

Appendix N

Chapter 7: Sexual harassment, sex discrimination and sexual abuse

Appendix N.1 – Key Policy Documents relevant to the management of complaints alleging unacceptable behaviour and sexual offences in the ADF

Unacceptable behaviour

The primary Instruction in relation to the management of complaints of unacceptable behaviour is *Defence Instruction (General) PERS 35-3, 'Management and Reporting of Unacceptable Behaviour'*.²¹⁷ 'Unacceptable behaviour' is defined as behaviour that, having regard to all of the circumstances, would be offensive, belittling, abusive or threatening to another person or adverse to morale, discipline or workplace cohesion, or otherwise not in the interests of Defence.²¹⁸ Unacceptable behaviour is divided into six categories: harassment, workplace bullying, sexual harassment, discrimination, abuse of power and inappropriate workplace relationships and conflict of interest. A definition of the type of conduct that would fall into each of these categories is provided in the policy document.²¹⁹

The 2007 Report by the Acting Commonwealth and Defence Force Ombudsman – *Australian Defence Force: Management of Complaints about Unacceptable Behaviour* (the 2007 Ombudsman Report)²²⁰ assessed this Instruction and found that it was generally user-friendly, comprehensive and accessible. Suggestions were made to augment some sections and these were adopted in a review of the Instruction in 2009.

Whilst a separate Defence Instruction entitled *Defence Instruction (General), PERS 34-2, 'Complaints of Discrimination and Harassment through the Australian Human Rights Commission'*²²¹ provides guidance on how Defence should respond when such an external complaint is made, it is limited in the information it provides to complainants on how to make such a complaint and the manner in which it will be addressed. Whilst *Defence Instruction (General) PERS 35-3, 'Management and Reporting of Unacceptable Behaviour'* notes that complaints may be submitted to an external agency, such as the Australian Human Rights Commission, this should be clearly positioned in the Instruction as one of the various avenues by which a complaint may be made.²²²

In the definitions and categories of unacceptable behaviour contained in Annexure B to the Instruction, the reference to the definition of 'sexual harassment'²²³ contained in the *Sex Discrimination Act 1984* (Cth) does not reflect significant changes recently made to the definition to include anticipating the 'possibility' that the person harassed would be offended.²²⁴ This sets a lower threshold than the previous test that required complainants to establish that 'a reasonable person, having regard to the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated'.²²⁵

The manner in which 'discrimination' is defined in Annexure B to the Instruction²²⁶ also conflates a number of provisions of the *Australian Human Rights Commission Act 1986* (Cth).

Each of these matters should be addressed by amendment to the Annexure in order to ensure that all members who rely on the Instruction have correct and clear information about their rights and responsibilities.

Meanwhile, *Defence Instruction (General), ADMIN 67-2, 'Quick Assessment'*²²⁷ provides a clear, effective framework for what should be done following an incident that comes to the attention of the chain of command and where the opinion is formed that a subsequent investigation or inquiry of the occurrence may be required. Its purpose is to quickly assess the known facts about an occurrence – and identify what is not known about an occurrence – in order to make a decision about the most appropriate course of action to be taken in response.

Appropriately, the Instruction emphasises that a Quick Assessment must not be used as the basis for adverse findings or to replace the need for a separate action where it is otherwise necessary. The Quick Assessment is therefore a preliminary inquiry to determine which policy/procedure may apply. When applied to incidents of

unacceptable behaviour such as sexual harassment, abuse or discrimination, it can act as an effective 'funnel' to direct activity in the appropriate direction. The Annexures to the Instruction contain useful tools including a flow diagram and guidance on selecting the most appropriate administrative inquiry, which specifically addresses sexual offences and complaints of harassment or discrimination.

The IGADF 2011 report outlines a number of common perceived problems with the Quick Assessment process, including misunderstanding of the purpose of the process, ambiguity in policy guidance and that engaging in the Quick Assessment process would appear to be unnecessary where an incident is exclusively disciplinary in nature.²²⁸ The IGADF 2011 report notes that the Director General Australian Defence Force Legal Services has advised the IGADF of his intention to amend DI(G) ADMIN 67-2 to address those issues.

The Defence Whistle Blower Scheme²²⁹ is as an alternative and independent means to report alleged misconduct or unethical behaviour.²³⁰

External complaint mechanisms

Options also exist for members to access external avenues for complaint. These include the Inspector General Australian Defence Force and the Defence Force Ombudsman.

In addition, complaints alleging unlawful discrimination under Australia's federal unlawful discrimination laws²³¹ and sexual harassment under the *Sex Discrimination Act 1984* (Cth) ('SDA') may be made to the Australian Human Rights Commission.

Employers may be vicariously liable under the SDA for the discriminatory acts of their employees (including harassment) unless they can demonstrate that they 'took all reasonable steps' to prevent the doing of the act.²³² The onus is on an employer to prove that they 'took all reasonable steps' or 'took reasonable precautions and exercised due diligence'.²³³

As previously noted in Chapter 7 of this Report, in *Lee v Smith*,²³⁴ the Commonwealth (Department of Defence) was held vicariously liable for the actions of its employees who subjected the applicant to a range of unlawful behaviour. The judgment was critical of the way that Defence and some of its employees approached the investigation of the applicant's complaints. It was found that the investigation:

displays both an indifference and even disinclination on the part of all those involved, from Commanding Officer [X] down to deal with the issues fairly and conscientiously. Indeed, the motivating factor appears to be to dispense with the matter with as little controversy as could be managed... I am satisfied that if the equity and diversity education training had been available to the Applicant, the incident of rape may never have occurred in that the Applicant may have reported the early sexual harassment matters....²³⁵

The ADF must also ensure, as far as is reasonably practicable, the health and safety of its members²³⁶ and the provision and maintenance of a work environment without risks to the health and safety of its members.

Sexual offences

Where a complaint of unacceptable behaviour potentially constitutes a sexual offence, *Defence Instruction (General) PERS 35-4, 'Management and Reporting of Sexual Offences'*²³⁷ takes account of the particular issues that arise, including reporting to police and consequent criminal and disciplinary proceedings. The Instruction provides for a Quick Assessment to be conducted, together with other immediate actions in relation to securing the scene and crisis intervention. If there is a reasonable suspicion that a criminal offence may have been committed it constitutes a Notifiable Incident and the additional reporting and management obligations under *Defence Instruction (General) ADMIN 45-2, 'Reporting and Management of Notifiable Incidents'*²³⁸ apply.

The current *Defence Instruction (General) PERS 35-4, 'Management and Reporting of Sexual Offences'* is dated 22 November 2011. It cancels the previous version of the Defence Instruction issued in 2004²³⁹ and incorporates important elements of DEFGRAM No.35/2009 (now also cancelled). Significantly, *Defence Instruction (General) PERS 35-4, 'Management and Reporting of Sexual Offences'* now provides:

- that all alleged sexual offences involving Australian Public Service (APS) employees, Australian Defence Force (ADF) members, and/or external service providers which occur in the Defence workplace, or which have any association to the Defence workplace (e.g. conferences, work related social gatherings etc.) must be immediately reported to the Australian Defence Force Investigative Service (ADFIS), who will coordinate and determine the appropriate jurisdiction for the handling of the matter. In those cases where the alleged sexual offences cannot be prosecuted under the DFDA the alleged offence must still be reported to ADFIS. Reporting to ADFIS must not be delayed as a consequence of any Unit administrative action such as a Quick Assessment. ADFIS must take into account the range of jurisdictional and operational considerations and, where appropriate, report the alleged offence to civilian police regardless of the wishes of the complainant.²⁴⁰
- for the cancellation and withdrawal of attachments to the Instruction²⁴¹ that have previously been the subject of criticism by police agencies for inhibiting the reporting of matters that should be reported.

Attaching specific forms to the relevant Instruction will reduce the need to cross-refer to other Instructions and facilitate use of the Instructions by commanders and managers in situations where they need to act quickly and decisively.²⁴²

If a complaint is referred by ADFIS to civilian authorities, then the matter will take its usual course in the same way that complaints are made directly to civilian police.

If, however, the complaint is regarded as a 'Service offence' then it may be dealt with pursuant to the *Defence Force Discipline Act 1982* (Cth). This legislation creates the following service Tribunals²⁴³ with power to prosecute ADF members on charges of Service offences against the Act:

- Summary authorities (superior summary authorities, commanding officers and subordinate summary authorities)
- Courts martial (general²⁴⁴ and restricted²⁴⁵)
- Defence Force Magistrates²⁴⁶

A discipline officer scheme also exists to deal with minor disciplinary infractions committed by ADF members below non-commissioned rank and officer cadets. The scheme applies only to certain DFDA offences where the member admits the misconduct and there is no dispute as to the facts.

In summary, it is relevant to note that:

- disciplinary action in the form of a prejudicial conduct charge²⁴⁷ under the DFDA may be taken against a member for unacceptable behaviour
- the only sexual offences likely to be prosecuted under the DFDA are act of indecency offences in the second²⁴⁸ and third degree²⁴⁹ and the offence of an act of indecency without consent.²⁵⁰ These do not include sexual assault which would be referred to the civilian police and dealt with in civilian courts.

Appendix N.2 – Offences dealt with under DFDA

The disciplinary system created by the *Defence Force Discipline Act 1982* (Cth) provides for three categories of offences:

- Uniquely military discipline offences, such as absence without leave, disobedience of a command and prejudicial conduct for which there are no civilian criminal counterparts
- Offences with a close, but not exact, civilian criminal law counterpart, such as assault on a superior or subordinate, or falsification of a service document
- The importation of the civilian criminal law applicable in the Jervis Bay Territory, which includes serious criminal offences such as sexual assault.²⁵¹

Whilst the provisions of the DFDA have application to service offences committed by ADF members overseas, the civilian criminal laws of the Australian states, territories and the Commonwealth do not.²⁵²

However, when an offence is committed by an ADF member in Australia, that member may be subject to both the military justice system and the ordinary civilian justice system. This apparent overlap in jurisdiction is addressed, however, in a number of ways.²⁵³

In relation to offences that may also constitute a criminal offence under the ordinary criminal law of the Commonwealth, States and Territories, jurisdiction under the DFDA in Australia may be exercised only where proceedings under the DFDA can reasonably be regarded as substantially serving the purpose of maintaining or enforcing service discipline.²⁵⁴ It is a matter for the Director of Military prosecutions to decide whether the maintenance of discipline requires that DFDA charges be laid in a particular case.²⁵⁵

In addition, the DFDA specifically excludes military jurisdiction for dealing with a number of serious offences unless consent is provided by the Commonwealth Director of Public Prosecutions (DPP).²⁵⁶ These offences include murder and manslaughter²⁵⁷ and certain sexual offences,²⁵⁸ namely, sexual assault in the first,²⁵⁹ second²⁶⁰ and third degree,²⁶¹ sexual intercourse without consent²⁶² and sexual assault with a young person.²⁶³ The *Defence Instruction (General) PERS 35-4, 'Management and Reporting of Sexual Offences'* notes, however, that 'due to the seriousness of these offences, it is unlikely the DPP would give the ADF consent to deal with these offences' and that, as a matter of policy, these sexual offences should be referred to civilian authorities in the first instance.²⁶⁴ Since 1985, the Commonwealth DPP has consented on only two occasions to the DFDA prosecution of sexual assault offences which were alleged to have occurred in Australia.²⁶⁵

A number of other sexual offences contained in section 3 of the *Crimes Act 1900* (ACT) are also 'imported' into the DFDA. Whilst prosecution under the DFDA for these offences does not require the consent of the Commonwealth DPP, the *Defence Instruction (General) PERS 35-4, 'Management and Reporting of Sexual Offences'* recommends the immediate referral of some of these offences to civilian authorities, where the offence occurs in Australia, because of their seriousness.²⁶⁶

Tracking repeat offenders

A unit case file is created for each unacceptable behaviour complaint in a business unit. That file is to contain the complaint, the quick assessment, the reports required by annexure F to the *Defence Instruction (General) PERS 35-3, 'Management and Reporting of Unacceptable Behaviour'* and all other records created or received by the work unit in the management of the complaint.²⁶⁷ It is also the responsibility of the commanding officer who is managing the complaint to submit an initial report of unacceptable behaviour to the Values, Behaviour and Resolution Branch (formerly Fairness and Resolution Branch). This initial report is to be submitted after completion of the quick assessment and within seven days of receipt of the complaint.²⁶⁸ Names of the people involved are not to be provided when submitting this initial report.²⁶⁹

All complaints of unacceptable behaviour are meant to be resolved within three months of the complaint being made and the final outcome is to be reported to the Values, Behaviour and Resolution Branch within seven days of resolution of the complaint.²⁷⁰

It is only in cases where there is a formal outcome (that is, where disciplinary action or administrative sanction is taken²⁷¹) that the member's name and personal details are to be provided to the Values, Behaviour and Resolution Branch.²⁷²

Termination provisions

Under the *Defence (Personnel Regulations) 2002*, officers may be terminated if:

the officer has been convicted of an offence or a service offence and the Chief of the officer's Service has certified that, having regard to the nature and seriousness of the offence, the retention of the officer is not in the interests of the Defence Force.²⁷³ There is no equivalent provision in the Regulations in relation to enlisted members. The service of an enlisted member may be terminated, however, if the Chief of the enlisted member's Service is satisfied that the retention of the enlisted member is not in the interest of Australia, the Defence Force or the Chief's Service.²⁷⁴

In order to seek termination of an officer or an enlisted member, a termination notice must be issued that:

- states that it is proposed to terminate the person's service
- states the reason for terminating the service
- sets out the facts and circumstances relating to the reason for terminating the service
- invites the person to give the Chief a written statement of reasons why the service should not be terminated
- gives at least 28 days to provide a statement of reasons as to why the proposed action should not be taken.²⁷⁵

All personnel determinations and decisions made under the Regulations must have regard to:

- the ability of the relevant Service to carry out operations that it is carrying out or may be required to carry out
- the size and composition of the relevant Service
- the organisational effectiveness of the relevant Service
- the training of the relevant Service
- the need to ensure the availability of an adequate supply of suitable officers and enlisted members in the relevant Service
- the skills and experience required for the proper performance of duties in the relevant Service
- the management of officers and enlisted members in the relevant Service
- the career advancement needs of officers and enlisted members in the relevant Service.²⁷⁶

The Army has developed more detailed policy around this issue.

In *Defence Instruction (Army) PERS 116-5 'Separation of regular Army Soldiers, Army Reserve soldiers and soldiers on full-time service – policy and procedures'*, it is mandatory to review a soldier's retention in instances involving the use or involvement with prohibited substances, for theft or fraud offences, when a soldier is found to be psychologically unfit for further service or if a soldier breaches a formal warning.²⁷⁷ For all other civilian convictions, Army policy is that retention is to be reviewed and consideration is to be given to the facts of the conviction to determine if it is serious enough to warrant termination action or other administrative action such as a formal warning or censure.²⁷⁸

Appendix N.3 – Survey Information: Sexual Harassment Telephone Survey

The Australian Human Rights Commission's Sexual Harassment National Telephone Survey is administered at regular intervals to examine the nature and prevalence of sexual harassment in Australian workplaces. It was previously administered in 2003 and 2008.

The Sexual Harassment National Telephone Survey (the National Survey) was conducted in 2012 alongside which a workplace sexual harassment survey was also conducted in the ADF (ADF Survey). The simultaneous administration of both surveys allowed for comparisons between the ADF Survey and the National Survey more generally. This report contains a comparison of prevalence data from the ADF Survey and the National Survey.

This appendix gives an overview of the methodology used for the ADF Survey. Following at Appendix N.4 is a comprehensive report of the ADF survey results, prepared by Roy Morgan Research. The ADF survey questionnaire is contained at Appendix N.5.

Methodology

The 2012 Sexual Harassment National Survey is based on the 2008 survey. A few changes were made to the 2012 survey questionnaire to accommodate the 2011 amendments to the *Sex Discrimination Act 1984* (Cth). The 2012 Survey also expanded the age range of survey respondents and the questions for bystanders.

The ADF Survey questionnaire was based on the questionnaire used for the National Survey, with some changes to language to ensure that questions were appropriate within the ADF context. The 2012 Sexual Harassment National Survey was administered via telephone by Roy Morgan Research on behalf of the Australian Human Rights Commission and the Department of Defence.

The Department of Defence provided a random sample of 5,000 permanent ADF personnel that may be invited to participate in the Survey, in order to achieve the participation of 1,000 ADF personnel.

The sample was partially stratified by Service and rank class (senior officers, junior officers, non-commissioned officers / warrant officers, other ranks).

Rather than stratifying the survey sample by gender, equal numbers of men and women were included, to ensure that women were adequately represented. This was necessary as the findings of previous national surveys indicate that women are more likely than men to experience sexual harassment, and it enabled a comparative analysis of the prevalence among women and men in the ADF.

The survey sample only included Permanent members aged 18 years and older with access to a land line and in some cases to a mobile phone,²⁷⁹ and for practical reasons did not include members on active deployment or posted overseas.

Telephone surveying of ADF personnel commenced on 24 May 2012.

During the Survey period, Roy Morgan Research contacted or attempted to contact 4,997²⁸⁰ ADF personnel. A total of 1,000 personnel completed the survey (500 women and 500 men).

The results of the Survey were then weighted to reflect the actual gender and Service distribution of the ADF population aged 18 years and older, as of 1 June 2012.

Caveats

In gaining approval from the Australian Defence Human Research Ethics Committee to conduct the survey with ADF personnel, the following caveats relating to the material and analyses of the findings were noted:

- The survey data has been derived from a sample of the target population who were motivated to respond, and who made an autonomous decision to do so. It may not necessarily be representative of the entire ADF population.
- Personnel may have different motivations for choosing whether or not to participate in the survey, which may impact on accuracy of the results. It is possible that those who chose to participate in the study may have experienced some form of sexual harassment and this motivated their decision to participate. Similarly, those that have not experienced any form of sexual harassment may not have chosen to participate because they perceived the study to not be of any relevance to them or chose to participate to counter perceived negative attention on sexual harassment in the ADF.
- Members may have withdrawn from the survey after initially agreeing to participate due to personal experiences of sexual harassment, which may impact on accuracy of results.
- Some participants may not feel comfortable discussing issues regarding sexual harassment over the telephone in a work environment which may influence results of the research.

Roy Morgan Research has mitigated the impact these issues may have had on the survey results. The ADF survey was conducted with a robust sample of 1,000 personnel and findings were re-weighted to reflect the gender and service breakdown of the ADF. This provides findings that are representative of the ADF population.

To address the impact of respondents discomfort discussing issues regarding sexual harassment in the work environment, all were offered an opportunity to be called back at another time and/or on a different telephone number.

In addition, three ADF members withdrew from the survey. These members were excluded from the results.

Appendix N.4 – 2012 Sexual Harassment Prevalence Survey: Prevalence and Nature of Sexual Harassment in the Australian Defence Force

Roy Morgan
Research

2012 Sexual Harassment Prevalence Survey:

*Prevalence and Nature of Sexual Harassment in the
Australian Defence Force*

– Prepared for –

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Prevalence and Nature of Sexual Harassment in the ADF • 2012

1 Introduction

In April 2011, the Minister for Defence requested that the Australian Human Rights Commission (the Commission) to initiate a Review into the Treatment of Women in the Australian Defence Force.

The first phase of the Review, completed in October 2011, consisted of a cultural review into the treatment of women at the Australian Defence Force Academy (ADFA) specifically.

Phase Two of the Review examines the treatment of women across the broader Australian Defence Force (ADF). As part of this phase, a survey of sexual harassment in the ADF was conducted.

The survey of ADF personnel was conducted alongside the Commission's national survey of sexual harassment in the workplace in the Australian population, which it has previously conducted in 2003 and 2008. The simultaneous administration of both surveys allows for comparisons between the ADF workplace and National Survey more generally. This report contains a comparison of prevalence data in the ADF workplace and the National Survey.

2 The Prevalence of sexual harassment in the ADF

2.1 Introduction

This chapter investigates the prevalence of sexual harassment amongst ADF employees. It outlines the results regarding the prevalence of sexual harassment in general and specifically in the ADF workplace, looking at the differences between gender and services.

Respondents were initially read an abridged version of the legal definition of sexual harassment, as follows:

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.”¹

Respondents who reported having experienced sexual harassment as per the legal definition in the ADF in the last five years were then read a list of 12 sexual harassment behaviours and asked which, if any, described what had happened to them.

Respondents who did *not* report having experienced sexual harassment after being read the definition above were read the same list of behaviours, and asked whether they had experienced any of the behaviours in the ADF workplace in the last five years.

This was to ensure that the experiences of respondents who were unable to identify sexual harassment from the legal definition would still be recorded.

The combination of these results provides an accurate representation of the prevalence of sexual harassment, since anyone who identified at least one behaviour from the list was counted. This combined figure was used as the base to measure and report on the total incidence of sexual harassment in the ADF workplace in the last 5 years, as outlined in the following section.

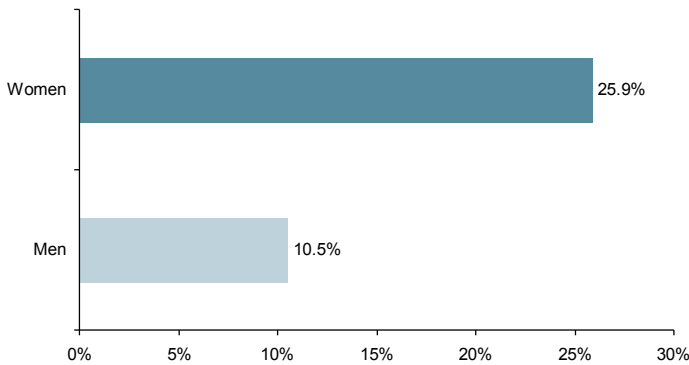
¹ This is a simplified legal definition that accords with the definition under the *Sex Discrimination Act* (Cth) 1984.

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2.2 Prevalence of sexual harassment in the ADF workplace

Around a quarter of women (25.9%) and one in 10 men (10.5%) in the ADF reported that they had experienced sexual harassment in the ADF workplace some time in the last 5 years.

Figure 1 – Prevalence of sexual harassment in the ADF workplace in the last 5 years (by gender)²



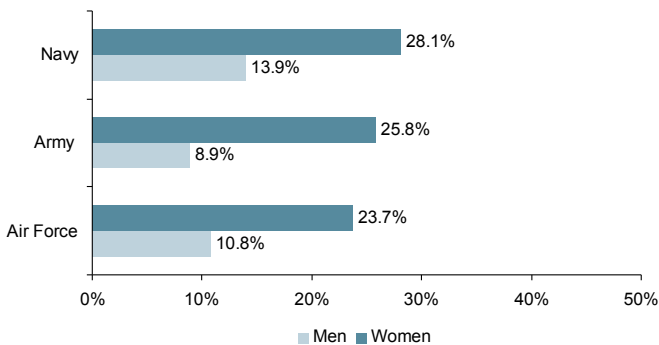
Base: ADF, all respondents (n=1,000); men (n=500); women (n=500).

² Q5a. Out of the following, how would you describe this harassment? Please answer yes or no to each one of these definitions.
 Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer yes or no to each one of these definitions.
 S1. Can you please confirm your gender?

Across the services, women in the Navy recorded the highest incidence of sexual harassment (28.1%), followed by the Army (25.8%) and the Air Force (23.7%).

The Navy was also the service with the highest incidence of sexual harassment for men (13.9%), followed by the Air Force (10.8%) and the Army (8.9%).

Figure 2 – Prevalence of sexual harassment in the ADF workplace in the last 5 years (by gender and service)³



Bases: ADF, all respondents (n=1000); Navy, men (n=108); Navy, women (n=128); Army, men (n=235); Army, women (n=182); Air Force, men (n=157); Air Force, women (n=190).

Comparing these results with the National Survey, Figure 3 shows that the incidence of sexual harassment in the workplace is almost the same for women in the ADF (25.9%) as for women in the National Survey (25.3%).

Looking at the different services, the incidence rate amongst women is higher in the Navy (28.1%) compared to the National Survey.

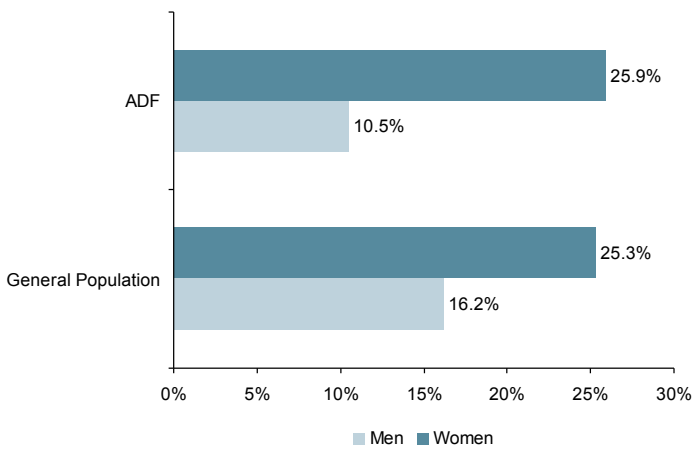
For men, the incidence of sexual harassment in the workplace is higher in the National Survey by nearly 6 percentage points (16.2% compared to 10.5%).

³ Q5a. Out of the following, how would you describe this harassment? Please answer yes or no to each one of these definitions.
 Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer yes or no to each one of these definitions.
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

This difference decreases to 2.3 percentage points when focusing on the Navy (16.2% compared to 13.9% in the National Survey).

Figure 3 – Prevalence of sexual harassment in the workplace in the last 5 years – comparison between ADF and National Survey (by gender)⁴



Base: ADF, all respondents (n =1,000); men (n=500); women (n=500). National Survey, all respondents (n=2,002); men (n=966); women (n=1,036).

⁴ Q5a. Out of the following, how would you describe this harassment? Please answer yes or no to each one of these definitions.
 Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer yes or no to each one of these definitions.
 S1. Can you please confirm your gender?

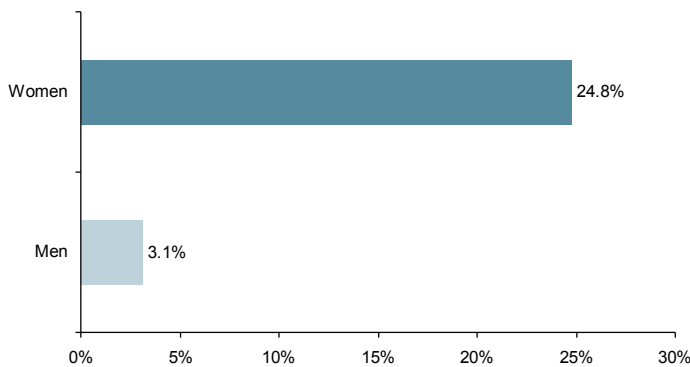
2.3 Understanding of the legal definition

Approximately a quarter of ADF female respondents (24.8%) reported having experienced some sort of sexual harassment at some point in their lives, identifying this experience from the legal definition provided during the interview.

The proportion for male respondents is 3.1%.

Figures for the National Survey show that 33% of women and 21% of men reported having experienced some sort of sexual harassment at some point in their lives - higher than the ADF respondents.

Figure 4 – Prevalence of sexual harassment based on legal definition (by gender)⁵



Base: ADF, all respondents (n=1,000); women (n=500); men (n=500).

⁵ Q1. Have you ever personally experienced sexual harassment?
S1. Can you please confirm your gender?

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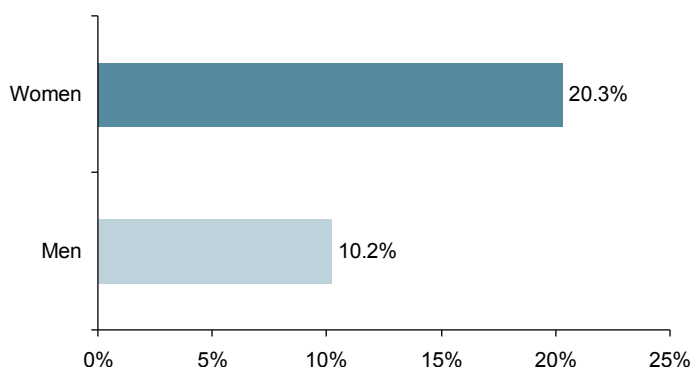
Out of those, approximately four in five women (78.6%) and two thirds of men (66.7%) said that they had experienced this behaviour in the ADF workplace. When asked about the timeframe of the incident, 59% of female respondents and 81.8% of male respondents said that they had experienced this behaviour in the ADF more than 5 years ago.⁶

Out of those women who reported that they had not experienced sexual harassment when read the legal definition, approximately one in five (20.3%) later reported that they had experienced one or more of the listed behaviours which constitutes sexual harassment in the ADF workplace in the last five years.

Out of those men who reported that they had not experienced sexual harassment when read the legal definition, approximately one in ten (10.2%) later reported that they had experienced one or more of the listed behaviours in the ADF in the last five years.

⁶ It is important to note that the results regarding male respondents are based on small numbers and should be interpreted with care.

Figure 5 – Prevalence of sexual harassment in the ADF workplace in the last 5 years for those who did not recognise it based on legal definition (by gender)⁷



Base: ADF, respondents who did not report experiencing sexual harassment after being read the legal definition (n=962); women (n=464); men (n=498).

⁷ Q1. Have you ever personally experienced sexual harassment?
Q5a. Out of the following, how would you describe this harassment? Please answer yes or no to each one of these definitions.
Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer yes or no to each one of these definitions.
S1. Can you please confirm your gender?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

2.4 *Prevalence of the sexual harassment behaviour in the same location*

ADF respondents who reported being aware of someone else who had been sexually harassed in the same location where they had experienced harassment were asked how common that type of behaviour was.

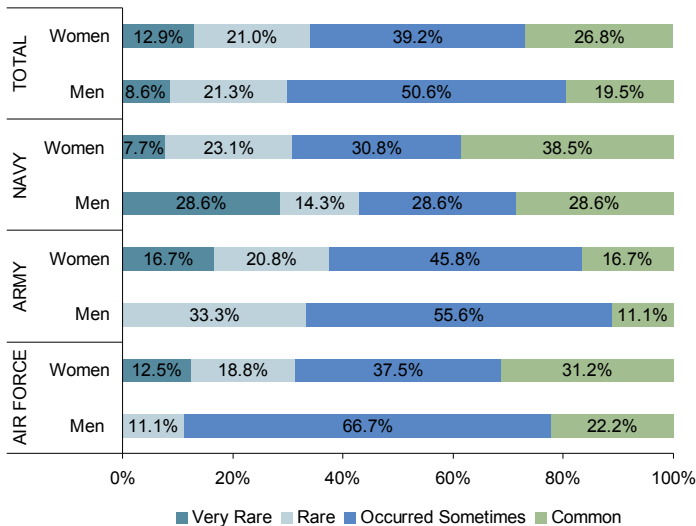
As shown in Figure 6, overall men in the ADF (70.1%) were slightly more likely than women (66%) to report that the type of behaviour they experienced was common or occurred sometimes in the location where they were harassed.

Men were also more likely than women to report sexual harassment behaviours as common or occurring sometimes in the Army and in the Air Force. The difference in the perception between men and women was highest in the latter, with 88.9% of men considering the type of sexual harassment experienced a relatively common occurrence in that workplace, compared to 68.7% of women.

The Navy was the only service where this perception was reversed, with 69.3% of women considering their experience as common compared to 57.2% of men.⁸

⁸ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

Figure 6 – Prevalence of sexual harassment behaviour in the workplace where respondent experienced sexual harassment (by gender, by service)⁹



Bases: Respondents aware of someone else being sexually harassed in the same location where they had experienced sexual harassment (n=78); men (n=25); women (n=53). Navy, men (n=7); Navy, women (n=13). Army, men (n=9); Army, women (n=24). Air Force, men (n=9); Air Force, women (n=16).

⁹ Q6d. Thinking about your workplace at that time, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

2.5 *Awareness of sexual harassment happening to someone else in the ADF*

This section investigates the experience of those who witnessed sexual harassment or became aware of someone else being sexually harassed, their reaction and the consequences of their actions.

ADF respondents who reported experiencing sexual harassment in the ADF workplace in the last 5 years were asked if they were aware of anyone else being sexually harassed in that same location where they had this experience.

Later in the questionnaire all respondents, not just those who had experienced sexual harassment, were asked if they were aware of sexual harassment happening to someone else in any – or any other – ADF workplace in the last five years.

The figures from these two questions were combined to produce a total figure for respondents who witnessed or knew of someone else being harassed across the whole ADF workplace. These results are presented in section 2.5.1.

The results of the observation of someone else being harassed in the same location where the respondent experienced sexual harassment are presented in section 2.5.2.

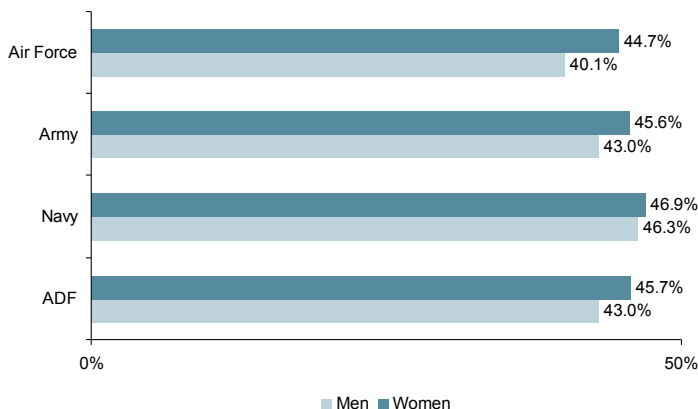
2.5.1 *Awareness of sexual harassment happening to someone else in the ADF workplace*

In the ADF as a whole, 45.7% of women and 43% of men were aware of someone else being sexually harassed in an ADF workplace.

In the Navy men and women were equally aware of sexual harassment happening to someone else in the ADF workplace – 46.9% and 46.3% respectively.

The greatest difference in awareness between men and women was in the Air Force, with 44.7% of women aware of sexual harassment happening to someone else in an ADF workplace compared to 40.1% of men.

Figure 7 – Total aware of someone else being harassed in the ADF workplace¹⁰



Base: ADF, all respondents (n =1,000); men (n=500); women (n=500). Navy, men (n=108); Navy, women (n=128). Army, men (n=235); Army, women (n=182). Air Force, men (n=157); Air Force, women (n=190).

Respondents who experienced sexual harassment in the ADF in the last five years were more aware of sexual harassment happening to someone else in the ADF workplace than those who had not been harassed (76% compared to 38%).

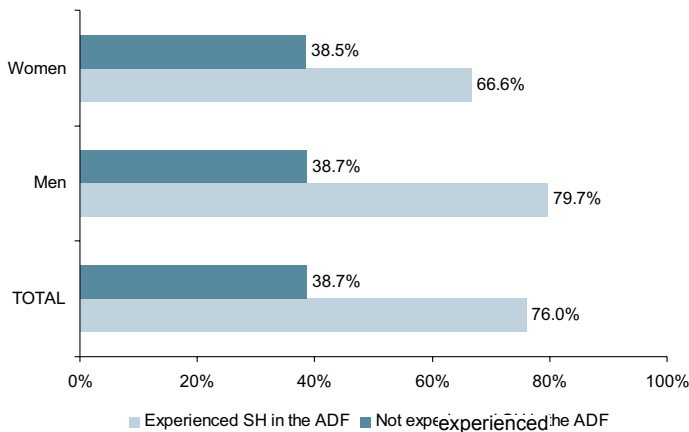
Men who were harassed were more likely to be aware of sexual harassment in the ADF than women who had been harassed (79.7% and 66.6% respectively).

Approximately two in five (38.7%) respondents who had not experienced sexual harassment in the ADF in the last five years were aware of sexual harassment happening in the ADF workplace in general, with no difference according to gender.

¹⁰ Q6b. Do you know if this happened to anyone else in that same location?
 Q21. Have you been aware of sexual harassment happening to someone else in an ADF workplace/ in an ADF workplace other than the workplace we have just discussed in general in the last 5 years?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 8 – Awareness of someone else being sexually harassed in the ADF workplace (by gender, by experience of sexual harassment)¹¹



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n= 53); women (n=128). Respondents who did *not* experienced sexual harassment in the ADF workplace in the last 5 years (n=819); men (n=447); women (n=372).

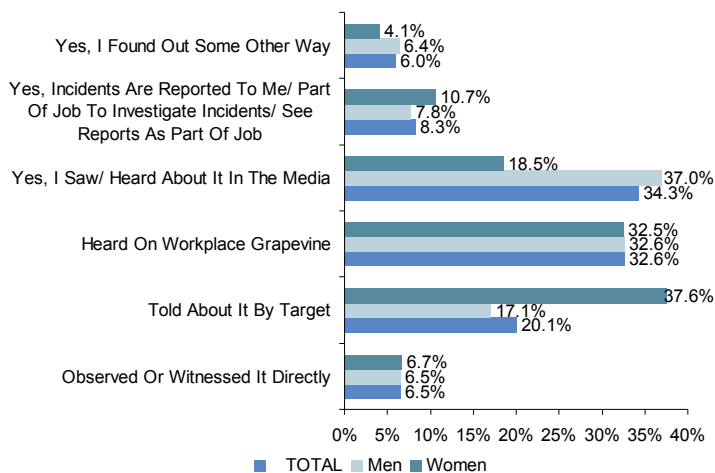
Figure 9 focuses specifically on the awareness of sexual harassment in the ADF workplace in general, excluding those episodes which occurred in the same place where the respondent reported being sexually harassed, which have been discussed in section 2.5.1. The chart shows how the respondent became aware of sexual harassment happening somewhere else in the ADF.

Out of those respondents who were aware of sexual harassment happening in general in the ADF (excluding episodes which occurred in the same location where respondents were harassed, when applicable), only a small group of men (6.5%) and women (6.7%) observed or witnessed the behaviour directly.

¹¹ Q6b. Do you know if this happened to anyone else in that same location?
 Q21. Have you been aware of sexual harassment happening to someone else in an ADF workplace/ in an ADF workplace other than the workplace we have just discussed in general in the last 5 years?
 S1. Can you please confirm your gender?

Women in the ADF were more likely than men to have been told about the sexual harassment by the target (37.6% and 17.1% respectively), and were less likely than men to have heard about it from the media (18.5% compared to 37.0%).

Figure 9 – Source of awareness of sexual harassment happening somewhere else in the ADF (by gender)¹²



Base: ADF respondents aware of sexual harassment happening to someone else in the ADF, excluding episodes which occurred in the same place where the respondent reported being sexually harassed (n=442); men (n=214); women (n=228)

2.5.2 Observation of someone else being harassed in the same location where respondent experienced sexual harassment

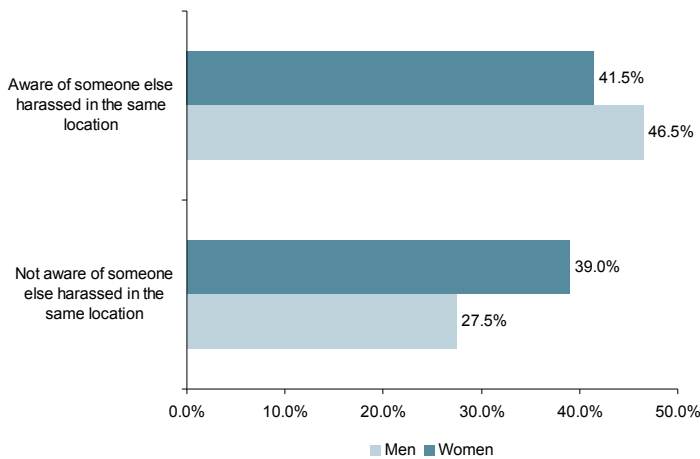
Respondents who reported experiencing sexual harassment in the ADF workplace in the last 5 years were asked if they were aware of anyone else being sexually harassed at that same location where they had this experience.

Slightly more men than women were aware of someone else being harassed at the same location, respectively 46.5% and 41.5% as shown in Figure 10.

¹² Q21. Have you been aware of sexual harassment happening to someone else in an ADF workplace/ in an ADF workplace other than the workplace we have just discussed in general in the last 5 years?
S1. Can you please confirm your gender?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 10 – Awareness of someone else being harassed in the same location¹³



Base: Respondents who experienced sexual harassment in ADF in the last 5 years (n=181); men (n=53); women (n=128).

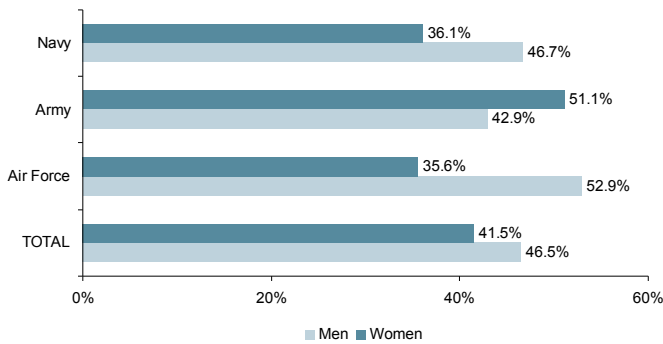
Looking at Service differences, men in the Air Force were most likely to be aware (52.9%).

Women in the Army were more likely to be aware than those in the Navy and Air Force (51.1% compared to around 35%).¹⁴

¹³ Q6b. Do you know if this happened to anyone else in that same location?
S1. Can you please confirm your gender?

¹⁴ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

Figure 11 – Awareness of other cases of harassment in place where respondent experienced harassment¹⁵



Bases: Respondents who experienced sexual harassment in ADF in the last 5 years (n=181); men (n=53); women (n=128). Navy, men (n=15); Navy, women (n=36). Army, men (n=21), Army, women (n=47). Air Force, men (n=17); Air Force, women (n=45).

¹⁵ Q6b. Do you know if this happened to anyone else in that same location?
S1. Can you please confirm your gender?
S3. Which Service are you currently a member of?

Prevalence and Nature of Sexual Harassment in the ADF • 2012

3 The nature of sexual harassment

3.1 Introduction

This section provides an analysis of the nature of sexual harassment in the ADF workplace, including the types of sexual harassment experienced, characteristics of the target of sexual harassment, characteristics of the harasser and characteristics of the workplace where the sexual harassment happened.

3.2 Nature of sexual harassment

3.2.1 Types of sexual harassment

All respondents were asked to identify whether they had experienced any of the following sexual harassment behaviours, as listed below:

Unwanted sexual attention	<ul style="list-style-type: none"> • Unwelcome touching, hugging, cornering or kissing • Inappropriate staring or leering that made you feel intimidated
Crude/offensive behaviour	<ul style="list-style-type: none"> • Sexual gestures, indecent exposure or inappropriate display of the body • Sexually suggestive comments or jokes that made you feel offended • Sexually explicit pictures, posters or gifts that made you feel offended
Crude/offensive behaviour	<ul style="list-style-type: none"> • Sexually explicit emails or SMS messages
Unwanted sexual attention	<ul style="list-style-type: none"> • Repeated or inappropriate invitations to go out on dates • Intrusive questions about your private life or physical appearance that made you feel offended
Sexual assault	<ul style="list-style-type: none"> • Inappropriate physical contact
Unwanted sexual attention	<ul style="list-style-type: none"> • Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague
Sexual coercion	<ul style="list-style-type: none"> • Requests or pressure for sex or other sexual acts
Sexual assault	<ul style="list-style-type: none"> • Actual or attempted rape or sexual assault
Other	<ul style="list-style-type: none"> • Any other unwelcome conduct of a sexual nature

This list was used to determine the overall figure for the prevalence of sexual harassment (as reported in Chapter 3), and is also of value in identifying the prevalence of specific behaviours.

Figure 12 shows that out of those respondents who experienced some sort of sexual harassment in the ADF workplace in the last 5 years, “sexually suggestive comments or jokes” was the most common type of behaviour experienced, reported by 56.5% of women and 40% of men.

Women appear to be generally more likely to experience most types of sexual harassment behaviours, with the exception of “sexually explicit pictures, posters or gifts”, “sexual gestures, indecent exposure or inappropriate display of the body” and “sexually explicit emails or SMS messages”.

These types of behaviour were more commonly experienced by men, with the difference particularly noticeable in the case of “sexually explicit emails or SMS messages”, experienced by 12% of women and 38.9% of men.

The most serious types of behaviour were not commonly experienced. “Actual or attempted rape or sexual assault” was reported by 3.5% of women who experienced sexual harassment, and no men.

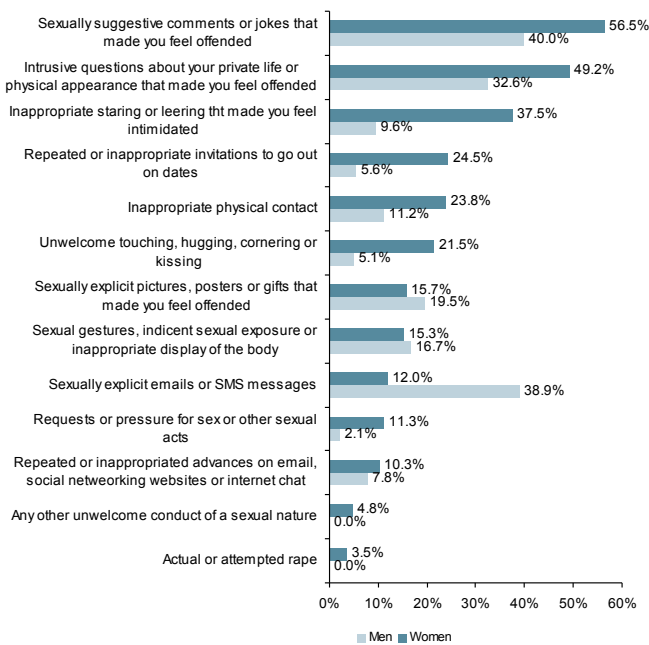
It appears that the prevalence of behaviours (from more to less prevalent) aligns with the seriousness of behaviours (from less to more serious).

This conclusion is valid also for the types of sexual harassment reported in the National Survey.

Amongst men, there was no spike in the experience of “sexually explicit emails or SMS messages”, however this type of behaviour was more commonly experienced by men than women.

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 12 – Most common types of sexual harassment experienced in the ADF workplace in the last five years (by gender)¹⁶



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

¹⁶ Q5a. Out of the following, how would you describe this harassment? Please answer yes or no to each one of these definitions.
 Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer yes or no to each one of these definitions.
 S1. Can you please confirm your gender?

3.2.2 *Duration of sexual harassment*

All respondents who reported experiencing sexual harassment in the ADF in the last 5 years were asked how long the harassment lasted.

For almost half of men (47.7%) and about one-third of women (37.3%) the harassment was a one-off occurrence. One-fifth of women (19.9%) and 13.4% of men said that it lasted less than a month.

The numbers of respondents decreased as the duration of harassment increased, with only 1.6% of women reporting that it lasted more than a year.

However, harassment was ongoing for 6.7% of women and 5.6% of men.

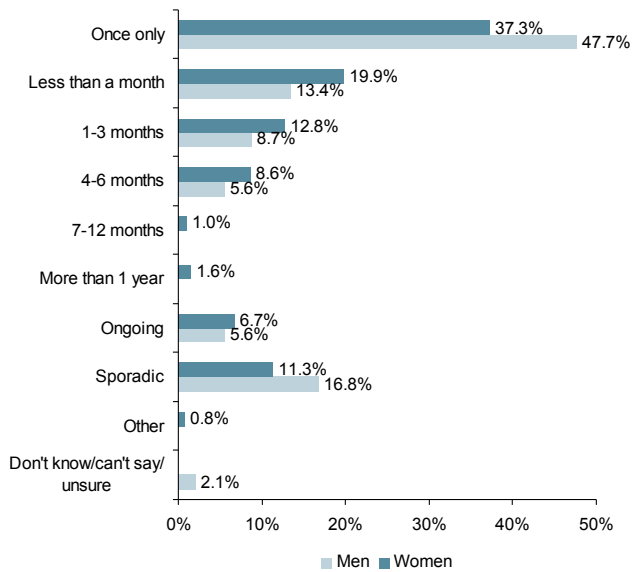
Another 16.8% of men and 11.3% of women described the harassment as sporadic – an occasional incident or a series of one-off incidents at irregular intervals.

On average, harassment continued over a longer time period for women than for men, with the incidence for women exceeding that of men for all categories except those of small duration (one-off and sporadic).

The results appear to have a similar trend in the National Survey.

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 13 – Duration of sexual harassment in the ADF workplace, in the last 5 years (by gender)¹⁷



Base: Respondents who experienced sexual harassment in ADF in the last 5 years (n=181); men (n=53), women (n=128).

¹⁷ Q6a. How long did the behaviour/behaviours go on for?
S1. Can you please confirm your gender?

3.2.3 *Perceived severity of sexual harassment*

In addition to experiencing sexual harassment over a longer period, women perceived the harassment as more offensive and more intimidating than male targets of harassment.

All respondents who reported experiencing sexual harassment in the ADF workplace in the last 5 years were asked to rate how offended and how intimidated the harassment made them feel on a scale from one to five (where one was “Not at all” and five was “Extremely”).

Figure 13 shows that most men did not feel intimidated – nearly 80% fell within the first two points of the scale and only 9% in the uppermost two points.

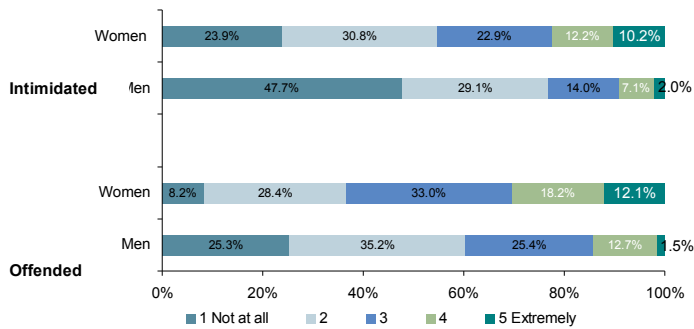
While more than half of ADF women (55%) also fell within the first two points of the scale, 22% – more than twice the figure for men – were at the extreme end of the scale (points four and five).

Both men and women in the ADF were more likely to feel offended than intimidated – although women at twice the rate of men (30% within points four and five of the scale compared to 15% of men).

Only about a third (36%) of women were not really offended, compared to 60% of men. The marked difference between responses for men and women implies a fundamental difference in perceptions of acceptable behaviour.

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 14 – Degree to which target was intimidated and offended¹⁸



Base: Respondents who experienced sexual harassment in ADF in the last 5 years (n=181); men (n=53); women (n=128).

¹⁸ Q5c. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall how offended did the harassment make you feel?
 Q5d. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how offended did the harassment make you feel?
 S1. Can you please confirm your gender?

3.3 Characteristics of the target of sexual harassment

3.3.1 Age of the target at the time of sexual harassment

Figure 15 shows a reverse relationship between age and experience of sexual harassment, with younger people more likely to experience this type of behaviour than older people.

Women appear to have experienced sexual harassment at a younger age than men: just over two thirds (71.5%) of women who were sexually harassed were under 30 years of age at the time of the harassment, and about two in five (44.5%) were between 18 and 24 years old. Given that just under half (48.9%) of women were aged under 30 at the time of the survey, this represents a disproportionately high number of young women who experienced harassment.

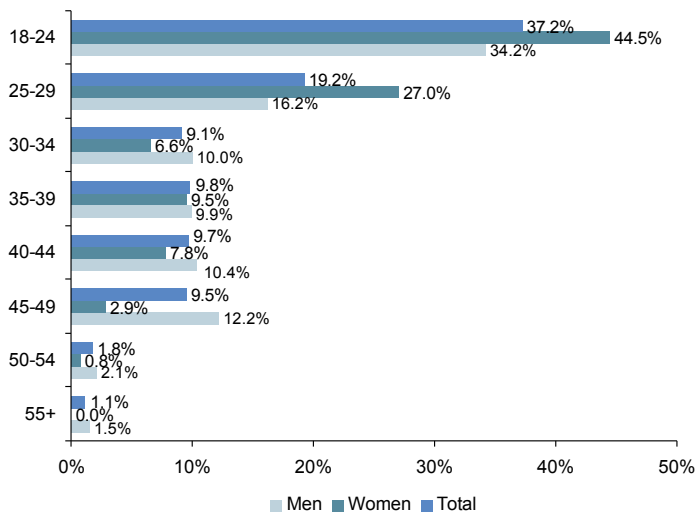
No women who experienced sexual harassment was aged 55 or over at the time she was harassed. Women in this age group make up less than 5% of the female ADF workforce.

Approximately half (50.4%) of men who experienced sexual harassment in the ADF workplace in the last five years were under 30 years of age at the time of the harassment. Out of those, 34.2% were aged between 18 and 24 years, and 16.2% between 25 and 29 years old. Again, this is disproportionate to the number of men in this age group in the ADF workforce, with 40.7% aged under 30.

On average, ADF respondents who experienced sexual harassment were 30 years old at the time of harassment.

Prevalence and Nature of Sexual Harassment in the ADF • 2012

Figure 15 – Age at the time of sexual harassment (by gender)¹⁹



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

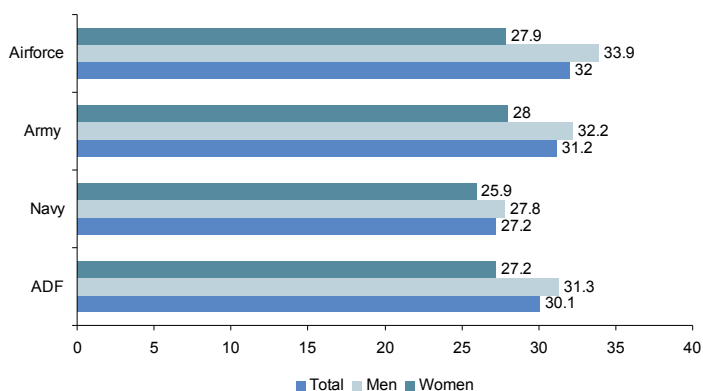
Figure 16 shows that the mean age at the time of harassment differs by gender, with women having experienced sexual harassment on average at the age of 27, and men at 31.

Looking at the differences across services, both men and women in the Navy experienced sexual harassment at a younger age than the ADF average and the other services.

¹⁹ Q6. How old were you when the harassment happened?
S1. Can you please confirm your gender?

The average age of sexual harassment in the Navy is 27 years old, with women aged on average 26 years at the time of sexual harassment and men 28 years.²⁰

Figure 16 – Mean age at the time when sexual harassment was experienced (by gender, by service)²¹



Bases: Respondents who experienced sexual harassment in ADF in the last 5 years (n=181); men (n=53); women (n=128). Navy, men (n=15); Navy, women (n=36). Army, men (n=21), Army, women (n=47). Air Force, men (n=17); Air Force, women (n=45).

²⁰ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

²¹ Q6. How old were you when the harassment happened?
S1. Can you please confirm your gender?
S3. Which Service are you currently a member of?

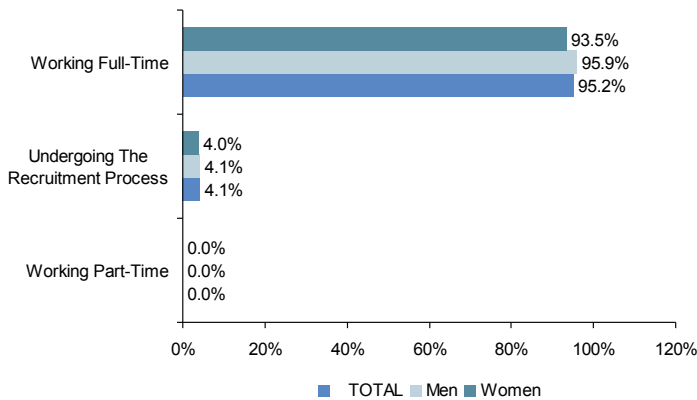
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3.3.2 Employment base

Figure 17 shows that the vast majority of ADF respondents who experienced sexual harassment reported they were working full time at the time of the harassment (over 90% of both men and women). No respondent reported experiencing sexual harassment while working part time. To a large extent this is due to the fact that about 98% of ADF personnel are employed on a full-time basis and only 1% on a part-time basis.²²

A very small group of ADF men and women (about 4%) were sexually harassed during the recruitment process.

Figure 17 – Employment status at the time of sexual harassment (by gender)²³



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

²² Source: 2011 Census Report.

²³ Q16a. At the time of harassment, were you working full time, part time or were you in the recruitment process?

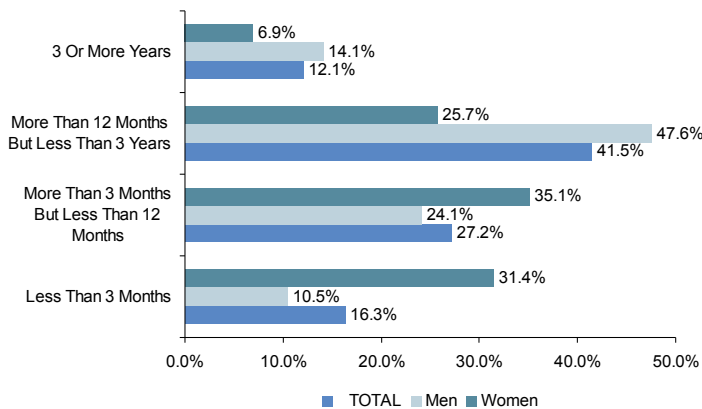
S1. Can you please confirm your gender?

3.3.3 Length of time at the location before experiencing sexual harassment

ADF respondents who were working at the time of sexual harassment (and not in the recruitment process) were asked how long they had been posted to the location where the sexual harassment occurred.

Women in the ADF were more likely to experience sexual harassment earlier in their posting than men, with 66.5% of respondents harassed in their first year at the location and about half of these during the first three months. The situation is reversed for men, 61.7% of whom experienced sexual harassment after working at the location for more than a year.

Figure 18 – Length of time working at the location where sexual harassment occurred (by gender)²⁴



Bases: Respondents who experienced sexual harassment in ADF in the last 5 years and who were working full/part time (n=171); men (n=51); women (n=120).

²⁴ Q17. At the time of the harassment how long had you been posted to your location?
S1. Can you please confirm your gender?

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3.3.4 Category/trade or corps of the target

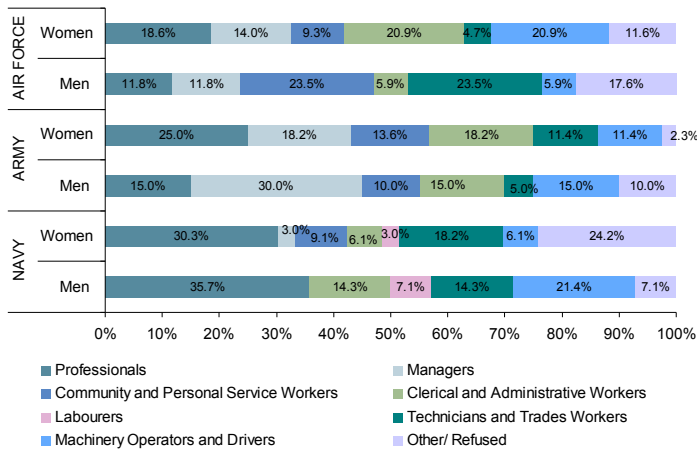
All ADF respondents who reported experiencing sexual harassment were asked about their category/trade or corp at the time they experienced sexual harassment. Responses were clustered under broad occupational groupings provided by the Department of Defence (Directorate of Strategic Personnel Policy Research) to assist in analysing trends across occupational groups.

The responses were different depending on the service, with men in the Army more likely to have been in managerial roles (30%) compared to all other services.

In the Navy both women (30.3%) and men (35.7%) were more likely to have experienced sexual harassment in professional roles than any other role, compared to all other services.²⁵

²⁵ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

Figure 19 – Category/trade or corp at the time of sexual harassment (by gender, by service)²⁶



Bases: Respondents who experienced sexual harassment in ADF in the last 5 years and who were working full/part time (n=171); men (n=51); women (n=120). Navy, men (n=14); Navy, women (n=33). Army, men (n=20), Army, women (n=44). Air Force, men (n=17); Air Force, women (n=43).

²⁶ Q19a. What was your category/trade at the time the harassment occurred?
 Q19b. What was your corp at the time the harassment occurred?
 Q19c. What was your category/trade at the time the harassment occurred?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

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3.4 Characteristics of the harasser

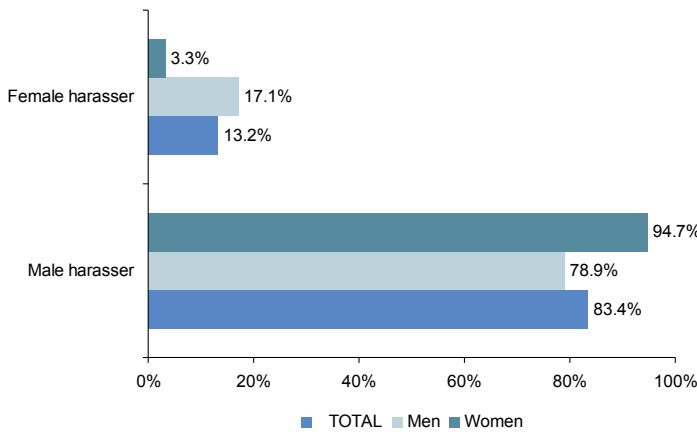
In the vast majority of sexual harassment occurrences, the harassment was perpetrated by a male coworker aged between 20 and 40 years.

3.4.1 Gender of the harasser

Women in the ADF were more likely than men to have been harassed by a male (94.7% of women and 78.9% of men respectively).

Looking at the few cases in which the harassment was perpetrated by a woman, male respondents in the ADF were more likely to have been harassed by a woman than were females in the ADF (17.1% of men and 3.3% of women respectively).

Figure 20 – Gender of the harasser (by respondents' gender)²⁷



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

²⁷ Q12. Was the harasser male or female?
S1. Can you please confirm your gender?

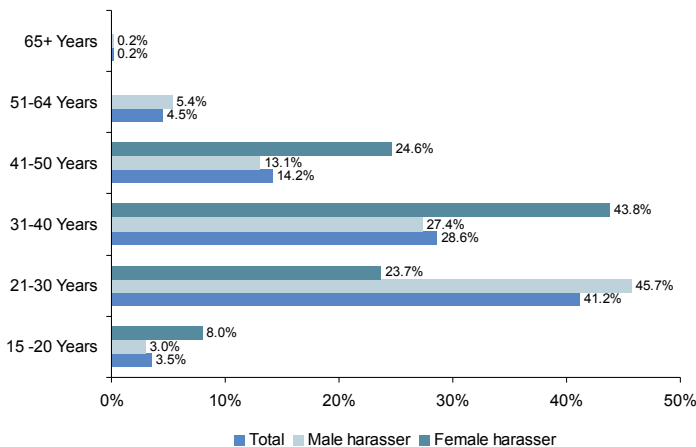
3.4.2 Age of the harasser

Overall, about three quarters (73.3%) of harassers were judged to be aged 40 years or less.

Figure 21 shows an inverse relationship for men in the ADF between age and propensity to perpetrate sexual harassment. Male harassers were more likely to perpetrate harassment at an early age, with 76.1% aged 40 years and younger and 45.7% between 21 and 30 years when committing the harassment.

The situation is slightly different for female harassers, who were more likely to perpetrate sexual harassment when over 30.²⁸

Figure 21 – Age of the harasser (by gender of the harasser)²⁹



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); respondents harassed by male harasser (n=164); respondents harassed by female harasser (n=13).

²⁸ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

²⁹ Q12. Was the harasser male or female?
Q13. About how old was the harasser?

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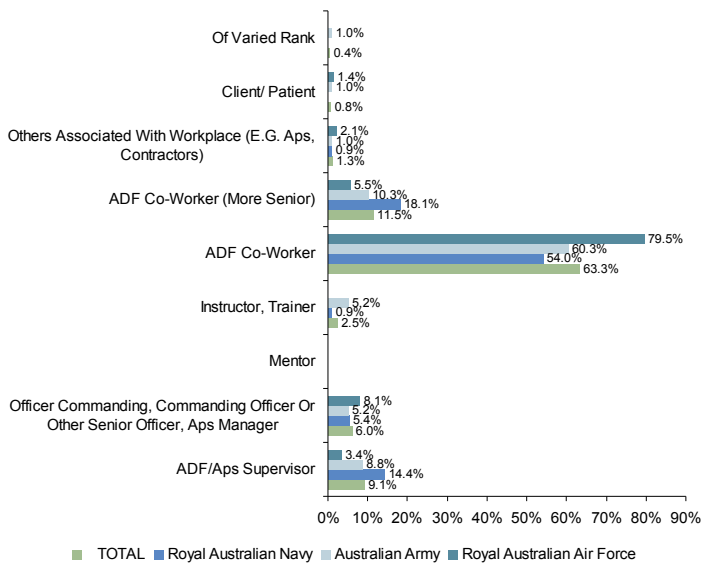
3.4.3 Harasser's relationship to the target

As shown in Figure 20, in the majority of occurrences sexual harassment was perpetrated by an ADF co-worker. A more senior co-worker was the next most common.

In the Air Force this was the case in nearly 80% of occurrences, the highest of all the services.

In the Army, the harassment was perpetrated by a co-worker in 54% of occurrences, lower than any other service. The Army also had the highest proportion of respondents who were harassed, indicating a more senior co-worker (18.1%) or an ADF/Aps supervisor (14.4%) as the harasser.

Figure 22 – Harasser’s relationship to the target (by service)³⁰



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); Navy (n=51); Army (n=68); Air Force (n=62).

3.4.4 Presence of multiple harasser or repeat harassers

Of those ADF respondents who reported being aware of someone else being sexually harassed in the same location where they experienced harassment, 59.1% of women and 55.7% of men reported that the harassment was perpetrated by the same harasser as the one who had targeted them.

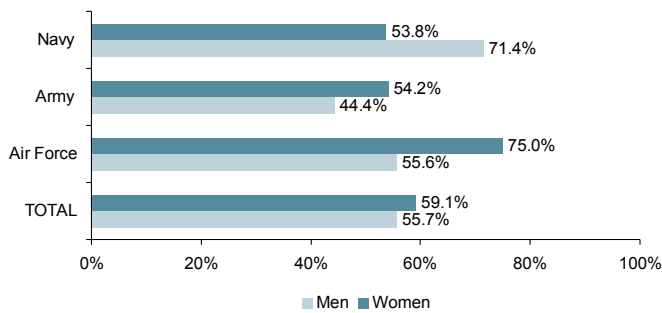
This implies that 40.9% of women and 44.3% of men who were harassed in the ADF were harassed by a different harasser, indicating the presence of multiple harassers in the same unit or location where they were harassed.

³⁰ Q14. What was the harasser’s relationship to you?
S3. Which Service are you currently a member of?

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Women in the Air Force reported being aware of others being harassed by the same harasser who harassed them more than women in the other services (75%), while men in the Navy were more likely to report this (71.4%) than men in the other services.³¹

Figure 23 – Awareness of sexual harassment perpetrated by the same harasser on multiple people³²



Bases: Respondents aware of someone else being sexually harassed in the same location where they had experienced sexual harassment (n=78); men (n=25); women (n=53). Navy, men (n=7); Navy, women (n=13). Army, men (n=9); Army, women (n=24). Air Force, men (n=9); Air Force, women (n=16).

³¹ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

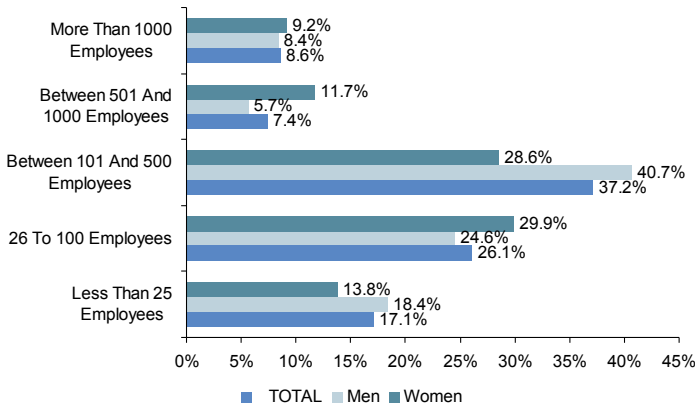
³² Q6c1. And was the harasser the same person who harassed you or was it someone else?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

3.5 Characteristics of the workplace

Over half (58.5%) of women and about two thirds (65.3%) of men who experienced sexual harassment in the ADF workplace in the last 5 years were working in medium-sized locations (between 26 and 500 employees).

About one in five women (20.9%) and one in seven men (14.1%) reported experiencing sexual harassment in locations with over 500 employees, and 13.8% of women and 18.4% of men who experienced harassment worked in small workplaces (less than 25 employees).

Figure 24 – Size of the workplace where the sexual harassment occurred (by gender)³³



Base: Respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

³³ Q15. How many employees would there have been at your posting location in total?
S1. Can you please confirm your gender?

4 Addressing Sexual Harassment

4.1 Introduction

This section provides an analysis of the nature of the reporting of sexual harassment, the support and advice sought by ADF employees in regard to the sexual harassment they experienced, satisfaction with the overall complaint process, complaint finalisation, who received the complaints, the consequences for the target, harasser and ADF following the complaint, and the time it took for the harassment and for formal complaints to be raised.

All ADF employees were also asked about their most preferred sources of information about sexual harassment, with their first response and all other responses recorded.

It is worth noting that only a very small proportion (n=30) of those who experienced sexual harassment in the ADF workplace in the last five years made a formal report or complaint.

The sample is even smaller when taking gender into account (men: n=5; women: n=25) or service differences (Navy: men n=1, women n=11; Army: men n=2, women n=11; Air Force: men n=2, women n=3).

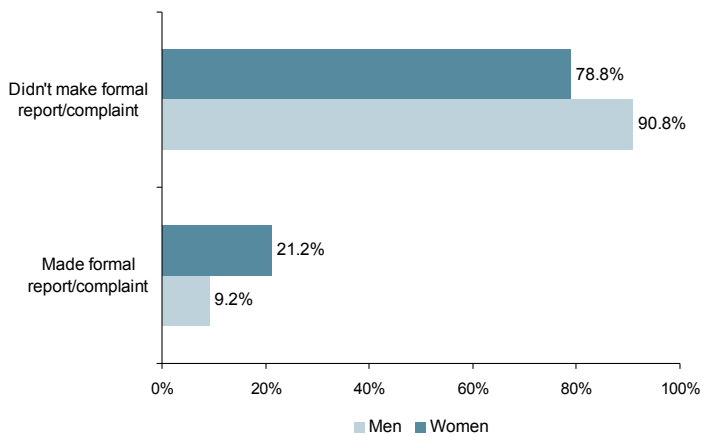
Because of such small sample sizes, the results are discussed in terms of a fraction (x/y) rather than a percentage (%). However, in the interests of consistency with the rest of the report, percentages are presented in the charts to the first decimal point.

4.2 Formal reports and complaints

All ADF respondents who reported experiencing sexual harassment in the ADF workplace in the last 5 years were asked whether they made a formal report or complaint.

One in five (21.2%) women and one in ten (9.2%) men made a formal complaint as shown in Figure 25.

Figure 25 – Formal Report/Complaint³⁴



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

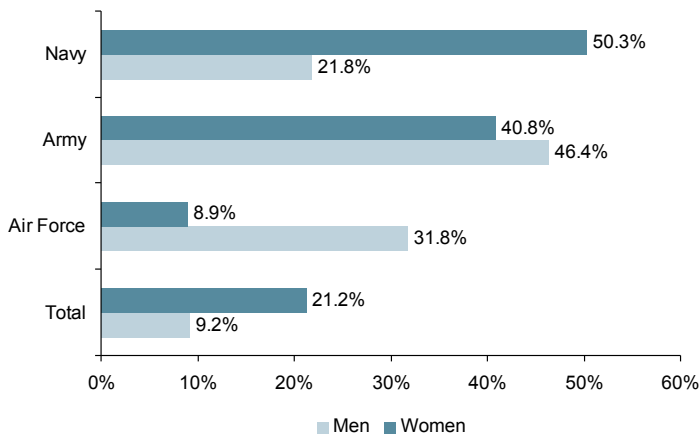
Looking at service differences, women in the Navy (11/25) are more likely than men in other services to make a formal report or complaint about the sexual harassment. Compared to other services, the Air Force was the only service where men (2/5) were more likely than women (3/25) to make a formal report or complaint.³⁵

³⁴ Q7c. Did you formally report or make a complaint about the harassment to anyone?
S1. Can you please confirm your gender?

³⁵ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

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Figure 26 – Formal Report/Complaint³⁶



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25). Navy, men (n=1); Navy, women (n=11). Army, men (n=2), Army, women (n=11). Air Force, men (n=2); Air Force, women (n=3).

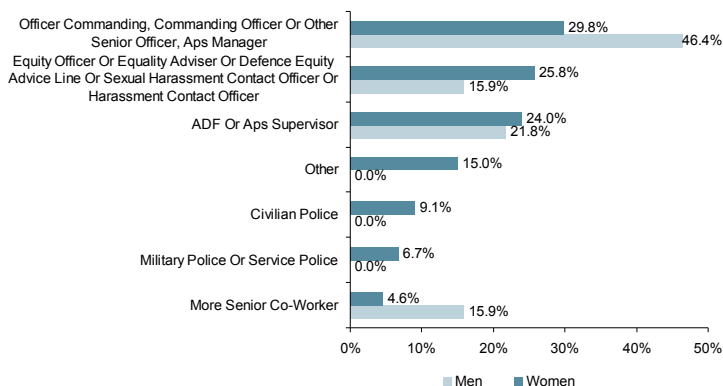
³⁶ Q7d. Did you formally report or make a complaint about the harassment to anyone?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

4.2.1 Complaint Recipients

Of those ADF respondents who were harassed and made a formal complaint or report, just under half of men (2/5) reported the incident to their Officer Commanding or other Senior Officer or Aps Manager compared to eight out of 25 women in the ADF.

Six out of 25 women reported the incident to the Equity Officer or sexual harassment contact officer compared to one out of five men in the ADF.³⁷

Figure 27 – Formal Report/Complaint³⁸



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

³⁷ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

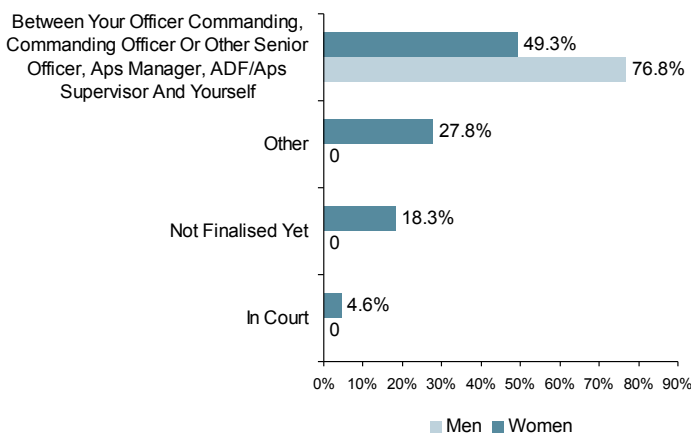
³⁸ Q7d. Who did you report the incident to?
S1. Can you please confirm your gender?

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Four out of the five men who made a formal complaint had the issue finalised between their Officer Commanding or other senior staff and themselves.

Four out of 25 women still have not had their sexual harassment complaint finalized.³⁹

Figure 28 – How the complaint was finalised⁴⁰



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

³⁹ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

⁴⁰ Q11a. How was your complaint finalised?
S1. Can you please confirm your gender?

4.2.2 Consequences of the complaint

(a) Consequences for the target following the complaint

The most common positive consequences for women in the ADF who made a formal complaint was “the harassment stopped” (12/25), “Officer Commanding apologised for failing to prevent the harassment” (4/25), and “received positive feedback for making complaint” (2/25), as shown in Figure 29a.

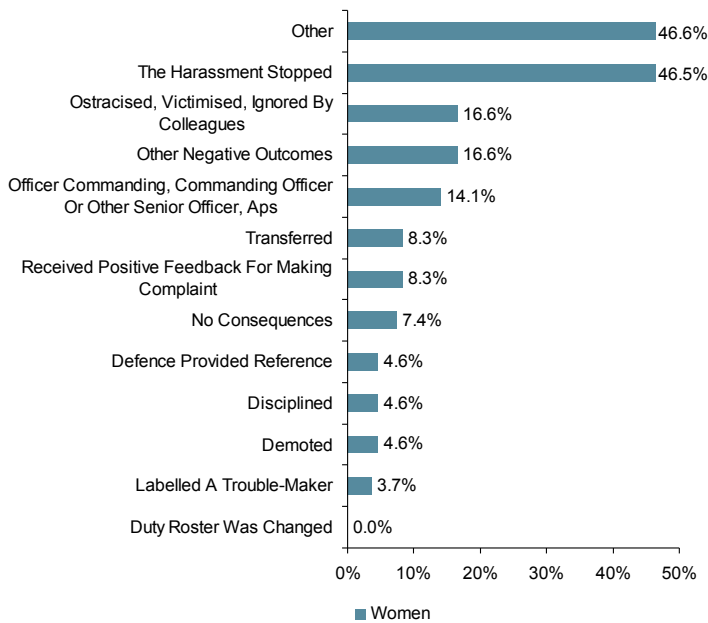
Compared to women in the ADF who made a formal complaint, the majority of men in the ADF had no consequences. Figure 29b shows that two out of five men reported that “the harassment stopped” and one out of five men was “transferred”.

The most common negative consequence for both men and women who made a formal complaint was that they were “ostracised, victimised, ignored by colleagues” (one out of five men and four out of 25 women).⁴¹

⁴¹ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

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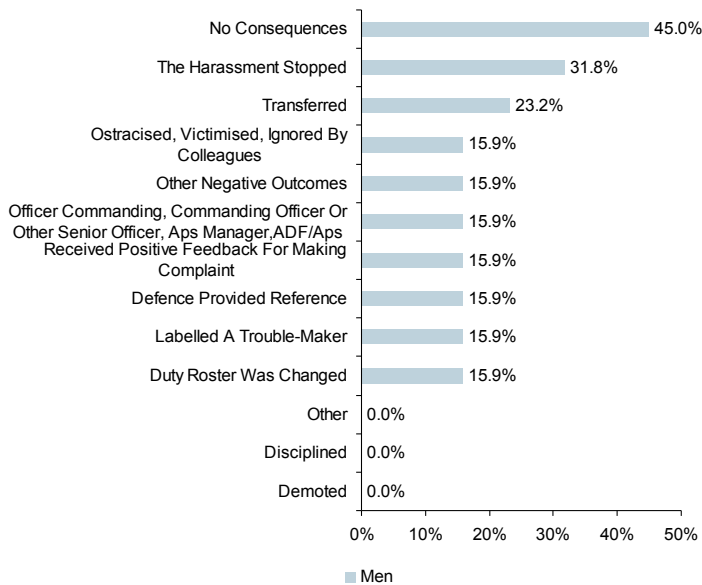
Figure 29a – Consequences for women following the complaint⁴²



Base: ADF, female respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=25).

⁴² Q9a. What were the positive and/or negative workplace consequences for you, following your complaint?
S1. Can you please confirm your gender?

Figure 30b – Consequences for men following the complaint⁴³



Base: ADF, male respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=5).

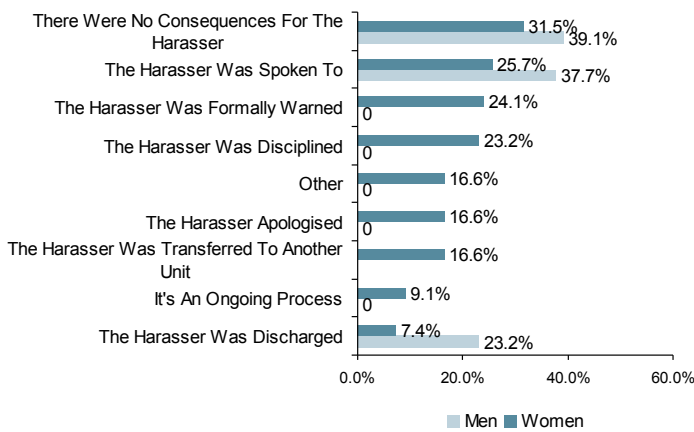
⁴³ Q9a. What were the positive and/or negative workplace consequences for you, following your complaint?
S1. Can you please confirm your gender?

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(b) Consequences for the harasser following the complaint

There were no consequences for the harasser for two out of the five men and eight of the 25 women in the ADF who made a formal complaint about the sexual harassment that happened to them.

Figure 31 – Consequences for the harasser⁴⁴



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

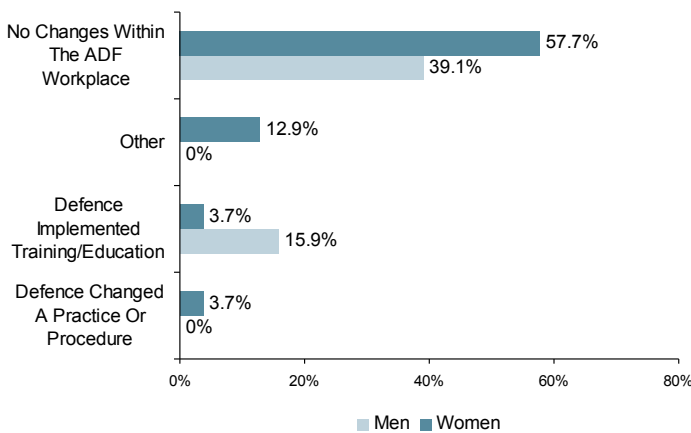
⁴⁴ Q9c. What were the consequences for the harasser following your complaint?
S1. Can you please confirm your gender?

(c) Consequences for the ADF following the complaint

The majority of men (2/5) and women (15/25) who made a formal complaint about the sexual harassment they experienced reported that there were no consequences for the ADF following their complaint.

In very few cases were training or educational sessions organised or practice or procedures changed.⁴⁵

Figure 32 – Consequences for the ADF following the complaint⁴⁶



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

⁴⁵ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

⁴⁶ Q9c. What were the consequences of your complaint for the ADF?
S1. Can you please confirm your gender?

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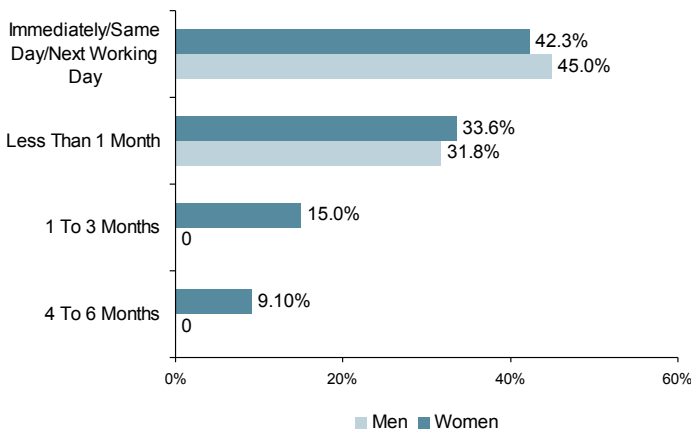
4.2.3 Timeframe of the Complaint

All ADF respondents who made a formal complaint about the sexual harassment that happened to them were asked how long it was between the sexual harassment that happened and reporting it.

Two in five men and ten out of 25 women made a formal complaint about the sexual harassment that happened to them immediately, the same day, or the next working day. Nine out of 25 women and two out of five men reported it in less than a month and 4 out of 25 women reported the harassment one to three months after it occurred.⁴⁷

The results follow a similar trend in the National Survey.

Figure 33 – Time period between harassment and reporting⁴⁸



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

⁴⁷ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

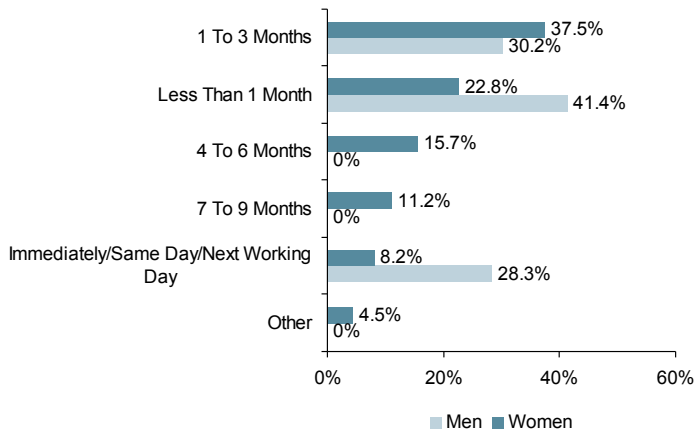
⁴⁸ Q10. What was the time period between when the harassment began and when you reported it?

S1. Can you please confirm your gender?

Of the men in the ADF who made a formal complaint, two out of four had their complaint finalised in less than a month and one out of four finalised immediately.

It took one to three months for eight out of 21 women in the ADF who made a formal complaint to have their complaint finalised. A small proportion of women had their complaint finalised immediately (two out of 21).⁴⁹

Figure 34 – Time taken to finalise complaint⁵⁰



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint (n=30); men (n=5); women (n=25).

⁴⁹ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

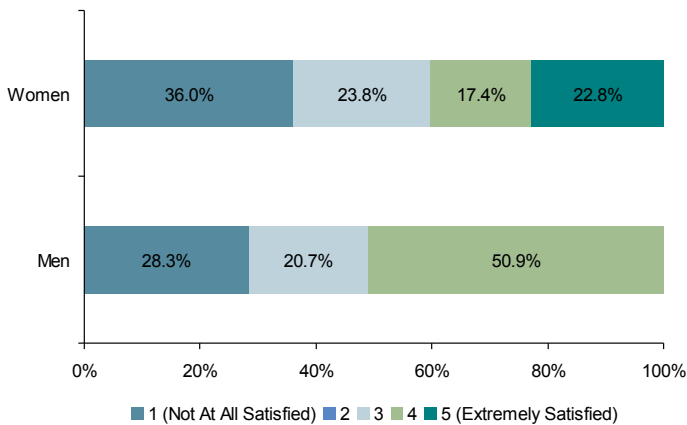
⁵⁰ Q11b. How long did it take to finalise your complaint?
S1. Can you please confirm your gender?

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4.2.4 Satisfaction with the Complaint Process

Most of the men (four out of five) in the ADF who made a complaint about the sexual harassment that happened to them were satisfied with the overall process of how their complaint was dealt with. Seven out of 21 women in the ADF were not at all satisfied with how their complaint was dealt with overall.⁵¹

Figure 35 – Satisfaction with overall complaint process⁵²



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and made a formal report or complaint and complaint finalised (n=25); men (n=4); women (n=21).

⁵¹ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

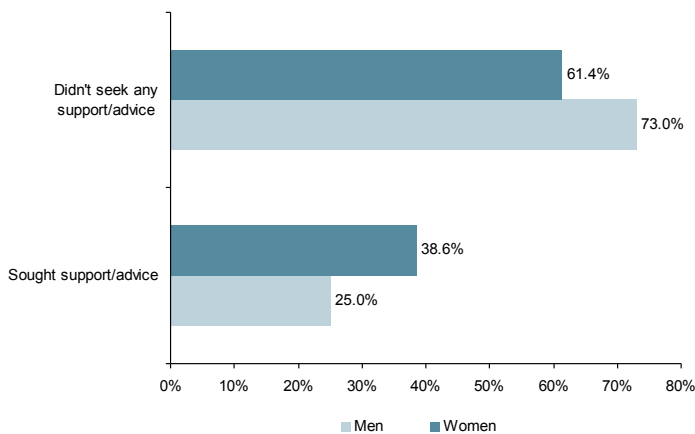
⁵² Q11c. On a scale of 1 to 5 where 1 mean not at all satisfied and 5 means extremely satisfied/5 means extremely satisfied and 1 means not at all satisfied, how would you rate the overall process of dealing with your sexual harassment complaint?
S1. Can you please confirm your gender?

4.3 Advice and assistance

All ADF respondents who reported experiencing sexual harassment in the ADF workplace in the last 5 years were asked whether they sought support or advice about the harassment that happened to them.

Women (38.6%) were more likely than men (25.0%) in the ADF to seek support or advice about the harassment they experienced. These figures are similar to the National Survey.

Figure 36 – Whether sought support or advice about the sexual harassment that occurred⁵³



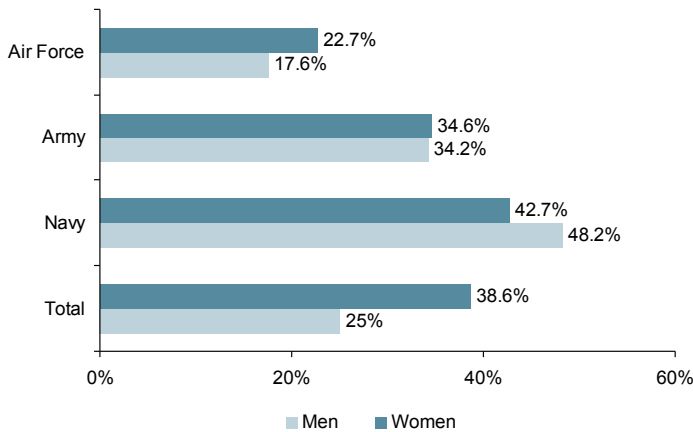
Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128).

⁵³ Q7a. Did you seek any support or advice about this harassment that happened to you?
S1. Can you please confirm your gender?

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More women in the Navy (42.7%) sought support about the sexual harassment that occurred than women in the other services. Similarly, men in the Navy (48.2%) were more likely than men in the other services and women in the Navy to seek support or advice.⁵⁴

Figure 37 – Seek support or advice about the sexual harassment that occurred⁵⁵



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years (n=181); men (n=53); women (n=128). Navy, men (n=15); Navy, women (n=36). Army, men (n=21), Army, women (n=47). Air Force, men (n=17); Air Force, women (n=45).

⁵⁴ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

⁵⁵ Q7a. Did you seek any support or advice about this harassment that happened to you?
 S1. Can you please confirm your gender?
 S3. Which Service are you currently a member of?

4.3.1 Sources of Assistance/Advice

All ADF respondents who experienced sexual harassment in the ADF workplace in the last 5 years and sought advice were asked who they sought it from.

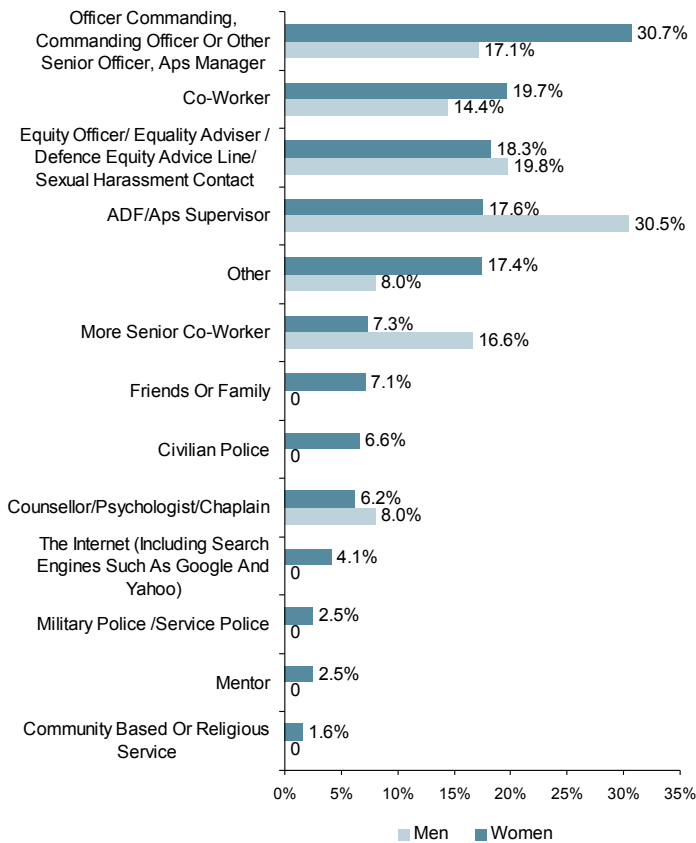
The most common source of assistance or advice for women in the ADF was the Officer Commanding or other Senior Officer or Aps Managers (30.7%), followed by co-worker (19.7%) and equity officer or sexual harassment contact officer (18.3%).

For men in the ADF, the most common source of advice was the ADF/Aps Supervisor (30.5%) followed by equity officer or sexual harassment contact (19.8%) and Officer Commanding or other Senior Officer (17.1%).⁵⁶

⁵⁶ These figures should be interpreted with caution, due to very small sample sizes (less than 20 respondents).

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Figure 38 – Sources of Assistance/Advice⁵⁷



Base: ADF, respondents who experienced sexual harassment in the ADF workplace in the last 5 years and sought advice (n=61); men (n=13); women (n=48).

⁵⁷ Q7b. Who did you seek assistance or advice from?
S1. Can you please confirm your gender?

4.4 Reasons for not seeking advice or making a formal complaint

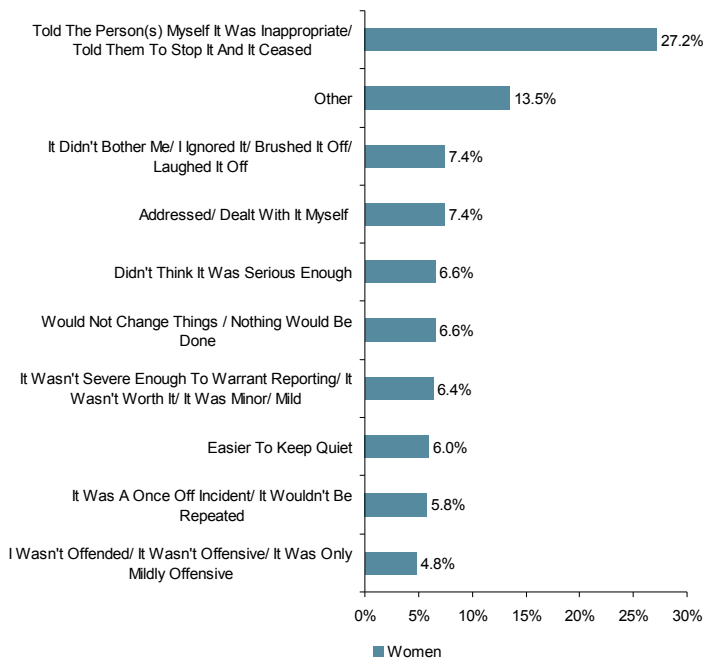
The most common reason for both men (26.7%) and women (27.2%) in the ADF for not seeking advice or making a formal complaint was because the target told the person(s) themselves that it was inappropriate or told them to stop it.

A small group of men (6.9%) and of women (7.4%) in the ADF said that the behaviour did not bother them, that they ignored it, brushed it off or laughed it off.

Another reason for not seeking advice or making a formal complaint was that 7.9% of men and 4.8% of women in the ADF felt that the sexual harassment behaviour they had experienced was only mildly offensive.

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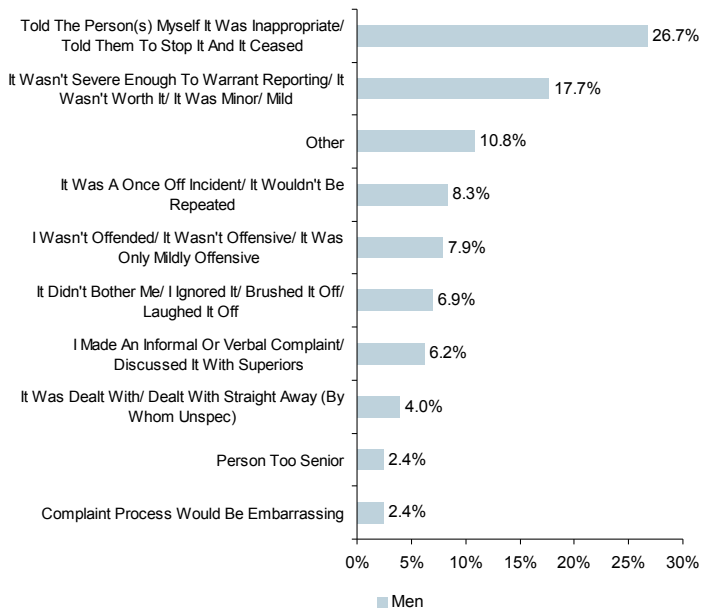
Figure 39a – Ten most common reasons for women not seeking advice or making a formal complaint⁵⁸



Base: ADF, female respondents who experienced sexual harassment in the ADF workplace in the last 5 years and didn't make a formal complaint or didn't seek support (n=103).

⁵⁸ Q8. Why did you not seek support or advice or/report or make a complaint?
S1. Can you please confirm your gender?

Figure 40b – Ten most common reasons for *men* not seeking advice or making a formal complaint⁵⁹



Base: ADF male respondents who experienced sexual harassment in the ADF workplace in the last 5 years and didn't make a formal complaint or didn't seek support (n=48).

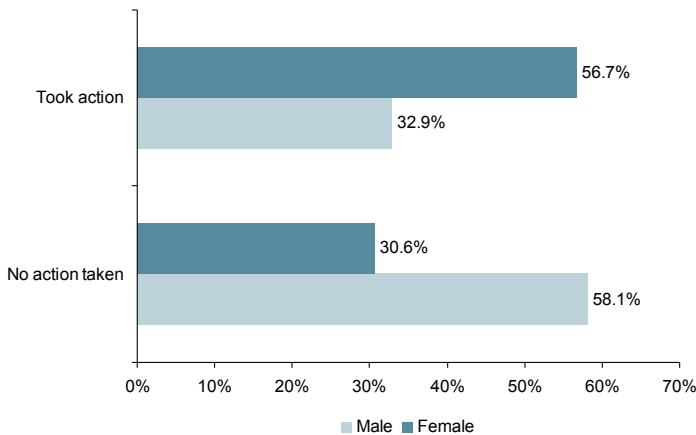
⁵⁹ Q8. Why did you not seek support or advice or/report or make a complaint?
S1. Can you please confirm your gender?

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4.5 Bystander actions

Out of those respondents who were aware of sexual harassment happening in general in the ADF (excluding episodes which occurred in the same location where respondents were harassed, when applicable), 58.1% of men took no action about this, compared to only 30.6% of women.

Figure 41 – Action taken (by gender)⁶⁰



Base: ADF respondents aware of sexual harassment happening to someone else in the ADF, excluding episodes which occurred in the same place where the respondent reported being sexually harassed (n=442); men (n=214); women (n=228).

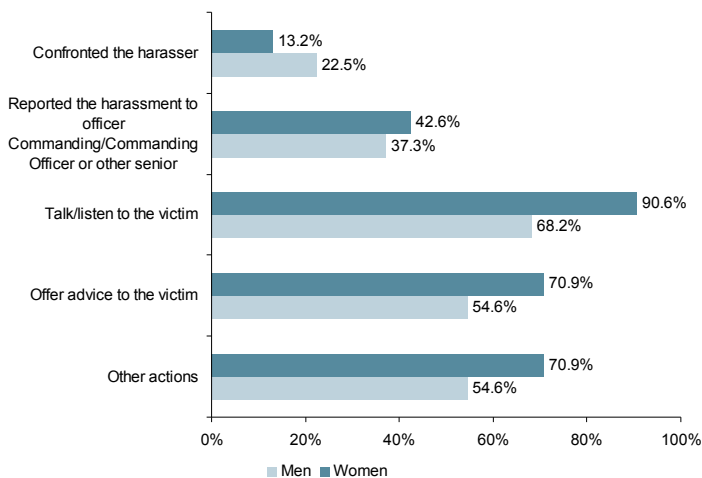
Out of those who took action after becoming aware of sexual harassment, the majority talked or listened to the target of sexual harassment. Women in the ADF were more likely to do so than men (90.6% and 68.2% respectively). The second most common type of action was offering advice to the victim, by 70.9% of women and 54.6% of men.

Only 13.2% of women confronted the harasser directly, while men were more likely to do so (22.5%).

⁶⁰ Q22. Did you take any of the following actions after hearing about/ witnessing this?
S1. Can you please confirm your gender?

Amongst the other types of actions taken, the most common was participating in the reporting or reporting the incident through the ADF internal mechanism, participating in education or discussions, providing support to the victim and reporting the incident through an external mechanism (i.e. civilian police).

Figure 42 – Type of action taken (by gender)⁶¹



Base: Respondents who took action after becoming aware of someone else being harassed (n=215) men (n=77); women (n=138).

In the general population, “talk or listen to the target of sexual harassment” was the most common action taken, followed by offering advice to the victim.

⁶¹ Q22. Did you take any of the following actions after hearing about/ witnessing this?
S1. Can you please confirm your gender?

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(a) Consequences

In the vast majority of cases, there were no consequences for those who took action after hearing of or witnessing the occurrence of sexual harassment in the ADF workplace, with 95.2% of men and 92.7% of women reporting no consequences following their actions, as shown in Table 1.

Table 1: Consequences experienced by those who took action after witnessing or becoming aware of someone else being sexually harassed, in the ADF in general, by gender (top 6)

Australian Defence Force			
sample	TOTAL n=215	Men n=77	Women n=138
No Consequences	94.7%	95.2%	92.7%
Other	2.7%	2.4%	3.6%
Received Positive Feedback For Making Complaint	1.4%	1.4%	1.5%
Ostracised, Victimised, Ignored By Colleagues	0.3%	0%	1.3%
Harassment Stopped	1.2%	1.4%	0.7%
Disciplined	1.1%	1.4%	0%

Looking at the different services, the vast majority of respondents did not experience any sort of consequences for acting against sexual harassment.

Table 2 on the following page shows the types of consequences faced, with a break-down by service and gender.

Table 2: Consequences experienced by those who took action after witnessing or becoming aware of someone else being sexually harassed, by gender and service (top 6)

Royal Australian Navy			
sample	TOTAL n=54	Men n=20	Women n=34
No Consequences	95.5%	95.0%	97.1%
Received Positive Feedback For Making Complaint	3.8%	5.0%	0%
Harassment Stopped	3.8%	5.0%	0%
Disciplined	0%	0%	0%
Transferred	0%	0%	0%
Had Duty Roster Changed	0%	0%	0%
Australian Army			
sample	TOTAL n=86	Men n=36	Women n=50
No Consequences	95.3%	97.2%	86.0%
Received Positive Feedback For Making Complaint	0.7%	0%	4.0%
Harassment Stopped	0.3%	0%	2.0%
Ostracised, Victimised, Ignored By Colleagues	0.3%	0%	2.0%
Disciplined	2.3%	2.8%	0%
Transferred	0%	0%	0%
Royal Australian Air Force			
sample	TOTAL n=75	Men n=21	Women n=54
No Consequences	92.2%	90.5%	96.3%
Ostracised, Victimised, Ignored By Colleagues	0.6%	0.0%	1.9%
Other	3.9%	4.8%	1.9%
Received Positive Feedback For Making Complaint	0%	0%	0%
Disciplined	0%	0%	0%
Transferred	0%	0%	0%

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4.6 Access to information

All respondents in the ADF were asked where they would prefer to source information about sexual harassment. The first source of information mentioned was recorded, followed by any other sources mentioned. Figure 41 shows the total mentions.

The most preferred source of information about sexual harassment for just over a third of men (37.3%) and two in five women (41.5) in the ADF was the Internet – including search engines such as Google and Yahoo – followed by the Defence Restricted Network or Defence Intranet (28.4% of men and 25.3% of women in the ADF), and Equity Officer or Sexual Harassment Contact Officer (17.9% of men).

Table 3: Total mentions of preferred sources of information about sexual harassment⁶²

Men		Women	
More than 20%			
Internet	37.3%	Internet	41.5%
Defence Restricted Network	28.4%	Defence Restricted Network	25.3%
10% to 20%			
Equity Officer	17.9%	Equity Officer	19.1%
Manager or Supervisor	13.6%	Manager or Supervisor	13.3%
Other	11.1%	Defence Instructions General	12.1%
5% to less than 10%			
Defence Instructions General	9.2%	Other	8.5%
Training	5.2%	Co-worker – more senior	5.1%
Co-worker – more senior	5%		
Less than 5%*			
Print media		Medical Centre	
Chaplain/padre		Counsellor/psychologist	
Annual training		Annual training	
Counsellor/psychologist		Co-worker	
Medical Centre		Print media	
Co-worker		Training	
Email		Chaplain/padre	
TV or radio		Employer/boss	
ADF publications		Brochures/pamphlets	
Telephone hotline		Telephone hotline	
Employer/boss		Friends or family	
Brochures/pamphlets		ADF publications	
Lawyer or legal service		Lawyer or legal service	
Divisional Systems		Australian Human Rights Commission	
Friends or family		Defence community organisation	
HR Manager or equivalent		Divisional Systems	
Australian Human Rights Commission		HR Manager or equivalent	
Library		TV or radio	
Defence community organisation		Email	
		Library	

Base: ADF, all respondents (n=1,000); men (n=500); women (n=500).

* These figures listed in order of preference.

⁶² Q24A/B. Where would be your preferred sources of information about sexual harassment? (total mentions).

S1. Can you please confirm your gender?

Appendix N.5 – Sexual harassment survey 2012 (ADF component)

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from Roy Morgan Research. May I please speak to (SAY RANK AND NAME OF RESPONDENT e.g. Lieutenant Smith).

IF NECESSARY, RE-INTRODUCE

My name is (SAY NAME) from Roy Morgan Research. We are conducting a social survey about sexual harassment in the Australian Defence Force workplace on behalf of Defence and in conjunction with the Australian Human Rights Commission, which is administering a similar survey in the Australian community. The results of the two surveys will be compared.

Participation in this study is entirely voluntary and you can withdraw at any time. You can also choose not to answer any questions you are uncomfortable with.

This survey will take approximately 12 minutes and aims to determine the prevalence, nature and reporting of sexual harassment in the ADF.

When completing this survey, you will be asked whether or not you have experienced sexual harassment and to recall your or others' experiences of harassment.

We recognise and understand that some survey questions may be of a sensitive nature. If you require support following this survey, please contact an appropriate service. You should have received a list of Defence and non-Defence support services by mail. This information can be provided again during this phone survey. If this survey invokes a severe reaction in you, please be sure to contact Defence health personnel via the local Health Centre or clinic.

Your answers will remain strictly confidential. We will allocate your survey with a unique identifying number and will not record your name and telephone number with your responses. We will only use your name to track your survey if you wish to withdraw your participation at a later date. The de-identified survey data will be provided to the Australian Human Rights Commission. Only aggregated survey results will be reported.

Defence provided your contact details and allowed us to contact you to conduct this important study.

ASK ALL:

[Single]

I1. Would you like to participate?

IF NECESSARY SAY: *Is now a good time or would it be more convenient if I made an appointment to speak to you at another time?*

IF NECESSARY, MAKE AN APPOINTMENT.

1		YES, CONTINUE NOW
2		MAKE APPOINTMENT
3		NO

IF NO TERMINATE

Thank you for your time.

ENDIF

IF APPOINTMENT ON I1

ENDIF

ASK ALL:

[Single]

I2. This call may be monitored by a supervisor for training purposes. Supervisors are bound by the same confidentiality requirements as interviewers. Do you agree to this call being monitored?		
1		YES
2		NO

IF NO (CODE 2 ON I2) SAY:

INTERVIEWER: ALERT SUPERVISOR TO EXCLUDE FROM MONITORING – CONTINUE

ENDIF

[Single]

S0. Firstly, are you OVER 18?		
1		YES
2		NO

IF CODE 2 ON S0, SAY:

Thankyou but we need to speak to respondents aged 18 years or older.

ENDIF

ASK ALL:

Before we continue any further, I will just ask you a few preliminary questions.

[Single]

S1. Can you please confirm your gender? INTERVIEWERS NOTE: DO NOT READ IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		MALE
2		FEMALE
3	Openend	OTHER (SPECIFY)

Thank you for your time and assistance but we have spoken to enough #/males/females/.

[Single]

S1b. Which of these age groups are you in?		
INTERVIEWER NOTE: READ OUT		
2		18-29
3		30-39
4		40-49
5		50-64
6		65+

ASK ALL:

[Single]

S2. What is the main language spoken at home?		
INTERVIEWER NOTE: DO NOT READ LIST		
1		ENGLISH
2		ITALIAN
3		GREEK
4		CANTONESE
5		MANDARIN
6		ARABIC
7		VIETNAMESE
97	Openend	OTHER
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

[Single]

S3. Which Service are you currently a member of?		
INTERVIEWERS NOTE: DO NOT READ		
1		ROYAL AUSTRALIAN NAVY
2		AUSTRALIAN ARMY

3		ROYAL AUSTRALIAN AIR FORCE
99		NOT DISCLOSED

IF CODE 1 ON S3 (NAVY), ASK:

[Single]

<p>S4A. What is your rank? The responses will be combined into rank groups and will not be used in any way that could identify you.</p> <p>INTERVIEWER NOTE: DO NOT READ LIST</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		RECRUIT
2		APPRENTICE
3		SEAMAN*
4		SEAMAN
5		ABLE SEAMAN
6		LEADING SEAMAN
7		PETTY OFFICER
8		CHIEF PETTY OFFICER
9		WARRANT OFFICER
10		MIDSHIPMAN
11		ACTING SUB LIEUTENANT
12		SUB LIEUTENANT
13		LIEUTENANT
14		LIEUTENANT COMMANDER
15		COMMANDER
16		CAPTAIN
17		COMMODORE
18		REAR ADMIRAL

19		VICE ADMIRAL
20		ADMIRAL
97	Openend	OTHER (SPECIFY)
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		NOT DISCLOSED

ENDIF

IF CODE 2 ON S3 (ARMY), ASK:

[Single]

<p>S4B. What is your rank? The responses will be combined into rank groups and will not be used in any way that could identify you.</p> <p>INTERVIEWER NOTE: DO NOT READ LIST</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		RECRUIT
2		APPRENTICE
3		PRIVATE - TRAINEE
4		PRIVATE (OR EQUIVALENT)
5		PRIVATE - PROFICIENT (OR EQUIVALENT)
6		LANCE CORPORAL
7		CORPORAL (OR EQUIVALENT)
8		SERGEANT
9		STAFF SERGEANT
10		WARRANT OFFICER CLASS 2
11		WARRANT OFFICER CLASS 1
12		STAFF CADET / OFFICER CADET
13		2ND LIEUTENANT
14		LIEUTENANT

15		CAPTAIN
16		MAJOR
17		LIEUTENANT COLONEL
18		COLONEL
19		BRIGADIER
20		MAJOR GENERAL
21		LIEUTENANT GENERAL
22		GENERAL
97	Openend	OTHER (SPECIFY)
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		NOT DISCLOSED

ENDIF**IF CODE 3 ON S3 (AIR FORCE), ASK:**

[Single]

S4C. What is your rank? The responses will be combined into rank groups and will not be used in any way that could identify you.		
INTERVIEWER NOTE: DO NOT READ LIST		
1		RECRUIT
2		APPRENTICE
3		AIRCRAFTMAN/AIRCRAFTWOMAN - TRAINEE
4		AIRCRAFTMAN/AIRCRAFTWOMAN
5		LEADING AIRCRAFTMAN/AIRCRAFTWOMAN
6		CORPORAL
7		SERGEANT
8		FLIGHT SERGEANT
9		WARRANT OFFICER

10		OFFICER CADET
11		PILOT OFFICER
12		FLYING OFFICER
13		FLIGHT LIEUTENANT
14		SQUADRON LEADER
15		WING COMMANDER
16		GROUP CAPTAIN
17		AIR COMMODORE
18		AIR VICE-MARSHAL
19		AIR MARSHAL
20		AIR CHIEF MARSHAL
97	Openend	OTHER (SPECIFY)
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		NOT DISCLOSED

ENDIF

ASK ALL:

This is an important study of the prevalence and impact of sexual harassment. Firstly, I would like to read the definition of Sexual Harassment. I'd like to assure you that your answers to these questions are completely confidential.

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.”

ASK ALL:

[Single]

Q1. Have you ever personally experienced sexual harassment?		
1		YES
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

IF YES (CODE 1 ON Q1) ASK:

THE ANSWER PLACES TO Q2 WILL BE RANDOMISED

[Single] {Random}

<p>Q2. Where was that sexual harassment experienced?</p> <p>INTERVIEWER NOTE: IF PERSON STATES THEY HAD MULTIPLE EXPERIENCES ASK THEM ABOUT THE MOST RECENT EXPERIENCE</p> <p>INTERVIEWER NOTE: READ OUT:</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		In an Australian Defence Force workplace
2		In or at an ADF work related event (eg social event, conference, mess activity)
3		As a recruit or trainee in an ADF training institution
4		During the recruitment process
5		In a workplace other than the ADF
97	Fixed Openend	Elsewhere (SPECIFY)
98	Fixed	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed	(DO NOT READ) REFUSED

IF CODE 5 ON Q2, ASK:

<p>Q2a. Out of the following, how would you describe this harassment? Please answer Yes or No to each one of these definitions.</p>
<p>STATEMENTS A-J WILL BE RANDOMISED: STATEMENTS K-M WILL APPEAR AT THE END</p>
<p>A. Unwelcome touching, hugging, cornering or kissing</p> <p>B. Inappropriate staring or leering that made you feel intimidated</p> <p>C. Sexual gestures, indecent exposure or inappropriate display of the body</p> <p>D. Sexually suggestive comments or jokes that made you feel offended</p> <p>E. Sexually explicit pictures, posters or gifts that made you feel offended</p> <p>F. Repeated or inappropriate invitations to go out on dates</p> <p>G. Intrusive questions about your private life or physical appearance that made you feel offended</p> <p>H. Sexually explicit emails or SMS messages</p> <p>I. Inappropriate physical contact</p> <p>J. Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague</p> <p>K. Requests or pressure for sex or other sexual acts</p> <p>L. Actual or attempted rape or sexual assault</p>

[Single]

M. Any other unwelcome conduct of a sexual nature IF YES, HIGHLIGHT YES AND TYPE IN RESPONSE		
1	Openend	YES (SPECIFY)
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

YOU HAVE NOT COMPLETED ALL QUESTIONS PLEASE GO BACK AND DO SO

[Single]

Q2b. Did you seek any support or advice about this harassment that happened to you?		
1		YES
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

[Single]

Q2c. Did you formally report or make a complaint about the harassment to anyone?		
1		YES
2		NO
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

IF CODE 1 ON Q2C, ASK:

THE ANSWER PLACES TO Q2D WILL BE RANDOMISED

[Multiple] {Spread: 20 Random}

Q2D. What were the positive and/or negative workplace consequences for you, following your complaint?

INTERVIEWER NOTE: READ LIST AND PROBE

IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE

HIGHLIGHT ALL MENTIONED

1		Your employer apologised for failing to prevent the harassment
2	Openend	Your employer paid you compensation because of the harassment (ASK: How much?) (SPECIFY)
3		The harassment stopped
4		Your employer provided you with a reference
5		You received positive feedback for making the complaint
6		Your shifts were changed
7		You were transferred
8		You resigned
9		You were dismissed
10		You were demoted
11		You were disciplined
12		You experienced other negative outcomes i.e. denied training, no promotion etc
13		You were ostracised, victimised, ignored by colleagues
14		You were labelled a trouble-maker
15	Single	There were no consequences for me
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

THE ANSWER PLACES TO Q2E WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q2e What were the consequences for the harasser following your complaint? INTERVIEWER NOTE: READ LIST AND PROBE IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE HIGHLIGHT ALL MENTIONED</p>		
1		The harasser was disciplined
2		The harasser was formally warned
3		The harasser was spoken to
4		The harasser was transferred
5		The harasser had his/her shifts changed
6		The harasser resigned
7		The harasser apologised
8	Openend	The harasser paid you compensation (ASK: How much?) (SPECIFY)
9		There were no consequences for the harasser
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

THE ANSWER PLACES TO Q2F WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q2f Thinking about the medium to long term consequences for you of the sexual harassment would you say: INTERVIEWER NOTE: READ LIST AND PROBE IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE HIGHLIGHT ALL MENTIONED</p>		
1	Single	There were no long term consequences
2		It has negatively impacted on your employment / career / work

3		It had financial consequences for you (loss of job/ unemployment/in less well paid job)
4		It has impacted negatively on your relationships with partner/children/friends/ family
5		It has impacted on your self-esteem and confidence
6		It has impacted on your health and general well-being
7		There were some positive aspects to the experience, (PROMPT: greater assertiveness, confidence in managing difficult situations)
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

THE ANSWER PLACES TO Q2G WILL BE RANDOMISED

[Single] {Random}

Q2g. How was your complaint finalised? INTERVIEWER NOTE: READ OUT: IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		Between your boss and yourself
2		Between your employer and yourself
3		With your union's involvement
4		With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency
5		By your legal representative/lawyer
6		In Court
7	Fixed	Not finalised yet
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)

98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

ENDIF

ENDIF

IF (CODES 1 TO 4 ON Q2) ASK:

[Single]

Q4. When did this harassment start?		
INTERVIEWER NOTE: READ LIST IF REQUIRED:		
1		LESS THAN 1 YEAR AGO
2		BETWEEN 1 TO 2 YEARS AGO
3		BETWEEN 2 TO 3 YEARS AGO
4		BETWEEN 3 TO 4 YEARS AGO
5		BETWEEN 4 TO 5 YEARS AGO
6		MORE THAN 5 YEARS AGO
98		(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99		(DO NOT READ) REFUSED

ENDIF

ENDIF

IF CODES 1 TO 5 ON Q4, ASK:

Q5a. Out of the following, how would you describe this harassment? Please answer Yes or No to each one of these definitions.
--

ENDIF

IF CODE 2 98 OR 99 ON Q1 OR CODE 5 TO 99 ON Q2 OR CODE 2 TO 99 ON Q2C OR CODE 6 TO 99 ON Q4, ASK:

Q5b. In the last five years, have you experienced any of the following in an Australian Defence Force workplace or at an Australian Defence Force work related event in a way that was unwelcome? Please answer Yes or No to each one.
--

ENDIF

STATEMENTS A-J WILL BE RANDOMISED: STATEMENTS K-M WILL APPEAR AT THE END
<p>A. Unwelcome touching, hugging, cornering or kissing B. Inappropriate staring or leering that made you feel intimidated C. Sexual gestures, indecent exposure or inappropriate display of the body D. Sexually suggestive comments or jokes that made you feel offended E. Sexually explicit pictures, posters or gifts that made you feel offended F. Repeated or inappropriate invitations to go out on dates G. Intrusive questions about your private life or physical appearance that made you feel offended H. Sexually explicit emails or SMS messages I. Inappropriate physical contact J. Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague K. Requests or pressure for sex or other sexual acts L. Actual or attempted rape or sexual assault</p>

[Single]

M. Any other unwelcome conduct of a sexual nature		
IF YES, HIGHLIGHT YES AND TYPE IN RESPONSE		
1	Openend	YES (SPECIFY)
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

YOU HAVE NOT COMPLETED ALL QUESTIONS PLEASE GO BACK AND DO SO

IF AT LEAST ONE CODE 1 ON Q5A-Q5M, CONTINUE, OTHERS GO TO Q21

[Single]

Q5C. On a scale of 1 to 5, where #/1 means not at all offended and 5 means extremely offended/ 5 means extremely offended and 1 means not at all offended/, overall how offended did the harassment make you feel?		
INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY		
1		1- NOT OFFENDED AT ALL
2		2
3		3
4		4

5		5- EXTREMELY OFFENDED
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

[Single]

<p>Q5D. On a scale of 1 to 5, where #/1 means not at all intimidated and 5 means extremely intimidated/ 5 means extremely intimidated and 1 means not at all intimidated/, overall how intimidated did the harassment make you feel?</p> <p>INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY</p>		
1		1- NOT INTIMIDATED AT ALL
2		2
3		3
4		4
5		5- EXTREMELY INTIMIDATED
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

[Quantity] {Min: 1, Max: 99, Default Value:99}

<p>Q6. How old were you when the harassment happened?</p> <p>RECORD AGE IN YEARS</p> <p>IF DON'T KNOW OR CAN'T SAY, RECORD AS 99.</p>

[Single]

<p>Q6a. How long did the behaviour#//s/ go on for?</p> <p>INTERVIEWER NOTE: READ OUT:</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		It was a one off
2		Less than 1 month
3		1 to 3 months

4		4 to 6 months
5		7 to 12 months
6		More than one year
7		Ongoing (continuous)
8		Sporadic (comes and goes)
97	Openend	(DO NOT READ) OTHER (SPECIFY)
98		(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99		(DO NOT READ) REFUSED

[Single]

Q6b. Do you know if this happened to anyone else in that same location?		
1		YES
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

IF CODE 1 ON Q6B, ASK:

[Single]

Q6c1. And was the harasser the same person who harassed you or was it someone else?		
1		YES, IT WAS THE SAME HARASSER
2		NO, IT WAS SOMEONE ELSE
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

[Single]

<p>Q6d. Thinking about your workplace at that time, would you say that this type of behaviour was #/very rare, rare, occurred sometimes or was common/ common, occurred sometimes, rare or very rare/?</p> <p>INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY</p>		
---	--	--

1		VERY RARE
2		RARE
3		OCCURRED SOMETIMES
4		COMMON
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

ENDIF

IF CODE 2 ON Q6b, OR ANY CODE ON Q6d, ASK:

[Single]

Q7a. Did you seek any support or advice about this harassment that happened to you?		
1		YES
2		NO
98		DON'T KNOW/ CAN'T SAY/ UNSURE
99		REFUSED

IF CODE 1 ON Q7A, ASK:

[Multiple] {Spread:20}

Q7b. Who did you seek assistance or advice from?		
INTERVIEWER NOTE: DO NOT READ OUT		
IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
HIGHLIGHT ALL MENTIONED		
1		FRIENDS OR FAMILY
2		OFFICER COMMANDING, COMMANDING OFFICER OR OTHER SENIOR OFFICER, APS MANAGER
3		ADF/APS SUPERVISOR
4		MENTOR
5		OTHER CO-WORKER MORE SENIOR THAN YOU

6		DUTY OFFICER
7		EQUITY OFFICER/ EQUALITY ADVISER / DEFENCE EQUITY ADVICE LINE/ SEXUAL HARASSMENT CONTACT OFFICER/ HARASSMENT CONTACT OFFICER
8		CO-WORKER
9		A DEFENCE LAWYER OR DEFENCE LEGAL SERVICE REPRESENTATIVE
10		AUSTRALIAN HUMAN RIGHTS COMMISSION OR STATE OR TERRITORY ANTI-DISCRIMINATION AGENCY
11		COUNSELLOR/PSYCHOLOGIST/CHAPLAIN
12		THE INTERNET (INCLUDING SEARCH ENGINES SUCH AS GOOGLE AND YAHOO)
13		COMMUNITY BASED OR RELIGIOUS SERVICE
14		OMBUDSMAN
15		MILITARY POLICE /SERVICE POLICE
16		CIVILIAN POLICE
97	Openend	OTHER (SPECIFY)
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

ENDIF**ANY CODE ON Q7b OR IF CODE 2 ON Q7a, ASK:**

[Single]

Q7c. Did you formally report or make a complaint about the harassment to anyone?		
1		YES
2		NO
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

IF CODE 1 ON Q7C, ASK:**THE ANSWER PLACES TO Q7D WILL BE RANDOMISED**

[Multiple] {Spread:20 Random}

<p>Q7d. Who did you report the incident to? INTERVIEWER NOTE: READ OUT: HIGHLIGHT ALL MENTIONED IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		Officer Commanding, Commanding Officer or other senior officer, APS manager
2		ADF or APS supervisor
3		Other co-worker more senior than you
4		Duty Officer
5		Equity Officer or Equality Adviser or Defence Equity Advice Line or Sexual Harassment Contact Officer or Harassment Contact Officer
6		Co-worker at your level or junior to you
7		The person harassing you
8		A Defence lawyer or Defence legal service representative
9		Australian Human Rights Commission or to a state or territory anti-discrimination agency
10		Ombudsman
11		Military Police or Service Police
12		Civilian Police
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

ENDIF

IF CODE 2 ON Q7C, ASK:

[Multiple] {Spread:20}

<p>Q8. Why did you not #/seek support or advice or/ report or make a complaint? DO NOT READ HIGHLIGHT ALL MENTIONED IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		NOT AWARE OF HOW THE COMPLAINT PROCESS WORKED OR WHO TO REPORT TO
2		FAMILY/FRIENDS/CO-WORKERS ADVISED ME NOT TO
3		EASIER TO KEEP QUIET
4		THOUGHT I WOULD NOT BE BELIEVED
5		COMPLAINT PROCESS WOULD BE EMBARRASSING
6		COMPLAINT PROCESS WOULD BE DIFFICULT
7		WOULD NOT CHANGE THINGS / NOTHING WOULD BE DONE
8		SEXUAL HARASSMENT IS ACCEPTED IN MY WORKPLACE
9		DON'T TRUST THE PEOPLE I COULD COMPLAIN TO
10		LACK OF CONFIDENTIALITY OF THE COMPLAINT PROCESS
11		PERSON TOO SENIOR
12		TOO SCARED/FRIGHTENED
13		PEOPLE WOULD TREAT ME LIKE THE WRONGDOER
14		PEOPLE WOULD THINK I WAS OVER REACTING
15		THOUGHT I WOULD GET FIRED
16		AFRAID FOR MY CAREER ASPIRATIONS
17		THOUGHT MY REPUTATION WOULD BE DAMAGED
18		FEARED NEGATIVE CONSEQUENCES FOR THE HARASSER
19		I MOVED TO ANOTHER PLACE OF WORK
20		HARASSER WAS ALREADY BEING DEALT WITH
21	Openend	DIDN'T THINK IT WAS SERIOUS ENOUGH (ASK:Why did you think it was not serious enough?) (SPECIFY)

22	Openend	TOOK CARE OF THE PROBLEM MYSELF (ASK: How did you take care of it?) (SPECIFY)
97	Openend	OTHER (SPECIFY)
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

ENDIF

IF CODE 1 ON Q7C, ASK:

THE ANSWER PLACES TO Q9A WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q9a. What were the positive and/or negative workplace consequences for you, following your complaint?</p> <p>Any of the following?</p> <p>INTERVIEWER NOTE: READ LIST AND PROBE</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p> <p>HIGHLIGHT ALL MENTIONED</p>		
1		Officer Commanding, Commanding Officer or other senior officer, APS manager, ADF/APS supervisor apologised for failing to prevent the harassment
2	Openend	Defence paid you compensation because of the harassment. (ASK: How much?) (SPECIFY)
3		The harassment stopped
4		Defence provided you with a reference
5		You received positive feedback for making the complaint
6		Your duty roster was changed
7		You were transferred
8		You resigned
9		You were discharged
10		You were demoted
11		You were disciplined

12		You experienced other negative outcomes i.e. denied training, no promotion etc
13		You were ostracised, victimised, ignored by colleagues
14		You were labelled a trouble-maker
15	Single	There were no consequences for you
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

IF CODE 1 ON Q7C, ASK:

THE ANSWER PLACES TO Q9B WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q9b What were the consequences for the harasser following your complaint? Any of the following? INTERVIEWER NOTE: READ LIST AND PROBE IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE HIGHLIGHT ALL MENTIONED</p>		
1		The harasser was disciplined
2		The harasser was formally warned
3		The harasser was spoken to
4		The harasser was transferred to another unit
5		The harasser had his or her duty rosters changed
6		The harasser resigned
7		The harasser apologised
8	Openend	The harasser paid you compensation (ASK: How much?) (SPECIFY)
9		There were no consequences for the harasser

97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

IF CODE 1 ON Q7C, ASK:

THE ANSWER PLACES TO Q9C WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q9c What were the consequences of your complaint for the ADF? Any of the following? INTERVIEWER NOTE: READ LIST AND PROBE IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE HIGHLIGHT ALL MENTIONED</p>		
1		Defence or your Officer Commanding/ Commanding Officer or other senior officer, APS manager developed or changed the existing policy on sexual harassment
2		Defence or your Officer Commanding/ Commanding Officer or other senior officer, ADF/APS manager/supervisor changed a practice or procedure (e.g., complaints procedure)
3		Defence or your Officer Commanding/ Commanding Officer or other senior officer, APS manager, ADF/APS supervisor implemented training/education
4		There were no changes within the ADF workplace following your complaint
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

THE ANSWER PLACES TO Q9D WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q9d Thinking about the medium to long term consequences for you of the sexual harassment or sexual harassment behaviours, would you say:</p> <p>INTERVIEWER NOTE: READ LIST AND PROBE</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p> <p>HIGHLIGHT ALL MENTIONED</p>		
1	Single	There were no long term consequences
2		It has negatively impacted on your employment / career / work
3		It had financial consequences for you (discharged/ affected your career)
4		It has impacted negatively on your relationships with partner/children/friends/ family
5		It has impacted on your self-esteem and confidence
6		It has impacted on your health and general well-being
7		There were some positive aspects to the experience, (PROMPT: greater assertiveness, confidence in managing difficult situations)
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

[Single]

<p>Q10. What was the time period between when the harassment began and when you reported it?</p> <p>INTERVIEWER NOTE: READ OUT:</p> <p>IF OTHER HIGHLIGHT OTHER AND SPECIFY TIME PERIOD</p>		
1		Immediately/same day/next working day
2		Less than 1 month
3		1 to 3 months
4		4 to 6 months
97	Openend	Other (SPECIFY)

98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

THE ANSWER PLACES TO Q11A WILL BE RANDOMISED

[Single] {Random}

Q11a. How was your complaint finalised? INTERVIEWER NOTE: READ OUT: IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		Between your Officer Commanding, Commanding Officer or other senior officer, APS manager, ADF/APS supervisor and yourself
2		With the involvement of the Australian Human Rights Commission, or state or territory anti-discrimination agency
3		By your legal representative/lawyer
4		In Court
5	Fixed	Not finalised yet
97	Fixed Openend	(DO NOT READ) OTHER (SPECIFY)
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

IF CODES 1 TO 4 OR 97 ON Q11A, ASK:

[Single]

Q11b. How long did it take to finalise your complaint? INTERVIEWER NOTE: READ OUT: IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		Immediately/same day/next working day
2		Less than 1 month
3		1 to 3 months

4		4 to 6 months
5		7 to 9 months
6		10 to 12 months
7		More than 12 months
97	Openend	(DO NOT READ) OTHER (SPECIFY)
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

[Single]

<p>Q11c. On a scale of 1 to 5, where #/1 means not at all satisfied and 5 means extremely satisfied/5 means extremely satisfied and 1 means not at all satisfied/, how would you rate the overall process of dealing with your sexual harassment complaint?</p> <p>INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY</p>		
1		NOT AT ALL SATISFIED
2		2
3		3
4		4
5		EXTREMELY SATISFIED
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

ENDIF

ENDIF

ANY CODE ON Q8, OR CODE 5 ON Q11a, OR ANY CODE ON Q11c, ASK:

[Single]

<p>Q12. Was the harasser male or female?</p> <p>INTERVIEWER NOTE: DO NOT READ</p>		
1		MALE
2		FEMALE

98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

[Single]

Q13. About how old was the harasser?		
INTERVIEWER NOTE: READ LIST IF REQUIRED		
1		15 -20 years
2		21-30 years
3		31-40 years
4		41-50 years
5		51-64 years
6		65+ years
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

[Single]

Q14. What was the harasser's relationship to you?		
INTERVIEWER NOTE: READ LIST IF REQUIRED		
IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		ADF/APS SUPERVISOR
2		OFFICER COMMANDING, COMMANDING OFFICER OR OTHER SENIOR OFFICER, APS MANAGER
3		MENTOR
4		INSTRUCTOR, TRAINER
5		ADF CO-WORKER
6		ADF CO-WORKER (MORE SENIOR)
8		OTHERS ASSOCIATED WITH WORKPLACE (E.G. APS, CONTRACTORS)
97	Openend	(DO NOT READ) OTHER (SPECIFY)

98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

Now I would like you to think specifically about your posting location when the sexual harassment took place.

[Single]

Q15. How many employees would there have been at your posting location in total? READ OUT		
1		Less than 25 employees
2		26 to 100 employees
3		Between 101 and 500 employees
4		Between 501 and 1000 employees
5		More than 1000 employees
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

[Single]

Q16a. At the time of the harassment, were you working full time, part time or were you in the recruitment process? INTERVIEWER NOTE: READ OUT		
1		Working full-time
2		Working part-time
3		Undergoing the recruitment process
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

IF CODE 1 OR 2 ON Q16A, ASK:

[Single]

Q17. At the time of the harassment how long had you been posted to your location?		
INTERVIEWER NOTE: READ OUT:		
1		Less than 3 months
2		More than 3 months but less than 12 months
3		More than 12 months but less than 3 years
4		3 or more years
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

IF CODE 1 ON S3 (NAVY), ASK:

[Single]

Q19a. What was your category/trade at the time the harassment occurred?		
INTERVIEWER NOTE: DO NOT READ LIST		
IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		[UNKNOWN]
2		MARITIME TRADE OPERATIONS
3		ADMINISTRATION
4		NAVY AEROSPACE ENGINEER (ANY)
5		AERONAUTICAL ENGINEERING
6		WEAPONS ELECTRICAL AIRCRAFT ENGINEER
7		NAVY AVIATION-NO (OFFICER) (ANY)
8		AIR TRAFFIC CONTROLLER
9		AIRCREW-OBSERVER
10		AVIATION-OBSERVER
11		IMAGERY SPECIALIST
12		MARINE AVIATION WARFARE OFFICER - TIME BASED
13		PILOT-SPECIALIST STREAMED

14		PILOT-TIME BASED
15		NAVY AVIATION-NS (NON-COMMISSIONED OFFICER/OTHER RANKS) (ANY)
16		AIRCREW
17		AVIATION SUPPORT
18		AVIATION TECHNICIAN AIRCRAFT
19		AVIATION TECHNICIAN AVIONICS
20		IMAGERY SPECIALIST
21		BANDMASTER
22		CHAPLAIN
23		NAVY COMMUNICATIONS (ANY)
24		COMMUNICATIONS INFO SYSTEMS
25		CRYPTOLOGIC LINGUIST
26		CRYPTOLOGIC SYSTEMS
27		ELECTRONIC WARFARE
28		ELECTRONIC WARFARE OPERATOR-SUBMARINE
29		ELECTRONIC WARFARE SUBMARINES
30		SIGNALS YEOMAN-SUBMARINE
31		NAVY ENGINEER (ANY)
32		EXPLOSIVE ORDNANCE ENGINEER
33		MARINE ENGINEERING
34		WEAPONS ELECTRICAL ENGINEERING
35		GENERAL EXPERIENCE
36		NAVY HEALTH SERVICES-NO (OFFICER) (ANY)
37		DENTAL TECHNICIAN
38		DENTIST

39		MEDICAL-O (OFFICER)
40		MEDICAL ADMINISTRATION
41		MEDICAL OFFICER
42		NURSE
43		NAVY HEALTH SERVICES-NS (NON-COMMISSIONED OFFICER/OTHER RANKS) (ANY)
44		DENTAL ASSISTANT
45		DENTAL ASSISTANT PREVENTIVE
46		DENTAL MANAGER
47		MEDICAL
48		INSTRUCTOR
49		NAVY INTELLIGENCE (ANY)
50		INTELLIGENCE
51		INTELLIGENCE NAVY INTELLIGENCE RESERVE
52		LEGAL
53		MANAGEMENT EXECUTIVE
54		MARINE TECHNICIAN
55		NAVY MARITIME WARFARE OFFICER (ANY)
56		ABOVE WATER WARFARE
57		ACOUSTIC WARFARE ANALYST-O (OFFICER)
58		BOATSWAIN-O (OFFICER)
59		CLEARANCE DIVER-O (OFFICER)
60		COMBAT SYSTEM MANAGER
61		COMMUNICATIONS & INFORMATION SYSTEMS
62		COMMUNICATIONS
63		FIRE FIGHTER-O (OFFICER)

64		HYDROGRAPHIC SURVEY MANAGER-O (OFFICER)
65		MARITIME GEOSPATIAL HYDROGRAPHIC
66		MARITIME GEOSPATIAL METEOROLOGY AND OCEANOGRAPHY (METOC)
67		MINE WARFARE
68		MINE WARFARE CLEARANCE DIVING
69		NAVIGATION
70		PHYSICAL TRAINING
71		PRESCRIBED DUTIES
72		PRINCIPAL WARFARE OFFICER
73		PRINCIPAL WARFARE OFFICER AIRCRAFT DIRECTION
74		PRINCIPAL WARFARE OFFICER ANTI-SUBMARINE
75		PRINCIPAL WARFARE OFFICER COMMUNICATIONS
76		PRINCIPAL WARFARE OFFICER FORCE WARFARE OFFICER
77		PRINCIPAL WARFARE OFFICER FORCE WARFARE OFFICER ABOVE WATER WARFARE
78		PRINCIPAL WARFARE OFFICER FORCE WARFARE OFFICER MINE WARFARE
79		PRINCIPAL WARFARE OFFICER FORCE WARFARE OFFICER NAVIGATION
80		PRINCIPAL WARFARE OFFICER FORCE WARFARE OFFICER SURFACE WARFARE
81		PRINCIPAL WARFARE OFFICER GUNNERY
82		PRINCIPAL WARFARE OFFICER MINE WARFARE
83		PRINCIPAL WARFARE OFFICER NAVIGATION
84		PRINCIPAL WARFARE OFFICER SURFACE WARFARE
85		SEAMAN
86		SIGNALS YEOMAN
87		SUBMARINER COMMAND POSTED

88		SUBMARINER COMMAND QUALIFIED
89		SUBMARINE EXECUTIVE OFFICER
90		SUBMARINER EXECUTIVE OFFICER QUALIFIED
91		SUBMARINER WATCH OFFICER
92		SUBMARINER
93		UNDERWATER CONTROL-O (OFFICER)
94		MUSICIAN
95		NAVY NAVAL POLICE COXSWAIN-O (ANY)
96		NAVAL POLICE COXSWAIN-O (OFFICER)
97		NAVAL POLICE COXSWAIN OFFICER
98		NAVY PRESCRIBED DUTIES (ANY)
99		ELECTRONIC WARFARE OPERATOR
100		MOTOR TRANSPORT DRIVER
101		NON-ALIGNED AIR TECHNICAL
102		NON-ALIGNED ELECTRICAL TECHNIC
103		NON-ALIGNED MARINE TECHNICAL
104		RADIO OPERATOR
105		RADIO OPERATOR SPECIAL
106		SIGNALS YEOMAN
107		SURVIVAL EQUIPMENT
108		UNDERWATER CONTROL
109		UNDERWATER WEAPONS
110		WORK STUDY
111		PSYCHOLOGIST
112		PUBLIC RELATIONS

113		NAVY SEAMAN-NS (NON-COMMISSIONED OFFICER/OTHER RANKS) (ANY)
114		ACOUSTIC WARFARE ANALYST
115		BOATSWAIN
116		BOATSWAINS MATE
117		CLEARANCE DIVER
118		COMBAT SYSTEMS MANAGER MINE WARFARE
119		COMBAT SYSTEMS OPERATOR MINE WARFARE
120		COMBAT SYSTEMS SUPERVISOR MINE WARFARE
121		COMBAT SYSTEM MANAGER
122		COMBAT SYSTEMS OPERATOR
123		COMBAT SYSTEMS OPERATOR ANTI-SUBMARINE AIRCRAFT CONTROLLER
124		COMBAT SYSTEMS SUPERVISOR
125		DIVER
126		ELECTRONIC WARFARE ANALYST SUB
127		HYDROGRAPHIC SYSTEMS MANAGER
128		HYDROGRAPHIC SYSTEMS OPERATOR
129		NAVAL POLICE COXSWAIN
130		PHYSICAL TRAINER
131		SENIOR OFFICER
132		NAVY SUPPLY-NO (OFFICER) (ANY)
133		COOK-O (OFFICER)
134		OPERATIONAL LOGISTICS
135		STEWARD-O (OFFICER)
136		STORES NAVAL-O (OFFICER)
137		SUPPLY

138		WRITER-O (OFFICER)
139		NAVY SUPPLY-NS (NON-COMMISSIONED OFFICER/OTHER RANKS) (ANY)
140		COOK
141		MOTOR TRANSPORT DRIVER-S
142		STEWARD
143		STORES NAVAL
144		WRITER
145		NAVY TECHNICAL OFFICER (ANY)
146		AVIATION TECHNICIAN AIRCRAFT
147		AVIATION TECHNICIAN AVIONICS
148		ELECTRONIC TECHNICAL COMMUNICATIONS
149		ELECTRONIC TECHNICIAN
150		MARINE TECHNICAL HULL
151		MARINE TECHNICAL PROPULSION
152		MARINE TECHNICIAN
153		NAVY TRAINING SYSTEMS (ANY)
154		TRAINING SYSTEMS
155		WORK STUDY-O (OFFICER)
156		NAVY WEAPONS ELECTRICAL ENG (ANY)
157		ELECTRONIC TECHNICIAN
158		NON-ALIGNED ELECTRICAL TECHNICIAN
159		WARRANT OFFICER OF THE NAVY
160		NONE
161		NAVY OFFICER UNDER TRAINING
162		NAVY SAILOR UNDER TRAINING

997	Openend	OTHER (SPECIFY)
999	Single	REFUSED

ENDIF**IF CODE 2 ON S3 (ARMY), ASK:**

[Single]

Q19b. What was your corps at the time the harassment occurred?		
INTERVIEWER NOTE: DO NOT READ LIST		
IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		[UNKNOWN]
2		ARMY ARMOURED CORPS (ANY)
3		ARMY ARMOURED OFFICER
4		CAVALRYMAN
5		LIGHT CAVALRY SCOUT
6		ROYAL AUSTRALIAN ARMOURED CORPS ASSISTANT ADMIN
7		ROYAL AUSTRALIAN ARMOURED CORPS ASST INSTRUCTOR
8		ROYAL AUSTRALIAN ARMOURED CORPS REGIMENTAL SERGEANT MAJOR
9		SUPERVISOR SQUADRON OPERATIONS
10		TANK CREWMAN
11		ARMY ARTILLERY REGIMENT (ANY)
12		ARMY AIR DEFENCE OFFICER
13		ARMY FIELD ARTILLERY OFFICER
14		ARMY OPERATOR RADAR
15		ARTILLERY COMMAND SYSTEM OPERATOR
16		ARTILLERY GUNNER
17		ARTILLERY LIGHT GUNNER

18		ARTILLERY OBSERVER
19		GROUND BASED AIR DEFENCE
20		MANAGER SURVEY, TARGET ACQUISITION
21		OFFENSIVE SUPPORT
22		OPERATOR UNMANNED AERIAL SYS
23		ROYAL AUSTRALIAN ARTILLERY RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
24		ROYAL AUSTRALIAN ARTILLERY REGIMENTAL SERGEANT MAJOR
25		ARMY AVIATION CORPS (AAVN) (ANY)
26		AUSTRALIAN ARMY AVIATION ASSISTANT INSTRUCTOR
27		AUSTRALIAN ARMY AVIATION RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
28		AUSTRALIAN ARMY AVIATION REGIMENTAL SERGEANT MAJOR
29		AIRCREWMAN
30		ARMY AVIATION OFFICER
31		GROUNDCREWMAN AIRCRAFT SUPPORT
32		GROUNDCREWMAN MISSION SUPPORT
33		ARMY BAND CORPS (AABC) (ANY)
34		AUSTRALIAN ARMY BAND CORPS ASSISTANT ADMIN
35		AUSTRALIAN ARMY BAND CORPS PIPER DRUM BUGLER
36		AUSTRALIAN ARMY BAND CORPS REGIMENTAL SERGEANT MAJOR
37		ARMY BAND OFFICER
38		ARMY MUSICIAN
39		ARMY CATERING CORPS (AACC) (ANY)
40		AUSTRALIAN ARMY CATERING CORPS RI (1RTB - 1 RECRUIT TRAINING BATTALION)
41		ARMY CATERING OFFICER

42		ARMY COOK
43		OPERATOR CATERING
44		ARMY CHAPLAIN ANY DENOMINATION
45		ARMY DENTAL CORPS (RAADC) (ANY)
46		ARMY DENTAL OFFICER
47		ROYAL AUSTRALIAN ARMY DENTAL CORPS DENTAL ASSISTANT
48		ROYAL AUSTRALIAN ARMY DENTAL CORPS RI (1RTB - 1 RECRUIT TRAINING BATTALION)
49		ROYAL AUSTRALIAN ARMY DENTAL CORPS REGIMENTAL SERGEANT MAJOR
50		ARMY EDUCATION OFFICER
51		AIRCRAFT LIFE SUPPORT FITTER
52		AIRCRAFT STRUCTURAL FITTER
53		ARMY ARTIFICER ELECTRONIC
54		ARMY METALSMITH
55		ARMY ROYAL AUSTRALIAN ARMY ELECTRICAL AND MECHANICAL ENGINEER (RAEME) OFFICER
56		ARTIFICER AIR
57		ARTIFICER GROUND
58		ARTIFICER MECHANICAL
59		FITTER ARMAMENT
60		MECHANIC RECOVERY
61		MECHANIC VEHICLE
62		ROYAL AUSTRALIAN ARMY ELECTRICAL AND MECHANICAL ENGINEER ASST ADMIN
63		ROYAL AUSTRALIAN ARMY ELECTRICAL AND MECHANICAL ENGINEER ASSISTANT INSTRUCTOR

64		ROYAL AUSTRALIAN ARMY ELECTRICAL AND MECHANICAL ENGINEER REGIMENTAL SERGEANT
65		MAJOR
66		TECHNICIAN AIRCRAFT
67		TECHNICIAN AVIONICS
68		TECHNICIAN ELECTRICAL
69		TECHNICIAN ELECTRONIC SYSTEMS
70		AIRCRAFT LIFE SUPPORT FITTER
71		ARMY ENGINEER OFFICER
72		ARMY MANAGER WORKS
73		BUILDING SERVICES
74		CARPENTER
75		CLERK ENGINEERS
76		COMBAT ENGINEER
77		DRAUGHTSMAN
78		ELECTRICIAN
79		ENGINEERING SERVICES
80		EXPLOSIVE ORDNANCE DISPOSAL
81		GEOSPATIAL TECHNICIAN
82		MULTIMEDIA TECHNICIAN
83		OPERATOR EMERGENCY RESPONSE
84		OPERATOR PLANT
85		PLUMBER
86		ROYAL AUSTRALIAN ENGINEERS ASSISTANT INSTRUCTOR
87		ROYAL AUSTRALIAN ENGINEERS RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)

88		ROYAL AUSTRALIAN ENGINEERS REGIMENTAL SERGEANT MAJOR
89		STOREMAN ENGINEERS
90		ARMY ENGINEER OFFICER
91		ARMY INFANTRY CORPS (RAINF) (ANY)
92		ARMY COMMANDO
93		ARMY INFANTRY OFFICER
94		ARMY SPECIAL AIR SERVICE (SAS) TROOPER
95		INFANTRY OPERATIONS CLERK
96		INFANTRY RESOURCE STOREMAN
97		PATROLMAN
98		ROYAL AUSTRALIAN INFANTRY ASSISTANT INSTRUCTOR
99		ROYAL AUSTRALIAN INFANTRY RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
100		ROYAL AUSTRALIAN INFANTRY REGIMENTAL SERGEANT MAJOR
101		RIFLEMAN
102		ARMY INTELLIGENCE CORPS (AUST INT) (ANY)
103		ANALYST INTELLIGENCE OPS
104		ARMY INTELLIGENCE OFFICER
105		ARMY INTELLIGENCE CORPS REGIMENTAL SERGEANT MAJOR
106		INT RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION) (INTELLIGENCE RECRUIT INSTRUCTOR)
107		ARMY LEGAL CORPS (ANY)
108		ARMY LEGAL LEVEL 1 OFFICER
109		ARMY LEGAL LEVEL 2 OFFICER
110		ARMY LEGAL LEVEL 3 OFFICER
111		ARMY LEGAL LEVEL 4 OFFICER

112		ARMY LEGAL LEVEL 5 OFFICER
113		ARMY MEDICAL CORPS (RAAMC) (ANY)
114		ARMY MEDICAL OFFICER
115		ARMY PHARMACEUTICAL OFFICER
116		ARMY RADIOGRAPHER OFFICER
117		ARMY SCIENTIFIC OFFICER
118		ARMY TECHNICIAN LABORATORY
119		ARMY THERAPEUTICAL OFFICER
120		COMBAT MEDICAL ATTENDANT
121		MEDICAL OPERATOR
122		PHYSICAL TRAINING INSTRUCTOR
123		PREVENTIVE MEDICINE
124		RAAMC ASSISTANT INSTRUCTOR
125		RAAMC RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
126		RAAMC REGIMENTAL SERGEANT MAJOR
127		ARMY MILITARY POLICE CORPS (RACMP) (ANY)
128		ADF INVESTIGATOR
129		ARMY MILITARY POLICE
130		ARMY MILITARY POLICE OFFICER
131		RACMP RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
132		RACMP REGIMENTAL SERGEANT MAJOR
133		ARMY NON-CORPS (ANY)
134		ARMY GENERAL ENLISTMENT
135		ARMY OFFICER UNDER TRAINING
136		MILITARY PERSONNEL

137		ARMY NURSING OFFICER
138		ARMY ORDNANCE CORPS (RAAOC) (ANY)
139		ARMY ORDNANCE OFFICER
140		ARMY TECHNICIAN AMMUNITION
141		HANDLER PETROLEUM GENERAL RESERVE
142		OPERATOR ADMINISTRATIVE
143		OPERATOR PETROLEUM
144		OPERATOR SUPPLY
145		OPERATOR SUPPLY CHAIN
146		OPERATOR UNIT SUPPLY
147		RAAOC RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
148		RAAOC REGIMENTAL SERGEANT MAJOR
149		RIGGER PARACHUTE
150		ARMY PAY CORPS (RAAPC) (ANY)
151		ARMY PAY OFFICER
152		CLERK FINANCE
153		RAAPC ASSISTANT ADMIN
154		RAAPC RECRUIT INSTRUCTOR (1RTB)
155		RAAPC REGIMENTAL SERGEANT MAJOR
156		ARMY PSYCHOLOGY CORPS (AAPSUCH) (ANY)
157		ARMY EXAMINER PSYCHOLOGICAL
158		ARMY PSYCHOLOGY OFFICER
159		ARMY PUBLIC RELATIONS SERVICE (AAPRS) (ANY)
160		ARMY PHOTOGRAPHER PUBLIC RELATIONS
161		ARMY PUBLIC RELATIONS OFFICER

162		ARMY REPORTER
163		ARMY REGIMENTAL SERGEANT MAJOR OF THE ARMY
164		ARMY SENIOR OFFICER
165		ARMY SIGNALS CORPS (RA SIGS) (ANY)
166		ARMY SIGNALLER COMBAT
167		ARMY SIGNALS OFFICER
168		COMBAT SIGNALLER
169		COMMUNICATION SYSTEMS
170		ELECTRONIC WARFARE OPERATOR
171		INFORMATION SYSTEMS
172		OPERATOR COMMAND SUPPORT SYSTEMS
173		OPERATOR BEARER SYSTEMS
174		OPERATOR COMMUNICATIONS
175		OPERATOR ELECTRONIC WARFARE
176		RA SIGS REGIMENTAL SERGEANT MAJOR
177		TECHNICIAN TELECOMM SYSTEMS
178		TELECOMMUNICATION SYSTEMS
179		ARMY TRANSPORT CORPS (RACT) (ANY)
180		AIR DISPATCHER
181		ARMY TRANSPORT OFFICER
182		CARGO SPECIALIST
183		DRIVER
184		MARINE SPECIALIST
185		OPERATOR MOVEMENTS
186		RACT ASSISTANT ADMIN

187		RACT RECRUIT INSTRUCTOR (1RTB - 1 RECRUIT TRAINING BATTALION)
188		RACT REGIMENTAL SERGEANT MAJOR
189		ARMY LOCAL OBSERVER
190		ARMY SOLDIER UNDER TRAINING
997	Openend	OTHER (SPECIFY)
999	Single	REFUSED

ENDIF

IF CODE 3 ON S3 (AIR FORCE), ASK:

[Single]

<p>Q19c. What was your category/trade at the time the harassment occurred? INTERVIEWER NOTE: DO NOT READ LIST IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		[UNKNOWN]
2		WARRANT OFFICER OF THE AIR FORCE (EXEC WOFF)
3		RAAF AIRCRAFT (ANY)
4		ADVANCED AIRCRAFT TECHNICIAN
5		AIRCRAFT FITTER
6		AIRCRAFT SYSTEMS TECHNICIAN
7		AIRCRAFT TECHNICIAN
8		NON DESTRUCTIVE INSPECTIONS TECHNICIAN
9		AIRCRAFT LIFE SUPPORT FITTER
10		AIRCRAFT STRUCTURES
11		AIRCRAFT SURFACE FINISHER
12		RAAF AIRCREW (ANY)
13		AIR COMBAT OFFICER
14		PILOT

15		RAAF AIRMEN AIRCREW (ANY)
16		AIRBORNE ELECTRONICS ANALYST
17		CREW ATTENDANT
18		FLIGHT ENGINEER
19		LOAD MASTER
20		RAAF ARMAMENT (ANY)
21		ARMAMENT FITTER
22		ARMAMENT TECHNICIAN
23		RAAF AVIONICS (ANY)
24		ADVANCED AVIONICS TECHNICIAN
25		AVIONICS FITTER
26		AVIONICS SYSTEM TECHNICIAN
27		AVIONICS TECHNICIAN
28		COOK
29		CLERK
30		COMMUNICATIONS AND INFO SYSTEMS CONTROLLER
31		RAAF COMMUNICATION ELECTRONIC (ANY)
32		COMMUNICATION ELECTRONIC SYSTEMS TECH
33		COMMUNICATIONS ELECTRONIC FITTER
34		COMMUNICATIONS ELECTRONIC TECHNICIAN
35		RAAF DEFENCE AND DISCIPLINARY (ANY)
36		AIR BASE PROTECTION
37		AIRFIELD DEFENCE GUARD
38		FIRE SERVICES
39		PHYSICAL TRAINING

40		SECURITY POLICE
41		WARRANT OFFICER DISCIPLINARY
42		RAAF DENTAL (ANY)
43		DENTAL ASSISTANT
44		SENIOR DENTAL ASSISTANT (SNR DENTASST)-PREVENTATIVE
45		RAAF ENGINEERING & LOGISTICS (ANY)
46		AERONAUTICAL ENGINEER
47		AIRFIELD ENGINEER
48		ARMAMENT ENGINEER
49		ELECTRONICS ENGINEER
50		LOGISTICS OFFICER
51		RAAF FACILITIES (ANY)
52		CARPENTER
53		ELECTRICIAN
54		GENERAL HAND
55		PLANT OPERATOR
56		PLUMBER
57		WORKS SUPERVISOR
58		RAAF GROUND ENGINEERING (ANY)
59		GROUND MECHANICAL ENGINEER FITTER
60		GROUND MECHANICAL ENGINEER TECHNICIAN
61		GROUND SUPPORT ENGINEER MANAGER
62		GROUND SUPPORT ENGINEER TECHNICIAN
63		GROUND SUPPORT EQUIPMENT FITTER
64		GROUND SUPPORT EQUIPMENT TECH

65		RAAF HEALTH SERVICES (ANY)
66		ALLIED HEALTH PRACTITIONER
67		DENTAL OFFICER
68		ENVIRONMENTAL HEALTH OFFICER
69		LABORATORY OFFICER
70		MEDICAL OFFICER
71		NURSING OFFICER
72		PHARMACY OFFICER
73		PSYCHOLOGIST
74		RADIOGRAPHER
75		RAAF INTELLIGENCE (ANY)
76		AIR SURVEILLANCE
77		GEOSPATIAL IMAGE INTELLIGENCE ANALYST
78		PHOTOGRAPHY
79		SIGNALS OPERATOR
80		SIGNALS OPERATOR LINGUIST
81		SIGNALS OPERATOR TECHNICAL
82		RAAF MEDICAL (ANY)
83		ENVIRONMENTAL HEALTH SURVEYOR
84		LABORATORY TECHNICIAN
85		MEDICAL ASSISTANT
86		MUSICIAN
87		RAAF OPERATIONS (ANY)
88		AIR TRAFFIC CONTROL OFFICER
89		GROUND DEFENCE OFFICER

90		INTELLIGENCE OFFICER
91		OPERATIONS
92		SECURITY POLICE OFFICER
93		RAAF SENIOR OFFICER (ANY)
94		ADMINISTRATION OFFICER
95		AERONAUTICAL ENGINEER
96		AIR COMBAT OFFICER (NAV)
97		AIR TRAFFIC CONTROL OFFICER
98		AIRFIELD ENGINEER
99		ARMAMENT ENGINEER
100		EDUCATION OFFICER
101		ELECTRONICS ENGINEER
102		GROUND DEFENCE OFFICER
103		INTELLIGENCE OFFICER
104		LOGISTICS OFFICER
105		NURSING OFFICER
106		PILOT
107		RAAF SENIOR OFFICER
108		RAAF SUPPLY (ANY)
109		MOTOR TRANSPORT DRIVER
110		MOVEMENTS
111		SUPPLY
112		RAAF SUPPORT OPERATIONS (ANY)
113		ADMINISTRATION OFFICER
114		CHAPLAIN

115		EDUCATION OFFICER
116		LEGAL OFFICER
117		PUBLIC AFFAIRS OFFICER
118		RAAF AIRMEN UNDER TRAINING
119		RAAF OFFICER UNDER TRAINING
997	Openend	OTHER (SPECIFY)
999	Single	REFUSED

ENDIF

ENDIF

ENDIF

THE ANSWER PLACES TO Q21 WILL BE RANDOMISED

[Multiple] {Spread:20 Random}

<p>Q21. Have you been aware of sexual harassment happening to someone else in an ADF workplace #/ other than the workplace we have just discussed, /in general / in the last five years?</p> <p>INTERVIEWER NOTE: READ OUT:</p> <p>IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p> <p>HIGHLIGHT ALL MENTIONED</p>		
1		Yes, I observed or witnessed sexual harassment myself
2		Yes, another person who was sexually harassed told me about it
3		Yes, I heard about a person who was sexually harassed on the ADF workplace grapevine
4	Fixed Openend	Yes, I found out some other way (SPECIFY)
5	Fixed Single	No
98	Fixed Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Fixed Single	(DO NOT READ) REFUSED

IF CODES 1 TO 4 ON Q21, ASK:

Q22A-Q22D WILL BE RANDOMISED

Q22. Did you take any of the following actions after #/hearing about// #/ or// #/witnessing/ / this?
Q22A. Confront the harasser Q22B. Report the harassment to your employer Q22C. Talk/Listen to the victim Q22D. Offer advice to the victim

[Multiple] {Spread:20}

Q22E. Take any other action		
1	Openend	YES (SPECIFY)
2	Single	NO
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

YOU HAVE NOT COMPLETED ALL QUESTIONS PLEASE GO BACK AND DO SO

IF ANY CODE 1 ON Q22A-22E, ASK:

[Multiple] {Spread:20}

Q23 Were there any consequences for you in taking these actions? INTERVIEWER NOTE: READ OUT IF NECESSARY IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE HIGHLIGHT ALL MENTIONED		
1		YOU RECEIVED POSITIVE FEEDBACK FOR MAKING THE COMPLAINT
2		YOU WERE DISCIPLINED
3		YOU WERE TRANSFERRED TO ANOTHER UNIT
4		YOU HAD YOUR DUTY ROSTER CHANGED
5		YOU RESIGNED
6		YOU WERE DISCHARGED
7		THE HARASSMENT STOPPED

8		YOU WERE DEMOTED
9		YOU WERE OSTRACISED, VICTIMISED, IGNORED BY COLLEAGUES
10	Single	THERE WERE NO CONSEQUENCES FOR ME
97	Openend	(DO NOT READ) OTHER (SPECIFY)
98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

ENDIF

ENDIF

ASK ALL:

Now just a few questions about your current situation

[Single]

<p>Q24A. Where would be your preferred sources of information about sexual harassment? INTERVIEWER NOTE: ONLY RECORD FIRST MENTION HERE. RECORD OTHER MENTIONS ON THE FOLLOWING QUESTION INTERVIEWER NOTE: PROBE, DO NOT READ LIST. IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE</p>		
1		FRIENDS OR FAMILY
2		INTERNET INCLUDING SEARCH ENGINES SUCH AS GOOGLE OR YAHOO
3		MANAGER/SUPERVISOR AT WORK
4		EMPLOYER/BOSS
5		HUMAN RESOURCES MANAGER OR EQUIVALENT AT WORK
6		EQUITY OFFICER/SEXUAL HARASSMENT CONTACT OFFICER/ HARASSMENT CONTACT OFFICER
7		CO-WORKER
8		CO-WORKER MORE SENIOR THAN YOU
9		A UNION OR EMPLOYEE REPRESENTATIVE
10		A LAWYER OR LEGAL SERVICE

11		AUSTRALIAN HUMAN RIGHTS COMMISSION OR A STATE OR TERRITORY ANTI-DISCRIMINATION AGENCY
12		LIBRARY
13		COUNSELLOR/PSYCHOLOGIST
14		PRINT MEDIA SUCH AS NEWSPAPERS, MAGAZINES
15		TV OR RADIO
97	Openend	OTHER (SPECIFY)
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

IF GAVE A FIRST MENTION (CODES 1 TO 97 ON Q24A), RECORD OTHER MENTIONS:

ANSWER CODES SELECTED IN Q24A WILL NOT APPEAR IN Q24B.

[Multiple] {Spread:20}

Q24B. INTERVIEWER: RECORD OTHER MENTIONS HERE (Where would be your preferred sources of information about sexual harassment?) INTERVIEWER NOTE: PROBE, DO NOT READ LIST. RECORD ALL OTHER MENTIONS IF OTHER, HIGHLIGHT OTHER AND TYPE IN RESPONSE		
1		FRIENDS OR FAMILY
2		INTERNET INCLUDING SEARCH ENGINES SUCH AS GOOGLE OR YAHOO
3		MANAGER/SUPERVISOR AT WORK
4		EMPLOYER/BOSS
5		HUMAN RESOURCES MANAGER OR EQUIVALENT AT WORK
6		EQUITY OFFICER/SEXUAL HARASSMENT CONTACT OFFICER/ HARASSMENT CONTACT OFFICER
7		CO-WORKER
8		CO-WORKER MORE SENIOR THAN YOU
9		A UNION OR EMPLOYEE REPRESENTATIVE
10		A LAWYER OR LEGAL SERVICE

11		AUSTRALIAN HUMAN RIGHTS COMMISSION OR A STATE OR TERRITORY ANTI-DISCRIMINATION AGENCY
12		LIBRARY
13		COUNSELLOR/PSYCHOLOGIST
14		PRINT MEDIA SUCH AS NEWSPAPERS, MAGAZINES
15		TV OR RADIO
96	Single	NONE - NO OTHER MENTIONS
97	Openend	OTHER (SPECIFY)
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

ENDIF

ASK ALL:

The following questions will only be used to ensure that we have a representative sample and will not be used in any way that could identify you.

[Single]

Q25. What is your total annual HOUSEHOLD income from all sources before taxes? Would it be...		
INTERVIEWER NOTE: READ LIST		
1		Less than \$15,000 per year
2		\$15,000 up to \$24,999 per year
3		\$25,000 up to \$34,999 per year
4		\$35,000 up to \$44,999 per year
5		\$45,000 up to \$55,999 per year
6		\$55,000 up to \$74,999 per year
7		\$75,000 up to \$99,999 per year
8		\$100,000 up to \$149,999 per year
9		\$150,000 up to \$199,999 per year
10		\$200,000 and over

98	Single	(DO NOT READ) DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	(DO NOT READ) REFUSED

[Single]

Q26. Are you of Aboriginal and/or Torres Strait Islander descent? INTERVIEWER NOTE: DO NOT READ - PROMPT IF NECESSARY (I.E. IF SAYS 'YES' ASK "ARE YOU ABORIGINAL, TORRES STRAIT ISLANDER OR BOTH?")		
1		ABORIGINAL
2		TORRES STRAIT ISLANDER
3		BOTH
4		NO
98	Single	DON'T KNOW/ CAN'T SAY/ UNSURE
99	Single	REFUSED

Ok, the interview is now finished.

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting a supervisor, commander or manager or alternatively, the Australian Human Rights Commission or relevant state/territory based equal opportunity bodies identified in the support contact list that was sent to you. If you wish to report an act of indecency or a sexual assault, contact the Australian Defence Force Investigative Service (ADFIS) or the Police. The support contacts list can be provided to you again if required.

Thank you for your time. You made a valuable contribution to the success of this important study.

END-OF-QUESTIONNAIRE

Appendix N.6 – Information provided by 1800RESPECT National Sexual Assault, Domestic Family Violence Counselling Service at <http://www.1800respect.org.au/1800RESPECT-online.html>

State or National	Service	Website	Phone
NATIONAL	1800RESPECT National Sexual Assault, Domestic Family Violence Counselling Service	www.1800respect.org.au	1800 737 732
NATIONAL	Relationships Australia	www.relationships.com.au	1300 364 277
NATIONAL	Mensline Australia	www.menslineaus.org.au	1300 789 978
ACT	Domestic Violence	www.dvcs.org.au	02 6280 0900
ACT	Sexual Assault	www.rapecrisis.org.au	02 6247 2525
NSW	Sexual Assault	www.nswrapecrisis.com.au	1800 424 017
NT	Domestic Violence	www.dawnhouse.org.au	08 8945 6200
NT	Sexual Assault	www.health.nt.gov.au/Service_Locator/Sexual_Assault_Referral_Centres/index.aspx	08 8922 6472
QLD	Domestic Violence	www.dvconnect.org	1800 811 811
SA	Sexual Assault	www.yarrowplace.sa.gov.au	1800 817 421
TAS	Domestic Violence	www.justice.tas.gov.au/victims	1800 608 122
TAS	Sexual Assault	www.sass.org.au	03 6231 1811
VIC	Domestic Violence	www.dvrcv.org.au/	03 9486 9866
VIC	Sexual Assault	www.casa.org.au	1800 806 292
WA	Domestic Violence	www.womenscouncil.com.au/	1800 007 339
WA	Sexual Assault	www.kemh.health.wa.gov.au/services/sarc	08 9340 1828

Appendix O

Chapter 8: Adequacy and Accessibility of Support Mechanisms

Appendix O.1 – Health and fitness monitoring, support and services

Health and fitness is monitored by the Medical Employment Classification (MEC) system, a consistent tri-service approach that determines the employability, deployability and rehabilitation of a member.

The MEC system involves regular physical examinations and patient questionnaires that assess individual fitness for service. Members are assigned a classification which then impacts upon 'employment, postings, trainings, occupational rehabilitation, transfers between employment categories, payment of specialist allowances and retention in the ADF.'²⁸¹

The MEC system comprises five broad categories:

- MEC1: Fully Employable and Deployable
- MEC2: Employable and Deployable with Restrictions
- MEC3: Rehabilitation
- MEC4: Employment Transition
- MEC5: Separation.²⁸²

The MEC system is a personnel management system, not a patient management tool, and defers to other bodies in the ADF (including Joint Health Command, Regional Health Directors, a member's chain of command, Medical Employment Classification Review Board, Career Management Agencies/Personnel Management Agencies and the member themselves) to administer to the needs associated with the classifications assigned.²⁸³

Among these is Joint Health Command, which is responsible for the provision of health care to non-deployed members of the ADF, and for the operational preparedness of the force from a health perspective.²⁸⁴ It 'conducts strategic health research, develops strategic health policies, provides strategic level health advice, and exercises technical and financial control of ADF health units.'²⁸⁵ Joint Operations Command and the single Services are responsible for health support on operations.²⁸⁶

Joint Health Command provides facilities located at ADF workplaces and 'Defence health units' around Australia, including primary health care, theatre capability, in-patient capability, dental, physiotherapy, radiology, mental health, rehabilitation and pharmacy services.²⁸⁷ ADF members can be referred to one of these, or an appropriate civilian service, through an after-hours advice and triage style phone service.²⁸⁸ Permanent ADF members do not require Medicare cards to access these services, but are invoiced or billed and then reimbursed.

Families of ADF personnel are not currently entitled to health subsidies as a matter of course, however, the Australian Defence Force Family Health Trial is providing ADF families residing in regional areas with benefits including reimbursing Medicare gap charges and an allied health allowance of \$330 per dependent per year.²⁸⁹

Regular publications keep ADF personnel updated about health and support news. *Defence family matters* is a tri-annual magazine sent to all permanent ADF members and those on continuous full-time service who have one or more dependents, and any other personnel who have requested a free subscription.²⁹⁰ Joint Health Command has also produced a series of concise fact sheets, available online and in places of work, to inform members about issues, policy and services in areas including depression, grief, alcohol and drug issues.²⁹¹

Beyond Joint Health Command there are two primary organisations that provide assistance and information to ADF members and their families: the Defence Community Organisation and Defence Families of Australia.