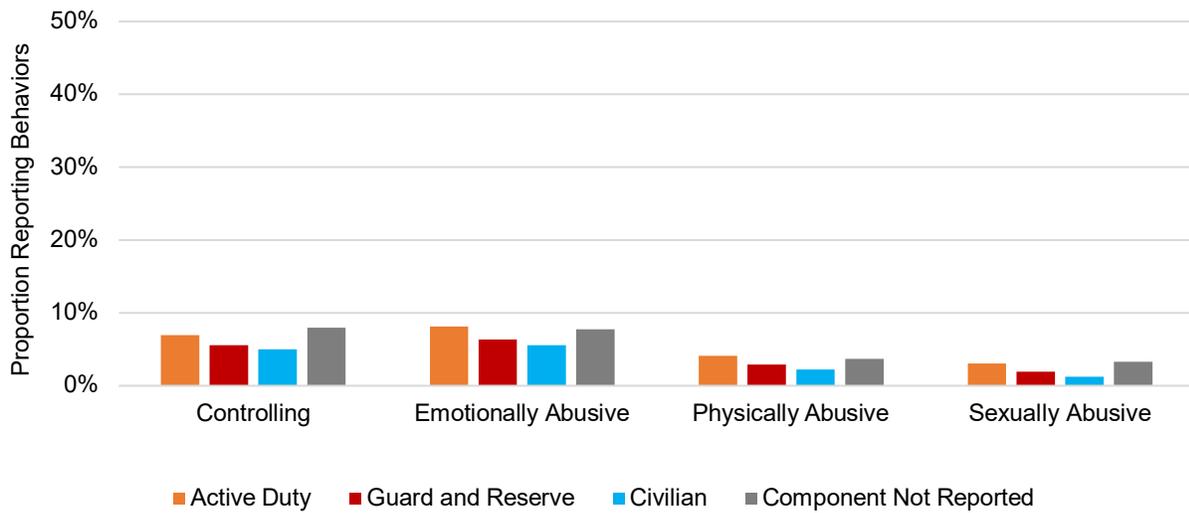
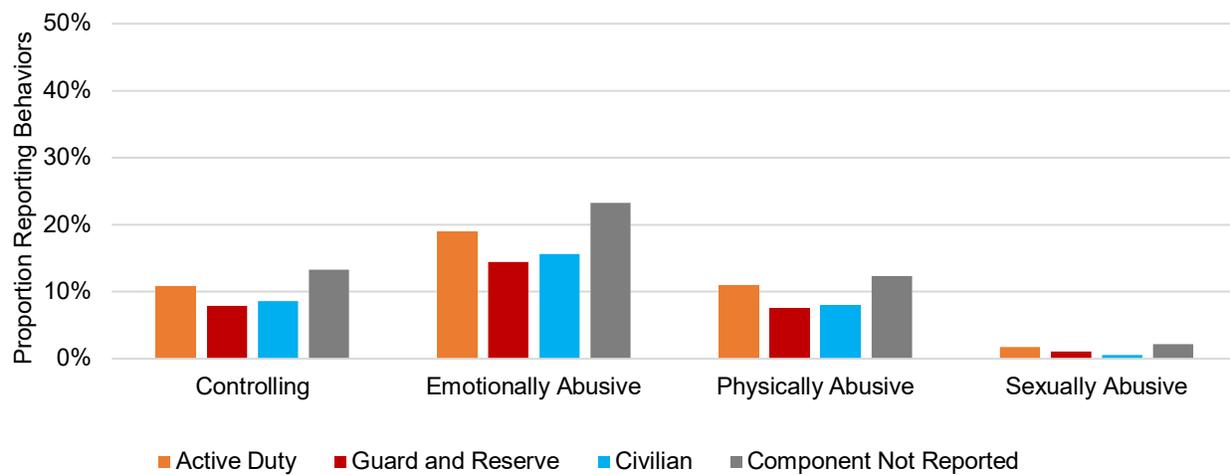


FIGURE 2.8. Types of non-intimate partner violence behaviors by component of survey respondents

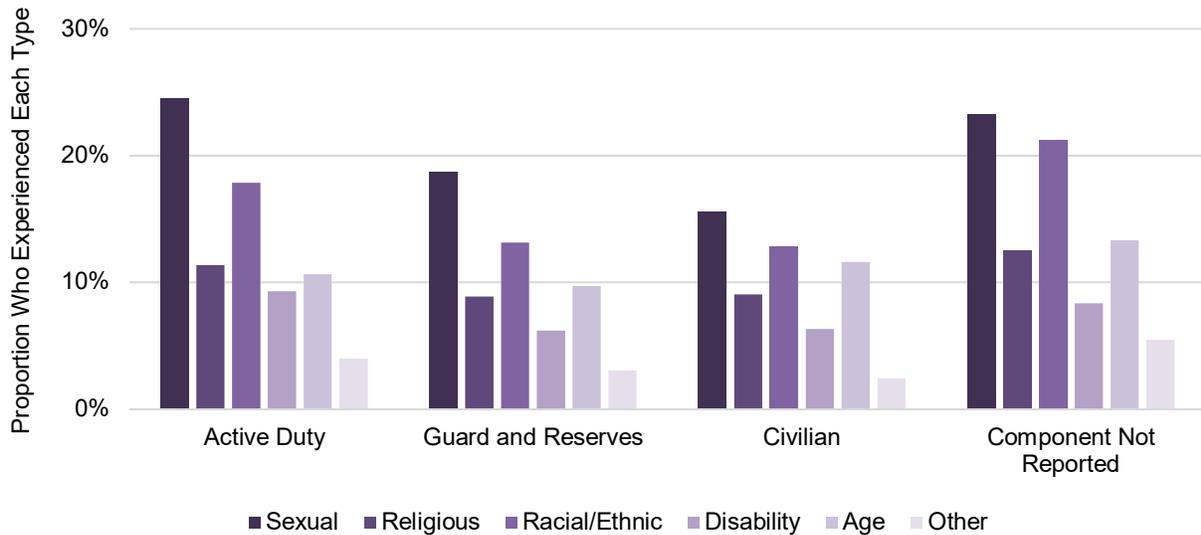


Types of Workplace Harassment

Subcategories of workplace harassment experienced by respondents were also assessed (see Appendix D for full list of behaviors). These included sexual harassment (6 behaviors; e.g., “made sexual comments about appearance, clothing, or body parts”), religious harassment (2 behaviors; e.g., “made negative comments about personal religious beliefs”), racial/ethnic harassment (3 behaviors; e.g., “displayed racist drawings or offensive posters”), disability harassment (1 behavior; “made offensive references about mental or physical abilities”), age harassment (1 behavior; “made derogatory age-related comments”), and other harassment (1 behavior; “shared inappropriate images, videos, emails, letters, or notes of non-sexual manner around me or directly with me”). Figure 2.9 shows that sexual harassment and racial/ethnic harassment were the most commonly experienced; on average 20% of respondents indicated they had experienced sexual harassment, and 15% indicated they had experienced racial/ethnic

harassment in the past two years.

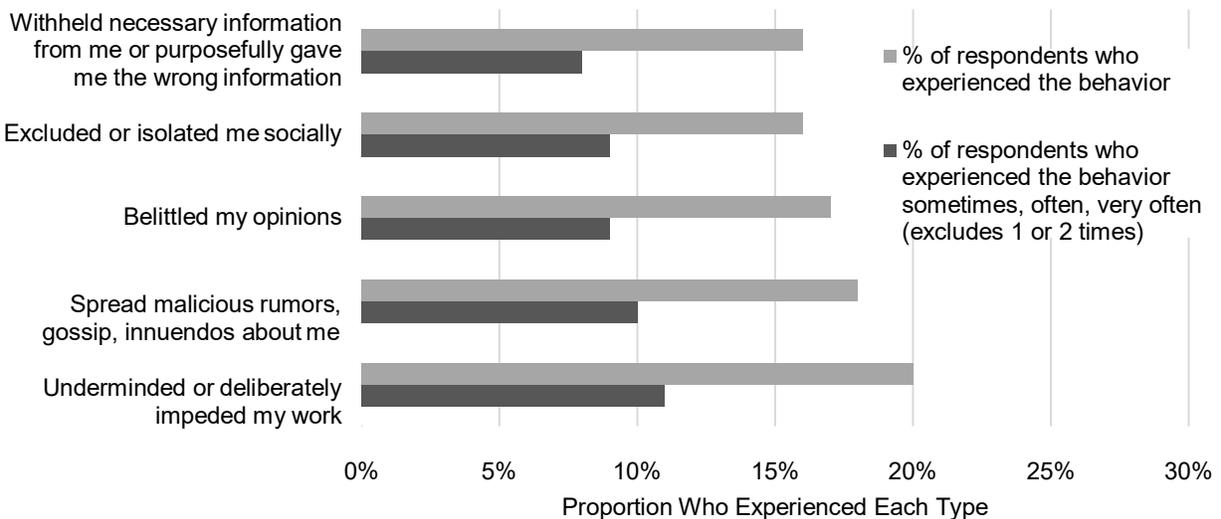
FIGURE 2.9. Types of workplace harassment behaviors by component of survey respondents



Workplace Bullying Behaviors

The survey also addressed workplace bullying, or behaviors performed by a co-worker (see Appendix D for full list of behaviors). Figure 2.10 lists the proportion of respondents who experienced each of the most commonly reported behaviors (also see Appendix F, Table F.2). As seen in the figure, the largest proportions of respondents indicated that they had been undermined or deliberately impeded at work, followed by a co-worker spreading malicious rumors, gossip, or innuendos about them.

FIGURE 2.10. Experiences of workplace bullying behaviors in the past two years

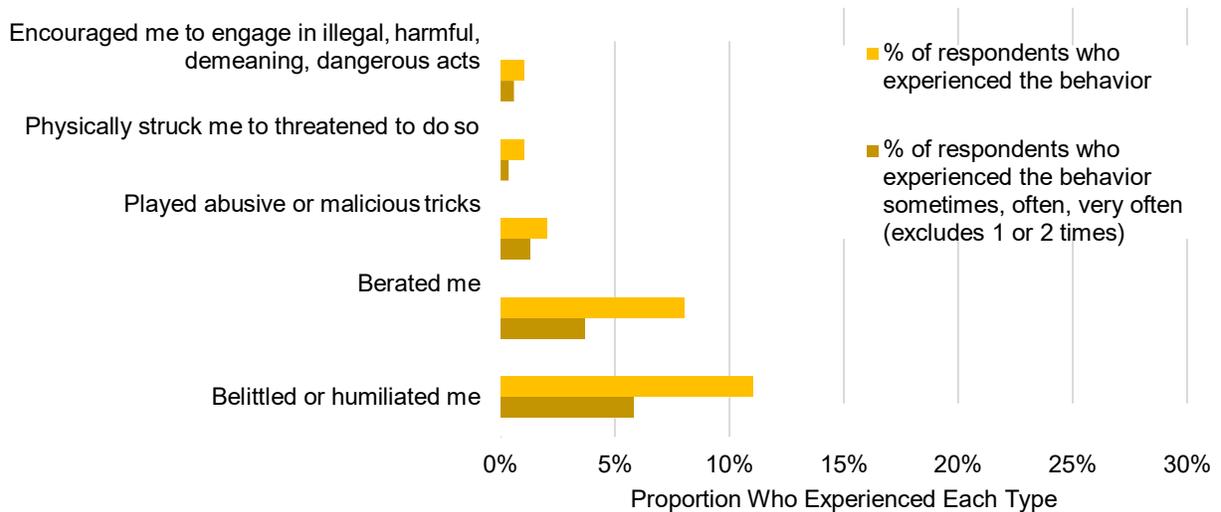


Hazing Behaviors

Respondents also indicated whether they had experienced behaviors from someone they worked with for the purposes of initiation into, admission into, affiliation with, change in status or

position within, or as a condition for continued membership in any military or DoD civilian organization (see Appendix D for full list of behaviors and Appendix F, Table F.3 for results). The intent of these survey items was to address hazing. As seen in Figure 2.11, being belittled or humiliated, and being berated were the most common behaviors that respondents experienced.

Figure 2.11. Experiences of hazing in the past two years



Categories of IPV Behaviors Often Co-Occurred

Table 2.1 reflects the co-occurrence of different types of IPV. The table should be read from left-to-right in rows. For example, the first row shows that among respondents who were categorized as experiencing intimate partner violence, 52% also experienced non-intimate partner violence, 53% also experienced workplace harassment, 62% also experienced workplace bullying, and 25% also experienced hazing. The table should not be read as columns.

TABLE 2.1. Co-occurrence of types of IPV behaviors within the past two years

Percent who experienced at least *one of these behaviors* and also experienced at least *one of these behaviors*

	Intimate partner violence	Non-intimate partner violence	Workplace harassment	Workplace bullying	Hazing
Intimate partner		52%	53%	62%	25%
Non-intimate partner	22%		54%	71%	36%
Workplace harassment	16%	39%		62%	26%
Workplace bullying	15%	41%	49%		31%
Hazing	17%	58%	57%	87%	

Conclusion

Responses from those who completed the Task Force survey suggest that behaviors on the spectrum of IPV might be relatively common among at least some DAF personnel, rather than a rare set of behaviors that are only experienced by a narrow subset of survey respondents. Among the types of IPV examined, workplace bullying and workplace harassment were experienced by the largest proportions of respondents. Future research is needed to estimate the prevalence of intimate and non-intimate partner violence, workplace harassment, bullying, and hazing among Airmen and Guardians.

CHAPTER 3

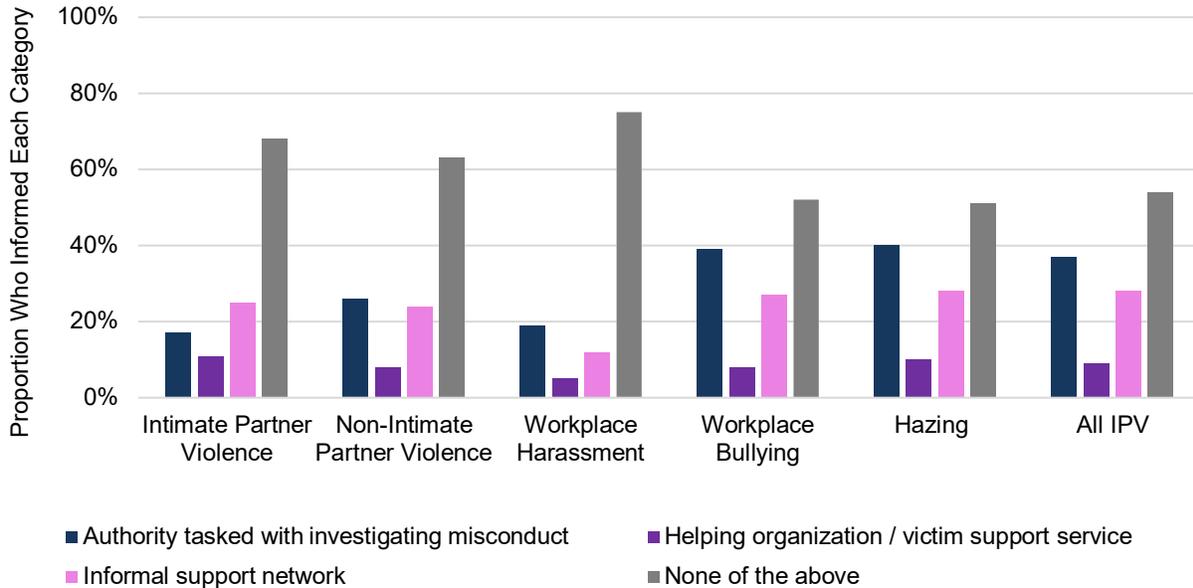
Did Victims Seek Help or Report? Disclosure of IPV Incidents to Formal and Informal Support Persons

In order to begin the process of holding perpetrators accountable and provide support to victims, DAF leaders must first be informed that IPV has occurred. Although third parties sometimes bring these events to the attention of authorities, the system most often relies on victims to report their experiences. All survey respondents who indicated experiencing an IPV behavior received a follow-up question, limited to their “most severe experience” during the past two years for each type of IPV. This survey item asked them to “select all who were informed of this behavior.” Eighteen response options allowed participants to choose individuals and organizations such as “someone in my chain of command”, “a Chaplain” (military or civilian) and “a family member.” In this chapter, we describe reporting to military or civilian authorities, support services, and informal support networks about IPV experiences.

Most IPV Victims Indicated That an Authority Had Not Been Informed of the Incident

Most survey respondents who were categorized as experiencing IPV indicated that an authority tasked with investigating misconduct (e.g., someone in their chain of command or a law enforcement agency) had not been informed about the incident(s) (illustrated in Figure 3.1 and described in detail in Table F.4 of Appendix F). Reporting the incident to an authority (either by the victim or others) ranged from a low of 17% for intimate partner violence to a high of 40% for hazing. Survey respondents rarely informed support providers or helping organizations (e.g., a medical provider or SARC) of IPV incident(s). Activation of support services was least common for workplace harassment (5%) and most common for intimate partner violence (11%). More victims sought out their informal support systems (e.g., friends and family members) following an IPV experience compared to formal victim support services. As few as 12% of workplace harassment victims and as many as 28% of hazing victims indicated that an informal support person had been informed of the incident. However, participants largely indicated that no one in their formal or informal support network had been informed about the incident(s). Somewhere between 51% (for hazing) and 75% (for workplace harassment) of the respondents indicated that they had not informed, and no one else had informed, anyone included on the list of possible support services or people.

FIGURE 3.1. Support category that was informed of IPV among respondents who were categorized as experiencing IPV



Victims who indicated that an authority tasked with investigating misconduct had been informed most often told someone in their chain of command (33%) or someone in the chain of command of the person who did it (18%). Victims rarely indicated that the Inspector General’s Office (3%), Security Forces (1%), the Office of Special Investigations (1%), or civilian law enforcement (1%) had been informed.

Notably, victims rarely indicated that the support organization linked to the type of IPV that they experienced had been informed. For example, only 1% of workplace harassment victims indicated that an Equal Opportunity (EO) Office had been informed, and just 3% of intimate partner violence victims indicated that the Family Advocacy Program (FAP) had been informed⁶. Victims more commonly disclosed their experience to someone in their informal support network than seeking support services, but it was still not the norm. For example, just 15% of respondents who were categorized as experiencing any type of IPV informed a family member about their experience. More detail about disclosure decisions is available in Table F.4 in Appendix F.

⁶ Of the 97% of intimate partner violence victims who did not seek out FAP services, some may not have been eligible for FAP services. For example, the survey includes Guard and Reserve members who are not on active orders and GS employees who are not military beneficiaries and who work in CONUS locations, groups that would not be eligible for the full range of FAP services. In addition, the survey measure of intimate partner violence includes those who are abused by dating partners. Active duty members in domestically violent dating relationships with civilian non-beneficiaries are eligible for the full range of FAP services. However, the civilian partner receives a FAP assessment, safety planning and DAVA services if they are the victim, and referrals to civilian resources for ongoing treatment or support.

Offender Military Status and Victim Gender Affected Likelihood of Reporting to an Authority

The task force examined whether the likelihood that an incident would be elevated to an authority varied as a result of offender status, victim gender, victim status, and victim paygrade. See Table F.5 in Appendix F for complete results.

Offender status appeared to have a small influence on the likelihood that IPV incidents would be reported to an authority among survey respondents. For intimate partner violence, the likelihood that an authority was informed ranged from 21% (for National Guard or Reserve offenders) to 25% (for Active Duty offenders). However, respondents tended to be less likely to inform (or have someone else inform) a military authority when the offender was not affiliated with the military.

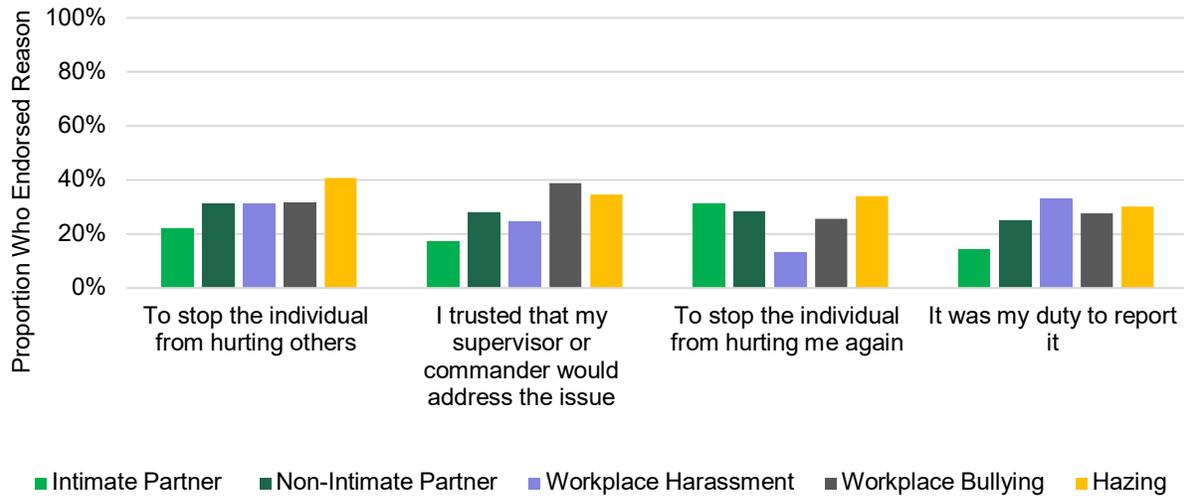
Men, as compared to women, were less likely to indicate that an authority had been informed. This finding is consistent with studies of civilians, which have also shown that men are less likely than women to report crimes and seek help (Ansara and Hindin, 2010; Avdija and Glever, 2012; Cho, Seon, Han, Shamrova and Kwon, 2020). Across types of IPV, victims' military status (e.g., Active Duty, Reserves) did not appear to have a large influence on whether military authorities had been informed. No clear patterns emerged between victim status and the likelihood of reporting across all types of IPV. However, there was some indication that officers and civilians are less likely than enlisted to inform authorities of intimate partner violence incidents, and that junior ranked service members (E1-E4, O1-O3) are less likely to report hazing incidents to an authority than more senior enlisted (E5-E9), senior officers (O4-O10), and civilians.

Reasons for Reporting and Telling Others Varied Depending on the Type of IPV

The survey provided a follow-up question for each type of IPV asking respondents to select their reasons for "informing someone" or "reporting this behavior." The following analysis combines respondents who notified someone with the authority to investigate misconduct with respondents who reached out only to their informal support network (e.g., friends, family).

Victims who chose to share their experiences, formally or informally, had a variety of reasons that led them to the decision. For respondents who shared their experience with *intimate partner violence*, the most common reason was "to stop the individual from hurting me again" (31%; see Figure 3.2). For victims of *non-intimate partner violence* and *hazing*, the most common reason was to stop the offender "from hurting others" (31% and 41% respectively; see Figure 3.2 and Appendix F, Table F.6). Respondents who formally or informally disclosed *workplace harassment* were most likely to select "it was my duty to report it" as their rationale (33%). Respondents who reported or shared their *workplace bullying* experience most commonly selected that they "trusted that my supervisor or commander would address the issue" as their reason for reporting (39%).

FIGURE 3.2. Reasons that victims gave for reporting IPV experiences



Focus Groups and Qualitative Questionnaires Offered Suggestions to Improve Reporting

In addition to the Task Force survey, focus group and qualitative questionnaire participants also addressed victim reporting. Five key themes emerged regarding factors that Airmen and Guardians believed would help victims remain and feel safe, encourage them to report an incident of IPV, and facilitate their receiving services after experiencing interpersonal or workplace violence. These themes included: 1) trust in chain of command and other leadership, 2) a sense of safety, 3) confidentiality, 4) a clear reporting process, and 5) trust that their report would be taken seriously.

1. Trust in Chain of Command/Leadership

Airmen and Guardians most frequently reported that trusting leadership, specifically their chain of command, as a facilitator to feeling safe, reporting IPV incidents, and receiving services after experiencing IPV. Comments within this theme included a general sense of trust, and having command/leadership that provide positive, supportive messages related to IPV that make it clear that violence is not acceptable. This also included witnessing situations where leaders took instances of IPV seriously. Additionally, some individuals reported that having a positive, personal relationship with leaders would make them feel comfortable coming to them if they needed to.

Highlighting the importance of having a positive relationship with leaders, one Active Duty member reported:

“I think people are more likely to seek help if they trust their leaders and if their leaders make an effort to know them as people, through visiting different workplaces, and knowing details about who works for them. Also that the leader follows through in what they say, which will help create trust and then people will be more likely to come to them with any issue.”

Further emphasizing the need to trust leadership and have leaders make it clear that they don't tolerate IPV, one civilian employee stated:

“Just really having stated support from higher level leadership that says, ‘Yes, we want to hear these things. No, you will not be retaliated against. And if you are, there'll be worse consequences for those people that do that.’ I think those public kind of shows of support help Airmen to feel more comfortable coming forward.”

An exemplar quote from a questionnaire respondent echoed many respondents' sentiments that they would come forward if they experienced IPV because of their trust in their direct supervisor:

“Absolutely. My boss has set the tone and has also made us feel like we are part of a team...a team that works together, fights together, celebrates together and grieves together. I would be able to tell her anything and know that she would support me in any way I needed.”

Overall, across all IPV types, respondents believed that a positive relationships with their leaders, and trust that their chain of command and leadership would do the right thing in cases of interpersonal or workplace violence, as the strongest facilitators to reporting and seeking services.

2. A Sense of Safety

Focus group participants believed that a general sense of safety could facilitate feeling safe to specifically report interpersonal violence and seek services. This theme included trusting that they will be believed, that they will be supported throughout the process, and that they will feel validated and supported in accessing support services.

Highlighting the importance of validation and normalization, one questionnaire respondent stated:

“We need to make sure that the people that are having these problems are validated and that they are understood that, ‘Hey, this is real, they're going through it. So we can't just tell them to just deal with it and just wait it out’ or whatever. I mean, this is affecting people's sanity and their lives.”

Describing the importance of a safe environment in order to report forms of workplace violence, one Active Duty member said:

“I think that it has to be in a situation where they feel valued and listened to. In the workplace, if you don't feel like you're being heard, you're not going to confide in anybody. You're going to just soldier on. So I think that's the big thing. There has to be an environment created somewhere in that unit or that work section, for people to feel comfortable to come forward. Because they won't if they feel not supported or not valued. It's not happening.”

A civilian employee highlighted the need to feel safe *after* making a report—that there will be no retaliation against them for reporting:

“Confidence that they won't be retaliated against. Confidence that it won't somehow come back to them, whether it be years down the line. Or

prevent them from somehow getting a promotion or being considered because maybe they reported something and it's seen as drama and trouble. I guess you can still consider that retaliation, but just not an immediate effect of it.”

Overall, a clear theme emerged that in order to facilitate Airmen and Guardians’ reporting, seeking help, or engaging in services, they would need to feel safe. Safety can include feeling that they are safe from retaliation after a report, that they will be believed, and that they will be supported throughout the entire process.

3. Confidentiality

The importance of confidentiality was a third theme, particularly with reporting and receiving services. Many respondents discussed the benefits of restricted reporting and expressed the belief that having restricted reporting options for all types of IPV would facilitate feeling safe, reporting, and receiving services after experiencing IPV.

Participants believed that confidentiality would facilitate feelings of safety during the reporting process. For example, one questionnaire respondent stated:

“Anonymity. We all hear about how reprisal is illegal over and over again, but we all know there are endless ways to ‘punish’ someone without being able to prove it. Even if it isn't deliberate, your boss's opinion of you could be unconsciously negatively affected. So, anonymity in reporting is important.”

A civilian employee had similar thoughts, noting that lack of restricted reporting could impact someone’s career long-term, and that having an option to make a confidential report could increase reporting and help-seeking behaviors:

“Going to your commander, going to any of these people requires a paper trail. Once that paper trail is established, it's public record. So the challenge of being a troublemaker makes your career impossible to proceed forward in.”

Others expressed the perceived importance of allowing individuals to make anonymous reports if they do not feel ready to make a public or formal IPV report. One questionnaire respondent stated, “Anonymity is key to allow people to feel safe in coming forward until they are ready to claim their voice and tell their side of the story to the world.”

An Active Duty member highlighted the importance of letting the victim decide whether or not they want to formally report, “Let the victim decide what they want to do, because a huge part of their healing process is taking back control of their life.”

Others focused on the importance of having the ability to maintain confidentiality when receiving services, such as mental health or mediation. One questionnaire respondent stated, “Having some places to go, where maybe you could get help and services anonymously, or in a restricted reporting format, so that you can either get counseling, or get mediation, or get whatever it is you need for that scenario, without having to involve an entire investigatory process.”

Focus group participants and questionnaire respondents believed that having an option to confidentially report IPV or confidentially receive services would help facilitate feelings of safety and lessen potential negative career impacts.

4. A Clear Reporting Process

Ensuring that reporting processes are clear and straightforward emerged as a fourth theme on facilitating feeling safe, reporting, and receiving services for Airmen and Guardians who have experienced IPV. This theme came up more frequently in the qualitative questionnaire data compared to the focus groups on video conferencing (Zoom). Individuals who participated in the focus groups potentially were more knowledgeable about the reporting process. Some questionnaire respondents indicated that they did not know the reporting process or did not know of services that would aid in keeping Airmen and Guardians safe after experiencing IPV. Others indicated that knowing what the process was for reporting and receiving services, and what that process was going to look like (throughout the duration of the report response and receiving services) might make individuals more comfortable in reporting or seeking services. One questionnaire respondent highlighted this very clearly:

“When there is transparency about: 1. how to report, 2. expectation management/the timeline the issue will be handled in (i.e., out processing leadership not being held accountable for unfair/disparate treatment because they are "leaving"), and 3. updates about the progress on investigating an issue.”

Others reported that having someone familiar with IPV reporting processes to support them throughout the reporting process would also enhance a sense of safety. As one questionnaire respondent put it:

“If they have someone who they trust and knows how to navigate the system to help them through it, I think they are more likely to report. There may be many reasons as individuals that would encourage someone to report—so you need to make it easy.”

Another questionnaire respondent believed that knowing the reporting process might help victims feel less intimidated by the reporting process, stating:

“With an organization as big as the federal government, it may also seem a little daunting or overwhelming to figure out who to go to or where to go. If the victim is isolated, new in their position or duty station it may be more effort on top of the violence than they can do.”

Some respondents indicated they did not know of programs or policies that were helpful in keeping Airmen and Guardians safe, or did not know what the reporting process entails. Others spoke about the importance of knowing the details of what the process would look like to increase the likelihood of reporting IPV or receiving services after experiencing IPV.

5. Trust That Reports Will Be Taken Seriously

Having trust that a report of IPV would be taken seriously was the fifth and final facilitator theme that emerged from the data. Some participants stated that seeing and hearing stories of reports that were taken seriously and the perpetrator held accountable would increase their

favorable perceptions about making a report. Others highlighted that the belief alone that something would be done if they reported was an important facilitator of reporting IPV victimization.

Regarding seeing incidences of individuals who reported or sought services being treated fairly, one questionnaire respondent succinctly captured others' perceptions:

"I think the thing that encourages Airmen/Space Professionals to report, seek help, or engage in services when they experience interpersonal violence is to not see other victims get treated unfairly/inappropriately by their supervision and to see the perpetrator get the punishment s/he deserves."

When it came to ensuring that the perpetrator faced consequences for their actions, one Active Duty member stated, "Also, I believe that if potential perpetrators know that reports will be taken seriously, it deters them from becoming perpetrators."

Believing that they would be treated fairly and witnessing others be treated fairly were perceived facilitators in both reporting and seeking services. Further, respondents expressed belief that witnessing others being held accountable for their actions could serve as a deterrent for potential perpetrators.

Conclusion

In this chapter, we reviewed data suggesting that for most survey respondents who experienced IPV, the incident was never elevated to an authority tasked with investigating misconduct. In fact, most respondents indicated that they had not told *any* of the support persons listed as survey responses. For those respondents who informed someone or formally reported IPV, they were motivated by a sense of duty, desire to protect themselves and others from being harmed by the offender, and their trust that their supervisor or commander would address the issue. Focus group and qualitative questionnaire participants shared their ideas about potential facilitators to improve reporting. They believed that victims of IPV might be more likely to report when they trust their chain the chain of command and leadership, feel a sense of safety, believe reports are confidential, have access to a clear reporting process, and trust that their report will be taken seriously.

CHAPTER 4

If Victims Did Not Report IPV, Why Not? Barriers to Reporting

Given that the majority of survey respondents who indicated they had experienced IPV also indicated that they chose not to disclose or report these incidents, it is important to consider the barriers that drove their choice. Surveys and focus groups addressed barriers to reporting; in this chapter, we describe those findings.

Barrier Overview

For Task Force survey respondents who indicated that had experienced IPV but did not report or disclose the incident to anyone (an authority, helping agency, or other individual), the survey asked them to select among 22 potential reasons why they chose not to disclose. Across all types of IPV, the most common reason survey respondents gave for not informing others was that they did not think their experience was “serious enough to report” (54%). Overall, this belief was more than twice as common as the next most frequently selected reason: “I did not think anything would be done” (25%). The second and third most common barriers to reporting varied across the types of IPV (see Table 4.1 for the six most selected survey barriers, overall, and Appendix F, Table F.7 for all survey barriers).

TABLE 4.1 Proportion of non-reporting/non-disclosing IPV victims who selected each barrier to reporting IPV

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing	All Types
I thought it was not serious enough to report	57%	59%	60%	51%	43%	54%
I did not think anything would be done	16%	13%	22%	35%	38%	25%
I wanted to forget about it and move on	29%	13%	14%	25%	28%	22%
I thought reporting it might make things worse for me	16%	23%	12%	24%	29%	21%
I did not trust the process would be fair	9%	23%	11%	21%	25%	18%
I did not believe that my chain of command would take any action to resolve the issue	8%	10%	14%	24%	29%	17%

For *workplace harassment, bullying, and hazing*, victims commonly selected barriers suggesting that they thought reporting would either not benefit them or might even actively harm them. These items included “I did not think anything would be done”, “I wanted to forget about it

and move on”, “I thought reporting it might makethings worse for me” and “I did not believe that my chain of command would take any action to resolve the issue.” Common barriers for victims of *intimate partner violence* included “I wanted to forget about it and move on”, “I didn’t want anyone to know” and “I felt ashamed or embarrassed.” These barriers suggest that stigma and shame may contribute more strongly to non-reporting for intimate partner violence than for other types of IPV. Victims of *non-intimate partner violence* commonly selected “I thought reporting would make things worse for me” and “I did not trust the process would be fair” as the next most common barriers to reporting after the heavily selected “I thought it was not serious enough to report.” These results suggest that barriers for non-intimate partner violence are more similar to the barriers for reporting workplace incidents. The survey also had the option to select “Some other reason,” which was selected by 15% of respondents across all categories, and by 20% of workplace harassments respondents.

The focus groups and qualitative questionnaire provided more in-depth information from a smaller group of individuals on the perceived barriers for Airmen and Guardians reporting, seeking services, and feeling safe after experiencing IPV. These respondents may have elected to participate because of personal victimization or helping experiences or because of a desire to share their views on the issue in general. This inductive data collection and sampling strategy helped to capture unlimited response options to understand broader (beyond victim) DAF perspectives on IPV reporting and safety barriers, which was achieved through thematic analysis and resulted in saturation of six themes, five of which identified five barriers to reporting: distrust in chain of command/leadership, belief that due process will not occur, career impacts, military culture, and a lack of awareness of resources and policies.⁷

Different methodologies and participant makeups may explain the variations between the survey results and focus group/qualitative questionnaire results. The differing data collection methods (deductive survey and inductive open-ended question formats) as well as differing sub-samples (IPV victims who did not report and broader DAF members who likely included victims, helpers and interested parties) enabled a more comprehensive view of barriers to IPV reporting and safety. While some survey response items and qualitative themes overlapped (e.g., “I did not trust the process would be fair” and “belief that due process will not occur”), a few barriers were uniquely uncovered through survey and qualitative strategies (e.g., “I wanted to forget about it and move on” from IPV victims’ survey responses and “career impacts” from qualitative volunteers.) The focus groups and qualitative questionnaire asked participants an open-ended question about barriers to reporting, while the survey asked them to select among options to identify reasons for not reporting a specific incident. Unlike this portion of the survey, focus group and qualitative questionnaire participants were not limited to individuals who indicated they experienced IPV or those who indicated they had not reported or disclosed it. While the survey asked respondents to answer with respect to incidents in the last two years, the focus groups and qualitative questionnaire did not provide participants a timeframe.

⁷ The focus group and qualitative questionnaire analysis also identified an additional barrier to safety/feeling safe, Protecting Both Parties, discussed in Chapter 5.

Although these themes and the most frequently cited survey barriers do not entirely match, they overlap in many respects. These results identify areas of needed focus and improvement as we move forward. The prominent barrier results are discussed below.

I Thought It Was Not Serious Enough to Report

By far the most frequently cited reason among survey respondents for not reporting or disclosing an incident was perception the incident was not adequately serious. Although not all of the behaviors included in the Task Force survey are criminal or explicitly prohibited under all circumstances, most of them are prohibited or criminal under some or all circumstances.⁸

The open-text responses within the survey may provide context to some of these answers. More frequent open text responses supplied for not reporting included words like “reportable”, “humor”, “typical”, or “banter.” Some examples include:

"Intent was for humor or in a joking [manner]"

"Being a lying asshole in hopes of getting laid is not a reportable offense. If it were, there'd be no one in the military."

We found similar responses to answers relating to intimate partner violence:

"Not all intraspousal challenges need the intervention of the United States Air Force."

Although this reason for not reporting or disclosing was more than double the next most common reason selected in the survey, it was not a theme that came out of the focus groups or qualitative questionnaire responses. However, some of the responses from those participants might be related; for example, responses about military culture not promoting seeking help (see below).

I Wanted to Forget About It and Move On

This reason was the third most commonly selected reason for not disclosing/reporting across all categories and for intimate partner violence, workplace bullying, and hazing in the survey, although it also did not emerge as a prominent theme in the focus groups or qualitative questionnaires.

Concern that There Would Be No Outcome

I Did Not Think Anything Would Be Done

In the survey, this was the second most commonly selected reason for not reporting/disclosing across all categories, and specifically for workplace harassment, bullying, and hazing. In the focus groups, just as belief that due process would occur was a key facilitator to reporting, belief that due process would not occur was a key barrier. Specifically, many focus group and qualitative questionnaire respondents cited witnessing a case of IPV being reported without any consequence to the offender as part of this theme. As one civilian employee noted:

"They don't feel it's worth bringing up because no one will have a talk to that person who offended them in that way. There will be no

⁸ See Appendix F for an analysis of which behaviors are potentially criminal or otherwise prohibited.

repercussions for that person's actions, so there's no need to bring it up. It's a waste of energy."

Another civilian employee brought up similar concerns:

"The reason why people don't report is because nothing's going to be done. It's always victims that are put into the spotlight, and they're the ones that are made to feel bad, and then nothing ever comes of anything to the non-victim."

One civilian employee stated, "There's a lack of confidence in the ultimate outcomes. So when you look at cases like Vanessa Guillen in Fort Hood, there's a lot of danger for people coming forward and there's not always a lot of prospect for success in the resolution in the end."⁹

Several civilian employees expressed the belief that their reports would be less likely to be treated seriously compared to Active Duty members. As one civilian employee put it:

"I think, and this is just from a civilian side of the house, there is a huge barrier between that military and civilian side. There's this wall that a few people do. Like if something were to happen to me, it would not get the same treatment if it would happen to somebody in the military. So it's not taken as seriously. So if I were to go today and report something is happening to me, they wouldn't move on it. If it was a military member, they would do something about it."

I Did Not Believe That My Command Would Take Any Action to Resolve the Issue

More specific than general disbelief that anything would be done, lack of belief that chain of command would take action to resolve the issue was the sixth most common reason survey respondents selected in the Task Force survey for not reporting IPV, but was tied for the third most common survey reason for not reporting a hazing incident. It was also a prominent theme related to barriers to reporting that came out of the focus groups, and the flip side of the most prominent facilitator to reporting--trust in leadership, as discussed in Chapter 3. This barrier theme included witnessing a lack of action by leadership in the past, experiencing a lack of support from leadership, a lack of connection to leadership, and a lack of follow-through from leadership (e.g., participants felt as though the policies in place were adequate but were not enforced by leadership, or were just "lip service").

One Active Duty member stated, "If there's a lack of trust in that leadership chain, then you're going to find a lot of airmen who are struggling by their selves." Similarly, another qualitative questionnaire respondent said, "When people distrust leadership, lack confidence in leadership, guilt/shame or are made to feel by their leadership, these would discourage Airmen/Space Professionals from reporting, seeking help, or engaging in services when they experience interpersonal violence."

Some participants talked about how a disconnect or feeling as though leadership does not care about you as an individual, would serve as a barrier to coming forward if experiencing IPV. One Active Duty member stated:

⁹ Guillen's death was not the result of danger caused by her reporting. She feared formally reporting and did not.

“A lot of times I find that the leaders don't take interest in their people, and that's a huge barrier to building their trust. If I don't believe that you're interested in who I am as a person, then how am I going to trust you when I'm going through something?”

Others had a perception that leaders focused more on the mission than on people. One survey respondent captured this sentiment:

“I don't know that you can trust that chain of command always has your best interest in mind, because they don't, necessarily. They are there to get the planes in the air, and so, do the mission. If you're bringing up something that might get in the way of the mission, you might become a casualty of that. So I think that's a real thing.”

One civilian employee, along the theme that military culture was a barrier, reported:

“We have this culture where it's the service over self. You get the mission done. That's what you do, and they drill that into you. The mission is all important, it makes people feel like their problems aren't as important as getting the mission done.”

Along the theme of military culture, other focus group respondents highlighted how poor leadership can perpetuate a poor culture surrounding IPV. One questionnaire respondent stated, “Policies don't keep anyone safe. The thought that we can paper over a culture issue is the continued failure of poor leadership.”

Concern that There Would Be Negative Outcomes

I Thought Reporting It Might Make Things Worse for Me

This was the fourth most common reason survey respondents selected for not disclosing/reporting. In the focus groups and qualitative questionnaires, along the theme of belief that due process would not occur, participants noted that witnessing others who had negative experiences with coming forward about experiencing IPV was a strong deterrent to reporting. One Active Duty member stated:

“If you see an individual that shook the hornet's nest and they didn't make it out of the other side, based on the accusations that they may have had against another individual, it doesn't matter if your world is legitimately on fire. You're not going to your leadership. So it's just going to boil down to leadership actually ensuring that due process takes place and that's not happening.”

Another Active Duty member noted:

“Looking back over my years, there has always been people reporting. There have always been people speaking up, but when you see someone go in as the Trojan Horse and then don't make it out of the other side, you tend to think twice about what you're going to go to leadership with. It ends up playing a role due to the fact that if due process isn't taken, then people lose confidence in the system. Once people lose confidence in the system, they go into natural instinct. They go into survival mode.”

A subset of making things worse, career impacts, was a prominent barrier to reporting. This theme included fear of retaliation from the perpetrator, being treated differently by peers at work, and potential harm to one's future career advancement.

One civilian employee stated:

"I think fear of being retaliated against is a very real thing, fear of having people take that out on you. And then if you report somebody, and then have to, the next day, go right back to work in that same workplace environment, with the same supervisor and the same people that might have caused harm, because again, we're innocent until proven guilty."

Others also believed that reporting or receiving services may negatively impact one's career, and felt as though they would be punished for reporting. For example, one survey respondent stated, "There's almost a stigma there, as far as, 'If I go to the Inspector General' you just became the whistleblower and the squeakywheel, and you must be punished."

Others expressed the belief that reporting someone may harm their career advancement in the future, even if it was not affected at the time of the report. One qualitative questionnaire respondent noted:

"So that's the thing, if you bring this stuff up and then you end up on bad blood with someone that ends up promoting very high above you, then you're in a lot of trouble."

Another echoed similar sentiments:

"When I've talked to people, a lot of times the reason they don't go forward, is because they're worried about their careers and retribution. Because many career fields are small and they're just worried how that could affect them in the future."

Concern over potential negative consequences from a supervisor or chain of command was selected by 12% of survey respondents who did not disclose an incident (from 5% for intimate partner violence to 22% for hazing). Within the theme of distrust of chain of command/leadership, one a questionnaire participant stated:

"Chain of command reporting is one of the worst policies in place and often prevents victims from reporting or seeking assistance. Most victims fear retribution from their chain of command or that their situation will become public knowledge and further isolate them in their military career field."

Individuals in the Air National Guard felt as though there might be more negative career impacts due to the lack of ability to move bases. One Guard member remarked:

"One of the things that I've noticed with the Guard, because I did eight years active and then joined the Guard, with the Guard, it seems to be... It's a lot harder to get moved to a different location where it doesn't... that whatever the incident is, whatever you report, doesn't follow you. With Active Duty, you can say, 'Hey, this happened, I want to get moved to a different base.' And they'll do the paperwork and you move to a different base, and the fact that you moved because of an incident doesn't really follow you. With Guard, that seems to be less likely. It seems to... Your reputation and what happens in your past seems to stick with you a little bit more."

Participants also mentioned the potential of someone making a report that is ultimately unsubstantiated, and how that might impact how others at work view them or their wider reputation. For example, one civilian employee remarked:

“I think we live in an environment and we work in an environment where there’s a presumption of innocence, and that’s great, but the proceedings for looking into these sorts of allegations can often be protracted and they sometimes produce a resolution that is, what’s a good term... uncertain. So, to the outside observer, it looks like somebody’s innocence was upheld, when in fact their guilt wasn’t proven. So the person who came forward with allegations is then put in a position where they can be stigmatized as a liar or a complainer or so on.”

Survey participants echoed the concerns about potential negative consequences from coworkers or peers (10% of respondents) and not thinking a report would be kept confidential (12% of respondents).

In addition to negative career consequences when reporting IPV, some focus group participants noted on how seeking services—particularly mental health services—could impact one’s career. For example, one Active Duty member stated, “Flying squadrons? You mention that you’re even having a little bit of a hard time with something, they’re going to take away your flying status. And so then, you have some very real career consequences.”

Similarly, another Active Duty member stated:

“Seeking mental health in the Air Force is a really big deal. If you are due to have orders, or have orders, and you go see mental health, that can immediately change your orders. So there’s some definite repercussions that are attached to that, whether they’re good or bad depending on the situation. But I think that is one of the major things that the Air Force needs to work on as far as making it more available, less stigmatized.”

“I thought it might hurt my performance evaluation/fitness report or my career” was selected by 13% of survey respondents as a reason for not disclosing/reporting an incident, from 7-8% for intimate partner violence, non-intimate partner violence, and harassment, to 24% for harassment.

I Did Not Trust the Process Would be Fair

This was the fifth most common reason selected in the survey across all categories of IPV, and tied as the second most common reason selected in non-intimate partner violence cases. In the focus groups, along the theme of military culture being a barrier, one Active Duty member stated:

“It’s a culture thing. And one’s quick to say, ‘Oh, well, the good old boys club.’ It’s not even about it being the good old boys club. It’s the process that has to take place and the things that have to be done, paperwork-wise, investigation-wise, all of these things that make people just not want to deal with it. It’s easier to not deal with it or it’s easier to just put them in a back shop or it’s easier to just keep an eye on them than it is to actually take the processes in order to either rehabilitate them or send them on their way. But like I said earlier, it’s easier, there is an overall mantra that it’s easier to get rid of a person that’s only been in the military three days

versus 10 years. But at the end of the day, if either individual is not doing what they're supposed to be doing, what's the difference?"

Additional Barriers to Reporting

The Task Force survey had 16 additional barrier options that were not selected as frequently by themselves (15% or fewer respondents), but which correlated to aspects of reporting barrier themes arising from the qualitative questionnaire and focus groups responses.

Military Culture

A prominent theme from the focus groups noted that certain aspects of military culture serve as a strong barrier against Airmen and Guardians reporting, seeking help, engaging in services, and remaining safe after experiencing IPV. This included aspects that discourage help-seeking, do not prioritize holding perpetrators accountable, and promote individuals who may not uphold a culture that takes IPV seriously. Participants also reported that some leadership do not help to promote a positive culture. One participant noted, "In general, I think the culture is you don't seek help. You just deal with it at the lowest level. So I think that's a big barrier."

Other focus group respondents gave specific examples of ways the military culture perpetuated a lack of feeling safe, reporting, or receiving services after experiencing workplace violence. As one qualitative questionnaire respondent described how women's experiences were diminished in regards to IPV:

"The culture was women were being sensitive. I know numerous women experienced the one thing and that he was just joking, just trying to be friendly, and I don't think sometimes there's a culture there where there's a zero tolerance. They don't realize those things at the very beginning could escalate to something bigger."

One questionnaire respondent's comment captured a recurring view that the overall military culture tends to promote the wrong people, further upholding a culture that they do not believe promotes safety from IPV:

"If the 'right' people were in the 'right' positions there would be a culture of respect and value for each Airmen. Since the AF will promote anyone who has finished their PME and doesn't consider the character of the person they are putting in that position, no such culture is created. This leaves Airmen vulnerable to workplace violence and nowhere to go to report it or seek refuge."

A Lack of Awareness of Resources and Policies

Among Task Force survey respondents, victims infrequently indicated that they did not report because "they didn't know who to go to." Just 6% of IPV victims cited a lack of understanding of the reporting system as a barrier to reporting. However, a lack of awareness of resources and policies surrounding IPV was one of the themes that arose from the focus groups and the qualitative questionnaire. This theme was also mentioned in the open-ended survey responses provided in the Task Force survey, even though the forced-choice survey item did not support it. Although our analysis of the survey showed that the vast majority of respondents who had experienced IPV were not confused about who they should go to, many of the focus

group participants, qualitative questionnaire participants, as well as survey respondents who had not experienced IPV thought that a lack of knowledge of the reporting system was driving reporting rates down.

One qualitative questionnaire respondent noted:

“There needs to be more clarity on the process of seeking help—receiving help—and resolution. I’m sure it is not an intentional mystery, but so many people often say they don’t know what happens once they make a report or how they will be impacted once things are in motion... We know the resources exist, but we need to know the details of how they work and how they’ll impact us before we utilize them to feel comfortable in doing so.”

Others did not believe existing training on the resources and policies related to IPV is adequate. One questionnaire respondent highlighted this clearly in their statement:

“In 20 years in the Air Force, I have NEVER been told of any policies or programs available for interpersonal violence. If there are programs, they should be much more widely discussed. This is a topic that should be talked about, and it is not. These policies and programs need to be more readily available for all.”

One Active Duty member pointed out a specific issue with knowing reporting policies on a joint base:

“And as somebody who's been in the joint environment for a long time, you don't always know who to go to. If you are an Air Force person in a joint environment, and if something's happening, and you don't know who to go to, and the person who's doing it to you is a different service, it gets very confusing. I know we take all these CBTs [computer-based trainings], and we say all this stuff, but in some places for a lot of people, it is not clear who the right person to go to is.”

Conclusion

The Airmen and Guardians that took part in these research efforts offered many insights into the barriers to reporting. Half of all survey respondents categorized as experiencing IPV did not believe it was serious enough to warrant informing others. This reason was provided twice as often as the next most common reasons, which included concerns that nothing would be done or that reporting might make things worse for them. Just 6% of IPV victims cited a lack of understanding of the reporting system as a barrier to reporting. To provide a more nuanced view of barriers, survey respondents (including non-victims), as well as focus group and qualitative questionnaire participants were asked why victims might choose not to disclose their experiences. These responses, ranging from general concerns that nothing would be done, to concern over negative outcomes, as well as military culture generally, taken together provide significant areas for further study to educate Airmen and Guardians about acceptable behaviors, enhance processes and transparency, and create confidence. Reminding commanders that being approachable and building trust in response systems among Airmen and Guardians, and upholding a culture that holds perpetrators accountable and promotes help-seeking is critical.

CHAPTER 5

How Were Services Perceived? Perceptions of Services for IPV Victims among Victims and Command Teams

Support services for victims of IPV serve two constituencies. First and foremost, they provide advocacy and support for the DAF personnel who have been affected by violence. At the same time, they serve commanders and other leaders with oversight of these personnel. In this chapter, we describe the experiences survey respondents who were categorized as experiencing IPV and either reported that experience to an authority or “told someone.” We also describe the assessment of leadership satisfaction with the DAF IPV support system and services.

Victims Gave Mixed Assessments of the Outcomes of Their Reporting

Respondents who had experienced at least one IPV behavior and also indicated that someone had been informed about their experiences were asked to comment on the outcomes from their report. Options included actions taken by leadership, the offender, and peers, and included potentially positive (for example, “the offender stopped their behavior toward me”)¹⁰ and negative (for example “the individual who committed the behavior took action against me for reporting it”) outcomes, as well as “other.” Although all respondents were asked about outcomes after informing “someone,” the following analysis is limited to those who indicated that an authority tasked with investigating misconduct, specifically, had been informed, either by the respondent or by another person.¹¹

Depending on the category of IPV experienced, between 29% and 43% of respondents selected “the person I informed took no action,” although a portion of these individuals also selected one or more outcomes indicated some potentially positive action or outcome occurred. These responses suggests that it was more common that something was done in response to a report than nothing; however, it is also higher than the percentage of individuals who indicated they did not report because they believed that “nothing would be done.” For all respondents, “no action” was most commonly selected when the status of the offender was a DAF civilian, as opposed to an Active Duty, Air Reserve Component, other DoD, or unaffiliated offender. These numbers taken together could indicate that there is a perception that leaders or reporting agencies do not take IPV reports seriously and nothing comes of the report.

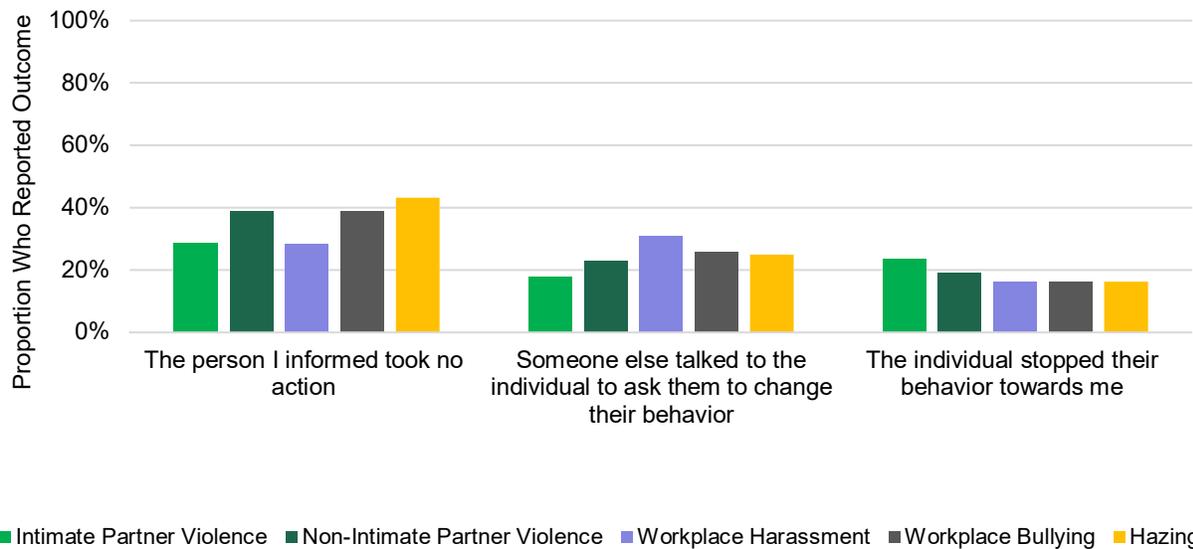
Although the “no action” option was selected at a high rate suggests a potential failure in the system, respondents commonly also selected positive outcomes in their responses. Many of these individuals indicated that someone talked to the offender to ask them to change their behavior, and respondents commonly indicated that the offender had stopped their negative

¹⁰ Some of the outcomes, such as “my work center, schedule, or duties were changed to help me avoid the individual” could potentially be perceived favorably or unfavorably by respondent.

¹¹ An authority includes the following: someone in my chain of command, someone in chain of command of person who did it, Inspector General’s Office, Security Forces, Office of Special Investigations, civilian law enforcement.

behavior (Figure 5.1; also see Appendix F, Table F.8, section “the individual stopped their behavior toward me”). Victims of *intimate partner violence* were unique in selecting “given help accessing advocacy programs” as the second most common response (24%). *Workplace harassment* victims selected “the rules of harassment were explained to everyone” as the third most common response (25%). Respondents also selected “other” at a high rate (21% to 24%).

FIGURE 5.1. Commonly selected outcomes of reporting IPV to an authority



Barriers to Seeking/Receiving Support Services

The barriers to reporting identified by the focus group and qualitative questionnaire analysis, identified in Chapter 4, were also barriers to seeking/receiving services and feelings of safety.¹² A sixth barrier, mixed feelings about protecting both the perpetrator and the victim, was also identified as a theme and key barrier to safety. Many Airmen and Guardians commented that not enough was done to remove an alleged perpetrator from the environment, which they often saw as beneficial. One questionnaire respondent stated:

“One of the most productive things they can do is to remove whoever the bully is from the influence of the people that they’re affecting. If it’s a chain of command and they happen to be in a group with that person, or they’re directly supervised by them, trying to separate. And now, if it’s a chronic thing, of course, that doesn’t fix it because somebody else will end up in that. But it’ll help the person who’s being picked on.”

While some focus group respondents reported that they believe moving individuals was a positive thing, they also perceived that victims get moved more often than perpetrators, which some deemed as problematic. One questionnaire respondent captured this common belief, stating:

“None of the practices I’ve seen, if there’s been an aggressor/victim type circumstances, immediate separation, the person would be transferred to

¹² See Chapter 4 for other safety and services barriers that were also identified as barriers to reporting.

another location and then checked in with frequently. I found that to be the positive. The negative I've seen is the person that often gets moved is the victim, making them feel more like the victim and the aggressor generally feels more justified in their actions because they weren't the ones moved. So it's got a little bit of positive that can be handled a little bit differently. Maybe they can eliminate the negative."

Most Were Not Satisfied with Support Services

If participants indicated that an authority tasked with investigating IPV had been informed, we assessed their satisfaction with the response system and the services that they received. Table 5.1 shows that the majority of respondents were not satisfied with the "overall experience" with the response system and were also not satisfied with specific elements of the response system such as "civilian support services", "military investigators" and "how the offender was held accountable." On average, respondents experiencing intimate partner violence (39%) and workplace harassment (39%) were more likely to indicate that they were satisfied with their "overall experience" with the response system compared to respondents experiencing hazing (19%).

To investigate whether satisfaction with the "overall experience" was driven by certain subcategories more than others, we calculated a statistical measure of the association between "overall experience" and each subsequent item. Overall satisfaction was most closely aligned with support from leadership and least related to civilian community support (see Table F.9 in Appendix F for correlation coefficients).

TABLE 5.1. Satisfaction among respondents categorized as experiencing IPV and who indicated that an authority had been informed

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
	Proportion Who Indicated that They Were “Satisfied” or “Very Satisfied”				
Overall experience	39%	29%	39%	28%	19%
The support of my leadership	52%	36%	46%	35%	26%
My support network in my unit	52%	42%	49%	44%	33%
The military helping agencies and support services available to me	52%	40%	46%	38%	30%
The local civilian community support services available to me	43%	36%	40%	35%	29%
My interactions with military investigators	36%	32%	39%	32%	24%
My interactions with local civilian investigators	39%	32%	36%	27%	20%
How the offender was held accountable	23%	18%	32%	18%	12%

NOTE: Respondents who indicated that a service was not applicable to their situation are excluded from the category’s percentages. An authority includes the following: someone in my chain of command, someone in chain of command of person who did it, Inspector General’s Office, Security Forces, Office of Special Investigations, civilian law enforcement.

In addition to multiple-choice options, respondents were invited to provide open-text descriptions of what made their reporting experience satisfactory or unsatisfactory. Text analysis of the resulting responses amplified results from scale responses: respondents reported that the offending party *remained* in their positions or were even *rewarded* with promotions after one or more complaints. Some respondents reported that the perpetrators *continued to attack* others. Many respondents reported frustration with leadership’s handling of the complaint. For example, one respondent stated:

“The individual continued the behavior, was selected for the next level of command and promoted to -redacted-. The individual’s supervisor acknowledged the behavior as inappropriate and mentioned that this was not the first complaint. Despite the trend there appeared to be no attempt to course correct the individual and he has been rewarded for his successes despite his interpersonal shortcomings.”

Conversely, respondents who were satisfied with the reporting process mentioned a *swift* and *prompt* response, and how they felt *validated* and *relieved* at how the process was handled. Overall, those who gave an open-text response seemed most concerned with results; when

they did mention the process, they often reported that the perpetrator was not dealt with because of rank or status, and/or local workplace culture.

Men and women were equally likely to report these sentiments when discussing why they were dissatisfied. However, women were overall more likely than men to answer the open-text dissatisfaction question, and more likely to mention these topics across all open-text survey questions. Women, but not men, were critical of their career field’s culture. For example, one respondent wrote that the “problems are institutional in my career field and too many people accept the behavior or even participate.” Those who experienced workplace hazing were more likely to answer the open-text dissatisfaction question than other questions, though the topics were the same across IPV types.

Does Satisfaction with Reporting Vary Depending on Who Was Informed; Offender Status; or Victim Gender, Status, or Paygrade?

Figure 5.2 provides a visualization of whether “overall” satisfaction varied as a result of who was informed about the IPV incident(s): someone in the victim’s chain of command, someone in the offender’s chain of command, or multiple individuals and organizations. Dramatic differences in satisfaction do not appear on the basis of who was informed about the IPV.

FIGURE 5.2. Proportion categorized as experiencing IPV who were satisfied or very satisfied with their “overall experience” with the response system

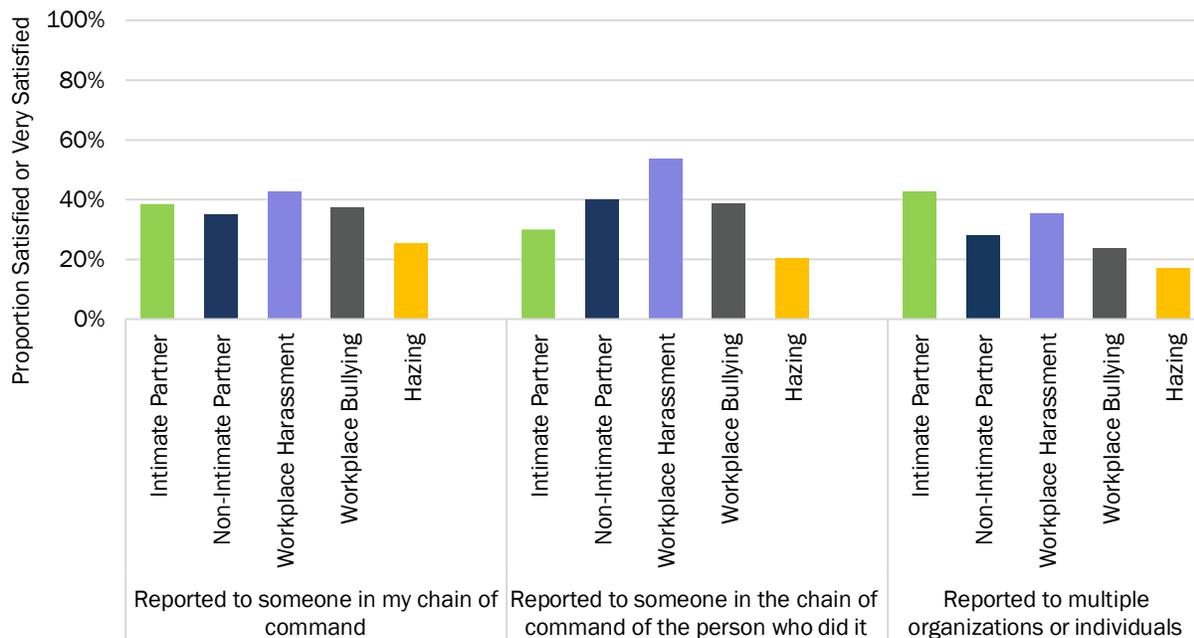


Table F.10 in Appendix F contains the complete values for the exploration of the relationship between respondents’ satisfaction with the response to their report by offender status, victim gender, victim status, and victim paygrade. Offender status did not appear to have a dramatic influence on victims’ overall satisfaction with the response across Active Duty, National Guard and Reserve, and DAF civilian offenders. However, victims were more satisfied with the

response when the offender was affiliated with the military than they were when the offender was not affiliated with the military (see Appendix F). There did not appear to be a large difference in overall satisfaction between female victims and male victims, nor was there a readily interpretable and consistent difference in satisfaction across victims with different military statuses or paygrades.

Airmen and Guardians Believe They Would Report IPV

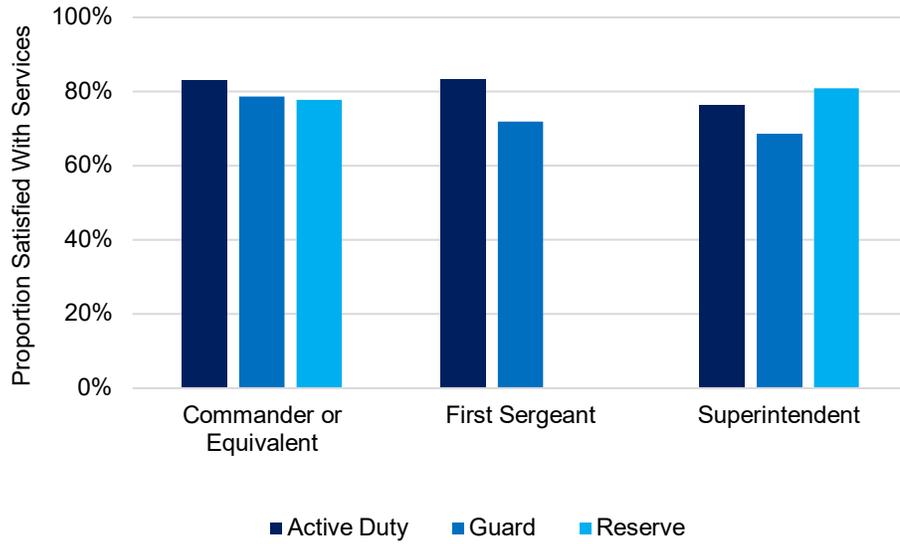
Half or more of Airmen and Guardians who responded to the survey believed that they would be very likely to formally report intimate partner or non-intimate partner violence (60%), harassment (50%), bullying (48%), or hazing (63%). Airmen and Guardians rarely indicated that they would be “not likely at all” to formally report intimate partner or non-intimate partner violence (10%), harassment (11%), bullying (10%), or hazing (8%). See Table F.11 in Appendix F for a complete description.

Limiting the analysis to respondents who were categorized as experiencing IPV and who reported the incident(s) to an authority tasked with investigating misconduct, we investigated whether their recommendation that others formally report would vary based on the offender status or victim demographics. We did not observe any dramatic and consistent differences in this recommendation across offender status, victim gender, victim status, and victim paygrade. As exceptions: 1) hazing victims were more likely to suggest that other victims formally report the incident when the offender was military affiliated as opposed to not military affiliated, 2) workplace bullying and hazing victims who are DAF civilians were more likely than military member victims to recommend that others formally report, and 3) senior enlisted victims of intimate partner violence (54%) were more likely than junior officer victims (43%) to recommend that others formally report (see Table F.12 in Appendix F for complete results).

Command Team Members Were Satisfied with Support Services

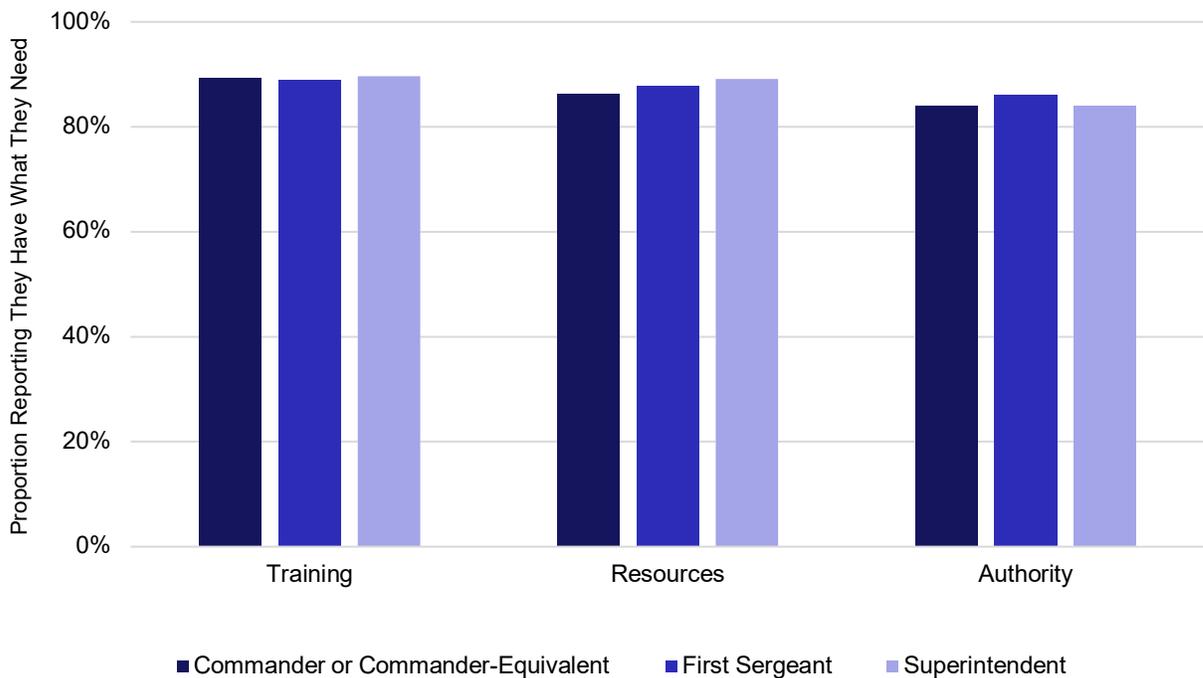
The Task Force survey also queried the perspectives of command team members who had a victim of IPV in their chain of command in the last two years. Specifically, it addressed whether command team members were satisfied with the DAF “support services [they] were able to provide [their] Airman or Space Professional” (Figure 5.3). Among survey respondents, satisfaction was high among the command team across the board.

FIGURE 5.3. Satisfaction by command team role



An even higher share of these respondents thought they “have what they need to keep those in their command safe” (Figure 5.4). Roughly 80-90% believed they had the resources, training, and authority to address IPV offenses in their chain of command, according to the survey responses. There were no dramatic differences in the degree of agreement across respondents who were Active Duty, Guard, or Reserve (Appendix F, Table F.13).

FIGURE 5.4. Command team satisfaction with resources, training, and authority



On the survey, commanders could also provide open-text responses for recommendations. Text analysis of these comments suggests that many commanders felt the responsibility lies with the commanders themselves, stressing *visibility* with teams, open lines of *communication*, and continuous *vigilance* to stay aware of, and respond to, IPV. Some commanders wanted to be *empowered* to deal with situations both in the unit and outside of it, such as resources for navigating civilian courts. In one commander's words,

"...if something happened on duty, it is easy to know the boundaries. When our airmen in civ status are dealing with these situations in civ status in their homes, I have no power/authority. I'm not trained in counseling, although I do a lot of it, and I'm not trained on how to help them get services on the civ side."

Some commanders were confused about a point of contact for when situations arise and what constitutes abuse, and one commander suggested a consolidated program that covers many functional areas (SAPR, Special Victims' Counsel [SVC], Community Support Coordinator [CSC], Violence Prevention Integrator [VPI]), Military & Family Life Counseling [MFLC]:

"We need to stop changing titles, Green Dot, VPI, etc. Make it as simple as See Something, Say Something. I don't care if its FW&A (fraud, waste, and abuse), sexual assault, bullying, etc, if you see it, you should report it. Stop trying to stovepipe programs into functional lanes. It's okay to have a program that covers many different functional areas. SAPR, SVC, CSC, VPI, MFLC, FAP, etc"

Others expressed confusion and limited power to act when the member is a *traditional* reservist. Some wanted more *funding* for mental health services, training on IPV, and personnel. One commander wrote,

"... this is a difficult situation to approach when the member is a traditional reservist not on full-time orders. My ability to support the member is severely limited and I am only able to help them on UTA (Unit Training Assembly) weekends or refer them to programs that will assist them from their home while not in a full-time status."

Command Team Reflections and Recommendations

During the focus groups and in qualitative questionnaire responses, commanders, superintendents, and first sergeants provided more nuanced responses to questions about satisfaction with support services and other resources, as well as facilitators, barriers, and recommendations for keeping Airmen and Guardians safe. Overall, command team members shared similar sentiments as Airmen and Guardians, highlighting the importance of leadership accountability, the importance of trust that due process will occur, having third party reporting options and expanding restricted reporting options, and additional training for leadership. One unique theme that came up in the qualitative inputs from command team members was the dilemma of protecting both parties (the victim and alleged offender) in cases of IPV, particularly in the workplace.

Leaders Should be Accountable and Approachable

Command team members agreed with the importance of keeping commands accountable for their responses to IPV. One commander's comments captured the command's role in ensuring accountability, "It's creating a whole culture of accountability. If you don't have that culture of accountability in your unit then the latter part just makes everything blow up, in my experience." Other command team members agreed with the need to hold individuals in leadership positions accountable. One stated:

"After a commander gets removed from being a commander, that person should no longer be allowed in the command section where he was fired from. Especially, given the nature of the removal was hostile, bullying, things like that, which that's directly not keeping the Airmen safe. Someone I know made a comment one time; when you're fired from Google, you don't get to go back into Google, and so I think that that's a policy that absolutely needs to be changed. If you are removed from that command, you need to not go back in there ever again. So I would like to see that policy."

Other command team members highlighted the importance of the approach leadership uses when IPV is disclosed. One stated:

"One-on-one conversations with leadership from a caring perspective. Assuring the member knows that their safety and well-being are our number one priority. And that although they may feel guilt and shame from the incident(s), they also may feel guilt and shame from requesting special care (appointment, moving work centers, prescription meds required) and that is normal. Caveat that with the assurance that regardless of what is required to ensure their care, there is no need to feel guilt/shame in taking care of themselves."

Another command team member reiterated the importance of approachable leadership:

"Having that touch that lets everyone know that you're approachable, that they're going to be heard, that you're going to take their concerns seriously. I think that has to be demonstrated. You can say it all you want, 'I have an open door policy. We'll review.' Everybody knows if you truly have one. Everybody says that, but everybody knows if that's actually true or not pretty quickly, I'd argue. I think you have to not just pay it lip service. I think you have to demonstrate that you have to instill that in the leadership team, and you have a deputy in a lot of cases, you have a superintendent in a lot of cases. Have the entire team have your vision for the sense of approachability that you're going to put out there."

Others commented on the importance of commanders talking about IPV in order to normalize the experience. One command participant stated:

"The more the supervisors and commanders talk about the issues, I think it really helps people to say, 'Okay, my commander said he's been through it, or he or she's been through this issue. Maybe they'll understand my issue. I know my supervisor has said to come to them with anything, I'm going to try that.' I think the more that the people in leadership positions make themselves approachable to different issues, I

think it encourages people to speak up about the issues that they're having.”

Airmen and Guardians Should be Able to Trust That Reports will be Taken Seriously

Some command team participants pointed out the importance that due process occurs when a report is made, as well as the need for a clear pattern of action being taken in cases of IPV. One participant highlighted the importance of trust in due process and witnessing experiences where due process occurred in the past:

“For me, the biggest thing would be from my history is the trust factor, but also the history of the organization of what they've done in the past. That is critical to how people are going to come forward. Because if they know of any history, and if it was in a negative way, I think that would hinder.”

Others also pointed out that if due process does not occur, it may also create harm for the individual that reported. To highlight this, one stated:

“I think they need to have the assurance going in that one, it's going to be taken seriously, and two, that there's going to be no detrimental impact to them coming forward...Same holds true for harassment, sexual assault, workplace violence. It's kind of all the same thing. If you're unsure whether you're going to be taken seriously, or worse it's somehow going to result in negative consequences for you, I think there would be a great deal of reluctance to come forward with something that's very, very personal.”

Additional Reporting Options Would Be Helpful

Many command team members highlighted the importance of expanding restricted reporting options to all types of IPV, and having third party reporting options for IPV. When discussing reporting options, one stated:

“Potentially, looking at out of the unit, out of the Air Force options to report. Having the ability to report their situations to agencies that aren't answering to the wing commander would help because there might be a safety insecurity. Until we get to a place where the Air Force has the trust built, I think that we need to put them ahead of us. So I would recommend looking at that.”

Some command personnel stated that mandatory reporting decreases their ability to emotionally support their Airmen. One command team member wrote, “The requirements to report (while important) hinder ability to have honest discussions and support our airman...all we can do is remind them of the commander's roles and responsibilities and direct them to other on/off base resources. Comes off as cold.” Another command team member who participated in a sexual assault/harassment and domestic/dating violence focus group listed this as a challenge when navigating sexual assault or domestic violence reporting, “Something that is big when it comes to [maintaining] privacy is that an individual, if they come and talk to you, depending on the job and the duty position, there is no expectation of privacy. So it's mandatory reporting.”

Additional Training for Command Teams Would Be Helpful

Similar to Airmen and Guardians who highlighted the need for continued training for leadership on IPV, command team members echoed similar sentiments. For example, one participant highlighted the importance of training on interpersonal and counseling skills:

“We're not really educated. In a sense we are, we're brought tools, but we're not. At some point, sending me to psychology school or spending a year, take a year of social work for me to understand the level that I need to accomplish or more to deal with some of these individuals that we get in...there's so many things we deal with so much. It's such a large workforce and we're going to see all of it. It's just, where are you going to end up with it? How do you deal with it when you're just trying to get the mission done?”

Another echoed the importance of continued training for members and leadership, succinctly stating, “Not all leaders lead. Members need taught Conflict Resolution; leaders need taught the same with an added decision-making perspective.”

Protecting Both Parties is a Challenge

For those in command/leadership, the challenge of protecting both parties (the perpetrator and the victim) during the investigation was raised by focus group and qualitative questionnaire participants. Some command personnel indicated that they wanted to do more to keep victims safe, but stated that they did not feel as though they had adequate authority to keep the victim safe or remove the perpetrator from the environment due to their duty to protect all parties involved.

One leader expressed how, even though they try to protect both parties and remain neutral, it can be difficult due to personal biases. Still, leaders must remain focused on keeping everyone safe—even the accused perpetrator:

“I think in writing it'll say make sure that we take care of the alleged accused the same way that we would take care of the victim and that we don't want to make them feel isolated. We want to make sure that we follow the checklist for those who are under investigation to make sure that they're safe. Those things are in place. All those things on paper are in place. I think though that human nature and biases come in and that could potentially eradicate all those other points that are supposed to be in place to take care of everyone. Even if the person was found guilty, they still have rights. They're still rights to the person and I think that that's where we talk about emotionally intelligent leadership and being prepared to handle those situations and to put your bias...Everyone has biases, everyone, but putting them aside in order to lead effectively.”

Even when command personnel agreed that alleged perpetrators should be moved to help protect victims, they felt they needed better tools or more power to separate alleged perpetrators and victims in a timely manner. Three command personnel provided the following commentary in a focus group:

“I don't feel they give leadership enough immediate power to keep individuals separated, leaders have to remain neutral and in some case I

feel we need to look at the situation and keep individuals apart until the findings are released.”

“This is a difficult question. Most people do not want to believe that their fellow Airmen could be a domestic abuser, violent offender, or worse, a sexual predator. As previously stated, the justice system is slow. So, we likely need better tools to separate the accused from the accusers until the allegations can be resolved.”

“I had an individual antagonize/incite fear in a large number of personnel in the work center. There needs to be a policy adopted that gives senior leadership the authority to move the person out of the building/base when there are personnel that are fearful (with good cause).”

Commanders, superintendents, and first sergeants consistently expressed belief that it is their duty to keep both the alleged perpetrator and victim safe. Some individuals in leadership positions felt that, even if they wanted to remove the perpetrator in order to protect the victim, they did not have the power to do so.

Conclusion

On the positive side, it was relatively common for respondents to say they experienced positive outcomes after reporting an interpersonal violence event. Some respondents indicated that someone had talked to the offender to ask them to stop and that some offenders had stopped their behavior. However, many of the respondents also indicated negative outcomes and/or believed that the authority to whom IPV was disclosed took no action. It is possible that some respondents perceived that nothing was done, not because it was accurate, but because they were never informed about the results of the investigation and actions taken to resolve the problem. This possibility may be resolved by prioritizing communication with victims, and educating commanders that information about disciplinary processes and outcomes, although protected by the Privacy Act of 1975, should be provided to victims and witnesses. Even if that communication cannot include details about the exact actions taken, victims may appreciate knowing that an investigation has been conducted and that something has been done. These conversations may also serve as a useful touch point with victims to thank them for coming forward and to remind them that any ostracism or retaliation against them for reporting is unacceptable and will be addressed.

Although most respondents indicated that they were satisfied with or neutral about the support they received, many respondents who came forward with a report of interpersonal violence were dissatisfied with the support they ultimately received.

Command teams appeared to be overwhelmingly satisfied with the support services and resources at their disposal per the survey. But qualitative results highlighted additional tools and training that command teams believe they might benefit from. The qualitative results revealed that some command team members understood the importance of accountability and approachability, expanded reporting options, and protecting both the alleged perpetrator and victim in an instance of IPV. The overall disparity between victims' experiences and leadership perception underscores that command teams need to be briefed on the task force results (and

other efforts that uncover unfiltered perspectives from Airmen). Given their leadership role, they may not have access to candid assessments from those in their command.

CHAPTER 6

What Does Administrative Data Show? Data on IPV Among Helping Agencies

When the IPV Task Force was formed in July 2020, one of the first questions asked was “Who was experiencing IPV in the Department of the Air Force?” The survey administered by the task force provided one piece of information to help answer the question, and administrative data from the helping agencies would provide another piece. But in reviewing the administrative data, the research team soon realized that the data would fall short of this expectation.

An initial data call to the task force’s helping agencies on reported IPV instances collected incomplete information and reflected substantial caveats. Differences in the data collected limited the task force’s ability to aggregate the reported instances to provide a DAF-wide view or to obtain even a snapshot of current trends. For example, organizations differed in how they identified IPV, or what they considered to be an IPV incident for the data call (e.g., some only provided IPV-related cases that were no longer under investigation). As a result, the task force asked RAND PAF to work with the helping agencies to standardize data collection and determine whether existing systems were currently capable or could be capable of providing a strategic view of IPV in the DAF. A strategic view of IPV would facilitate senior leader decision-making and help answer questions pertaining to whether the DAF is keeping victims safe when they report experiencing IPV.

This chapter conveys the approach used, provides key findings from the data collection effort, and offers takeaways aimed at developing a framework for a data collection and sharing process that is capable of providing an accurate site-picture for command teams and an enterprise-wide view of reported IPV.

Helping Agencies Collect and Maintain Highly Variable Data

The data collected from the helping agencies varied in format (aggregate reports and event-level datasets) and in level of detail. We briefly summarize the provided data below, and Appendix J provides more detail.

- AF/A1Z and ANG/SAPR provided incident-level data on reports of sexual assault from the Defense Sexual Assault Incident Database (DSAID). This data included restricted and unrestricted sexual assault reports from 2013 through July 2019.
- AF/A1Q provided incident-level data on reports of workplace sexual harassment based on annual Sexual Harassment in the Armed Forces reports. This data covers incidents involving service members from FY2017 through FY2019 and included both formal and informal sexual harassment, and substantiated and unsubstantiated complaints.
- AF/A1C provided incident-level data on cases of workplace violence (sexual and non-sexual) from its case management tracking system (CMTS) as well as manually tabulated aggregate reports with limited information about the victim or offender. A1C provided information on 32 incidents of workplace harassment recorded in CMTS

between January 2014 and July 2020. Follow-up discussions with A1C indicate that there is no requirement to input reports into CMTS unless a human resource manager is pursuing formal disciplinary action.

- ANG/EO provided aggregated data on incidents of workplace violence (sexual and non-sexual) covering ANG service members. The data was manually tabulated based on reports collected from EO offices (90 Wings in total). These reports had limited information about the victim or offender. Between FY2010 and FY2019, ANG/EO reported a total of 197 informal and formal incidents. Not all Wings provided their FY2019 reports.
- AF/A4S provided case-level data on closed cases of potential IPV handled by Security Forces (SF) from the Security Forces Management Information System (SFMIS) and the newer Air Force Justice Information System (AFJIS). These systems cover incidents and investigations on DAF installations from 2010 through 2019.
- SAF/OSI provided case-level data on closed investigations of domestic violence from the Investigative Information Management System (I2MS) covering 2010 through 2020. This data included substantial case-level information about offenders with limited information about the victims. Defense Incident-Based Reporting System (DIBRS) codes and descriptions were provided and used to identify IPV.
- DAF/JA provided case-level data from the Automated Military Justice Analysis and Management System (AMJAMS) on cases that closed August 2015–July 2020 and where a military member was investigated for a Uniform Code of Military Justice (UCMJ) offense that could involve any of the behaviors included in the Task Force survey. AMJAMS case data is input by military justice personnel at installation legal offices. The installation legal office uses this tool as attorney-work product to track disciplinary cases. They are tracked by the offender and the potential UCMJ offense. Extractable victim information was not available for most of the entire relevant time frame, although this data has started to be collected over the past few years.
- AF/SG provided incident-level data on reports of domestic violence of family and dating maltreatment to FAP from the Family Advocacy System of Record (FASOR) for FY2010–FY2019. Records cover information on service members and dependents, and extensive detail on the referral including IPV type, severity of maltreatment, information on the victim and offender, and whether or not the case was referred.
- AF/HC provided aggregated counts of counseling sessions logged in the Air Force Chaplain Corps Activity Reporting System (AFCCARS) for FY2016–FY2020 by type for sexual assault and other types of IPV. AF/HC stated that it does not collect PII as part of tracking counseling.
- Although not a member of the task force, Military Community & Family Policy (MC&FP) provided records of non-medical counseling events occurring through the Military OneSource system for 2017–2020. Although highly detailed in many areas, this data system was limited in identifying counseling sessions related to IPV other than sexual assault.

Incident-level data was standardized across data sources into IPV categories based on the AFI 90-5001 definition, including sexual assault, dating violence, family violence, and workplace violence. One of the challenges in standardizing IPV type is that not all data systems capture the relationship of the victim and offender, so categories of dating violence and family violence may appear to be under-counted because the relationship was not collected or not known.

Data Across Helping Agencies Cannot Provide Consistent IPV Estimates

Compiling data from these agencies revealed that a substantial amount of data exists on IPV instances that are reported to an authority or helping agency, but in its present form, the data cannot be used to provide a defensible, consistent estimate of reported IPV instances during a specific period of time. Nor, on an individual basis, can administrative data currently provide a comprehensive view of whether an individual is reporting multiple IPV instances across helping agencies. We identified five limitations that restricted the task force's ability to present such an estimate and what would help to overcome that limitation.

Agencies have narrowly focused data systems designed for operational use

Most agencies report on a subset of IPV (e.g., sexual assault) or on selected outcomes of IPV incidents (e.g., closed criminal investigations). For example, DoD SAPRO developed DSAID to provide reports on sexual assault to Congress; later DoD SAPRO adapted the database to become a case management system so that the agency was equipped to give senior leaders a quick-turn snapshot of trends in sexual assault reporting. Most helping agencies do not have case management systems that were first designed for reporting. Even among the most developed systems, such as DSAID, FASOR, I2MS, and AMJAMS, there is no automated approach for data sharing or incident reconciliation. A complete view of IPV incidents would require **common reporting standards, including clearly defined responsibilities for tracking IPV-types.**

Agencies inconsistently collect and track data on IPV incidents

The purpose of the data system often dictates the primary focus of the data collected. For example, systems focused on investigations (e.g., AFJIS) are more likely to concentrate on the offender and have limited and inconsistent information on the victim. Alternatively, systems focused on victims (e.g., DSAID) are more likely to have information on incident characteristics and victims' treatment and care. Another example is that law enforcement and adjudication agencies track data based on specific UCMJ offenses, while helping agencies use the DAF definition of IPV (see Chapter 1). As a result, the agencies are not only tracking different metrics, but they also may or may not be tracking the same cases. A complete view of IPV incidents would require **standardized data collection of incident-level information** regarding the victim, offender, and nature of the incident.

Existing systems underreport and do not capture the full range of IPV

As demonstrated by the survey, individuals not reporting IPV incidents is a substantial challenge. Systems may further compound underreporting of IPV incidents because of inconsistent data recording and collection. For example, the survey results illuminate a

substantial gap between experienced and reported workplace violence captured in data systems. Helping agencies collectively report 1,091 combined workplace harassment incidents (FY18–FY19), but more than three times as many (3,957) survey respondents experienced a potentially harassing behavior at work in the past 2 years.¹³ Further, changing and expanding definitions of IPV lead to inconsistent classification of IPV incidents over time. For example, bullying was not listed as an EO area of responsibility until FY19, so no data on workplace bullying was collected by the EO before then. A complete view of IPV incidents would require **complete reporting of IPV incidents** that are brought to the attention of the organization, regardless of resolution, and **common classification standards for key data elements** used in documenting and tracking IPV incidents.

Helping agencies differ in their ability to collect and analyze their data

Helping agencies differ in their ability to collect and analyze their data; some helping agencies regularly use their IPV data for analysis and reporting. For example, organizations with access to a data analyst and a well-developed data system (e.g., AF/SG; SAF/OSI) were able to provide tailored extracts with key IPV incident-level information, while other agencies would need to issue data calls requiring local offices to collect the required information (e.g., A1C, ANG/EO) or IPV incident-level information is not collected due to the nature of the agency's mission (e.g., AF/HC does not collect person-level information because AFI 52-101 protects confidential communication with chaplains or a religious affairs airman). A complete view of IPV incidents would require **regular data entry and quality checks** to ensure reporting consistency.

No process exists to synthesize IPV incidents across systems for tracking

An IPV incident could be logged in multiple data systems. Simply aggregating data from all existing systems to inform the state of IPV experienced by Airmen and Guardians over-reports IPV incidents that pass through multiple agencies (e.g., a sexual assault reported to a Chaplain, that is then referred to SARC, which then files a case with OSI, and is tracked through investigation and adjudication by JA). In some cases, law or policy prevents data sharing (e.g., DoD policy prevents DSAID from directly interfacing with other systems).

A complete view of IPV incidents would require **a data management coordinator to establish processes for identifying unique IPV instances across data systems, update policy to support IPV incident tracking, and ensure updates are pushed to all relevant agencies.**

Some organizations are already in the process of implementing modernized data systems. For example: JA is conducting a complete transformation of its military justice tracking system that will transition from AMJAMS to the cloud-based Disciplinary Case Management System (DCMS). DCMS will have the capability to integrate investigative, adjudicative, and personnel databases across the continuum of discipline.

¹³ Approximately 10% of the DAF population responded to the survey, indicating that the 3,957 cases is likely a substantial undercount of total incidents of workplace harassment in the previous two years.

Conclusion

Substantial amounts of data are collected to support the operational responsibilities of DAF agencies in caring for service members, their dependents, or DAF civilians affected by IPV. However, this administrative data cannot currently provide an unambiguous DAF-wide view of reported IPV. The task force found that existing systems for tracking reported IPV incidents vary in terms of definitions used for classifying IPV and data collection of victim, offender, and incident characteristics. Further, some systems do not cover all reported IPV instances that occur or have inconsistently collected data elements. Importantly, there is no current process for reconciling all IPV instances across all DAF agencies tasked with the victim's care, incident investigation, and offender adjudication. Consequently, the task force can neither provide a consistent estimate of reported IPV instances during a specific period of time, nor answer whether individuals reporting IPV are being cared for appropriately. For particular types of IPV, such as sexual assault and intimate partner violence, where reporting is well-defined and information tracked in a centralized system, these values can be computed easily and are already reported on an annual basis to Congress. However, for all other types of IPV, inconsistencies limit what can be stated regarding department-wide IPV incidents or trends based on the data currently collected by DAF helping and law enforcement agencies.

Leaders and policymakers will continue to seek to understand the occurrence of IPV in the DAF. Addressing the limitations currently restricting a defensible, consistent estimate of reported IPV instances across the DAF is feasible. The limitations identified by the task force are complex, reflecting competing demands for how administrative data are collected and used in support of the operational needs of particular agencies. These findings highlight the need for the DAF to establish clear goals for synthesizing reported IPV instances and a cross-functional technical review with senior leader support to 1) explore the policy changes that would be required to standardize IPV data collection and sharing across relevant DAF agencies, and 2) determine the resources required to support data management and analysis in support of DAF's goals for IPV synthesis. Quality estimates of the number of reported IPV incidents will enable a strategic view of IPV that can facilitate future decisions and investments pertaining to IPV mitigation, and support the assessment of prevention efforts aimed at reducing IPV.

CHAPTER 7

What Insights Do the Results Provide? Conclusions and Recommendations

Are we keeping Airmen and Guardians safe after experiencing IPV? The initial analysis indicates that some DAF personnel lack trust in their chain of command. A majority of those who completed the Task Force survey and experienced behaviors considered consistent with IPV did not seek help, and many who did report, maintained that no action was taken in response. In addition, focus group and qualitative questionnaire participants emphasized that distrust in command/leadership and beliefs that reports would not be treated seriously served as barriers to reporting. While command teams expressed satisfaction with services and resources, training, and authority, analysis of survey and qualitative data identified areas where these teams need some assistance in the areas of training and guidance.

This is the first time the DAF has reviewed the full spectrum of interpersonal violence holistically to determine if our processes, programs and leaderships actions are keeping Airmen and Guardians safe. Because this spectrum includes everything from bullying/hazing to assault, it is no simple task to address enterprise shortfalls in this complex problem set. The task force findings and recommendations offer areas for improvement that are heavily focused on feedback from our Airmen and Guardians - - our most valued resource. Some of these findings require further study, but others can easily be implemented within ongoing DAF initiatives to care for the force. The task force efforts have provided an initial look at interpersonal violence in the DAF, but it is really the first step. In addition to the recommendations below, it is the task force recommendation that the DAF continue to explore IPV across the spectrum of behaviors with a specific focus on safety of our personnel after they experience IPV. This includes incorporating IPV awareness into ongoing prevention efforts and continuing to gain insight about IPV prevalence and experiences in existing survey tools such as the DEOCS, WGRA, etc.

The CSAF has agreed to incorporate the existing IPV Task Force into his Action Order-Airmen (AO-A) strategic focus. AO-A focuses on recruiting, accessing, educating, training, developing and retaining the Airmen we need for the high end fight. The CSO will integrate the IPV Task Force initiatives within the USSF's Guardian Strategy as a part of its resiliency objective which emphasizes proactivity over reaction utilizing the mental, physical, social, and spiritual pillars of resiliency. By absorbing the IPV Task Force into the AO-A efforts and the Guardian Strategy, both championing a culture of support and inclusion for all Airmen, Guardians and families, the important work started by the task force will continue with DAF leadership oversight and support. See Appendix B for DAF directed Action Plan for IPV Task Force recommendations.

Recommendations for DAF Way Ahead

#1 Complete a *cross-functional database review*

The task force recommends that the DAF explore database standardization across helping agencies and, where possible, data sharing across these agencies. This can inform evidence-

based solutions to the challenges facing Airmen and Guardians. For example, data sharing could assist with informed care and awareness of the status of each case.

This will require developing policy and guidance for the helping agencies involved in IPV data collection and management. However, it will likely not require developing a new data system as the DAF is focused on data integration across the enterprise. At a minimum, the task force recommends establishing a standard set of data points that can be pulled or pushed across the spectrum to provide senior leaders with a big picture of the environment.

#2 Pursue a *one-stop policy for victims of IPV*

The DAF should also consider options that allow victims of IPV to more easily receive the assistance they need. IPV victims might feel confused or discouraged by challenges navigating DAF helping agencies, support services, and installations—unsure of who to contact for assistance and feeling rejected when they are told to contact another individual or office. This can create a context in which IPV victims give up and never receive assistance or support. A one-stop policy would prevent IPV victims from being told to contact a different helping agency or office, avoid victims having to repeatedly describe potentially traumatic events to individuals across helping agencies, and increase the likelihood that victims receive the assistance they need. In the civilian sector, service agencies often use “No Wrong Door” policies, such that all service agencies respond to a victim’s stated and assessed needs by providing direct “warm handoffs” to link an individual directly to the appropriate and needed service. This assistance should encompass support from initial reporting through resolution and post care for the victim and their families. Importantly, the task force does not recommend that the multiple offices and helping agencies that might assist victims of IPV be combined into one office or agency.

#3 Establish a *cross-functional team to examine barriers to reporting*

Analysis of survey and focus group feedback suggest that many victims do not report IPV offenses, and when they do, they believe nothing will be done in response to their report. These results speak to a possible lack of trust in the chain of command and leadership. Survey respondents revealed other barriers to reporting, including fear that reporting would make things worse for the victim and a belief that the process would not be fair. Conversely, command teams reported that they were satisfied with support services and the resources available to address IPV. A cross-functional team—which must include commanders and helping agency representatives—should explore factors associated with victim experiences and command team perspectives. This cross-functional team should address the identified barriers to reporting, further investigate the apparent disconnect between command team perspective and victim experience, and consider policy recommendations received from victims of IPV.

To facilitate the efforts of this cross-functional team, the task force recommends they consider the recommendations that emerged as themes from the focus groups regarding barriers and facilitators to reporting. Specifically, the focus groups identified the following themes (for a detailed synopsis please see Appendix A):

- Create a culture of accountability
 - Address “toxic” individuals/leadership
 - Conduct third-party exit interviews with members leaving units to elicit feedback on climate and leadership

- Develop approachable leadership
- Expand restricted reporting & provide third-party reporting and resource options
 - Allow optional reporting and/or expand who can take a restricted report
- Increase education on policies and available resources
- Provide additional training on IPV
 - Conduct additional training for leadership, including case examples of the full process—from reporting to receiving services to case closure

The Department of the Air Force takes seriously its commitment to keeping all Airmen and Guardians safe from interpersonal violence. Through the recommendations above, the Department can demonstrate its commitment, improve trust between personnel and leadership, and enhance the environment for everyone who plays a role in the DAF.

APPENDIX A.

Focus Group Themes Regarding Barriers and Facilitators to Reporting

1. Create a culture of accountability

Changing the military culture to one of increased accountability was the most prominent recommendation theme to emerge from the focus groups and qualitative questionnaires—not surprising given that military culture was identified as a key barrier to safety, reporting, and receiving services. Participants believed that consciously focusing on creating a culture of accountability would help to establish an environment that promotes safety for all Airmen and Guardians. One civilian employee highlighted this in a general sense:

“It’s a culture thing. I think ultimately it has to come down to what is the culture like? We [have already] moved a lot of direction in the culture because, again, stuff we did 15 years ago we don’t do anymore because that’s frowned upon. I think that finding a way to build that culture on interpersonal violence... is the key. It’s not going to happen overnight. You’re moving a big ship.”

The qualitative inputs focused on three recommendations for creating a culture of accountability in order to promote feelings of safety, reporting of IPV, and receiving services after experiencing IPV: 1) addressing toxic individuals, 2) addressing toxic leadership, and 3) providing third-party exit interviews.

1a. Address toxic individuals

The first specific recommendation that emerged in the focus groups and qualitative questionnaire was the need to address individuals who create a toxic work environment. Many participants talked about a lack of accountability for harmful individuals, who often were moved elsewhere after perpetrating an IPV incident, rather than being removed from the DAF.¹⁴ As one Active Duty member put it:

“Again, I was in a situation where an Active Duty member was removed from our office for creating a hostile work environment who was then sent to another office where he probably created another hostile work environment. So I think great, we were able to move on and heal from that and continue with the mission. But I know if it didn’t happen at the next assignment, it’s going to happen in a year or two years, because he has a record of it. So part of me asks why aren’t we removing those people from the service? So whatever rules there are in place to retain those people with bad performance records, it should be removed.”

¹⁴While many respondents expressed concern that nothing was being done to the perpetrators, this would be misleading if not placed in context. Law and policy provides a certain level of due process to all government employees that are accused of misconduct. That due process is important to ensure that employees are not falsely accused of IPV or other misconduct. Many victims see no action against an alleged perpetrator as either ignoring the problem or protecting the individual. However, in many of those cases, the perceived inaction is actually the due process protections afforded to all government employees.

One civilian employee shared similar sentiments, highlighting the need for consequences for toxic individuals:

“You’ve got to get rid of the bad apples; you’ve got to fire people. They don’t fire people, they move people, they don’t fire people, they relieve them of command, they don’t fire people, they whisk them away and they put them somewhere else. And everybody knows it, everybody accepts it, but you’ve got to get rid of people, A, to create a safer environment in the next place that they would have gone to, but B there are people who will look at the example one way or the other, right? Losing a job because of toxic behavior, because of workplace bullying, because of violence, losing a job just might cause someone to go either seek help or stop doing it. But if the current narrative is don’t get caught, and then the second narrative is if you get caught, stick with it, because they’ll move you and they’ll continue to pay you, my question is, what incentive does someone have to change?”

Active Duty members cited additional concerns about a lack of accountability for civilian employees. One noted:

“I’ve had peers or subordinates make complaints against civilians for verbal and physical harassment. And those civilians are still there because the confines of it has to be progressive discipline. It has to be recorded. So I think that’s really frustrating... I think it’s still going to take a cultural shift for commanders to be empowered to actually remove those people.”

Overall, participants felt that addressing toxic individuals is key to enhancing safety. Many felt as though perpetrators are not held accountable, often just moved to different units or locations without serious consequences.

1b. Address toxic leadership

The importance of addressing toxic leadership emerged as another accountability-related theme. Participants felt as though harmful, or toxic, leaders are rarely removed from their positions. As one Active Duty member said:

“I would say in my personal experience, I think people have had adverse action taken against them multiple times before I even came into contact with them. And then I came into contact with them and they were still toxic. So it’s almost like why weren’t they taken out of the organization when they were in trouble the first time or the second time or the third time? Why are they still here? And why are they in a supervisory position? Where are they in charge of other people? As we’ve already had documented incidents that they’re toxic or unable to do the job.”

One Active Duty member also highlighted the need to be able to evaluate individuals higher up in the chain of command to help keep them accountable. This could be part of the promotion process to aid in decreasing toxic leadership. As the participant said:

“I think the way that the Air Force promotes people needs to change because it doesn’t account at all for interpersonal stuff. And in the end, as you promote higher and higher up, you’re more responsible for working

with people. It seems like you always get rated from the top, from people of higher rank, you get your EPRs from your supervisor, and then it goes up the chain. But it seems like nobody ever asks how the people underneath you are doing. Why can't there be a 'teacher evaluation' of somebody above you, that actually affects their career? Because we're the people that are working under the people that are affecting us. I just feel like they need to account for that more. And that actually needs to weigh into the decision to promote people."

Focus group participants and survey respondents believed that in order to create a more positive culture, harmful and toxic leadership need to be removed from their leadership roles. They also believed that a mechanism to evaluate leadership would help ensure poor leaders are held accountable.

1c. Conduct *third-party exit interviews* with members leaving units to elicit feedback on climate and leadership

Unit members might not report incidents of IPV for fear of potential professional or social consequences. The Department of Defense's (DoD) Workplace and Gender Relations for Active Duty personnel survey and the DoD's Workplace Equal Opportunity survey address the experiences of DoD personnel, including DAF personnel, with several types of IPV. However, there can be a lengthy delay between the administration of these surveys and dissemination of the results, and results might not be summarized by unit, thereby limiting the perceived applicability to particular unit commanders. In addition, the Defense Equal Opportunity Climate Survey also addresses different types of IPV, but individuals might not report their perceptions or experiences for fear of either being identified or their unit being punished for providing negative responses. To address this, DAF should administer surveys to those who are leaving a unit, due to a PCS or job transition, allowing individuals to respond to items regarding the unit climate and leadership at a time when their candid responses cannot negatively affect their career. Notably, results will need to be aggregated to prevent identification of any particular individual.

Focus group and questionnaire respondents believed third-party delivery would promote a feeling of safety with giving feedback on others, particularly when reporting negative experiences with leadership or chain of command, and could serve as a means to identify and remove both toxic individuals and leaders.

One civilian employee noted the importance of having someone outside of the unit conduct exit interviews:

"I'm talking about exit interviews with someone outside of the unit. Having one of your commanders is nice. I've always done that informally. But I'm talking about having some monitoring, some kind of tracking by someone who's outside of the immediate structure of the unit, of what people are saying as they're leaving."

Another questionnaire respondent echoed those sentiments:

"I've rotated now three times. I've left three different units and not once has someone interviewed me about my experience in the unit I've left. I

think that's a time when you can interview someone and expect more candid feedback than when they're in it."

2. Develop approachable leadership

Participants saw a need for leadership to be more approachable, which could be accomplished through increasing positive interactions with leaders, or leadership sharing stories about how they take IPV issues seriously. This recommendation could potentially mitigate the barrier of distrust in leadership.

Representative of many respondents' views was this from an Active Duty participant:

"I think that the practice of leadership checking in with their people, not necessarily as groups but as individuals. 'Are you doing okay? Are you getting what you need?' The care and feeding of an Airman, so to speak, type conversation would go a long way to allow them to know and see what's going on and hear from a lot of perspectives and they can help maintain some semblance of awareness beyond 'We only meet in groups or we don't meet at all. I've got other things to do. I'm busy. Too busy for you guys.'"

Another exemplar quote from a questionnaire respondent captured a common sentiment that having leaders spend more time getting to know those who work for them would be helpful:

"I would add that I think people are more likely to seek help if they trust their leaders and if their leaders make an effort to know them as people, through visiting different workplaces, knowing details about who works for them. But also that the leader follows through in what they say, which will help create trust and then people will be more likely to come to them with any issue."

The importance of leaders connecting with their people was also stressed. Reflecting many other respondents' perspectives, one questionnaire respondent wrote:

"Visit the work place and talk to the people. I have two commanders in my chain of command at this base. One came by to visit and talk once, and that was when she first took command. I have not seen either since in our area. If you are not out and about, how are you supposed to know if your people are safe? You have to have the pulse of your unit. Leave your staff behind and don't let supervisors accompany you, go out and talk to them or create environments and situations where they feel free to talk to you. This is something that can be done to better support us all, and will make it more likely that someone experiencing interpersonal violence would turn to you. My supervisor does this regularly, as do my peers."

Others talked about the importance of leadership sharing about how they take issues of IPV and workplace violence seriously. For example, one civilian employee put it this way:

"I recommend that leaders find ways to advertise the fact they know that this happens. They may have a personal experience. Maybe someone did file a complaint, maybe someone did go to mental health, maybe someone did. And so addressing the stigma of hey, just because we don't talk about it doesn't mean it doesn't exist."

A clear theme emerged that individuals valued leadership connecting with those they lead, believing that approachable leaders increase unit members' comfort and confidence in reporting or reaching out to leadership if needed.

3. Expand *restricted reporting* and provide *third-party reporting* and resource options

Similar to third-party exit interviews to help create a culture of accountability, participants and questionnaire respondents also recommended creating options for third-party IPV reporting and for utilizing non-military resources. This recommendation may mitigate the fear of negative career impacts and promote a sense of safety when it comes to reporting and receiving services. This recommendation was also connected to the theme that confidentiality facilitates safety, reporting, and seeking services after experiences of IPV.

For reporting options, many individuals urged allowing reports outside one's chain of command. Others noted the importance of having options for restricted reporting for all types of IPV. For resources, many participants mentioned being permitted to seek services, such as mental health care, outside of the military system. One questionnaire respondent captured others' sentiments regarding how third party reporting options could aid individuals who distrust their leadership/chain of command:

“Having someone in the chain of command be the final authority to decide what punishment should happen is very discouraging. Sometimes that chain of command, all the way to the Wing Commander, is corrupt or part of the problem. Turning a blind eye to issues is part of that involvement. Knowing there is a problem and letting toxic leadership continue to lead, especially moving them up to higher levels of authority, is part of the problem.”

Others noted the importance of expanding restricted reporting options for all types of IPV. As examples, several questionnaire respondents provided clear and direct recommendations, “Extend eligibility of who can file a restricted report” and “Have a choice between restricted and unrestricted reporting for interpersonal violence.”

Another civilian employee recommended a neutral party with a background in emotional/behavioral science be hired to accept, review, and disposition IPV reports:

“I would add a professional in emotional and behavioral science inside the fence line. They can work with all parties. And basically like a lawyer, neutrally, or even to the point where they can write the cases up, and if somebody really doesn't belong in the government, they do the job. Because they have the professional clinical knowledge of what the behavioral problem is, which I could never define, or most of my colleagues can never define. And it might be the supervisor is the problem, not the person who came complaining.”

Echoing the sentiments of having a third party reporting system, one questionnaire respondent recommended a neutral location to house a neutral reporting service:

“Create a safe space with a confidential POC where individuals can go to that is outside their chain of command if they are being met with resistance. Many individuals give up on reporting or seeking help when they are beat down from the chain of ever making headway with their

issue. Having an alternate reporting POC outside the chain ensures that problems are still reported and individuals receive help when their supervisors or chain leaders stop them from continuing to report any issues.”

In addition to third-party reporting options, others mentioned third-party resources, such as mental health care. Specifically, participants suggested that third-party support options could help Airmen and Guardians access help and resources more quickly after experiencing IPV. One Active Duty member stated:

“I think that’s where the issue arises is that when it comes to referrals, we can’t just automatically go out and seek something on our own. We have to go through military personnel, what the base services offer, and which I understand. However, when there are certain cases, where someone has to wait months on end. And then during those months when they’re waiting, something could happen.”

3a. Allow *optional reporting* and/or expand who can take a restricted report

One subtheme related to reporting options was allowing optional reporting for IPV, or expanding who can accept a restricted report. This subtheme was most prevalent in questionnaires and focus groups on the topics of sexual assault/harassment and domestic/dating violence. Currently, DAF policy allows restricted reporting to specific support personnel/agencies for both sexual assault and domestic violence, but supervisors and command team members cannot accept restricted reports. Instead, the chain of command is required to report known IPV incidents to law enforcement/investigative entities and refer members to support agencies, effectively “unrestricting” any reports that they receive. Mandatory reporting was instituted to address concern that leadership may not take needed action to ensure safety and accountability, though forced command reporting may prevent some victims from coming forward. If leaders are allowed to take a restricted report and help subordinates get to support services, victims might feel safer bringing issues to their supervisor’s attention. Adding the restricted reporting option for commanders and other current mandatory reporters allows Airmen and Guardians to understand that if they do tell their supervisor about IPV, the supervisor and victim have options to work through together.

Participants expressed a desire to talk to their leadership about instances of IPV without instigating mandatory reports/investigations. Some command personnel echoed this desire, with the belief that they could better help their personnel if they were able to have conversations about IPV incidents without having to make a report. Other participants focused on the importance of receiving services and resources without having to make a report if they are not ready to do so (an option currently available only when cases meet criteria for restricted reporting).

One questionnaire respondent highlighted this broad sentiment around reducing the number of mandated reporters in the military so that Airmen and Guardians have more avenues to talk to about experiences of IPV without risking generating a formal report:

“Decrease the amount of mandatory reporters. Troops may be hesitant to come forward and ask for help if the person they trust is a mandatory reporter. They may want to speak up to their supervisor, but don’t want it

to escalate to a report, so instead they stay silent. If first line supervisors weren't mandatory reporters, troops would feel more comfortable being open and candid about their workplace and home struggles, rather than walking on eggshells to avoid saying report-triggering phrases."

Another questionnaire respondent echoed similar thoughts, highlighting that an individual may not be ready to go through the formal reporting or investigative processes:

"I think that there should be more options for people that do not wish to report. I think that Supervisors at least should not have to report problems like this, and if not supervisors, then first sergeants. Airmen should be able to talk to someone about things they are going through without it exploding into something much bigger than they are ready for. There's plenty of mandatory reporting options, but only one 100% full confidentiality resource."

Others noted the importance of receiving resources even if they are not ready to make a report. One example statement was, "Airmen may not agree with the process of going through with an investigation in order to obtain assistance, which may be why Airmen may not seek help." It should be noted that victims who file restricted reports currently can access formal support services without initiating an investigative process.

Another potential consideration is restricted help seeking for offenders in cases where a victim has not made a formal report. One participant highlighted that, particularly with domestic violence situations, mandatory reporting may prevent a perpetrator from getting help if they want to change their behavior:

"One way they could limit safety is when a potential offender asks for help learning to not be an offender, it could open them up to investigation. This would make them not want to seek help. This is true mainly in domestic violence situations. Many people now-a-days don't really know how to relate to each other in healthy ways and don't know how to control some triggers or calm themselves and/or their partners down. Often both people escalate a situation and it's a mutual affray, but they are scared to get help to learn better skills because they are afraid one or both will be investigated and then lose rank or their job."

Participants highlighted that third-party reporting options and non-military resources/support services could help increase a sense of safety to facilitate reporting or seeking services after experiences of IPV. Participants also saw a need to expand who is eligible to make a restricted report to all types of IPV. Lastly, some participants wished personnel could talk with leadership or individuals in their chain of command about issues of IPV, and receive resources without a mandatory report being made.

4. Increase education on policies and available resources

Many individuals suggested increasing education about policies and resources available to individuals who experience IPV. This recommendation makes sense, as a lack of awareness of policies and resources was seen as a barrier to keeping Airmen and Guardians safe. One civilian employee noted:

“Knowing that it's there, and knowing where to go. We see this with the Community Action Team all the time, people don't know what we have to offer and if they don't know what you have to offer, they're not going to be able to find that support. So there has to be a way to be able to get information out about those services.”

One commander's words captured the views of many others about the importance of educating not only Airmen and Guardians about available resources but also their family members:

“Education, but educating the families and the communities. If we could educate the families of these Airmen, I think it would help because they're the ones that are the closest to these Airmen. Even though we say we're close to the people that we work with eight hours a day but I think if we could educate the families, the spouses and let them know what resources are out there and let them know that we're encouraging them to come forward, I think that also would help.”

In addition to knowing what resources are available, one DAF Reserve commander pointed out the lack of resources available to Reserve and Guard members as an important issue to address:

“I guess other than the education piece, just knowing in the situation who to call, what to do, maybe that might be a limiting factor is what's available to us and how to go about using the resource. I know with the Reserve, we always have a question of what status are people in, if they're not in the right status, then certain resources are not available to the people. That comes into play quite a bit for us, which is frustrating sometimes. Or if they're like, "Oh, I'm sorry, we can't help you with that because you're not in the right status." Maybe not so much with the violence piece, but I guess it's possible that would be one problem with the programs. Because most of the programs Air Force has are driven for, or created for the Active Duty. With our reservists, our traditional reservists, they're on UTA status, they're not on Active Duty status, it's not really applicable to them. It ties your hand as a command team.”

Several questionnaire respondents recommended delivering information to Airmen and Guardians in person. As one person noted, “I also think visits from outside agencies that provide these services let Airmen see all their options and they may discover an option or person they feel comfortable with using.” Similarly, another respondent stated, “If the services actually come out to the squadrons and inform the members what their services are, that might help open up awareness of the services provided by those places.”

Another related recommendation was to ensure that new hires are made aware of resources and policies regarding reporting IPV. One questionnaire respondent wrote, “They could have the reporting policies and resources more clearly posted and mentioned to new hires since interpersonal violence is less likely to be reported by someone that does not know the environment well.”

One questionnaire respondent reinforced others' thoughts that information should be repeatedly reviewed and posted, “Training on what support services are available are only

conducted once a year. I think they should be brought up at newcomer's briefing as well. Or listed on "official" business bulletin boards."

Overall, many participants believed that additional advertisement and education on the policies regarding reporting and the resources available would better enable keeping Airmen and Guardians safe, increase reporting, and increase utilization of important services.

5. Provide additional training on IPV

The final recommendation theme that emerged was to develop training focused on IPV in general (beyond IPV policies and resources). This theme focused strongly on training related to the human components of IPV, such as how to help others, empathy training, and helping individuals become aware of what constitutes as IPV so they can identify when it is happening to them. Additionally, participants highlighted the need to make expectations clear during trainings on what is considered IPV.

A civilian employee highlighted the importance of training Airmen and Guardians on what constitutes as IPV so they can even recognize when they experience it, stating, "You want that person to have the skills, to be able to figure out that, 'Yes, this has gotten too far for me, I need help.' Or how can you avoid this situation?"

Another questionnaire respondent made specific recommendations on how to change the current training to include more definitions of IPV and how to assist victims of IPV:

"Change the training we receive. The training should incorporate how to help a victim who experiences interpersonal violence (initial reactions, what to say, who to contact (if desired)). The training should also give more examples of what constitutes interpersonal violence, rather than just saying broad domestic violence/sexual violence/etc. Each type of abuse/violence/harassment should include specific examples and warning signs/red flags to look for."

Additionally, a civilian employee mentioned adding trainings on emotional intelligence and how to handle instances of IPV disclosure, specifically recommending the DAF incorporate role plays in trainings:

"When we go to work, we're not in psychotherapy, I get it. But we also need to be aware. I think one way to resolve, and to help people get a little bit more emotionally intelligent [is] some of these trainings on the civilian side or military side, that they actually do some role-play. Here's the situation, and then they role played it out because if you've never experienced [someone] who had domestic violence, then it's all of a sudden in your face, then you're freaked out and you start to react."

5a. Conduct additional training for leadership, including case examples of the full process—from reporting to receiving services to case closure

DAF leaders who participated in focus groups and qualitative questionnaires expressed confusion about IPV response systems. To reduce confusion and increase confidence in engaging with the appropriate DAF system, the DAF should include step-by-step information in trainings and in materials (e.g., websites) on each step of the process. This would include who is involved (e.g., helping agencies), what is involved (e.g., topics addressed, actions taken), and

the average and potential time period of each step. Providing an exemplar case, or an applied example, would further elucidate the process for all DAF personnel.

In addition, or as an alternative to providing additional information, leaders could be connected to an appropriate expert support person to assist in overseeing the process. In facilitating this linkage to experts, leaders simply need to remember who they should call, not each detail of every step. A system like this is in place for sexual assault and workplace harassment, so one option might be to replicate this system for other IPV behaviors. As one questionnaire respondent wrote:

“Most if not all Supervisors receive ‘maybe’ 2-3 hours of interpersonal violence training per year, it is safe to say 99% of Supervisors are not adequately trained and will never be adequately trained to deal with these situations. Dealing with these types of situations requires subject-matter-experts i.e. interpersonal violence professionals.”

More training for leadership was a very common theme among participants, who suggested help with interpersonal skills, how to handle incidents of IPV, conflict resolution, and what to do in specific situations (e.g., when there is a rumor of IPV in their unit, but no one has come forward). Others highlighted the need for sensitivity and diversity training for leaders. As one participant put it:

“Sensitivity training and diversity training would help tremendously. It is possible to teach empathy, which would help in cases where diverse leadership is not available. I believe change starts at the top, and while leaders have started focusing on these issues, I have heard from places with more toxic work cultures that leadership either condones or is ambivalent to the culture.”

Another questionnaire respondent highlighted the need for emotional intelligence training for leadership as a means to enhance reporting and safety, “I think emotional intelligence training for supervisors should be provided to help commanders and supervisors to understand how to listen to subordinates and to empathize with them.”

Additional training on IPV for everyone, but particularly leaders, was recommended to increase knowledge about acceptable (and unacceptable) interpersonal behaviors and on how to identify and support people who have experienced IPV. Participants also recommended that leaders undergo specialized training on how to handle incidences of IPV from a leadership perspective, including building conflict resolution skills.

APPENDIX B.

DAF Directed Action Plan

Upon completion of the IPV Task Force outbrief, the SecAF directed appropriate agencies address these recommendations. This direction includes designating Offices of Primary Responsibility (OPR) and Offices of Collateral Responsibility (OCR) for each of the three recommendations. **OPRs will provide a progress report to HAF/A1 six months after this report’s publication and an implementation summary at the one year point (with continued updates every 6 months until the established Lines of Effort (LOEs) are accomplished). HAF/A1 will keep SecAF, CSAF and CSO informed on their progress.**

It is important to note that these recommendations, alongside the SecDef Independent Review Commission recommendations, are a subset of the AF’s Action Order-Airmen initiative and the USSF’s Guardian Strategy. These efforts will feed into a broader and more comprehensive DAF focus on integrated resilience strategy.

RECOMMENDATION	OPR	OCRs	LOEs
Complete a cross-functional database review	SAF/CN	HAF/A1, HAF/A4, SAF/IG-OSI, DAF/JA, AF/SG (Family Advocacy), AF/HC, Equivalent offices from AFRES & ANG	<ol style="list-style-type: none"> 1. Explore database standardization across helping agencies and, where possible, data sharing across these agencies. 2. Establish a standard set of data points that can be pulled or pushed across the spectrum to provide senior leaders with a big picture of the environment. 3. Develop policy and guidance for the helping agencies involved in IPV data collection and management.
Pursue a one-stop policy for victims of IPV	HAF/A1	HAF/A4, SAF/IG-OSI, DAF/JA, AF/SG (Family Advocacy), AF/HC, Equivalent offices from AFRES & ANG	<ol style="list-style-type: none"> 1. Ensure all service agencies provide direct “warm handoffs” linking an individual directly to the appropriate and needed service. 2. Explore policy recommendations that provide support from initial reporting through resolution and post care for victims and their families.
Establish a cross-functional team to examine barriers to reporting	HAF/A1	HAF/A4, SAF/IG-OSI, DAF/JA, AF/SG (Family Advocacy), AF/HC, Equivalent offices from AFRES & ANG	<ol style="list-style-type: none"> 1. Ensure cross functional teams include CC teams and helping agencies. 2. Further investigate the apparent disconnect between command team perspective and victim experience. 3. Consider policy recommendations received from victims of IPV.

APPENDIX C.

Definitions and Research on IPV

There is great complexity and nuance in examining individuals' experiences with IPV. This Appendix covers the following topics: Definitions of IPV types, prevalence rates of various IPV types, reporting rates, impacts of IPV, barriers and facilitators to safety, and recommendations to enhance IPV reporting and victim safety.

Definitions of IPV

Sexual Assault

Specific legal definitions of what constitutes sexual assault varies by state, but often sexual assault is defined as any nonconsensual sexual activity through physical force, psychological intimidation, manipulation, threats, or the inability to give consent due to intoxication or incapacitation (World Health Organization [WHO], 2002). Sexual assault can include unwanted sexual touching or fondling, oral penetration, forcing the victim to penetrate the perpetrator, attempted rape, and completed rape (the perpetrator penetrating the victim's body; RAINN, n.d.).

According to Sexual Assault Prevention and Response (SAPR), sexual assault is defined as, "intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses" (SAPR, n.d.). Lastly, the Department of Justice (n.d) includes that sexual assault is any nonconsensual sexual act proscribed by Federal, State, or Tribal law.

Sexual Harassment

According to SAPR (n.d.), sexual harassment includes conduct that involves unwanted or unwelcome sexual advances, requests for sexual favors, repeated/deliberate comments that are offensive, or gestures of a sexual nature that are severe enough for an individual to perceive these acts as offensive or hostile. Sexual harassment is not always specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment (RAINN, n.d.).

Sexual harassment is often examined within a workplace environment. In these circumstances, sexual harassment can be defined as, "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment (U.S. Equal Employment Opportunity Commission, n.d.).

In a military specific context, workplace sexual harassment can also include any form of sexual behavior by a person in a supervisory or command position to influence, control or affect

the career or salary of a member of the armed forces or a civilian employee of the Department of Defense (SAPR, n.d.). Additionally, it includes any repeated or deliberate unwanted verbal comment or gesture of a sexual nature by any individual in the armed forces or any civilian Department of Defense employee (SAPR, n.d.).

Adult Domestic Violence

Adult domestic includes misdemeanor or felony crimes of violence committed by a current or former spouse or intimate partner, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner (U.S. Department of Justice, n.d.). Domestic violence can include emotional abuse, physical abuse, sexual abuse, or economic abuse. Domestic violence includes behaviors that physically harm, incites fear, or is used to control one's partner (National Domestic Violence Hotline, n.d.). Multiple forms of domestic violence can be perpetrated against a victim simultaneously (Krebs, Breiding, Browne, & Warner, 2011), and bilateral violence – where both partners are perpetrating violence against one another – can also occur (Hines & Douglas, 2010).

The Department of Defense (2017) defines domestic abuse/domestic violence as “An offense under the U.S. code, the UCMJ, and the state laws involving the use, attempted use, threatened use of force or violence against a person, or a violation of a lawful order issued for the protection a person.” The DoD also acknowledges domestic abuse is a pattern of behavior that results in psychological or emotional harm, economic control, or interferes with someone's personal liberty.

The DoD (2017) acknowledges the following types of domestic violence:

- Physical abuse: The non-accidental use of physical force against a spouse or intimate partner that causes physical injury (e.g., bruise, cut, sprain, or broken bone) or reasonable potential for more than inconsequential physical injury.
- Emotional abuse: Non-accidental act or acts, excluding physical or sexual abuse, or threats adversely affecting the psychological well-being of the partner (e.g., isolating partner from friends/family; restricting access to economic resources or benefits; threatening to harm the individual's children, pets or property; or berating, disparaging, or humiliating the partner).
- Sexual abuse: The use of physical force to compel the spouse or intimate partner to engage in a sexual act or sexual contact against his or her will, whether or not the sexual act or sexual contact is completed.
- Neglect of spouse: Withholding or threatening to withhold access to appropriate, medically indicated health care, nourishment, shelter, clothing, or hygiene where the spouse is incapable of self-care and the abuser is able to provide care or access to care.

Dating Violence

The term “dating violence” falls under the umbrella of adult domestic violence. Dating violence is committed by a person who is or has been in a romantic or intimate relationship with the victim (U.S. Department of Justice, n.d.). Dating violence includes physical, sexual,

emotional, or verbal abuse from a romantic or sexual partner. Physical abuse can include hitting, shoving, throwing objects, biting, kicking, strangulation, or other aggressive physical contact (Office on Women’s Health, n.d.). Emotional or verbal abuse includes yelling, name-calling, isolation from family and/or friends, bullying, and blaming the victim for their own abuse (Office on Women’s Health, n.d.). Sexual abuse can include force or coercion to do any unwanted sexual act, or when someone is not able to consent (including when drinking heavily; Office on Women’s Health, n.d.). Dating violence can also include forcing someone to get pregnant against their will, trying to influence what happens during pregnancy, or interfering with someone’s birth control (Office on Women’s Health, n.d.).

Workplace Bullying

Workplace bullying can be defined as harmful, targeted behavior that occurs at work. It is a pattern of behavior that can be offensive, mocking, or intimidating (Healthline, n.d.). Types of workplace bullying include:

- Verbal: Mockery, humiliation, jokes, gossip, or other spoken abuse.
- Intimidating: Threats, social exclusion, spying, or other invasions of privacy.
- Related to work performance: Wrongful blame, work sabotage or interference, or taking credit for ideas/work.
- Retaliatory: Accusations of lying, further exclusion, refused promotions, or other forms of retaliation.
- Institutional: A workplace accepts, allows, and even encourages bullying. This can include unrealistic production goals, forced overtime, or singling out those who can’t keep up (Healthline, n.d.).

The Department of Defense defines workplace bullying as, “an act of aggression by a military member or members, or Department of Defense civilian employee or employees, with a nexus to military service or Department of Defense civilian employment, with the intent of harming a military member, Department of Defense civilian, or any other persons, either physically or psychologically, without a proper military or other governmental purpose.” (Gilberd, 2017). Bullying may involve singling out a person from their co-workers or unit because they are considered different or weak, and often involves power imbalances between the perpetrator and victim (Gilberd, 2017). DoD defines workplace bullying as a form of harassment that includes “acts of aggression by service members or DoD civilian employees, with a nexus to military service, with the intent of harming a service member either physically or psychologically, without a proper military or other governmental purpose.” (Chadwick, 2020).

IPV Prevalence

Sexual Assault and Sexual Harassment

In the United States, sexual assault affects staggering numbers of individuals. Nearly one in every five women and one in every seventy-one men are raped in their lifetime according to the 2010 National Intimate Partner and Sexual Violence Survey Report (Black et al., 2011). This survey included reports of experienced forced penetration, attempted forced penetration and alcohol or drug facilitated completed penetration. 4.8% of men surveyed reported that they were

forced to penetrate someone else, the overwhelming majority (89%) being an intimate partner or an acquaintance. Lifetime experiences of sexual coercion, defined as unwanted sexual penetration after being pressured in a nonphysical way, was reported by 13% of women and 6% of men surveyed. Although lifetime rape was reported by 18% of women and 1.4% of men, unwanted sexual contact was much more common, with 27.2% of women and 11.7% of men reporting experiences. Some ethnicities were found to be more at risk of unwanted sexual attention or assault. American Indian or Alaska Native women (26.9%) and multiracial non-Hispanic (33.5%) women were found to be at higher risk of lifetime rape victimization than Black (22%), White (18.8%) and Hispanic (14.6%) women (Black et al., 2010). Additionally, it is estimated that approximately 40 – 75% of American women and 13 – 31% of American men have experienced workplace sexual harassment (Aggarwal & Gupta, 2000).

Military Sexual Assault. In 2016, the Workplace and Gender Relations Survey of Active Duty Members completed by the Department of Defense found that approximately 4.3% of military members have experienced a sexual assault in their lifetime – 15.3% of military women and 2.2% of military men. Some lifetime assaults occurred prior to military service, but 13.2% of women and 1.8% of male members reported they experienced a sexual assault since joining the military, and 1.2% of all active military members indicated a sexual assault within the last 12 months (Davis et al., 2017).

The majority of those who indicated a sexual assault within the last 12 months had been assaulted multiple times within that year. Of the 4.3% of women who indicated a sexual assault in the last year, more than 62% reported more than one event having occurred (Davis et al., 2017). In 2014, the RAND Military Workplace Study found that men were even more likely than women to have experienced multiple incidents in the last year and to have been assaulted by multiple offenders during a single incident (Morrall et al., 2015). These victims were more likely to describe the event as hazing and were less likely to report that alcohol was involved in the abuse than their female counterparts.

A recent meta-analysis examining the prevalence of military sexual trauma using 43 studies found that 1.9% of male service members or veterans, and 23.6% of female service members or veterans reported experiencing MST (Wilson, 2018).

Sexual Assault by Branch. In both the 2014 and 2016 Military Workplace Study, individuals in the DAF reported lower rates of physical sexual assault than any other branch (Davis et al., 2017; Morrall et al., 2015). In the DAF, 11.2% of women reported experiencing sexual assault since entering the service, compared to 14.8% of women in the Navy and 15.7% of women in the Marine Corps. Women in the Marine Corps have almost a 1 in 6 chance of being sexually assaulted during their service. Female sexual assault victims across service branches often experience multiple unwanted events in the last twelve months. For example, less than half (43%) of assaulted women in the Coast Guard experienced only one event, while more than one quarter (28%) reported experiencing unwanted events more than five times in the last year. For men who experienced sexual assault in the Coast Guard, less than one quarter indicated a single assault, while 44% reported five or more assaults in the last twelve months (Davis et al., 2017). While the Marine Corps carried the highest 2016 rates of female penetrative assault (4.3%), women in the Navy were more likely than other services to experience non-penetrative

assault. Navy men had the highest rates of non-penetrative sexual assault (0.9%), with the DAF again holding the lowest rate (0.3%; Davis et al., 2017).

Adult Domestic Violence and Dating Violence

It is estimated by the National Institutes of Health that domestic violence effects ten million Americans every year (Huecker & Smock, 2020). One in three women, and one in every nine men, are victims of domestic violence in their lifetime. Although many events are considered minor, such as grabbing, slapping, or shoving, serious and sometimes fatal injuries do occur. Annually, the United States documents about 1,500 deaths due to domestic violence. Of the fatal encounters, approximately 40% of victims sought help in the two years before their death. At this time, domestic violence is thought to be significantly under reported, despite 50% of women seen in emergency rooms reporting a history of abuse (Huecker & Smock, 2020). Finally, domestic violence effects approximately 325,000 pregnant women every year.

Although the number of female perpetrators is often underestimated, the most common form of domestic violence is committed by men against women. More than 35.6% of women in the United States report experiencing rape, physical violence or stalking by an intimate partner in their lifetime (Black et al., 2010).

While three out of 10 women are stalked, raped or physically assaulted at some point in their lives, only one out of every 10 men experience the same. Among the female victims, more than one third have experienced multiple forms of abuse, and one fourth have experienced severe physical abuse by a partner (Black et al., 2010).

Men also experience domestic violence perpetrated by both male and females. Male rape and non-contact unwanted sexual experience victims report predominantly male perpetrators (Black et al., 2010). While one in every 19 men become victims of stalking, nearly half report a male perpetrator. Black and colleagues (2010) found that other forms of violence against males, such as psychological and physical violence, were primarily perpetrated by females. Of male domestic violence victims, 92.1% report experiencing only physical violence (Black et al., 2010). Men are considered less likely to report psychological abuse, potentially impacting this statistic. In the United States, 5% of men who were murdered were killed by an intimate partner (Huecker & Smock, 2020).

Domestic violence is also present in lesbian, gay, bisexual and transgender couples. Surveys indicate that 25% of partnerships report violence - a prevalence comparable to heterosexual women (Huecker & Smock, 2020). Females living with female partners experience less violence than females living with male partners, and male partners living with male partners are significantly more at risk than males living with female partners. Transgender individuals are twice as likely to experience physical domestic violence (Huecker & Smock, 2020).

Workplace Bullying

In 2017, a nationally representative sample was surveyed to examine workplace bullying in the United States (Namie, 2017). The survey estimated that in 2017, the total number of Americans affected by workplace bullying, by either experiencing or witnessing it, equates the combined population of six western states: 60.3 million people. Of these 60.3 million people, around 30 million are believed to be victims and the rest witnesses to the bullying. The Workplace Bullying Institute reports that 19% of Americans suffered abuse while at work,

another 19% witnessed it, and a total of 63% of Americans are aware that workplace bullying is happening.

Seventy percent of the time, the perpetrator is a man and 61% of the time he/she is in a position of authority over the victim. Most of the time (63%) bullies are reported to be operating alone (Namie, 2017).

Certain populations are more vulnerable to workplace bullying than others. Both Hispanic (25%) and African Americans (21%) are bullied at higher rates than the national rate (19%; Namie, 2017). When men are the perpetrators, 65% of their targets are female. Likewise, when women are the perpetrators (30% of the time) their targets are primarily female (67%). This means that 66% of all victims of workplace bullying are women (Namie, 2017).

Impacts of IPV

Sexual Assault and Harassment

Sexual assault survivors experience an array of mental and physical health problems, including depression, anxiety, sleep problems, weight change, substance use, suicidal ideation, interpersonal issues, and a host of other traumatic reactions (Black et al., 2011), and these effects are often experienced long term (Bordere, 2017). Sexual assault victimization is also associated with physical complaints, somatization, taking more sick days at work, and reporting more frequent primary care visits (Stein et al., 2004). It is important to note that some research has found differences in prevalence of trauma symptoms among survivors of different sexual assault types. For survivors who were raped, 46.7% experienced unwanted memories, 50% experienced avoidance and numbing responses, and 30% experienced hyperarousal responses (Flack et al., 2007). For survivors who experienced unwanted fondling, 19.2% experienced unwanted memories, 32.7% experienced avoidance and numbing responses, and 26.9% experienced hyperarousal responses (Flack et al., 2007). It may also be important to examine the context in which the sexual assault occurred. One study found that survivors of alcohol-related sexual assaults reported more depressive symptoms than survivors of non-alcohol-related sexual assaults (Ullman et al., 2010).

Military Sexual Assault. In addition to the effects of sexual assault experienced by survivors in the general population (anxiety, depression, suicidal ideation, suicide attempts, substance abuse, post-traumatic stress symptoms, sleep problems, self-blame, shame and difficulties in relationships; Black et al., 2011), survivors of military sexual assault face a variety of context-specific challenges that may intensify symptoms and negatively affect their ability to cope. First, service members may work and live in environments that require survivors to engage in continued daily contact with their offenders, which increases risk for subsequent victimization (Surís et al., 2013). Second, because one quarter of perpetrators are in military victims' chains of command (Farris et al., 2013), survivors' military careers may be threatened by offenders' potential influence. Third, the experience of sexual assault may degrade unit cohesion that may otherwise serve as a protective factor in the military setting (Surís et al., 2013). Additionally, male survivors may experience unique challenges, including confusion about sexual identity,

masculinity, and sexual orientation, especially if the perpetrator was a male (Turchik & Wilson, 2009).

Sexual Harassment. Sexual harassment can have unique consequences when it occurs in the workplace. A meta-analysis examining data from 41 studies (with a sample size of nearly 70,000) found that experiencing workplace sexual harassment was significantly associated with poor mental health, poor physical health, symptoms of post-traumatic stress disorder, decreased job satisfaction, withdrawing from work, and lower levels of commitment to the organization where they work (Willness, Steel, & Lee, 2007).

Adult Domestic Violence and Dating Violence

Victims of domestic/dating violence experience a host of negative symptoms, including physical injury, poor physical health, poor mental health, chronic pain, and substance use (Breiding, Chen, & Black, 2014; Campbell, 2002; Coker et al., 2002). Numerous meta-analyses have linked mental health issues, such as depression, PTSD, and anxiety with physical domestic violence or dating violence victimization (Devries et al., 2013; Spencer et al., 2019; Trevillion et al., 2012). Additionally, when comparing mental health symptoms and physical IPV victimization between men and women, Spencer and colleagues (2019) found that depression was a significantly stronger correlate with physical IPV victimization for women than for men, suggesting that symptoms of physical domestic violence victimization may differ by gender.

A report published by the Centers for Disease Control and Prevention in 2014 found that among women who experienced physical or sexual domestic violence/dating violence, 72.2% reported being fearful, 62.3% were concerned for their safety, 62.6% reported at least one PTSD symptom, 41.6% were injured, and 28.0% missed at least one day of work or school due to the violence (Breiding et al., 2014). Of men who experienced physical or sexual domestic/dating violence, 18.4% reported being fearful, 15.7% were concerned for their safety, 16.4% reported at least one PTSD symptom, 13.9% were injured, and 13.6% missed at least one day of work due to the violence (Breiding et al., 2014).

Additionally, women who experienced physical or sexual domestic/dating violence reported significantly higher prevalence rates of asthma, irritable bowel syndrome, diabetes, frequent headaches, chronic pain, difficulty sleeping, activity limitations, and poor mental health compared to women who did not experience domestic or dating violence (Breiding et al., 2014). Men who experienced physical or sexual domestic violence/dating violence reported significantly higher rates of frequent headaches, chronic pain, difficulty sleeping, and activity limitations, and reported poorer physical health than men who did not experience violence in their intimate relationships (Breiding et al., 2014).

Examinations of emotional domestic violence/dating violence have found that experiencing this type of IPV was significantly related to chronic neck or back pain, disabilities preventing one from working, arthritis, migraines or frequent headaches, sexually transmitted infections, stomach ulcers, chronic pelvic pain, spastic colon, and frequent indigestion, constipation, or diarrhea (Coker et al., 2000).

Experiencing multiple types of domestic/dating violence victimization likely also has unique consequences. A study found that women who experienced sexual and physical violence

reported significantly more PTSD symptoms than women who were physically assaulted by their intimate partner (McFarlane et al., 2005).

Workplace Bullying

Research has found that workplace bullying victimization is significantly associated a variety of negative mental health symptoms, including depressive symptoms, sleep-inducing drugs or sedatives use, mood swings, anxiety, stress, sleep disturbances, adjustment disorders, general mental health issues, and suicidal ideation (Samnani & Singh, 2012; Sasone & Sasone, 2015; Vartia, 2001; Verkuil, Atasayi, & Molendijk, 2015). Additionally, workplace bullying has also been associated with a host of medical impacts, including neck pain, acute pain, fibromyalgia, cardiovascular symptoms, and musculoskeletal complaints (Sasone & Sasone, 2015). Workplace bullying is also related to economic consequences, including unemployment and missed work days at work due to bullying (Sasone & Sasone, 2015). Workplace bullying is associated with someone intending to leave his or her job, missing work, and poor job satisfaction (Samnani & Singh, 2012).

Research has also found that various forms of workplace bullying are more harmful to victims than others. One study found that assaulting one's private life and judging someone's work performance wrongly/in an offensive manner were most strongly related to poor mental health. Giving a person a meaningless task or restricting a person's ability to express his or her opinions were most strongly related to feelings of low self-esteem or self-confidence (Vartia, 2001).

Reporting Rates of IPV

Sexual Assault and Sexual Harassment

Sexual assault is an incredibly under-reported crime. Civilian estimates indicate that 65-84% of sexual assaults are not reported to police (Kruttschnitt, Kalsbeck, & House, 2014). Additionally, one study examining college students found that only one fourth of survivors of forced penetration and only 7% of survivors who experienced other forms of sexual assault reported the incident to university officials (Cantor et al., 2015).

Sexual assault is an underreported crime within the military as well. The 2016 Workplace and Gender Relations Survey of Active Duty Members (Davis, Grifka, Williams & Coffey, 2017) found that of those sexually assaulted, only 31% of female Active Duty members and 15% of male Active Duty members reported their assault to the military. One study found that the men were less likely to report the assault to authorities or tell anyone about it (Morral et al., 2015). When looking at sexual harassment, one study examining formal reporting rates by women who have been victims of workplace sexual harassment found that 99.8% of victims did not file a formal report (McCann, Tomaskovic-Devey, & Badgett, 2018).

Adult Domestic Violence and Dating Violence

Although true reporting rates can be difficult to obtain, research indicates that women who have experienced violence by an intimate partner report this violence to the police less than 16% of the time (Felson & Paré 2005). It appears as though victims of domestic violence or dating violence are more likely to disclose the abuse in more informal settings, rather than to the

police. One study found that approximately 84.2% of female victims and 60.9% of male victims disclosed their domestic violence/dating violence victimization to someone they know, like a friend or family member (Breiding et al., 2014). Additionally, about 21.0% of female victims and 5.0% of male victims report having disclosed their domestic violence/dating abuse victimization to a medical professional at some point in their lifetime (Breiding et al., 2014). In 2018, the Department of Defense reported that 6,372 individuals formally reported domestic/dating violence victimization to the military (Kamarck, Ott, & Sacco, 2019).

Workplace Bullying

There is a lack of research focused on reporting rates of workplace bullying. One study examining reports of workplace bullying found that of individuals who experienced bullying at work, between 2.7% and 14.3% reported the offense to a person in a position of authority (Carter et al., 2013). Rates of reporting workplace bullying depended on the offense. This study found that the highest report rates occurred when someone made allegations against the victim (14.3%), threats or actual experiences of physical violence (14.3%), and being shouted at (12.9%; Carter et al., 2013). The lowest report rates occurred when someone the victim did not get along with pulled a practical joke on them (2.7%), forced them to do work that was below their job description/level of competence (3.0%), ignored their opinions (3.1%), and teased or used excessive sarcasm with them (3.2%; Carter et al., 2013).

Another study examined reporting behaviors on behalf of bystanders who witness workplace bullying. This study found that the majority of participants reported that they would not feel comfortable making a formal report if they witnessed workplace bullying (54.6%; MacCurtain et al., 2017). Participants in this study were also asked how they responded when they did witness workplace bullying. The majority of participants reported that they informally discussed the incident with a colleague or supervisor (64.1%); only 10% formally reported an act of workplace bullying when they witnessed it (MacCurtain et al., 2017).

Facilitators and Barriers to Safety and Reporting

Sexual Assault and Sexual Harassment

When examining why sexual assault survivors do not report to the police, barriers include fear of retaliation by the offender, fear that they will be blamed by the police for the assault, self-blame, not wanting others to know about the assault, lacking evidence to prove that the assault occurred, feeling that the assault was not a big enough infraction to report, and believing that the police would not help them even if they did report an assault (Carbone-Lopez, Slocum, & Kruttschnitt, 2015; Cohn, Zinzow, Resnick, & Kilpatrick, 2013; Fisher, Daigle, Cullen, & Turner, 2003; Jones, Alexander, Wynn, Rossman, & Dunnuck, 2009; Thompson, Sitterle, Clay, & Kingree, 2007). Research examining why college students did not report a sexual assault to university officials found that the top reasons for not reporting included not thinking the assault was a big enough infraction, they didn't know how to make a report or that they could make a report, they didn't think the assault was related to the university, they were afraid, they were drunk at the time of the incident, shame, they didn't want to get the perpetrator in trouble, and

they felt as though they would be blamed for putting themselves in the situation (Spencer et al., 2017).

In addition to the barriers civilians and college students cite for not reporting sexual assaults, military members have additional barriers to reporting a sexual assault. Some barriers to reporting military sexual assault include fear of retaliation, lack of confidence in the military justice system, and fear of social isolation (Surís et al., 2013). In the military, approximately 36% of Active Duty women and 50% of Active Duty men who experienced a sexual assault and reported experiencing a subsequent event consistent with professional reprisal (Davis, Grifka, Williams & Coffey, 2017). Military survivors may also wish to preserve the Armed Forces' positive reputation, or even worry about harming their individual unit's reputation by reporting a sexual assault (Nelson, 2002). Research indicates that survivor reluctance to report sexual assault may, in some ways, be justified. According to Farris and colleagues (2013), 62% of Active Duty women who reported an assault in 2010 reported also experiencing professional, social, and administrative retaliation, including being denied promotion, being socially isolated in their unit, and being placed in unfavorable medical statuses/holds after they reported their assault.

Additionally, male sexual assault survivors may also experience unique challenges, including confusion about sexual identity, masculinity and sexual orientation, especially if the perpetrator was a male (Turchik & Wilson, 2009).

A study examining factors related to college students making a formal report after being sexually assaulted found that having received training on the university's policies and procedures regarding sexual assault and having a positive perception of the overall campus climate were significantly related to making a formal report of the assault (Spencer et al., 2020). Additionally, survivors were more likely to make a formal report if the perpetrator was a stranger (Spencer et al., 2020).

Several studies have also examined barriers to reporting workplace sexual harassment. Barriers to reporting workplace sexual harassment include believing that the incident was not harmful, that it would be a waste of time to report/that nothing would happen to the perpetrator, fear of retaliation from the perpetrator, fear of being judged by peers, and not wanting to get the perpetrator fired (Bergman et al., 2002; Cesario et al., 2018; Clarke, 2014; Freedman-Weiss et al., 2020)

Adult Domestic Violence and Dating Violence

One study examining barriers for reporting domestic violence or dating violence to the police found that barriers included a belief that the abuse must be physical or result in visible injuries in order to make a report, economic dependence on the abuser, and fears of possible retaliation from the abuser (Wolf et al., 2003).

Another important barrier to leaving an abusive intimate relationship is safety. It is important to note that there is an increased risk of an occurrence of intimate partner homicide shortly after the separation; in fact, most intimate partner homicides occur the day of, or within the first 3 months after the separation (Banard, Vera, Vera, & Newman, 1982; Wilson & Daly, 1993). This highlights the importance of ensuring safe avenues to leave abusive relationships.

There are also cultural attitudes that could serve as a barrier, such as viewing reporting the abuse as something that would bring shame upon the family (Wolf et al., 2003). Additionally, race and socioeconomic status may serve as a barrier. For example, Black women may be reluctant to call the police on their partner who is a Black man due to a mistrust of the justice system (Chi-Ying Chung, et al., 2018; Kelly et al., 2020). Additional barriers faced across different cultures include fear of police response, the belief that there will be minimal or no penalty for the abuse, fear of being identified as the aggressor, and fear that Child Protective Services will become involved (Wolf et al., 2003). This highlights the importance of helping professionals' cultural competence and of ensuring survivor safety within the system they are reporting.

Individuals in same-gender relationships experience additional barriers to reporting or receiving services for domestic or dating violence. One study that examined reporting and help-seeking barriers for women in same-gender relationships identified a fear of contributing towards heterosexism or making the LGBT community look bad (Harden et al., 2020). Additionally, there is the myth of the "lesbian utopia" (Barnes, 2011), where survivors of domestic abuse felt as though they weren't believed by others in their community because of the myth that the absence of men means an absence of violent behaviors (Harden et al., 2020). One unique barrier to receiving services identified was a lack of safe survivor spaces, as many shelters and supports available to abused women target opposite-gender relationships, and are not practiced in safety protocols to protect from female perpetrators (i.e., without intentional screening protocols, a female abuser could infiltrate survivor spaces, such as shelters, undetected; Harden et al., 2020).

Workplace Bullying

When individuals were asked why they did not report workplace bullying victimization, barriers included: believing that nothing would change even if they did report, that they did not want to be viewed as a "trouble maker," that the bully had seniority over them within the workplace, that they believed management would not take action, and that it may make the situation worse (Carter et al., 2013). Qualitative accounts of why bystanders did not report bullying behaviors uncovered apprehension because the bully was a member of management, belief that management wouldn't be supportive, and concerns that reporting the bullying would make the bystander the next target (MacCurtain et al., 2017).

Recommendations to Enhance IPV Reporting and Victim Safety

Sexual Assault

The North Carolina Coalition Against Domestic Violence and North Carolina Coalition Against Sexual Assault created a report focused on the most effective approaches to responding to victims' reports of both domestic violence and sexual assault (Clark, Martines Lotz, & Alzuru, 2011), including: 1) trauma-informed approaches, 2) offender-focused approaches, 3) victim-centered approaches, and 4) commitment to "start by believing."

- Trauma-informed: "Victims of domestic and sexual violence experience significant trauma, which impacts their behavior following an assault as well as their

interaction with responders. In order to effectively investigate cases of sexual and domestic violence, investigative and response strategies must be informed by an understanding of the neurobiological, emotional, and physical impacts of trauma on victims (Clark, Martines Lotz, & Alzuru, 2011).”

- Offender-focused: “Responders need to convey to victims and offenders that domestic violence and sexual assault are crimes that will be pursued through the criminal justice system. Offender accountability is the responsibility of the inter-agency system, not the victim. Investigations should be focused on gathering information from and about suspects, rather than focusing on proving credibility of victims before pursuing leads (Clark, Martines Lotz, & Alzuru, 2011).”
- Victim-centered: “A victim-centered response means recognizing and prioritizing the needs and rights of victims whenever possible. It considers not only victim safety, but also victim self-agency. In addition to better treatment of victims, a victim-centered approach also has implications for criminal justice outcomes. Victims are significantly more likely to remain engaged with the criminal justice system, including testifying if and when necessary, when their needs and rights are prioritized (Clark, Martines Lotz, & Alzuru, 2011).”
- Commitment to “Start by believing”: “The most effective way to ensure that our criminal justice system is holding offenders accountable is to start from a position of belief. Victims of sexual and domestic violence often experience immediate suspicion as to the validity of their report and how they may have contributed to their own victimization. If a victim feels that they are being interrogated and will not be believed, it is likely that they will not disclose all of the relevant information out of fear for their own safety and security (Clark, Martines Lotz, & Alzuru, 2011).”

Military Specific. The Sexual Assault and Sexual Harassment in the U.S. Military report provided some guidance on sexual assault prevention and intervention efforts (Morral et al., 2018):

- Identify units and installations where high rates of sexual assault are likely.
- Provide specialized training, prevention, and response interventions at bases with higher prevalence rates.
- Investigate the conditions (e.g., features of military life, personnel or organization) leading to patterns of sexual assault risk.

Sexual Harassment

The National Academies of Sciences, Engineering and Medicine (2018) produced a report entitled, “Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine” that led to a brief report highlighting recommendations to prevent sexual harassment. This report focused on key ways to prevent and intervene in cases of sexual harassment, including 1) create diverse, inclusive and respectful environments, 2) improve transparency and accountability, 3) diffuse the hierarchical and dependent relationship between trainees and faculty, 4) provide support for the target, and 5) strive for strong and diverse leadership.

- 1) Create Diverse, Inclusive and Respectful Environments
 - Achieve greater gender and racial equity in hiring and promotions.
 - Combine anti-harassment efforts with programs to promote civility.
 - Interrupt and intervene when inappropriate behavior occurs.
 - Utilize trainings that clearly communicate behavior expectations and consequences to not meeting those expectations.
- 2) Improve Transparency and Accountability
 - Develop clear, consistent and accessible policies on sexual harassment and standards of behavior. Include clear disciplinary actions in policy.
 - Be as transparent as possible with how reports of sexual harassment will be handled.
 - Utilize climate surveys to assess prevalence of sexual harassment and make survey results publicly available.
- 3) Diffuse the Hierarchical and Dependent Relationship between Trainees and Faculty
 - Adopt mentoring networks or committee-based advising as a means of support, advice, or informal methods of reporting harassment.
- 4) Provide Support for the Target
 - Provide support services (social services, health care, legal, professional) to victims of harassment.
 - Provide informal methods of reporting, such as anonymous, confidential reports.
 - Prevent retaliation from perpetrators.
- 5) Strive for Strong and Diverse Leadership
 - Have leaders make the reduction and prevention of sexual harassment an explicit goal.
 - Include how to recognize and handle cases of sexual harassment in leadership training programs.

Adult Domestic Violence & Dating Violence

The North Carolina Coalition Against Domestic Violence and North Carolina Coalition Against Sexual Assault (Clark, Martines Lotz, & Alzuru, 2011) and the US Department of Justice (Klein, 2009) provide some additional guidance on helping victims of domestic to ensure safety throughout the process of reporting and seeking services:

- Anyone who interacts with the victim or offender should make it clear that domestic violence is unacceptable.
- View each interaction with victims as an opportunity to make referrals, build relationships, and enforce accountability of the offender.
- Eliminate victim-blaming language.
- Create clear policy from top of the administration.
- Disarm (remove weapons from) abusers to help prevent lethal violence.
- Work with victim advocacy and social services to ensure victims obtain the resources they need.

Workplace Bullying

Workplace strategies for Mental Health (n.d.) released recommendations to help reduce and prevent cases of workplace bullying by developing a workplace watch on harassment and bullying, which includes:

- Asking employees to watch for bullying and harassment at the workplace, and to speak up if they witness those behaviors.
- Encouraging employees to intervene during instances of workplace harassment or bullying, as long as it does not pose a personal danger to themselves and seems appropriate.
- Asking employees to report instances of workplace bullying to their managers, providing as much detail as possible.
- Reassuring employees that coming forward should not result in embarrassment or reprisal if they report workplace harassment or bullying.
- Remaining aware of diversity and inclusivity issues to avoid social exclusion, particularly where mental health concerns are a factor.

Safework Australia (2013) has also provided guidance on what to do when a report of workplace harassment or bullying is received from an institution:

- Act promptly: Reports should be responded to quickly and within established timelines.
- Treat all matters seriously: All reports should be taken seriously and assessed thoroughly.
- Maintain confidentiality: The confidentiality of all parties involved in the incident should be maintained.
- Ensure procedural fairness: The person who is alleged to have perpetrated workplace bullying should be treated as innocent unless/until the reports are proven to be true.
- Be neutral: Impartiality towards everyone involved in the incident is necessary.
- Support all parties: Once a report has been made, all parties involved should be made aware of what support is available.
- Do not victimize: The individual who made the report should be safe from retaliation, and the alleged offender should also be safe from retaliation.
- Communicate process and outcomes: All parties involved should be made aware of the procedures and how the report will be handled.
- Keep records: Maintain records of who made the report, when the report was made, the name of the alleged offender, the details of the incident reported, actions taken to respond to the report, and any further action required.

Safe Work Australia (2013) also provided guidance on what is helpful after a report of workplace bullying is resolved. Specifically, holding a follow-up review and offering support to the victim of workplace bullying. Support can include:

- Offering counseling/therapy
- Providing mentoring and support from a senior manager

- Providing training and relevant professional or skills development
- Redressing inequality resulting from the bullying behavior
- Reinstating lost entitlements resulting from the bullying behavior
- Monitoring behaviors of the affected work group
- Moving affected individuals to different work sections

Prevalence and barriers to reporting and safety vary across interpersonal violence (IPV) types, definitions, and populations. Further, recommendations to facilitate recovery and safety also vary across these factors.

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APPENDIX D.

Online Survey to DAF

This Appendix lists the survey, developed and administered by the Interpersonal Violence Task Force, given to all DAF personnel in fall 2020.

Department of the Air Force Interpersonal and Workplace Relations Survey

[Block 2 - Q5
6 - Q70](#)

[Block 3 - Q22
FOCUS GROUPS](#)

[Block 4 - Q38](#)

[Block 5 - Q54](#)

[Block](#)

- **Start of Block: Default Question Block**

Q1 You might find some of these questions upsetting. If at any time you begin to feel overwhelmed or wish to not continue, please close the survey.

Responses are anonymous and individual responses will not be shared, except comments involving criminal behavior impacting a person other than yourself, comments or statements that indicate a threat to a person other than yourself, or criminal activity/behavior/threats against you that you indicate a desire to be reported.

We encourage you to seek assistance from your base's helping agencies to either seek help or address any complaints or grievances, including your base Chaplain's Office, Mental Health, Equal Opportunity Office, Family Advocacy Program, Judge Advocate Office, Inspector General, Violence Prevention Integrator, Sexual Assault Response Coordinator, or the SAFE Helpline (877-995-5247) or www.safehelpline.org

Note: This survey touches on interpersonal violence, which includes dating violence, family violence, and workplace violence. Intimate partner and domestic violence and child maltreatment and abuse are collectively referred to as family violence. Workplace harassment, sexual harassment, hazing, and bullying are collectively referred to as workplace violence.

From this point on, if you have been with the Department of the Air Force less than two years, please answer the survey questions based on the time period after you joined or began your employment with the Department of the Air Force. Otherwise, answer based on the past two years of your time with the Department of the Air Force.

Q2 Please select your role.

If you serve in two roles (for instance, you are a civil servant and a traditional Reservist), please choose one of your roles and then provide your perspective from that role throughout the survey. If one of your roles is performed outside of the Department of the Air Force (DAF), please choose the role that you have within or for the DAF.

- Officer
- Enlisted
- Civilian
- None of the above

Skip To: Q3 If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = None of the above

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = None of the above

Q3

Thank you for your interest. This survey is intended for Department of the Air Force Officer, Enlisted, and Civilian members.

If you wish to review or edit your response, you may do so by clicking the ← Previous button.

Otherwise, click the Next → button to record your response.

○ Skip To: End of Survey If Thank you for your interest. This survey is intended for Department of the Air Force Officer, Enl... Is Displayed

Q4 Please select your sex.

- Male
- Female
- Prefer not to answer

1. End of Block: Default Question Block

• At this point in the survey, the survey will present the next several sections/blocks of the survey in random order. You should see the following in random order before proceeding to Q74.

-
- - Block 2: Q5-Q21
- - Block 3: Q22-Q37
- - Block 4: Q38-Q53
- - Block 5: Q54-Q69

-
- Start of Block: Block 2

Q5 Please indicate how frequently **anyone** (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with) did any of the following to you during the past two years.

Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Followed me around and watched me when I did not want them to	<input type="radio"/>				
Approached me when I did not want them to	<input type="radio"/>				
Showed up in places, such as my home, work, or school, when I did not want them to	<input type="radio"/>				
Used GPS technology or equipment to monitor or track my location when I did not want them to (including GPS technology used in a phone or in social media, such as Facebook, Instagram, or Twitter)	<input type="radio"/>				
Used technology, such as a hidden camera, recorder, or computer software, to spy on me from a distance	<input type="radio"/>				
Left strange or potentially threatening items for me to find	<input type="radio"/>				
Sneaked into my home or car and did things to scare me by letting me know they had been there	<input type="radio"/>				
Took explicit photos of me when I didn't want them to be taken	<input type="radio"/>				
Shared explicit photos of me without my permission	<input type="radio"/>				
Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media	<input type="radio"/>				
Sent me cards, letters, flowers, and/or gifts when they knew I didn't want them to	<input type="radio"/>				
Gave me alcohol or drugs without my knowledge/consent	<input type="radio"/>				
Held me down or restricted my ability to get away from them	<input type="radio"/>				

Q6

Please indicate how frequently **anyone** (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with) did any of the following to you or threatened to do any of the following to you **as a way to pressure you into any type of sexual activity during the past two years**.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship	<input type="radio"/>				
Threatened to spread rumors about me	<input type="radio"/>				
Wore me down by repeatedly asking for sex	<input type="radio"/>				
Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret)	<input type="radio"/>				
Tried to impregnate me without my permission or tried to get pregnant without my permission	<input type="radio"/>				
Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity	<input type="radio"/>				

Q7 Please indicate how frequently **anyone** (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with) did any of the following to you during the past two years.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Insulted, humiliated, and/or made fun of me in front of others	<input type="radio"/>				
Kept me from having my own money	<input type="radio"/>				
Took a portion of my money or paycheck without my consent	<input type="radio"/>				
Limited the amount of money I had access to	<input type="radio"/>				
Tried to keep me from seeing or talking to my family and/or friends	<input type="radio"/>				
Kept track of me by demanding to know where I was and what I was doing	<input type="radio"/>				
Made threats to physically harm me	<input type="radio"/>				
Threatened to hurt themselves or commit suicide because they were upset with me	<input type="radio"/>				
Made decisions that should have been mine to make	<input type="radio"/>				
Destroyed something that was important to me	<input type="radio"/>				
Slapped me, hit me with a fist or something hard, or kicked me	<input type="radio"/>				
Pushed, shoved, or slammed me against something	<input type="radio"/>				
Hurt me by pulling my hair	<input type="radio"/>				
Tried to choke me and/or suffocate me	<input type="radio"/>				
Beat me	<input type="radio"/>				
Burned me on purpose or threatened to do so	<input type="radio"/>				
Used or threatened to use a weapon (knife, gun, etc.) on me	<input type="radio"/>				

Display This Question:
 If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

Q8 Please select the number of **people** (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with) that did each of the following behaviors to you during the past two years.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	1	2	3	4 or more
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Followed me around and watched me when I did not want them to [Never]</i> Followed me around and watched me when I did not want them to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Approached me when I did not want them to [Never]</i> Approached me when I did not want them to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Showed up in places, such as my home, work, or school, when I did not want them to [Never]</i> Showed up in places, such as my home, work, or school when I did not want them to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Used GPS technology or equipment to monitor or track my location when I did not want them to (including GPS technology used in a phone or in social media, such as Facebook, Instagram, or Twitter) [Never]</i> Used GPS technology or equipment to monitor or track my location when I did not want them to. This includes GPS technology used in a phone or in social media, such as Facebook, Instagram or Twitter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Used technology, such as a hidden camera, recorder, or computer software, to spy on me from a distance [Never]</i> Used technology such as a hidden camera, recorder, or computer software to spy on me from a distance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Left strange or potentially threatening items for me to find [Never]</i> Left strange or potentially threatening items for me to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Sneaked into my home or car and did things to scare me by letting me know they had been there [Never]</i> Sneaked into my home or car and did things to scare me by letting me know they had been there	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Took explicit photos of me when I didn't want them to be taken [Never]</i> Took explicit photos of me when I didn't want them to be taken	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Shared explicit photos of me without my permission [Never]</i> Shared explicit photos of me without my permission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media [Never]</i> Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Sent me cards, letters, flowers, and/or gifts when they knew I didn't want them to [Never]</i> Sent me cards, letters, flowers, and/or presents when they knew I didn't want them to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Gave me alcohol or drugs without my knowledge/consent [Never]</i> Gave me alcohol or drugs without my knowledge/consent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Held me down or restricted my ability to get away from them [Never]</i> Held me down or restricted my ability to get away from them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship [Never]</i> Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Threatened to spread rumors about me [Never]</i> Threatened to spread rumors about me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Threatened to spread rumors about me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Wore me down by repeatedly asking for sex [Never]</i>					
Wore me down by repeatedly asking for sex					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret) [Never]</i>					
Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret)					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Tried to impregnate me without my permission or tried to get pregnant without my permission [Never]</i>					
Tried to impregnate me without my permission or tried to get pregnant without my permission					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity [Never]</i>					
Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Insulted, humiliated, and/or made fun of me in front of others [Never]</i>					
Insulted, humiliated, and/or made fun of me in front of others					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Kept me from having my own money [Never]</i>					
Kept me from having my own money					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Took a portion of my money or paycheck without my consent [Never]</i>					
Took a portion of my money or paycheck without my consent					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Limited the amount of money I had access to [Never]</i>					
Limited the amount of money I had access to					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Tried to keep me from seeing or talking to my family and/or friends [Never]</i>					
Tried to keep me from seeing or talking to my family and/or friends					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Kept track of me by demanding to know where I was and what I was doing [Never]</i>					
Kept track of me by demanding to know where I was and what I was doing					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Made threats to physically harm me [Never]</i>					
Made threats to physically harm me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Threatened to hurt themselves or commit suicide because they were upset with me [Never]</i>					
Threatened to hurt themselves or commit suicide because they were upset with me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Made decisions that should have been mine to make [Never]</i>					
Made decisions that should have been mine to make					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Destroyed something that was important to me [Never]</i>					
Destroyed something that was important to me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Slapped me, hit me with a fist or something hard, or kicked me [Never]</i>					
Slapped me, hit me with a fist or something hard, or kicked me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Pushed, shoved, or slammed me against something [Never]</i>					
Pushed, shoved, or slammed me against something					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Hurt me by pulling my hair [Never]</i>					
Hurt me by pulling my hair					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Tried to choke me and/or suffocate me [Never]</i>					
Tried to choke me and/or suffocate me					
<i>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) != Beat me [Never]</i>					
Beat me					

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... !=
Burned me on purpose or threatened to do so [Never]

Burned me on purpose or threatened to do so

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... !=
Used or threatened to use a weapon (knife, gun, etc.) on me [Never]

Used or threatened to use a weapon (knife, gun, etc.) on me

Display This Question:
If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

Q9 Please select **who** (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with) did each of the following behaviors to you during the past two years. *Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.*

Select all that apply.

	Someone I didn't know	Someone I worked with	Someone I dated (less than one year)	Someone I dated long term (over one year)	Someone I share a child with	My intimate partner	My spouse	My former intimate partner (broke up, divorced, separated, etc. at the time of the incident)	Someone I lived with but never had an intimate relationship with	Other
<p>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Followed me around and watched me when I did not want them to [Never]</p> <p>Followed me around and watched me when I did not want them to</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Approached me when I did not want them to [Never]</p> <p>Approached me when I did not want them to</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Showed up in places, such as my home, work, or school, when I did not want them to [Never]</p> <p>Showed up in places, such as my home, work, or school when I did not want them to</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Used GPS technology or equipment to monitor or track my location when I did not want them to (including GPS technology used in a phone or in social media, such as Facebook, Instagram, or Twitter) [Never]</p> <p>Used GPS technology or equipment to monitor or track my location when I did not want them to. This includes GPS technology used in a phone or in social media, such as Facebook, Instagram or Twitter</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Please indicate how frequently anyone (e.g., a stranger, an</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Intimate partner, someone you dated,... != Used technology, such as a hidden camera, recorder, or computer software, to spy on me from a distance [Never]

Used technology such as a hidden camera, recorder, or computer software to spy on me from a distance

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Left strange or potentially threatening items for me to find [Never]

Left strange or potentially threatening items for me to find

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Sneaked into my home or car and did things to scare me by letting me know they had been there [Never]

Sneaked into my home or car and did things to scare me by letting me know they had been there

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Took explicit photos of me when I didn't want them to be taken [Never]

Took explicit photos of me when I didn't want them to be taken

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Shared explicit photos of me without my permission [Never]

Shared explicit photos of me without my permission

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... != Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media [Never]

Made unwanted phone calls to me or sent me unwanted text

messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Sent me cards, letters, flowers, and/or gifts when they knew I didn't want them to [Never]

Sent me cards, letters, flowers, and/or presents when they knew I didn't want them to

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Gave me alcohol or drugs without my knowledge/consent [Never]

Gave me alcohol or drugs without my knowledge/consent

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Held me down or restricted my ability to get away from them [Never]

Held me down or restricted my ability to get away from them

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship [Never]

Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Threatened to spread rumors about me [Never]

Threatened to spread rumors about me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Wore me down by repeatedly asking for sex [Never]

Wore me down by repeatedly asking for sex

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret) [Never]

Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret)

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Tried to impregnate me without my permission or tried to get pregnant without my permission [Never]

Tried to impregnate me without my permission or tried to get pregnant without my permission

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity [Never]

Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Insulted, humiliated, and/or made fun of me in front of others [Never]

Insulted, humiliated, and/or made fun of me in front of others

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Kept me from having my own money [Never]

Kept me from having my own money

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Took a portion of my money or

paycheck without my consent [Never]

Took a portion of my money or paycheck without my consent

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Limited the amount of money I had access to [Never]

Limited the amount of money I had access to

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Tried to keep me from seeing or talking to my family and/or friends [Never]

Tried to keep me from seeing or talking to my family and/or friends

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Kept track of me by demanding to know where I was and what I was doing [Never]

Kept track of me by demanding to know where I was and what I was doing

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Made threats to physically harm me [Never]

Made threats to physically harm me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Threatened to hurt themselves or commit suicide because they were upset with me [Never]

Threatened to hurt themselves or commit suicide because they were upset with me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Made decisions that should have been mine to make [Never]

Made decisions that should have been mine to make

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) Destroyed something that was

important to me
[Never]
Destroyed something that was important to me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Slapped me, hit me with a fist or something hard, or kicked me [Never]
Slapped me, hit me with a fist or something hard, or kicked me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Pushed, shoved, or slammed me against something [Never]
Pushed, shoved, or slammed me against something

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Hurt me by pulling my hair [Never]
Hurt me by pulling my hair

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Tried to choke me and/or suffocate me [Never]
Tried to choke me and/or suffocate me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Beat me [Never]
Beat me

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Burned me on purpose or threatened to do so [Never]
Burned me on purpose or threatened to do so

Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,...) = Used or threatened to use a weapon (knife, gun, etc.) on me [Never]
Used or threatened to use a weapon (knife, gun, etc.) on me

<input type="radio"/>										
<input type="radio"/>										
<input type="radio"/>										
<input type="radio"/>										
<input type="radio"/>										
<input type="radio"/>										

Display This Question:
 If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

Q10

For the next series of questions, please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF.

	RegAF	ANG	AFR	AF Civilian	Other DoD Personnel	Not affiliated with the DoD
What was your status at the time of the incident?	<input type="radio"/>					
What was the status of the person who did this to you at the time of the incident?	<input type="radio"/>					

Display This Question:
 If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
 Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

Q11 Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Was the behavior reported or was anyone else informed of the behavior?

Select all that apply.

- Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, I told someone of the behavior.
- Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, another individual informed or told someone of the behavior.
- No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Skip To: Q20 If Please think of your most severe experience during the past two years of the behaviors mentioned... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Display This Question:

If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

And If

Please think of your most severe experience during the past two years of the behaviors mentioned... = Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience during the past two years of the behaviors mentioned... = Yes, another individual informed or told someone of the behavior.

Q12 Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Who else reported or informed someone of this behavior?

Select all that apply.

- Family member
- Friend
- Subordinate
- Peer
- Supervisor
- First Sergeant
- Commander

Other (please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected. _____

Display This Question:

If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

Q13 Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Please select all who were informed of this behavior.

Select all that apply.

- Someone in my chain of command
- Someone in the chain of command of the person who did it
- Someone in my unit other than my chain of command
- A medical provider (including mental health)
- Inspector General's Office
- Equal Opportunity (EO) Office - Military
- Equal Employment Opportunity (EEO) Office - Civilian
- Security Forces
- Office of Special Investigations (OSI)
- Civilian law enforcement
- Sexual Assault Response Coordinator (SARC) or someone in the Sexual Assault Prevention and Response (SAPR) Office
- Family Advocacy Program Office
- Violence Prevention Integrator
- Chaplain (military or civilian)
- A female friend
- A male friend
- Family member
- Other *(please briefly specify)* **Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.** _____

Display This Question:

If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6

Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17

And if

Please think of your most severe experience during the past two years of the behaviors mentioned... = Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience during the past two years of the behaviors mentioned... = Yes, I told someone of the behavior.

Q14

Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a

coworker, someone you lived with).

Please select your reason(s) for informing someone or reporting this behavior.

Select all that apply.

- I was forced to report
- I was encouraged to report
- To stop the individual from hurting me again
- To stop the individual from hurting others
- It was my duty to report it
- To punish the individual
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- I was influenced by the #metoo movement
- I wanted to document the incident so I could get help or benefits from the Department of Veterans Affairs (VA) in the future
- I trusted that my supervisor or commander would address the issue
- Other *(please briefly specify)* **Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.** _____

*Display This Question:
If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17*

Q15 Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Please select the actions that were taken after this behavior was reported or someone was informed of this behavior.

Select all that apply.

- I was given help in accessing advocacy programs available to me.
- The person I informed took no action.
- Someone else talked to the individual to ask them to change their behavior.
- My work center, schedule, or duties were changed to help me avoid the individual.
- The individual's work center, schedule, or duties were changed to help me avoid the individual.
- The individual was moved or reassigned so that I did not have as much or any contact with them.
- The individual stopped their behavior towards me.
- The individual who committed the behavior took action against me for reporting it.
- My coworkers treated me worse, avoided me, and/or blamed me for the problem.
- I was punished for reporting it.
- I was encouraged to drop the issue. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

I was discouraged from filing a formal complaint. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

Other *(please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:

**If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17**

Q16 Please indicate your level of satisfaction with the following aspects of the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Overall experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support of my leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My support network in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The military helping agencies and support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local civilian community support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with military investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with local civilian investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How the offender was held accountable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very satisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Satisfied]

Q17 Please explain what was satisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Dissatisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very dissatisfied]

Q18 Please explain what was dissatisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:

*If Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 13
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 6
Or Please indicate how frequently anyone (e.g., a stranger, an intimate partner, someone you dated,... [Never] (Count) != 17*

Q19 Based on your overall experience, what would you recommend others do when they experience behaviors listed in this section?

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Select all that apply.

- Inform someone
- Formally report it
- Seek advocacy services
- None of the above
- Not sure

Display This Question:

If Please think of your most severe experience during the past two years of the behaviors mentioned... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Q20 Please think of your **most severe experience** during the past two years of the behaviors mentioned in this section.

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

Please select the reason(s) for not telling anyone or reporting this behavior.

Select all that apply.

- I thought it was not serious enough to report
- I did not want anyone to know
- I did not want people to see me as weak
- I wanted to forget about it and move on
- I did not think my report would be kept confidential
- I did not think anything would be done
- I did not trust the process would be fair
- I felt partially to blame
- I thought I might get in trouble for something I did and/or labeled a troublemaker
- I felt ashamed or embarrassed
- I thought it might hurt my performance evaluation/fitness report or my career
- I did not want to hurt the individual's career
- I did not want to hurt the individual's family
- I did not want to hurt my family
- I was worried about potential negative consequences from the individual who did it
- I was worried about potential negative consequences from my supervisor or chain of command
- I was worried about potential negative consequences from my coworkers or peers
- I didn't know who to go to
- I did not believe or trust that my chain of command would believe me
- I did not believe that my chain of command would take any action to resolve the issue
- I thought reporting it might make things worse for me
- Some other reason (*please briefly specify*) *Do NOT provide names of individuals, units, or locations.*

Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected. _____

Q21

How likely are you to formally report any of the behaviors mentioned in this section if you were to experience it in the future?

This section addressed behaviors committed by anyone (e.g., a stranger, an intimate partner, someone you dated, a coworker, someone you lived with).

- Very likely
- Somewhat likely
- Slightly likely
- Not likely at all
- Not sure

2. End of Block: Block 2

3.

• Start of Block: Block 3

Q22 Please indicate how frequently **someone you have worked with** did any of the following during the past two years.

Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Shared sexually inappropriate images or videos, such as pornography or salacious sexual gifs or memes, with coworkers	<input type="radio"/>				
Displayed inappropriate sexual images or posters in the workplace	<input type="radio"/>				
Told lewd, sexual innuendos or jokes, or shared sexual stories	<input type="radio"/>				
Stared at me or others in a sexually suggestive or offensive manner, whistled, catcalled, or made inappropriate sexual gestures	<input type="radio"/>				
Made sexual comments about appearance, clothing, or body parts	<input type="radio"/>				
Asked sexual questions or made offensive comments, such as inquiries about someone's sexual history, their sexual orientation, or gender identity	<input type="radio"/>				
Made negative comments about personal religious beliefs	<input type="radio"/>				
Tried to convert me or others to a certain religious ideology	<input type="radio"/>				
Used racist slang, phrases, nicknames, or spoke offensively about racial, ethnic, or religious stereotypes	<input type="radio"/>				
Made remarks about skin color or other ethnic traits	<input type="radio"/>				
Displayed racist drawings or offensive posters	<input type="radio"/>				
Made offensive references about mental or physical disabilities	<input type="radio"/>				
Shared inappropriate images, videos, emails, letters, or notes of a non-sexual manner around me or directly with me (such as racist imagery)	<input type="radio"/>				
Made derogatory age-related comments	<input type="radio"/>				

Display This Question:
 if Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14
 Carry Forward Unselected Choices from "Please indicate how frequently someone you have worked with did any of the following during the past two years. Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF."

Q23 Please select the number of **people you have worked with** that did each of the following behaviors during the past two years.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	1	2	3	4 or more
Shared sexually inappropriate images or videos, such as pornography or salacious sexual gifs or memes, with coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displayed inappropriate sexual images or posters in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Told lewd, sexual innuendos or jokes, or shared sexual stories	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stared at me or others in a sexually suggestive or offensive manner, whistled, catcalled, or made inappropriate sexual gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made sexual comments about appearance, clothing, or body parts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asked sexual questions or made offensive comments, such as inquiries about someone's sexual history, their sexual orientation, or gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made negative comments about personal religious beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tried to convert me or others to a certain religious ideology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Used racist slang, phrases, nicknames, or spoke offensively about racial, ethnic, or religious stereotypes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made remarks about skin color or other ethnic traits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displayed racist drawings or offensive posters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made offensive references about mental or physical disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shared inappropriate images, videos, emails, letters, or notes of a non-sexual manner around me or directly with me (such as racist imagery)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made derogatory age-related comments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q24 For the next series of questions, please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

Where did this behavior occur?

- At work
- Outside of work
- Both at work and outside of work
- Can't remember exactly

Display This Question:
If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q25 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

	RegAF	ANG	AFR	AF Civilian	Other DoD Personnel	Not affiliated with the DoD
What was your status at the time of the incident?	<input type="radio"/>					
What was the status of the person who did this to you at the time of the incident?	<input type="radio"/>					

Display This Question:
If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q26 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Do you believe this behavior was due to you reporting a separate criminal offense or as an attempt to discourage you from reporting a criminal offense?

- Yes
- No
- Not sure

Display This Question:
If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q27 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Was the behavior reported or was anyone else informed of the behavior?

Select all that apply.

- Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, I told someone of the behavior.
- Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, another individual informed or told someone of the behavior.
- No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

○ Skip To: Q36 If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Display This Question:

If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14
And If

Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, another individual informed or told someone of the behavior.

Q28 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Who else reported or informed someone of this behavior?

Select all that apply.

- Family member
- Friend
- Subordinate
- Peer
- Supervisor
- First Sergeant
- Commander
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:

If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q29 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Please select all who were informed of this behavior.

Select all that apply.

- Someone in my chain of command
- Someone in the chain of command of the person who did it
- Someone in my unit other than my chain of command
- A medical provider (including mental health)
- Inspector General's Office
- Equal Opportunity (EO) Office - Military
- Equal Employment Opportunity (EEO) Office - Civilian
- Security Forces
- Office of Special Investigations (OSI)
- Civilian law enforcement
- Sexual Assault Response Coordinator (SARC) or someone in the Sexual Assault Prevention and Response (SAPR) Office
- Family Advocacy Program Office
- Violence Prevention Integrator
- Chaplain (military or civilian)
- A female friend
- A male friend
- Family member
- Other *(please briefly specify)* **Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.** _____

Display This Question:

If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

And if

Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I told someone of the behavior.

Q30

Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Please select your reason(s) for informing someone or reporting this behavior.

Select all that apply.

- I was forced to report
- I was encouraged to report
- To stop the individual from hurting me again
- To stop the individual from hurting others
- It was my duty to report it
- To punish the individual
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- I was influenced by the #metoo movement
- I wanted to document the incident so I could get help or benefits from the Department of Veterans Affairs (VA) in the future
- I trusted that my supervisor or commander would address the issue
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:

If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q31 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Please select the actions that were taken after this behavior was reported or someone was informed of this behavior. *Select all that apply.*

- I was given help in accessing advocacy programs available to me.
- The person I informed took no action.
- The rules on harassment were explained to everyone.
- Someone else talked to the individual to ask them to change their behavior.
- My work center, schedule, or duties were changed to help me avoid the individual.
- The individual's work center, schedule, or duties were changed to help me avoid the individual.
- The individual was moved or reassigned so that I did not have as much or any contact with them.
- The individual stopped their behavior towards me.
- The individual who committed the behavior took action against me for reporting it.
- My coworkers treated me worse, avoided me, and/or blamed me for the problem.
- I was punished for reporting it.

I was encouraged to drop the issue. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

I was discouraged from filing a formal complaint. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

Other *(please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:
If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q32

Please indicate your level of satisfaction with the following aspects of the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with.

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Overall experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support of my leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My support network in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The military helping agencies and support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local civilian community support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with military investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with local civilian investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How the offender was held accountable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very satisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Satisfied]

Q33 Please explain what was satisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Dissatisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very dissatisfied]

Q34 Please explain what was dissatisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:

If Please indicate how frequently someone you have worked with did any of the following during the p... [Never] (Count) != 14

Q35 Based on your overall experience, what would you recommend others do when they experience behaviors listed in this section?

This section addressed behaviors committed by someone you worked with.

Select all that apply.

- Inform someone
- Formally report it
- Seek advocacy services
- None of the above
- Not sure

Display This Question:

If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Q36 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with.

Please select the reason(s) for not telling anyone or reporting this behavior.

Select all that apply.

- I thought it was not serious enough to report
- I did not want anyone to know
- I did not want people to see me as weak
- I wanted to forget about it and move on
- I did not think my report would be kept confidential
- I did not think anything would be done
- I did not trust the process would be fair
- I felt partially to blame
- I thought I might get in trouble for something I did and/or labeled a troublemaker
- I felt ashamed or embarrassed
- I thought it might hurt my performance evaluation/fitness report or my career
- I did not want to hurt the individual's career
- I did not want to hurt the individual's family
- I did not want to hurt my family
- I was worried about potential negative consequences from the individual who did it
- I was worried about potential negative consequences from my supervisor or chain of command
- I was worried about potential negative consequences from my coworkers or peers
- I didn't know who to go to
- I did not believe or trust that my chain of command would believe me
- I did not believe that my chain of command would take any action to resolve the issue
- I thought reporting it might make things worse for me
- Some other reason (*please briefly specify*) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Q37 How likely are you to formally report any of the behaviors mentioned in this section if you were to experience it in the future?

This section addressed behaviors committed by someone you worked with.

- Very likely
- Somewhat likely
- Slightly likely
- Not likely at all
- Not sure

4. End of Block: Block 3

5.

• Start of Block: Block 4

Q38 Please indicate how frequently you experienced each of the following behaviors by someone you worked with that tried to single you out during the past two years.

Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Spread malicious rumors, gossip, or innuendos about me	<input type="radio"/>				
Excluded or isolated me socially	<input type="radio"/>				
Physically or emotionally intimidated me	<input type="radio"/>				
Undermined or deliberately impeded my work	<input type="radio"/>				
Physically abused or threatened to abuse me	<input type="radio"/>				
Removed areas of my responsibilities without cause or established impossible deadlines that would set me up to fail	<input type="radio"/>				
Withheld necessary information from me or purposefully gave me the wrong information	<input type="radio"/>				
Made jokes to me or about me that were offensive	<input type="radio"/>				
Intruded on my privacy by pestering, spying, or stalking	<input type="radio"/>				
Assigned unreasonable duties or workload which were unfavorable to me and my skill level (in a way that created unnecessary pressure)	<input type="radio"/>				
Under-worked me, making me feel useless as a way to single me out from my peers	<input type="radio"/>				
Yelled or used profanity towards me	<input type="radio"/>				
Criticized me constantly	<input type="radio"/>				
Belittled my opinions	<input type="radio"/>				
Gave me unwarranted, undeserved, or inappropriate punishment	<input type="radio"/>				
Blocked my applications for training, leave, or promotion but not others' applications	<input type="radio"/>				
Tampered with my personal belongings or work equipment	<input type="radio"/>				
Denied me access to information, mentoring, or resources	<input type="radio"/>				
Excessively monitored my work	<input type="radio"/>				
Gave me feedback in an insincere or disrespectful manner	<input type="radio"/>				
Repeatedly reminded me or someone else of my past errors or mistakes	<input type="radio"/>				

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21
Carry Forward Unselected Choices from "Please indicate how frequently you experienced each of the following behaviors by someone you worked with that tried to single you out during the past two years. Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF."

Q39 Please select the number of **people you have worked with** that tried to single you out during the past two years by doing each of the following behaviors.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	1	2	3	4 or more
Spread malicious rumors, gossip, or innuendos about me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Excluded or isolated me socially	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically or emotionally intimidated me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undermined or deliberately impeded my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically abused or threatened to abuse me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Removed areas of my responsibilities without cause or established impossible deadlines that would set me up to fail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Withheld necessary information from me or purposefully gave me the wrong information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made jokes to me or about me that were offensive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intruded on my privacy by pestering, spying, or stalking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assigned unreasonable duties or workload which were unfavorable to me and my skill level (in a way that created unnecessary pressure)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Under-worked me, making me feel useless as a way to single me out from my peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yelled or used profanity towards me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Criticized me constantly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Belittled my opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gave me unwarranted, undeserved, or inappropriate punishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blocked my applications for training, leave, or promotion but not others' applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tampered with my personal belongings or work equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied me access to information, mentoring, or resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Excessively monitored my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gave me feedback in an insincere or disrespectful manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Repeatedly reminded me or someone else of my past errors or mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
 If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q40 For the next series of questions, please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

Where did this behavior occur?

- At work
- Outside of work
- Both at work and outside of work
- Can't remember exactly

Display This Question:
 If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q41 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

	RegAF	ANG	AFR	AF Civilian	Other DoD Personnel	Not affiliated with the DoD
What was your status at the time of the incident?	<input type="radio"/>					
What was the status of the person who did this to you at the time of the incident?	<input type="radio"/>					

Display This Question:
 If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q42 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Do you believe this behavior was due to you reporting a separate criminal offense or as an attempt to discourage you from reporting a criminal offense?

- Yes
- No
- Not sure

*Display This Question:
If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21*

Q43

Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Was the behavior reported or was anyone else informed of the behavior?

Select all that apply.

- Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, I told someone of the behavior.
- Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, another individual informed or told someone of the behavior.
- No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Skip To: Q52 If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

*Display This Question:
If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21
And If
Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.
Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, another individual informed or told someone of the behavior.*

Q44 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Who else reported or informed someone of this behavior?

Select all that apply.

- Family member
- Friend
- Subordinate
- Peer
- Supervisor
- First Sergeant
- Commander
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

*Display This Question:
If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21*

Q45 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Please select all who were informed of this behavior.

Select all that apply.

- Someone in my chain of command
- Someone in the chain of command of the person who did it
- Someone in my unit other than my chain of command
- A medical provider (including mental health)
- Inspector General's Office
- Equal Opportunity (EO) Office - Military
- Equal Employment Opportunity (EEO) Office - Civilian
- Security Forces
- Office of Special Investigations (OSI)
- Civilian law enforcement
- Sexual Assault Response Coordinator (SARC) or someone in the Sexual Assault Prevention and Response (SAPR) Office
- Family Advocacy Program Office
- Violence Prevention Integrator
- Chaplain (military or civilian)
- A female friend
- A male friend
- Family member
- Other *(please briefly specify)* **Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.** _____

Display This Question:

*If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21
And if*

Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I told someone of the behavior.

Q46 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Please select your reason(s) for informing someone or reporting this behavior. *Select all that apply.*

- I was forced to report
- I was encouraged to report
- To stop the individual from hurting me again
- To stop the individual from hurting others
- It was my duty to report it
- To punish the individual
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- I was influenced by the #metoo movement
- I wanted to document the incident so I could get help or benefits from the Department of Veterans Affairs (VA) in the future
- I trusted that my supervisor or commander would address the issue
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q47

Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Please select the actions that were taken after this behavior was reported or someone was informed of this behavior. Select all that apply.

- I was given help in accessing advocacy programs available to me.
- The person I informed took no action.
- The rules on harassment were explained to everyone.
- Someone else talked to the individual to ask them to change their behavior.
- My work center, schedule, or duties were changed to help me avoid the individual.
- The individual's work center, schedule, or duties were changed to help me avoid the individual.
- The individual was moved or reassigned so that I did not have as much or any contact with them.
- The individual stopped their behavior towards me.
- The individual who committed the behavior took action against me for reporting it.
- My coworkers treated me worse, avoided me, and/or blamed me for the problem.
- I was punished for reporting it.
- I was encouraged to drop the issue. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

I was discouraged from filing a formal complaint. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*

Other *(please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q48 Please indicate your level of satisfaction with the following aspects of the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with that tried to single you out.

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Overall experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support of my leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My support network in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The military helping agencies and support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local civilian community support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with military investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with local civilian investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How the offender was held accountable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very satisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Satisfied]

Q49 Please explain what was satisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:
If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Dissatisfied]
Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very dissatisfied]

Q50 Please explain what was dissatisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors by someone you wor... [Never] (Count) != 21

Q51 Based on your overall experience, what would you recommend others do when they experience behaviors listed in this section?

This section addressed behaviors committed by someone you worked with that tried to single you out.

Select all that apply.

- Inform someone
- Formally report it
- Seek advocacy services
- None of the above
- Not sure

Display This Question:

If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Q52 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with that tried to single you out.

Please select the reason(s) for not telling anyone or reporting this behavior.

Select all that apply.

- I thought it was not serious enough to report
- I did not want anyone to know
- I did not want people to see me as weak
- I wanted to forget about it and move on
- I did not think my report would be kept confidential
- I did not think anything would be done
- I did not trust the process would be fair
- I felt partially to blame
- I thought I might get in trouble for something I did and/or labeled a troublemaker
- I felt ashamed or embarrassed
- I thought it might hurt my performance evaluation/fitness report or my career
- I did not want to hurt the individual's career
- I did not want to hurt the individual's family
- I did not want to hurt my family
- I was worried about potential negative consequences from the individual who did it
- I was worried about potential negative consequences from my supervisor or chain of command
- I was worried about potential negative consequences from my coworkers or peers
- I didn't know who to go to
- I did not believe or trust that my chain of command would believe me
- I did not believe that my chain of command would take any action to resolve the issue
- I thought reporting it might make things worse for me
- Some other reason (*please briefly specify*) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Q53 How likely are you to formally report any of the behaviors mentioned in this section if you were to experience it in the future?

This section addressed behaviors committed by someone you worked with that tried to single you out.

- Very likely
- Somewhat likely
- Slightly likely
- Not likely at all
- Not sure

6. End of Block: Block 4

• **Start of Block: Block 5**

Q54 Please indicate how frequently you experienced each of the following behaviors from **someone you worked with** during the past two years, for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF.

	Never	Once or twice	Sometimes	Often	Very often
Physically struck me or threatened to do so	<input type="radio"/>				
Pinned or tacked an object into my skin	<input type="radio"/>				
Berated me	<input type="radio"/>				
Belittled or humiliated me	<input type="radio"/>				
Encouraged me to engage in illegal, harmful, demeaning or dangerous acts	<input type="radio"/>				
Played abusive or malicious tricks	<input type="radio"/>				
Branded, handcuffed, duct taped, tattooed, shaved, greased or painted me	<input type="radio"/>				
Excessive or abusive usage of water on me	<input type="radio"/>				
Forced me to consume food, alcohol, drugs or another substance	<input type="radio"/>				
Solicited, coerced, or knowingly permitted someone to solicit or coerce acts of hazing on me	<input type="radio"/>				

Display This Question:

*If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10
Carry Forward Unselected Choices from "Please indicate how frequently you experienced each of the following behaviors from someone you worked with during the past two years, for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization. Note: If you have been with the DAF less than 2 years, please only consider experiences after you joined or began employment with the DAF."*

Q55 Please select the number of **people you have worked with** that did each of the following behaviors to you during the past two years, for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

	1	2	3	4 or more
Physically struck me or threatened to do so	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pinned or tacked an object into my skin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Berated me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Belittled or humiliated me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraged me to engage in illegal, harmful, demeaning or dangerous acts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Played abusive or malicious tricks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Branded, handcuffed, duct taped, tattooed, shaved, greased or painted me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Excessive or abusive usage of water on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced me to consume food, alcohol, drugs or another substance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Solicited, coerced, or knowingly permitted someone to solicit or coerce acts of hazing on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q56 For the next series of questions, please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Note: If you have been with the DAF less than 2 years, please only count those that occurred after you joined or began employment with the DAF.

Where did this behavior occur?

- At work
- Outside of work
- Both at work and outside of work
- Can't remember exactly

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q57 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

	RegAF	ANG	AFR	AF Civilian	Other DoD Personnel	Not affiliated with the DoD
What was your status at the time of the incident?	<input type="radio"/>	<input type="radio"/>				
What was the status of the person who did this to you at the time of the incident?	<input type="radio"/>	<input type="radio"/>				

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q58 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Do you believe this behavior was due to you reporting a separate criminal offense or as an attempt to discourage you from reporting a criminal offense?

- Yes
- No
- Not sure

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q59 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Was the behavior reported or was anyone else informed of the behavior?

Select all that apply.

- Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, I told someone of the behavior.
- Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.
- Yes, another individual informed or told someone of the behavior.
- No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Skip To: Q68 If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10 And If

Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, it was reported by another individual to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, another individual informed or told someone of the behavior.

Q60 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Who else reported or informed someone of this behavior?

Select all that apply.

- Family member
- Friend
- Subordinate
- Peer
- Supervisor
- First Sergeant
- Commander
- Other (please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments

that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected. _____

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q61 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Please select all who were informed of this behavior.

Select all that apply.

- Someone in my chain of command
- Someone in the chain of command of the person who did it
- Someone in my unit other than my chain of command
- A medical provider (including mental health)
- Inspector General's Office
- Equal Opportunity (EO) Office - Military
- Equal Employment Opportunity (EEO) Office - Civilian
- Security Forces
- Office of Special Investigations (OSI)
- Civilian law enforcement
- Sexual Assault Response Coordinator (SARC) or someone in the Sexual Assault Prevention and Response (SAPR) Office
- Family Advocacy Program Office
- Violence Prevention Integrator
- Chaplain (military or civilian)
- A female friend
- A male friend
- Family member
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10
And If

Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I reported it to an official investigative authority, such as security forces, OSI, or the SARC.

Or Please think of your most severe experience of the behaviors mentioned in this section that were... = Yes, I told someone of the behavior.

Q62 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Please select your reason(s) for informing someone or reporting this behavior.

Select all that apply.

- I was forced to report
- I was encouraged to report
- To stop the individual from hurting me again
- To stop the individual from hurting others
- It was my duty to report it
- To punish the individual
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- I was influenced by the #metoo movement
- I wanted to document the incident so I could get help or benefits from the Department of Veterans Affairs (VA) in the future
- I trusted that my supervisor or commander would address the issue
- Other (please briefly specify) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q63 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Please select the actions that were taken after this behavior was reported or someone was informed of this behavior.

Select all that apply.

- I was given help in accessing advocacy programs available to me.
 - The person I informed took no action.
 - The rules on harassment were explained to everyone.
 - Someone else talked to the individual to ask them to change their behavior.
 - My work center, schedule, or duties were changed to help me avoid the individual.
 - The individual's work center, schedule, or duties were changed to help me avoid the individual.
 - The individual was moved or reassigned so that I did not have as much or any contact with them.
 - The individual stopped their behavior towards me.
 - The individual who committed the behavior took action against me for reporting it.
 - My coworkers treated me worse, avoided me, and/or blamed me for the problem.
 - I was punished for reporting it.
 - I was encouraged to drop the issue. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*
-
- I was discouraged from filing a formal complaint. *(please briefly specify by whom) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.*
-
- Other *(please briefly specify) Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Display This Question:
If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q64 Please indicate your level of satisfaction with the following aspects of the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into,

admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Overall experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support of my leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My support network in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The military helping agencies and support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The local civilian community support services available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with military investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My interactions with local civilian investigators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How the offender was held accountable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
 If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very satisfied]
 Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Satisfied]

Q65 Please explain what was satisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:
 If Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Dissatisfied]
 Or Please indicate your level of satisfaction with the following aspects of the reporting process or... = Overall experience [Very dissatisfied]

Q66 Please explain what was dissatisfactory about your overall experience with the reporting process or your experience with informing someone of the behavior.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:

If Please indicate how frequently you experienced each of the following behaviors from someone you w... [Never] (Count) != 10

Q67 Based on your overall experience, what would you recommend others do when they experience behaviors listed in this section?

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Select all that apply.

- Inform someone
- Formally report it
- Seek advocacy services
- None of the above
- Not sure

Display This Question:

If Please think of your most severe experience of the behaviors mentioned in this section that were... = No, I did not report it or inform anyone and I am not aware of anyone else reporting it to an official investigative authority or informing someone else of the behavior.

Q68 Please think of your **most severe experience** of the behaviors mentioned in this section that were committed by **someone you worked with** during the past two years.

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Please select the reason(s) for not telling anyone or reporting this behavior.

Select all that apply.

- I thought it was not serious enough to report
- I did not want anyone to know
- I did not want people to see me as weak
- I wanted to forget about it and move on
- I did not think my report would be kept confidential
- I did not think anything would be done
- I did not trust the process would be fair
- I felt partially to blame
- I thought I might get in trouble for something I did and/or labeled a troublemaker
- I felt ashamed or embarrassed
- I thought it might hurt my performance evaluation/fitness report or my career
- I did not want to hurt the individual's career
- I did not want to hurt the individual's family
- I did not want to hurt my family
- I was worried about potential negative consequences from the individual who did it
- I was worried about potential negative consequences from my supervisor or chain of command
- I was worried about potential negative consequences from my coworkers or peers
- I didn't know who to go to
- I did not believe or trust that my chain of command would believe me
- I did not believe that my chain of command would take any action to resolve the issue
- I thought reporting it might make things worse for me
- Some other reason (*please briefly specify*) *Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.* _____

Q69 How likely are you to formally report any of the behaviors mentioned in this section if you were to experience it in the future?

This section addressed behaviors committed by someone you worked with for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

- Very likely
- Somewhat likely
- Slightly likely
- Not likely at all
- Not sure

7. End of Block: Block 5

• Start of Block: Block 6

Q70 Please select the response that best describes your level of familiarity or usage of the following services/organizations.

	I have not heard of this service/organization	I am somewhat familiar with this service/organization	I am very familiar with this service/organization	I have used this service/organization
Equal Opportunity (EO) Office - Military	○	○	○	○
Equal Employment Opportunity (EEO) Office - Civilian	○	○	○	○
Special Victims' Counsel (SVC)	○	○	○	○
Victim and Witness Assistance Program	○	○	○	○
Sexual Assault Prevention and Response (SAPR) Program	○	○	○	○
Military Protective Orders (MPOs)	○	○	○	○
Family Advocacy Program	○	○	○	○
Local victim assistance or safety resources in the civilian community	○	○	○	○

Q71 Please indicate your level of agreement with the following statement.

The Department of the Air Force provides adequate support and resources to Airmen and Space Professionals who have experienced any form of interpersonal violence or workplace relation issues.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- N/A; Don't know

Q72 Please provide any recommendations on what the Department of the Air Force can do better to provide adequate support and/or additional resources to Airmen and Space Professionals who have experienced any form of interpersonal violence or workplace relation issues.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Q73 Please select the response that best describes your current duty position.

- Commander or commander-equivalent
- First Sergeant
- Superintendent
- None of the above

Skip To: Q79 If Please select the response that best describes your current duty position. = None of the above

Q74 To your knowledge, has a subordinate, a uniformed member, or a government civilian under your command been faced with interpersonal violence (e.g., workplace violence, intimate partner violence, domestic violence) during the past two years?

- Yes
- No

Skip To: Q77 If To your knowledge, has a subordinate, a uniformed member, or a government civilian under your com... = No

Display This Question:
If To your knowledge, has a subordinate, a uniformed member, or a government civilian under your com... = Yes

Q75 Please provide a **brief** summary of the **most severe** situation.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Display This Question:
If To your knowledge, has a subordinate, a uniformed member, or a government civilian under your com... = Yes

Q76 Please indicate your level of satisfaction with the Department of the Air Force support services you were able to provide your Airman or Space Professional.

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

Q77 Please indicate your level of agreement with the following statements.

As a member of the command team, I have the necessary_____to keep my Airmen and Space Professionals safe when facing interpersonal violence or workplace relation issues.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q78 As part of the command team, what recommendations do you have to improve prevention and response to interpersonal violence and/or workplace relation issues?

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. Comments that indicate intent to cause harm to self or others, commit criminal acts, or describe illegal behavior cannot be protected.

Q79 Please select the Service to which you are assigned.

- U.S. Air Force
- U.S. Space Force

Display This Question:
If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Officer
Or Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Enlisted

Q80 Please select your military component.

Note: If you are an Active Guard/Reserve (AGR) or Individual Mobilization Augmentee (IMA), please choose the component under which you are assigned (title of USC).

- Active Duty
- Guard
- Reserve
- Prefer not to answer

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Enlisted

Q81 Please select your Grade/Rank.

- E1/AB
- E2/Amn
- E3/A1C
- E4/SrA
- E5/SSgt
- E6/TSgt
- E7/MSgt
- E8/SMSgt or E9/CMSgt
- Prefer not to answer

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Officer

Q82 Please select your Grade/Rank.

- O1/2Lt
- O2/1Lt
- O3/Capt
- O4/Maj
- O5/Lt Col
- O6/Col
- O7-O10/GO
- Prefer not to answer

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Civilian

Q83 Please select your pay category/grade.

- Federal Wage System
- Entry-Level GS or Equivalent (e.g. GS-1 to GS-6 or NH-1)
- Mid-Level GS or Equivalent (e.g. GS-7 to GS-12 or NH-2 to NH-3)
- Upper-Level GS or Equivalent (e.g. GS-13 to GS-15 or NH-4)
- Executive
- Other
- Prefer not to answer

Q84 What is your age?

Q85 Are you Hispanic or Latino?

Note: The U.S. Office of Management and Budget (OMB) defines "Hispanic or Latino" as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

- Yes
- No
- Prefer not to answer

Q86 What is your race?

Select one or more races to indicate what race you consider yourself to be.

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Prefer not to answer

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Officer

Q87 Please select your **Core AFSC** if you are **Active Duty** or your **Duty AFSC** if you are **Guard or Reserve**.

(OFFICER)

11 - PILOT	19 - SPECIAL WARFARE	44 - PHYSICIAN	63 - ACQUISITION
12 - COMBAT SYSTEMS	21 - LOGISTICS	45 - SURGERY	64 - CONTRACTING
13 - SPACE, NUCLEAR AND MISSILE, C2	31 - SECURITY FORCES	46 - NURSE	65 - FINANCE
14 - INFORMATION OPERATIONS/INTELLIGENCE	32 - CIVIL ENGINEERING	47 - DENTAL	71 - SPECIAL INVESTIGATIONS
15 - OPERATIONS ANALYSIS/WEATHER	35 - PUBLIC AFFAIRS	48 - AEROSPACE MEDICINE	8X - SPECIAL DUTY IDENTIFIER
16 - OPERATIONS SUPPORT	38 - FORCE SUPPORT OFFICER	51 - LAW	9X - REPORTING IDENTIFIER
17 - CYBER OPERATIONS	41 - HEALTH SERVICES	52 - CHAPLAIN	
18 - REMOTELY PILOTED AIRCRAFT	42 - BIOMEDICAL CLINICIANS	61 - SCIENTIFIC/RESEARCH	
Prefer not to answer	43 - BIOMEDICAL SPECIALISTS	62 - DEVELOPMENTAL ENGINEERING	

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Enlisted

Q88 Please select your **Control AFSC** if you are **Active Duty** or your **Duty AFSC** if you are **Guard or Reserve**.

(ENLISTED)

1A - AIRCREW OPS	1W - WEATHER	2S - MATERIEL MGMT	3P - SECURITY FORCES
1B - CYBERSPACE	1Z - SPECIAL WARFARE	2T - TRANSPORT AND VEHICLE MGMT/MAINT	4X - MEDICAL/DENTAL
1C - COMMAND CONTROL SYS OPS	2A - AEROSPACE MAINT	2W - MUNITIONS AND WEAPONS	5X - PARALEGAL/RELIGIOUS AFFAIRS AIRMAN
1D - CYBERSPACE SUPPORT	2F - FUELS	3D - CYBERSPACE SUPPORT	6C - CONTRACTING
1N - INTELLIGENCE	2G - LOGISTICS PLANS	3E - CIVIL ENGINEERING	6F - FINANCIAL
1P - AIRCREW FLIGHT EQUIPMENT	2M - MISSILE MAINT	3F - FORCE SUPPORT	7S - SPECIAL INVESTIGATIONS
1S - SAFETY	2P - PRECISION MEASUREMENT	3G - TALENT ACQUISITION	8X - SPECIAL DUTY IDENTIFIER
1T - AIRCREW PROTECTION	2R - MAINT MGMT	3N - PUBLIC AFFAIRS	9X - REPORTING IDENTIFIER
1U - REMOTELY PILOTED AIRCRAFT (RPA)	Prefer not to answer		

Display This Question:

If Please select your role. If you serve in two roles (for instance, you are a civil servant and a t... = Civilian

Q89 Please select the group in which your current occupational series falls. **(CIVILIAN)**

For example, if your current occupational series is 0080 – Security Administration, select "0000 – Miscellaneous Occupations" group.

0000 – Miscellaneous Occupations	1500 – Mathematical Sciences	3600 – Structural and Finishing Work	5400 – Industrial Equipment Operation
0100 – Social Science, Psychology, and Welfare	1600 – Equipment, Facilities, and Services	3700 – Metal Processing	5700 – Transportation/Mobile Equipment Operation
0200 – Human Resources Management	1700 – Education	3800 – Metal Work	5800 – Transportation/Mobile Equipment Maintenance
0300 – General Administrative, Clerical, and Office Services	1800 – Inspection, Investigation, Enforcement, and Compliance	3900 – Motion Picture, Radio, Television, and Sound Equipment Operation	6500 – Ammunition, Explosives, and Toxic Materials Work
0400 – Natural Resources Management and Biological Sciences	1900 – Quality Assurance, Inspection, and Grading	4000 – Lens and Crystal Work	6600 – Armament Work
0500 – Accounting and Budget	2000 – Supply	4100 – Painting and Paperhanging	6900 - Warehousing and Stock Handling
0600 – Medical, Hospital, Dental, and Public Health	2100 – Transportation	4200 – Plumbing and Pipefitting	7000 – Packing and Processing
0700 – Veterinary Medical Science	2200 – Information Technology	4300 – Pliable Materials Work	7300 – Laundry, Dry Cleaning, and Pressing
0800 – Engineering and Architecture	2500 – Wire Communications Equipment Installation and Maintenance	4400 – Printing	7400 – Food Preparation and Serving
0900 – Legal and Kindred	2600 – Electronic Equipment Installation and Maintenance	4600 – Wood Work	7600 – Personal Services
1000 – Information and Arts	2800 – Electrical Installation and Maintenance	4700 – General Maintenance and Operations Work	8200 – Fluid Systems Maintenance
1100 – Business and Industry	3100 – Fabric and Leather Work	4800 – General Equipment Maintenance	8600 – Engine Overhaul
1200 – Copyright, Patent, and Trademark	3300 – Instrument Work	5000 – Plant and Animal Work	8800 – Aircraft Overhaul
1300 – Physical Sciences	3400 – Machine Tool Work	5200 – Miscellaneous Occupations	9000 – Film Processing
1400 – Library and Archives	3500 – General Services and Support Work	5300 – Industrial Equipment Maintenance	Prefer not to answer

Q90 Would you like to participate in a focus group run by Kansas State University regarding interpersonal violence or workplace relation issues to give feedback about services and processes that can be improved by the Department of the Air Force?

- Yes
- No

8. End of Block: Block 6

9.

If you select Yes for participating in a focus group on Q90 then you will be directed to a separate survey, which is included below.

- **Department of the Air Force Interpersonal and Workplace Relations Survey
Focus Group Contact Information**

Q1 You have been redirected to this screen because you indicated that you would like to participate in a focus group run by Kansas State University.

Q2 Please select the type of focus group that you would like to participate in.

Select all that apply.

- Intimate partner violence
- Domestic violence or abuse
- Workplace hazing or bullying
- Sexual harassment
- A general group about interpersonal violence or workplace relations
- A commander's group about interpersonal violence or workplace relations command authority

Q3 Please provide your rank/grade and name below. This information will be stored separately and is not associated with your anonymous survey responses.

- Rank/Grade _____
- First Name _____
- Last Name _____

Q4 Please provide your email address below. This information will be stored separately and is not associated with your anonymous survey responses.

Q5 Please provide your phone number below. This information will be stored separately and is not associated with your anonymous survey responses.

Q6

**If you would like to review/edit your responses, you may do so by selecting the
the
(← Previous) button.**

Otherwise, please select the (Next →) button to submit your survey.

Survey Development

This Appendix describes the development of items included in the online Task Force survey.

Intimate Partner and Non-Intimate Partner Violence

The items in this section were derived by task force members by drawing from the following:

Black, M.C., Basile, K.C., Breiding, M.J., Smith, S.G., Walters, M.L., Merrick, M.T., Chen, J., & Stevens, M.R. (2011). *National intimate partner and sexual violence survey (NISVS): 2010 summary report*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

Sleath, E., Walker, K., & Tramontano, C. (2018). Factor structure and validation of the controlling behaviors scale—revised and revised conflict tactics scale. *Journal of Family Issues*, 39(7), 1880-1903.

1. Followed me around and watched me when I did not want them to **(C01)**
2. Approached me when I did not want them to **(C02split)**
3. Showed up in places, such as my home, work, or school, when I did not want them to **(C02split)**
4. Used GPS technology or equipment to monitor or track my location when I did not want them to (including GPS technology used in a phone or in social media, such as Facebook, Instagram, or Twitter) **(C03split)**
5. Used technology, such as a hidden camera, recorder, or computer software, to spy on me from a distance **(C03split)**
6. Left strange or potentially threatening items for me to find **(C04)**
7. Sneaked into my home or car and did things to scare me by letting me know they had been there **(C05)**
8. Took explicit photos of me when I didn't want them to be taken **(C06split)**
9. Shared explicit photos of me without my permission **(C06split)**
10. Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media **(C07&8)**
11. Sent me cards, letters, flowers, and/or gifts when they knew I didn't want them to **(C09)**
12. Gave me alcohol or drugs without my knowledge/consent **(E13&14)**
13. Held me down or restricted my ability to get away from them
14. Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship **(D15split)**
15. Threatened to spread rumors about me **(D15split)**
16. Wore me down by repeatedly asking for sex **(D16)**
17. Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret) **(D17)**
18. Tried to impregnate me without my permission or tried to get pregnant without my permission
19. Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity

20. Insulted, humiliated, and/or made fun of me in front of others **(F01)**
21. Kept me from having my own money **(F02)**
22. Took a portion of my money or paycheck without my consent **(F02modified)**
23. Limited the amount of money I had access to **(F02modified)**
24. Tried to keep me from seeing or talking to my family and/or friends **(F03)**
25. Kept track of me by demanding to know where I was and what I was doing **(F04)**
26. Made threats to physically harm me **(F05)**
27. Threatened to hurt themselves or commit suicide because they were upset with me **(F06)**
28. Made decisions that should have been mine to make **(F07)**
29. Destroyed something that was important to me **(F08)**
30. Slapped me, hit me with a fist or something hard, or kicked me **(G01, G05, G06)**
31. Pushed, shoved, or slammed me against something **(G02&08)**
32. Hurt me by pulling my hair **(G07)**
33. Tried to choke me and/or suffocate me **(G09)**
34. Beat me **(G10)**
35. Burned me on purpose or threatened to do so **(G11)**
36. Used or threatened to use a weapon (knife, gun, etc.) on me **(G12&13)**

Workplace Harassment

The items in this section were derived by task force members by drawing from the following:

Doyle, Alison. (2020, June 10). *Examples of sexual and non-sexual harassment*. The balance careers. Last retrieved on March 9, 2021 from:
<https://www.thebalancecareers.com/examples-of-sexual-and-non-sexual-harassment-2060884>.

37. Shared sexually inappropriate images or videos, such as pornography or salacious sexual gifs or memes, with coworkers
38. Displayed inappropriate sexual images or posters in the workplace
39. Told lewd, sexual innuendos or jokes, or shared sexual stories
40. Stared at me or others in a sexually suggestive or offensive manner, whistled, catcalled, or made inappropriate sexual gestures
41. Made sexual comments about appearance, clothing, or body parts
42. Asked sexual questions or made offensive comments, such as inquiries about someone's sexual history, their sexual orientation, or gender identity
43. Made negative comments about personal religious beliefs
44. Tried to convert me or others to a certain religious ideology
45. Used racist slang, phrases, nicknames, or spoke offensively about racial, ethnic, or religious stereotypes
46. Made remarks about skin color or other ethnic traits
47. Displayed racist drawings or offensive posters
48. Made offensive references about mental or physical disabilities
49. Shared inappropriate images, videos, emails, letters, or notes of a non-sexual manner around me or directly with me (such as racist imagery)
50. Made derogatory age-related comments

Workplace Bullying

The items in this section were derived by task force members by drawing from the following:

- Canadian Center for Occupational Health and Safety. (2020). *Bullying in the workplace*. Author. Last retrieved on March 9, 2021 from: <https://www.ccohs.ca/oshanswers/psychosocial/bullying.html>.
- Chadwick, G. (2020, January 23). *Understanding workplace hazing and bullying*. Air Force Materiel Command. Last retrieved on March 9, 2021 from: <https://www.afmc.af.mil/News/Article-Display/Article/2059199/understanding-workplace-hazing-and-bullying/>.
- Galanaki, E., & Papalexandris, N. (2013). Measuring workplace bullying in organisations. *The International Journal of Human Resource Management*, 24(11), 2107–2130. <https://doi-org.ezproxy.lib.uconn.edu/10.1080/09585192.2012.725084>.
- United States Department of Defense. (2018, February 8). *DoD Instruction 1020.03, Harassment Prevention and Response in the Armed Forces*. Author. Last retrieved on March 9, 2021 from: <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/102003p.PDF?ver=DAzonEUeFb8kUWRbT9Epw%3D%3D>.

51. Spread malicious rumors, gossip, or innuendos about me
52. Excluded or isolated me socially
53. Physically or emotionally intimidated me
54. Undermined or deliberately impeded my work
55. Physically abused or threatened to abuse me
56. Removed areas of my responsibilities without cause or established impossible deadlines that would set me up to fail
57. Withheld necessary information from me or purposefully gave me the wrong information
58. Made jokes to me or about me that were offensive
59. Intruded on my privacy by pestering, spying, or stalking
60. Assigned unreasonable duties or workload which were unfavorable to me and my skill level (in a way that created unnecessary pressure)
61. Under-worked me, making me feel useless as a way to single me out from my peers
62. Yelled or used profanity towards me
63. Criticized me constantly
64. Belittled my opinions
65. Gave me unwarranted, undeserved, or inappropriate punishment (AF derived)
66. Blocked my applications for training, leave, or promotion but not others' applications
67. Tampered with my personal belongings or work equipment
68. Denied me access to information, mentoring, or resources
69. Excessively monitored my work
70. Gave me feedback in an insincere or disrespectful manner (AF derived)
71. Repeatedly reminded me or someone else of my past errors or mistakes

Workplace Hazing

The items in this section were derived by task force members by drawing from the following:

Chadwick, G. (2020, January 23). *Understanding workplace hazing and bullying*. Air Force Materiel Command. Last retrieved on March 9, 2021 from:
<https://www.afmc.af.mil/News/Article-Display/Article/2059199/understanding-workplace-hazing-and-bullying/>.

United States Department of Defense. (2018, February 8). *DoD Instruction 1020.03, Harassment Prevention and Response in the Armed Forces*. Author. Last retrieved on March 9, 2021 from:
<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/102003p.PDF?ver=DAzonEUeFb8kUWRbT9Epw%3D%3D>.

72. Physically struck me or threatened to do so
73. Pinned or tacked an object into my skin
74. Berated me
75. Belittled or humiliated me
76. Encouraged me to engage in illegal, harmful, demeaning or dangerous acts
77. Played abusive or malicious tricks
78. Branded, handcuffed, duct taped, tattooed, shaved, greased or painted me
79. Excessive or abusive usage of water on me
80. Forced me to consume food, alcohol, drugs or another substance
81. Solicited, coerced, or knowingly permitted someone to solicit or coerce acts of hazing on me

APPENDIX F.
Additional Task Force Survey Results

This Appendix lists additional results from the Task Force survey, not listed in the main report. Table F.1 shows the components of reported perpetrators by component of the respondents. For example, among Active Duty respondents who indicated experiencing behaviors considered consistent with intimate partner violence, 41% indicated the most severe behavior was conducted by someone in the Active Duty Air Force.

TABLE F.1. Reported perpetrators of the most severe behavior experienced by respondents

Component of the Victim by Each IPV Type	Component of the Perpetrator						
	Active Duty Air Force	Air National Guard	Air Force Reserves	Air Force Civilian	Other DoD Personnel	Not affiliated with DoD	Unknown
Intimate Partner Violence							
Active Duty	41%	≤ 1%	≤ 1%	3%	6%	49%	≤ 1%
Guard/Reserve	4%	17%	4%	4%	5%	66%	≤ 1%
Unknown Military	35%	12%	3%	≤ 1%	4%	45%	≤ 1%
DAF Civilian	6%	≤ 1%	≤ 1%	25%	6%	61%	≤ 1%
Non-Intimate Partner Violence							
Active Duty	65%	≤ 1%	≤ 1%	4%	5%	24%	≤ 1%
Guard/Reserve	6%	34%	14%	5%	4%	37%	≤ 1%
Unknown Military	46%	14%	6%	7%	4%	22%	≤ 1%
DAF Civilian	11%	≤ 1%	≤ 1%	51%	6%	30%	≤ 1%
Workplace Harassment							
Active Duty	80%	2%	≤ 1%	9%	6%	2%	≤ 1%
Guard/Reserve	9%	55%	21%	6%	5%	4%	≤ 1%
Unknown Military	52%	19%	8%	6%	5%	6%	5%
DAF Civilian	15%	≤ 1%	≤ 1%	70%	8%	4%	≤ 1%
Workplace Bullying							
Active Duty	85%	≤ 1%	≤ 1%	8%	4%	≤ 1%	≤ 1%
Guard/Reserve	9%	56%	23%	8%	2%	2%	≤ 1%
Unknown Military	52%	18%	11%	10%	4%	2%	3%
DAF Civilian	16%	≤ 1%	≤ 1%	74%	5%	2%	≤ 1%
Hazing							
Active Duty	86%	≤ 1%	≤ 1%	7%	4%	≤ 1%	≤ 1%
Guard/Reserve	11%	55%	23%	6%	4%	≤ 1%	≤ 1%
Unknown Military	53%	20%	10%	10%	4%	3%	≤ 1%
DAF Civilian	17%	≤ 1%	2%	74%	5%	2%	≤ 1%

TABLE F.2. Experiences of workplace bullying in the past two years

Behavior Experienced	% Who Experienced the Behavior at Least Once in the Past Two Years	% Who Experienced the Behavior: Sometimes, Often, or Very Often in the Past Two Years
Undermined or deliberately impeded my work	20%	11%
Spread malicious rumors, gossip, innuendos about me	18%	10%
Belittled my opinions	17%	9%
Excluded or isolated me socially	16%	9%
Withheld necessary information from me or purposefully gave me the wrong information	16%	8%
Removed areas of my responsibilities without cause or established impossible deadlines that would set me up to fail	13%	7%
Criticized me constantly	12%	7%
Excessively monitored my work	12%	7%
Gave me feedback in an insincere or disrespectful manner	12%	6%
Physical or emotionally intimidated me	11%	6%
Made jokes to me or about me that were offensive	11%	5%
Assigned unreasonable duties or workload which were unfavorable to me and my skill level	11%	6%
Repeatedly reminded me or someone else of my past errors or mistakes	11%	6%
Yelled or used profanity towards me	10%	4%
Under-worked me, making me feel useless as a way to single me out from my peers	9%	5%
Blocked my applications for training, leave, or promotion but not others' applications	7%	4%
Denied me access to information, mentoring, or resources	7%	4%
Gave me unwarranted, undeserved, or inappropriate punishment	6%	3%
Intruded on my privacy by pestering, spying, or stalking	5%	3%
Tampered with my personal belongings or work equipment	4%	2%
Physically abused or threatened to abuse me	1%	1%

TABLE F.3. Experiences of hazing in the past two years

Behavior Experienced	% Who Experienced the Behavior at Least Once in the Past Two Years	% Who Experienced the Behavior from Multiple People in the Past Two Years
Belittled or humiliated me	11%	6%
Berated me	8%	4%
Played abusive or malicious tricks	2%	1%
Physically struck me to threatened to do so	1%	< 1%
Encouraged me to engage in illegal, harmful, demeaning, dangerous acts	1%	1%
Solicited, coerced, or knowingly permitted someone to solicit or coerce acts of hazing on me	1%	1%
Pinned or tacked an object into my skin	< 1%	< 1%
Branded, handcuffed, duct taped, tattooed, shaved, greased, painted me	< 1%	< 1%
Excessive or abusive usage of water on me	< 1%	< 1%
Forced me to consume food, alcohol, drug or other substances	< 1%	< 1%

TABLE F.4. Among respondents who were categorized as experiencing IPV, the percentage for whom each support category was informed

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing	All IPV
Authority Tasked with Investigating Misconduct						
Someone in my chain of command	14%	22%	17%	36%	37%	33%
Someone in the chain of command of the person who did it	5%	11%	10%	18%	19%	18%
Inspector General's Office	1%	3%	1%	4%	5%	3%
Security Forces	2%	2%	1%	1%	1%	1%
Office of Special Investigations	2%	1%	1%	1%	1%	1%
Civilian law enforcement	4%	2%	0.1%	0.1%	0.2%	1%
Told Any of the Authorities Above	17%	26%	19%	39%	40%	37%
Helping Organizations/ Victim Support Services						
A medical provider	7%	4%	1%	3%	4%	4%
Chaplain (military or civilian)	3%	2%	1%	2%	3%	2%
Equal Employment Opportunity Office - Civilian	1%	2%	1%	2%	3%	2%
Equal Opportunity Office - Military	0.4%	2%	2%	2%	3%	3%
SARC or someone in the SAPR Office	2%	1%	1%	0.3%	0.5%	1%
FAP	3%	1%	0.2%	0.3%	0.5%	1%
Violence Prevention Integrator	0.5%	0.2%	0.1%	0.1%	0.2%	0.2%
Told Any of the Helping Organizations Listed Above	11%	8%	5%	8%	10%	9%
Informal Support Network						
Family member	16%	13%	5%	15%	15%	15%
A female friend	16%	12%	5%	13%	14%	14%
Someone in my unit other than my chain of command	6%	9%	6%	15%	15%	15%
A male friend	13%	11%	5%	13%	13%	13%
Told Any of Informal Support People Listed Above	25%	24%	12%	27%	28%	28%
Unknown						
Other	3%	3%	2%	3%	4%	5%
Isolated						
Told none of the above	68%	63%	75%	52%	51%	54%

TABLE F.5. Percentage of respondents who were categorized as experiencing each type of IPV for whom the incident was reported to authority tasked with investigating misconduct, by offender status and victim gender, status and paygrade

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
Does the status of the offender influence whether the victim tells an authority tasked with investigating misconduct?					
Active Duty	25%	29%	20%	38%	36%
Nat Guard or Reserves	21%	31%	17%	39%	38%
DAF civilian	23%	35%	20%	41%	45%
Other DoD Personnel	22%	29%	19%	39%	44%
Not military affiliated	12%	11%	13%	29%	23%
Does the gender of the victim influence whether they tell an authority tasked with investigating misconduct?					
Female	21%	30%	25%	45%	47%
Male	13%	22%	16%	35%	34%
Does the status of the victim influence whether they tell an authority tasked with investigating misconduct?					
Active Duty	20%	26%	21%	39%	37%
Nat Guard or Reserves	16%	25%	17%	39%	38%
DAF civilian	14%	26%	18%	39%	43%
Other DoD Personnel	14%	30%	21%	39%	41%
Does the paygrade of the victim influence whether they tell an authority tasked with investigating misconduct?					
E1-E4	22%	24%	20%	33%	31%
E5-E9	20%	28%	22%	42%	41%
O1-O3	12%	18%	17%	34%	34%
O4-O10	13%	23%	18%	38%	40%
Civilian	14%	26%	19%	39%	43%

TABLE F.6. Percentage of reporting IPV victims in each component who selected top reasons for reporting

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
“To stop the individual from hurting others”					
Active Duty	23.8%	31.9%	32.7%	35.9%	43.4%
Nat Guard or Reserves	17.0%	28.3%	29.1%	30.4%	39.0%
DAF civilian	22.3%	32.2%	29.9%	28.2%	39.3%
Other DoD Personnel	NR	27.4%	28.6%	29.9%	30.4%
Not military affiliated	NR	23.5%	NR	NR	NR
“I trusted that my supervisor or commander would address the issue”					
Active Duty	21.8%	27.9%	24.3%	38.5%	33.4%
Nat Guard or Reserves	13.3%	25.4%	23.6%	37.5%	33.7%
DAF civilian	14.4%	29.7%	25.4%	39.6%	36.3%
Other DoD Personnel	NR	38.1%	28.6%	37.0%	28.6%
Not military affiliated	NR	NR	NR	34.8%	NR
“To stop the individual from hurting me again”					
Active Duty	32.5%	27.1%	10.6%	26.1%	34.2%
Nat Guard or Reserves	30.4%	28.1%	10.9%	22.6%	30.7%
DAF civilian	30.7%	30.2%	17.1%	26.0%	35.2%
Other DoD Personnel	NR	22.6%	S NR	29.1%	28.6%
Not military affiliated	26.6%	27.6%	NR	NR	NR
“It was my duty to report”					
Active Duty	14.8%	23.2%	34.6%	28.0%	29.5%
Nat Guard or Reserves	13.3%	24.4%	36.4%	28.8%	32.7%
DAF civilian	15.4%	27.5%	30.9%	27.3%	30.2%
Other DoD Personnel	NR	27.4%	27.0%	23.6%	NR
Not military affiliated	NR	12.4%	NR	NR	NR

NOTE: NR = Not reportable due to small cell sizes.

TABLE F.7. Percentage of non-reporting IPV victims who selected each barrier to reporting IPV

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing	All Types
I thought it was not serious enough to report	57%	59%	60%	51%	43%	54%
I did not think anything would be done	16%	13%	22%	35%	38%	25%
I wanted to forget about it and move on	29%	13%	14%	25%	28%	22%
I thought reporting it might make things worse for me	16%	23%	12%	24%	29%	21%
I did not trust the process would be fair	9%	23%	11%	21%	25%	18%
I did not believe that my chain of command would take any action to resolve the issue	8%	10%	14%	24%	29%	17%
I was worried about potential negative consequences from the individual who did it	12%	13%	9%	18%	21%	15%
I thought it might hurt my performance evaluation/fitness report or my career	7%	7%	8%	20%	24%	13%
I did not want people to see me as weak	14%	8%	6%	15%	19%	13%
I was worried about potential negative consequences from my supervisor or chain of command	5%	9%	8%	18%	22%	12%
I did not think my report would be kept confidential	8%	11%	10%	14%	18%	12%
I did not want anyone to know	29%	5%	3%	7%	9%	11%
I was worried about potential negative consequences from my coworkers or peers	5%	12%	10%	10%	14%	10%
I felt ashamed or embarrassed	19%	11%	3%	7%	10%	10%
I did not believe or trust that my chain of command would believe me	5%	5%	6%	12%	17%	9%
I thought I might get in trouble for something I did and/or labeled a troublemaker	7%	2%	8%	12%	15%	9%
I felt partially to blame	17%	8%	3%	6%	6%	8%
I did not want to hurt my family	15%	14%	1%	2%	3%	7%
I did not want to hurt the individual's career	8%	5%	10%	6%	6%	7%
I didn't know who to go to	6%	8%	3%	6%	7%	6%
I did not want to hurt the individual's family	5%	17%	3%	2%	2%	6%
Some other reason	14%	14%	20%	13%	12%	15%

NOTE: Columns sum to more than 100%, because respondents can select multiple barriers to reporting.

TABLE F.8. Percentage of reporting IPV victims in each component who selected top actions taken after reporting to official sources

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
“The person I informed took no action”					
Active Duty	27%	36%	23%	39%	43%
Nat Guard or Reserves	27%	36%	26%	38%	43%
DAF civilian	32%	39%	33%	39%	45%
Other DoD Personnel	NR	28%	33%	39%	44%
Not military affiliated	NR	37%	NR	NR	NR
“Someone else talked to the individual to ask them to change their behavior”					
Active Duty	21%	29%	39%	31%	29%
Nat Guard or Reserves	14%	23%	35%	27%	28%
DAF civilian	20%	26%	29%	25%	25%
Other DoD Personnel	NR	41%	37%	33%	NR
Not military affiliated	NR	NR	NR	NR	NR
“The individual stopped their behavior toward me”					
Active Duty	18%	18%	19%	17%	14%
Nat Guard or Reserves	25%	18%	14%	15%	10%
DAF civilian	23%	18%	12%	17%	12%
Other DoD Personnel	NR	NR	NR	NR	NR
Not military affiliated	NR	NR	NR	NR	NR

NOTE: NR = Not reportable due to small cell sizes.

TABLE F.9. Correlation coefficients between level of satisfaction of “overall experience” and other aspects of the reporting process or experience with informing someone of the behavior.

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
The support of my leadership	0.74	0.83	0.87	0.84	0.83
My support network in my unit	0.69	0.70	0.79	0.69	0.68
The military helping agencies and support services available to me	0.67	0.66	0.71	0.65	0.61
The local civilian community support services available to me	0.63	0.64	0.67	0.61	0.56
My interactions with military investigators	0.64	0.69	0.72	0.70	0.67
My interactions with local civilian investigators	0.62	0.70	0.74	0.71	0.67
How the offender was held accountable	0.72	0.79	0.85	0.80	0.78

NR=Non reportable, cell size too small.

TABLE F.10. Satisfaction with “overall experience” reporting IPV behavior, by offender status, and victim status, gender, and paygrade (among respondents who reported to an authority tasked with investigating misconduct)

	<i>Intimate Partner Violence</i>	<i>Non-Intimate Partner Violence</i>	<i>Workplace Harassment</i>	<i>Workplace Bullying</i>	<i>Hazing</i>
% Who Indicated that They Were “Satisfied” or “Very Satisfied”					
<i>Does satisfaction with the “overall experience” differ by the status of the offender?</i>					
Active Duty	28%	25%	40%	27%	19%
Nat Guard or Reserves	27%	17%	42%	26%	18%
AF civilian	33%	26%	35%	29%	20%
Other DoD Personnel	33%	36%	46%	34%	19%
Not military affiliated	55%	52%	58%	50%	38%
<i>Does satisfaction with the “overall experience” differ by gender of the victim?</i>					
Female	40%	29%	35%	26%	19%
Male	40%	30%	45%	31%	20%
<i>Does satisfaction with the “overall experience” differ by the military status of the victim?</i>					
Active Duty	36%	28%	42%	27%	20%
Nat Guard or Reserves	49%	28%	42%	28%	17%
AF civilian	39%	29%	34%	30%	20%
Other DoD Personnel	NR	38%	42%	26%	10%
Not affiliated with the DoD	NR	49%	50%	44%	NR
<i>Does satisfaction with the “overall experience” differ by the paygrade of the victim?</i>					
E1-E4	39%	38%	33%	33%	26%
E5-E9	42%	26%	41%	26%	17%
O1-O3	50%	35%	47%	29%	25%
O4-O10	38%	24%	55%	29%	24%

TABLE F.11. Among survey respondents, self-indicated likelihood of reporting IPV

	Very likely	Somewhat likely	Slightly likely	Not likely at all	Not sure
How likely are you to formally report intimate/non-intimate partner violence ?	60%	15%	7%	10%	7%
How likely are you to formally report harassment ?	50%	20%	10%	11%	8%
How likely are you to formally report bullying ?	48%	21%	11%	10%	8%
How likely are you to formally report hazing ?	63%	16%	7%	8%	6%

TABLE F.12. Percentage of respondents who would recommend that others formally report IPV, among respondents who experienced IPV and reported it to any authority

	Intimate Partner Violence	Non-Intimate Partner Violence	Workplace Harassment	Workplace Bullying	Hazing
% Who Would Recommend that Others "Formally Report It"					
<i>Does the status of the <u>offender</u> change the recommendation for others?</i>					
Active Duty	50%	52%	53%	52%	53%
Nat Guard or Reserves	50%	52%	52%	48%	48%
AF civilian	50%	52%	53%	49%	53%
Other DoD Personnel	51%	56%	53%	48%	60%
Not military affiliated	53%	58%	49%	42%	38%
<i>Does the gender of the <u>victim</u> change the recommendation for others?</i>					
Female	55%	55%	55%	51%	54%
Male	47%	52%	52%	50%	53%
<i>Does the status of the <u>victim</u> change the recommendation for others?</i>					
Active Duty	49%	54%	54%	54%	55%
Nat Guard or Reserves	54%	52%	51%	47%	48%
AF civilian	52%	52%	52%	47%	52%
Other DoD Personnel	NR	53%	59%	57%	60%
<i>Does the paygrade of the <u>victim</u> change the recommendation for others?</i>					
E1-E4	47%	53%	53%	51%	55%
E5-E9	54%	56%	55%	54%	55%
O1-O3	43%	52%	54%	49%	54%
O4-O10	47%	53%	51%	53%	51%

TABLE F.13. Among command team members, percentage who believe they have the necessary training, resources, and authority to keep Airmen and Guardians safe

Military Component	Command Team Role		
	Commander or Equivalent	First Sergeant	Superintendent
	Percent who "agree" or "strongly agree" that they have the <i>training</i> they need		
Active Duty	90%	88%	89%
Guard	89%	91%	90%
Reserve	86%	91%	92%
	Percent who "agree" or "strongly agree" that they have the <i>resources</i> they need		
Active Duty	86%	88%	88%
Guard	86%	85%	90%
Reserve	85%	95%	90%
	Percent who "agree" or "strongly agree" that they have the <i>authority</i> they need		
Active Duty	84%	87%	84%
Guard	85%	88%	85%
Reserve	83%	91%	88%

APPENDIX G.

Analyses of Criminality/Prohibition of Survey Behaviors

This Appendix describes whether the behaviors included in the survey qualify could constitute criminal or otherwise prohibited conduct for Airmen and Guardians. It also includes separate estimates of the proportion of respondents who experienced each category of IPV.

DAF/JA Item Evaluation

In assisting with the development of behaviors to be included in the survey, DAF/JA reviewed the survey items (i.e., those listed in Appendix E), to evaluate whether a behavior might be considered to be criminal or prohibited. A description of JA's evaluation is provided below.

- Behaviors highlighted in Column 1 of Table G.1 are under most circumstances criminal in **both** the military and many civilian jurisdictions.
 - Only members subject to the Uniformed Code of Military Justice (UCMJ) can be prosecuted by the military. This includes members on Active Duty, Reservists and Guard members on the appropriate status, and certain retired members.
 - Civilians and Reserve or Guard members not in active federal military status typically are not subject to the UCMJ, and are only subject to civilian criminal prosecution.
- Behaviors in Column 2 of Table G.1 might not be criminal in most civilian jurisdictions, but **are** either criminal or otherwise prohibited by the DAF under most circumstances (i.e., behaviors prohibited by Department of the Air Force Instructions (DAFIs) or behaviors or actions that do not meet expected customs and courtesies of the Air Force or Space Force). In determining whether a behavior was criminal or otherwise prohibited, JA took an expansive view of the behavior. If there was a scenario in which the behavior could be considered "prohibited," then JA considered it to be prohibited (Column 2). However, some of these items, based upon facts and circumstances, might not rise to the level of criminal or prohibited behavior. Even though a behavior may not be criminal, it may still require corrective action from command teams who develop and rehabilitate Airmen and Guardians on the continuum of discipline to ensure good order and discipline within their command. For example, disrespect to a co-worker is a Dereliction of Duty under Article 92 of the UCMJ, but depending on the severity of what was said or done it may be a behavior that can be corrected by counseling or through documented administrative action or non-judicial punishment rather than a court-martial.
 - These are behaviors for which command may likely take action against military members, ranging from counseling to court-martial depending on circumstances.

- These behaviors may also result in disciplinary (non-criminal) action for federal employees, if engaged in at the workplace or where there is a nexus to their duties or the mission.
- Behaviors in this category are unlikely to constitute criminal offenses for civilians not subject to the UCMJ, but might in some circumstances or some jurisdictions.
- Behaviors in this category could constitute violations of regulations, dereliction of duty, cruelty or maltreatment, conduct unbecoming an officer, conduct prejudicial to good order and discipline, service discrediting conduct, which are all behaviors and actions that the UCMJ prohibits.
- Behaviors not marked in either column do not amount to a crime on their own under most circumstances or in most civilian jurisdictions, and might not be prohibited, depending on the circumstances. Even for behaviors marked in Columns 1 and 2 of Table G.1, whether they are criminal and what the appropriate level of administrative, disciplinary, or military justice action is appropriate will depend on the facts and circumstances.
- Command always has the ability to set standards and hold military members accountable when they do not meet them. Any behavior by military members may potentially be criminal if it:
 - Constitutes a dereliction of a duty or a violation of an order, regulation, custom of the service (UCMJ Articles 92);
 - Constitutes conduct unbecoming an officer (UCMJ Article 133).
 - Is a neglect, disorder, or conduct prejudicial to good order and discipline (UCMJ Article 134, clause 1);
 - Is conduct of a nature to be service discrediting (UCMJ Article 134, clause 2); or
 - Is a violation of federal or civilian criminal statute that is not otherwise preempted by an article in the UCMJ (UCMJ Article 134, clause 3);
 - or

For civilian DAF employees, AFI 36-704, Attachment 3, contains a comprehensive table of behaviors for which civilians can be disciplined.

External Evaluation

After JA's review, RAND PAF also reviewed the items, evaluating whether the described behaviors might be criminal or prohibited based on military law or DoD policies.

TABLE G.1. Survey item evaluation

Item	Column 1: Criminal (JA)	Column 2: Prohibited (JA)
1. Followed me around and watched me when I did not want them to*		X

Item	Column 1: Criminal (JA)	Column 2: Prohibited (JA)
2. Approached me when I did not want them to		X
3. Showed up in places, such as my home, work, or school, when I did not want them to		X
4. Used GPS technology or equipment to monitor or track my location when I did not want them to (including GPS technology used in a phone or in social media, such as Facebook, Instagram, or Twitter)		X
5. Used technology, such as a hidden camera, recorder, or computer software, to spy on me from a distance		X
6. Left strange or potentially threatening items for me to find		X
7. Sneaked into my home or car and did things to scare me by letting me know they had been there	X	
8. Took explicit photos of me when I didn't want them to be taken	X	
9. Shared explicit photos of me without my permission	X	
10. Made unwanted phone calls to me or sent me unwanted text messages, photo messages, emails, and/or messages through Facebook, Twitter, or other social media		X
11. Sent me cards, letters, flowers, and/or gifts when they knew I didn't want them to		X
12. Gave me alcohol or drugs without my knowledge/consent	X	
13. Held me down or restricted my ability to get away from them	X	
14. Told me lies, made promises about the future they knew were untrue, and/or threatened to end the relationship**		
15. Threatened to spread rumors about me		X
16. Wore me down by repeatedly asking for sex		
17. Used their influence or authority over me outside of our relationship (e.g., threatened something in my professional life or threatened to tell my family a secret)		X
18. Tried to impregnate me without my permission or tried to get pregnant without my permission		X
19. Held me down, used physical force, or threatened me physically in order to engage me in any type of sexual activity	X	
20. Insulted, humiliated, and/or made fun of me in front of others***		X
21. Kept me from having my own money		X
22. Took a portion of my money or paycheck without my consent		X
23. Limited the amount of money I had access to		X
24. Tried to keep me from seeing or talking to my family and/or friends		
25. Kept track of me by demanding to know where I was and what I was doing		

Item	Column 1: Criminal (JA)	Column 2: Prohibited (JA)
26. Made threats to physically harm me	X	
27. Threatened to hurt themselves or commit suicide because they were upset with me		X
28. Made decisions that should have been mine to make		X
29. Destroyed something that was important to me	X	
30. Slapped me, hit me with a fist or something hard, or kicked me	X	
31. Pushed, shoved, or slammed me against something	X	
32. Hurt me by pulling my hair	X	
33. Tried to choke me and/or suffocate me	X	
34. Beat me	X	
35. Burned me on purpose or threatened to do so	X	
36. Used or threatened to use a weapon (knife, gun, etc.) on me****	X	
37. Shared sexually inappropriate images or videos, such as pornography or salacious sexual gifs or memes, with coworkers		X
38. Displayed inappropriate sexual images or posters in the workplace		X
39. Told lewd, sexual innuendos or jokes, or shared sexual stories		X
40. Stared at me or others in a sexually suggestive or offensive manner, whistled, catcalled, or made inappropriate sexual gestures		X
41. Made sexual comments about appearance, clothing, or body parts		X
42. Asked sexual questions or made offensive comments, such as inquiries about someone's sexual history, their sexual orientation, or gender identity		X
43. Made negative comments about personal religious beliefs		X
44. Tried to convert me or others to a certain religious ideology		X
45. Used racist slang, phrases, nicknames, or spoke offensively about racial, ethnic, or religious stereotypes		X
46. Made remarks about skin color or other ethnic traits		X
47. Displayed racist drawings or offensive posters		X
48. Made offensive references about mental or physical disabilities		X
49. Shared inappropriate images, videos, emails, letters, or notes of a non-sexual manner around me or directly with me (such as racist imagery)		X
50. Made derogatory age-related comments		X
51. Spread malicious rumors, gossip, or innuendos about me+		X
52. Excluded or isolated me socially		X
53. Physically or emotionally intimidated me		X

Item	Column 1: Criminal (JA)	Column 2: Prohibited (JA)
54. Undermined or deliberately impeded my work		X
55. Physically abused or threatened to abuse me	X	
56. Removed areas of my responsibilities without cause or established impossible deadlines that would set me up to fail		X
57. Withheld necessary information from me or purposefully gave me the wrong information		X
58. Made jokes to me or about me that were offensive		X
59. Intruded on my privacy by pestering, spying, or stalking		X
60. Assigned unreasonable duties or workload which were unfavorable to me and my skill level (in a way that created unnecessary pressure)		X
61. Under-worked me, making me feel useless as a way to single me out from my peers		X
62. Yelled or used profanity towards me		X
63. Criticized me constantly		X
64. Belittled my opinions		X
65. Gave me unwarranted, undeserved, or inappropriate punishment		X
66. Blocked my applications for training, leave, or promotion but not others' applications		X
67. Tampered with my personal belongings or work equipment		X
68. Denied me access to information, mentoring, or resources		X
69. Excessively monitored my work		X
70. Gave me feedback in an insincere or disrespectful manner		X
71. Repeatedly reminded me or someone else of my past errors or mistakes		X
72. Physically struck me or threatened to do so++	X	
73. Pinned or tacked an object into my skin	X	
74. Berated me		X
75. Belittled or humiliated me		X
76. Encouraged me to engage in illegal, harmful, demeaning or dangerous acts		X
77. Played abusive or malicious tricks		X
78. Branded, handcuffed, duct taped, tattooed, shaved, greased or painted me	X	
79. Excessive or abusive usage of water on me	X	
80. Forced me to consume food, alcohol, drugs or another substance	X	
81. Solicited, coerced, or knowingly permitted someone to solicit or coerce acts of hazing on me		X

Addressing Items 1 through 13, JA noted that, depending on the facts, any of these behaviors could constitute a violation of UCMJ Article 130, *Stalking*; if it occurs on two or more occasions, without consent, and induces a

reasonable fear of physical harm. Certain threats could also be violations of UCMJ Article 115, *Communicating a Threat*, and/or UCMJ Article 128, *Assault*.

** Addressing Items 14 through 19, JA noted that, depending on the facts, some of these behaviors could constitute offenses under UCMJ Article 120, *Sexual Assault*; UCMJ Article 128, *Assault*; and/or UCMJ Article 128b, *Domestic Violence*. Certain threats could also be violations of UCMJ Article 115, *Communicating a Threat*, or UCMJ Article 127, *Extortion*.

*** Addressing Items 20 through 36, JA noted that offenses involving contact or threats of contact (including with objects or substances) could constitute violations under UCMJ Article 128, *Assault*, and/or UCMJ Article 128b, *Domestic Violence*. Certain threats could also be violations of UCMJ Article 115, *Communicating a Threat*, and/or UCMJ Article 127, *Extortion*. Additionally, some of these behaviors could be violations of the UCMJ, Article 93, *Cruelty and Maltreatment*.

**** Addressing Items 37 through 50, JA noted that, depending on the facts, any of the following could constitute harassment, discrimination, bullying, or hazing prohibited by AFI 36-2710, *Equal Opportunity*, and therefore an offense under UCMJ Article 92, *Dereliction of Duty*. They could also constitute offenses under UCMJ Article 93, *Cruelty and Maltreatment*, which specifically includes sexual harassment, or UCMJ Article 134.

+ Addressing Items 51 through 71, JA noted that, depending on the facts, any of the following could constitute harassment, discrimination, bullying, or hazing prohibited by AFI 36-2710, *Equal Opportunity*, or constitute ostracism prohibited by AFI 36-2909, *Professional and Unprofessional Relationships*, and therefore an offense under UCMJ Article 92 as a Dereliction of Duty or for *Failure to Obey Lawful General Order or Regulation*. They could also constitute offenses under UCMJ Article 93, *Cruelty and Maltreatment*. If these behaviors are intended to retaliate against an individual for reporting or planning to report a criminal offense, they could also constitute offenses under UCMJ Article 132, *Retaliation*. Offenses involving contact or threats of contact (including with objects or substances) could constitute a violation under UCMJ Article 128, *Assault*.

++ Addressing Items 72 through 81, JA noted that, depending on the facts, any of the following could constitute a violation of UCMJ Article 93, *Cruelty and Maltreatment*. Offenses involving contact or threats of contact (including with objects or substances) could constitute UCMJ Article 128, *Assault*. Any of the following could constitute harassment, discrimination, bullying, or hazing prohibited by AFI 36-2710, *Equal Opportunity*, and therefore an offense under UCMJ Article 92, *Dereliction of Duty or Failure to Obey a Lawful General Order or Regulation*.

Estimates Based on Separate Evaluations

Table G.2 provides the proportion of survey respondents estimated to have experienced each category of IPV, based on JA and RAND evaluations. Column 1 provides estimates based on only those behaviors identified as criminal by JA (i.e., Column 1 in Table G.1). Column 2 provides estimates based on those behaviors identified as either criminal or prohibited by JA (i.e., Column 1 or 2 in Table G.1). Column 3 provides estimates based on those behaviors RAND PAF identified as criminal or prohibited within DoD. Column 4 provides the overall estimates, using all behaviors, as listed in the main body of the report.

TABLE G.2. Percent of respondents experiencing potentially criminal or prohibited behavior based on item evaluation

Component of the Victim by Each IPV Type	Column 1: Criminal (JA)	Column 2: Criminal or Prohibited (JA)	Column 3: Criminal or Prohibited by DoD (RAND PAF)	Column 4: All Items
Intimate Partner Violence				
Active Duty	4%	9%	7%	11%
Guard/Reserve	3%	8%	5%	8%
Unknown Military	4%	10%	7%	11%
Civilian	3%	7%	5%	7%
Non-Intimate Partner Violence				
Active Duty	4%	23%	12%	24%
Guard/Reserve	3%	18%	8%	18%

Unknown Military	5%	27%	15%	28%
Civilian	3%	19%	9%	19%
Workplace Harassment				
Active Duty	0%	33%	23%	33%
Guard/Reserve	0%	26%	18%	26%
Unknown Military	0%	34%	27%	34%
Civilian	0%	26%	20%	26%
Workplace Bullying				
Active Duty	2%	39%	35%	39%
Guard/Reserve	1%	31%	28%	31%
Unknown Military	3%	43%	39%	43%
Civilian	1%	36%	32%	36%
Hazing				
Active Duty	2%	14%	14%	14%
Guard/Reserve	1%	10%	10%	10%
Unknown Military	3%	19%	19%	19%
Civilian	1%	13%	13%	13%

APPENDIX H.

Focus Group and Qualitative Questionnaire

This Appendix lists the questions asked of focus group and focus group questionnaire participants.

First, we'll focus on barriers and facilitators to Airmen and Space Professionals utilizing formal supports when they experience [type of interpersonal violence].

1. What do you think encourages Airmen/Space Professionals to report, seek help, or engage in services when they experience [type of interpersonal violence]?
2. What do you think discourages Airmen/Space Professionals from reporting, seeking help, or engaging in services when they experience [type of interpersonal violence]?
3. What recommendations would you make to Department of the AF (DAF) to help Airmen/Space Professionals who experience [type of interpersonal violence] feel safe to make a report or seek services (for example, changes to policies, support services, training, etc.)?

Next, we are going to focus on current DAF programs and policies aimed at keeping Airmen/Space Professionals who experience [type of interpersonal violence] safe.

4. Considering DAF policies, programs, etc. available from the time an Airman/Space Professional experiences [type of interpersonal violence] until support is no longer needed, which are most effective at keeping Airmen/Space Professionals safe?
 - a. How do those policies, programs, etc. enhance safety for Airmen/Space Professionals experiencing [type of interpersonal violence]?
5. Considering DAF policies, programs, etc. available from the time an Airman/Space Professional experiences [type of interpersonal violence] until support is no longer needed, which are least effective at keeping Airmen/Space Professionals safe?
 - a. How do those policies, programs, etc. limit safety for Airmen/Space Professionals experiencing [type of interpersonal violence]?
 - b. How might these policies, programs, etc. be changed to enhance safety?

Lastly, we want to know about workplace and informal supports for Airmen/Space Professionals experiencing [type of interpersonal violence].

6. How do you think your unit (commander, supervisor, and peers) would react to someone coming forward about experiencing [type of interpersonal violence]?

7. Would you feel safe coming forward about experiencing [type of interpersonal violence] in your work section?

a. Why or Why not?

b. What could your unit (commander, supervisor, peers) do better to support someone experiencing [type of interpersonal violence] in your work section?

8. What other supports (for example, non-military friends, community resources, family) are important or effective in keeping Airmen/Space Professionals experiencing [type of interpersonal violence] safe?

a. What makes these supports successful at/important for ensuring safety?

9. Are there any other points regarding keeping Airmen/Space Professionals experiencing [type of interpersonal violence] safe that you believe are important for our Air and Space Force leaders to know?

If so, please tell us about those.

APPENDIX I.

Command Questionnaire

First, we'll focus on barriers and facilitators to Airmen and Space Professionals utilizing formal supports when they experience [type of interpersonal violence].

1. What do you think encourages Airmen/Space Professionals to report, seek help, or engage in services when they experience [type of interpersonal violence]?
2. What do you think discourages Airmen/Space Professionals from reporting, seeking help, or engaging in services when they experience [type of interpersonal violence]?
3. What barriers do you, as a command team member, face (i.e. with policy, legal or resourcing limitations) in supporting and keeping Airmen/Space Professionals experiencing [type of interpersonal violence] safe?

Next, we are going to focus on DAF programs and policies that command teams might use to help support and keep Airmen/Space Professionals who experience [type of interpersonal violence] safe.

4. Considering DAF policies, programs, etc. available from the time an Airman/Space Professional experiences [type of interpersonal violence] until support is no longer needed, which, as a command team member, do you find to be most effective at keeping Airmen/Space Professionals safe?
 - a. How do those policies, programs, etc. enhance command teams' abilities to keep Airmen/Space Professionals experiencing [type of interpersonal violence] safe?
 - b. How, if at all, might these policies, programs, etc. be improved?
5. Considering DAF policies, programs, etc. available from the time an Airman/Space Professional experiences [type of interpersonal violence] until support is no longer needed, which, as a command team member, do you find to be the least effective at keeping Airmen/Space Professionals safe?
 - a. How do those policies, programs, training and support services, etc. limit command teams' abilities to keep Airmen/Space Professionals experiencing [type of interpersonal violence] safe?
 - b. How might these policies, programs, etc. be changed to enhance safety?

Lastly, we want to know about your command team experiences in supporting Airmen/Space Professionals facing [type of interpersonal violence].

6. What experiences or challenges have you faced as a command team member in navigating situations of [type of interpersonal violence], that included safety and privacy concerns?

For example, situations where your command team felt you lacked information or sufficient details in a [type of interpersonal violence] case, or where a suspected victim was unwilling to report or admit to suspected [type of interpersonal violence].

Caution: Please do not disclose names of actual individuals involved. You may discuss situations involving yourself and those close to you, but only if you are comfortable doing so and your response can safeguard the privacy of those involved.

a. What current policies, programs, training, and support services helped you navigate those challenges?

b. What additional support or guidance could have helped your command team in those situations?

7. What has your command team experience been with programs, policies, training, and support services, focused on alleged perpetrators of [type of interpersonal violence]?

a. How were these perpetrator-focused policies, programs, training and support services, effective at keeping Airmen/Space Professionals—both perpetrators and victims—of [type of interpersonal violence] safe?

b. How were these perpetrator-focused policies and programs ineffective at keeping Airmen/Space Professionals—both perpetrators and victims—of [type of interpersonal violence] safe?

8. What other supports (for example, non-military friends, community resources, family) are important and effective in keeping Airmen/Space Professionals experiencing [type of interpersonal violence] safe?

a. What makes these supports effective at/important for ensuring safety?

9. Are there any other points regarding keeping Airmen/Space Professionals experiencing [type of interpersonal violence] safe that you believe are important for our Air and Space Force leaders to know?

If so, please tell us about those.

APPENDIX J.

Descriptions of Administrative Data from Helping Agencies

This Appendix builds from the descriptions of the data listed in Chapter 5. AF/A1Z and ANG/SAPR provided incident-level data on reports of sexual assault from DSAID. This data included restricted and unrestricted sexual assault reports from 2013 through July 2019. The incident-level data included age and gender of the victim, victim affiliation (i.e., Active Duty, Reserve, civilian, etc.), and the victim-offender relationship (i.e., acquaintance, extended family member, employer, etc.).

AF/A1Q provided incident-level data on reports of workplace sexual harassment based on annual Sexual Harassment in the Armed Forces reports. This data covers incidents involving service members from FY2017 through FY2019 and included both formal and informal sexual harassment, and substantiated and unsubstantiated complaints. Information was provided on the victim, the offender, and the complainant-offender relationship.

AF/A1C provided incident-level data on civilian cases of workplace harassment (sexual and non-sexual violence) from its case management tracking system (CMTS) as well as manually tabulated aggregate reports with limited information about the victim or offender. CMTS only has cases reported through installation-level human resource offices that were recorded in CMTS. Cases may be reported separately through the victim's chain of command, but A1C would not have record of these cases in CMTS. A1C provided information on 32 incidents of workplace harassment recorded in CMTS between January 2014 and July 2020. Follow-up discussions with A1C indicate that there is no requirement to input reports into CMTS unless a human resource manager is pursuing formal disciplinary action. Many cases are handled outside the formal disciplinary process, suggesting that cases reported in the administrative system are a substantial undercount of actual reports of workplace violence. A1C reported that this information is held at the installation level, so a formal data call could be made to input all reports into the tracking system, but this was not done as part of the task force's data request given the level of effort involved.

ANG/EO provided aggregated data on incidents of workplace harassment (sexual and non-sexual violence) covering ANG service members. The data were manually tabulated based on reports collected from EO offices (90 Wings in total). These reports had limited information about the victim or offender. Between FY2010 and FY2019, ANG/EO reported a total of 197 informal and formal incidents. Not all Wings provided their FY2019 reports.

AF/A4S provided case-level data on closed cases of potential IPV handled by Security Forces (SF) from the Security Forces Management Information System (SFMIS) and the newer Air Force Justice Information System (AFJIS). These systems cover incidents and investigations on Air Force Installations from 2010 through 2019. Potential IPV offenses were pulled from these data systems by Offense Code and keyword search. These cases are typically limited to misdemeanor forms of IPV, as felony cases are referred to OSI (e.g., sexual assault). Data were provided at the case-level with some information on the offender and victims (gender, age, pay plan, status) as well as the outcome of the case.

SAF/OSI provided case-level data on closed investigations of domestic violence from the Investigative Information Management System (I2MS) covering 2010 through 2020. This data provided substantial case-level information about offenders with limited information about the victims. Defense Incident-Based Reporting System (DIBRS) codes and descriptions were provided and thus used to identify IPV.

DAF/JA provided case-level data on cases that closed in the past 5 years from the Automated Military Justice Analysis and Management System (AMJAMS) for August 2015–July 2020 for cases involving IPV as defined by its mapping of the task force’s IPV definitions to UCMJ, which is how case types are identified in their system. The data provided by DAF/JA includes rich information on the outcome of the case as well as information about the offender. In follow-up conversations, DAF/JA noted that information about victims and victim service are available in the agency’s system but was not provided because it has not been consistently collected over time and therefore is not reliable for reporting purposes.

AF/SG provided incident-level data on reports of sexual assault and other forms of family and dating violence to FAP from the FASOR from FY2010 through FY2019. Records cover service members and dependents, and include IPV type, severity of maltreatment, information on both the victim and the offender, and information about whether or not the case was referred.

AF/HC provided aggregated counts of counseling sessions logged in the Air Force Chaplain Corps Activity Reporting System (AFCCARS) between FY2016 and FY2020 by type for sexual assault and other types of IPV. AF/HC stated that it does not collect PII as part of tracking counseling.

Although not a member of the task force, Military Community & Family Policy (MC&FP) provided records of non-medical counseling events occurring through the Military OneSource system from 2017 through 2020. Although highly detailed in many areas, this data system was limited in identifying counseling sessions related to IPV other than sexual assault.

Incident-level data was standardized across data sources into IPV categories based on the AFI90-5001 definition: sexual assault, dating violence, family violence, workplace violence, and self-directed violence. One of the challenges in standardizing IPV type is that not all data systems capture the relationship of the victim-offender, therefore categories of dating violence and family violence may appear to be under-counted because the relationship was not collected or not known.

APPENDIX K.
Abbreviations

AF/A1C	Air Force Civilian Personnel Directorate
AF/A1Q	Air Force Equal Opportunity
AF/A1Z	Air Force Integrated Resilience Directorate
AF/A4S	Air Force Law and Order Branch
AFCCARS	Air Force Chaplain Corps Activity Reporting System
AF/HC	Air Force Chaplain Corps
AFI	Air Force Instruction
DAF/JA	Air Force Judge Advocate
AFJIS	Air Force Justice Information System
AF/SG	Air Force Surgeon General
AMJAMS	Automated Military Justice Analysis and Management System
ANG	Air National Guard
CMTS	Case Management Tracking System
CSC	Community Support Coordinator
DAF	Department of the Air Force
DIBRS	Defense Incident-Based Reporting System
DoD	Department of Defense
DSAID	Defense Sexual Assault Incident Database
EO	Equal Opportunity Office
FAP	Family Advocacy Program
FASOR	Family Advocacy System of Records
I2MS	Investigative Information Management System
IPV	Interpersonal Violence
KSU	Kansas State University
MC&FP	Military Community & Family Policy
MEO	Military Equal Opportunity
MFLC	Military & Family Life Counseling
OSI	Office of Special Investigations

PAF	Project Air Force
SAF/IG-OSI	Special Investigations Directorate
SAF/LL	Legislative Liaison
SAF/MR	Manpower and Reserve Affairs
SAF/PA	Public Affairs
SARC	Sexual Assault Response Coordinators
SAPR	Sexual Assault Prevention and Response
SVC	Special Victims Council
SecAF	Secretary of the Air Force
SF	Security Forces
SFMIS	Security Forces Management Information System
UCMJ	Uniform Code of Military Justice
UTA	Unit Training Assembly
VPI	Violence Prevention Integrator