

Appendix I: Special Analysis on Social Media



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Introduction

The 2016 WGRA included a series of metrics assessing behaviors in line with a sexually hostile work environment. The sexually hostile workplace construct includes two survey items related to social media misuse. These items asked members about experiences where someone from work either 1) took or shared sexually suggestive pictures or videos of them when they did not want them to or 2) displayed, showed, or sent sexually explicit materials like pictures or videos that made them uncomfortable, angry, or upset.

To help the Department get a general understanding of the degree in which sexual harassment occurs through social media, the first part of this analysis examines members who indicated experiencing either of these behaviors in the past 12 months (July 2015 through July 2016). The second part of the analysis compares awareness of social media misuse in the military, willingness to act to prevent sexual harassment, as well as their perceptions of sexual harassment in the military between those who indicated experiencing these behaviors and those who did not. The analysis also examines significant differences within Services on perceptions. While this analysis does not cover the complete population (e.g., members who are not aware of their pictures/videos being shared without their consent), understanding these differences may help the Department target support efforts to those who indicated having been sexually harassed via social media.

Summary of Findings

In 2016, 1.3% of DoD women and 0.3% of DoD men indicated that someone from work either took or shared sexually suggestive pictures or videos of them without their consent. Additionally, 4.0% of DoD women and 1.4% of DoD men indicated that someone from work displayed, showed, or sent explicit materials to them that made them uncomfortable, angry or upset. Further analysis of this population indicate those affected by the misuse were more likely to believe there was not a formal policy regarding proper use of social media in their office. However, when there is a social media policy in place, regardless of experiencing behaviors in-line with social media misuse, two-thirds or more of members generally comply with the policy.

Members who experienced these behaviors were more likely to indicate they were aware of social media misuse that targeted certain individuals and organizations in the military. Women who experienced someone from work either taking or sharing sexually suggestive pictures or videos of them without their consent were more likely to notify a military peer or someone in their chain of command, while there were no differences among men suggesting that women are more likely to come forward. Men who experienced someone sending them explicit materials were also less likely to notify anyone in their chain of command or other high-ranking person or group suggesting they wanted to keep this behavior to themselves rather than risk getting in trouble.

This analysis also shows that experiencing either of the behaviors negatively impacts a member's perception of sexual harassment as compared to two years ago.¹ Lastly, results show that members who experienced either of the behaviors are less willing to act to prevent sexual harassment from happening to others. The following sections of this appendix provide more details on these findings.

Sexually Hostile Workplace Behaviors Related to Social Media Use

In this first section, results on the percentage of DoD active duty members who indicated experiencing behaviors regarding someone from work either *taking or sharing sexually suggestive pictures or videos of them* and *someone from work displaying or sending sexually explicit materials* are discussed. It should be noted that these results do not summarize the entire situation in the DoD but provides a general picture. For example, some members may not have been aware of their pictures/videos being shared with others and therefore would not be included in this analysis.

Experience of Someone From Work Taking or Sharing Sexually Suggestive Pictures or Videos of You

One of the sexually hostile work environment behaviors asked if members experienced **someone from work either taking or sharing sexually suggestive pictures or videos of them when they did not want them to** and it made them uncomfortable, angry, or upset. In 2016, 1.3% of DoD women and 0.3% of DoD men indicated they **experienced this behavior** (Figure 1). Marine Corps (2.3%) and Navy women (1.6%) were *more likely* than women in the other Services to indicate experiencing **someone from work either taking or sharing sexually suggestive pictures or videos of them**, while women in the Air Force (0.5%) were *less likely*. For men, Air Force men (0.2%) were *less likely* than men in the other Services to indicate **experiencing this behavior**.

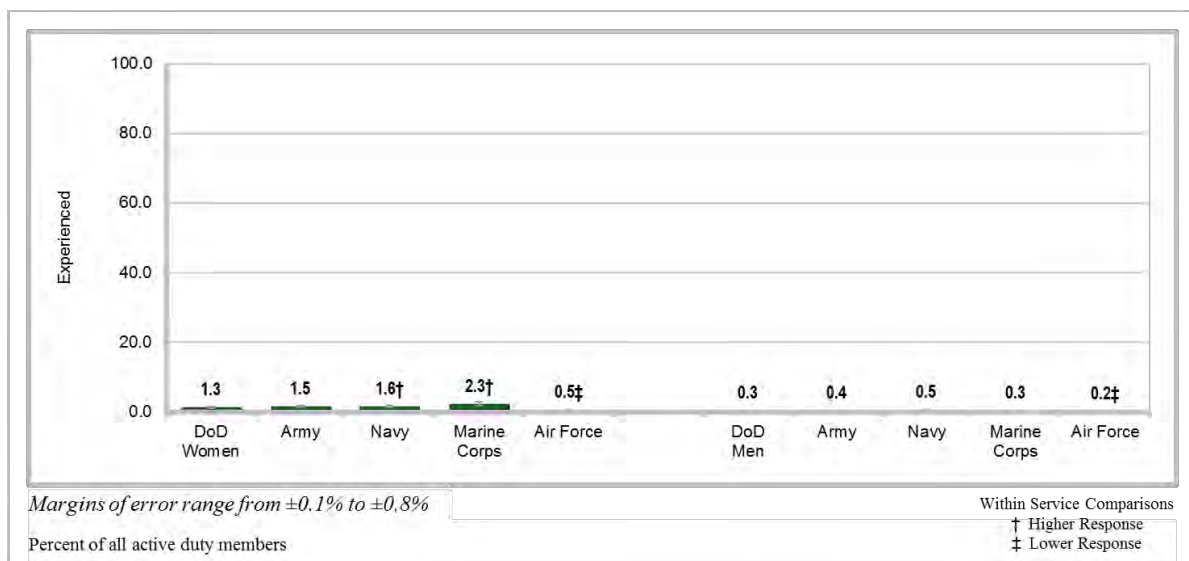


Figure 1: Experienced Someone From Work Taking or Sharing Sexually Suggestive Pictures or Videos

¹ On the survey, members were asked to indicate their perception of sexual harassment in the military as being better or worse than compared to the two years prior.

Experience of Someone From Work Displaying, Showing, or Sending Sexually Explicit Materials Like Pictures or Videos

Another behavior asked if members experienced **someone from work displaying, showing, or sending sexually explicit materials like pictures or videos** that made them uncomfortable, angry, or upset. In 2016, 4.0% of DoD women and 1.4% of DoD men indicated they **experienced this behavior** (Figure 2). Marine Corps (6.0%), Navy (5.0%), and Army women (4.5%) were *more likely* than women in the other Services to indicate experiencing **someone from work displaying, showing, or sending sexually explicit materials**, while women in the Air Force (2.1%) were *less likely*. For men, Army (1.7%) and Navy men (1.6%) were *more likely* than men in the other Services to indicate **experiencing this behavior**, while Air Force men (0.7%) were *less likely*.

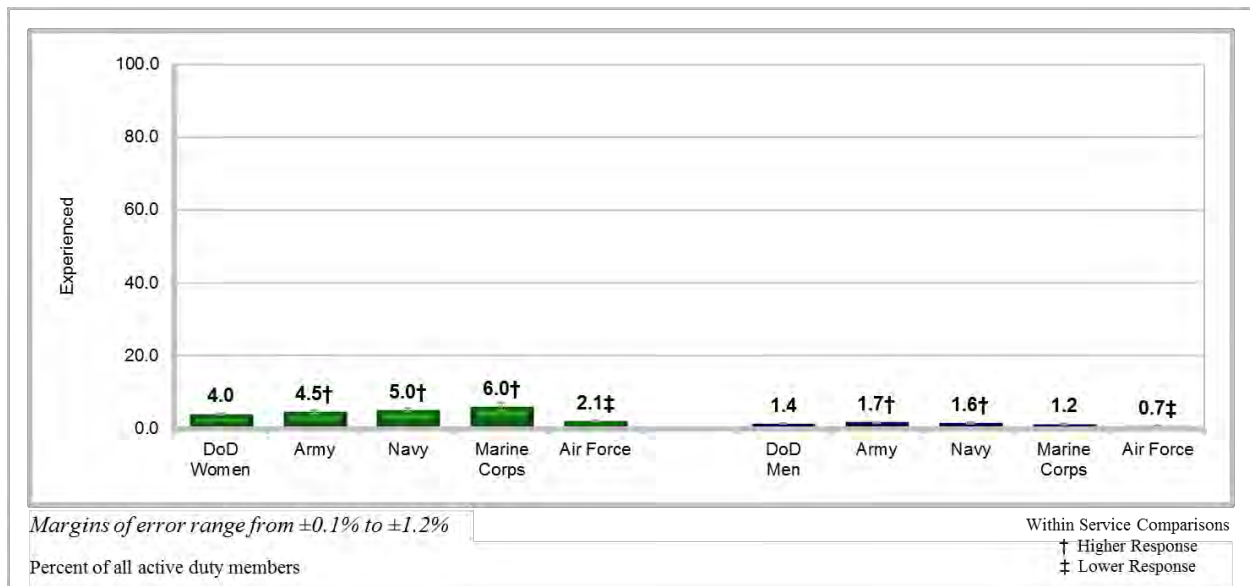


Figure 2: Experienced Someone From Work Displaying, Showing, or Sending Sexually Explicit Pictures or Videos

Social Media Use in the Military

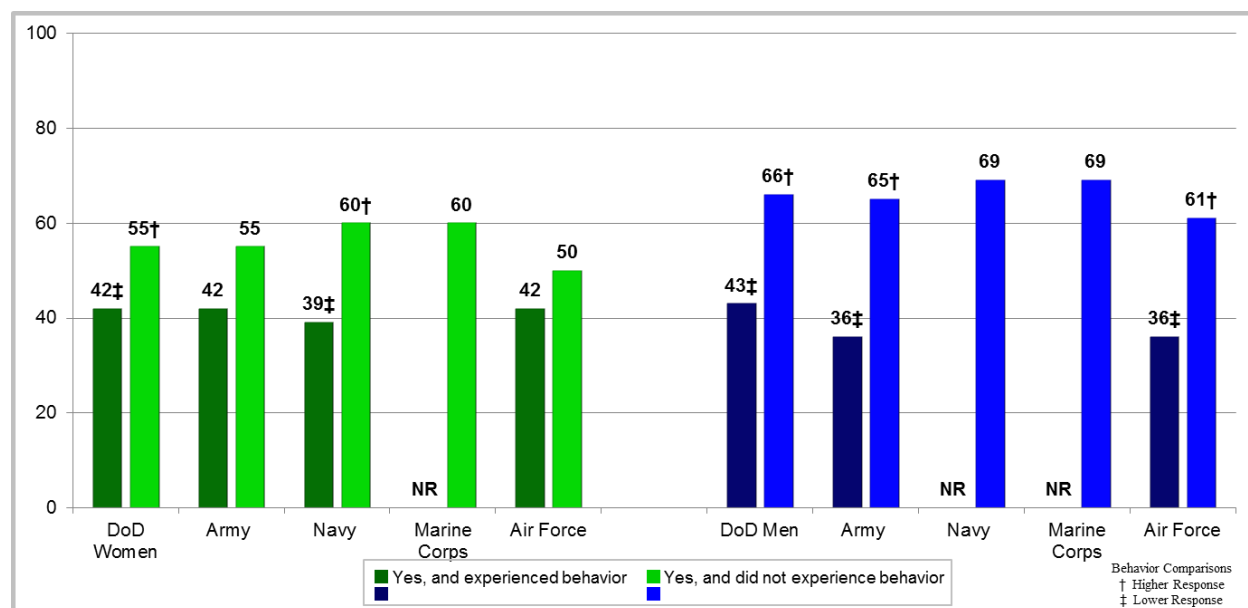
On the 2016 WGRA, members were asked questions regarding social media use in their workplace. Questions included whether their workplace has a formal policy on use of social media sites and their perception of whether military members comply with such policy. They were also asked whether they were aware of a Service member misusing social media to ridicule, abuse, stalk, or harm other members, leadership, their Service, or the DoD. If they were aware of misuse of social media, they were also asked to indicate whom they notified about the misuse.

This section takes a closer look at these social media perceptions by those who did and did not experience the behaviors where someone from work took or shared sexually suggestive pictures or videos of the member and experiences where someone from work displayed or sent sexually explicit materials (as discussed in the last section). Differences within Services by gender will also be discussed when such differences exist.

Formal Policy on Social Media Use in the Workplace

Shown in Figure 3 are percentages of DoD members who indicated their workplace has a formal policy on use of social media by members who experienced or did not experience having pictures/videos of them taken or shared. In 2016, DoD women who indicated pictures/videos of them were taken/shared were *less likely* to indicate their **workplace has a formal policy on use of social media** (42%), while women who did not experience the behavior were *more likely* (55%). For DoD men, those who indicated pictures/videos of them were taken/shared were *less likely* to indicate their **workplace has a formal policy on use of social media** (43%), while men who did not experience the behavior were *more likely* (66%).

Women in the Navy who did not experience having pictures/videos of them being taken/shared (60%) were *more likely* to indicate their **workplace has a formal policy on use of social media**, while Navy women who did experience this behavior (39%) were *less likely*. Army (65%) and Air Force (61%) men who did not experience having pictures/videos of them being taken/shared were *more likely* to indicate their **workplace has a formal policy on use of social media**, while Army (36%) and Air Force (36%) men who did experience this behavior were *less likely*. There were no differences between Services for DoD women and DoD men.

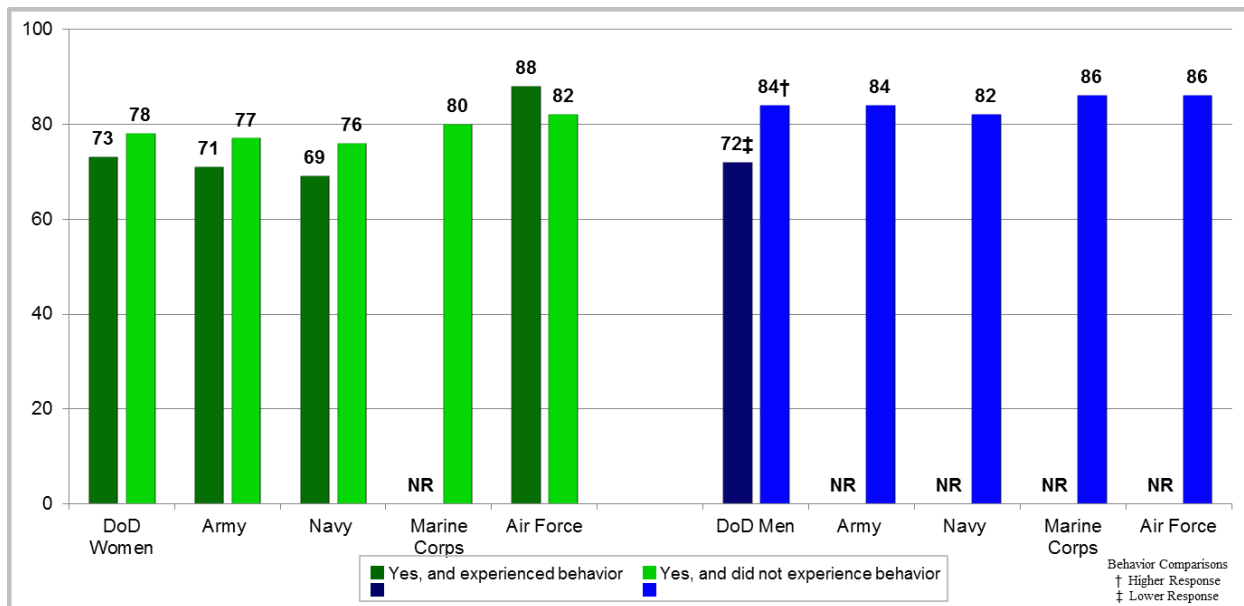


Margins of error range from ±1 to ±17

Figure 3: Workplace Has Formal Policy on Use of Social Media Sites by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared

Of those who indicated their workplace has a formal policy on use of social media sites, members were asked about their perception of whether their work group complies with the policy. For DoD women, there was no impact of experiencing someone taking/sharing pictures/videos of them on their perceptions of **compliance with policy on social media** (Figure 4). However, Air Force women (88%) who experienced someone taking/sharing pictures/videos of them were more likely than women in the other Services to indicate **members generally comply with policy on social media use**. For DoD men, members who did not experience someone taking/sharing pictures/videos of them (84%) were *more likely* to indicate **members generally comply with policy on social media use**, while those who experienced

someone taking/sharing pictures/videos of them (72%) were *less likely*. There were no significant differences between Services for men.

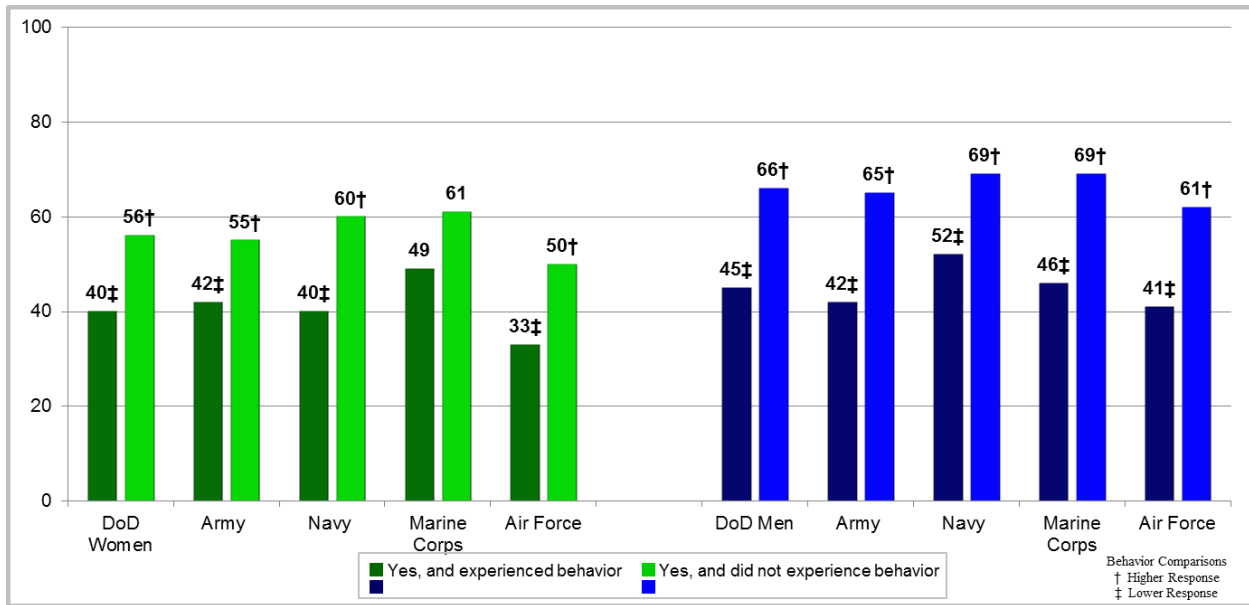


Margins of error range from ±1 to ±18

Figure 4: Members Generally Comply With Policy on Social Media Use by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared

Shown in Figure 5 are percentages of DoD members who indicated their workplace has a formal policy on use of social media by those who experienced/did not experience being shown/sent sexually explicit materials. In 2016, DoD women who indicated they were shown/sent sexually explicit materials were *less likely* to indicate their **workplace has a formal policy on use of social media** (40%), while women who did not experience the behavior were *more likely* (56%). For DoD men, those who indicated they were shown/sent sexually explicit materials were *less likely* to indicate their **workplace has a formal policy on use of social media** (45%), while men who did not experience the behavior were *more likely* (66%).

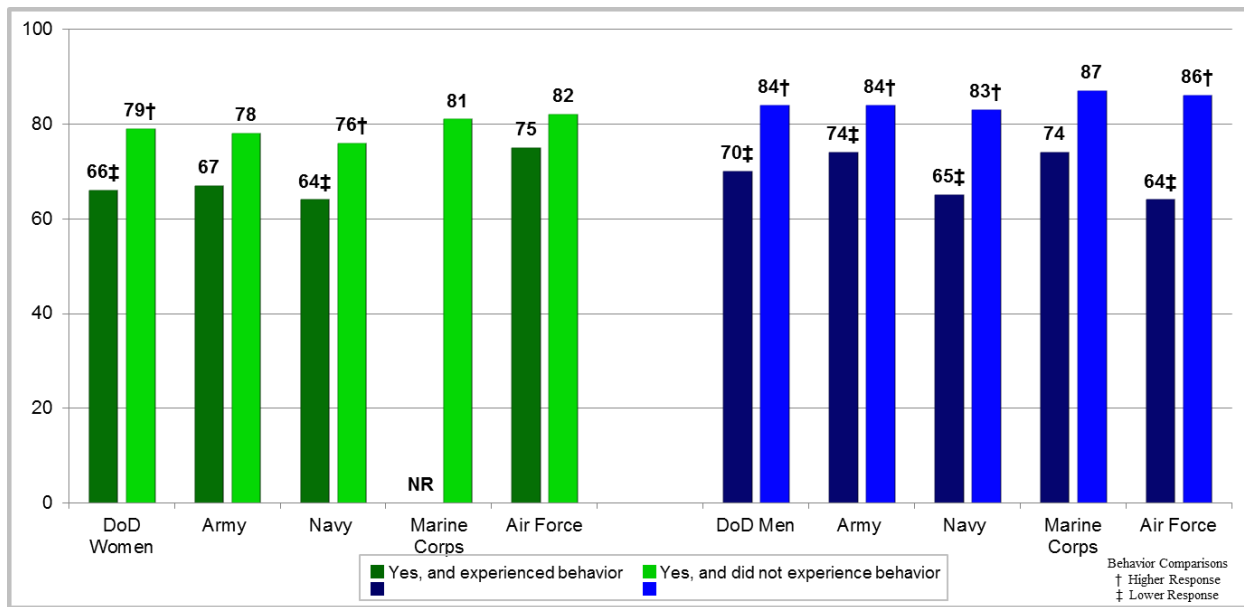
Women and men across all Services (except Marine Corps women) who did not experience having pictures/videos of them being taken/shared were *more likely* to indicate their **workplace has a formal policy on use of social media**, while those who experienced this behavior were *less likely*. For DoD women, when comparing those who indicated they were shown/sent sexually explicit materials, Air Force women (33%) who experienced this behavior were *less likely* than women in the other Services to indicate their **workplace has a formal policy on use of social media**. There were no significant differences between Services for men.



Margins of error range from ±1 to ±11

Figure 5: Workplace Has Formal Policy on Use of Social Media Sites by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials

Of those who indicated their workplace has a formal policy on use of social media sites, members were asked their perception of whether their work group complies with the policy. For DoD women, members who did not experience being shown/sent sexually explicit materials (79%) were *more likely* to indicate **members generally comply with policy on social media use**, while those who experienced being shown/sent sexually explicit materials (66%) were *less likely* (Figure 6). For DoD men, members who did not experience someone being shown/sent sexually explicit materials (84%) were *more likely* to indicate **members generally comply with policy on social media use**, while those who experienced being shown/sent sexually explicit materials (70%) were *less likely*.



Margins of error range from ±1 to ±14

Figure 6: Members Generally Comply With Policy on Social Media Use by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials

In summary, regardless of experiencing any unwanted gender-related behaviors, between 40% and 66% of DoD women and men indicated their workplace had a formal policy on social media use. In an age where social media is widely used on both work and personal devices, more workplaces should have formal policies in place for members to abide by when using social media.

DoD women and men who experience unwanted gender-related behaviors associated with social media misuse were less likely to indicate their workplace has a formal policy on the use of social media sites. These results could lead to two conclusions:

1. Those affected by misuse of social media were more likely to believe there is not a formal policy regarding proper use of social media in their office, and/or
2. Members may think their workplace has a policy on social media use, but once personally affected by social media misuse, realize there is not a formal policy in place.

Another interesting finding showed that when there is a social media policy in place, members indicated everyone generally complies with the policy even if they indicated they had experienced behaviors qualifying as social media misuse. This finding may point to this issue not being as widespread as thought.

Awareness of Social Media Misuse in the Military

Members were asked to indicate their level of awareness of Service members misusing social media to ridicule, abuse, stalk, or harm another military member, their chain of command, their Service, or the DoD as a whole. This section takes a closer look at awareness of social media misuse by those who did and did not experience the two sexually hostile workplace behaviors where someone from work took or shared sexually suggestive pictures or videos of the member and someone from work displayed or sent sexually explicit materials.

DoD women and DoD men who experienced someone from work either taking or sharing sexually suggestive pictures or videos of them were *more likely* than those who did not experience this behavior to indicate they **were aware of a Service member misusing social media to ridicule, abuse, stalk, or harm all groups listed** (Figure 7). Specifically, women (35%) and men (37%) who indicated pictures/videos of them were taken/shared were *more likely* to indicate they were aware of a Service member misusing social media to target **another military member**, while women (11%) and men (9%) who did not experience the behavior were *less likely*. Women (19%) and men (25%) who experienced the behavior were *more likely* to indicate they were aware of a Service member misusing social media to target **their chain of command**, while women and men (both 6%) who did not experience the behavior were *less likely*. Women (23%) and men (33%) who experienced someone taking/sharing pictures/videos of them were *more likely* to indicate they were aware of a Service member misusing social media to target **their Service**, while women and men (both 9%) who did not experience the behavior were *less likely*. Finally, women (20%) and men (36%) who experienced the behavior were *more likely* to indicate they were aware of a Service member misusing social media to target **the DoD as a whole**, while women and men (both 8%) who did not experience the behavior were *less likely*.

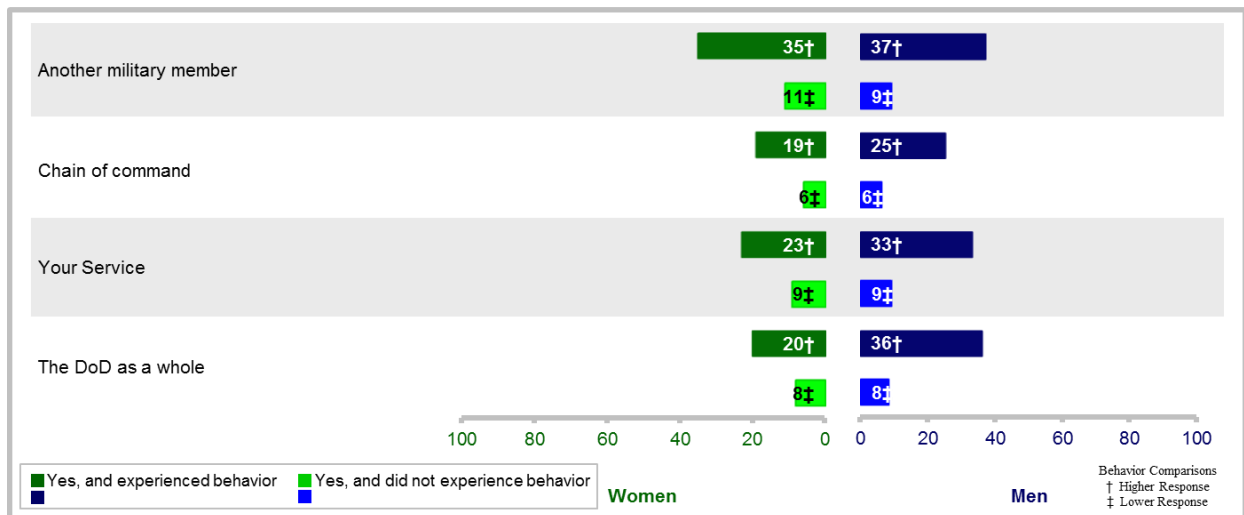


Figure 7: Awareness of Social Media Misuse by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared

As shown in Table 1, in general, DoD women who indicated having pictures/videos of them taken or shared had an impact on their awareness of social media misuse by Service members **across all targets**. For example, Army (31%), Navy (35%), and Air Force (31%) women who indicated having pictures/videos of them taken/shared were *more likely* to indicate awareness of a Service member misusing social media targeting **another Service member**, while Army (12%), Navy (13%), and Air Force (8%) women who did not indicate experiencing the behavior were *less likely*.

Women in the Marine Corps who indicated having pictures/videos of them taken/shared were *more likely* than women in the other Services to indicate awareness of a Service member misusing social media to target: **their chain of command** (37%), **their Service** (44%), and **the DoD as a whole** (38%). Army women who experienced the behavior (12%) were *less likely*

than women in the other Services to indicate awareness of a Service member misusing social media to target **their Service**.

For DoD men who indicated having pictures/videos of them taken or shared, experiencing the behavior had an impact on Army and Air Force men's' awareness of social media misuse by Service members **across all targets**. For example, Army (45%) and Air Force (40%) men who indicated having pictures/videos of them taken/shared were *more likely* to indicate awareness of a Service member misusing social media targeting **another Service member**, while Army (9%) and Air Force (6%) men who did not indicate experiencing the behavior were *less likely*.

Army men who indicated having pictures/videos of them taken/shared were *more likely* than men in the other Services to indicate awareness of a Service member misusing social media to target **their chain of command** (35%).

Table 1: Awareness of Social Media Misuse by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
DoD Women					
Another Service member	Experienced	31†	35†	NR	31†
	Did not experience	12‡	13‡	18	8‡
Your chain of command	Experienced	16†	17	37† ↑	14†
	Did not experience	6‡	8	9‡	4‡
Your Service	Experienced	12 ↓	27†	44† ↑	22†
	Did not experience	9	11‡	16‡	6‡
The DoD as a whole	Experienced	14	21	38† ↑	16†
	Did not experience	8	9	15‡	6‡
<i>Margins of error</i>		±1–12	±1–15	±2–17	±1–12
DoD Men					
Another Service member	Experienced	45†	NR	NR	40†
	Did not experience	9‡	10	11	6‡
Your chain of command	Experienced	35† ↑	14	NR	22†
	Did not experience	7‡	7	8	4‡
Your Service	Experienced	35†	NR	NR	34†
	Did not experience	8‡	9	11	6‡
The DoD as a whole	Experienced	39†	NR	NR	31†
	Did not experience	8‡	9	11	6‡
<i>Margins of error</i>		±1–12	±1–17	±1	±1–17

DoD women and DoD men who experienced someone from work displaying, showing, or sending sexually explicit materials like pictures or videos were *more likely* than those who did not experience this behavior to indicate they **were aware of a Service member misusing social media to ridicule, abuse, stalk, or harm all groups listed** (Figure 8). Specifically, women (33%) and men (28%) who indicated being shown/sent sexually explicit materials were *more likely* to indicate they were aware of a Service member misusing social media to target **another military member**, while women (11%) and men (8%) who did not experience the behavior were *less likely*. Women (17%) and men (18%) who experienced the behavior were *more likely* to indicate they were aware of a Service member misusing social media to target **their chain of command**, while women and men (both 6%) who did not experience the

behavior were *less likely*. Women (21%) and men (22%) who indicated being shown/sent sexually explicit materials were *more likely* to indicate they were aware of a Service member misusing social media to target **their Service**, while women and men (both 9%) who did not experience the behavior were *less likely*. Finally, women (17%) and men (22%) who experienced the behavior were *more likely* to indicate they were aware of a Service member misusing social media to target **the DoD as a whole**, while women and men (both 8%) who did not experience the behavior were *less likely*.

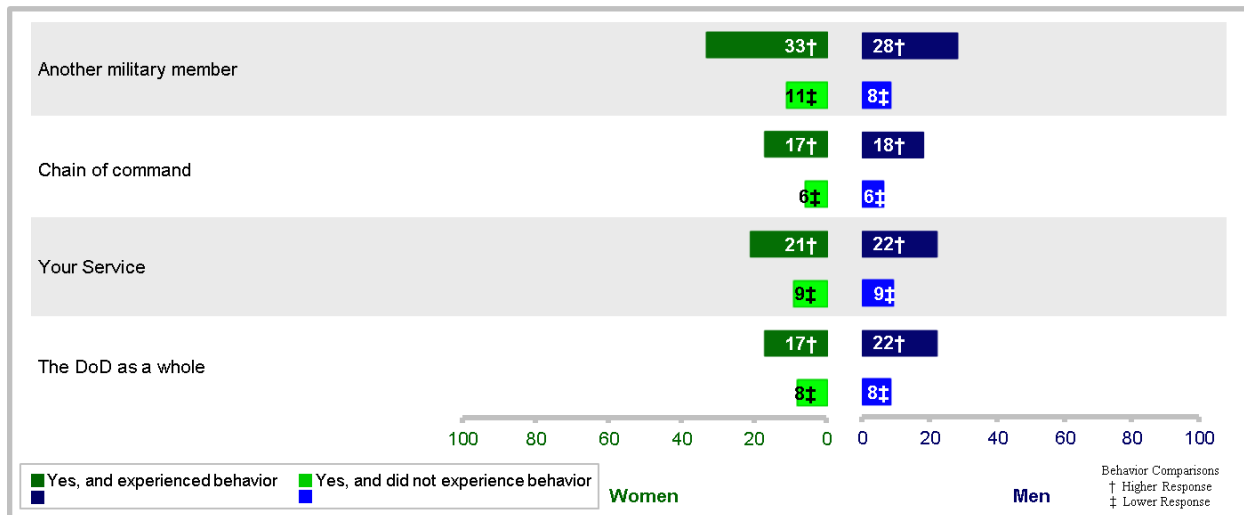


Figure 8: Awareness of Social Media Misuse by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials

As shown in Table 2, in general, DoD women who indicated being shown/sent sexually explicit materials had an impact on their awareness of social media misuse by Service members **across all targets**. For example, Army (36%), Navy (31%), Marine Corps (39%), and Air Force (28%) women who indicated having pictures/videos of them taken/shared were *more likely* to indicate awareness of a Service member misusing social media targeting **another Service member**, whereas Army (11%), Navy (12%), Marine Corps (18%), and Air Force (7%) women who did not indicate experiencing the behavior were *less likely*.

DoD men who indicated being shown/sent sexually explicit materials had an impact on their awareness of social media misuse by Service members **across all targets**. For example, Army (27%), Navy (27%), Marine Corps (31%), and Air Force (29%) men who indicated being shown/sent sexually explicit materials were *more likely* to indicate awareness of a Service member misusing social media targeting **another Service member**, whereas Army (9%), Navy (9%), Marine Corps (10%), and Air Force (6%) men who did not indicate experiencing the behavior were *less likely*.

There were no significant differences with Services on awareness of social media misuse.

Table 2: Awareness of Social Media Misuse by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
DoD Women					
Another Service member	Experienced	36†	31†	39†	28†
	Did not experience	11‡	12‡	18‡	7‡
Your chain of command	Experienced	19†	13†	20	17†
	Did not experience	6‡	7‡	9	4‡
Your Service	Experienced	19†	21†	30†	20†
	Did not experience	9‡	10‡	16‡	6‡
The DoD as a whole	Experienced	17†	14	28†	16†
	Did not experience	8‡	9	15‡	6‡
<i>Margins of error</i>		±1-7	±1-8	±2-13	±1-6
DoD Men					
Another Service member	Experienced	27†	27†	31†	29†
	Did not experience	9‡	9‡	10‡	6‡
Your chain of command	Experienced	19†	15†	21†	16†
	Did not experience	7‡	7‡	7‡	4‡
Your Service	Experienced	20†	23†	28†	22†
	Did not experience	8‡	9‡	11‡	6‡
The DoD as a whole	Experienced	21†	22†	29†	19†
	Did not experience	8‡	9‡	11‡	6‡
<i>Margins of error</i>		±1-7	±1-8	±1-11	±1-8

DoD members who indicated they were aware of a Service member misusing social media sites were asked if they notified anyone of such misuse. Of the DoD members who indicated experiencing someone from work taking/sharing sexually suggestive pictures/videos of them, and were aware of social media misuse by a Service member, 70% of DoD women and 51% of DoD men indicated they notified **a military peer** of the misuse (Figure 9). Over half (55%) of women and 45% of men who experienced someone from work taking/sharing pictures/videos of them and knew of a Service member misusing social media indicated they notified **a member of their chain of command** of the misuse. Forty-two percent of women and 37% of men indicated they told **another leader outside of their chain of command** about social media misuse, while 23% of women and 28% of men indicated they notified **their Service’s Inspector General office**, and 37% of women and 40% of men notified **some other person or office**.

DoD women who experienced having pictures/videos of them taken/shared were *more likely* to indicate they notified **a military peer** (70%) or **a member of their chain of command** (55%) of social media misuse. Conversely, women who did not experience the behavior were *less likely* to notify **a military peer** (56%) or **a member of their chain of command** (38%) of social media misuse. There were no significant differences between men who experienced or did not experience having pictures/videos of them taken/shared on who they notified regarding social media misuse.

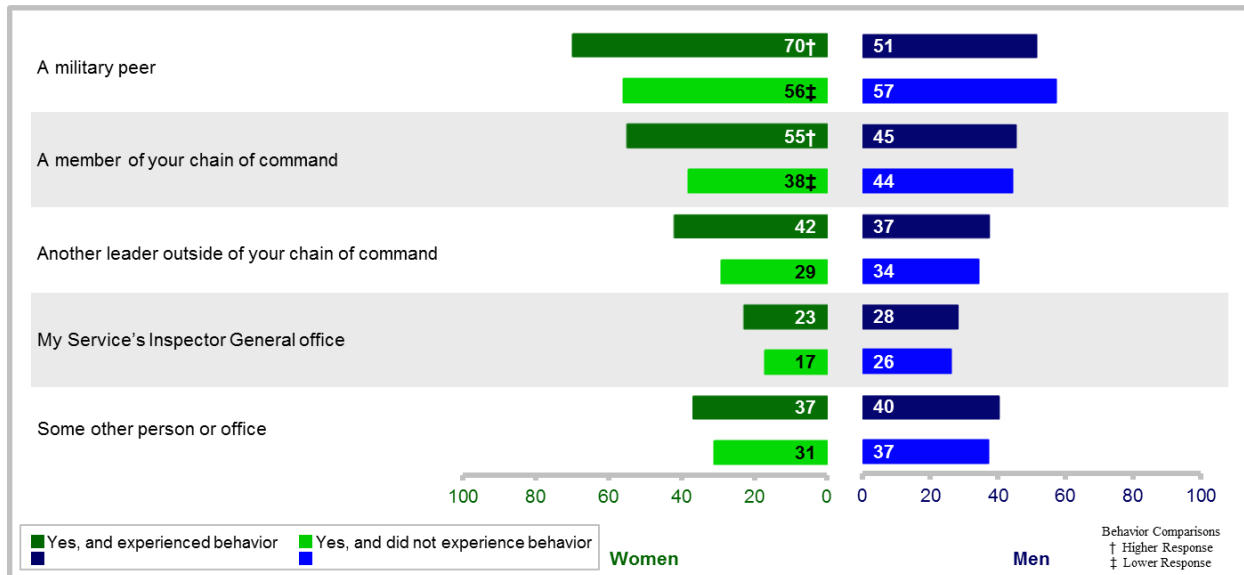


Figure 9: Notified Individual(s) of Social Media Misuse by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared

Overall, Service-level data from those who indicated experiencing someone from work taking/sharing sexually suggestive pictures or videos of them on who they notified regarding social media misuse were largely not reportable, with the exception of Army women and men (Table 3). Army women who experienced pictures/videos of them being taken/shared were *more likely* to notify **a military peer** (85%) or **a member of their chain of command** (78%) about a Service member misusing social media. Conversely, Army women who did not experience the unwanted behavior were *less likely* (57% for notifying **a military peer** and 40% for notifying **a member in their chain of command**). Army women who experienced pictures/videos of them being taken/shared were also more likely than women in the other Services to indicate they notified **a military peer** or **a member of their chain of command**. There were no significant differences for men who experienced or did not experience having pictures/videos of them taken/shared on who they notified regarding social media misuse.

Table 3: Notified Individual(s) of Social Media Misuse by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
DoD Women					
A military peer	Experienced	85† ↑	NR	NR	NR
	Did not experience	57‡	54	58	56
A member of your chain of command	Experienced	78† ↑	NR	NR	NR
	Did not experience	40‡	38	39	36
Another leader outside of your chain of command	Experienced	NR	NR	NR	NR
	Did not experience	31	30	26	25
My Service's Inspector General office	Experienced	NR	NR	NR	NR
	Did not experience	19	15	19	15
Some other person or office	Experienced	NR	NR	NR	NR
	Did not experience	34	27	31	32
<i>Margins of error</i>		±3–18	±3–4	±5–6	±2–3
DoD Men					
A military peer	Experienced	57	NR	NR	NR
	Did not experience	58	57	59	54
A member of your chain of command	Experienced	NR	NR	NR	NR
	Did not experience	45	44	47	42
Another leader outside of your chain of command	Experienced	40	NR	NR	NR
	Did not experience	37	30	37	30
My Service's Inspector General office	Experienced	37	NR	NR	NR
	Did not experience	28	23	29	25
Some other person or office	Experienced	NR	NR	NR	NR
	Did not experience	38	33	40	35
<i>Margins of error</i>		±2–17	±3	±3	±2–3

Of the DoD members who indicated experiencing someone from work displaying, showing, or sending them sexually explicit materials, and were aware of social media misuse by a Service member, 60% of DoD women and 50% of DoD men indicated they notified **a military peer** of the misuse (Figure 10). More than a third (39%) of women and men (35%) who experienced someone from work showing/sending them sexually explicit materials and knew of a Service member misusing social media indicated they notified **a member of their chain of command** of the misuse. More than one-quarter (27%) of women and men (26%) indicated they told **another leader outside of their chain of command** about social media misuse, while 13% of women and 17% of men indicated they notified **their Service's Inspector General office**, and 31% of women and 30% of men notified **some other person or office**.

DoD men who experienced someone from work showing/sending them sexually explicit materials were *less likely* to indicate they notified all individuals except for a military peer, whereas men who did not experience the behavior were *more likely*. Specifically, men who experienced being shown/sent sexually explicit materials were *less likely* to notify **a member of their chain of command** (35%) or **another leader outside of their chain of command** (26%) of social media misuse. Conversely, men who did not experience the behavior were *more likely* (45% for **a member of their chain of command** and 35% for **another leader outside of their chain of command**). Men who experienced being shown/sent sexually explicit materials were *less likely* to notify **their Service's Inspector General office** (17%) or **some other person or office** (30%) of social media misuse, whereas men who did not experience the behavior were

more likely (27% for **their Service's Inspector General office** and 37% for **some other person or office**). There were no significant differences between women who experienced or did not experience having someone from work showing/sending them sexually explicit materials on who they notified regarding social media misuse.

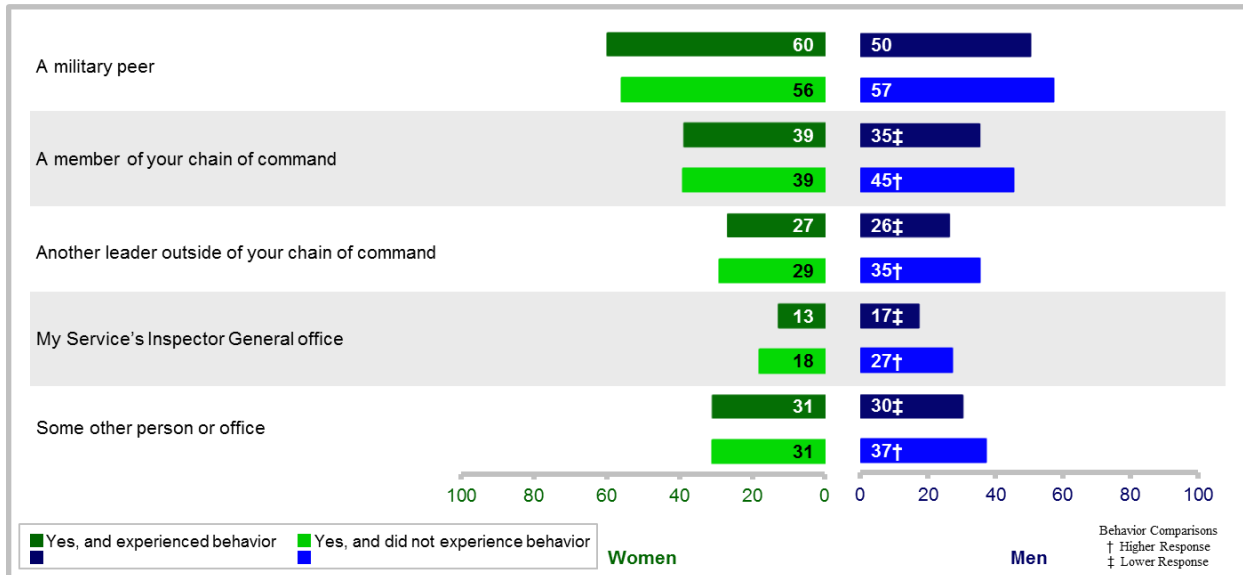


Figure 10: Notified Individual(s) of Social Media Misuse by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials

Navy (15%) and Air Force (16%) men who experienced being shown/sent sexually explicit materials were *less likely* to indicate they notified **another leader outside of their chain of command** of social media misuse, while Navy (31%) and Air Force (30%) men who did not experience the behavior were *more likely*. Men in the Army (19%), Navy (12%), and Air Force (7%) who experienced being shown/sent sexually explicit materials were *less likely* to indicate they notified **their Service's Inspector General office**, whereas men in the Army (29%), Navy (23%), and Air Force (25%) who did not experience the behavior were *more likely*. Men in the Army (28%) who experienced being shown/sent sexually explicit materials were *less likely* to indicate they notified **some other person or office** of social media misuse, while men in the Army (38%) who did not experience this behavior were *more likely*.

Comparing responses within the Services, Navy men who experienced someone from work showing/sharing sexually explicit materials (15%) were *less likely* than men in the other Services to indicate they notified **another leader outside of their chain of command** of social media misuse. Air Force men who experienced someone from work showing/sharing sexually explicit materials (7%) were *less likely* than men in the other Services to indicate they notified **their Service's Inspector General office** of social media misuse. There were no significant differences for women who experienced or did not experience having someone from work show/send them sexually explicit materials on who they notified regarding social media misuse.

Table 4: Notified Individual(s) of Social Media Misuse by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
DoD Women					
A military peer	Experienced	67	54	NR	51
	Did not experience	56	54	58	57
A member of your chain of command	Experienced	44	34	NR	33
	Did not experience	40	39	39	37
Another leader outside of your chain of command	Experienced	30	25	NR	24
	Did not experience	32	30	27	25
My Service's Inspector General office	Experienced	16	10	NR	14
	Did not experience	20	16	19	16
Some other person or office	Experienced	37	22	NR	39
	Did not experience	34	28	32	32
<i>Margins of error</i>		±3–12	±3–14	±5–6	±2–12
DoD Men					
A military peer	Experienced	49	50	NR	48
	Did not experience	58	57	59	54
A member of your chain of command	Experienced	35	33	NR	31
	Did not experience	45	44	47	42
Another leader outside of your chain of command	Experienced	32	15‡ ↓	NR	16‡
	Did not experience	38	31†	37	30†
My Service's Inspector General office	Experienced	19‡	12‡	NR	7‡ ↓
	Did not experience	29†	23†	29	25†
Some other person or office	Experienced	28‡	27	NR	25
	Did not experience	38†	34	40	36
<i>Margins of error</i>		±2–11	±3–14	±3	±2–14

In summary, members who have fallen victim to misuse of social media sites were more likely to indicate they were aware of a Service member misusing social media sites to target a certain person or groups of people. Women who experienced someone from work taking or sharing sexually suggestive pictures or videos of them when they did not want them to were more likely than those who didn't experience the behavior to notify a military peer or someone in their chain of command, while there were no differences for men who did and did not experience the behavior. This suggests women were more likely to come forward if they experience this behavior, but there is room for improvement to increase notification of social media misuse up the chain.

However, for those who experienced someone from work showing or sharing sexually explicit materials, men were less likely to notify anyone in their chain of command or other higher-ranking person or group (e.g., Inspector General). This could suggest men shown these materials were more apt to keep the behavior to themselves in fear of getting in trouble themselves.

Impact of Falling Victim to Social Media Misuse on Perceptions of and Willingness to Act to Prevent Sexual Harassment in the Military

Research on sexual harassment has found support for the relationship between organizational climate and culture and unwanted gender-related behaviors (e.g., sexual harassment and sexual assault). Studies of sexual harassment and perceptions of culture and climate (i.e., leadership tolerance for harassing behaviors) have found positive relationships between culture and climate and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). Research in the civilian sector has also found organizational factors in civilian workplaces that increase the likelihood for unwanted gender-related behaviors to occur. These factors include a climate tolerant of sexual harassment, permissive leadership attitudes toward sexual harassment, imbalanced gender ratios, high power differentials between men and women, and the presence of other types of discrimination (based on gender or based on other characteristics such as race/ethnicity; Bell, Quick and Cychota, 2002; Fitzgerald, Swan, & Fischer, 1995; Harned, Ormerod, Palmieri, Collinsworth, & Reed, 2002).

Based on this research, the next section examines the effect experiencing unwanted gender-related behaviors involving social media misuse has on members' perceptions of sexual harassment in the military and their willingness to act to prevent such behaviors. Similar to the earlier sections, results are analyzed by whether or not members indicated experiencing someone from work either 1) taking or sharing sexually suggestive pictures or videos of them when they did not want them to or 2) displaying, sharing, or sending sexually explicit materials.

Perceptions of Sexual Harassment in the Military

This section examines members who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them compared to those who did not experience this behavior to see if they varied in their perceptions of sexual harassment as a problem in the military compared to two years ago. On the survey, all active duty members were asked "In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?"

As shown in Figure 11, DoD women (31%) who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *more likely* to indicate sexual harassment is **more of a problem today** than compared to two years ago. Conversely, women (25%) who did not indicate experiencing this behavior were *more likely* to indicate sexual harassment is **less of a problem today**, while women who did experience this behavior (10%) were *less likely*. There were similar patterns among women in all of the Services. Overall, women in all Services who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *more likely* to perceive sexual harassment in the military as **more of a problem today**. Women in the Services who indicated experiencing the behavior were *less likely* to perceive sexual harassment as **less of a problem today**, whereas women in each of the Services who did not indicate experiencing the behavior were *more likely*. These results suggest experiencing behaviors in line with unwanted gender-related behavior influences a member's perception of how large of a problem sexual harassment is in the military.

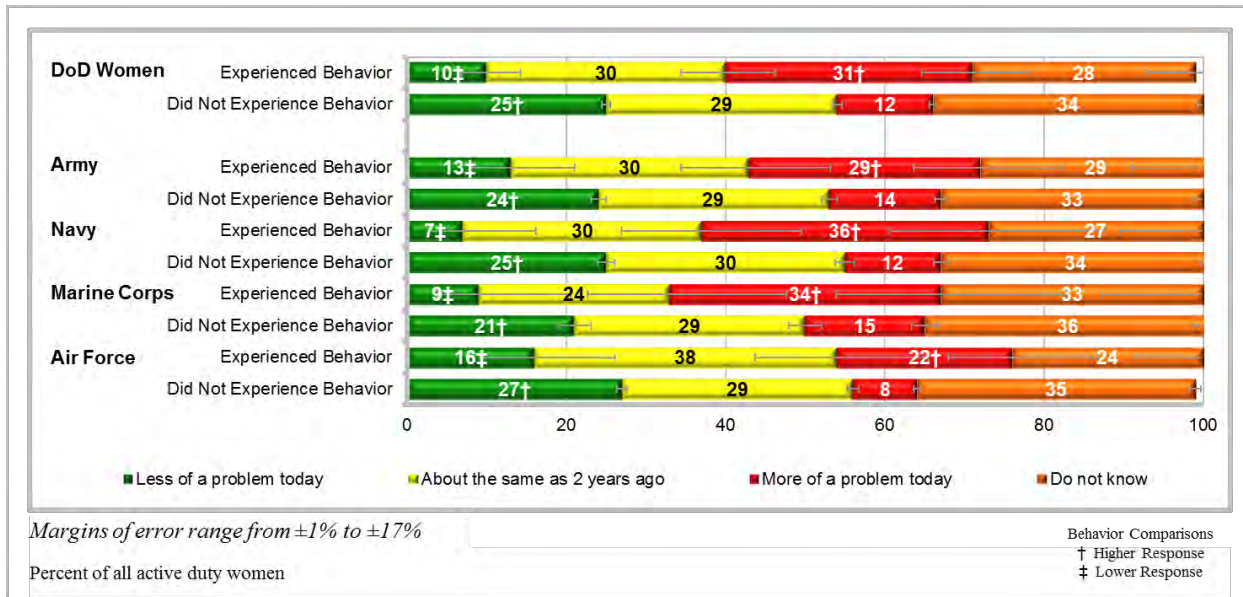


Figure 11: Perceptions of Sexual Harassment in the Military by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Women

As shown in Figure 12, results for DoD men are similar to those of DoD women. DoD men (30%) who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *more likely* to indicate sexual harassment is **more of a problem today** than compared to two years ago. Conversely, men (40%) who did not indicate experiencing this behavior were *more likely* to indicate sexual harassment is **less of a problem today**, while men who indicated experiencing this behavior (21%) were *less likely*. There were similar patterns among men in the Army and Air Force. Results for Navy and Marine Corps men who indicated experiencing someone from work taking or sharing pictures or videos of them were not reportable, and therefore comparisons cannot be made.

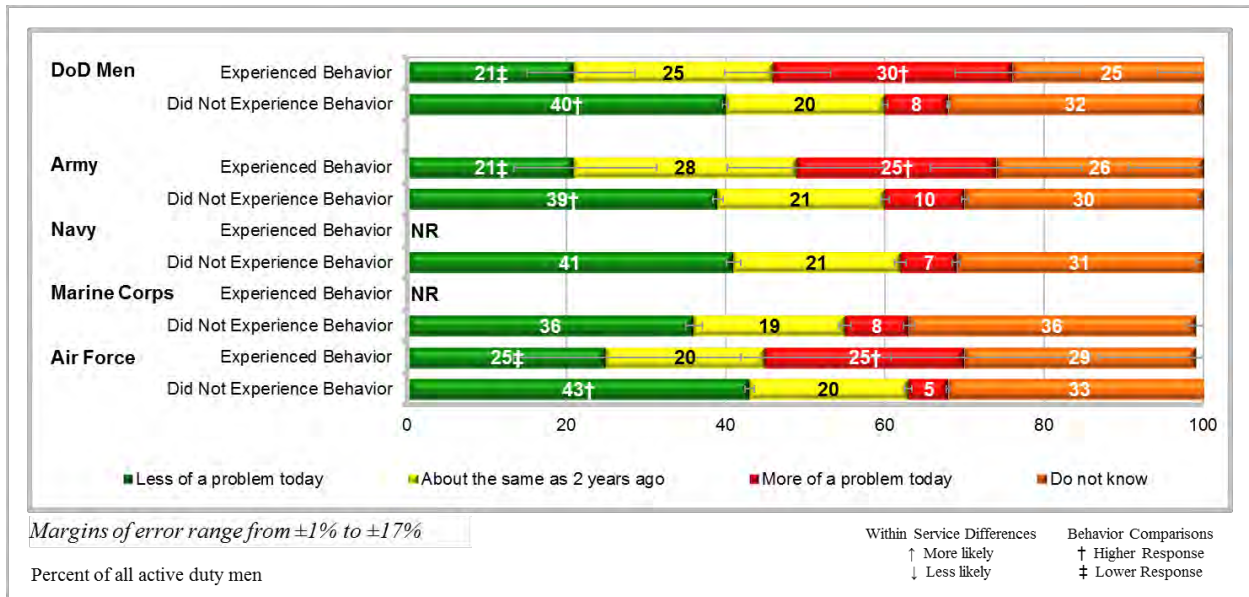


Figure 12: Perceptions of Sexual Harassment in the Military by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Men

There were similar patterns when analyzing those who did or did not experience someone from work displaying, sharing, or sending sexually explicit materials to the member. One-quarter (25%) of women who indicated experiencing someone from work sharing/sending sexually explicit materials were *more likely* to indicate sexual harassment is **more of a problem today** compared to two years ago (Figure 13). Conversely, women who did not indicate experiencing this behavior (26%) were *more likely* to indicate sexual harassment is **less of a problem today**, while women who indicated experiencing the behavior (13%) were *less likely*. There were similar patterns among women in all of the Services. For Service differences, Marine Corps women who indicated experiencing someone from work sharing/sending sexually explicit materials to them (7%) were *less likely* than women in the other Services to indicate sexual harassment is **less of a problem today** compared to two years ago.

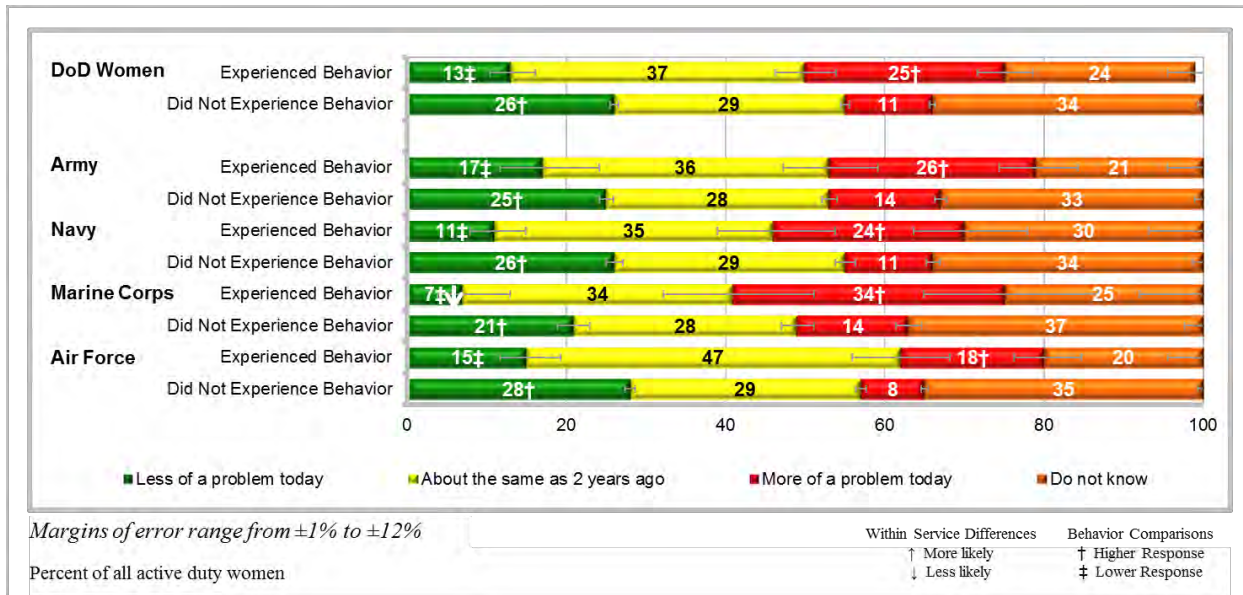


Figure 13: Perceptions of Sexual Harassment in the Military by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Women

Continuing the same pattern of responses, men who indicated experiencing someone from work sharing/sending sexually explicit materials (22%) were *more likely* to indicate sexual harassment is **more of a problem today** compared to two years ago (Figure 14). Conversely, men who did not indicate experiencing this behavior (40%) were *more likely* to indicate sexual harassment is **less of a problem today**, while men who did indicated experiencing the behavior (23%) were *less likely*. The same pattern of responses exists among men in each Service.

For Service differences, Army men who indicated experiencing someone from work sharing/sending sexually explicit materials to them (28%) were *more likely* than men in the other Services to indicate sexual harassment **more of a problem today** compared to two years ago.

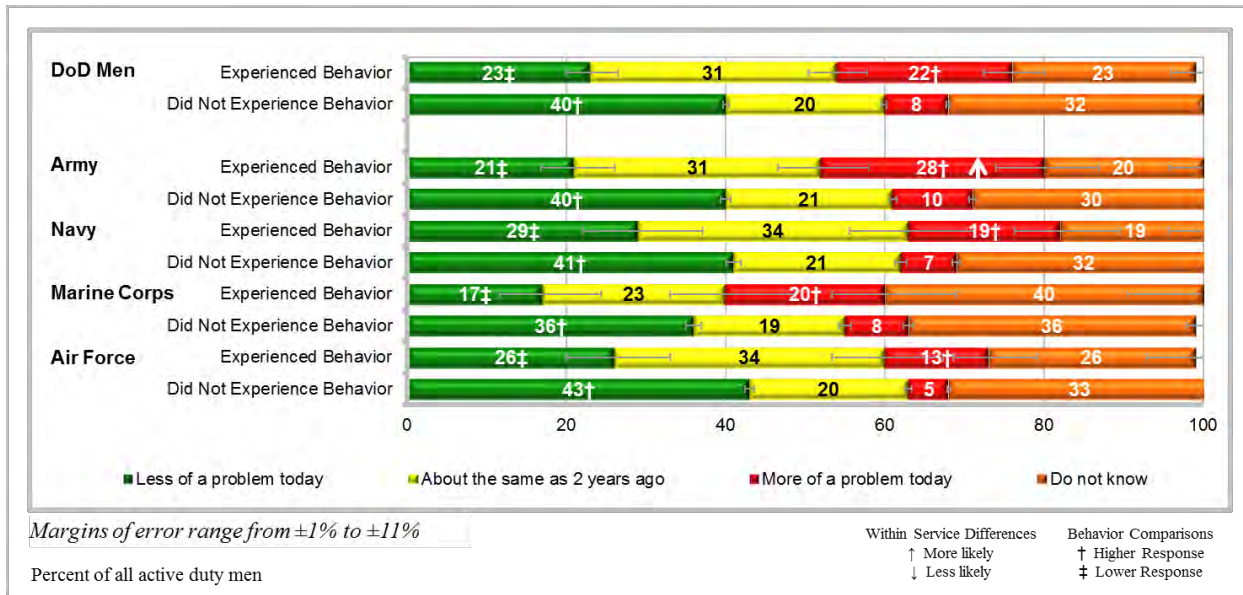


Figure 84: Perceptions of Sexual Harassment in the Military by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Men

To summarize, for both women and men, survey results suggest when members indicate experiencing behaviors in line with sexual harassment influences a member’s perception of whether sexual harassment is better or worse than two years prior.

Culture: Willingness to Act to Prevent Unwanted Gender-Related Behaviors

On the 2016 WGRA, members were asked to what extent they would be willing to act to prevent unwanted gender-related behaviors (Q204). This section looks at whether experiencing unwanted gender-related behaviors involving social media misuse has an impact on whether or not a member is willing to act to prevent unwanted gender-related behaviors compared to those who did not experience either 1) taking or sharing sexually suggestive pictures or videos of them when they did not want them to or 2) displaying, sharing, or sending sexually explicit materials.

Overall, DoD women who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *less likely* to indicate they were **willing to act to prevent unwanted gender-related behaviors to a large extent**, while women who did not indicate experiencing the behavior were *more likely* (Figure 15). Specifically, women who indicated experiencing someone from work taking/sharing pictures/videos of them (69%) were *less likely* to indicate they would **point out to someone when they think they “crossed the line” with gender-related comments or jokes to a large extent**, while women who did not indicate experiencing this behavior (77%) were *more likely*. Similarly, women who indicated experiencing someone from work taking/sharing pictures/videos of them (66%) were *less likely* to indicate they would **encourage others to point out to someone when they think he or she “crossed the line” with gender-related comments or jokes to a large extent**, while women who did not indicate experiencing this behavior (78%) were *more likely*. Lastly, women who indicated experiencing the behavior (53%) were *less likely* to indicate they were willing to **seek help from chain of command to confront members who continue to engage in sexual**

harassment to a large extent, while women who did not indicate experiencing the behavior (75%) were *more likely*. In addition, women who indicated experiencing this behavior (15%) were *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*, while women who did not indicate experiencing the behavior (4%) were *less likely*.

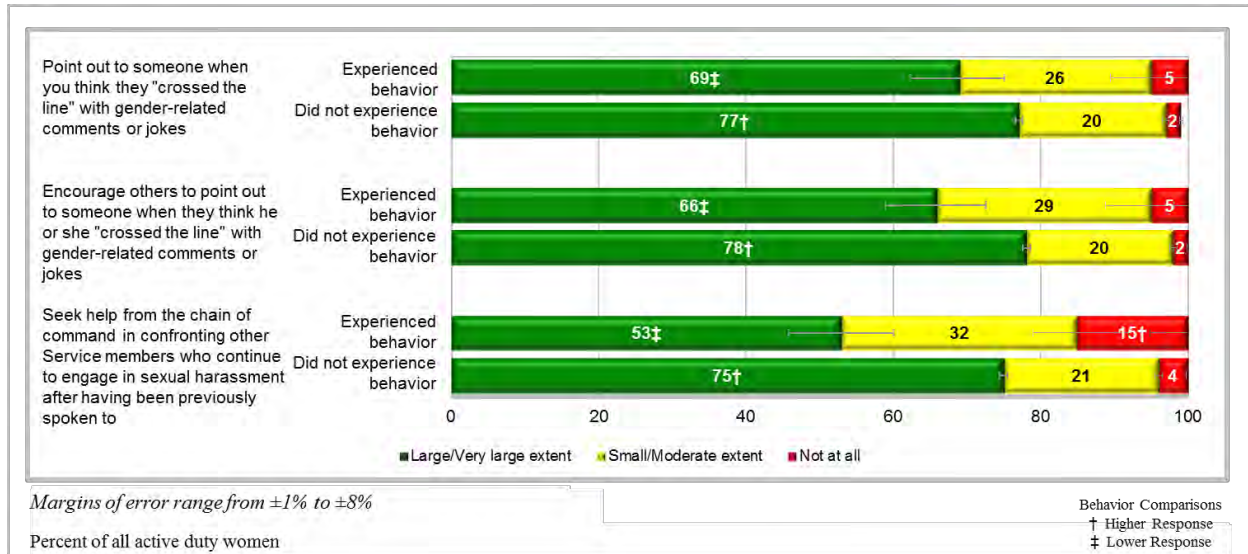


Figure 15: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Women

When looking at results for women by Service, the only prevention response to show significant differences among those who indicated experiencing or did not indicate experiencing someone from work taking/sharing pictures/videos of them was to **seek help from chain of command to confront members who continue to engage in sexual harassment** (Table 5). Women in the Army (56%), Navy (49%), and Air Force (56%) who indicated experiencing having their pictures/videos taken/shared were *less likely* to indicate they would **seek help from chain of command to confront members who continue to engage in sexual harassment to a large extent**. Conversely, women in the Army (76%), Navy (73%), and Air Force (78%) who did not indicate experiencing this behavior were *more likely* to indicate they would **seek help from chain of command to confront members who continue to engage in sexual harassment to a large extent**. Women in the Army who indicated experiencing this behavior (15%) were also *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*.

There were no significant differences between Services for women who did and did not experience having their pictures/videos taken/shared on their willingness to act to prevent unwanted gender-related behaviors.

Table 5: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Women, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
Large/Very large extent					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	69	68	68	72
	Did not experience	79	75	75	79
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	66	66	66	72
	Did not experience	79	75	74	79
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	56‡	49‡	53	56‡
	Did not experience	76†	73†	70	78†
<i>Margins of error</i>		±3–12	±3–14	±5–6	±2–12
Not at all					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	8	4	6	2
	Did not experience	3	2	3	1
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	8	2	4	NR
	Did not experience	3	3	3	2
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	19†	15	13	9
	Did not experience	5	5	5	3
<i>Margins of error</i>		±2–11	±3–14	±3	±2–14

Similar to DoD women responses, DoD men who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *less likely* to indicate they would be **willing to act to prevent unwanted gender-related behaviors** to a *large extent*, while men who did not indicate experiencing the behavior were *more likely* (Figure 16). Specifically, men who indicated experiencing someone from work taking/sharing pictures/videos of them (54%) were *less likely* to indicate they would **point out to someone when they think they “crossed the line” with gender-related comments or jokes** to a *large extent*, while men who did not indicate experiencing this behavior (81%) were *more likely*. Similarly, men who indicated experiencing someone from work taking/sharing pictures/videos of them (54%) were *less likely* to indicate they would **encourage others to point out to someone when they think he or she “crossed the line” with gender-related comments or jokes** to a *large extent*, while men who did not indicate experiencing this behavior (80%) were *more likely*. Lastly, men who

indicated experiencing the behavior (50%) were *less likely* to indicate they would be willing to **seek help from chain of command to confront members who continue to engage in sexual harassment** to a *large extent*, while men who did not indicate experiencing the behavior (82%) were *more likely*.

In addition, men who indicated experiencing someone from work taking or sharing sexually suggestive pictures or videos of them were *more likely* to indicate they would be *not at all willing to act to prevent unwanted gender-related behaviors*, while men who did not indicate experiencing the behavior were *less likely*. Specifically, men who indicated experiencing this behavior were *more likely* to indicate they would *not at all point out to someone when they think they “crossed the line” with gender-related comments or jokes* (17%) or *not at all encourage others* to do the same (16%), compared to only 3% for men who did not indicate experiencing the behavior. Lastly, men who indicated experiencing this behavior (24%) were *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*, compared to only 3% for men who did not indicate experiencing the behavior.



Figure 16: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Men

Results for men by Service are largely not reportable on their willingness to act to prevent unwanted gender-related behaviors, with few exceptions for Army and Air Force men (Table 6). Across all three of the prevention behaviors, Army men who indicated experiencing someone from work taking/sharing their pictures/videos were *less likely* to indicate they were **willing to act to prevent unwanted gender-related behaviors** to a *large extent*, while those who did not indicate experiencing the behavior were *more likely*. Similarly, Army men who indicated experiencing the behavior were more likely to be *not at all willing to act to prevent unwanted gender-related behaviors*. Air Force men who indicated experiencing their pictures/videos being taken/shared were more likely to be *not at all* willing to **point out to someone when they think they “crossed the line” with gender-related comments or jokes** (11%) and would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment* (20%).

Table 6: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Having Pictures/Videos of Them Taken/Shared for DoD Men, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
Large/Very large extent					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	61‡	NR	NR	NR
	Did not experience	83†	80	77	84
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	61‡	NR	NR	NR
	Did not experience	82†	79	76	81
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	56‡	NR	NR	NR
	Did not experience	83†	80	77	84
<i>Margins of error</i>		±3–12	±3–14	±5–6	±2–12
Not at all					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	13†	NR	NR	11†
	Did not experience	3	3	4	2
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	17†	NR	NR	11
	Did not experience	3	3	4	2
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	20†	NR	NR	20†
	Did not experience	4	3	4	2
<i>Margins of error</i>		±2–11	±3–14	±3	±2–14

Lastly, this section looks at the same prevention behaviors by indicated experiencing or not experiencing the unwanted behavior of someone from work displaying, sharing, or sending sexually explicit materials.

Overall, DoD women who indicated experiencing someone from work showing/sending them sexually explicit materials were *less likely* to indicate they were **willing to act to prevent unwanted gender-related behaviors** to a *large extent*, while women who did not indicate experiencing the behavior were *more likely* (Figure 17). Specifically, women who indicated experiencing someone from work showing/sending them sexually explicit materials (60%) were *less likely* to indicate they would **point out to someone when they think they “crossed the line” with gender-related comments or jokes** to a *large extent*, while women who did not indicate experiencing this behavior (78%) were *more likely*. Similarly, women who indicated

experiencing someone from work showing/sending them sexually explicit materials (63%) were *less likely* to indicate they would **encourage others to point out to someone when they think he or she “crossed the line” with gender-related comments or jokes** to a *large extent*, while women who did not indicate experiencing this behavior (78%) were *more likely*. Lastly, women who indicated experiencing the behavior (51%) were *less likely* to indicate they would be willing to **seek help from chain of command to confront members who continue to engage in sexual harassment** to a *large extent*, while women who did not indicate experiencing the behavior (76%) were *more likely*.

In addition, women who indicated experiencing someone from work showing/sending them sexually explicit materials were *more likely* to indicate they would be *not at all willing to act to prevent unwanted gender-related behaviors*, while women who did not indicate experiencing the behavior were *less likely*. Specifically, women who indicated experiencing this behavior were *more likely* to indicate they would *not at all point out to someone when they think they “crossed the line” with gender-related comments or jokes* or *not at all encourage others* to do the same (both 4%), compared to only 2% for women who did not indicate experiencing the behavior. Lastly, women who indicated experiencing this behavior (14%) were *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*, compared to only 4% for women who did not indicate experiencing the behavior.

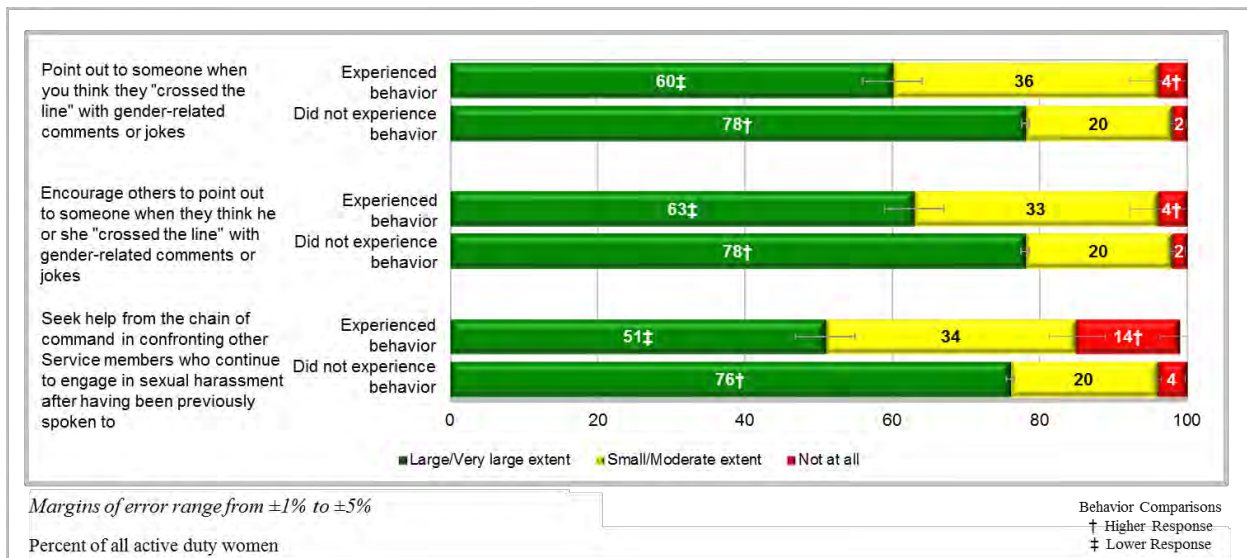


Figure 17: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Women

When looking at women by Service, the same pattern of responses were found for Army, Navy, and Air Force women for all three actions: those who indicated experiencing being shown/sent sexually explicit materials were *less likely* to be **willing to act to prevent unwanted gender-related behaviors** to a *large extent* (Table 7). Marine Corps women showed the same pattern of response, but only for being willing to **seek help from the chain of command in confronting others who continue to engage in sexual harassment**. Women in the Army (13%), Navy (17%), and Air Force (15%) who indicated experiencing the unwanted behavior

were *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*.

Comparing results between the Services, Navy women who indicated experiencing someone from work showing/sending them sexually explicit materials were *less likely* than women in the other Services to indicate they would be willing to **point out to someone when they think they “crossed the line” with gender-related comments or jokes or encourage others** to do the same to a *large extent*.

Table 7: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Women, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
Large/Very large extent					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	65‡	53‡ ↓	64	62‡
	Did not experience	80†	76†	75	79†
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	69‡	55‡ ↓	67	66‡
	Did not experience	79†	76†	74	79†
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	57‡	46‡	54‡	50‡
	Did not experience	76†	74†	70†	78†
<i>Margins of error</i>		±1–6	±2–8	±3–11	±1–7
Not at all					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	4	5	6	2
	Did not experience	2	2	3	1
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	5	4	4	3
	Did not experience	3	2	3	2
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	13†	17†	12	15†
	Did not experience	4	4	5	3
<i>Margins of error</i>		±1–5	±1–8	±1–8	±1–8

Like the results for DoD women, the same pattern of responses were found among DoD men. DoD men who indicated experiencing someone from work showing/sending them sexually explicit materials were *less likely* to indicate they were **willing to act to prevent unwanted**

gender-related behaviors to a *large extent*, while men who did not indicate experiencing the behavior were *more likely* (Figure 18). Specifically, men who indicated experiencing someone from work showing/sending them sexually explicit materials (59%) were *less likely* to indicate they would **point out to someone when they think they “crossed the line” with gender-related comments or jokes** to a *large extent*, while men who did not indicate experiencing this behavior (81%) were *more likely*. Similarly, men who indicated experiencing someone from work showing/sending them sexually explicit materials (59%) were *less likely* to indicate they would **encourage others to point out to someone when they think he or she “crossed the line” with gender-related comments or jokes** to a *large extent*, while men who did not indicate experiencing this behavior (80%) were *more likely*. Lastly, men who indicated experiencing the behavior (53%) were *less likely* to indicate they would be willing to **seek help from chain of command to confront members who continue to engage in sexual harassment** to a *large extent*, while men who did not indicate experiencing the behavior (82%) were *more likely*.

In addition, men who indicated experiencing someone from work showing/sending them sexually explicit materials were *more likely* to indicate they would be *not at all willing to act to prevent unwanted gender-related behaviors*, while men who did not indicate experiencing the behavior were *less likely*. Specifically, men who indicated experiencing this behavior were *more likely* to indicate they would *not at all point out to someone when they think they “crossed the line” with gender-related comments or jokes* (7%) or *not at all encourage others* to do the same (9%), compared to only 3% of men who did not indicate experiencing the behavior. Lastly, men who indicated experiencing this behavior (14%) were *more likely* to indicate they would *not at all seek help from chain of command to confront members who continue to engage in sexual harassment*, compared to only 3% of men who did not indicate experiencing the behavior.

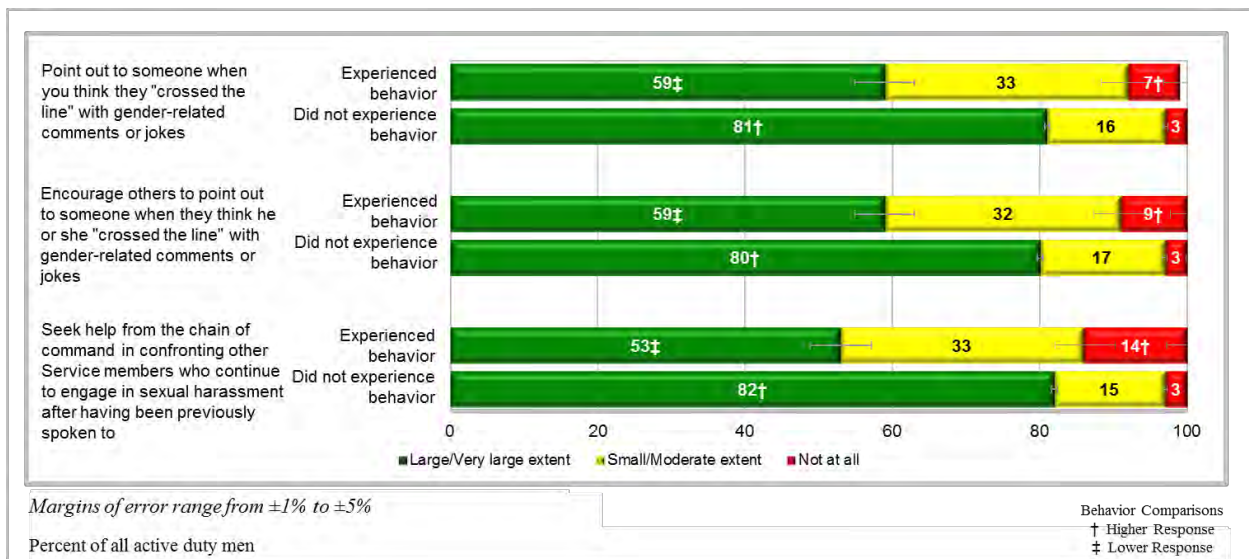


Figure 18: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Men

When looking at men by Service, the same pattern of responses were found for men in all Services across all three actions: those who experience being shown/sent sexually explicit

materials were *less likely* to be **willing to act to prevent unwanted gender-related behaviors to a large extent** (Table 8). Men in all Services who indicated experiencing the unwanted behavior were also *more likely* to indicate they would *not at all* **seek help from chain of command to confront members who continue to engage in sexual harassment**. Air Force men who indicated they experienced the unwanted behavior (8%) were also *more likely* to indicate they would *not at all* be willing to **encourage others to point out to someone when they think he or she “crossed the line” with gender-related comments or jokes**.

Comparing results between the Services, Army men who indicated experiencing someone from work showing/sending them sexually explicit materials were *more likely* than men in the other Services to indicate they would be willing to **encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes to a large extent**.

Table 8: Willingness to Act to Prevent Unwanted Gender-Related Behaviors by Experienced/Did Not Experience Being Shown/Sent Sexually Explicit Materials for DoD Men, by Service

Key: † Higher Response ‡ Lower Response		Army	Navy	Marine Corps	Air Force
Within Service Differences: ↑ More likely ↓ Less likely					
Large/Very large extent					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	64‡	54‡	55‡	57‡
	Did not experience	83†	80†	77†	83†
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	65‡ ↑	52‡	56‡	56‡
	Did not experience	83†	79†	76†	81†
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	55‡	51‡	51‡	52‡
	Did not experience	83†	81†	78†	84†
<i>Margins of error</i>		±1–7	±1–9	±1–11	±1–8
Not at all					
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Experienced	6	10	9	4
	Did not experience	3	3	4	2
Encourage others point out to someone when they think he or she “crossed the line” with gender-related comments or jokes	Experienced	8	9	10	8†
	Did not experience	3	3	4	2
Seek help from the chain of command in confronting other Service members who continue to engage in sexual harassment after having been previously spoken to	Experienced	10†	19†	14†	16†
	Did not experience	4	3	4	2
<i>Margins of error</i>		±1–5	±1–10	±1–9	±1–7

These results suggest DoD women and men who indicated experiencing unwanted gender-related behaviors are less willing to act to prevent these behaviors from happening to others. This is consistent with the notion of having “untapped goodwill,” where members say they would be willing to act until they experience an unwanted gender-related behavior, then their perceptions change based on their personal experiences. Additionally, a larger difference in willingness to seek help from the chain of command to confront others who continue to engage in these behaviors exists between those who experience or do not experience unwanted gender-related behaviors themselves. This could be due to a fear of being labeled as a troublemaker or a fear of falling victim to such behaviors again. Future research could provide insights into why someone who has experienced these behaviors would be less willing to act to prevent behaviors happening to others.