

2022 Armed Forces Workplace and Equal Opportunity Survey

Reviewer Notes (Please read before reviewing the survey instrument):

This is a web-based survey designed to be taken online. This Word document includes programming language that describes how the survey will appear on the web, including dynamic text (i.e., text that varies for different survey takers) and skip logic (i.e., instructions about which questions are shown to which survey takers; these instructions are not visible when people take the survey but are included for programming purposes and to describe which questions are seen by which respondents).

This survey involves complex skips that limit the number of questions respondents will be asked based on their answers to previous questions. Because of these skips, we anticipate that the majority of respondents will NOT see all of the follow up questions that are included in several sections of the survey (e.g., questions regarding experiences of racial/ethnic harassment/discrimination or extremist activity). Most respondents will only see 30-50% of the items in this survey instrument. More specifically, the vast majority of respondents will see 46 questions. Depending on experiences endorsed, additional questions are shown. Virtually no respondents will receive all 99 questions, and the survey should take most respondents no more than 20-30 minutes to complete.

1. “X Date” refers to 12 months before the respondent accesses the survey. This is dynamic text that is tailored to each respondent. “Open Date” refers to the date the survey opens for fielding.
2. When you see words within brackets in question text (e.g., [on active duty][a member of the National Guard or a Reserve Component]), please interpret this as showing text that matches the corresponding military Component to the respondent. This is dynamic text tailored to each respondent based on Component.
3. All [Ask if] text refers to the survey skip logic. Any question that has this text will only be shown to those who meet the criteria within the [Ask if] text based on their responses. Any question that does not have [Ask if] text is seen by all respondents.
4. “Flag” variables refer to variables created based on the respondents’ answers to previous questions in order to denote whether or not they meet criteria for experiencing a potential racial/ethnic harassment/discrimination (INCIDENTF) or Extremist Activity (INCIDENT2F) consistent with the criteria employed by the previous WEO survey instruments for the racial/ethnic harassment/discrimination metrics developed by RAND (and used since 2015) and the criteria developed by OPA in 2021 to measure the new Congressional requirement for Extremist Activity, respectively.

Draft as of 05/13/2022

For official use only/predecisional/FOIA exempt

Important Background on the 2022 WEO Survey vs. Prior WEO Surveys

In developing this draft, we cut approximately 54 questions from the most recent WEO survey fielded by the Department (the 2019 WEOR; 153 questions down to 98). More specifically, we consolidated racial/ethnic harassment/discrimination metrics (25 individual, repetitive questions now presented within 2 grid question banks) and cut an additional 40 questions that have not been used in the creation of prevalence rates, trending, and/or are no longer necessary to collect new data for reporting. We also reduced items on 6 questions with long lists resulting in 17 additional subitems deleted. Content was added or revised in conjunction with policy offices and in response to new requirements from Congress and the Independent Review Commission on Sexual Assault in the Military (IRC).

Notable edits include:

- Removed all additional questions related to racial/ethnic harassment experiences that were initially developed by RAND but were never included in prevalence rate creation in previous WEO iterations per guidance by DoD OGC.
- Refined complaints section to elicit actionable data regarding who received the complaint, type of complaint made, satisfaction with complaint outcome for various reporting options, and resolution.
- Streamlined 12 additional survey question blocks from 2019 WEOR to improve accuracy, limit to data we use for trends, and make way for additional content.
- Replaced Hazing/Bullying metrics which are NOT currently Congressionally-required with the newly developed Extremist Activity metric which IS Congressionally-required.
- Added Gender Identity questions and modified Sexual Orientation question IAW versions approved on the 2021 WGR surveys by OMB and to be consistent with the FCSM SOGI Measurement Working Group recommendations. These questions are required by the IRC as the new requirement is for DoD to report all prevalence rates on surveys under 10 USC 481 by sexual orientation and gender identity.
- Modified Social Media Misuse questions to test a new screening metric to capture potential cyber harassment IAW IRC recommendations for the DoD to measure the prevalence of cyber harassment in surveys.
- Expanded Additional Background Information to capture experiences of other potential MEO violations (e.g., religious, sexual orientation, and gender identity discrimination) to inform policies and programs for other at risk populations.
- Replaced PCH 8 for depression and GAD 6 for anxiety scales with the PCH 2 and GAD 2 items currently used on Census Pulse Surveys to streamline content and facilitate civilian comparisons.
- Added questions and skip patterns to combine the Active and Reserve Component survey instruments into one for this combined fielding. Thus, those items will only be administered to respondents in the respective Components instead of to ALL respondents.

Research Questions for the 2022 WEO Survey

High priority research questions guiding this data collection to meet Congressional and policy reporting requirements are **bolded below**. Most of the new metrics added/modified come from validated scales and were only added to fulfill new reporting requirements (e.g., extremist activity, cyber harassment, and SOGI). Additionally, comments are used to provide additional background on specific questions (e.g, scale references, how the results are used).

1. **What is the prevalence of racial/ethnic harassment/discrimination, in the Armed Forces (existing Congressional requirement)? (Q22—Q25) Are these trends changing over time? (Q1—Q5, Q6—Q7, Q89) If trends are changing, do we suspect that workplace climate (e.g., inclusion, cohesion, leadership, civility norms, workplace hostility, unit climate, reporting climate) explains these changes? (Q14—Q15, Q20—Q21, Q36, Q64—Q66, Q72—Q75)**
2. **What are the circumstances surrounding experiences of racial/ethnic harassment/discrimination (e.g., who, what, when, where, and impacts) that could be targeted for prevention and intervention (policy requirement)? (Q27—Q33)**
3. **How effective are current processes for responding to racial/ethnic harassment/discrimination complaints (existing Congressional Requirement)? (Q37—Q51)**
4. **What is the prevalence of exposure to extremist activity in the Armed Forces (new Congressional requirement)? (Q76—Q79) What are the circumstances surrounding such experiences and are they reported? (Q80—Q88)**
5. **Does cyber harassment occur in the Armed Forces (new IRC requirement being evaluated)? (Q67—Q68)**
6. **What percent of military members perceive experiencing other forms of harassment or discrimination tied to protected classes (e.g., religion, sexual orientation, and gender identity; policy requirement)? (Q26, Q91, Q93, Q96) To effectively assess these questions and report data out by these reporting categories, demographic information for religious preference (Q90), sexual orientation (Q92), and gender identity (Q94—Q95) must be collected. New/Modified SOGI questions added that align with the FCSM SOGI Measurement Committee’s recommendation and helpful meet a new IRC requirement to report out rates generated on WEO surveys by SOGI.**
7. **What are the impacts of experiencing any of the prohibited behaviors assessed on this survey on key readiness and retention outcomes (e.g., retention intentions, morale, preparedness, job satisfaction, depression, anxiety; policy requirement)? (Q8—Q13, Q16—Q19, Q35) We modified questions for depression and anxiety to align with Census Pulse Surveys and used readiness and retention indicators approved by OMB on other military surveys.**
8. **What are the correlates of experiencing any of the prohibited behaviors assessed on this survey (e.g., inclusion, cohesion, leadership, civility norms, workplace hostility, unit climate, reporting climate) that can be targeted with prevention programming (existing Congressional and policy requirement)? (Q14—Q15, Q20—Q21, Q36, Q64—Q66, Q72—Q75) These validated scales have been used on other OPA surveys recently approved by OMB, but must be added here as well to determine their alignment with the problematic behaviors assessed on this particular survey.**
9. **How effective are current policies around improving racial/ethnic relations (Q52—Q55), training (Q69—Q71), and reporting knowledge (Q56) (existing Congressional requirement)?**

10. What is the prevalence of problematic attitudes that can threaten diversity, equity, and inclusion efforts (policy requirement)? (Q57—Q63)

Agency Disclosure Notice (ADN)

OMB CONTROL NUMBER: 0704-XXXX

OMB EXPIRATION DATE: XX/XX/XXXX

The public reporting burden for this collection of information, 0704-WEOS, is estimated to average 30 minutes per response, including the time for reviewing the instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

YOUR BACKGROUND

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank.

Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

Remember that your answers are confidential.

SRELIG

1. **Were you [on active duty][a member of the National Guard or a Reserve Component] on OPENDATE?**

2 Yes

1 No, I was separated or retired

2. **[Ask if [POPFLG] = "Active Duty" and [CSERVICE] = "Air Force"] Are you currently serving as a member of the Space Force? Mark one.**

Yes

No

3. **[Ask if [POPFLG] = "Active Duty"] In the past 12 months, have you been deployed longer than 30 consecutive days?**

Yes, currently deployed

Yes, deployed in the past 12 months, but not currently deployed

No

SRHISPA1

4. **Are you Spanish/Hispanic/Latino?**

1 No, not Spanish/Hispanic/Latino

2 Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

SRRACEA SRRACEB SRRACEC SRRACED SRRACEE

5. **What is your race? Mark one or more races to indicate what race you consider yourself to be.**

American Indian or Alaska Native

Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

Black or African American

Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

White

ACTIVATION/DEPLOYMENT STATUS

In this survey, the term **“activation”** refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under Title 10 for Full Mobilization, Voluntary Active Duty, Partial Mobilization, or Presidential Callup, National Guard members on Full-Time National Guard Duty in a Title 32 status providing operational support, or National Guard members on State Active Duty. **It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members performing inactive duty for training (IDT), or members performing annual training.**

6. **[Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] In the past 12 months, have you been... Mark “Yes” or “No” for each item. Please include activations that started more than 12 months ago and continued into the past 12 months.**

	Yes	No
a. Federally activated (in a Title 10 status)? <i>If you have been Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select “No.”</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Activated in a Title 32 status?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. [Ask if [POPFLG] = "National Guard" only] Activated for State Active Duty?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SRACTDEPLOY

7. **[Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] and any Q6 = "Yes"] Did any of your activations in the past 12 months result in deployment?**

Yes, currently deployed

Yes, deployed in the past 12 months, but not currently deployed

SATISFACTION AND RETENTION INTENTION

RETINT1

8. Suppose that you have to decide whether to [stay on active duty][continue to participate in the National Guard/Reserve]. Assuming you could stay, how likely is it you would choose to do so?

- 5 Very likely
- 4 Likely
- 3 Neither likely nor unlikely
- 2 Unlikely
- 1 Very unlikely

SATOVER

9. Overall, how satisfied are you with the military way of life?

- 5 Very satisfied
- 4 Satisfied
- 3 Neither satisfied nor dissatisfied
- 2 Dissatisfied
- 1 Very dissatisfied

WELL-BEING

GENHEALTH

10. In general, would you say your health is...?

- 5 Excellent
- 4 Very good
- 3 Good
- 2 Fair
- 1 Poor

11. Over the last two weeks, how often have you been bothered by any of the following problems? *Mark one answer for each item.*

	Nearly every day
	More than half the days
	Several days
	Not at all
a. Little interest or pleasure in doing things.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Feeling down, depressed, or hopeless.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

	Nearly every day
	More than half the days
	Several days
	Not at all
c. Feeling nervous, anxious, or on edge	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. Not being able to stop or control worrying	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

YOUR MILITARY WORKPLACE

SRUNIT

12. How long have you been in your present military unit? To indicate less than one year, enter "0".

Year(s)

UNITRE

13. Are you currently assigned to a unit where military members from your racial/ethnic background are uncommon (less than 10% of your military coworkers)?

- 2 Yes
- 1 No

The next questions ask about actions that your immediate supervisor at your military job may or may not currently exhibit.

IMSUPACTA IMSUPACTB IMSUPACTC IMSUPACTD IMSUPACTE IMSUPACTF

14. How much do you agree or disagree that the action describes your immediate supervisor? *Mark one answer for each item.*

	1 Strongly disagree
	2 Disagree
	3 Neither agree nor disagree
	4 Agree
	5 Strongly agree
a. Promotes understanding of similarities and differences among unit members.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Urges unit members to share different views when discussing hard topics.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Allows less popular viewpoints to be respectfully expressed.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

1 Strongly disagree					
2 Disagree					
3 Neither agree nor disagree					
4 Agree					
5 Strongly agree					
d. Acknowledges unit member ideas even if they are not included in the final decision.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Checks to see if unit members are tracking information.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Communicates information clearly to unit members.. ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Ensures critical information reaches the entire unit.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

15. How much do you agree or disagree that the action describes your immediate supervisor? *Mark one answer for each statement.*

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
a. Fosters your trust.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Ensures that all assigned personnel are treated fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Evaluates your work performance fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Enforces standards equally across all unit members.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Avoids showing favoritism when assigning tasks.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Addresses all unit members in the same way to avoid perceptions of preferential treatment.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

ORGWRKC ORGWKE/ORGWRK2A ORGWK2B

16. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

1 Strongly disagree					
2 Disagree					
3 Neither agree nor disagree					
4 Agree					
5 Strongly agree					
a. The people in your unit tend to get along.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You are satisfied with the relationships you have with your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

MILWRK2A MILWRK2B MILWRK2C

17. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each statement.*

1 Strongly disagree					
2 Disagree					
3 Neither agree nor disagree					
4 Agree					
5 Strongly agree					
a. Your work makes good use of your skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You like the kind of work you do.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You are satisfied with your job as a whole.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PREPAREA PREPAREB

18. Overall, how well prepared... *Mark one answer for each item.*

1 Very poorly prepared					
2 Poorly prepared					
3 Neither well nor poorly prepared					
4 Well prepared					
5 Very well prepared					
a. Are <u>you</u> to perform your wartime job?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Is <u>your military unit</u> to perform its wartime mission?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

MORALEA MORALEB

19. How would you rate... *Mark one answer for each item.*

	1	Very low			
	2	Low			
	3	Moderate			
	4	High			
	5	Very high			
a. Your current level of morale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of morale in your military unit?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. How much do you agree or disagree with the following statements about your military unit? *Mark one answer for each statement.*

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. Members in your unit work well together as a team. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Members in your unit trust each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Rude behavior is not accepted by your coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Angry outbursts are not tolerated by anyone in your unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Respectful treatment is the norm in your unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your coworkers make sure everyone in your unit is treated with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WRKPROBA WRKPROBB WRKPROBC WRKPROBD WRKPROBE WRKPROBF

21. How often during the past 12 months have you had experiences where military coworkers or military supervisors... *Mark one answer for each item.*

	5	Very often			
	4	Often			
	3	Sometimes			
	2	Once or twice			
	1	Never			
a. Did not provide you with information or assistance when needed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Were excessively harsh in their criticism of your work performance?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Took credit for your work or ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gossiped/talked about you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Used insults, sarcasm, or gestures to humiliate you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Yelled when they were angry with you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WORKPLACE EXPERIENCES

INTROTEXT

In this section, you will be asked about **upsetting or offensive things that someone from your military workplace might have said or done that were related to your or another's race/ethnicity.** The questions ask about things that happened **AFTER [X Date]**.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

When a question says "someone from work," please include any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.

These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your military work.

Do not include experiences that happened in a nonmilitary job.

Again, all of your answers are confidential and we encourage you to protect your privacy by ensuring other people don't see your screen.

“Someone from work” includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

HEXPA HEXPB HEXPC HEXPD HEXPE HEXPF HEXPG HEXPH
HEXPI HEXPJ HEXPK HEXPL

22. Since [X Date], did someone from work make you uncomfortable, angry, or upset by... Mark “Yes” or “No” for each item.

	1	No
	2 Yes	
a. Telling racial/ethnic jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Using an offensive racial/ethnic term?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Claiming that their race/ethnicity is better than others?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Displaying something that threatens or insults a racial/ethnic group? <i>This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Insulting your racial/ethnic group?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Using a stereotype about your racial/ethnic group? <i>Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Making a comment about a physical characteristic of your racial/ethnic group? <i>This might be, for example, a comment about your skin color, height, hair, or eye shape.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Making a comment about the way people in your racial/ethnic group talk?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Showing you a lack of respect because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Excluding you from an activity because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Threatening or physically assaulting you because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Directing an offensive action or comment at <u>someone else</u> because of their race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

RHF2

23. [Ask if (Q22 a = "Yes" OR Q22 b = "Yes" OR Q22 c = "Yes" OR Q22 d = "Yes" OR Q22 e = "Yes" or Q22 f = "Yes" OR Q22 g = "Yes" OR Q22 h = "Yes" OR Q22 i = "Yes" OR Q22 j = "Yes" OR Q22 k = "Yes" OR Q22 l = "Yes")]

Thinking about the workplace experiences that made you uncomfortable, angry, or upset, was the upsetting or offensive behavior(s) directed at...

- 1 Your racial/ethnic group?
- 2 Someone else's racial/ethnic group?
- 3 Both your racial/ethnic group and another racial/ethnic group?

The next questions ask if someone from work or the military treated you unfairly because of your race/ethnicity and if they would have treated someone of a different race/ethnicity better.

“Someone from work” includes any person you have contact with as part of your military duties.

DEXPA DEXPB DEXPC DEXPD DEXPE DEXPF DEXPG DEXPH
DEXPI DEXPJ DEXPK DEXPL

24. Since [X Date], did someone... Mark “Yes” or “No” for each item.

	1	No
	2 Yes	
a. Give you a lower military performance evaluation because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Make it harder for you to get a military award because of your race/ethnicity? <i>This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Make it harder for you to get a military promotion because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? <i>For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Assign you to an undesirable military unit, installation, or country because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Assign you to either an undesirable or unimportant military task because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Give you an unfair military training evaluation or rating because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Deny your military leave, pass, or liberty request because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Punish you unfairly because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	1	No
	2	Yes
k. Provide worse service or fewer benefits to you because of your race/ethnicity? <i>The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Restrict your options for scheduling your military requirements because of your race/ethnicity? <i>For example, scheduling drill days or military training.</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Based on your answers earlier, it appears that, in the past 12 months, at least one person from your military workplace or the military acted in a way that created an upsetting or unfair work environment.

You may have experienced more than one situation. Please think about the one situation or set of related events since [X Date] that bothered you the most. The next questions will ask for additional information about this situation.

ONESIT2A ONESIT2B ONESIT2C ONESIT2D ONESIT2E ONESIT2F ONESIT2G ONESIT2H ONESIT2I ONESIT2J ONESIT2K ONESIT2L ONESIT2M ONESIT2N ONESIT2O ONESIT2P ONESIT2Q ONESIT2R ONESIT2S ONESIT2T ONESIT2U ONESIT2V ONESIT2W ONESIT2X

25. [Ask if [INCIDENTF] = "Yes" AND MATCHING ITEM = "Yes"] Which of the following experiences happened during the upsetting situation that bothered you the most? Mark "Yes" or "No" for each item.

	1	No
	2	Yes
a. Told racial/ethnic jokes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Used an offensive racial/ethnic term	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Claimed that their race/ethnicity is better than others	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Displayed something that threatens or insults a racial/ethnic group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Insulted your racial/ethnic group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Used a stereotype about your racial/ethnic group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made a comment about a physical characteristic of your racial/ethnic group ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Made a comment about the way people in your racial/ethnic group talk	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Showed you a lack of respect because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Excluded you from an activity because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Threatened or physically assaulted you because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Directed an offensive action or comment at <u>someone else</u> because of their race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Gave you a lower military performance evaluation because of your race/ethnicity .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	1	No
	2	Yes
n. Made it harder for you to get a military award because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Made it harder for you to get a military promotion because of your race/ethnicity ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Assigned you to either an undesirable or unimportant military task because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
t. Gave you an unfair military training evaluation or rating because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
u. Denied your military leave, pass, or liberty request because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
v. Punished you unfairly because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
w. Provided worse service or fewer benefits to you because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
x. Restricted your options for scheduling your military requirements because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

26. [Ask if [INCIDENTF] = "Yes"] Would you consider this upsetting situation to be harassment or discrimination based on your... Mark all that apply.

- Race?
- Color?
- National Origin?
- Religion?
- Sex (including pregnancy)?
- Gender Identity?
- Sexual Orientation?
- None of the above
- Does not apply; I do not consider this upsetting situation to be harassment or discrimination

27. [Ask if [INCIDENTF] = "Yes"] Thinking about this situation, about how long did this upsetting situation continue?

- It happened one time
- About one week
- About one month
- A few months
- A year or more

REH1OCCURA REH1OCCURB REH1OCCURC REH1OCCURD
REH1OCCURE REH1OCCURF REH1OCCURG REH1OCCURH

28. [Ask if [INCIDENTF] = "Yes"] Thinking about this upsetting situation, did it ever occur... Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."

	1	2	No	Yes
a. At a military installation/ship, armory, or another military work location [(for example, on base, on shore duty, etc.)], armory, National Guard or Reserve unit site, or another military work location]?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. While you were in a delayed entry program (DEP) or delayed training program (DTP)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. While you were in recruit training/basic training?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. While you were in Officer Candidate or Training School or Basic or Advanced Officer Course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. [Ask if [POPFLG] = "National Guard"] While you were activated for State Active Duty?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. [Ask if [POPFLG] = "Active"] While you were in any other type of military combat training?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. While at an official military function (either on- or off-base)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. While you were at a non-work location on-base (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Online on social media or via other electronic communications?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REH1WHENA REH1WHENB REH1WHENC REH1WHEND
REH1WHENE REH1WHENF REH1WHENG REH1WHENH
REH1WHENI

29. [Ask if [INCIDENTF] = "Yes"] When did this upsetting situation occur? Mark all that apply.

- While you were at work during duty hours
- While you were out with friends or at a party that was not an official military function
- [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While you were performing a drill period (inactive duty training [IDT])
- [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)
- [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While you were activated in a Title 10 (Federal Authority) status
- While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay
- While you were on TDY/TAD, at sea, or during field exercises/alerts
- None of the above
- Do not recall

REH1NUM

30. [Ask if [INCIDENTF] = "Yes"] How many people were involved in this upsetting situation?

- 1 One person
- 2 More than one person

REH1GEN

31. [Ask if [INCIDENTF] = "Yes"] Was/Were the person(s) involved...

- 1 All men?
- 2 All women?
- 3 A mix of men and women?

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

REH1RACEA REH1RACEB REH1RACEC REH1RACED
REH1RACEE REH1RACEF REH1RACEG REH1RACEH

32. [Ask if [INCIDENTF] = "Yes"] How many offender(s) of each racial/ethnic group were involved in this upsetting situation? *Mark one answer for each item.*

	2 At least one	
	1 None	
a. Spanish/Hispanic/Latino	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. American Indian or Alaska Native	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Black or African American	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. White	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Multiracial/ethnic individual(s)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Unknown race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1EMPA REH1EMPB REH1EMPC REH1EMPD REH1EMPE
REH1EMPF

33. [Ask if [INCIDENTF] = "Yes"] Was/Were any of the person(s) who did this to you... *Mark one answer for each item.*

	3 Do not know		
	2 No		
	1 Yes		
a. Military member(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. DoD civilian employee(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. DoD contractor(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone else working for the DoD?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A civilian from the local community?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Unknown person(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1RANKA REH1RANKB REH1RANKC REH1RANKD
REH1RANKE REH1RANKF REH1RANKG REH1RANKH
REH1RANKI REH1RANKJ REH1RANKK

34. [Ask if [INCIDENTF] = "Yes" AND (Q33 a = "Yes" OR Q33 b = "Yes" OR Q33 c = "Yes" OR Q33 d = "Yes" OR Q33 e = "Yes" OR Q33 f = "Yes")] **At the time of this upsetting situation, was/were any of the person(s)...** *Mark all that apply.*

- Your immediate military supervisor?
- Someone else in your chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member **not in your unit**?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you **not in your unit**?
- Subordinate(s) or someone you manage as part of your military duties?
- Someone in the same occupational specialty (for example, MOS, AFSC, rating, or designation) as you?
- Non-military leaders?
- Non-military coworkers?
- None of the above
- Not sure

REH1REACTA REH1REACTB REH1REACTC REH1REACTD
REH1REACTE REH1REACTF REH1REACTG REH1REACTH
REH1REACTI

35. [Ask if [INCIDENTF] = "Yes"] **Thinking about this upsetting situation...** *Mark "Yes" or "No" for each item.*

	1 No	
	2 Yes	
a. Did it make you take steps to leave the military unit where it occurred?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Did it make you take steps to leave or separate from the military?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Did it make it hard to do your job or complete your work?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Did it negatively affect your performance evaluation(s) or promotion opportunities? .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Did it cause arguments in the workplace or damage workgroup cohesion?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Did it negatively impact your mental health?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Did it negatively impact your physical health?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Hazing: Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position, or as a condition of continued membership in, any military or DoD civilian organization.

Bullying: Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

36. [Ask if [INCIDENTF] = "Yes"] Based on the definitions above, would you describe this upsetting situation as... Mark "Yes" or "No" for each item.

	1 No	
	2 Yes	
a. Hazing?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1DISCA REH1DISCB REH1DISCC REH1DISCD

37. [Ask if [INCIDENTF] = "Yes"] Thinking about this upsetting situation, did you discuss it with... Mark "Yes" or "No" for each item.

	1 No	
	2 Yes	
a. The person(s) who did this to you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in your unit?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your friends or family outside of your unit?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A chaplain, counselor, or medical person?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1COMPA REH1COMPB REH1COMPC REH1COMPD REH1COMPE

38. [Ask if [INCIDENTF] = "Yes"] Did you make a complaint about this upsetting situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item. Mark "Yes" if you discussed this situation with any of these individuals or organizations, even if you did not make a formal complaint.

	1 No	
	2 Yes	
a. Someone in your chain of command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the chain of command of the offender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	1 No	
	2 Yes	
c. Military equal opportunity (MEO) staff or office assigned to receive MEO complaints	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. SHARP staff or office.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Inspector General's office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A military hotline dedicated to receive MEO or SHARP complaints.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1WHY2A REH1WHY2B REH1WHY2C REH1WHY2D REH1WHY2E REH1WHY2F REH1WHY2G REH1WHY2H REH1WHY2I REH1WHY2J

39. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] What were your reasons for making a complaint about this upsetting situation? Mark all that apply.

- To prevent it from happening again
- To prevent it from happening to someone else
- To punish the person
- To make your chain of command situationally aware
- To reduce any impact on your evaluation or promotion
- To make your military work environment a better place
- To transfer yourself or the offender out of your unit
- It was the right thing to do
- To train the offender (for example, allow the offender to learn from their mistake, receive remedial training/sensitivity training)
- Some other reason

DoD provides three types of military equal opportunity (MEO) reporting options:

- **Anonymous complaints** are received by a commanding officer, supervisor, or other staff designated to receive such complaints that allow for reporting of harassment without requiring the individual to divulge any personally identifiable information about himself or herself.
- **Informal complaints** are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.
- **Formal complaints** are allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.

REH1CMPTYP

40. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] **What type of complaint did you make?**

- 1 Anonymous complaint
- 2 Informal complaint
- 3 Formal complaint
- 4 Not sure

REH1CMPTME

41. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] **How soon after this upsetting situation did you make your complaint?**

- 1 Within 48 hours
- 2 Within 3–7 days
- 3 Within 8–30 days
- 4 More than 30 days after the situation occurred

REH1INVA REH1INVB

42. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes") AND (Q40 = "Informal complaint" OR Q40 = "Formal complaint" OR Q40 = "Not sure")] **Were you notified when the investigation was... Mark "Yes" or "No" for each item.**

	1 No
	2 Yes
a. Initiated?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Completed?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

REH1REPSUB

43. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes") AND (Q40 = "Informal complaint" OR Q40 = "Formal complaint" OR Q40 = "Not sure")] **Was your complaint substantiated (for example, found to be supported)?**

- 1 Yes
- 2 No
- 3 They were unable to determine whether your complaint was substantiated or not
- 4 Does not apply; I do not know the outcome of my complaint
- 5 Does not apply; it is still in process

REH1RSLVD

44. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes") AND Q40= "Informal complaint" OR Q40 = "Formal complaint" OR Q40 = "Not sure") AND (Q43 = "Yes" OR Q43 = "No" OR Q43 = "They were unable to determine whether your complaint was substantiated or not")] **How long did it take for your complaint to be resolved?**

- 1 Within 48 hours
- 2 Within 3–7 days
- 3 Within 8–30 days
- 4 More than 30 days after the complaint was filed

REH1CMPACTA REH1CMPACTB REH1CMPACTC
REH1CMPACTD REH1CMPACTE REH1CMPACTF
REH1CMPACTG REH1CMPACTH REH1CMPACTI REH1CMPACTJ
REH1CMPACTK REH1CMPACTL

45. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] **What actions were taken in response to your complaint? Mark one answer for each item.**

	3 Do not know
	2 No
	1 Yes
a. The person you told took no action..	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. The rules on harassment were explained to everyone.	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Someone talked to the person(s) to ask them to change their behavior...	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

	3 Do not know		
	2 No		
	1 Yes		
d. Your work station, schedule, or duties were changed to help you avoid the person(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The person(s) who did the upsetting behavior(s) was/were moved or reassigned so that you did not have as much contact with them.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. There was some official career action taken against the person(s) for their upsetting behavior. For example, a negative evaluation/fitness report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. The person(s) stopped their upsetting behavior.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You were encouraged to drop the issue.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You were discouraged from filing a formal complaint.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. The person(s) who did the upsetting behavior(s) took action against you for making a complaint. For example, their upsetting behavior became worse or they threatened you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Your coworkers treated you worse, avoided you, or blamed you for the problem.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Someone in your chain of command punished you for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	1 Very dissatisfied				
	2 Dissatisfied				
	3 Neither satisfied nor dissatisfied				
	4 Satisfied				
	5 Very satisfied				
c. Availability of information about support resources ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treatment by personnel handling your complaint....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Amount of time it took/is taking to resolve your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. How well you were/are kept informed about the progress of your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. The complaint process overall	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1SATCMPSP

[Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes") AND ((Q46 a = "Dissatisfied" OR Q46 a = "Very dissatisfied") OR (Q46 b = "Dissatisfied" OR Q46 b = "Very dissatisfied") OR (Q46 c = "Dissatisfied" OR Q46 c = "Very dissatisfied") OR (Q46 d = "Dissatisfied" OR Q46 d = "Very dissatisfied") OR (Q46 e = "Dissatisfied" OR Q46 e = "Very dissatisfied") OR (Q46 f = "Dissatisfied" OR Q46 f = "Very dissatisfied") OR (Q46 g = "Dissatisfied" OR Q46 g = "Very dissatisfied") OR (Q46 h = "Dissatisfied" OR Q46 h = "Very dissatisfied"))] **Please specify why you were dissatisfied with aspect(s) of the complaint process. Please do not include any personally identifiable information (PII) that could identify yourself or others.**

REH1SATA-F /REH1SATCMPA REH1SATCMPB REH1SATCMPC
 REH1SATCMPD REH1SATCMPE REH1SATCMPF REH1SATCMPI
 REH1SATCMPH

46. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] How satisfied or dissatisfied were you with the following aspects of the complaint process? *Mark one answer for each item.*

	1 Very dissatisfied				
	2 Dissatisfied				
	3 Neither satisfied nor dissatisfied				
	4 Satisfied				
	5 Very satisfied				
a. Availability of information about how to follow-up on a complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Availability of information about the complaint process and timeliness	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1OUTSAT/REH1OUTCSAT

47. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "Yes" OR Q38 b = "Yes" OR Q38 c = "Yes" OR Q38 d = "Yes" OR Q38 e = "Yes" OR Q38 f = "Yes")] AND (Q40 = "Informal complaint" OR Q40 = "Formal complaint" OR Q40 = "Not sure") AND (Q43 = "Yes" OR Q43 = "No" OR Q43 = "They were unable to determine whether your complaint was substantiated or not")] **How satisfied or dissatisfied were you with the outcome of your complaint?**

- 5 Very satisfied
 4 Satisfied
 3 Neither satisfied nor dissatisfied
 2 Dissatisfied
 1 Very dissatisfied

You indicated that you did not make a complaint about this upsetting situation.

REH1NOCMPA REH1NOCMPB REH1NOCMPC REH1NOCMPD
 REH1NOCMPE REH1NOCMPF REH1NOCMPG REH1NOCMPH
 REH1NOCMPI REH1NOCMPJ REH1NOCMPK REH1NOCMPL
 REH1NOCMPM REH1NOCMPN REH1NOCMPO REH1NOCMPP

48. [Ask if [INCIDENTF] = "Yes" AND (Q38 a = "No" OR Q38 b = "No" OR Q38 c = "No" OR Q38 d = "No" OR Q38 e = "No") AND (Q38 a <> "Yes" AND Q38 b <> "Yes" AND Q38 c <> "Yes" AND Q38 d <> "Yes" AND Q38 e <> "Yes" and Q38 f <> "Yes")] **What were your reasons for not making a complaint about this upsetting situation? *Mark all that apply.***

- The offensive behavior stopped on its own
 You asked the person to stop and they did
 You did not know how to make a complaint
 You thought it was not serious enough to make a complaint
 You felt uncomfortable making a complaint
 You did not think anything would be done
 You did not think you would be believed
 You did not trust the process would be fair
 You thought it would make your work situation unpleasant
 You thought it might hurt your performance evaluation/fitness report or your career
 You were worried about negative consequences from the person(s) who acted this way
 You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, or labeled as a troublemaker)
 You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, or labeling you as a troublemaker)
 You took other actions to handle the situation.
 Some other reason

REH1RSLV

49. [Ask if [INCIDENTF] = "Yes"] **Was this upsetting situation resolved?**

- 2 Yes
 1 No

REH1EXPA REH1EXPB

50. [Ask if [INCIDENTF] = "Yes"] As a result of this upsetting situation, did you experience any... Mark one answer for each item.

	3 Do not know		
	2 No		
	1 Yes		
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REH1SAMCMP

51. [Ask if [INCIDENTF] = "Yes" AND ((Q38 a = "Yes" OR Q38 a = "No") OR (Q38 b = "Yes" OR Q38 b = "No") OR (Q38 c = "Yes" OR Q38 c = "No") OR (Q38 d = "Yes" OR Q38 d = "No") OR (Q38 e = "Yes" OR Q38 e = "No") OR (Q38 f = "Yes" OR Q38 f = "No"))] In retrospect, would you make the same decision about making a complaint if you could do it over?

- 2 Yes
- 1 No

MILATTAREA MILATTAREB

53. Do you feel that... Mark one answer for each item.

	3 Too little attention		
	2 The right amount of attention		
	1 Too much attention		
a. The <u>military</u> has paid too much or too little attention to racial/ethnic harassment and discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your <u>immediate supervisor</u> has paid too much or too little attention to racial/ethnic harassment and discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PROMOTE

54. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

- 1 The same?
- 2 Better?
- 3 Worse?

/RATEMUA RATEMUB RATEMUC RATEMUD

55. In your military unit, to what extent... Mark one answer for each item.

	5 Very large extent				
	4 Large extent				
	3 Moderate extent				
	2 Small extent				
	1 Not at all				
a. Would members feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Would people be stopped from getting away with racial/ethnic harassment and discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PERSONNEL POLICY AND PRACTICES

The next questions ask about your perceptions of military personnel policy and practices.

EFFORTA EFFORTB EFFORTC

52. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? Mark one answer for each item.

	3 Do not know		
	2 No		
	1 Yes		
a. Senior leadership of my [Service] [National Guard/Reserve component]	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Senior leadership of my installation/ship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. My immediate military supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

MDSRPA MDSRPB MDSRPC MDSRPD

56. At your military duty station... Mark "Yes" or "No" for each item.

	1 No
	2 Yes
a. Would you know how to report experiences of <u>racial/ethnic harassment</u> ? .	<input type="checkbox"/> <input type="checkbox"/>
b. Would you know how to report experiences of <u>racial/ethnic discrimination</u> ?	<input type="checkbox"/> <input type="checkbox"/>
c. Would you know how to report experiences of <u>extremist activity</u> ?.....	<input type="checkbox"/> <input type="checkbox"/>
d. Is the availability of reporting hotlines publicized enough?	<input type="checkbox"/> <input type="checkbox"/>

SOCIAL PERCEPTIONS

COMFORT2A COMFORT2B

57. To what extent do you feel comfortable... Mark one answer for each item.

	5 Very large extent
	4 Large extent
	3 Moderate extent
	2 Small extent
	1 Not at all
a. Interacting with people from different racial/ethnic groups?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
b. Interacting with people with different religious beliefs than you?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

COMFORT3A COMFORT3B COMFORT3C COMFORT3D

58. To what extent do you feel... Mark one answer for each item.

	5 Very large extent
	4 Large extent
	3 Moderate extent
	2 Small extent
	1 Not at all
a. Pressure from military members not to socialize with members of other racial/ethnic groups?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
b. The need to watch what you say when with people from different racial/ethnic groups?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

	5 Very large extent
	4 Large extent
	3 Moderate extent
	2 Small extent
	1 Not at all
c. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
d. Pressure from military members to avoid socializing with members with different religious beliefs?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

SOCIETYA SOCIETYB SOCIETYC SOCIETYD SOCIETE SOCIETYF SOCIETYG SOCIETYH

59. Please indicate how much you favor or oppose each idea below. You can work quickly; your first feeling is generally best. Mark one answer for each item.

	7 Strongly favor
	6 Moderately favor
	5 Somewhat favor
	4 Neither oppose nor favor
	3 Somewhat oppose
	2 Moderately oppose
	1 Strongly oppose
a. An ideal society requires some groups to be on top and others to be on the bottom.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
b. Some groups of people are simply inferior to other groups.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
c. No one group should dominate in society.....	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
d. Groups at the bottom are just as deserving as groups at the top.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
e. Group equality should <u>not</u> be our primary goal.....	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

7 Strongly favor							
6 Moderately favor							
5 Somewhat favor							
4 Neither oppose nor favor							
3 Somewhat oppose							
2 Moderately oppose							
1 Strongly oppose							
f.	It is unjust to try to make groups equal.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	We should do what we can to equalize conditions for different groups.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h.	We should work to give all groups an equal chance to succeed.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

WORKPREF

60. Which statement best describes you?

- 1 I strongly prefer working with members of my racial/ethnic group over members of other racial/ethnic groups.
- 2 I moderately prefer working with members of my racial/ethnic group over members of other racial/ethnic groups.
- 3 I slightly prefer working with members of my racial/ethnic group over members of other racial/ethnic groups.
- 4 I prefer working with members of my racial/ethnic group and other racial/ethnic groups equally.
- 5 I slightly prefer working with members of other racial/ethnic groups over members of my racial/ethnic group.
- 6 I moderately prefer working with members of other racial/ethnic groups over members of my racial/ethnic group.
- 7 I strongly prefer working with members of other racial/ethnic groups over members of my racial/ethnic group.

DIVERSITY1A DIVERSITY1B DIVERSITY1C DIVERSITY1D
DIVERSITY1E DIVERSITY1F DIVERSITY1G

61. How much do you agree or disagree with the following statements about diversity in your Service? Mark one answer for each item.

1 Strongly disagree						
2 Disagree						
3 Neither agree nor disagree						
4 Agree						
5 Strongly agree						
a.	I support my Service's diversity efforts.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	Diversity initiatives positively affect my Service.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	Diversity is important to building a quality force.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	Diversity will benefit everyone.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	Diversity will unify personnel.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	Diversity will lower my Service's standards.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	I am personally committed to diversity.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DIVERSITYUA DIVERSITYUB DIVERSITYUC DIVERSITYUD
DIVERSITYUE DIVERSITYUF DIVERSITYUG DIVERSITYUH
DIVERSITYUI

62. How much do you agree or disagree with the following statements about diversity in your military unit? Mark one answer for each item.

1 Strongly disagree						
2 Disagree						
3 Neither agree nor disagree						
4 Agree						
5 Strongly agree						
a.	Members are treated as valued members of the team without losing their unique identities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	I feel excluded by my unit because I am different.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	Within my unit, I am encouraged to offer ideas on how to improve operations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	Members in my unit are empowered to make work-related decisions on their own.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

1 Strongly disagree				
2 Disagree				
3 Neither agree nor disagree				
4 Agree				
5 Strongly agree				

e. Outcomes (for example, training opportunities, awards, recognition) are fairly distributed among members of my unit.

f. The decision-making processes that impact my unit are fair.

g. Racial slurs, comments, and/or jokes are used in my unit.

h. Sexist slurs, comments, and/or jokes are used in my unit.

i. I believe I can use my chain of command to address concerns about discrimination without fear of retaliation or reprisal.

DUTYSTA DUTYSTB DUTYSTC

64. At your military duty station, to what extent... **Mark one answer for each item.**

5 Very large extent				
4 Large extent				
3 Moderate extent				
2 Small extent				
1 Not at all				

a. Are racist/extremist organizations or individuals a problem?

b. Are hate crimes a problem?

c. Are gangs a problem?

EXTWILLREA EXTWILLREB EXTWILLREC

63. To what extent are you willing to... **Mark one answer for each item.**

1 Not at all				
2 Small extent				
3 Moderate extent				
4 Large extent				
5 Very large extent				

a. Point out to someone when you think they "crossed the line" with racial/ethnic-related comments or jokes?

b. Encourage others to point out to someone when they think he or she "crossed the line" with racial/ethnic related comments or jokes?

c. Seek help from the chain of command in confronting other Service members who continue to engage in racial/ethnic harassment after having been previously spoken to?

LOCALA LOCALB LOCALC

65. In the local community around your military duty station, to what extent... **Mark one answer for each item.**

5 Very large extent				
4 Large extent				
3 Moderate extent				
2 Small extent				
1 Not at all				

a. Are racist/extremist organizations or individuals a problem?

b. Are hate crimes a problem?

c. Are gangs a problem?

66. How much do you agree or disagree with the following statements? **Mark one answer for each item.**

1 Strongly disagree				
2 Disagree				
3 Neither agree nor disagree				
4 Agree				
5 Strongly agree				

a. Racial/Ethnic minority members in the military face challenges or barriers that constrain their ability to perform their duties that their non-minority peers do not face.

	1 Strongly disagree				
		2 Disagree			
			3 Neither agree nor disagree		
				4 Agree	
					5 Strongly agree

b. Racial/Ethnic minority members in the military have to work harder than their non-minority peers to prove they are competent at their job.

c. To be successful in my unit, racial/ethnic minority members feel like they must conform to behave more like non-minority peers.

d. In my unit, racial/ethnic minority members are more likely to receive administrative disciplinary actions (for example, LOCs, LOAs, LORs) than non-minority peers for the same behavior.

e. Racial/Ethnic minority members in the military are more likely to be treated unfairly by the military justice system than their non-minority peers.

68. [Ask if Q67 = "Yes"] Would you consider this experience to be harassment or discrimination based on your... *Mark all that apply.*

- Race?
- Color?
- National Origin?
- Religion?
- Sex (including pregnancy)?
- Gender Identity?
- Sexual Orientation?
- None of the above
- Does not apply; I do not consider this experience to be harassment or discrimination

TRAINING

REHTRAIN

69. In the past 12 months, have you had military training on topics related to racial/ethnic harassment and discrimination?

- 2 Yes
- 1 No

MILTRAINA MILTRAINB MILTRAINC MILTRAIND MILTRAINE
MILTRAINF MILTRAING MILTRAINH MILTRAINI

70. [Ask if Q69 = "Yes"] My military training on topics related to racial/ethnic harassment and discrimination... *Mark one answer for each item.*

	6 Does not apply/My training did not cover this
	1 Strongly disagree
	2 Disagree
	3 Neither agree nor disagree
	4 Agree
	5 Strongly agree

a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination....

ELECTRONIC COMMUNICATIONS

"Someone from work" includes any person you have contact with as part of your military duties.

These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your military work.

Do not include experiences that happened in a nonmilitary job.

67. Since [X Date], did someone from work use any electronic means (e.g., social media, text messages, emails, videos, pictures) to ridicule, abuse, stalk, or harm you?

- 2 Yes
- 1 No

6 Does not apply/My training did not cover this

1 Strongly disagree

2 Disagree

3 Neither agree nor disagree

4 Agree

5 Strongly agree

b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.....

c. Gives useful tools for dealing with racial/ethnic harassment and discrimination. ...

d. Explains the process for filing a complaint about racial/ethnic harassment and discrimination. ...

e. Makes me feel it is safe to report offensive racial/ethnic situations.

f. Promotes cross-cultural awareness.

g. Provides information on my [Service/[National Guard/ Reserve component's] policies on participation in racist/extremist organizations, hate crimes, or gangs.....

h. Promotes religious tolerance.....

	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

RATETRAIN

71. [Ask if Q69 = "Yes"] In your opinion, how effective was the training you received in actually reducing or preventing racial/ethnic harassment and discrimination?

- 4 Very effective
- 3 Moderately effective
- 2 Slightly effective
- 1 Not at all effective

MILITARY/CIVILIAN COMPARISONS

COMPREQ

72. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

- 1 Much less often
- 2 Less often
- 3 About the same
- 4 More often
- 5 Much more often

NATION/NATION2

73. In your opinion, have overall race/ethnic relations in our nation gotten better or worse over the last five years?

- 3 Better today
- 2 About the same as five years ago
- 1 Worse today

MILREH

74. [Ask if TAFMS >= 5] In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

- 1 Much less often
- 2 Less often
- 3 About the same
- 4 More often
- 5 Much more often

MILOVER/MILOVER2

75. [Ask if TAFMS >= 5] In your opinion, have overall racial/ethnic relations in the military gotten better or worse over the last five years?

- 3 Better today
- 2 About the same as five years ago
- 1 Worse today

ADDITIONAL WORKPLACE EXPERIENCES

In this section, you will be asked about times **you witnessed or experienced** behaviors by someone from your military workplace that advocated, encouraged, or showed support for an organization, ideology, or hate group that promotes violence, discrimination, or other illegal acts against people or the U.S. government. The questions ask about things that you witnessed or experienced **AFTER [X Date]**.

When a question says “**someone from work**,” please include any person you have contact with **as part of your military duties**. “Someone from work” could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.

These things might have occurred on duty or off duty, on base or off base, in person or through electronic means including social media. Please include them as long as the person who did them was someone from **your military workplace**. Do **NOT** include any behaviors that are required as part of official military training activities or duties that happened in a nonmilitary job.

Responding to these questions will **NOT** result in a report about your experiences to the Department.

Again, all of your answers are confidential and we encourage you to protect your privacy by ensuring other people don’t see your screen

“Someone from work” includes any person you have contact with as part of your military duties.

76. Since [X Date], did you witness or experience someone from work engaging in any of the following behaviors that advocated, encouraged, or showed support for an organization, ideology, or hate group that promotes violence, discrimination, or other illegal acts against people or the U.S. government? **Mark “Yes” or “No” for each item.**

	Yes	No
a. Expressing support for the goals of the organization or ideology	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
b. Attending or participating in events, meetings, rallies, or trainings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Creating, distributing, supporting, or sharing content in any form. For example, social media posts (including “liking” and “retweeting”), memes, clothing, videos, literature, booklets.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Recruiting or attempting to recruit others to join the organization or ideology.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Coordinating activities. For example, fundraising or planning events, meetings, rallies, or trainings.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Displaying, wearing, or using language, signs, clothing, or symbols. For example, flags, tattoos, racial slurs, hate speech, hand signs.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Celebrating or praising widely publicized or notorious violent attacks. For example, attacks at Ft. Hood, Charleston, El Paso, Charlottesville, U.S. Capitol (January 6th).	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Openly supporting or advocating illegal acts of violence or terrorism.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Planning or threatening illegal acts of violence or terrorism	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Attempting or engaging in illegal acts of violence or terrorism	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Admitting to having an affiliation with the organization or subscribing to the ideology	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Sharing information that compromises operational security.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Encouraging others to disobey the law or lawful orders.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

77. [Ask if [INCIDENT2F] = "Yes"] What ideology or goals did the behavior(s) you witnessed or experienced support? **Mark “Yes” or “No” for each item.**

	Yes	No
a. Anti-Semitism	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Anti-Muslim sentiment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Other forms of religious discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. White supremacy or white nationalism	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other forms of racial/ethnic discrimination.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Sex discrimination (including pregnancy) ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Gender identity discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Sexual orientation discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Anarchy or anti-U.S. government sentiment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Other forms of supremacy, ideology, or goals not listed above	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

78. [Ask if [INCIDENT2F] = "Yes"] Please describe what you witnessed or experienced, including the context of the behavior(s), where the behavior(s) occurred, how you learned about the behavior(s), your relationship to the person(s) who engaged in the behavior(s), and any other important details to help us better understand what you witnessed or experienced. Please do not include any personally identifiable information (PII) that could identify yourself or others.

79. [Ask if [INCIDENT2F] = "Yes"] Please list the names of the organizations, ideologies, or hate groups the behavior(s) you witnessed or experienced supported, if known. Please do not include any personally identifiable information (PII) that could identify yourself or others.

80. [Ask if [INCIDENT2F] = "Yes"] Thinking about what you witnessed or experience, did the person(s) who engaged in the behavior(s) do it... Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No ." **Mark one answer for each item.**

	3 Do not know		
	2 No		
	1 Yes		
a. At a military installation/ship[(for example, on base, on shore duty, etc.)?][, armory, National Guard or Reserve unit site, or another military work location?]	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While the person(s) were performing their military job?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While the person(s) were performing a drill period (inactive duty training [IDT])?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While the person(s) were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	3 Do not know		
	2 No		
	1 Yes		
e. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] While the person(s) were activated in a Title 10 (Federal Authority) status?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While using military or government equipment or resources (e.g., computers, printers, telephones, vehicles)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While at an official military function (either on- or off-base)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Online on social media or via other electronic communications?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

81. [Ask if [INCIDENT2F] = "Yes"] How many people engaged in the behavior(s) you witnessed or experienced?

- 1 One person
- 2 More than one person

82. [Ask if [INCIDENT2F] = "Yes"] Was/were the person(s) who did this...

- 1 All men?
- 2 All women?
- 3 A mix of men and women?

83. [Ask if [INCIDENT2F] = "Yes"] Was/were any of the person(s) who did this... **Mark one answer for each item.**

	3 Do not know		
	2 No		
	1 Yes		
a. Military member(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. DoD civilian employee(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. DoD contractor(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone else working for the DoD?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A civilian from the local community?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Unknown person(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

84. [Ask if [INCIDENT2F] = "Yes"] At the time of the behavior(s) you witnessed or experienced, was/were any of the person(s) who did this... **Mark all that apply.**

- Your immediate military supervisor?
- Someone else in your chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member **not in your unit**?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you **not in your unit**?
- Subordinate(s) or someone you manage as part of your military duties?
- Someone in the same occupational specialty (for example, MOS, AFSC, rating, or designation) as you?
- Non-military leaders?
- Non-military coworkers?
- None of the above

85. [Ask if [INCIDENT2F] = "Yes"] Did you report any of the behavior(s) you witnessed or experienced to any of the following individuals or organizations? **Mark "Yes" or "No" for each item.**

	Yes	No
a. Someone in your chain of command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the chain of command of the person(s) who did this	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Military equal opportunity staff (for example, EOA, CMEO, MEO) or office assigned to receive these kinds of reports	<input type="checkbox"/>	<input type="checkbox"/>
d. Inspector General's office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A military hotline dedicated to receive reports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A military law enforcement or criminal investigative organization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Unit or Installation Security Officer or Manager.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. The DoD Insider Threat Program	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. A civilian law enforcement or criminal investigative organization (for example, FBI, DHS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

86. [Ask if [INCIDENT2F] = "Yes" AND (Q85 a = "Yes" OR Q85 b = "Yes" OR Q85 c = "Yes" OR Q85 d = "Yes" OR Q85 e = "Yes" OR Q85 f = "Yes" OR Q85 g = "Yes" OR Q85 h = "Yes" OR Q85 i = "Yes")] How much do you agree or disagree with the following statements about your report? **Mark one answer for each statement.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My report was taken seriously.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The behavior(s) I reported were addressed.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. I was kept informed about the progress of my report..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I was treated with respect by personnel handling my report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. I am satisfied with the outcome of my report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

87. [Ask if [INCIDENT2F] = "Yes"] In your opinion, would you consider any of the behavior(s) you witnessed or experienced to be extremism?

- Yes
- No
- Do not know

88. In the past 12 months, have you had military training on topics related to extremist activity?

- 2 Yes
- 1 No

FURTHER BACKGROUND INFORMATION

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

IMSUPGREA IMSUPGREB

89. Is your immediate supervisor... **Mark one answer for each item.**

	3 Not sure
	2 No
	1 Yes

a. The same gender as you?

b. The same race/ethnicity as you?

SRRELIG/SRRELIG2

90. Please indicate your religious affiliation by selecting from the list below. **If your religion is not listed, please select "Other".**

- 1 Christian (for example, Protestant, Catholic, Orthodox, Mormon/Church of Jesus Christ of Latter Day Saints)
- 2 Jewish/Judaism (for example, Reform, Orthodox, Conservative)
- 3 Muslim/Islam (for example, Sunni, Shia)
- 4 Pagan, Neo-Pagan, and Earth Based Wicca
- 5 Traditionally Eastern (for example, Hindu, Buddhist)
- 6 No religious preference
- 7 Other religious belief
- 8 I am not religious

RELIGPRFH RELIGPRFD

91. [Ask if Q90 = "Christian (for example, Protestant, Catholic, Orthodox, Mormon/ Church of Jesus Christ of Latter Day Saints)" OR Q90 = "Jewish/Judaism (for example, Reform, Orthodox, Conservative)" OR Q90 = "Muslim/Islam (for example, Sunni, Shia)" OR Q90 = "Pagan, Neo-Pagan, and Earth Based Wicca" OR Q90 = "Traditionally Eastern (for example, Hindu, Buddhist)" OR Q90 = "No religious preference" OR Q90 = "Other religious belief" OR Q90 = "I am not religious"] **As a result of your religious preference... Mark "Yes" or "No".**

	1 No
	2 Yes

a. Do you believe you have experienced harassment (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?

b. Do you believe you have experienced discrimination (someone from work treated you unfairly or they would have treated someone with a different religious preference better) in your military workplace?

SEXORIENT

92. Do you consider yourself to be... **Mark one.**

- 1 Heterosexual or straight?
- 2 Gay or lesbian?
- 3 Bisexual?
- 4 I use a different term: Specify _____
- 5 Prefer not to answer

SEXORIENTH SEXORIENTD

93. [Ask if Q92 = "Heterosexual or straight?" OR Q92 = "Gay or lesbian?" OR Q92 = "Bisexual?" OR Q92 = "Something else" OR Q92 = "Prefer not to answer"] **As a result of your sexual orientation... Mark "Yes" or "No".**

	1 No
	2 Yes

a. Do you believe you have experienced harassment (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?

b. Do you believe you have experienced discrimination (someone from work treated you unfairly or they would have treated someone of a different sexual orientation better) in your military workplace?

94. What sex were you assigned at birth, on your original birth certificate? **Mark one.**

- Male
- Female

95. Do you currently describe yourself as male, female, or transgender? **Mark the option that applies best.**

- Male
- Female
- Transgender
- I use a different term: Specify _____

SEXORIENTH SEXORIENTD

96. [Ask if Q94 = "Male" OR Q94 = "Female" OR Q94 = "Male" OR Q94 = "Female" OR Q94 = "Transgender" OR Q94 = "None of these"] As a result of your gender identity... **Mark "Yes" or "No".**

	1 No	2 Yes
a. Do you believe you have experienced <u>harassment</u> (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you believe you have experienced <u>discrimination</u> (someone from work treated you unfairly or they would have treated someone of a different gender identity better) in your military workplace?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

HOWHEARA HOWHEARB HOWHEARC HOWHEARD HOWHEARE HOWHEARF HOWHEARG HOWHEARH

97. How did you hear about this survey? **Mark all that apply.**

- Postal letter
- E-mail from survey administrator
- E-mail from Service/Guard leadership
- Verbally from Service/Guard leadership
- Social media
- News article
- Friend or peer
- Other

HOWHEARSP

[Ask if Q97 h = "Marked"] Please specify the other way(s) you heard about this survey. Please do not include any personally identifiable information (PII) that could identify yourself or others.

TAKING THE SURVEY

COMMENT

98. Thank you for participating in the survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not include any personally identifiable information (PII) that could identify yourself or others. Your feedback is useful and appreciated.

INELIGCOMM

[Ask if (Q1 = "No, I was separated or retired")] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the *Previous* button below and check your answer(s). To submit your answers, click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail WEO-Survey@mail.mil, or send a fax to 1-763-268-3002

