

**Ministry of Defence/Equal Opportunities Commission
Agreement on Preventing & Dealing Effectively with
Sexual Harassment**

**QUANTITATIVE & QUALITATIVE RESEARCH
INTO SEXUAL HARASSMENT IN
THE ARMED FORCES**

22nd MARCH 2006

**Dr Sarah Rutherford
Robin Schneider
Alexis Walmsley**

SCHNEIDER~ROSS

Integrating Equality ~ Valuing Diversity ~ Enabling Change

CONTENTS

PAGE

Executive Summary: Research Findings 1

Part 1 – An Introduction 5

1.1 The Law 5

1.2 Background to this Research 5

1.3 Methodology 6

Part 2 – Research Findings 9

2.1 Male Dominated Culture 9

2.2 Environmental Behaviours 11

2.3 Behaviours Targeted at Individuals..... 17

2.4 Particularly Upsetting Experiences of Unwanted Sexual Behaviour 22

2.5 Informal Resolution (For Those Who Had Had A Particularly Upsetting Experience) 30

2.6 Formal Reporting (For Those Who Had Had A Particularly Upsetting Experience) 36

2.7 Current & Future Measures 41

Appendices

Appendix 1: References 48

Appendix 2: Tables of Survey Results 49

Appendix 3: Context For The Research: Women in the Services 65

Appendix 4: Continuous Attitude Survey Results & Our Findings 66

Appendix 5: Focus Group Information 67

Appendix 6: The Survey 68

Roles & Acknowledgements 69

Supporting Data

Fig 1: Q8a-d - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have... Behaviours ranked by frequency 11

Fig 2: Q8a-d – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have... – by Service 13

Fig 3: Q8a-d – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...ranked by frequency 14

Fig 4: Q10a-i – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have... 17

Fig 5: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...ranked by frequency 17

Fig 6: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Service 18

Fig 7: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Age 19

Fig 8: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Rank..... 20

Fig 9: Q12 Regardless of whether you have experienced them, do you think any of Q10a-i count as sexual harassment – ranked order of frequency 21

Fig 10: Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset – by Service..... 22

Fig 11: Q14 In the past 12 months have you had an experience involving any of the behaviours in

	<i>Q10 which made you feel particularly upset – by Rank</i>	22
Fig 12:	<i>Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset – by Age</i>	22
Fig 13:	<i>Q15 Thinking about this experience which particularly upset you, please tick all the behaviours that were involved (a)-(i) – ranked by frequency</i>	23
Fig 14:	<i>Q10 & Q15 Comparisons between behaviours most frequently experienced at Q10 and those cited at Q15</i>	23
Fig 15:	<i>Q16 Which of the following people were responsible for the behaviours indicated in Q15 – ranked by frequency</i>	24
Fig 16:	<i>Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – ranked by frequency</i>	25
Fig 17:	<i>Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – by Service</i>	25
Fig 18:	<i>Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – by Rank</i>	26
Fig 19:	<i>Q17 How long did the experience go on for?</i>	27
Fig 20:	<i>Length of time of experienced most frequently cited for each behaviour listed in Q15</i>	27
Fig 21:	<i>Q18a-d To what extent did you feel the following as a result of this experience – ranked by frequency for all those citing 'to a very large/large extent'</i>	28
Fig 22:	<i>Q18a-d To what extent did you feel the following as a result of this experience – by Service for all those citing 'to a very large/large extent'</i>	28
Fig 23:	<i>Q19 Did you do any of the following in order to stop the behaviours?</i>	30
Fig 24:	<i>Q20(a) Did any of these actions resolve the situation?</i>	30
Fig 25:	<i>Q20(b) Actions listed in Q19 that stopped the behaviours</i>	31
Fig 26:	<i>Q21 Did you tell anyone at work what was happening – all those indicating 'Yes' by Rank</i>	31
Fig 27:	<i>Q22 Who did you tell (about what was happening at work)</i>	32
Fig 28:	<i>Q23(a) Did any of these help?</i>	32
Fig 29:	<i>Q23(b) If Yes or Partly at Q23(a) – who helped to resolve the situation</i>	33
Fig 30:	<i>Q24 If you didn't tell anyone in the workplace what was happening, please tell us why</i>	34
Fig 31:	<i>Q25 Did you at any time make a formal written complaint – by Service</i>	36
Fig 32:	<i>Q26 Why didn't you make a formal written complaint – ranked by frequency</i>	36
Fig 33:	<i>Comparison of responses for Q15(a)-(i) – all and Q25 Did you at any time make a formal written complaint – Yes - ranked by highest percentage making complaint</i>	37
Fig 34:	<i>Q21 Did you tell anyone at work by Q16(a) Person responsible for behaviour</i>	38
Fig 35:	<i>Q25 Did you at any time make a formal written complaint by Q16(a) Person responsible for behaviour</i>	38
Fig 36:	<i>Q27 How satisfied are you with the following?</i>	39
Fig 37:	<i>Q28 Did you suffer any negative consequences from making a formal complaint throughout the process and/or afterwards?</i>	40
Fig 38:	<i>Q29 If yes please give details (of negative consequences of making formal complaint) ranked by frequency</i>	40
Fig 39:	<i>Q30 – Do you personally believe there is a problem with sexual harassment in your Service – by Service</i>	41
Fig 40:	<i>Q31 To what extent do you think your Service tries to prevent sexual harassment – by Service</i>	42
Fig 41:	<i>Q32 (a)-(e) How effective do you think the following measures are or would be in preventing sexual harassment in your Service?</i>	43
Fig 42:	<i>Q33 (a)-(d) How effective do you think the following measures are or would be in dealing with sexual harassment in your Service?</i>	43

Executive Summary: Research Findings

1. This research into sexual harassment in the Armed Forces constitutes Measures 2 and 3 of the Action Plan agreed between the Ministry of Defence and the Equal Opportunities Commission on 23rd June 2005, on preventing and dealing effectively with sexual harassment in the Armed Forces.
2. The agreed research aims were to identify:
 - the nature and extent of sexual harassment experienced or observed;
 - whether women feel free to complain and, if not, why not and whether they feel confident in the complaints procedure and, if not why not;
 - The most effective measures that can be taken to prevent such harassment.

A survey was undertaken of all Servicewomen (18,178) and there were 9,384 returns giving a highly encouraging response rate of 52%. Additionally, twenty-nine focus groups and nine one-to-one discussions were conducted to provide additional qualitative information.

The Extent & Nature of Sexual Harassment over the Last 12 Months

3. Sexualised behaviours (jokes and stories, language and material) were found to be widespread in all three services. Almost all (99%) of the 9,384 Servicewomen who responded to the survey had been in situations where such behaviours had taken place in the previous 12 months.
4. There was a high tolerance for these behaviours, but over half the survey respondents - 52% (4837) - sometimes found them offensive. In focus groups, both Servicewomen and Servicemen understood that individuals draw different lines around what they regard as acceptable.
5. All women spoken to said they felt they had to draw boundaries around what they found acceptable or not. Too explicit sexual language, details of sexual exploits and pornography were the behaviours most frequently found offensive.
6. Over two thirds - 67% (6313) - of survey respondents had also encountered in the previous 12 months sexual behaviours directed at them personally. These varied from making unwelcome comments, sending sexually explicit material and unwanted touching through to sexual assaults.
7. The younger the women, the more likely they were to have experienced unwelcome sexual behaviours. Seventy-seven per cent of women under 23 had experienced behaviours compared to 44% of women in their forties.
8. The more common the behaviours, e.g. sexual comments, the less likely the survey respondents thought they constituted sexual harassment.
9. Qualitative data from men suggested that there was a lack of awareness that women may be offended or upset by their language and behaviours.

Instances of Particularly Upsetting Experiences

10. Just over 15% of survey respondents (1,431) reported having had a "particularly upsetting" experience involving the same behaviours (and therefore something that might generate a complaint) in the previous 12 months.
11. Sexual assault was cited by 12.7% of survey respondents (182) who had had a particularly upsetting experience.
12. Lower ranks (20%) and younger women (20%) were represented in higher percentages, showing their greater vulnerability to sexual harassment.

13. Twenty-one per cent of the perpetrators of these experiences were the individual's line manager and a further 36% were other personnel senior to the individual. Thirty-eight per cent were senior rates/SNCOs.
14. Junior officers were found to be vulnerable with a much higher percentage of them saying they were harassed by someone junior to them, showing that rank does not always offer protection over age.
15. Nearly half (49%) of these experiences lasted over two months with 23% lasting over six months.
16. One quarter of those who had a particularly upsetting experience (358) were considering leaving the Services and 11% (159) had health problems.

Dealing with a Particularly Upsetting Experience

17. The vast majority of survey respondents (94%) who had had a particularly upsetting experience tried to deal with the situation themselves and in just over half of the situations (51%) this resolved the situation, the most successful action being to ask the person to stop.
18. Over half this group also told someone at work. They were most likely to tell a colleague (67%), then a line manager (37%), and then another superior officer (23%).
19. Reasons for not telling anyone at all, ranged from wanting to handle the situation themselves - 67% (401) - to fear of being labelled a troublemaker - 39% (233), fear of their complaint having a bad effect on their career - 35% (208), to feeling they would not be believed - 19% (112). A high 39% (233) did not think anything would be done about it.
20. Eighteen per cent (107) did not tell anyone because the perpetrator was their line manager.

Formal Reporting

21. Only 5% of those survey respondents (72 women) who had suffered a particularly upsetting experience made a formal written complaint.
22. These survey respondents were three times more likely to make a formal complaint if the behaviours had involved sexual assault than for other forms of harassment.
23. Only 8% of all survey respondents who had had a particularly upsetting experience (108) did not know how to make a complaint. Reasons for not doing so were similar to why survey respondents were unwilling to tell anyone of the experience. However, 27% (357) said they did not want to go through the process and 33% (438) said that nothing would be done about it.
24. Nearly half the survey respondents (35) who made a formal complaint were dissatisfied with the length of time it took to resolve. Forty-six per cent (33) were dissatisfied with the way they were kept informed and 42% (30) were dissatisfied with the way the outcome was explained.
25. Over half (39) of those who made a formal complaint stated that there had been negative consequences as a result with 64% considering leaving the Services.

Perceptions of Sexual Harassment

26. Forty-two per cent of all survey respondents (3,867) felt that there was a problem with sexual harassment in their Service.
27. The longer the survey respondents had been in the Services the higher the perception they had that there was a problem of sexual harassment. It rose from 29% (those with 2 years service or less) to 40% (3-6 years) and up to 48% for those with 23 years or more of service. By contrast, most of the men involved in the qualitative discussion did not feel there was a problem.

Effective Measures to Prevent & Deal with Sexual Harassment

28. Forty-five per cent (4255) of survey respondents also felt that their Service tried to prevent sexual harassment to a very large extent or a large extent – the highest figure was amongst Senior Officers at 55%.
29. Eighty-six per cent (8082) of survey respondents supported penalties as effective measures to prevent sexual harassment for perpetrators and 74% for leaders who knowingly allow sexual harassment to continue.
30. Effective training for line managers in both preventing and dealing with sexual harassment was strongly supported by survey respondents.
31. Although line managers were seen as key to both prevention and dealing with sexual harassment, advice and help outside the chain of command were considered important.
32. Informal resolution of dealing with some forms of sexual harassment was favoured by both survey respondents who had experienced harassment as well as focus group participants' views.
33. However, a robust complaints procedure was also considered important as a measure, particularly in serious cases.
34. The full report and its findings will now be considered as part of Phase 2 of the Action Plan agreed between the Ministry of Defence and the Equal Opportunities Commission.

PART 1 – AN INTRODUCTION

Part 1 – An Introduction

1.1 The Law

Sexual Harassment (S.4A(1)(b) of the Sex Discrimination Act 1975 as amended by (Employment Equality (Sex Discrimination) Regulations 2005)

35. Sexual harassment comprises 'unwanted verbal, non-verbal and physical conduct of a sexual nature'. The conduct in question must have the purpose or effect of violating the complainant's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Conduct will only be taken to have that effect if, taking all the circumstances into account, including in particular the perception of the complainant, it is reasonably considered as having that effect. The new provision does not define what constitutes conduct of a sexual nature, which is left to the Tribunals to determine. Some examples of physical, verbal and non-verbal conduct of a sexual nature are found in the European Commission's guide:
- Physical conduct of a sexual nature - *'unwanted physical contact ranging from unnecessary touching, patting or pinching or brushing against another employee's body, to assault and coercing sexual intercourse'*;
 - Verbal conduct of a sexual nature - *'unwelcome sexual advances, propositions or pressure for sexual activity; continued suggestions for social activity outside the workplace after it has been made clear that such suggestions are unwelcome; offensive flirtations; suggestive remarks, innuendoes or lewd comments'*;
 - Non-verbal conduct of a sexual nature - *'the display of pornographic or sexually suggestive pictures, objects or written materials; leering, whistling, or making sexually suggestive gestures'*.

1.2 Background to This Research

36. Although the Armed Forces have clear policies and procedures which are designed to deal with sexual harassment, there have been indications over a number of years (e.g. from Continuous Attitude Survey results, complaints to the Equal Opportunities Commission, ET cases brought with the assistance of the EOC, the Adult Learning Inspectorate Report on Safer Training) that sexual harassment remains a problem. (See Appendix 4 for comparison between these research findings and the most recent Continuous Attitude Survey results.)
37. In June 2004 the Commission wrote to the Ministry of Defence expressing its concern about the frequency and persistence of sexual harassment against women serving in the Armed Forces. After receiving written and oral representations in June 2005, the Commission began – and then immediately suspended – a formal investigation. This suspension was conditional upon the Armed Forces' fulfilment of an Agreement and three year Action Plan to prevent and deal effectively with sexual harassment.
38. The aims of the Action Plan are about:
- Creating a working environment in which sexual harassment is unacceptable;
 - Ensuring that Service personnel who experience sexual harassment feel able to complain and have confidence in the complaints process;
 - Ensuring that the outcome of any Service redress and administrative procedures relating to sexual harassment effectively remedies the sexual harassment and protects the victim from future sexual harassment or victimisation;
 - Proving effective sanctions to deter and discourage sexual harassment.
39. The first phase of this Action Plan, which concluded on 31st January 2006, included two measures (Measures 2 and 3), which became the subject of this research.

40. **The aims of this research** – were to identify:

1. The nature and extent of sexual harassment experienced or observed;
2. Whether women feel free to complain and, if not, why not and whether they feel confident in the complaints procedure and, if not, why not;
3. The most effective measures that can be taken to prevent such harassment.

1.3 Methodology

41. From the above legal definition of sexual harassment it is clear that there is a broad continuum of behaviours of a sexual nature which may or may not constitute sexual harassment. In this research we did not ask whether survey respondents had been sexually harassed or even believed that they had been. Previous research has shown that women are reluctant to name their experiences as sexual harassment. Respondents were asked about whether they had experienced specific behaviours, which have been identified in case law as constituting sexual harassment in certain circumstances. Therefore, no claim is made that sexual harassment is occurring on the scale that the survey respondents claim they have experienced such behaviours. For sexual harassment to occur the perception of the complainant is relevant, as is the requirement that the behaviour is 'reasonably' considered to having that effect. This is the objective requirement for a subjective claim. It is difficult in a survey to include all these aspects.
42. As will become apparent from the research, one woman's view of sexual harassment is another's idea of a joke. From the organisation's view, though, any behaviours that may constitute sexual harassment must be taken seriously and addressed.
43. Previous research¹ has identified that sexual harassment may be broadly divided into two types and indeed the development of the law (cited above) reflects this view to some extent. The first can be termed a sexually harassing environment. This is where behaviours are sexualised and could be construed as creating a degrading, hostile, humiliating or offensive environment. Male dominated industries are likely to be more highly sexualised in their language and environment than mixed gender settings. This broader sexualised environment is increasingly recognised as harassment even though the language and behaviours may not be targeted at an individual, because an individual may take offence. Many women (and men) would not call this sexual harassment, but if offence is taken it may be.
44. The second type of harassment is more recognisable – unwelcome sexual behaviours from one or more people targeted at one individual. The behaviours here are wide ranging from sexual comments to sexual assault and all may constitute sexual harassment.
45. There are many explanations for the prevalence of sexual harassment in organisations. It may be viewed as a kind of bullying or as a means of sex discrimination. It may be viewed on an individual level as deviant behaviour or as a more widespread phenomenon as being one means by which men can dominate women. The approach taken in this research was that sexual harassment may be used to serve a number of purposes and these may vary according to context, just as the behaviours themselves take different forms in different situations. This complexity and variety of both behaviours and explanations are important when considering implementing measures of prevention.

Methods

46. A mixture of quantitative and qualitative methods was chosen.

Survey

47. The survey was designed in conjunction with MoD psychologists who had already embarked on the project and had taken as a model the 1995 survey used by the United States Department of Defense. This was refined to suit the UK culture and to better capture the requirements of the Agreement with

¹ Rutherford 1999, Firestone & Harris 2003

the Equal Opportunities Commission. This survey followed the theory of two prevailing types of harassment separating out general behaviours, and whether survey respondents found these offensive; and specifically targeted unwelcome behaviours. Neither type was called sexual harassment.

48. Survey respondents were then asked whether they had had one particularly upsetting experience involving any of these individual behaviours over the previous twelve months. One upsetting experience over this timeframe was selected in order to gain detailed information about particular incidences which were (in the women's opinion) of significance. These types of incidences could be argued to constitute sexual harassment in the legal sense. It was important to gather this information as there is often a big gap between the actual number of incidents of sexual harassment and the number that are formally reported. Finding out what actually happens in that gap can help inform future policy and practice.
49. The final sections asked about formal reporting, the complaints process and effective measures for preventing and dealing with sexual harassment.
50. This survey of 34 questions was posted to all Servicewomen (18,178) in the Armed Forces and there were 9,384 returns giving a highly encouraging response rate of 52%.² Data was analysed using SPSS software. An open-box question was included at the end of the questionnaire for any comments relating to sexual harassment and 2,829 comments were received, providing a useful source of qualitative data. Content analysis was applied to these comments and they were filed by rank and Service.

Qualitative Methods

51. The context surrounding sexual harassment is arguably as important as the incidents that women may report, particularly for the furthering of understanding of the issues. With this in mind, a series of twenty-nine focus groups were run, nineteen with Servicewomen and ten with Servicemen, with approximately ten people in each group. The groups were facilitated using a semi-structured line of questioning and specifically aimed at gauging the perceptions of the women and men around the issue of sexual harassment. The data from the men's groups provided a useful background to the culture in which these men and women serve. Participants were randomly selected (while taking into account any operational constraints). The data is used to elucidate the survey findings. Further qualitative data was gathered in the form of nine individual interviews with survey respondents who had had an experience of sexual harassment and were prepared to discuss it.

² It is common practice to make inferences about the whole population based on response rates similar to (and somewhat below) the level achieved with this survey. Moreover, the numbers of survey respondents here is very significant (well in excess, for instance, of the survey respondents in the Continuous Attitude Surveys conducted by each of the Services) and the survey respondent profile is very much in line with the DASA personnel statistics. Therefore, we believe that the survey results can be reliably read across for the population as a whole.

PART 2 – RESEARCH FINDINGS

Part 2 – Research Findings

2.1 Male Dominated Culture

52. The qualitative research with male focus groups, as well as discussions with Servicewomen provided a useful background to the prevailing culture in the three Services, in particular how the men felt about working alongside women. It is important to locate the findings around levels of sexual harassment within the context of this overall culture. Although, the sample of men was small (approx 100 men), there were some important themes that emerged from the groups, which were deemed highly relevant and appropriate to report. Further research into men's attitudes is planned to take place in the near future in order to better understand prevailing attitudes and behaviours towards women in the services which may contribute to sexual harassment. Two clear themes emerged which illustrate men's discomfort with women in the Services verging at times on open hostility – emphasising women's difference to men and sexualising women. The following are the main themes emerging from the male and female focus groups.

Emphasising Women's Difference

53. Characteristics associated with the Armed Forces are bravery, physical strength, ability to lead and to obey - all traditionally masculine traits, which are emphasised by the men themselves. Men saw the Service environment as being in essence "macho" and physically demanding (and they were proud of their physical prowess.) In that regard, women were often seen as a "liability" and not strong enough physically or emotionally to do the job to the required standards. Men need to identify themselves with this "macho" masculinity and to do may mean distancing themselves from everything female.³ This automatically places the "feminine" as being contrary to the ideal.
54. Examples of this negative exaggerating of difference were found in the male focus groups, often expressed through comments about their unsuitability to this kind of work.

- *'If you can't change a drop tyre you shouldn't be in the Army.'*
- *'Ok there are a few exceptions but on the whole they shouldn't be here.'*
- *'Females are good at being clerks, chiefs of admin.'*
- *'They can't even run properly, always getting injured and taking ages.'*

55. This physical difference was also accompanied by emphasis on women's emotional unsuitability:

- *'They are emotionally unstable.'*
- *'Yes they can be very moody, very moody.'*

56. There was some expression of feeling that women who joined the Armed Forces should adapt to the male environment rather than vice versa. There was also some resentment towards women for supposedly being given favourable treatment. A few of the men blamed the women for sexual harassment. *'Some girls use their assets to get what they want.'* [This is related to the other prevalent view that women are defined ultimately by their sexuality.]

Sexualising Women

57. Another way of accentuating their unsuitability to be active in the Services, as well as reinforcing the men's sense of superiority, was the continual sexual objectification of women:

- *'They're all lesbians or sluts.'*
- *'Trying to keep their knickers on tour. They like banging in public.'*

³ Woodward and Winter 2004

58. There was a discussion in one group about some women who had just gone through a particularly demanding physical course. One passed and the reason given by some of the men was that *'she shagged two of the instructors.'*
59. Some of this sexual objectification of women was not considered by the men to be derogatory. It was construed as benign and certainly something the women should accept, even enjoy. Many men felt that comments about appearance and physical touching (*'only grope of an arse'*) were perfectly acceptable.
- *'How is that rude? If you tell a girl that she's got nice tits? That's a compliment!'*
60. Other Ranks and SNCOs consistently talked about situations where there were competitions between men about who would be the first to have sex with a woman joining their unit. There were tales from a women's RAF group of sex competitions and trophy boxes – *pig boxes* - among the men. Some men felt that many women themselves behaved badly so that if they did it was acceptable for the men to do the same. This was mostly in terms of women behaving like men regarding drinking and sexual activity. There were some comments from men and women on the women adopting traditional male behaviours and trying to fit in.
- *'They try to overcompensate to fit in, so they swear more, fart more, drink more, open their legs as much and try to behave like men but end up losing respect as you don't want to see girls behaving like that.'* (RAF SNCO Male)
 - *'It's a problem for them because they are in the minority, we're in the majority and they are trying to fit in to our culture and some of them just try too hard.'* (RN Other Ranks Male)
61. For the most part women accept that this male dominated environment automatically results in offensive language and behaviour which they as newcomers must accept.
- *'An old school RAF warrant officer – not used to women – makes a habit of talking about what he does with his wife sexually. It goes on and on. None of us feel we can tell him to stop – he's the boss. We just accept it.'* (RAF JNCO Female)
62. There were many reports across all three Services that the more men worked with women the better it was. The old bastions were the hardest to deal with and this refers to male only units as well as many of the more senior ranks and older personnel.
- *'Men who never worked with women before – they don't know how to react to us.'* (RAF SNCO Female)
 - *'In mixed companies the guys work with you well – and they say it's good to be in a mixed group. But if you're in a mainly male company, you'll have problems.'* (Army Other Ranks Female)
 - *'It's an old man's Navy. The older chiefs don't like the idea of women in the Navy. One said – after we had left the ship – they would never have women again.'* (RN Other Ranks Female)
63. Some women explained the change to equal opportunities being implemented in the Services with the younger men being more familiar with notions of equality both from wider society's changes to women at work and through the training programmes in the Services.
- *'Over time things have changed. The equal opps programme has started to kick in – my boss improved after his training.'* (Army Junior Officer)
64. And there was evidence from some men that they enjoyed working with women.
- *'In some ways it's quite mature – there are a lot of relationships between the men and the women – it makes for a better atmosphere to be honest.'* (RN Officer Male)

- *'It just feels really normal to have men and women.'* (RN Other Ranks Male)
65. The impact of interventions around equal opportunities were acknowledged by all groups and there was quite a bit of hostility and resentment expressed on two main counts. Firstly, the men did not necessarily want to change their behaviour on women's account:

- *'Why should I stop saying sweetheart when I've been saying it for twenty years? It's not sexist. It's political correctness gone mad.'*
- *'Why should we change?'*

Secondly, some felt that women were 'using the system', e.g. making complaints unnecessarily:

- *'There are double standards. If I go and complain about sexual harassment to my sergeant he's going to kick me out, if a woman goes she's going to get offered Padre, Welfare and right up the chain of command.'*
- *'Females much more likely to be believed.'*
- *'I feel certain female ratings know how to play the system and get away with murder.'*

Key Points

- The male focus groups, while small in number, provided evidence that some men were uncomfortable with women and some hostile.
- Men and women working together inevitably means some kind of sexual energy and relationships – and this has to be accepted. A highly charged atmosphere where men and a minority of women live as well as work together adds a dimension with which few other organisations have to deal.
- There are signs that integration is taking place, particularly in the RAF and Royal Navy and among the younger men and women.

2.2 Environmental Behaviours

66. Survey respondents were asked whether they had been in situations where other people had behaved in certain ways around them and then whether or not they had been offended by this.

Results

	Consistently/ All the time/Often/Sometimes	Once or twice	Never
(a) Told sexual jokes and stories	87.7% 8233	10.0% 943	2.0% 186
(b) Used sexually explicit language	79.3% 7442	14.2% 1334	6.2% 582
(c) Displayed/used or distributed sexually explicit materials	40.8% 3829	25.4% 2388	33.4% 3142
(d) Made gestures or used body language of a sexual nature	36.1% 3383	26.6% 2500	36.9% 3467

Fig 1: Q8a-d - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...Behaviours ranked by frequency (Base = All Survey respondents - 9384)
(See full breakdown in Appendix 2)

67. It can be seen from the above table that these sexualised behaviours occur frequently in the Armed Forces environment. Sexual jokes and stories, mostly referred to as banter by the women themselves, are commonplace with 98% of all survey respondents citing them as occurring at least once or twice in the past twelve months. The next most frequent behaviour is the use of sexually explicit language

with nearly 94% of survey respondents saying they occurred at least once. Less frequent was the display and distribution of sexually explicit materials, however the overall figure of 66% of survey respondents saying they had experienced this at least once is still very high. Gestures and the use of body language of a sexual nature did not occur so often but a high 63% said they occurred at least once.

Analysis

68. There is a body of work that explores the use of sexual language and sexual humour by men at work⁴. A lot of language in the workplace will feature sporting, war and sexual metaphors and references. Qualitative data from our research confirmed that sexual swearing and sexual jokes were part and parcel of Service life and there was a general reluctance to see all aspects of this banter stamped out. It was clear from the qualitative data that language was worst in the Army. One RAF young woman:

- *'I went on a joint exercise and there were all these soldiers, showing off. I could not believe what was coming out of their mouths. We have our banter but I've never heard anything like that.'* (RAF Other Ranks Female)
- *'Every other word is fuck. You get used to it. It doesn't mean anything after a while.'* (Army Other Ranks Female)
- *'Cunt is just normal to us, it's part of everyday life it's banter but it might look different to outsiders. Most females take it.'* (Army NCO Male)

Research⁵ into male dominated workplaces shows that sexual language and humour serves to:

- Alleviate boredom.
 - Fend off feelings of powerlessness.
 - Shore up a particular type of masculinity by emphasising women's difference.
 - Act as a male bonding mechanism.
69. Many men see male bonding in the Armed Forces as being important and will strongly protect it. Indeed a key reason women are still barred from close combat conditions is not their lower physical capacity, nor any psychological differences between men and women but because of the potential impact of gender mixing in small teams i.e. the bonding process may be inhibited by the presence of females.
70. The rationale that women are barred from serving in certain front-line positions because they might interrupt the bonding of men, is taken further by some men who feel that women's presence throughout the Armed Forces is problematic. Much of the banter, talk and behaviours which may amount to harassment of women may be expressing this ambivalence. However, at times there was no ambivalence in the way that some of the men felt at all:

- *'They are an absolute fucking liability. Be honest lads, there is no way that when the shit is fucking flying about you'd want a fucking woman on the job.'* (Army Other Ranks Male)
- *'The Army is no place for women.'* (Army NCO Male)

Women accepted most of the banter and recognised that it was important and had a role to play:

- *'There is a lot of banter aboard ship, but its good banter - it relieves stress.'* (RN Female)

⁴ Cynthia Cockburn 1991, Collinson & Collinson 1996

⁵ Baigent 2005 Yount 2005

- *'Banter between team members is teasing and jesting – it lightens up morale. Due to our working environment it is a way of loosening up and letting off steam. However it does need to be a two way thing and have parameters.'* (RN Officer Female)
71. Indeed, most female focus group participants said that they gave as good as they got. When it came to sexualised language and jokes, many said they thought that women could be pretty filthy too. It is suggested that sexual banter as stress breaking or bonding may be used as justification for the continual use of sexual language which is sometimes derogatory to women. However, often the only way for women to fit in and get on is to participate in a discourse which may denigrate their own gender.
- *'Some women officers join in with it and tell stories against women themselves, or comments about other women's bodies. It's sad that they have to turn against their own sex to feel part of their work environment.'* (Army Officer Female)
72. There was a lot of evidence of explicit talk about sex among men, which might be exaggerated when women entered the scene. This can be viewed as men reminding women of the maleness of the territory. As has been reported there was a lot of expressed resentment of women 'being here at all'. Male defined sexual language can have the effect of saying 'you don't belong here'.
- *'In the hangar every other word is fuck or cunt - I just don't rise to any of it. Detailed discussions of their sexual exploits – probably exaggerated occur all the time.'* (RAF Other rank Female)
73. There was a lot of sexual humour, which many of the women joined in with and found amusing. However sexual humour can include women and at the same time marginalise them. Equally, offensive and malicious language and behaviour can be sanitised and rendered 'harmless' by calling it a joke, and more often than not if women don't find it funny they will be accused of not having a sense of humour.
- *'I'm exhausted with the belittling and derogatory language used about women including myself. I am called ----(misogynistic personal term) by my boss and when I complained he said – "It's only a joke, have a sense of humour".'* (Army Officer Female)
 - *'A friend was out on an exercise when a group of men ducked her head in a bucket of water and each time she came up for breath she had to repeat "I am useless and I am a female". She told the story and said it was a joke but I could see she was upset.'* (Army Officer Female)
74. All women in the qualitative research and in the verbatims (open box comments) said that they had their own personal boundaries as to what they found acceptable or not. The problem is that in an environment where most sexual language is acceptable in everyday conversation (in most civilian organisations it is not), it can be quite hard for women to be clear about what they find offensive and hard for the men to understand that one minute it may be acceptable but the next it may not.

When Behaviours Offend

By Service

	Total	Royal Navy	Army	RAF	Not Stated
All survey respondents	9384	1766	3965	3583	70
All survey respondents who found a situation offensive	51.5% 4837	49.3% 870	55.4% 2198	48.4% 1735	52.9% 37

Fig 2: Q8a-d – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have... – by Service (Base = All survey respondents who had experienced any behaviours in Q8a-d)

Ranked order of behaviours by levels of offence	
Made gestures/body language	43.6% 2565
Used sexually explicit language	41.9% 3681
Displayed materials etc	37.9% 2359
Told sexual jokes/stories	31.1% 2852

Fig 3: Q8a-d – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...ranked by frequency
(Base variable per behaviour = All Survey respondents who found behaviours offensive to any extent)

Results

75. Having established the pervasiveness of sexual language and behaviours in the working environment, just over half – 52% (4837) - of all survey respondents who experienced any of the above behaviours at least once, found them offensive at some time. A higher percentage was found in the Army. The table above lists the behaviours in order of those most cited as being offensive. Gestures and body language were the most cited offensive behaviours and just over 30% found sexual jokes and stories offensive some of the time. The survey respondents themselves are most likely to participate in this latter behaviour.

Analysis

76. Survey respondents were more likely to find behaviours offensive sometimes than all the time (see Appendix 2 Q8). This ties in with the qualitative material which suggests that it is the context in which the behaviours take place rather than the language per se which make them offensive, and as such may constitute harassment. The qualitative data is helpful in elucidating the context in which some of these sexualised behaviours may be found offensive.
77. The second most cited behaviour that caused offence was sexually explicit language. Only certain swear words were unpopular, e.g. there were many women who found the use of the word 'cunt' unacceptable at any time. It was more the context in which explicit language was used than the actual words themselves. Endless descriptions of male sexual antics were found tedious and boring rather than offensive – 'like a broken record'. There was general agreement that unless you as a woman put a limit on things, the men's language would get worse and worse. This leaves the responsibility on the women.
- *'Sometimes in a group the banter gets going and one of them will say at the beginning, "just tell us when it gets too much". But it's hard to know when to suddenly come in with "it's too much" as it just sort of accumulates. I wonder if they just say that to cover themselves – you know so that if there was a complaint they'd be able to say "we did say stop if got too much".'* (RAF Other Ranks Female)
 - *'I do get fed up with the discussions of their sexual exploits, their playing pornographic ring tones – some with animal noises- it's disgusting. They know now where my limits are and what will upset me. You have to draw that boundary. I'll tell them to shut up or go away or whatever. Otherwise they just push and push and then one day you'll explode.'* (RAF Other Ranks Female)
78. Nearly 40% of survey respondents at some time found the display or distribution of sexually explicit materials offensive. There was no definition of sexually explicit material in the survey so this was left to the survey respondent's own interpretations. From the focus group and open ended question responses, it seemed that the display of topless pinups and calendars were more likely to be found offensive by the higher ranks. It is suggested that the display of naked women in front of a female officer trying to exert authority over a group of men may have the effect of undermining her. It can

be hard to make yourself different from the naked pinup when men are quick to remind you of the sexual part of your being on a continuous basis.

79. 'Page Three' girls were accepted by many and some of the women considered it was equality to have pinups of say the England Rugby Team. There was certainly evidence in focus groups, particularly in parts of the RAF that pinups were not acceptable. Banning them is one option. This has, however, provoked some resentment from the men.
- *'Recently a woman complained about pictures of tits around. She did not see anything wrong with the naked male pictures that women have.'* (Army Other Ranks Male)
80. This local banning of pinups is being seen by some as part of the 'madness' of political correctness that many (men and women) think Equal Opportunities has resulted in. Indeed, many women in the focus groups were not that bothered about the pinups if they were restricted to the men's bedrooms but not the working environment. Bikini clad women were ok in the workplace but no nudity. Sexually explicit emails and texts seem to be commonplace but there was little objection if they were not personal.
- *'I mean the Sun is a national newspaper. Pinups are in the Sun everyday! How can that be offensive? Female ranks shouldn't do room inspections if it's going to be like that.'* (Army Other Ranks Male)
 - *'I object to pornography – that's explicit graphic images of sexual intercourse. A Page Three pinup is not pornography. I don't mind them.'* (Army NCO Female)
81. There was a lot of concern that language would be policed resulting in a dry, humourless environment and there were many calls to be treated differently from civilian organisations.
- *'Humour is vital to us. It would kill our working life if we didn't have the teasing and the banter.'* (RAF Other Ranks Female)
 - *'We are in danger of becoming too politically correct. It would be wrong if the Army completely reflected civilian practices.'* (Army Officer Female)
82. However not all women survey respondents agreed that bad language was an inevitable unchanging fact of Army life:
- *'Offensive language is used daily in the Army. Stopping this would be difficult as it is used up the chain of command. Language used daily in the Army would not be tolerated in Civilian Street but it is here. Why should it be? It requires education at all levels and ranks.'* (Survey respondent)
83. It may be important here to distinguish the use of sexual language per se and the use of sexual language which denigrates women. Sex per se should not necessarily be seen to be a taboo subject because it offends women. We can see from the results that it does not. It is only when it is derogatory to women (and this is very often the case because of the social sexual objectification of women). Women are just as likely to discuss sexual matters as men particularly in an all female group. It is the intent behind the language that is important and this is what makes it hard to identify when this kind of language is harassing and when it is not.

Key points

- The environmental harassment can make for an unpleasant and inhibiting working atmosphere for many women who are expected to just accept it. They may not complain. They may just leave.
- The high numbers that actually found some of these environmental behaviours offensive shows that the working climate may be problematic. Policies and procedures aimed at addressing inappropriate behaviour need to deal with this environmental harassment more than they currently do.

- It is not sexual language/imagery per se which offends, but language/imagery that is degrading to women and the context in which it is used.
- By condoning sexual language which is derogatory to women, the Armed Forces perpetuate a view that women do not belong there.
- There were concerns around political correctness and the possible erosion of humour and camaraderie from both men and women.

2.3 Behaviours Targeted at Individuals

84. Behaviours targeted towards an individual were most commonly identified as sexual harassment by both men and women in the research. In discussions about what women found unacceptable, there was an emphasis on behaviours which were directed personally. Even so, because of the emphasis on context, and the onus of reasonableness, we refrained from using the word sexual harassment and instead itemised a list of unwelcome behaviours, which would in most circumstances be considered as sexual harassment. We asked separately whether survey respondents believed these behaviours to be sexual harassment.

Results

	Consistently/ All the time/Often/ Sometimes	Once or twice	Never
(a) Made unwelcome comments (e.g. about your appearance, body or sexual activities)	25.2% 2365	28.8% 2707	45.6% 4281
(b) Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	21.4% 2011	23.0% 2154	55.2% 5181
(c) Sent you sexually explicit material (e.g. pornographic shots or other objects of a sexual nature)	8.5% 798	13.7% 1283	77.3% 7258
(d) Made unwelcome gestures or used body language of a sexual nature that were directed at you	10.5% 987	21.0% 1973	67.9% 6368
(e) Made unwelcome attempts to touch you	5.4% 510	15.0% 1406	79.2% 7428
(f) Made unwelcome attempts to establish a sexual relationship despite your discouragement	3.8% 359	11.6% 1085	83.5% 7835
(g) Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	1.7% 160	3.2% 303	94.5% 8871
(h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report etc)	1.2% 111	2.2% 210	96.0% 9009
(i) Made a sexual assault on you.	0.4% 36	2.8% 266	95.8% 8993

Fig 4: Q10a-i – How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have... (Base = All Survey respondents - 9384)

85. Sixty-seven per cent (6313) of all survey respondents had been on the receiving end of one or more of these unwelcome behaviours listed below at least once.

Ranked order of individually targeted harassment	
Making unwelcome comments about your appearance	54.0%
Unwanted talk on sexual matters	44.4%
Gestures/body language	31.5%
Sent sexually explicit material	22.2%
Unwanted attempts to touch you	20.4%
Unwanted attempts to have sexual relationship	15.4%
Favours in return for having sex	4.9%
Threats for not having sex	3.4%
Sexual assault	3.2%

Fig 5: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...ranked by frequency (Base = All Survey respondents - 9384)

By Service

	Total	Royal Navy	Army	RAF	Not Stated
Total survey respondents to survey	9384	1766	3965	3583	70
All those who have experienced <u>any</u> unwelcome behaviours	67.3% 6313	65.7% 1161	70.4% 2792	64.4% 2307	75.7% 53

Fig 6: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Service
(Base = All Survey respondents who have experienced any unwelcome behaviours - 6313)

86. The most common types of unwelcome behaviours that survey respondents experienced were unwelcome comments, unwelcome attempts to talk about sexual matters and being sent sexually explicit material. In contrast to the environmental non-targeted behaviours, survey respondents were more likely to experience targeted behaviours once or twice. As one might expect the occurrence dropped according to the severity of the harassment. There was a higher incidence of these behaviours in the Army than in the other two Services but not by as much as our qualitative data might suggest.

Analysis

87. These results together with data from the qualitative discussions made it clear that not all sexual comments, jokes and talk, even if directed to an individual were unwelcome, but acceptability depended on the context. Most women know the difference between a joke and a more unpleasant put-down. It is not just the words themselves, it is in the tone of the voice and the look on the face and may be accompanied by other kinds of behaviours. Whether they were angry or not, whether there was a pre-existing relationship with the person, whether it was in a formal setting or in front of people were all factors given, which may turn acceptable comments into unacceptable.
88. Many women reported personal comments about their bodies, their weight, size of their breasts which were not welcome. They learned to deal with it.
- *'I'm always being teased because I've got a big chest. I try to turn it into a joke – yea well at least I float when I'm swimming.'* (Army Other Ranks Female)
 - *'If someone says: - your tits are looking good today – new padded bra? It's ok if I know them. But no way from a stranger.'* (Army NCO Female)
89. Inappropriate touching and invasion of personal space were cited by many in the focus groups as unacceptable behaviour and always unwelcome.
- *'Won't stand for touching, groping of any kind...'* (RAF Other Ranks Females)
90. As well as severity of language and context, most participants thought that comments were a lot worse coming from a Senior Officer. It reduced the possibility of engaging in verbal jousting and could be more easily experienced as a put down.
- *'It's easy to say you don't like something when it's your level – but you can't say no to a higher level so easily. The senior rates use rank to get away with it "I'll troop you".'* (RN Other Ranks Female)
91. However, crude language is used in parts of the Armed Forces in the way seniors communicate and discipline their teams and may not be perceived by the men as particularly offensive. There were questions as to why it may be acceptable to use crude language that may be personal to a male but not to a female.

- *"If I'm bollocking someone and I say they've got saggy tits that's nothing to do with sexual harassment that is me bollocking them the same I do with any bloke."* (Army SNCO Male)
92. Pulling rank and the impact of the rank structure was a recurring theme of the research and will be dealt with further in the section on reporting. Trainees are particularly at risk.
- *"It is much harder if the person is more senior in our culture – that's why we need the support network to help you sort it out."* (RAF Other Ranks Female)
93. The role of the leader is also crucial in setting the tone of what is and is not acceptable:
- *"The culture is based on the personality of the most senior person in the unit and their approach to EO. A new RSM had a poor view of women. As soon as he started to make inappropriate comments, the other males saw it as a green light and as being given carte blanche to do the same."* (Survey Respondent)
 - *"We were given a talk the other day on various matters of protocol and the Commanding Officer was running through a list and said, "Equal Opportunities. Well I've said it and that's enough."* (Army Junior Officer Female)
94. Armed Forces personnel are trained to obey. Leaders here have a particular responsibility towards their female personnel.
- *"It makes a big difference as to whether they support the girls or not or put a stop to unacceptable behaviours."* (Army Officer Female)
95. There were also examples of male leaders who set the right tone and were very supportive of their female staff.
- *"My Warrant Officer's fantastic. We are like his family and I'd always go to him if anything was wrong. Mind you he would notice if things were wrong anyway. That's what he's like."* (RAF Other Ranks Female)

By Age

	Total	16-18	19-23	24-29	30-35	36-40	41-55	Not stated
All survey respondents	9,384	215	1,908	3,049	2,325	1,204	618	65
All those who have experienced <u>any</u> unwelcome behaviours	67.3% 6313	77.7% 167	77.2% 1473	72.4% 2209	63.7% 1481	55% 662	43.9% 271	76.9% 50

Fig 7: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Age
(Base = All Survey respondents who have experienced any unwelcome behaviours - 6313)

By Rank

	Total	Snr Off	Jnr Off	Warrant Off	Snr Rate/ SNCO	Leading Hand/ Corp	Other Rank	Not Stated
All survey respondents	9384	787	1549	252	1568	2214	2934	80
All those who have experienced <u>any</u> unwelcome behaviours	67.3% 6313	44.1% 347	64.9% 1006	59.1% 149	63.1% 989	71.0% 1572	74.7% 2193	71.3% 57

Fig 8: Q10a-i - How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have...by Rank
(Base = All Survey respondents who have experienced any unwelcome behaviours - 6313)

96. The above two tables of figures suggest that both higher rank and age may afford some protection to women from unwelcome behaviour. Over 77% (1640) of women under the age of 23 have experienced unwelcome behaviours at least once over the previous twelve months and this percentage declines with age with 44% of women in their forties doing so. Whilst 44% of senior officers experienced these behaviours at least once, this figure rose to almost 75% for Other Ranks. Another explanation is that older and more experienced women have become acclimatised to the levels of ongoing harassment and do not notice it or mind it, but there was qualitative evidence that rank does offer some protection from unwelcome behaviours.

- *'Having a higher rank does to some extent override this disrespect – after all status is firmly in the Army ethos'. (Army Officer Female)*
- *'Men are much more careful around female officers because of their rank. You can always pull rank to stop something going too far'. (Army Officer Female)*

97. Alcohol is often part of off-duty socialising but the unusual situation of working and living with your colleagues brings with it extra pressures. Alcohol reduces inhibitions and sometimes social situations get out of hand. One woman found that after a heavy drinking session she had fallen asleep at a colleague's flat and awoke to find him sexually assaulting her. A similar example was given by another woman who stayed over in a male officer's house along with other colleagues and woke to find one of her colleagues on top of her. He claimed she wanted him but after she made it clear she did not, he stopped and it did not go any further.

98. Similarly, one woman interviewed as part of this research relates how she was on operation with a group of men she did not know well and they went out drinking. She was the only woman and was used to this situation. The banter started and she joined in with it. She explains: *'The tone of the conversation was taking a dive and there was a point at which it suddenly turned ugly and the sexual banter was directed at me. I was suddenly quite frightened as I thought they might all jump me but luckily one of the more senior men stepped in and put a stop to it....I hardly ever cry but I was choking back the tears. It was awful.'*

99. Of those responsible for these behaviours 94% are men. However, not all men are harassers and not all harassers are men. There was evidence (from the focus groups) of female on female sexual harassment which also needs to be acknowledged and addressed.

Key Points

- A fairly high level of potential sexual harassment was reported.
- Age and rank afford some protection against these behaviours.
- The context of targeted behaviours is important.
- Leadership is vital in condoning or stopping sexual harassment.

- Social situations involving alcohol may result in greater risk of sexual harassment and compromising situations.

Perceptions of Sexual Harassment

100. The survey respondents were then asked if they considered any of these behaviours, regardless of whether or not they experienced them, to be sexual harassment. The number of 'yes' responses was (perhaps) surprisingly high given the amount of personal tolerance we noted from the focus groups.

Results

Q12 Regardless of whether you have experienced - do you think any of Q10(a-i) count as sexual harassment (ranked in descending order)	As a % of All Survey respondents (9384)
Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	86.4% 8108
Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report etc)	86.2% 8091
Made a sexual assault on you	86.2% 8085
Made unwelcome attempts to touch you	86.1% 8075
Made unwelcome attempts to establish a sexual relationship despite your discouragement	82.4% 7732
Made unwelcome gestures or used body language of a sexual nature that were directed at you	73.2% 6865
Sent you sexually explicit material (e.g. pornographic shots or other objects of a sexual nature)	61.3% 5753
Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	58.7% 5513
Made unwelcome comments (e.g. about your appearance, body or sexual activities)	56.8% 5332
Not stated	7.2% 675

*Fig 9: Q12 Regardless of whether you have experienced them, do you think any of Q10a-i count as sexual harassment – ranked order of frequency.
(Base = All Survey respondents - 9384)*

101. There was a high awareness of what constituted sexual harassment. Survey respondents' responses revealed that coercive sexual harassment (implied favours in return for having sex and threats for not) and sexual assault were considered by 86% to be sexual harassment. Unwelcome attempts to touch were also considered to be sexual harassment by the same percentage. This was backed up by qualitative material which showed that touching and invasion of personal space were considered "off limits". The above table reveals the survey respondents own severity scale and corresponded inversely to the ranked order of targeted behaviours (Fig 5), i.e. the more common the behaviours, the less likely they found it to be sexual harassment.

2.4 Particularly Upsetting Experiences of Unwanted Sexual Behaviour

102. This section deals with responses and findings about a particularly upsetting incident involving any of the targeted behaviours.

Results

	Total	Royal Navy	Army	RAF	Not Stated
Total survey respondents to survey	9384	1766	3965	3583	70
Yes	15.2% 1431	14.7% 259	16.0% 634	14.7% 526	17.1% 12

Fig 10: Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset – by Service
(Base = All Survey respondents - 9384)

Analysis

103. It is interesting to note that 67% (6313) of survey participants felt that they had experienced targeted behaviour over the previous 12 months, yet only 15% of survey respondents felt that they had faced a particularly upsetting experience. We are only able to offer a suggestion as to why this is so. Whereas the behaviours asked about might have been unwelcome (indeed the vast majority of these survey respondents considered most of them to be sexual harassment), they did not result in 'upsetting' the survey respondents sufficiently for them to reply to this question in the positive. It is not the only indicator of sexual harassment and should not be used as such. What we may be seeing here is the acclimatisation and the acceptance of a certain level of harassment by the majority of women filtering out all but the most serious cases and most vulnerable of women.

Rank of Survey respondents Experiencing Upsetting Behaviour

	Total	Sr Off	Jr Off	Warrant Off	Snr Rate/ SNCO	Leading Hand/ Corp	Other Rank	Not Stated
Total survey respondents to survey	9384	787	1549	252	1568	2214	2934	80
Yes	15.2% 1431	7.8% 61	13.1% 203	9.9% 25	12.8% 201	15.1% 334	20.2% 594	16.3% 13

Fig 11: Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset – by Rank
(Base = All Survey respondents - 9384)

104. Again, as in the experience of unwelcome behaviours, there was a disparity between ranks. Over 20% of all survey respondents from 'Other Ranks' reported particularly upsetting experiences; SNCOs, (12.8%); Warrant Officers (9.9%) and Senior Officers (7.8%) were lower in percentage terms, suggesting that to some extent higher rank offers some protection against harassment. This finding is certainly supported by qualitative material.

Age of Survey respondents Experiencing Upsetting Behaviour

	Total	16-18	19-23	24-29	30-35	36-40	41-55	Not Stated
Total survey respondents to survey	9384	215	1908	3049	2325	1204	618	65
Yes	15.2% 1431	23.3% 50	20.1% 383	16.2% 494	13.2% 307	11.0% 132	8.6% 53	18.5% 12

Fig 12: Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset – by Age (Base = All Survey respondents - 9384)

105. Again the figures show that younger Servicewomen are more likely to have had a particularly upsetting experience than older women. Indeed the incident rate corresponds directly with age. This correlates with the responses to the earlier question on whether any unwanted behaviours had been experienced and the explanations again can only be suggested. The first point is that age (often accompanied by higher rank) offers some protection against individual harassment. However, we have also to bear in mind that perhaps older women may have become immune to some of the behaviours and not find them so upsetting; i.e., they are more robust. There were comments in the focus groups and in the verbatims from older women who said they had experienced incidents but not in this time frame.

106. We explored what behaviours constituted the upsetting experience.

	As a % of those upset (1431)
Making unwelcome comments on your appearance	69.0% 988
Unwanted attempts to touch you	41.2% 590
Unwanted talk on sexual matters	38.6% 553
Unwelcome gestures/body language	34.2% 489
Unwanted attempts to have sexual relationship	27.8% 398
Sexual assault	12.7% 182
Favours in return for having sex	9.4% 134
Sent sexually explicit material	8.7% 125
Threats for not having sex	7.5% 107
Not stated	0.7% 10

Fig 13: Q15 Thinking about this experience which particularly upset you, please tick all the behaviours that were involved (a)-(i) – ranked by frequency (Base = All Survey respondents indicating yes to Q14 - 1431)

	Q10 - Most Experienced (Consistently/ All the time/Often/ Sometimes/Once or twice) (Base = 9384)	Q15 Those upset (Base=1431)
Making unwelcome comments on your appearance	54.0%	69.0%
Unwanted talk on sexual matters	44.4%	38.6%
Gestures/body language	31.5%	34.2%
Sent sexually explicit material	22.2%	8.7%
Unwanted attempts to touch you	20.4%	41.2%
Unwanted attempts to have sexual relationship	15.4%	27.8%
Favours in return for having sex	4.9%	9.4%
Threats for not having sex	3.4%	7.5%
Sexual Assault	3.2%	12.7%

Fig 14: Q10 & Q15 Comparisons between behaviours most frequently experienced at Q10 and those cited at Q15

107. It is useful to compare the statistics for those unwelcome behaviours that were most experienced by survey respondents, and those behaviours that were most upsetting⁶. Making unwelcome comments about a woman's appearance, body or sexual activities were found equally to be unwelcome and upsetting, as were unwelcome gestures and body language of a sexual nature directed at an individual. Only 20% of the survey respondents said they had experienced unwanted attempts to touch, but nearly double that figure (41%) said this behaviour had been particularly upsetting. This again corresponds with the earlier data of what individual behaviours were thought to be sexual harassment and our qualitative data showing that the invasion of personal space, particularly through touching was where many women drew the line.
108. Attempts to establish a sexual relationship, coercive sexual harassment and sexual assault also comprised a higher proportion of the upsetting experiences than the unwelcome behaviours. This follows the perceptions of what constitutes sexual harassment by the survey respondents and are obviously behaviours that will be taken most seriously by women.

Perpetrators

109. Ninety-five per cent of perpetrators of these upsetting experiences were men. These perpetrators were most likely to be Senior Rates/SNCOs (38%), followed by Other Ranks (33%) and then Leading Hands/Corporals (31%). This is a serious finding given the responsibility and power the SR/SNCOs and Leading Hands/Corporals hold. It has implications for reporting procedures when those in direct line of command are meant to be the complainants' first port of call. As these figures show, the immediate superior or line manager may be responsible for the harassment. This is backed up by a later finding which shows that of all the reasons why women did not tell anyone, 18% said it was because the perpetrator was their line manager.

	As a % of those upset (1431)
Senior Rate/SNCO	38.2% 547
Other Rank	33.1% 473
Leading Hand/Corporal	30.7% 440
Senior Officer	14.5% 208
Junior Officer	14.0% 200
Warrant Officer	12.3% 176
Civil Servant	6.4% 92
Not Stated	0.7% 10

Fig 15: Q16 Which of the following people were responsible for the behaviours indicated in Q15 – ranked by frequency
(Base = All those experiencing a behaviour which made them particularly upset – 1431)

⁶ We have established that almost 100% of survey respondents for the latter question came from the pool of survey respondents which indicated they had experienced the behaviours in the earlier question.

110. In terms of relationships of the survey respondents to the perpetrator of the upsetting behaviours, 45% were work colleagues, with the next highest figure being other people senior to the survey respondents (36%), 25% were other people at their unit and line managers were responsible for 21% of the upsetting behaviours.

	As a % of those upset (1431)
Work colleague	44.8% 641
Other person senior to you	36.1% 517
Other person at your unit	25.2% 360
Line manager	21.3% 305
Someone junior to you	11.8% 169
Instructor	5.1% 73
Not Stated	1.0% 15

Fig 16: Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – ranked by frequency (Base = All those experiencing a behaviour which made them particularly upset – 1431)

	As a % of those upset (1431)	As a % of RN who have been upset	As a % of Army who have been upset	As a % of RAF who have been upset
All those upset	100% 1431	259	634	526
Work colleague	44.8% 641	47.5% 123	44.0% 279	44.3% 233
Other person senior to you	36.1% 517	39.4% 102	38.8% 246	31.6% 166
Other person at your unit	25.2% 360	21.6% 56	27.0% 171	24.7% 130
Line manager	21.3% 305	16.6% 43	22.6% 143	22.2% 117
Someone junior to you	11.8% 169	17.4% 45	13.2% 84	7.0% 37
Instructor	5.1% 73	5.0% 13	6.2% 39	4.0% 21
Not Stated	1.0% 15	-	1.3% 8	1.3% 7

Fig 17 : Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – by Service (Base = All those experiencing a behaviour which made them particularly upset – 1431)

111. There were some differences between the Services in the working relationship between the target and perpetrator of the upsetting experience. Firstly, although overall 21% of survey respondents cited their line manager as responsible for the behaviours, this was 17% for the Royal Navy, whilst it was 23% for the Army and 22% for the RAF (however the samples were small). Also, 12% of survey respondents cited someone junior to them as responsible for the behaviours but this varied quite a lot by Service. The figure was 17% for the Royal Navy, 13% for the Army and only 7% for the RAF.

	Total	Sr Off	Jr Off	Warrant Off	Snr Rate/SNCO	Leading Hand/Corp	Other Rank	Not Stated
All those upset	100% 1431	61	203	25	201	334	594	13
Work colleague	44.8% 641	42.6% 26	40.4% 82	44.0% 11	43.8% 88	40.1% 134	49.3% 293	53.8% 7
Other person senior to you	36.1% 517	29.5% 18	34.5% 70	56.0% 14	34.8% 70	35.3% 118	37.5% 223	30.8% 4
Other person at your unit	25.2% 360	14.8% 9	17.2% 35	12.0% 3	21.4% 43	26.6% 89	29.8% 177	30.8% 4
Line manager	21.3% 305	29.5% 18	21.2% 43	16.0% 4	24.4% 49	26.6% 89	17.0% 101	7.7% 1
Someone junior to you	11.8% 169	13.1% 8	23.2% 47	20.0% 5	10.0% 20	14.4% 48	6.6% 39	15.4% 2
Instructor	5.1% 73	4.9% 3	3.4% 7	4.0% 1	4.0% 8	5.1% 17	6.2% 37	0.0% 0
Not Stated	1.0% 15	0.0% 0	2.0% 4	0.0% 0	2.0% 4	0.6% 2	0.8% 5	0.0% 0

Fig 18: Q16(b) Which word(s) best describes the person(s) responsible for the behaviours indicated in Q15 – by Rank
(Base = All those experiencing a behaviour which made them particularly upset – 1431)

112. Although the figures for individual ranks were similar to the overall survey respondents' figure of 45% saying the perpetrator was a work colleague, and the next most likely perpetrator was someone senior to them (36%), there were some interesting variations. It can be seen that although overall only 12% of survey respondents who had experienced an upsetting behaviour cited the perpetrator as being junior to them, nearly double that amount, (23%) of Junior Officers did, and 20% of Warrant Officers did. This compares to 13% of Senior Officers. This rather goes against the assumption that higher ranks/rates are protected at least from those below them because of the rank system – in other words here even the women's higher rank is not necessarily a deterrent to harassment from a lower rank. There is qualitative data to support the notion that it is harder to pull rank as a woman than it is as a man.⁷

113. Sexual harassment is seen by many commentators as an issue of power rather than one of sexual drive and most studies show that it is most likely to be committed against a woman of lower status at work. As in previous studies before⁸ this research showed that colleagues (45%) were the most likely to be responsible for the harassment. While colleagues may lack authority and power from organisational legitimacy, being 'male' in an environment where there is strong emphasis on male attributes defining a 'good' Service person may provide enough power to engage in harassing behaviours. It may also provide the explanation as to why Junior Officers still experience an unacceptable amount of harassment from ranks below them.

114. Overall 21% of all ranks who experienced an upsetting experience cited line managers as the perpetrators but this rose to 30% for Senior Officers and 27% for Leading Hands/Corporals.

115. Survey respondents were asked how long the upsetting experience lasted/was lasting for.

⁷ This phenomenon is not restricted to the Armed Forces, as in organisations many women in positions of power may struggle to be perceived by men to be leaders as it goes against the cultural norm.

⁸ Firestone & Harris 1994, Gutek 1986, US Merit Systems Board 1994

	As a % of those upset (1431)
A day	27.4% 392
A week	8.9% 127
A month	9.4% 135
2-3 months	17.3% 247
4-6 months	9.4% 134
Over 6 months	22.6% 324
Not stated	5.0% 72

Fig 19: Q17 How long did the experience go on for?
(Base = All Survey respondents indicating yes to Q14 = 1431)

116. The results are interesting with the bigger percentages cited being one day and over six months. The timeframe of the question was only twelve months and still nearly half (49%) the survey respondents had been experiencing unwelcome behaviours for over two months. The following table sets out the types of behaviour according to the length of time they continued.

	Length of time behaviour experienced - most frequently cited period	% citing	Second most frequently cited period	% citing
Threats for not having sex	> 6 months	30.8%	2-3 months	29.0%
Gestures/body language	> 6 months	30.7%	2-3 months	19.6%
Favours in return for having sex	> 6 months	30.6%	2-3 months	26.1%
Unwanted talk on sexual matters	> 6 months	29.5%	2-3 months	20.6%
Sent sexually explicit material	> 6 months	27.2%	2-3 months	25.6%
Making unwelcome comments	>6 months	26.8%	A day	22.8%
Unwanted attempts to have sexual relationship	2-3 months/>6 months equal	25.1%		
Sexual Assault	A day	32.4%	2-3 months	21.4%
Unwanted attempts to touch you	A day	24.9%	> 6 month	23.6%

Fig 20: Length of time of experienced most frequently cited for each behaviour listed in Q15
(Base = All Survey respondents indicating yes to Q14 = 1431)

117. Although we do not know whether survey respondents were citing behaviours that happened on the same day or on different days we are able to build up a picture of what constitutes the upsetting experience. The persistent nature of some kinds of sexual harassment may be a factor in wearing a woman down. She could be trying to deal with it alone and it could become a distressing part of her work life. In the research the kinds of behaviours which make up this kind of persistent pestering, like unwelcome comments about her appearance, trying to talk about sex, and trying to establish a relationship lasted for long periods of time. This questionnaire was restricted to a twelve month time frame and the last time band was over six months so we do not know the extent to which behaviours may have been going on longer. As one may expect the physical types of sexual harassment -

touching and sexual assault (and these were more likely to be considered sexual harassment than some of the other behaviours) were more likely to occur in one day.

118. Firstly, respondents were asked about the consequences of the upsetting experience

Consequences of Upsetting Experience

	As a % of those upset (1431)
I no longer enjoyed my work	31.7% 454
I thought about leaving the Services	25.0% 358
I didn't do my job as well as before	15.0% 215
I had health problems	11.1% 159

Fig 21: Q18a-d To what extent did you feel the following as a result of this experience – ranked by frequency for all those citing 'to a very large/large extent' (Base = All Survey respondents indicating yes to Q14 - 1431)

119. A quarter of those (25%) who had had an upsetting experience thought about leaving the Services and even more (32%) no longer enjoyed their work, whilst 11% suffered health problems.

	As a % of those upset (1431)	Royal Navy (259)	Army (634)	RAF (526)	Not stated (12)
I no longer enjoyed my work	31.7% 454	28.6% 74	35.0% 222	29.1% 153	41.7% 5
I didn't do my job as well as before	15.0% 215	10.8% 28	16.9% 107	14.8% 78	16.7% 2
I thought about leaving the Services	25.0% 358	23.2% 60	29.2% 185	20.9% 110	25% 3
I had health problems	11.1% 159	7.3% 19	12.8% 81	10.8% 57	16.7% 2

Fig 22: Q18a-d To what extent did you feel the following as a result of this experience – by Service for all those citing 'to a very large/large extent' (Base = All Survey respondents indicating yes to Q14 - 1431)

Key Points

- 15% (1431) of survey respondents reported having a particularly upsetting experience, with a higher percentage from the Army.
- Nearly all (99.8%) who responded to this question had also been on the receiving end of the unwelcome targeted behaviours identified in Q10.
- Younger women and lower ranks were more likely to have had a particularly upsetting experience.
- Behaviours which were reported as being upsetting at a significantly higher rate than were reported as having been experienced at all were "unwelcome touching", unwelcome attempts to establish a sexual relationship; coercive harassment (threats or favours in return for sexual favours); and sexual assault.
- It is this spectrum of behaviours which is also most likely to be considered sexual harassment and to which women take particular exception.

- Perpetrators were most likely to be senior to the woman (57%) than junior or a peer, with line managers cited by 21% of the survey respondents.
- The most cited perpetrators of upsetting experiences in terms of rank were Senior Rates/SNCOs.
- Junior officers were twice as likely to be harassed by someone of lower rank to them than any other rank.

2.5 Informal Resolution (For Those Who Had Had A Particularly Upsetting Experience)

120. The next section looks at ways in which women dealt with this upsetting experience informally.

Results

121. Both the qualitative and quantitative data show that even when an experience has been upsetting, women will not necessarily either tell anyone or report it. This corresponds to other research data on the reporting of sexual harassment. Ninety-four per cent of all survey respondents who had had an upsetting experience tried to deal with the situation themselves in one way or another. Over half - 56% (795) - of all survey respondents who said they had had a particularly upsetting experience, also told someone at work about it.

122. The actions taken are shown in the table below in ranked order of most cited;

	As a % of those upset (1431)
I avoided the person if I could	59.0% 844
I ignored the behaviour	54.9% 785
I asked the person to stop	52.6% 752
I asked to be moved somewhere else	13.5% 193
None of these	4.7% 67
Not stated	0.9% 13

Fig 23: Q19 Did you do any of the following in order to stop the behaviours?
(Base = All Survey respondents indicating yes to Q14 - 1431)

Analysis

123. The highest percentage of these survey respondents chose a combination of ignoring the behaviours and avoiding the person. Almost the same number chose a combination of these two together with asking the person to stop. If survey respondents only took one action it was more likely to be asking the person to stop.

	As a % of those upset (1431)
Yes	50.6% 724
No	35.9% 514
Still being resolved	9.7% 139
Not Stated	3.8% 54

Fig 24: Q20(a) Did any of these actions resolve the situation?
(Base = All Survey respondents indicating yes to Q14 - 1431)

	As a % of those stating actions stopped behaviours (724)
I asked the person to stop	49.0% 355
I avoided the person if I could	38.8% 281
I ignored the behaviour	33.8% 245
I asked to be moved somewhere else	10.1% 73
None of these	3.2% 23
Not stated	2.2% 16

Fig 25: Q20(b) Actions listed in Q19 that stopped the behaviours
(Base = All Survey respondents indicating yes to Q20(a) - 724)

124. Over half (51%) of the survey respondents who tried to stop the behaviours themselves were successful in resolving the situation. Breaking down the individual actions, asking the person to stop (49%) was the most successful, followed by avoiding the person (39%) and then ignoring the behaviours (34%). Although the latter two actions resolved the situation to some extent, they might be the least effective in the long term in as much as the perpetrator is never confronted and might therefore continue at another opportunity or with another woman. Asking the person to stop works particularly if the perpetrator's intent is not malicious and does not understand that his behaviour is offensive, and/or realises that the woman does not accept it.

125. One survey respondent had only been in the force for two months and was eighteen. The man was a SNCO and about 40.

- *'He was hitting on me and making my life unpleasant. I told my father who said "Right you need to deal with this yourself, now". So I did. I called this man into a room on our own, shut the door and told him in no uncertain terms to back off and stop what he was doing. He tried to say it was only a joke and he didn't mean to upset me etc. but after that he stopped.'*

Telling Someone At Work

126. Of all those survey respondents who had an upsetting experience over the previous twelve months over half (56%) did tell someone at work, leaving 42% who did not. Junior Officers (65%) and Warrant Officers (68%) (small sample) were more likely to tell someone than any other rank.

	Total	Snr Off	Jnr Off	Warrant Off	Snr R/ SNCO	Leading Hand/Corp	Other Rank
Total Upset (Q14)	1431	61	203	25	201	334	594
Yes	55.6% 795	59.0% 36	64.5% 131	68.0% 17	51.7% 104	52.7% 176	54.4% 323

Fig 26: Q21 Did you tell anyone at work what was happening – all those indicating 'Yes' by Rank
(Base = All Survey respondents indicating yes to Q14 - 1431)

	As a % of those who told someone – 795
Colleague	67.4% 536
Line manager	36.7% 292
Other superior officer	23.0% 183
Unit Equal Opportunities Advisor	8.8% 70
Welfare People	7.9% 63
Padre/Chaplain	5.2% 41
Service Helpline or Support Line	2.9% 23
Not Stated	0.8% 6

Fig 27: Q22 Who did you tell (about what was happening at work)
(Base = All Survey respondents indicating Yes to Q21 - 795)

127. Survey respondents who told someone about their upsetting experience were much more likely to tell a colleague (67%) than anyone else and this may have been for support as much as a request to do something about it. Their line manager was told in 37% of cases and another superior officer in a further 23%. There could have been a combination of some/all.
128. Support lines were used infrequently (less than 3%) and the Equal Opportunities Advisor (EOA) in only 9% of cases, followed by Welfare People at 8%. There was also feedback on the role of the EOA in the qualitative data. In some groups the women said they believed that the responsibilities of the EOA went with a specific job and that person did not necessarily have the skills or sympathy for the role.
129. Other women said that after confiding in colleagues they would always go to the person they trusted most and this was often another more senior woman. In one case it was the dinner lady. It appears that the aims of telling someone were twofold: to gain support, and to ask for advice on stopping it. Overall the feeling was strong that women wanted to put a stop to the behaviour in as discrete a way as possible. Women would prefer to tell a line manager who was both sympathetic and able to deal with it discretely.
130. Telling someone helped 32% of those who did, whilst a further 36% were partly helped leaving 30% who were not helped by telling anyone at all.

	As a % of those who told someone – 795
Yes	32.2% 256
No	30.3% 241
Partly	35.8% 285
Not Stated	1.6% 13

Fig 28 Q23(a) Did any of these help?
(Base = All those answering Yes to Q21)

	As a % of those has been totally/partly helped 541
Colleague	46.4% 251
Line manager	31.4% 170
Other superior officer	22.9% 124
Unit Equal Opps Advisor	8.1% 44
Welfare People	6.7% 36
Padre/Chaplain	3.0% 16
Service Helpline or Support Line	0.4% 2
Not Stated	4.4% 24

*Fig 29 Q23(b) If Yes or Partly at Q23(a) – who helped to resolve the situation
(Base = All those answer Yes/Partly at Q3(a) – 541)*

131. It would appear that telling someone had a direct effect in resolving the situation as the percentages of people who helped were similar to the percentages of people who were told – apart from colleagues where 46% helped compared to the 67% who were told. This may indicate that telling a superior is more helpful in that they perhaps are in a stronger position to tell the person to stop.

Reasons for Not Telling Anyone

132. Forty-two percent (603) of respondents who had had an upsetting experience chose not to tell anyone at work about it. Why? Regardless of the perceived outcome, telling someone requires perceptions of a workplace environment in which colleagues and/or superiors will take the complaints seriously. We asked survey respondents to tick the reasons they did not tell anyone.

	As a % of those who didn't tell anyone 603
I thought I could handle the situation myself	66.5% 401
I thought I would be labelled a troublemaker	38.8% 234
I didn't think anything would be done about it	38.6% 233
I didn't think it was that important	34.4% 208
I thought it might affect my job or career	34.4% 208
I was worried that everyone would find out	19.7% 119
I didn't think I would be believed	18.6% 112
The person responsible was my line mgr or another superior officer	17.7% 107
I didn't want to hurt/upset the person who harassed me	15.4% 93
Not stated	1.8% 11

*Fig 30 Q24 If you didn't tell anyone in the workplace what was happening, please tell us why
(Base = All those who indicated No at Q21 – 603)*

133. These findings corresponded with our qualitative data. Women entering the Services are proud of their ability to handle adverse situations themselves. This is something they are taught as part of their training and they like to hold their own, particularly when measured against the standard of a male Serviceperson. We know from the above question that 94% of survey respondents having a particularly upsetting experience did try to handle it themselves. Telling someone about harassment is for many of them an admission of defeat, or evidence of not being able to cope. They are aware of the importance of trust and team work and rather than seeing the harassment as a betrayal of that, they very often see their reporting it informally or formally as being a betrayal or letting people down. Thirty-five per cent thought it would damage their career. There was qualitative feedback about unpleasant consequences whereby the complainants were victimised:
134. For instance, one interviewee explained that she and a colleague had indicated to their Corporal that an instructor was harassing them, but had asked for this not to be passed on. However, it was and the interviewee explained: *'He came into the class and started to rant and rave at us. No one knew that we had raised it and we had to own up. The rest of the class turned on us.'*
135. The interviewee explained that the instructor later made them put on NBC suits and respirators and go for a run in them. Similarly, at a subsequent survival event she felt the instructor treated them *'much worse than the others. People were really shocked by it. He justified it by saying they were being trained for war.'*
136. A high percentage (39%) (233) feared that nothing would be done about it. The high percentage of perpetrators who were line managers (21%) has already been reported, so it is not surprising that 18% (107) who failed to tell anyone, did not do so because the perpetrator responsible was their line manager or a superior officer. The rank structure here plays an important part in the ability to report informally.
- *'The rank structure makes it hard to complain. They pull rank. "You can't complain about me I'm above you". That sort of thing it makes it difficult.'* (RAF Other Ranks Female)

137. When discussing barriers to complaining one Army JNCO said:

- *'The chain of command. If the perpetrator and your Staff Sergeant are friends which is often the case as you find that these people did their basic training together and have come through the ranks together, then this creates conflict and the Staff Sergeant finds that he has divided loyalties and does not deal with the situation'.*

138. Research shows that women often belittle the importance of experiences of sexual harassment⁹ and indeed in this study 34% did not think it was important enough to tell anyone. Fifteen per cent had worries over the consequences to the offenders and our qualitative research showed that women are aware that sometimes there will be damaging effects on a man's career. Ultimately most did not want this, they just wanted the behaviours to stop.

139. Not being believed (19%), and thinking that nothing would be done about it (39%) were other reasons for not telling anyone.

- *'Nobody will believe you, and even if they do, they will think that it was your fault'. (Army SNCO Female)*
- *'Complaints to my line manager and Adjutant were brushed aside and I was told I had to expect that sort of behaviour in the Army. Once I had spoken out I then faced going to lunch and a senior Major of the unit said "I hear you've made a complaint and don't approve of our behaviour. That's why we don't want women in the Army". I was mortified.' (Army Junior Officer Female)*

140. There was a lot of qualitative data about "cry wolf cases", where women had unjustly accused men of rape or harassment of some kind. Many of the women felt that these cases made it hard for the genuine cases to be reported. In the men's focus groups these stories were told with great alacrity.

- *'...accused one bloke of rape. Turned out she had mental problems etc. but she had accused four in all and two got kicked out'. (RAF SNCO Male)*
- *'There were seven reported rape cases at one time in XXX. Turned out all but one were false. Women get drunk, have sex, regret it and worry about their husbands or whatever and then cry rape. It makes it very hard for real cases to be reported.' (RAF JNCO Female)*

Key Points

- The vast majority of survey respondents who had had particularly upsetting experiences tried to handle the situation themselves – the most successful action being telling the person to stop.
- Half of these also told someone at work, most likely a colleague, followed by line manager.
- Fear of unpleasant consequences was a prime reason for women not wanting to tell anyone at all as well as fear of not being believed and thinking nothing would be done about it.
- The results point to a culture in which offensive sexualised behaviours are seen as a normal part of Service life and the concerns of individual women do not seem to be taken seriously.
- At times the rank structure inhibits informal reporting as fears over career prospects run high.

⁹ Kitzinger & Thomas 1997

2.6 Formal Reporting (For Those Who Had Had A Particularly Upsetting Experience)

141. As with preceding research¹⁰ this study found that formal channels were the least utilised methods of resolving harassment situations, regardless of satisfaction with outcome. Only 5% of those survey respondents who had had an upsetting experience made a formal written complaint.

Results

	Total	Royal Navy	Army	RAF
Total	1431	259	634	526
Yes	5.0% 72	6.2% 16	5.5% 35	3.8% 20

Fig 31: Q25 Did you at any time make a formal written complaint – by Service
(Base = All those experiencing a behaviour which made them feel particularly upset – 1431)

	As a % of those who didn't make a formal written complaint 1330 (whether or not they told anyone at work)
I thought I could handle the situation myself	49.2% 654
I didn't want to be labelled a troublemaker	42.4% 564
The situation was resolved	35.3% 469
I thought it might affect my job or career	33.9% 451
I didn't think anything would be done about it	32.9% 438
I didn't think it was that important	27.3% 363
I didn't want to go through the complaints procedure	26.8% 357
I didn't think I would be believed	20.9% 278
The person responsible was my line manager or another superior officer	20.3% 270
I was worried that everyone would find out	19.6% 261
I did not want to hurt/upset the person who harassed me	14.5% 193
I thought it would take too much time and effort	10.7% 142
I did not know how to make a complaint	8.1% 108
I was persuaded not to make a formal complaint by a superior	4.0% 53
I was persuaded not to make a complaint by a colleague	3.4% 45
Not stated	1.3% 17

Fig 32: Q26 Why didn't you make a formal written complaint – ranked by frequency
(Base = All those who answered No to Q25 – 1330)

¹⁰ Thomas and Kitzinger 1997

Analysis

142. Ninety three per cent did not report formally for a variety of reasons, many of which were the same as why 42% did not tell anybody at all. 'Being labelled a troublemaker' was cited as a reason not to report formally more often than it was cited as a reason for not telling someone at work. Obviously the public act of making a formal complaint made fear of reprisals much greater. Thirty-four per cent thought it might affect their job/career. Only 8% did not know how to make a complaint but 27% just did not want to go through the complaints procedure and 33% did not believe even through formal channels that anything would be done about it. These results suggest that a lot needs to be done to build confidence.

- *'Go through the complaints procedure – you must be joking! We've no confidence in it at all. One Senior Officer was suddenly removed from the unit I was on... all kinds of high ranking bods came to investigate. It was a sexual harassment case. But he popped up elsewhere and we never heard any more about it. It doesn't give you confidence when you see the officers getting away with it'.* (RN Senior Rating Female)

143. Factors which might influence the reporting of an incident were found to be the seriousness of the harassment and the rank of the perpetrator.

	As a % of those upset (1431)	Q25 Did you at any time make a formal written complaint = Yes (per experience)
Sexual assault	12.7% 182	16.5% 30
Unwelcome attempts to have a sexual relationship	27.8% 398	7.5% 30
Threats for not having sex	7.5% 107	7.5% 8
Sent sexually explicit material	8.7% 125	7.2% 9
Gestures/ body language	34.2% 489	6.7% 33
Unwelcome attempts to touch you	41.2% 590	6.6% 39
Favours in return for having sex	9.4% 134	6.0% 8
Unwanted talk on sexual matters	38.6% 553	4.7% 26
Unwelcome comments about your appearance	69.0% 988	4.5% 44

Fig 33: Comparison of responses for Q15(a)-(i) – all and Q25 Did you at any time make a formal written complaint – Yes - ranked by highest percentage making complaint.

144. Those survey respondents that experienced sexual assault were three times as likely to make a formal complaint than survey respondents overall.

Q16(a) Person responsible for behaviour	Of those upset no citing person responsible	Q21 - Did you tell anyone at work what was happening – Yes
All	1431	55.6% 795
Senior Officer	208	66.8% 139
Junior Officer	200	59.0% 118
Warrant Officer	176	63.6% 112
Senior Rate/SNCO	547	51.6% 282
Leading Hand/ Corporal	440	51.8% 228
Other Rank	473	47.8% 226
Civil Servant	92	57.6% 53

Fig 34: Q21 Did you tell anyone at work by Q16(a) Person responsible for behaviour

Q16(a) Person responsible for behaviour	Of those upset no citing person responsible	Q25 Formal Complaint – Yes
All	1431	5.0% 72
Senior Officer	208	2.4% 5
Junior Officer	200	5.5% 11
Warrant Officer	176	6.3% 11
Senior Rate/SNCO	547	4.4% 24
Leading Hand/ Corporal	440	5.0% 22
Other Rank	473	4.9% 23
Civil Servant	92	5.4% 5

Fig 35: Q25 Did you at any time make a formal written complaint by Q16(a) Person responsible for behaviour

145. The higher the rank of the perpetrator the more likely it was that the woman would tell someone, but she was less likely to report it formally. Overall 56% of all survey respondents who had had a particularly upsetting experience told someone at work about it. When the perpetrator was a Senior Officer or Warrant Officer the percentage rose considerably 67% and 64% respectively. However, this did not follow through to them being more likely to make a formal complaint, because the figures show that only 2% of survey respondents citing a Senior Officer as the perpetrator of the upsetting experience reported it compared to the 5% overall figure for formal reporting.

	Availability of information	Understanding how to make complaint	Treatment of you by people handling complaint	The amount of time it took/ is taking to resolve the complaint	How well you were kept informed about the progress of your complaint	How well the outcome of the investigation was explained to you
Satisfied	43.1% 31	51.4% 37	43.1% 31	20.8% 15	27.8% 20	25.0% 18
Dissatisfied	20.8% 15	16.7% 12	34.7% 25	48.6% 35	45.8% 33	41.7% 30
Neither satisfied/dissatisfied	30.6% 22	25.0% 18	16.7% 12	22.2% 16	19.4% 14	20.8% 15
Not stated	5.6% 4	6.9% 5	5.6% 4	8.3% 6	6.9% 5	12.5% 9

Fig 36: Q27 How satisfied are you with the following?
(Base = All those who made a formal complaint -72)

146. Forty-nine per cent of those who made a formal complaint were dissatisfied with the length of time it took to resolve and 46% were dissatisfied with the way they were kept informed and 42% were dissatisfied with the way the outcome was explained.
147. These results are very consistent with the feedback from the nine qualitative one-to-one discussions. Whilst they represent a small sample, there were a number where complainants felt leaders avoided issues ("your word against his") or where the complaint simply seemed to go into a vacuum and never get satisfactorily resolved. Whatever actually happened in these instances, and whether formal processes actually were or were not followed, there is a significant lack of effective communication with complainants.
148. One such example was cited by an interviewee, who explained that despite an Equal Opportunities investigation team having been called in, the situation was not resolved. Although her statement was supported by another female officer, and her Warrant Officer who had made a statement about how upset she had been, *'The CO sat on it and sat on it. Then he said: "It's your word against his – don't get stressed about it"'*. The CO then referred to the fact the complainant had recently been ill and she responded: *'Don't patronise me – I didn't provoke this. It was totally uncalled for and unacceptable.'* The complainant wanted the CO to make a decision. She was on sick leave for 5 weeks and when she got back she was simply told: *'It's your word against his.'* The redress statement is still standing as far as she is concerned.
149. The time it takes to resolve issues also came up spontaneously in a number of focus groups and was raised specifically in one male focus group as a source of considerable disquiet. Women said they would not want to have to continue working with the perpetrator during an extended period of investigation.

Consequences of Making a Complaint

	All Survey respondents who made a complaint (72)
Yes	54.2% 39
No	43.1% 31
Not stated	2.7% 2

Fig 37: Q28 Did you suffer any negative consequences from making a formal complaint throughout the process and/or afterwards?
(Base = All those who made a formal complaint -72)

	As a % of all those who suffered neg consequences (39)
Work became unpleasant	82.1% 32
I found it hard to do my job	64.1% 25
I considered leaving the Services	64.1% 25
I had health problems	48.7% 19
Not stated	2.6% 1

Fig 38: Q29 If yes please give details (of negative consequences of making formal complaint) ranked by frequency
(Base = All those indicating yes to Q29 they had suffered negative consequences from making a formal complaint - 39)

150. Over half of all those who made a formal complaint said they had suffered negative consequences. These figures are much higher than the consequences of the experience of the harassment itself suggesting that the act of going through the formal process brings with it extra difficulties and strains.
151. The qualitative one-to-one discussions included examples of people being shunned by colleagues, feeling bullied and, above all, feeling unsupported. Feelings of victimisation were strong, reinforced when it was the complainant who was moved:
- *'My squadron leader told me that if he had to choose between which of them to keep at work he would keep [the perpetrator] because others could more easily cover my job.'* (Case Study Interviewee)
152. The following anecdote about a sexual assault, added by a survey respondent at the end of her survey, illustrates the more extreme end of the spectrum.
- *'I was told by my OC [details] that "I should be flattered, he's an attractive guy". I approached the EO adviser who never logged my complaints even though I showed her text messages. I went to make a complaint against my OC, who told me he could get me into trouble, so I was loyal and then received an appalling OJAR.'* (Survey Respondent)

Key Points

- Very few make a formal complaint even though most knew how to.

- Reasons were similar to why women do not tell anyone but nearly one third said they did not want to go through the process and over one third thought that nothing would be done about it.
- Women were less likely to make a formal report if the perpetrator was of a more senior rank.
- Survey respondents who had experienced sexual assault were three times more likely to make a formal complaint than overall.
- Qualitative data highlighted cynicism and lack of faith in the system.

2.7 Current & Future Measures

Is There A Problem?

153. This section deals with the perceptions around sexual harassment, whether survey respondents felt the three Services were doing enough to prevent it and what measures survey respondents think are/would be most effective in preventing and dealing with it.

	Total	Royal Navy	Army	RAF
Total	9384	1766	3965	3583
Yes	41.2% 3867	36.9% 651	45.4% 1801	38.9% 1393

*Fig 39: Q30 – Do you personally believe there is a problem with sexual harassment in your Service – by Service
(Base = All survey respondents - 9384)*

154. Overall 41% of survey respondents believed that there was a problem with sexual harassment in their Service, with a notable difference between the Services - 37% of RN survey respondents believing this to be the case, 39% of RAF survey respondents compared to 45% of Army survey respondents.
155. The longer the survey respondents had been in the Service the higher perception they had that there was a problem of sexual harassment. It rose from 29% (those with two years service or less) to 40% (3-6 years) and up to 48% for those with 23 years or more of service. By contrast most of the men involved in the qualitative discussions did not feel there was a problem.
156. A higher percentage of respondents have experienced unwelcome sexual behaviours (67%) than think there is a problem with SH in the Services (41%).

	All Survey respondents	Royal Navy	Army	RAF
Total	9384	1766	3965	3583
To a very large/ large extent	45.3% 4255	49.0% 865	42.6% 1689	46.7% 1675
To a moderate/ small extent	50.4% 4729	47.2% 834	52.2% 2069	49.9% 1789
Not at all	2.9% 269	2.5% 45	3.5% 140	2.2% 80

Fig 40: Q31 To what extent do you think your Service tries to prevent sexual harassment – by Service
(Base = All survey respondents - 9384)

157. There was recognition from the survey respondents that their Services tried to prevent sexual harassment. Overall 45% felt this to be the case to a very large or large extent. There was slight variation across the Services – 49% in the RN, 43% in the Army and 47% in the RAF. For all three Services, the average response for survey respondents was between “to a moderate extent” and “to a large extent”. At all the focus groups, participants were aware of steps the Services were taking to prevent sexual harassment. The topic was addressed in courses and people were familiar with the concept.

- *'It's getting better. The culture is now much more open and it is accepted that it could happen'.* (Army Focus Group)
- *'Email is highly governed and to send inappropriate material to others would be suicidal as you could be traced'*(RAF Focus Group)

Key Points

- There is some recognition in each of the three Services of the steps that are being taken to address sexual harassment.
- However, a significant proportion of Servicewomen, in each Service, believe that sexual harassment is a problem.
- Those who have experienced sexual harassment are more likely to think there is a problem.

Preventing & Dealing With Sexual Harassment

158. The two questions on measures to prevent and deal with sexual harassment will be considered together as some of the measures overlap. The term sexual harassment is used in this question and therefore we should be aware that the survey respondents will have had in their minds specific conduct when answering the questions. As has been established, sexual harassment covers a wide spectrum of behaviours and some measures may be more appropriate for some behaviours than for others.

Preventing Sexual Harassment

	Penalties being taken against those who sexually harass others	Training for line managers about preventing sexual harassment	Penalties being taken against managers/supervisors/leaders who allow sexual harassment to continue	Awareness training for all personnel about sexual harassment	Operating zero tolerance policy towards sexual harassment
All very effective/effective	85.5% 8028	74.9% 7031	73.5% 6899	71.3% 6692	69.3% 6504

Fig 41: Q32 (a)-(e) How effective do you think the following measures are or would be in preventing sexual harassment in your Service? (Base = All survey respondents - 9384)

Dealing With Sexual Harassment

	Having a complaints procedure that works	Having good information about where to go to for help	Having people who could help sort out a sexual harassment problem...	Training for line managers about dealing with sexual harassment
All very effective/effective	87.4% 8203	86.7% 8138	86.1% 8083	83.6% 7841

Fig 42: Q33 (a)-(d) How effective do you think the following measures are or would be in dealing with sexual harassment in your Service? (Base = all survey respondents - 9384)

Penalties

159. There was strong support (86% indicating very effective or effective) for penalties against those who sexually harass. Of the sample of survey respondents who had had a particularly upsetting experience 15% said they had not told anyone because they did not want to upset or hurt the perpetrator. However, those who did make a formal complaint (5%) were much stronger (92%) in their support for penalties as a deterrent. This might reflect the more serious types of conduct that were reported formally. It is possible that survey respondents think that penalties/sanctions are appropriate for a serious harasser (persistent or serious in type of conduct) but do not want to harm someone's career for a less serious case. Concern in one female focus group centred around the consequences for the perpetrator. The content analysis of the open ended question in the survey showed that 7% (198) of all those who made comments suggested that either harsher punishment or effective meaningful action against the perpetrator would be the best deterrent.
160. There was some qualitative feedback where a number of individuals felt that this had not been the case (i.e. sanctions had been too lenient). Indeed, one perpetrator had then gone on to be promoted and this had sent a very negative message about the perceived importance of the earlier sanction. (See example under formal reporting.)
161. There was also support (74%) amongst survey respondents for penalties being taken against managers, supervisors and leaders who allow sexual harassment to continue. Interestingly, some of the male survey respondents in the focus groups also supported this measure *'so long as it can be shown that the person did indeed know what was going on.'*

Training

162. Training as an effective measure for both preventing and dealing with sexual harassment was supported in both qualitative and quantitative data. Better education and training were the most cited comments in the open box at the end of the questionnaire. Twenty three per cent (642) of those who made comments cited this as an effective measure.

163. Seventy five per cent of all survey respondents thought that training for line managers to prevent sexual harassment would be an effective or very effective measure. This was backed up by open box comments - 6% (164) - thought that certain senior officers' mindsets should be changed and focus groups where the importance of good leadership was a common theme. Training maybe too so that they can be effective role models:

- *'The leadership needs to be better educated so that they can demonstrate the appropriate behaviours and establish cultures which are more conducive to treating people with respect.'* (Army Officer Female)

as well as being able to identify potential problems quickly and prevent any of their team from inappropriate behaviours:

- *'It has to be led from the top... They have to be expected to stamp out out-of-order behaviour. After all, our corporate motto is "lead by example".'* (Army Survey Respondent)

164. Seventy one percent of all survey respondents (6692) also saw awareness training for all personnel about sexual harassment as an effective or very effective measure of prevention, although there was concern that training should not seek to stamp out banter and be too politically correct. Some of the men also welcomed a focus on training. Some saw this as an area where they were potentially exposed and vulnerable and they needed to better understand what behaviours might constitute sexual harassment. In the open ended box of the survey 11% (304) of those who made comments suggested that awareness needed to be heightened and people needed encouragement in making others aware of what they personally found inappropriate.

165. Training was also seen as an effective measure for dealing with sexual harassment once it had occurred. Eighty-four per cent of survey respondents felt training for line managers would be effective or very effective in dealing with sexual harassment. There were a number of points by focus group participants reflecting the positive role that can be made by line managers in this regard:

- *'I said I couldn't deal with things and he said "come back if it continues" and I knew he would deal with it.'* (Royal Navy Focus Group)

166. The survey showed there was inconsistency in the way that line managers dealt with incidents and this led to a lack of confidence in reporting. There were concerns about confidentiality, or the line manager not understanding or worse dismissing it as irrelevant. If he/she dismissed it initially it left nowhere for the sufferer to go.

167. One line manager, with all good intention, on hearing of an ongoing case of harassment told the whole group of men that someone was harassing one of the three women in their group. Inadvertently he aggravated the situation and exposed the woman. A quiet but firm word to the perpetrator might have been the better solution.

Zero Tolerance

168. The notion of a "zero tolerance" policy as an effective measure to prevent sexual harassment was supported by survey respondents – but at lower levels than any of the other measures. 69% rated it either 'effective' or 'very effective'. At the moment it is hard for servicemen and women to understand exactly what zero tolerance means in practice.

169. The policy assumes a clearly understood definition of what is acceptable behaviour or not but the research shows that this varies according to each person. Although representing a small percentage of the one box comments, there were also fears that too draconian an approach would lead to a state of political correctness and people treading too carefully. Feelings were stronger in the focus groups where many men and women felt that political correctness was already creeping into the forces. Eighty-four respondents added comments to their survey to the effect that there was too much political correctness; seventy-seven respondents felt people were afraid to banter and frightened of being reported.

170. The male focus groups were specifically asked about their thoughts on a “zero tolerance” approach and their responses illustrate the difficulty of operating such a policy.
- *'We have it already. But it can create more problems than it creates. You can't have a zero tolerance policy if there's no line to be drawn.'* (Army NCO Male)
171. Some men were unclear as to what this actually meant, and some felt the area was too subjective for this – in other words what one person finds harassing may not be the same as another.
- *'There is a line to cross – and that's not the same for everyone.'* (RN Officer Male)
 - *'[What is unacceptable?] Any banter that causes offence or that an individual feels uncomfortable with – even if others don't mind it.'* (RAF JNCO Male)
172. Subjectivity makes it difficult to draw an absolute line, unless that line is so far back that it rules out anything that anyone might potentially find offensive. This approach may lack credibility and undermine attempts to create a more mature, common-sense environment.
- *'Over reaction and zero tolerance policy at the top can aggravate a situation that could be dealt with amicably in a realistic and pragmatic manner. Deliberate harassment should be dealt with harshly.'* (RN Junior Rating Male)
173. There were also concerns that strict implementation of a zero tolerance approach might increase the numbers of formal complaints where that route might not be the most appropriate.
- *'The informal route is best. That's my worry about zero tolerance. It might lead to there only being a formal route.'* (RN Officer)

Help/Information

174. There is an important role for good help and information as an effective measure to deal with sexual harassment once it has occurred, whether or not the situation has been reported elsewhere. This role can be a first step in deciding a course of action. Over 86% (8083) of survey respondents supported these measures and this was consistent with qualitative feedback.
175. In cases of persistent harassment most women said their priority was for the behaviours to stop and they wanted to resolve the situation informally. One of the problems about using the chain of command, apart from the high number of perpetrators who are line managers or someone senior, was the lack of confidence in how the situation would be dealt with effectively. For some it may seem too big a step – even too formal. Sometimes it may be difficult for the line manager to handle the situation effectively, particularly if they are close to the perpetrator.
176. This is where an advisor, external to the chain of command, may provide a useful service. For the most part an outside advisor cannot reprimand the perpetrator but can advise on a course of action.
177. The EO role was not uniformly experienced as objective enough, often being an officer or known to the sufferer/perpetrator and not necessarily skilled in counselling for this kind of issue.
- *'She did not speak to the EO officer as this is a fairly senior officer and too close to management, and open to pressure. She suggested the need for an independent counsellor.'* (RN Officer Case Study)
 - *'It would be much better, she said – if there was someone you could go to who was external. Perhaps like the Chaplaincy system – someone who would be available a few days a week at particular times. Someone you could talk to in confidence and agree between you what could be done.'* (Army NCO Case Study)

178. Although in focus groups, there was some preference for telling a line manager if the relationship with him was good, there was also a lot of support for taking the problem to a female in preference to a male.
- *'So she thought she would go to the female DO (Deciding Officer). If her DO had been a male – she wouldn't have raised it at all.'* (Army Officer Case Study)
 - *'Females in general don't feel that they can complain as there are mostly men in the chain of command and if you do say anything about the offensive behaviour they are just going to say "you are being such a girl". There should be someone that females are directed to where we can explain our concerns of what we are experiencing being within a military environment. Obviously, that person would have to be a female.'* (Female Case Study)

Effective Complaints Procedure

179. Eighty-seven per cent of survey respondents felt having a complaints procedure that worked would be an effective or very effective measure in dealing with harassment. Sixteen per cent (451 women) of comments in the open box question called for a robust complaints process.
180. The fact that those who experienced sexual assault were three times more likely to make a formal complaint than overall illustrates the need for a robust formal procedure for serious incidents. Where offensive recurring comments of a sexual nature or requests for a date may be dealt with effectively through informal means, serious assaults will always need a more formal if not legal route.
181. Survey data has already revealed some of the reasons why the formal route is not taken up even in serious cases. Most survey respondents know how to make a complaint, but the consequences of doing so are deemed too negative to do so. The time taken was considered too long particularly as the complainant might be working alongside the perpetrator for the duration of the case. There were concerns about confidentiality. The trauma of going through the procedure where it might well be one word against the other certainly was considered a reason not to report and the negative consequences for those who did report, backed up this fear.
182. Whilst discretion is important as each case is so different, anecdotal evidence suggests that line managers' personal views on sexual harassment might have too much bearing on whether a complaint is taken seriously or not.
- A Female Army Officer who had experienced harassment said that she did complain to the perpetrator, her boss, a Captain, and told him that she was not happy with his behaviour *'He told me to grow up and get over it'*. She went on to put in an Equal Opportunities complaint about the Captain, *'But I could not get anyone to write a statement. Riflemen, Clerks all witnessed this, but they denied everything. No one would stand up for me. The case therefore had to be dropped.'* (Female Army Officer Case Study)

Key Points

- Line managers have key roles in both prevention and dealing with sexual harassment.
- Effective training is recognised as a major part of both preventing and dealing with sexual harassment.
- Effective sanctions are seen as an important measure in preventing sexual harassment.
- A complaints procedure that works is seen as an important part of effectively dealing with sexual harassment.
- The concept of a 'zero tolerance' policy is not well understood and if implemented literally may prove counter-productive.

APPENDIX 1

REFERENCES

- Baigent, Dave (2005) 'Fitting In: the Conflation of Firefighting, Male Domination', and 'Harassment in the Company of Men' edited by Gruber and Morgan, North Eastern University Press: Boston
- Cockburn, C (1991) 'In the Way of Women: men's resistance to sex equality in the workplace' Macmillan: Basingstoke
- Collinson, D and Collinson, M (1996) 'It's Only Dick. Sexual Harassment of Female Managers in Insurance Sales' in Work, Employment and Society Vol.10, No 1
- Firestone, Juanita, M and Harris Richard, J, (2003) 'Perceptions of Effectiveness and Responses to Sexual Harassment in the US Military 1988 to 1995' in Gender Work and Organisation Vol 10 Issue 1. January
- Gruber, James E and Morgan, Phoebe (2005) 'In the Company of Men; Male Dominance and Sexual Harassment' North Eastern University Press: Boston
- Kanter, R, M (1977) 'Men and Women of the Corporation' Basic Books: New York
- Rutherford, Sarah (1998) 'Sexuality, Sexualized Cultures and Sexual Harassment in Organisations' Paper given at Work, Employment and Society Conference at Cambridge University September
- Thomas, Alison and Kitzinger Celia 1994 "It's Just Something that Happens". The Invisibility of Sexual Harassment in the Workforce' in Gender Work and Organisation Vol 1. 3
- Thomas, Alison and Kitzinger, Celia (1997) 'Sexual Harassment: Contemporary Feminist Perspectives' Open University Press: Buckingham
- Yount, Kirsten (2005) 'Sexualisation of Work Roles Among Men Miners: Structural and Gender-Based Origins of 'Harassment' ' in 'In the Company of Men' edited by Gruber, J and Morgan, P
- Woodward, R and Winter B (2004) 'Discourses of Gender in the Contemporary British Army.' Armed Forces and Society Vol.30.2

APPENDIX 2

TABLES OF SURVEY RESULTS

Q1 Which service are you in?

	Total	RN	Army	RAF	Not Stated
Total number surveyed	18178	20.4% 3717	45.8% 8327	33.7% 6134	
Response rate	51.6% 9384	18.8% 1766	42.3% 3965	38.2% 3583	0.7% 70
Response rate by individual service		47.5%	47.6%	58.4%	

(Base = All Surveys distributed 18178)

Q2 What is your rank?

	Total	Snr Off	Jnr Off	Warrant Off	Snr Rate/ SNCO	Leading Hand/ Corp	Other Rank	Not Stated
DASA stats - Female UK Reg Forces by rank (Oct 05)*	17950	5.7% 1032	14.4% 2590	1.8% 320	11.8% 2110	27.1% 4860	39.2% 7040	
Total no of surveys received	9384	8.4% 787	16.5% 1549	2.7% 252	16.7% 1568	23.6% 2214	31.3% 2934	0.9% 80
Response rate as a % of DASA stats on Female UK Reg forces by rank (Oct 05)		76.3%	59.8%	78.8%	74.3%	45.6%	41.7%	

(Base = All Survey respondents - 9384)

* DASA Figures less than 100 have been left unrounded so as not to obscure the data. Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

Q3 Where are you currently serving?

	Total	Training Est	Single Svc: Frontline	Single Svc: Support	Single Svc Command / Formation / HQ	Jnt Svc Form	Defence Org	MOD London	Agency	Not Stated
Response by Location	9384	17.2% 1610	21.2% 1990	28.7% 2692	11.0% 1035	6.9% 645	2.4% 223	1.7% 158	2.5% 234	8.5% 797

(Base = All surveys received 9384)

Q4 What is your age?

	Total	16-18	19-23	24-29	30-35	36-40	41-55	Not Stated
Response by Age	9384	2.3% 215	20.3% 1908	32.5% 3049	24.8% 2325	12.8% 1204	6.6% 618	0.7% 65

(Base = All surveys received 9384)

Q5 What is your marital status?

	Total	Nvr Married	Sep/Widowed /Div	Married	Livg Ptnr	Not Stated
Response by Marital Status	9384	46.5% 4363	9.6% 902	31.4% 2948	11.1% 1040	1.4% 131

(Base = All surveys received 9384)

Q6 What is your length of service?

	Total	0-2 yrs	3-6yrs	7-9 yrs	10-15 yrs	16-22 yrs	23+ yrs	Not Stated
Response by Length of Svc	9384	11.9% 1113	29.5% 2764	19.4% 1823	17.2% 1617	18.0% 1685	3.5% 324	0.6% 58

(Base = All surveys received 9384)

Q7 Do you consider yourself to be from an ethnic minority?

	Total	From EM background - Yes	From EM background - No	Not Stated	Not Known
DASA Figures for All Female UK Reg Forces	17930	5.7% 1020	88.7% 15910		5.6% 1005
Total no of surveys received	9384	4.7% 437	92.8% 8708	2.5% 239	
As a % of DASA stats for Known Ethnicity of All Female UK Reg Forces		42.8%	54.7%		

(Base = All surveys received 9384 and DASA Statistics for known ethnicity for females in Armed Forces Sept 05)

SECTION 1 – WORKING ENVIRONMENT & BEHAVIOURS

Q8 How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have:

	Total	Consistently /All the time	Often	Sometimes	Once or twice	Never	Not Stated
(a) Told sexual jokes and stories?	9384	17.2% 1610	41.6% 3908	28.9% 2715	10% 943	2% 186	0.2% 22
(b) Used sexually explicit language, e.g. sexual swear words and suggestive language?	9384	15.7% 1475	32.1% 3009	31.5% 2958	14.2% 1334	6.2% 582	0.3% 26
(c) Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature?	9384	4.3% 408	11.8% 1109	24.6% 2312	25.4% 2388	33.5% 3142	0.3% 25
(d) Made gestures or used body language of a sexual nature?	9384	2.6% 244	8.3% 783	25.1% 2356	26.6% 2500	36.9% 3467	0.4% 34

(Base = All surveys received 9384)

Did you find this offensive?

	Total	Yes	Sometimes	No	N/A	Not Stated
(a) Told sexual jokes and stories?	9176	1.6% 146	29.5% 2706	68.4% 6275	0.3% 28	0.2% 21
(b) Used sexually explicit language, e.g. sexual swear words and suggestive language?	8776	4.9% 433	37.0% 3248	57.6% 5057	0.3% 26	0.1% 12
(c) Displayed, used or distributed sexually explicit materials e.g. pornographic photos, calendars or other objects of a sexual nature?	6217	8.7% 543	29.2% 1816	61.4% 3816	0.4% 26	0.2% 12
(d) Made gestures or used body language of a sexual nature?	5883	9.5% 560	34.1% 2005	55.8% 3282	0.3% 18	0.3% 18

(Base = Survey respondents who found each behaviour offensive - variable)

Q9 Where you have indicated that you found any of the above offensive were those responsible mainly:

Total	All those who found a situation offensive	Men	Women	Not Applicable	Not stated
9384	51.5% 4837	90.6% 4380	1.3% 61	5.2% 253	3.0% 143

(Base = Survey respondents who found any situation offensive - 4837)

Q10 How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have:

	Total	Consistently /All the time	Often	Sometimes	Once or twice	Never	Not stated
(a) Made unwelcome comments (e.g. about our appearance, body or sexual activities)?	9384	1.4% 136	6.2% 578	17.6% 1651	28.8% 2707	45.6% 4281	0.3% 31
(b) Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)?	9384	1.5% 140	5.7% 536	14.2% 1335	23.0% 2154	55.2% 5181	0.4% 38
(c) Sent you sexually explicit material (e.g. pornographic photos or other objects of a sexual nature)?	9384	0.4% 40	1.8% 172	6.2% 586	13.7% 1283	77.3% 7258	0.5% 45
(d) Made unwelcome gestures or used body language of a sexual nature that were directed at you?	9384	0.5% 49	2.0% 189	8.0% 749	21.0% 1973	67.9% 6368	0.6% 56
(e) Made unwelcome attempts to touch you?	9384	0.3% 26	0.8% 79	4.3% 405	15.0% 1406	79.2% 7428	0.4% 40
(f) Made unwelcome attempts to establish a sexual relationship despite your discouragement?	9384	0.2% 21	0.7% 70	2.9% 268	11.6% 1085	83.5% 7835	1.1% 105
(g) Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)?	9384	0.2% 17	0.3% 29	1.2% 114	3.2% 303	94.5% 8871	0.5% 50
(h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)?	9384	0.1% 10	0.3% 24	0.8% 77	2.2% 210	96.0% 9009	0.6% 54
(i) Made a sexual assault on you?	9384	0.1% 7	0.1% 10	0.2% 19	2.8% 266	95.8% 8993	0.9% 89

(Base = All surveys received 9384)

Q11 Were those responsible for the behaviours listed above in Q10(a-i) mainly?

Total	All Survey respondents who had been in sits which occurred...	Men	Women	Not app	Not stated
9384	67.3% 6313	79.9% 5041	1.8% 115	15.2% 961	3.1% 196

(Base = Survey respondents who had been in any situation which occurred consistently/often/sometimes/once or twice – 6313)

Q12 Regardless of whether you have experienced them, do you think any of Q10(a)-(i) count as sexual harassment?

	As a % of all survey respondents (9384)
(a) Made unwelcome comments (e.g. about your appearance, body or sexual activities)	56.8% 5332
(b) Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	58.7% 5513
(c) Sent you sexually explicit material (e.g. pornographic shots or other objects of a sexual nature)	61.3% 5753
(d) Made unwelcome gestures or used body language of a sexual nature that were directed at you	73.2% 6865
(e) Made unwelcome attempts to touch you	86.1% 8075
(f) Made unwelcome attempts to establish a sexual relationship despite your discouragement	82.4% 7732
(g) Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	86.4% 8108
(h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report etc)	86.2% 8091
(i) Made a sexual assault on you.	86.2% 8085
Not stated	7.2% 675

(Base = All surveys received 9384)

Q13 If any of the behaviours in Q10 were directed at you where did they mainly happen?

	Survey respondents who had been in situations which occurred consistently/often/sometimes/once or twice – 6313)
In the workplace at my military home base/training unit	43.1% 2723
In a communal area (e.g. mess, barrack block, NAAFI, etc) at my military home base/training unit	14.0% 886
In my workplace when I was deployed/ overseas	3.9% 247
In a communal area (e.g. mess, barrack block, NAAFI, etc) when I was deployed/overseas	3.0% 190
At a civilian location when I was on duty	0.5% 34
At a civilian location when I was off duty	3.9% 246
Not applicable	8.4% 532
Not stated	23.0% 1455

(Base = Survey respondents who had been in situations which occurred consistently/often/sometimes/once or twice – 6313)

Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset?

Total	Yes	No	Not Stated
9384	15.2% 1431	82.5% 7741	2.3% 212

(Base = All surveys received 9384)

SECTION 2 YOUR EXPERIENCE IN THE LAST 12 MONTHS

Q15 Thinking about this experience which particularly upset you please tick all the behaviours that were involved.

	As a % of those upset (1431)
(a) Made unwelcome comments (e.g. about your appearance, body or sexual activities)	69.0% 988
(b) Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)	38.6% 553
(c) Sent you sexually explicit material (e.g. pornographic shots or other objects of a sexual nature)	8.7% 125
(d) Made unwelcome gestures or used body language of a sexual nature that were directed at you	34.2% 489
(e) Made unwelcome attempts to touch you	41.2% 590
(f) Made unwelcome attempts to establish a sexual relationship despite your discouragement	27.8% 398
(g) Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)	9.4% 134
(h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report etc)	7.5% 107
(i) Made a sexual assault on you.	12.7% 182
Not stated	0.7% 10

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q16(a) Which of the following people were responsible for these behaviours?

	As a % of those upset (1431)
Senior Officer (i.e. Lt Cdr or above (RN); Major or above (Army); Sqn Ldr or above (RAF))	14.5% 208
Junior Officer (i.e. Lt or below (RN); Captain or below (Army); Flt Lt or below (RAF))	14.0% 200
Warrant Officer	12.3% 176
Senior Rate (RN)/SNCO (Army/RAF)	38.2% 547
Leading Hand (RN)/Corporal (Army/RAF)	30.7% 440
Other Rank	33.1% 473
Civil Servant	6.4% 92
Not Stated	0.7% 10

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q16(b) Which word(s) best describes the person(s) responsible for these behaviours?

	As a % of those upset (1431)
Work colleague	44.8% 641
Line manager	21.3% 305
Other person senior to you	36.1% 517
Instructor	5.1% 73
Someone junior to you	11.8% 169
Other person at your unit	25.2% 360
Not Stated	1.0% 15

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q16(c) Please indicate gender and number of those involved (even if only one).

NO OF MEN INVOLVED									
All those experiencing a behaviour which made them particularly upset	1	2	3	4	5	6	7	8	Not Stated
1431	51.9% 743	18.2% 260	9.7% 139	4.5% 65	4.1% 59	1.9% 27	0.9% 13	1.1% 16	70 4.9%
	9	10	12	13	15	20	30	100	
	0.2% 3	1.4% 20	0.1% 1	0.1% 1	0.3% 4	0.4% 6	0.2% 3	0.1% 1	

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

NO OF FEMALES INVOLVED						
All those experiencing a behaviour which made them particularly upset	1	2	3	4	5	Not Stated
1431	3.2% 46	0.9% 13	0.4% 6	0.2% 3	0.2% 2	95.1% 1361

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q17 How long did the experience/situation go on for?

	As a % of those upset (1431)
A day	27.4% 392
A week	8.9% 127
A month	9.4% 135
2-3 months	17.3% 247
4-6 months	9.4% 134
Over 6 months	22.6% 324
Not stated	5.0% 72

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q18 To what extent did you feel the following as a result of this experience?

	Total	To a v lg extent	To a lg extent	To a mod extent	To a small extent	Not at all	Not stated
(a) I no longer enjoyed my work	1431	15.8% 226	15.9% 228	16.6% 237	21.2% 304	26.1% 374	4.3% 62
(b) I didn't do my job as well as before	1431	6.2% 89	8.8% 126	11.8% 169	15.3% 219	49.8% 712	8.1% 116
(c) I thought about leaving the Services	1431	16.7% 239	8.3% 119	9.5% 136	10.8% 154	48.1% 689	6.6% 94
(d) I had health problems	1431	5.7% 81	5.5% 78	5.7% 81	9.0% 129	65.9% 943	8.3% 119

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q19 Did you do any of the following in order to stop the behaviours?

	As a % of those upset (1431)
(a) I ignored the behaviour	54.9% 785
(b) I avoided the person if I could	59.0% 844
(c) I asked the person to stop	52.6% 752
(d) I asked to be moved somewhere else	13.5% 193
(e) None of these	4.7% 67
Not stated	0.9% 13

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q20 (a) Did any of these actions resolve the situation?

	As a % of those upset (1431)
Yes	50.6% 724
No	35.9% 514
Still being resolved	9.7% 139
Not Stated	3.8% 54

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q20(b) If yes, please tick which of the actions in Q19 stopped the behaviours.

	As a % of those stating actions stopped behaviours (724)
(a) I ignored the behaviour	33.8% 245
(b) I avoided the person if I could	38.8% 281
(c) I asked the person to stop	49.0% 355
(d) I asked to be moved somewhere else	10.1% 73
(e) None of these	3.2% 23
Not stated	2.2% 16

(Base = All Survey respondents indicating yes to Q20(a) - 724)

Q21 Did you tell anyone at work what was happening?

Total	Yes	No	Not Stated
1431	55.6% 795	42.1% 603	2.3% 33

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q22 Who did you tell?

	As a % of those who told someone - 795
(a) Padre/Chaplain	5.2% 41
(b) Service Helpline or Support Line	2.9% 23
(c) Welfare People	7.9% 63
(d) Colleague	67.4% 536
(e) Unit Equal Opportunities Advisor	8.8% 70
(f) Line manager	36.7% 292
(g) Other superior officer	23.0% 183
Not Stated	0.8% 6

(Base = All Survey respondents indicating Yes to Q21 - 795)

Q23 (a) Did any of these people help resolve the situation?

	As a % of those who told someone - 795
Yes	32.2% 256
No	30.3% 241
Partly	35.8% 285
Not Stated	1.6% 13

(Base = All Survey respondents indicating Yes to Q21 - 795)

Q23(b) If Yes, or Partly please tick who in Q22 helped to resolve the situation.

	As a % of those has been totally/partly helped 541
(a) Padre/Chaplain	3.0% 16
(b) Service Helpline or Support Line	0.4% 2
(c) Welfare People	6.7% 36
(d) Colleague	46.4% 251
(e) Unit Equal Opportunities Advisor	8.1% 44
(f) Line manager	31.4% 170
(g) Other superior officer	22.9% 124
Not Stated	4.4% 24

(Base = All those who indicated someone who had totally/partly resolved situation - 541)

Q24 If you didn't tell anyone in the workplace what was happening, please tell us why.

	As a % of those who didn't tell anyone (603)
(a) I thought I could handle the situation myself	66.5% 401
(b) I didn't think it was that important	34.4% 208
(c) I didn't think I would be believed	18.6% 112
(d) I didn't think anything would be done about it	38.6% 233
(e) I didn't want to hurt/upset the person who harassed me	15.4% 93
(f) I was worried that everyone would find out	19.7% 119
(g) I thought I would be labeled a troublemaker	38.8% 234
(h) I thought it might affect my job or career (e.g. my promotion chances would suffer, it would make my work situation unpleasant etc).	34.5% 208
(i) The person responsible was my line mgr or another superior officer	17.7% 107
Not stated	1.8% 11

(Base = All those who indicated No at Q21 – 603)

Q25 Did you at any time make a formal written complaint (to your Commanding Officer)?

Total	Yes	No	Not Stated
1431	5.0% 72	92.9% 1330	2.0% 29

(Base = All those experiencing a behaviour which made them particularly upset – 1431)

Q26 Why didn't you make a formal written complaint?

	As a % of those who didn't make a formal written complaint 1330 (whether or not they told anyone at work)
(a) The situation was resolved	35.3% 469
(b) I thought I could handle the situation myself	49.2% 654
(c) I didn't think it was that important	27.3% 363
(d) I didn't think I would be believed	20.9% 278
(e) I didn't think anything would be done about it	32.9% 438
(f) I did not want to hurt/upset the person who harassed me	14.5% 193
(g) I was worried that everyone would find out	19.6% 261
(h) I didn't want to be labeled a troublemaker	42.4% 564
(i) I thought it might affect my job or career	33.9% 451
(j) The person responsible was my line manager or another superior officer	20.3% 270
(k) I was persuaded not to make a complaint by a colleague	3.4% 45
(l) I was persuaded not to make a formal complaint by a superior	4.0% 53
(m) I did not know how to make a complaint	8.1% 108
(n) I thought it would take too much time and effort	10.7% 142
(o) I didn't want to go through the complaints procedure	26.8% 357
Not stated	1.3% 17

(Base = All those who answered No to Q25 – 1330)

Q27 How satisfied are you with the following?

	Total	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Not stated
(a) The availability of information about how to make a complaint	72	43.1% 31	30.6% 22	20.8% 15	5.6% 4
(b) Your understanding of how to make a complaint	72	51.4% 37	25.0% 18	16.7% 12	6.9% 5
(c) Treatment of you by the people who handled the complaint	72	43.1% 31	16.7% 12	34.7% 25	5.6% 4
(d) The amount of time it took/is taking to resolve the complaint	72	20.8% 15	22.2% 16	48.6% 35	8.3% 6
(e) How well you were kept informed about the progress of your complaint	72	27.8% 20	19.4% 14	45.8% 33	6.9% 5
(f) How well the outcome of the investigation was explained to you	72	25.0% 18	20.8% 15	41.7% 30	12.5% 9

(Base = All those who made a formal complaint -72)

Q28 Did you suffer any negative consequences from making a formal complaint through the process and/or afterwards?

Total	Yes	No	Not Stated
72	54.2% 39	43.1% 31	2.8% 2

(Base = All those who made a formal complaint -72)

Q29 If yes, please give details.

	As a % of all those who suffered neg consequences (39)
(a) I found it hard to do my job	64.1% 25
(b) Work became unpleasant	82.1% 32
(c) I had health problems	48.7% 19
(d) I considered leaving the Services	64.1% 25
Not stated	2.6% 1

(Base = All those indicating yes to Q29 they had suffered negative consequences from making a formal complaint - 39)

SECTION 3 PREVENTING & DEALING WITH SEXUAL HARASSMENT

Q30 Do you personally believe there is a problem with sexual harassment in your Service?

Total	Yes	No	Not Stated
9384	41.2% 3867	56.0% 5259	2.7% 258

(Base = All surveys received 9384)

Q31 To what extent do you think your service tries to prevent sexual harassment?

	To a very large extent	To a large extent	To a moderate extent	To a small extent	Not at all	Not stated
9384	10.8% 1017	34.5% 3238	36.6% 3438	13.8% 1291	2.9% 269	1.4% 131

(Base = All surveys received 9384)

Q32 How effective do you think the following measures are or would be in preventing sexual harassment in your Service?

	Total	Very effective	Effective	Neutral	Not very effective	Not effective at all	Don't know	Not stated
(a) Operating a zero tolerance policy towards sexual harassment	9384	34.3% 3221	35.0% 3283	14.9% 1396	9.7% 914	2.9% 272	2.0% 189	1.2% 109
(b) Awareness training for all personnel about sexual harassment	9384	26.4% 2482	44.9% 4210	16.5% 1548	7.7% 724	2.2% 208	1.2% 113	1.1% 99
(c) Training for line managers about preventing sexual harassment	9384	28.4% 2666	46.5% 4365	15.1% 1417	6.0% 560	1.4% 128	1.6% 148	1.1% 100
(d) Penalties being taken against those who sexually harass others	9384	50.0% 4695	35.5% 3333	7.5% 700	3.1% 292	1.0% 96	1.8% 173	1.0% 95
(e) Penalties being taken against mgrs/ supervisors/ leaders who allow sexual harassment to continue	9384	38.7% 3636	34.8% 3263	13.8% 1299	6.4% 600	2.0% 187	2.9% 268	1.4% 131

(Base = All surveys received 9384)

Q33 How effective do you think the following measures are or would be in dealing with sexual harassment in your Service?

	Total	V effective	Effective	Neutral	Not very effective	Not effective at all	Don't know	Not stated
(a) Having good information about where to go to for help	9384	40.9% 3838	45.8% 4300	9.2% 865	2.1% 197	0.5% 47	0.6% 57	0.9% 80
(b) Training for line managers about dealing with sexual harassment	9384	35.9% 3373	47.6% 4468	10.7% 1001	3.0% 280	0.6% 55	1.0% 97	1.2% 110
(c) Having people who could help sort out a sexual harassment problem without me having to make a formal complaint	9384	49.2% 4620	36.9% 3463	7.9% 742	2.6% 248	0.8% 79	1.3% 123	1.2% 109
(d) Having a complaints process that works	9384	48.9% 4591	38.5% 3612	8.1% 764	1.3% 120	0.4% 41	1.4% 128	1.4% 128

(Base = All surveys received 9384)

APPENDIX 3

CONTEXT FOR THE RESEARCH: WOMEN IN THE SERVICES

Since the 1990s there have been a number of changes which have led to the increasing integration of women in the Armed Forces (with the exception of close combat roles).

Women are now able to serve in 73% of posts in the Royal Navy, 70% of posts in the Army and 96% of posts in the RAF.

The proportion and number of Servicewomen in each of the Armed Forces has increased since 1990 – Royal Navy from 5.6% (3,183) to 9.3% (3,650), Army from 4.5% (6,155) to 7.6% (8,170) and RAF from 7.2% (6,018) to 12.3% (6,130).

Current Representation in Rank Structure

As at 1st October 2005, there were 17,952 women serving in the Armed Forces - representing 9.1% of all personnel.

Women are represented in slightly higher numbers at entry levels – making up 10% of privates and equivalents and over 15% of junior officers. The proportion of Servicewomen is set to continue to rise slowly.

Representation of Women (By Rank)

Rank	Women	%
Senior Officers	1,032	6.5%
Junior Officers	2,590	15.2%
Senior NCOs & WOs	2,430	5.3%
JNCOs	4,860	10.1%
Privates & equiv.	7,040	10.0%
Total	17,952	9.1%

APPENDIX 4

CONTINUOUS ATTITUDE SURVEY RESULTS & CURRENT FINDINGS FROM THIS RESEARCH

PERCEPTION OF WHETHER THERE IS A PROBLEM

The figure of 41.2% of survey respondents in this research who “believe that there is a problem with sexual harassment in [their] service” is somewhat lower than the proportions of Servicewomen who state this view through the Continuous Attitude Survey results for 2005.

It is highly likely that the difference can be explained by the wording of the Continuous Attitude Survey questions – “do you believe sexual harassment exists in [service.]”¹¹(In other words, to agree that sexual harassment exists is not the same as to agree that it constitutes a problem. From the qualitative discussions in this research there are likely to be many – Servicewomen as well as Servicemen - who accept that sexual harassment exists but do not see this as a problem because they think the problem is actually with the minority who find it unacceptable.)

	Total	RN	Army	RAF
This survey	41.2%	36.9%	45.2%	38.9%
Continuous Attitude Survey results		52.1%	61%	58.4%

Whilst the wording of the question may be less than ideal, what the Continuous Attitude Survey results do enable us to do is compare responses between men and women. In the two Services where this breakdown is available, women believe that sexual harassment exists in greater numbers than men:

	RN	RAF
Women	52.1%	58.4%
Men	41.2%	38.7%
Differential	- 10.9%	- 19.7%

This difference in male awareness is something that would benefit from further research.

PERSONAL EXPERIENCE OF HARASSMENT WITHIN A 12 MONTH PERIOD

Our figure of 15% of survey respondents who experienced a “particularly upsetting experience” in the last 12 months is broadly consistent with those who indicate in Continuous Attitude Survey results that they have “experienced sexual harassment in the last 12 months.”

	Total	RN	Army	RAF
Our survey	15%	15%	16%	15%
Continuous Attitude Survey Results		12.5%	15%	11%

The Continuous Attitude Survey figures are based on small samples (Royal Navy 144 female respondents, RAF 254 respondents) and therefore can only be considered broad indicators of trends and experiences.

9. This is somewhat curious wording and it might be taken as a good sign of progress if results (for both men and women) rose to 100%. In other words, complete eradication of sexual harassment is unrealistic and therefore it will continue to “exist”. Increasing awareness of the sorts of behaviours that can constitute sexual harassment (and the fact that it is subjectively determined) accordingly ought to drive an increase in this figure

APPENDIX 5

FOCUS GROUP INFORMATION

The following focus groups were held:

Royal Navy: (5 Servicewomen & 3 Servicemen)

Servicewomen	-	HMS ILLUSTRIOUS	-	Officers
		HMS ILLUSTRIOUS	-	NCOs
		HMS ILLUSTRIOUS	-	Other Ranks
		Portsmouth	-	New recruits/trainees & Ratings
		HMS COLLINGWOOD	-	Chief Petty Officers & below
Servicemen	-	HMS ALBION	-	Officers
		HMS ALBION	-	NCOs
		HMS ALBION	-	Other Ranks

Army: (8 Servicewomen & 3 Servicemen)

Servicewomen	-	Northern Ireland	-	Officers
		Northern Ireland	-	NCOs
		Pirbright	-	JNCOs/Pte
		Aldershot	-	JNCOs/Pte
		Bulford	-	SNCOs
		Sandhurst	-	Officers
		Rheindahlen	-	JNCOs/Pte
		Catterick	-	JNCOs/Pte
Servicemen	-	Abingdon	-	JNCOs/Pte
		Pirbright	-	JNCOs/Pte
		Sandhurst	-	Officers/NCOs

RAF: (5 Servicewomen & 3 Servicemen)

Servicewomen	-	Halton	-	NCO
		Halton	-	Other Ranks
		Brize Norton	-	Officers
		Benson	-	Other Ranks
		Wittering	-	Integrated Unit Lower Ranks
Servicemen	-	Brize Norton	-	NCOs
		Benson	-	Officers
		Wittering	-	Integrated Unit JNCOs

LONDON MOD:

Servicewomen	-	Mixed Forces & Ranks
Servicemen	-	Mixed Forces - Officers

APPENDIX 6

THE SURVEY

+

+

UK REGULAR ARMED FORCES SEXUAL HARASSMENT QUESTIONNAIRE

INTRODUCTION TO QUESTIONNAIRE

All Servicewomen in the Armed Forces are being asked to complete this important questionnaire, which has been approved by the Ministry of Defence (Navy) Personnel Research Ethics Committee (for the RN and Army) and the RAF Experimental Medicine Ethics Committee. It is being carried out by the consultants Schneider~Ross Limited and their partner GfK NOP Business & Technology. By completing and returning the questionnaire you are agreeing to take part in the study; however, you are under no obligation to fill it out.

Your name does not appear on the questionnaire or the return envelope so no-one will know who you are; therefore, please do not put your name, or anything else that will identify you, on the questionnaire or envelope. Your individual response will be treated in the strictest confidence and no person from your Service or the MOD will ever see it. The questionnaires will only be seen by employees of Schneider~Ross and GfK NOP. Completed questionnaires will be kept securely at their offices and will be destroyed at the end of the research period.

If you have any questions about this study please contact Schneider~Ross by telephone on 01264 882400 or by email at modsurvey@schneider-ross.com. The risks associated with you taking part in this study are no greater than you would encounter in your daily work. However, if you find that taking part raises feelings that are upsetting or distressing in any way, you might want to discuss them with your unit medical officer, welfare officer, unit Equal Opportunities Adviser or one of the Service support lines. The numbers of the Service support lines are:

Royal Navy: 0800 731 4880 or +44 1980 630854 (open 1030-2230 hrs, 7 days a week)

Army:	Freephone
UK	0800731 4880
Germany	0800 1827 395
Cyprus	080 91065

	Payphone (own phone)
Worldwide	+44 (0) 1980 630854

Royal Air Force: (01452) 712612X5000/VTN (95471)X5000 (open 0830-2200 hrs Mon-Fri)

Thank you for taking the time to complete this survey. Using BLACK ink, please indicate your answers with a tick ✓. All your responses will be treated in the strictest confidence.

BACKGROUND INFORMATION

This section contains some background questions about you. This information is very important because it helps us to analyse the data. Again, please be assured that your responses to this section and elsewhere in the questionnaire will be treated in the strictest confidence by the external consultants Schneider~Ross who are carrying out this study. You **cannot** be identified or linked to your responses in any way.

Please ✓ one option for each question unless otherwise indicated

Q1 Which service are you in?

- Royal Navy
Army
Royal Air Force

Q2 What is your rank?

- Senior Officer (i.e. Lt Cdr or above (RN); Major or above (Army); Sqn Ldr or above (RAF))
Junior Officer (i.e. Lt or below (RN); Captain or below (Army); Flt Lt or below (RAF))
Warrant Officer
Senior Rate (RN); SNCO (Army and RAF)
Leading Hand (RN); Corporal (Army/RAF)
Other Rank

Q3 Where are you currently serving?

- Training Establishment (basic recruit / other training)
Single Service Unit (e.g: ship such as HMS ILLUSTRIOUS; Naval Base such as HM Naval Base Portsmouth; Army unit such as 2RGJ; or RAF Station such as RAF COTTESMORE):
(a) Frontline Unit
(b) Support Unit
Single Service Command / Formation / HQ (e.g. 2SL, 12 Mech Bde, HQ STC)
Joint Service Formation (e.g. PJHQ, HQ BFFI)
Agency (e.g. DPA, ATRA)
Defence Organisation (e.g. DLO)
MOD London

Q4 What is your age?

- 16-18
19-23
24-29
30-35
36-40
41-55

Q5 What is your marital status?

- Never married
Separated, widowed or divorced
Married
Living with established partner

Q6 What is your length of service?

- 0-2 years
- 3-6 years
- 7-9 years
- 10-15 years
- 16-22 years
- 23+ years

Q7 Do you consider yourself to be from an ethnic minority?

- Yes
- No

SECTION 1 - WORKING ENVIRONMENT AND BEHAVIOURS

This section is about what it is like where you work. If you are a recruit, this includes the place where you are under training. Your views are important no matter what your own personal experience has been.

Q8 How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants, around you have: *Please tick one box per question*

	Never	Once or twice	Sometimes	Often	Consistently/All the time
(a) Told sexual jokes and stories?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No	Sometimes	N/A
Did you find this offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Once or twice	Sometimes	Often	Consistently/All the time
(b) Used sexually explicit language, e.g. sexual swear words and suggestive language?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No	Sometimes	N/A
Did you find this offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Once or twice	Sometimes	Often	Consistently/All the time
(c) Displayed, used or distributed sexually explicit materials, e.g. pornographic photos, calendars or other objects of a sexual nature?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No	Sometimes	N/A
Did you find this offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Once or twice	Sometimes	Often	Consistently/All the time
(d) Made gestures or used body language of a sexual nature?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No	Sometimes	N/A
Did you find this offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q9 Where you have indicated that you found any of the above offensive were those responsible mainly
Please tick one box only:

- Men
- Women
- Not applicable

The following question is about behaviour and talk of a sexual nature that might have been directed at you personally in the past 12 months.

Q10 How often over the past 12 months have you been in situations where male (or female) UK military personnel and/or civil servants around you have: *Please tick one box per question*

	Never	Once or twice	Sometimes	Often	Consistently/All the time
(a) Made unwelcome comments (e.g. about your appearance, body or sexual activities)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Made unwelcome attempts to talk to you about sexual matters (e.g. used sexually explicit language, asked you about your own sex life, told sexual jokes and stories to you despite discouragement)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Sent you sexually explicit material (e.g. pornographic photos or other objects of a sexual nature)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Made unwelcome gestures or used body language of a sexual nature that were directed at you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Made unwelcome attempts to touch you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Made unwelcome attempts to establish a sexual relationship despite your discouragement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Said or made you feel you would be treated better in return for having a sexual relationship with them (e.g. better job, good report, etc)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them (e.g. no promotion, a bad report, etc)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) Made a sexual assault on you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q11 Were those responsible for the behaviours listed above in Q10 (a-i) mainly *Please tick one box only*

Men

Women

Not applicable

Q12 Regardless of whether you have experienced them, do you think any of Q10 (a-i) count as sexual harassment? *Please tick all the letters that apply*

a b c d e f g h i

Q13 If any of the behaviours in Q10 were directed at you where did they mainly happen? *Please tick one box only*

In the workplace at my military home base or training unit

In a communal area (e.g. mess, barrack block, NAAFI, etc) at my military home base or training unit

In my workplace when I was deployed / overseas

In a communal area (e.g. mess, barrack block, NAAFI, etc) when I was deployed / overseas

At a civilian location when I was on duty

At a civilian location when I was off duty

Not applicable

Q14 In the past 12 months have you had an experience involving any of the behaviours in Q10 which made you feel particularly upset? *Please tick one box only*

Yes *Now please go to Q15*

No *Now please go to Q30*

SECTION 2 – YOUR EXPERIENCE IN THE LAST 12 MONTHS

Q15 Thinking about this experience which particularly upset you please tick all the behaviours that were involved: *Please tick all that apply*

- + +
- (a) Made unwelcome comments about your appearance, body or sexual activities?
 - (b) Made unwelcome attempts to talk to you about sexual matters?
 - (c) Sent you sexually explicit material?
 - (d) Made unwelcome gestures or used body language of a sexual nature that were directed at you?
 - (e) Made unwelcome attempts to touch you?
 - (f) Made unwelcome attempts to establish a sexual relationship despite your discouragement?
 - (g) Said or made you feel you would be treated better in return for having a sexual relationship with them? (e.g. better job, good report, etc.)
 - (h) Said or made you feel you would be treated worse if you did not have a sexual relationship with them?
 - (i) Made a sexual assault on you?

Q16 (a) Which of the following people were responsible for these behaviours? *Please tick all that apply*

- Senior Officer (i.e. Lt Cdr or above (RN); Major or above (Army); Sqn Ldr or above (RAF))
- Junior Officer (i.e. Lt or below (RN); Captain or below (Army); Flt Lt or below (RAF))
- Warrant Officer
- Senior Rate (RN) / SNCO (Army/RAF)
- Leading Hand (RN) / Corporal (Army/RAF)
- Other Rank
- Civil Servant

(b) Which word(s) best describes the person(s) responsible for these behaviours? *Please tick all that apply*

- Work colleague
- Line manager
- Other person senior to you
- Instructor
- Someone junior to you
- Other person at your unit

(c) Please indicate gender and number of those involved (even if only one). *Please write the number in the box*

Male Female

Q17 How long did the experience / situation go on for? *Please tick one box only*

- A day
- A week
- A month
- 2-3 months
- 4-6 months
- Over 6 months

+

+

+

Q18 To what extent did you feel the following as a result of this experience? *Please tick one box per statement*

	To a very large extent	To a large extent	To a moderate extent	To a small extent	Not at all
(a) I no longer enjoyed my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) I didn't do my job as well as before	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) I thought about leaving the Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) I had health problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q19 Did you do any of the following in order to stop the behaviours? *Please tick all that apply*

- (a) I ignored the behaviour
- (b) I avoided the person if I could
- (c) I asked the person to stop
- (d) I asked to be moved somewhere else
- (e) None of these

Q20 (a) Did any of these actions resolve the situation? *Please tick one box only*

- Yes
- No
- Still being resolved

(b) If YES, please tick which of the actions in Q19 stopped the behaviours. *Please tick all the letters that apply*

Actions listed in Q19 that stopped the behaviours

a	b	c	d	e
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q21 Did you tell anyone at work what was happening? *Please tick one box only*

- Yes *Now go to Q22*
- No *Now go to Q24*

Q22 Who did you tell? *Please tick all that apply*

- (a) Padre/Chaplain
- (b) Service Helpline or Support Line
- (c) Welfare People
- (d) Colleague
- (e) Unit Equal Opportunities Advisor
- (f) Line manager
- (g) Other superior officer

Q23 (a) Did any of these people help resolve the situation? *Please tick one box only*

- Yes
- No
- Partly

(b) If YES or PARTLY please tick who in Q22 helped to resolve the situation. *Please tick all that apply*

PERSON(S) IN Q22 WHO HELPED TO RESOLVE SITUATION

a	b	c	d	e	f	g
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PLEASE GO TO Q25

Q24 If you didn't tell anyone in the workplace what was happening, please tell us why. *Please tick all that apply*

- (a) I thought I could handle the situation myself
- (b) I didn't think it was that important
- (c) I didn't think I would be believed
- (d) I didn't think anything would be done about it
- (e) I did not want to hurt / upset the person who harassed me
- (f) I was worried that everyone would find out
- (g) I thought I would be labelled a troublemaker
- (h) I thought it might affect my job or career (e.g. my promotion chances would suffer, it would make my work situation unpleasant, etc)
- (i) The person responsible was my line manager or another superior officer

Q25 Did you at any time make a formal written complaint (to your Commanding Officer)? *Please tick one box only*

- Yes *Now please go to Q27*
 No *Now please go to Q26*

Q26 Why didn't you make a formal written complaint? *Please tick all that apply*

- (a) The situation was resolved
- (b) I thought I could handle the situation myself
- (c) I didn't think it was that important
- (d) I didn't think I would be believed
- (e) I didn't think anything would be done about it
- (f) I did not want to hurt/upset the person who harassed me
- (g) I was worried that everyone would find out
- (h) I didn't want to be labelled a troublemaker
- (i) I thought it might affect my job or career (e.g. my promotion chances would suffer, it would make my work situation unpleasant, etc)
- (j) The person responsible was my line manager or another superior officer
- (k) I was persuaded not to make a formal complaint by a colleague
- (l) I was persuaded not to make a formal complaint by a superior
- (m) I did not know how to make a complaint
- (n) I thought it would take too much time and effort
- (o) I didn't want to go through the complaints procedure

IF YOU MADE A FORMAL COMPLAINT, PLEASE ANSWER Q27. IF NOT GO TO Q30

Q27 How satisfied are you with the following? *Please tick one box per statement*

- | | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied |
|--|--------------------------|------------------------------------|--------------------------|
| (a) The availability of information about how to make a complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (b) Your understanding of how to make a complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (c) Treatment of you by the people who handled the complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (d) The amount of time it took / is taking to resolve the complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (e) How well you were kept informed about the progress of your complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| (f) How well the outcome of the investigation was explained to you | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Q28 Did you suffer any negative consequences from making a formal complaint throughout the process and/or afterwards? *Please tick one box only*

- Yes *Now please go to Q29*
 No *Now please go to Q30*

Q29 If yes, please give details. *Please tick all that apply*

- + (a) I found it hard to do my job
- (b) Work became unpleasant
- (c) I had health problems
- (d) I considered leaving the Services
- +

SECTION 3 PREVENTING AND DEALING WITH SEXUAL HARASSMENT
EVERYONE TO ANSWER THIS SECTION

Q30 Do you personally believe there is a problem with sexual harassment in your Service? *Please tick one box only*

- Yes
- No

Q31 To what extent do you think your Service tries to prevent sexual harassment? *Please tick one box only*

- To a very large extent
- To a large extent
- To a moderate extent
- To a small extent
- Not at all

Q32 How effective do you think the following measures are or would be in preventing sexual harassment in your Service? *Please tick one per box statement*

	Very Effective	Effective	Neutral	Not very effective	Not effective at all	Don't know
(a) Operating a zero tolerance policy towards sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Awareness training for all personnel about sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Training for line managers about preventing sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Penalties being taken against those who sexually harass others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Penalties being taken against managers / supervisors / leaders who allow sexual harassment to continue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q33 How effective do you think the following measures are or would be in dealing with sexual harassment in your Service? *Please tick one box per statement*

+ (a) Having good information about where to go to for help

(b) Training for line managers about dealing with sexual harassment

(c) Having people who could help sort out a sexual harassment problem without me having to make a formal complaint

(d) Having a complaints procedure that works

+

Q34 Do you have any other ideas about what would be effective in stopping sexual harassment in your Service or any other comments about sexual harassment? If so please use the box below to provide details. Continue onto another sheet if necessary.

**Thank you for taking the time to complete this questionnaire.
Please return it by 18 November in the accompanying pre-paid envelope.
If you are based overseas (including Northern Ireland) you must return the envelope via
the Service mail system.**

Would you like to help further with this research?

The researchers (Schneider~Ross) would like to conduct a small number of confidential, in depth interviews with women about their experiences and opinions of sexual harassment. If you are willing to be contacted to assist with the research in this way, please contact Schneider~Ross on: +44 (0)1264 882400 and ask for Mrs Alexis Walmsley, email Alexis at alexis.w@schneider-ross.com or write to her at Schneider~Ross Limited, Manor Courtyard Offices, Quarley Manor, Grateley, Andover, Hampshire, United Kingdom, SP11 8LE

ROLES & ACKNOWLEDGMENTS

This was an independent piece of research undertaken by Schneider~Ross for the Ministry of Defence and we accept total responsibility for the analysis of the findings and conclusions outlined in this report.

We would, however, like to acknowledge the outstanding support and encouragement provided by the Ministry of Defence personnel in providing ideas and input to the research.

We would also like to put on record our appreciation for all the personnel who took part in focus group and one-to-one discussions. In a limited time, they were prepared to open up and engage in discussions about sensitive topics. This is exactly the spirit that will be required as each of the Services embrace the findings from this research.

From time-to-time we have also reviewed progress with the Equal Opportunities Commission and would particularly like to thank Alice Leonard, Sophie Buckley and Fiona Cannon for their guidance and support.

At Schneider~Ross the lead researcher was Dr Sarah Rutherford who developed the research methodology, led the analysis of the survey and wrote the report. Qualitative discussions were conducted by a highly experienced Schneider~Ross team which included Patricia Chalé, Rachael Ross, Sue Ollerearnshaw, Tony Warner and John McLellan (as well as Dr Sarah Rutherford and Robin Schneider). Alexis Walmsley worked alongside Dr Rutherford throughout the project and led on the complex management of the survey, the production of tables of results, and the liaison with GfK NOP.

We are grateful to GfK NOP for printing, distributing, processing the survey and providing the tables and SPSS files from which the data has been drawn. In particular, Corinne Moy, Chief Statistician and Julie Stevens for their input and advice throughout the project.

Karen Lindley was the calm administrative centre of the storm at Schneider~Ross and was critical in setting up all the focus group discussions and, of course, in formatting this report.

The Schneider~Ross team was initially led by Anjana Nathwani and she put things on a strong footing before bowing out due to ill health (from which we are glad to report she is now recovered) at which point Robin Schneider took up the reins and led the team through to completion.