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2002 Status of the Armed Forces Survey — Workplace and Gender Relations:

Administration, Datasets, and Codebook

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**2002 STATUS OF THE ARMED FORCES SURVEYS:
WORKPLACE AND GENDER RELATIONS:
ADMINISTRATION, DATASETS, AND CODEBOOK**

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2002 STATUS OF THE ARMED FORCES SURVEYS – WORKPLACE AND GENDER RELATIONS ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

The *Human Resource Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel needs of the Under Secretary of Defense for Personnel and Readiness. These surveys assess the attitudes and opinions of the entire Department of Defense (DOD) community—active, reserve, civilian employees, and family members—on a wide range of personnel issues. The Web-based survey program, known as the Status of Forces Surveys (SOFS) provides timely data on active, reserve, and civilian employees. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations with limited Internet access (e.g., spouses of active duty and Reserve members).

This report provides information on the administration of the *2002 Status of Armed Forces Surveys: Workplace and Gender Relations* (Form 2002GB), hereinafter referred to as Form 2002GB.

The 2002 WGR utilized both modes of administration—the Web as well as paper-and-pencil—and was designed to document the extent to which Service members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs. In addition, the 2002 WGR contains measures of general workplace behaviors. These latter constructs have been analyzed and results are available in a separate report (Williams & Mohamed, 2003). Data were collected by mail and Web, between December 2001 and April 2002. The sample consisted of 60,415 active duty service members. A total of 19,960 eligible members returned usable surveys, which represent an adjusted weighted response rate of 36.1%.

Overview of Report

The next section of this report describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights. Along with Appendices A and B, the methods section is the documentation of how the survey was conducted. George and Kroeger (2003) provide details on sampling and weighting.

The third section of the report describes the survey analysis file layout and key variables. This section and the remaining appendices (C-J) address issues in the analysis of the survey data. Conventions for variable naming and construction are introduced in this section with details given in Appendices C (annotated questionnaire), D (explanation of coding), and I (explanation of key analytic variables). Explanations for the groupings of variables seen in the positional list of variables in Appendix F are discussed in this section as well as a description of information available in Appendix G for each variable. Appendix G contains details for variables in the same order that the variables are listed in Appendix F. In addition to the variables available on the

public-release file, Appendix G contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents. Confidential variables are identified and listed in Appendices E and F. Key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. Examples of analyses are given in Appendix J. The SAS code used to construct the analytic variables are included in Appendix I. Appendix H provides the record layout for the public-release flat file.

Method

Survey Instrument

A copy of the 16-page *2002 Status of the Armed Forces Surveys – Workplace and Gender Relations* (Form 2002GB) is provided in Appendix A. The survey can be grouped into six sections.

- *Background* – includes information on gender, race/ethnicity, education, duty status, Service, paygrade and length of time in service.
- *Workplace Information* – includes questions on time at permanent duty station, supervisors, leadership, and coworkers.
- *Mentoring* – includes questions on use of mentors and their background and helpfulness.
- *Readiness, Health, and Well-Being* – includes questions on individual preparedness and physical and emotional health.
- *Gender-Related Experiences in Military* – includes questions on the extent to which gender experiences were reported and, if reported, members' satisfaction with the complaint process and outcome.
- *Personnel Policy and Practices* – includes questions on the amount of training on sexual harassment, members' assessment of the effectiveness of training received, and service member's views on current policies designed to prevent or reduce sexual harassment.

Survey items were adopted, adapted, or generated from one or more of the following sources:

- The 1995 *Status of the Armed Forces Survey – Gender Issues – Form B*
- Concerns identified by personnel from various policy offices within the office of the Under Secretary of Defense for Personnel & Readiness, representatives from the Services, and
- Focus groups conducted with military personnel similar to those in the sample.

Multiple focus groups were conducted with military personnel. Paper-and-pencil surveys were administered jointly by researchers from the University of Illinois and the Defense Manpower Data Center (DMDC) at two different military installations in the fall of 1999 and the winter of 2000. Each site represented a different branch of the military. Participants were volunteered from within their units. Data collection took place in a mass-testing format with groups ranging from 1 to approximately 190 personnel. A total of 737 active duty personnel participated in these pretest.

Sample

The population of inferential interest for the WGR- Form 2002GB consisted of all active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, up to and including paygrade O-6 with at least 6 months of service at the time the first questionnaire was mailed. The sample frame included those members who were on active duty in May 2001. Final eligibility was limited to those 1) in the December 2001 Active Duty Master File (ADMF) and 2) who were also in the September 2001 Defense Enrollment Eligibility Reporting System (DEERS) Medical point in time (PIT) extract. Sampled members were flagged as ineligible (9.77% of the sample), and were excluded from all survey mailings, if they were either not in the ADMF or were ineligible for benefits in DEERS (5,903).

The initial sample for the WGR – Form 2002GB consisted of a non-proportional stratified, single stage random sample of 60,415 individuals, of whom 56,521 were determined to be eligible members of the population. The sample design considered requirements for analyses by Service, gender, paygrade group, and racial/ethnic group membership. Details of the sample design and expected precision levels are reported by Elig (2003) and are summarized below.

Stratification Variables

The sampling frame was constructed using the five stratification variables listed in Table 1. These five variables were used to create stratification cells. A single variable, GB01CELL, was created as an index variable for the strata.

Table 1.
Stratification Variables

Dimension of Stratification	Levels
Service	Army Navy Marine Corps Air Force Coast Guard
Gender	Male Female
Paygrade Group	E1 to E3 E4 E5 to E6 E7 to E9 WO1 to WO5 O1 to O3 O4 to O6
Race/Ethnic Category	Minority Non-Minority
Occupational PERSTEMPO	High Low

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy officials. These reporting domains were defined by using the 14 demographic variables shown in Table 2. For four demographic characteristics, multiple versions of variables were created that differed in the level of detail. Less detailed variables were used to define domains for analyses within the five Services than were used to define domains at the DoD level.

Next, Elig (2003) determined the number of people who would be sampled for each stratum using a sample-planning tool developed for DMDC (Kavee & Mason, 1997). A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory is used in the sample-planning tool to determine an optimized sample size and allocation—a sample that would achieve at minimal cost the precision levels required for each analytic domain. The Kuhn-Tucker theory provides an optimal solution to satisfy precision constraints (e.g., ± 5 percentage points) imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy officials.

Table 2.
Factors Defining Key Reporting Domains

Factors	Levels
Service*	Army Navy Marine Corps Air Force Coast Guard
Gender*	Male Female
Paygrade Group 1*	E1-E3 E4 E5-E6 E7-E9 W1-W5 O1-O3 O4-O6
Race/ethnic Category*	Minority Non-minority
Occupation PERSTEMPO*	High Low
Paygrade Group 2	E1-E9 W1-W5 O1-O6
Paygrade Group 3	E1-E3 E4-E5 E6-E9 W1-W5 O1-O3 O4-O6
Paygrade Group 4	E1-E3 E4 E5-E6 E7-E9 All Officers
CinCs	America Europe Pacific Central South
CONUS	CONUS (all 48 contiguous states and the District of Columbia) OCONUS (non contiguous states, territories and countries)
Regions	US & US territories

Factors	Levels
	Europe Asia & Pacific Islands Other
Regions-Collapsed	US & US territories, Other, Unknown Europe Asia & Pacific Islands
Race Code	White Asian & Pacific Islander Black Native American & Alaskan Native Other
Race/Ethnic Code	Native American & Alaskan Native Asian & Pacific Islander (Non-Hispanic) Black (Non-Hispanic) White Hispanic Other

**Stratification Variable*

Constructing the Frame and Drawing the Sample

DMDC's May 2001 Active Duty Master Edit File (ADMF) was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. The specified definition of the population, described above, resulted in a sampling frame with 1,390,935 eligible members. A non-proportional stratified, single stage random sample of 60,415 members was selected to receive the WGR Form - 2002GB. Table 3 presents a summary of the sample allocation by Service.

Table 3.
WGR – Form 2002GB Sample Allocation

	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
Gender						
Male	32225	7717	6027	6639	9640	2232
Female	28159	8797	6175	4485	6775	1927
Paygrade Group						
E1 – E3	16686	4500	3779	3326	4013	1068
E4	12283	3658	2015	2405	3308	897
E5 – E6	15164	4050	2880	2357	4838	1039
E7 – E9	5363	1232	1150	1154	1554	273
WO1 - WO5	1370	889	124	192	0	165
O1 - O3	5331	1097	1214	1090	1455	475
O4 - O6	4215	1088	1037	600	1248	242
Race/Ethnic						
Minority	28011	8762	5338	4301	8732	878
Non-minority	31986	7732	6762	6764	7447	3281
PERSTEMPO						
High	35751	10241	6755	8016	8616	2123
Low	24585	6273	5447	3099	7753	2013

Note. Counts for unknown are not included.

Respondents

When the survey fielding closed on April 23, 2002, DMDC had received 19,960 usable surveys. See Tables 4 and Table 5 for a summary of these respondents, unweighted and weighted.

Table 4.
Respondents

	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
Gender						
Male	10235	2229	2055	1763	3348	840
Female	9725	2754	2111	1297	2749	814
Paygrade Group						
E1 – E3	3448	752	734	565	1126	271
E4	2758	726	479	419	856	278
E5 – E6	5265	1279	1061	621	1893	411
E7 – E9	2577	591	630	483	731	142
WO1 - WO5	743	471	75	99	0	98
O1 - O3	2603	489	554	526	743	291
O4 - O6	2565	675	632	347	748	163
Race/Ethnic						
Minority	7869	2321	1537	988	2723	300
Non-Minority	11939	2660	2602	2055	3269	1353
PERSTEMPO						
High	10432	2631	2089	1980	2903	829
Low	9491	2352	2077	1075	3173	814

Note. Counts for unknown are not included

Table 5.
Weighted Estimates of the Eligible Population

	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
Gender						
Male	1,067,685	351,532	285,998	139,612	261,952	28,591
Female	189,262	65,048	47,586	9,710	63,282	3,637
Paygrade Group						
E1 – E3	344,033	107,520	91,615	66,598	72,116	6,184
E4	214,366	79,415	57,140	21,446	50,603	5,762
E5 – E6	374,168	116,505	108,017	32,864	106,068	10,714
E7 – E9	119,657	44,995	27,921	11,673	32,012	3,056
WO1 - WO5	14,785	9,932	1,671	1,931	0	1,251
O1 - O3	112,315	33,902	28,743	9,929	36,516	3,226
O4 - O6	77,578	24,311	18,431	4,881	27,920	2,035
Race/Ethnic						
Minority	441,140	176,226	128,842	49,052	81,478	5,543
Non-minority	807,935	240,254	203,384	99,440	238,235	26,623
PERSTEMPO						
High	823,975	291,136	215,406	113,078	184,131	20,224
Low	430,975	125,444	118,177	36,008	139,924	11,421

Note. Counts for unknown are not included.

Determining Response Status

The original sample file contained 60,415 sample members. Of those, 3,894 were flagged as ineligible, leaving 56,521 members eligible for mailing. Losses to the drawn sample are listed in Table 6. Sample members were lost from the sample for three main reasons: (1) self-reported or other ineligibility for the survey, (2) an inability to locate the sample member, and (3) refusal to participate in the survey or other failure to respond to the survey. A total of 5,925 sample members (10%) were lost from the final sample through classification as ineligible, most of these ineligible (3,984) were determined using the September 2001 DEERS PIT extract. Elimination of ineligibles resulted in decreasing the sample to 90% (N=54,490) of its original size.

Table 6.
Frequency Counts and Percents of the Final Usable Sample Relative to the Drawn Sample

	Sample counts		Weighted estimates of population	
	n	%	n	%
Drawn sample & population	60,415	100%	1,390,935	100%
Ineligible in September 2001 DEERS and December 2001 ADMF	5,903	9.77%	129,087	9.28%
Self-reported ineligible	22	.04%	330	.02%
Total: Ineligible	5,925	9.81%	129,417	9.30%
Eligible sample	54,490	90.19%	1,261,518	90.70%
Total: Not located	1,320	2.18%	35,765	2.57%
Located sample	53,170	88.01%	1,225,753	88.13%
Nonresponse				
Returned blank	181	.30%	4,955	.36%
Incomplete Return	856	1.42%	20,553	1.48%
Did not return a Survey	32,173	53.25%	745,202	53.58%
Total: Nonresponse				
Total nonresponse (unknown nonrespondents)	33,210	54.97%	770,710	55.42%
Usable Responses	19,960	33.04%	455,052	32.71%

Note. Percentages reported for usable responses represent the yield of usable responses from the survey procedures, but not response rates as typically reported for surveys.

This is both the population frame count and the sum of base weights from the sample.

Less than 2% of the drawn sample (1,320 of 60,415) was lost because the sample members could not be located. Personnel records for this group had missing, incomplete, or out-of-date addresses, and steps designed to obtain complete, current addresses for these records were unsuccessful.

Losses attributable to either ineligibility or nonlocatability resulted in a sample that was 88% as large as the drawn sample. Individuals in this remaining sample may be further categorized as nonrespondents versus respondents. Nonrespondents included the following groups: sample members who contacted the operations contractor (by mail, fax, e-mail or telephone) and asked to have their names removed from the survey mailing list, and sample members who did not return a survey.

Respondents included all sample members who returned at least one survey with 50% of applicable items completed and at least one valid answer marked on Question 55. At the

conclusion of the survey fielding, 19,960 eligible, locatable sample members had returned usable surveys.

Location, Response, and Completion Rates

The Council of American Survey Research Organizations (CASRO) noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates.

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by CASRO. More specifically, the new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982). Table 7 provides the CASRO-adjusted located and eligible sample counts for the Form 2002GB survey.

Table 8 provides location, response, and completion rate information for the Form 2002GB Survey. The location rate is defined as the proportion of eligible sample members that were locatable. The response rate is defined as the proportion of eligible sample members that returned usable surveys, while the completion rate is defined as the proportion of the located sample that returned usable surveys.

Table 7.
CASRO-adjusted Located and Eligible Sample Counts

	Sample		Population	
	Observed Counts	% of Drawn Sample	Weighted Estimates	% of Weighted Sample
Located sample	53,170	88.01%	1,225,753	88.12%
Ineligible among those who did not return a survey	34	0.06%	511	0.04%
Other ineligibles	0	0%	0	0%
Total estimated ineligible	34	0.06%	511	0.04%
Adjusted located sample	53,136	87.95%	1,225,242	88.09%
Eligible sample	54,490	90.19%	1,261,519	90.70%
Ineligible among those not located	1	0.00%	25	0.00%
Ineligible among those who did not return a survey	34	0.06%	511	0.04%
Other ineligibles	0	0%	0	0%
Total estimated ineligible	35	0.06%	535	0.04%
Adjusted eligible sample	54,455	90.13%	1,260,983	90.66%

Note. These adjustments follow the CASRO approach of projecting the observed ineligibility rate onto sample members who are not located or are non-respondents.

Table 8.
Eligible Sample Location, Response, and Completion Rates

Type of Rate	Computation	Observed Rates	Weighted Rates
Location rate	Adjusted located sample / Adjusted eligible sample	97.58%	97.17%
Completion rate	Usable responses / Adjusted located sample	37.56%	37.14%
Response rate	Usable responses / Adjusted eligible sample	36.65%	36.09%

Note. The rates in this table are computed from the information in Table 1.

Survey Development and Administration

The survey was printed by DRC as a machine-readable optical character read (OCR) form. Each form had a unique lithocode number printed on the front and back covers of the survey.

Web Survey

A Web version of the survey was hosted on DRC's secure website so that sample members could complete the survey online. At the entry point to the survey, members were also able to update name/address information, request a paper survey, or enter their reason for refusing to take the survey. The Privacy Notice and a page of FAQ's were also posted on the website.

Survey Administration

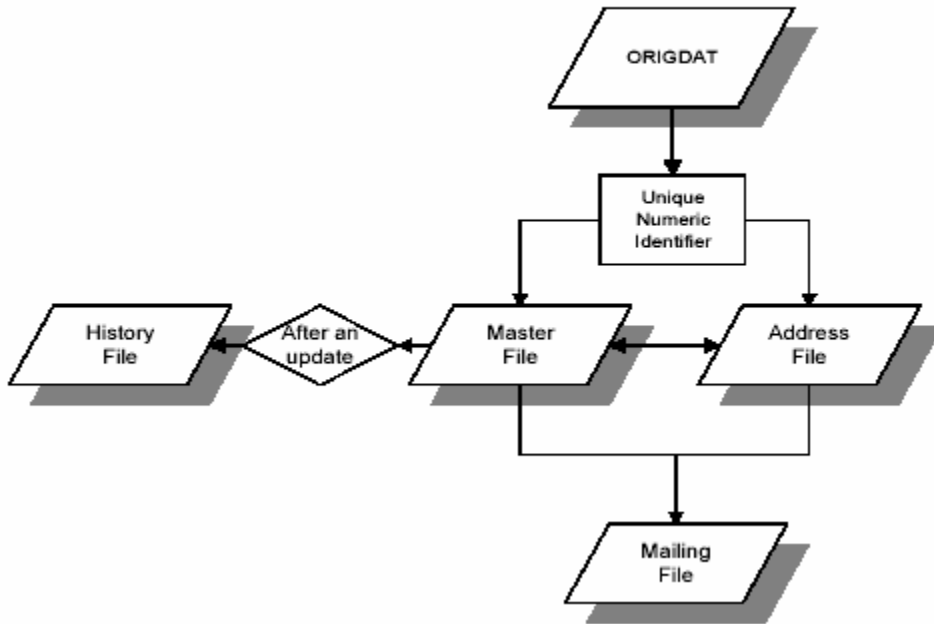
The survey administration process began in December 2001, with the mailout of notification letters to all sample members (minus original ineligible). Three weeks later, sample members received a survey with a cover letter. Two weeks after the first survey mailing, reminder/thank-you letters were sent to all sample members. Two weeks after the reminder/thank you letter mailing, a second survey with a new cover letter was mailed to each sample member who had neither returned a survey (paper or web) nor been deemed ineligible for survey participation. Four weeks after the second survey mailing, a third survey with a new cover letter was mailed to each sample member who had neither returned a survey (paper or Web). (Appendix A contains a copy of the survey and Appendix B contains copies of the survey letters.) The survey field was closed on April 23, 2002. Sample members' records for which completed surveys were received were flagged as returned in the Survey Control System (SCS). The SCS and the scanned data were used to create the public-release data file (described below).

Survey Control System

The Survey Control System (SCS) is a relational database that was used to monitor all sample member transactions over the course of the data collection. The datasets in the SCS include data such as sample members' names and addresses, but does not contain data obtained from the survey responses.

DRC used the SCS to store and update data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the MASTER file, the HISTORY file, the MAILING file, and the ADDRESS file. The files are linked relationally by INRECNO, a unique individual record that was assigned to each sample member when their record was loaded into the Survey Control System. Figure 1 displays the interrelationships among those datasets and each of the five SCS files is described briefly below.

Figure 1.
Survey Control System



ORIGDAT file. The ORIGDAT file consists of 60,415 records, one record for each member of the sample. It is the original sampling frame file sent to DRC by DMDC. The original file was loaded onto DRC’s computer system and converted to a SAS® dataset.

ADDRESS file. The ADDRESS file tracked the addresses that were maintained for each sample member. The ADDRESS file contains one record for each address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five records in the ADDRESS file). Each record is uniquely identified by the combination of INRECNO and ADDRNO (the sequential order of receipt of the sample member’s address). Additionally, each record contains the sample member’s address, the source of the address, and an address priority code. If a sample member has one address record in the ADDRESS file, the address number ADDRNO for that record is one. The sequential address number assigned to a given address for a sample member did not fluctuate with changes in addresses caused by updating efforts.

The priority code assigned to a given address number for a sample member was used to determine the “best” or “highest priority” address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from “highest priority” to “lowest priority” is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

The priority code assigned to an address number changed as new addresses were obtained through address-updating procedures. For instance, if a sample member initially had only one address record in the ADDRESS file (identified as address number one), then that address number was assigned a priority code that indicated it was the “highest priority address” and was to be used for mailings. If “address number one” was identified by the operations contractor as “unusable” (e.g., postal non-deliverable), then the priority code assigned to “address number one” was changed to indicate that the address was invalid. Address priorities may also have changed in response to information that the address “got through” to the sample member (i.e., it generated a telephone call, fax, e-mail, web update or survey return from the sample member). If the sample member faxed in a change of address or a credit bureau forwarded an updated address for that sample member, the new address was added as address number two. Upon entry of a new address, the SCS searched the ADDRESS file for duplicate addresses for the same sample member and gave duplicate addresses an invalid priority code. The source of each updated address was identified and the appropriate priority for each source was assigned to each updated “address number.”

MASTER file. The MASTER file is the file from which the SCS selected records for upcoming survey mailings. This file includes a record for each member of the sample and was created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member’s INRECNO and the address number which currently has been assigned the “highest priority code” from the corresponding records in the ADDRESS file. The MASTER file updates are made through an automated process (e.g., updating the address number in use after the receipt of a postal non-deliverable) or manual key entry (e.g., updating information in response to a telephone call from a sample member). As new information was received for a particular record (including changes to the priority codes assigned to address numbers), the SCS updated the MASTER record and added a new record to the HISTORY file containing the outdated information from the MASTER file.

HISTORY file. The HISTORY file chronicle’s changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record was created when there was a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there were updates to the MASTER file.

MAILING file. The MAILING file tracked all of the survey mailings. This file contains one record for each item mailed during the survey administration. Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC). For mailings that contained a survey, the MIC is the unique litho code printed on the survey included in that mailing. For mailings that did not contain a survey, the MIC is a unique code number created by the SCS and printed on the mailed letter as a tracking device for that mailing.

Address-Update Procedures

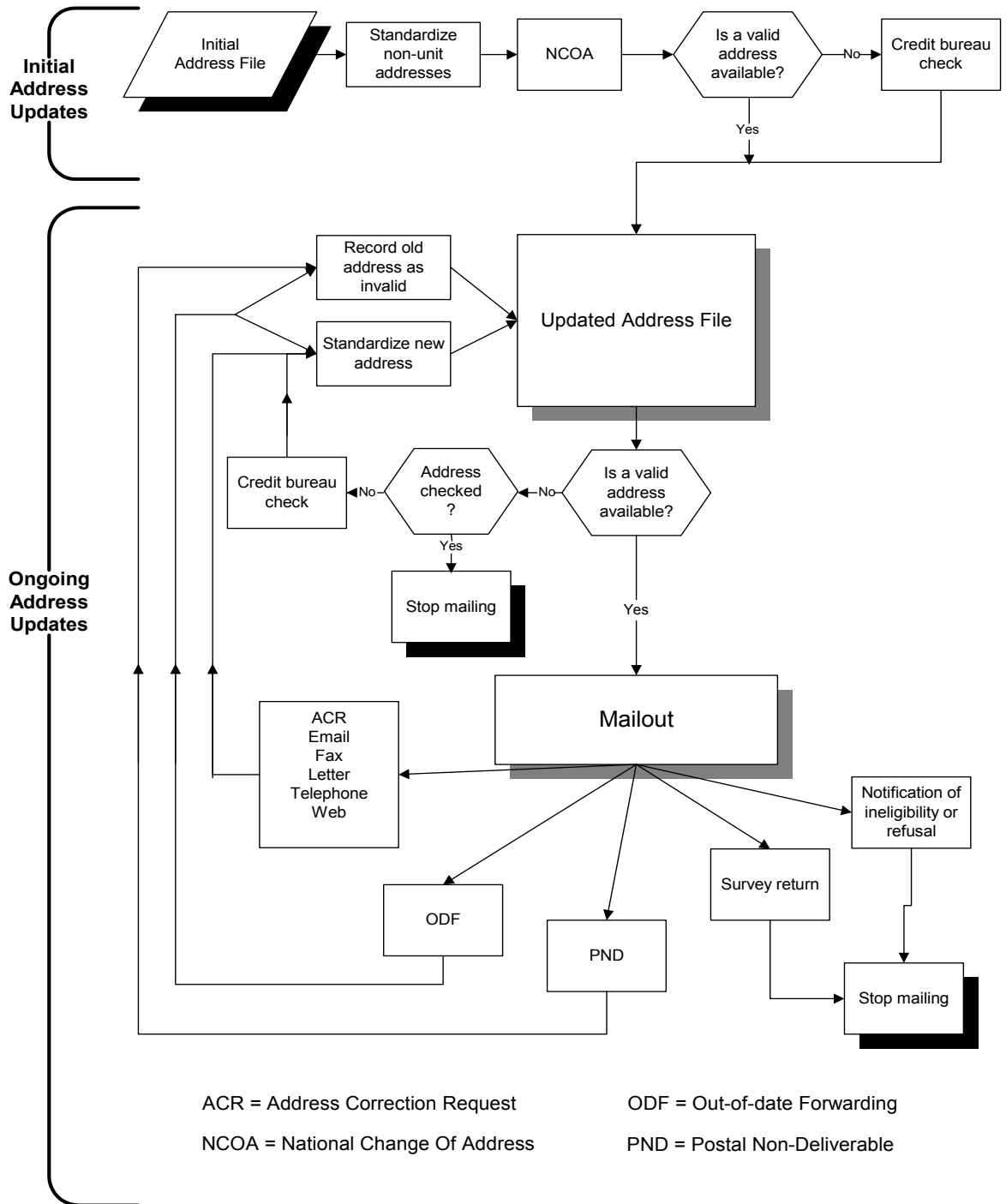
Initial Address Updates

Prior to the first mailing, DRC ran all domestic residential addresses through Group 1 software to be formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to DRC and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current address number with the “highest priority code assigned” in the MASTER file.

After the standardized, updated addresses had been added to the SCS, another file was compiled of sample member records that still had incomplete addresses or addresses identified by NCOA as undocumented moves (i.e., the sample member had moved but NCOA did not have a new address). DRC sent copies of this file to three credit bureaus (Experian, Trans Union, and CSC Credit Services) to determine whether a complete, up-to-date address for these sample members could be found. The file was sent first to Experian. Any records for which Experian could not provide updated addresses were then sent simultaneously to Trans Union and CSC. The results were integrated into the SCS, again updating records in the ADDRESS file.

Ongoing address updates. Address update procedures also occurred when (a) a survey document was returned as undeliverable, (b) a sample member self-reported a name, rank, or address change via the telephone, e-mail, web, or fax, or (c) the postal service forwarded address correction information. Figure 2 outlines these address updating procedures.

Figure 2.
Addressing Updating Procedures



As a new address was entered into the ADDRESS file for each sample member, its source (NCOA, credit bureau, postal ACR or ACS, telephone call, fax, e-mail, letter, web) was identified, a new address number was created to correspond to each address and a priority code was assigned to each address number. The priority assigned to address numbers was based upon the source of the updates. An address update from a sample member's telephone call, fax, e-mail, web or letter was assigned a priority code of one. Subsequent updates, such as from a credit bureau, received a lower priority than contact directly from the sample member. At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned PND, the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. (Again, the file was sent first to Experian, then to Trans Union and CSC.) The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, DRC designated the sample member "nonlocatable" and stopped further mailings.

Processing of Updates

Updates from Sample Members

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to DRC's Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates or go to the survey website and enter updates. The updates made on the website were loaded to the system every three days (to coincide with the mailing/remailing schedule). Other updates were entered into the Survey Control System by DRC's Call Center staff by the next morning.

Updates from the U.S. Postal Service

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. *Postal Non-Deliverable Mail (PND)*: The sample member moved and no forwarding address was available. The mail piece was returned to DRC. DRC removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the Survey Control System so the records could be updated as PND. This was done every three days (to coincide with the mailing/remailing schedule). If the sample member had another address on file (e.g., the unit address), that address was used. If not, the Social Security Number was sent to the credit bureaus in search of a new address.

2. *Address Change Service* (ACS; electronic): About six weeks prior to the first mailing, DRC applied to the postal service for the ACS. The postal service assigned a participant code, which was placed in the address block of the letter. DRC requested semi-weekly files, which the postal service provided on diskette via Express Mail. DRC loaded the files upon receipt or before another mailing was prepared. (Note that ACS is only used when sample sizes are large enough [e.g., 10,000 or more] to meet the postal service minimum volume processed each week.)
3. *Address Correction Requests* (ACR; hard-copy): Some post offices are not equipped to provide address corrections via ACS (the electronic service), so they provided the corrections via hard copy cards that were sent to DRC. The corrections were key-entered by DRC's Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

Survey Materials and Their Distribution

Each eligible sample member received at most five original mailings: a notification letter, a Wave 1 survey with cover letter, a reminder/thank you letter, a Wave 2 survey with cover letter, and a Wave 3 survey with cover letter. The notification and reminder/thank you mailings contained only a letter. Each of the other three "wave" mailings included a cover letter, a survey, and a folded pre-addressed business-reply envelope.

General Mailing Procedures

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already submitted paper or web surveys, and members with no valid addresses available). For remails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re mailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from presorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mailing Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey lithocode list if a survey form was sent or independently if only a letter was sent.

Ticket Numbers for Web Survey Access

Prior to the first mailing, a list of ticket numbers for web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter sent

to that individual. A member could not access the web survey without using his or her ticket number.

Description of Letters

DMDC provided DRC with the text, letterhead, and signatures for the cover letters. These letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) The letters were approved and printed on letterhead from the Under Secretary of Defense and letterhead from the U.S. Department of Transportation, United States Coast Guard. The letters were signed by Dr. David S. C. Chu, Under Secretary of Defense, and W. R. Somerville, U.S. Coast Guard Assistant Commandant for Civil Rights.

The DoD letterhead and signature were printed in blue, while the Coast Guard letterhead and signature were printed in black. The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation “Dear Petty Officer Smith.” Similarly, an Army O3 named Jones would have received a letter starting “Dear Captain Jones.” The address block also included service branch; for example, “Petty Officer John Smith USN” or “Captain Mary Jones USA.”

Inserting process

If the mailing included only letters (no survey forms), the letters were folded and machine inserted into #10 window envelopes and sent by first class mail. Mailings that included a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with its matching lithocoded survey. During the matching process, the survey, cover letter, and a folded business reply envelope were inserted into a 9 x 12 window envelope. Ten percent of the completed envelopes were opened and visually checked during the inserting process to ensure that the MIC printed on the letter and the lithocode printed on the survey matched. If a mismatch was found, the inserting process was halted and envelopes were opened in sequence until all mismatched surveys and letters were identified. Surveys and letters were then matched correctly and reinserted. Machine inserting was then resumed. This procedure ensured that each survey was sent to the person designated to receive it. All survey packets were sent by first class mail.

Mailouts

The first mailout was the notification letter. DMDC uses notification letters for three reasons. First, contacting potential respondents multiple times is perhaps the most effective means of increasing survey response rates (Fox, Crask, & Kim, 1988; Yammarino, Skinner, & Childers, 1991). Second, the U.S. Postal Service does not always forward the large envelopes that are used to mail surveys despite the envelopes’ first class postage and request to forward. However, forwarding is more routine for letters in standard-sized business envelopes. Third, it is

less expensive to send an initial notification letter, have that letter returned PND, and correct the address than it is to start the process by mailing and re-mailing the survey.

The second mailout was the Wave 1 survey mailing; this was followed by three further mailouts designed to increase response rates. A reminder/thank you letter was sent to all eligible sample members with usable addresses. Survey mailouts for Waves 2 and 3 provided sample members who had lost or discarded the earlier survey(s) with additional opportunities to participate. Again, each letter included the web survey URL and the individual member's unique ticket number so that respondents could access the survey online.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For first-, second- and third-wave surveys that came back PND, re-mails were completed if a newer/updated address could be found.

Table 9 lists the mailing dates and return results for each of the survey mailouts and re-mailings. The notification letter, inserted into a #10 window envelope, notified sample members that they would be receiving a survey and encouraged their participation. The notification letter also offered members the option of updating their address on the survey web site and informed them that the web survey would be available on December 26, 2001, the same date as the start of the Wave 1 survey mailing. The initial mailing contained 56,438 letters (52,555 Department of Defense and 3,882 Coast Guard); the records for this mailing were selected on December 4, 2001. The mailing was completed on December 7, 2001.

The Wave 1 survey mailing was sent to 56,414 sample members (52,534 DoD and 3,880 CG). The records were selected for the mailing on December 21, 2001. The mailing began December 26, 2001 and was completed January 2, 2002. The letter and a survey booklet were inserted into a 9" x 12" window envelope along with a folded 9" x 12" business reply envelope. The letter requested sample members' participation in the survey via either paper or World Wide Web.

A reminder/thank you letter was sent to 56,400 sample members (52,520 DoD and 3,880 CG). The records were selected for this mailing on January 8, 2002. The mailing was completed on January 9, 2002. The letter, inserted into a #10 window envelope, thanked sample members for returning the survey if they had done so, and reminded them to complete and return the survey or complete it online if they had not yet done so.

The Wave 2 survey mailing was sent to 50,036 sample members (46,660 DoD and 3,376 CG) from January 23 to January 25, 2002. Records were selected on January 22, 2002. The cover letter, a survey booklet and a folded 9" x 12" business reply envelope were inserted into a 9" x 12" window envelope. The letter again requested participation in the survey.

Due to lower-than-anticipated response rates, additional materials were needed to fulfill Wave 3 main mailings and re-mails. (DRC had originally ordered 10,000 over the quantity bid for survey booklets, 9 x 12 jumbo window envelopes, 9 x 12 BREs and DoD letterhead, but

inventory still fell short of need.) DRC and its vendors were able to produce the additional materials quickly so that the Wave 3 mailing period was lengthened by only one day.

The Wave 3 survey mailing was sent to 41,067 sample members (38,482 DoD and 2,585 CG) from February 20, 2002 to February 27, 2002. Records were selected on February 15, 2002. The cover letter, a survey booklet and a folded 9" x 12" business reply envelope were inserted into a 9" x 12" window envelope. The letter again requested participation in the survey.

Table 9.

Mailings: Print File Creation Dates and Number of Mailings Sent, Returned, and PND

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs	Number of Returns
1. Notification Domestic DoD	12/4/01	12/7/01	52,547	8,366	
2. Notification Foreign DoD	12/4/01	12/7/01	8	1	
3. Notification Domestic Coast Guard	12/4/01	12/7/01	3,881	303	
4. Notification Foreign Coast Guard	12/4/01	12/7/01	1	1	
5. Notification Domestic DoD Remail 1	12/18/01	12/19/01	339	48	
6. Notification Domestic Coast Guard Remail 1	12/18/01	12/19/01	55	3	
Subtotal: Notification			56,831	8,722	
7. Wave 1 Domestic DoD	12/21/01	12/26/01-1/2/02	52,526	5,964	8,470
8. Wave 1 Domestic Coast Guard	12/21/01	12/26/01-1/2/02	3,880	204	827
9. Wave 1 Foreign DoD	12/21/01	12/26/01-1/2/02	8	2	0
10. Wave 1 Domestic DoD Remail 1	1/9/02	1/10/02	3,615	933	321
11. Wave 1 Domestic Coast Guard Remail 1	1/9/02	1/10/02	103	10	14
12. Wave 1 Domestic DoD Remail 2	1/15/02	1/16/02	324	74	21
13. Wave 1 Domestic Coast Guard Remail 2	1/15/02	1/16/02	42	0	7
Subtotal: Wave 1			60,498	7,187	9,660
14. Reminder Domestic DoD	1/8/02	1/9/02	52,499	5,320	
15. Reminder Domestic Coast Guard	1/8/02	1/9/02	3,880	254	
16. Reminder Foreign DoD	1/8/02	1/9/02	21	6	
17. Reminder Domestic DoD Remail 1	1/23/02	1/24/02	3,303	790	
18. Reminder Domestic Coast Guard Remail 1	1/23/02	1/24/02	189	19	
19. Reminder Foreign DoD Remail 1	1/23/02	1/24/02	8	2	
20. Reminder Domestic DoD Remail 2	1/25/02	1/28/02	846	185	
21. Reminder Domestic Coast	1/25/02	1/28/02	45	5	

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs	Number of Returns
Guard Remail 2					
22. Reminder Domestic DoD Remail 3	1/30/02	1/31/02	1,274	287	
23. Reminder Domestic Coast Guard Remail 3	1/30/02	1/31/02	27	5	
24. Reminder Foreign DoD Remail 3	1/30/02	1/31/02	3	1	
25. Reminder Domestic DoD Remail 4	2/4/02	2/5/02	229	50	
26. Reminder Domestic Coast Guard Remail 4	2/4/02	2/5/02	16	3	
Subtotal: Reminder			62,332	6,925	
27. Wave 2 Domestic DoD	1/22/02	1/23-1/25/02	46,640	3,894	2,800
28. Wave 2 Domestic Coast Guard	1/22/02	1/23-1/25/02	3,376	130	219
29. Wave 2 Foreign DoD	1/22/02	1/23-1/25/02	20	7	1
30. Wave 2 Domestic DoD Remail 1	1/31/02	2/1/02	4,823	572	219
31. Wave 2 Domestic Coast Guard Remail 1	1/31/02	2/1/02	288	11	9
32. Wave 2 Foreign DoD Remail 1	1/31/02	2/1/02	4	1	0
33. Wave 2 Domestic DoD Remail 2	2/5/02	2/6/02	388	92	25
34. Wave 2 Domestic Coast Guard Remail 2	2/5/02	2/6/02	25	3	2
35. Wave 2 Foreign DoD Remail 2	2/5/02	2/6/02	3	0	0
36. Wave 2 Domestic DoD Remail 3	2/8/02	2/11/02	643	128	52
37. Wave 2 Domestic Coast Guard Remail 3	2/8/02	2/11/02	19	1	0
38. Wave 2 Domestic DoD Remail 4	2/13/02	2/14/02	1,199	249	67
39. Wave 2 Domestic Coast Guard Remail 4	2/13/02	2/14/02	43	3	4
Subtotal: Wave 2			57,451	5,091	3,398
40. Wave 3 Domestic DoD	2/15/02	2/20-2/27/02	38,482	2,435	1,414
41. Wave 3 Domestic Coast Guard	2/15/02	2/27/02	2,585	68	125
42. Wave 3 Foreign DoD	2/15/02	2/27/02	25	4	1
43. Wave 3 Domestic DoD Remail 1	2/28/02	3/2/02	1,126	227	59
44. Wave 3 Domestic Coast Guard Remail 1	2/28/02	3/2/02	60	5	3
45. Wave 3 Domestic DoD Remail 2	3/5/02	3/6/02	405	67	20
46. Wave 3 Domestic Coast Guard Remail 2	3/5/02	3/6/02	7	0	2
47. Wave 3 Domestic DoD Remail 3	3/8/02	3/11/02	139	21	5

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs	Number of Returns
48. Wave 3 Domestic Coast Guard Remail 3	3/8/02	3/11/02	2	0	1
49. Wave 3 Foreign DoD Remail 3	3/8/02	3/11/02	2	1	0
50. Wave 3 Domestic DoD Remail 4	3/13/02	3/14/02	312	52	9
51. Wave 3 Domestic Coast Guard Remail 4	3/13/02	3/14/02	14	1	3
52. Wave 3 Domestic DoD Remail 5	3/26/02	3/27/02	673	107	19
53. Wave 3 Domestic Coast Guard Remail 5	3/26/02	3/27/02	29	3	3
54. Wave 3 Domestic DoD Remail 6	4/2/02	4/3/02	301	37	7
55. Wave 3 Domestic Coast Guard Remail 6	4/2/02	4/3/02	12	1	0
56. Wave 3 Foreign DoD Remail 6	4/2/02	4/3/02	1	0	0
57. Wave 3 Domestic DoD Remail 7	4/9/02	4/10/02	63	9	1
Subtotal: Wave 3			44,238	3,038	1,672

Note Print file creation date: This is the date records were identified for inclusion in the mailing and written to a print file.

Processing Returned Surveys

The processing of returned paper surveys involved opening the surveys; sorting into complete, blank, and damaged batches by receipt date; barcode scanning and OCR scanning of the survey forms; key-entering of unscannable data; and coding of the scanned and key-entered data.

Web data were downloaded nightly by DRC through an automated routine. Separate files were maintained for survey responses and comments. Web data were checked for valid entries for write-in grids. Each web survey was matched back to the sample member's INRECNO using the unique ticket number assigned to that member. After the close of the field period, web returns were checked for completeness according to DMDC guidelines.

Scanner Pretest

Scanner pretesting was done early so that any problems detected in the scannable forms could be corrected before the forms were mailed. As soon as a copy of the printed survey instrument was available, DRC began writing and testing programs to capture the survey data on paper and on the web. To test the initial scanning programs, DRC ran a "22-record check" (or pretest). DMDC created representative data for 22 surveys and DRC scanned, edited, and re-coded these data according to the data-capture procedures. The resulting scanned data were

reviewed by DMDC. Coding revisions were requested by DMDC and implemented by DRC prior to the “50-record check” described below.

Web Pretest

DRC tested the web survey data collection prior to making the survey available to DMDC for testing. DMDC entered their 22 test records using unique test ticket numbers on the DRC external test server. The test data was downloaded, validated, and coded before delivery to DMDC. DMDC reviewed the test data and DRC applied the same coding revisions previously requested for the paper record check.

Creating the Scored Dataset

Upon receipt, returned paper surveys were visually checked and separated into three groups: blank forms, forms with one or more items completed, and forms otherwise damaged or unscannable. Blank forms were further divided into batches (or groups of documents to be scanned) according to the reason that the form was returned blank (e.g., receipt of more than one survey, respondent deceased, no reason given). The reason for the blank return was captured in the variable BLKREAS in the SCS. The reasons listed in the variable BLKREAS originated strictly from survey returns. Other variables such as FLAG_FIN and SCSINEL indicate reasons for a blank survey return that was obtained from other sources (i.e., telephone calls, etc.) in addition to reasons given on a survey return. All blank forms were optically scanned so that their lithocodes could be tracked and the number of returns updated.

Prior to scanning, survey form pages were separated, stacked, and assigned a batch number. If the sample member included any extraneous materials, the MIC was written on the materials, and the materials were forwarded to DMDC. As the surveys were scanned, the SCS recorded each survey’s batch number, serial number and scan date. The surveys were machine edited for light marks, multiple marks, alignment, and correct lithocodes. If the respondent had cut out or obliterated the barcode and lithocode so that the lithocode was unreadable (thus rendering the respondent unidentifiable), the survey was forwarded to DMDC as white mail.

The scanned survey forms were boxed by batch number. Each box was labeled with batch number and project number to facilitate locating individual processed forms. Forms were stored for a period of six months after the project completion date and were destroyed upon receipt of written approval from DMDC.

As stated earlier, Web data were automatically downloaded nightly. The status of each survey could change until the respondent submitted a complete survey. There are four conditions (or states) for web surveys: “1” is “never accessed,” “2” is “accessed” (i.e., the respondent opened the survey and exited without making changes), “3” is “save and exit” (i.e., the respondent made some changes and clicked on the save and exit button when leaving the survey), and “4” is “submitted” (i.e., the respondent had completed the survey and sent it for processing). Web surveys with status 2, 3 and 4 are included in the survey returns with final status identified for each web return. All web data were validated after the close of the field period for inclusion in the final datasets.

DMDC Coding Scheme

To convert the raw scanned and web data into the item scores that appear in the public-release data file, DMDC provided DRC with an annotated copy of the survey form and the coding notes contained in Appendix D. A guiding assumption in designing the coding scheme was that the analysts creating the dataset would not be the only people analyzing the data. DMDC datasets often are analyzed by people in government, private-sector, and academic organizations. Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and what limitations the data have. Moreover, every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions for all of its surveys. Appendix D provides in-depth coverage of these coding conventions.

Keying Open-Ended Items

The survey contained six “other specify” comments and one open-ended comment. For paper surveys, the text responses from the “other specify” and open-ended response boxes were entered verbatim into a SAS dataset that is linked by lithocode to the scanned survey data. For web surveys, the “other specify” and open-ended comments were collected in a comment file and linked to the web survey data by ticket number. All text data (for both paper and web) in the SAS files for “other specify” and open-ended items were spell-checked. Proper names and location names were replaced with “(name),” and “(location)” respectively.

For open-ended items on paper surveys, the scanned data file contains a flag indicating whether the respondent wrote anything in response to the item. The data validation process compared the written responses to the corresponding flags in the scanned data to ensure that these files were consistent; discrepancies were investigated and resolved where possible. Discrepancies existed where (1) the scanned data indicated presence of a comment but no comment was there, and (2) a comment was keyed although the scanned data did not indicate the presence of a comment.

Fifty-Record Check.

After receiving the first 50 returned surveys (50 each paper and web), DRC ran two “50-record checks.” DRC downloaded, validated, and re-coded 50 web surveys. DRC also scanned, edited, and re-coded 50 paper surveys. DMDC checked the resulting data against the original paper surveys to determine if there were any unanticipated problems in the coding or scanning procedures (e.g., the scanner could not pick up lightly marked response boxes, or respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS dataset. At the completion of both 50-record checks, DRC scanned the full set of returned surveys and processed the submitted web surveys. The data were then cleaned and edited.

Data Cleaning and Editing

Where there were duplicate responses for the same INRECNO, the first survey received was scanned and edited as usual and included in the scanned data file provided to DMDC. The second survey received was also scanned and edited as usual but was written to a separate file created just for duplicate receipts. That file was also provided to DMDC. The same logic applied to duplicate receipts where one was paper and one was web complete; the first received was included in the main dataset and the later receipt was included in the duplicate file.

As paper surveys were received, they were batched for scanning. The separated survey pages were scanned as individual sheets. The scanner printed (via ink jet) a batch and serial number on each sheet, using the same number for all sheets within a document. Once the surveys were scanned, they were edited for light marks and/or multiple responses. Where the respondent's intent was clear, the data were corrected. When the respondent's intent was not clear, the data were left unedited. Next, a matchback process was performed to check the data against the sample file to ensure that the lithocode was properly scanned and matched the original data record.

Web surveys were matched back to sample members by matching the ticket number to INRECNO and subsequently to the respondent. Because the web survey did not allow multiple or lightly marked responses, there was no need for editing the data as was done for paper returns. However, as stated earlier, all text entries were spell-checked and edited to remove identifying information.

At the completion of data cleaning and editing, DRC provided DMDC with two files of scored data—the first containing original survey returns and the second containing duplicate returns from sample members ($n = 301$). DRC also provided tables of item frequencies and percentages for the original returns file (see Appendix G). DMDC reviewed two draft versions and a final version of these materials. Upon acceptance of the final version, the file of original returns was modified to create a public-release file. The public-release data file excludes variables from the original SCS file that identify individuals or otherwise compromise the anonymity and confidentiality of sample members. The verbatim open-ended text responses are also not included in the public-release file.

Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

Data were collected from a non-proportional stratified, single stage random sample. Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions, tests of hypotheses and regression relations) and their associated variances are derived from the

probability structure that gives rise to the observations. As with other surveys that involve complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation $[SE(x)/x]$ of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations must, however, be found for the variances. The approximations commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN for a stratified, without replacement design. Replicate methods can also be used to estimate the variances. Replicate weights (using the jackknife method of linearization) have been prepared. Appendix J gives examples of analyses using these methods.

Many of the standard statistical software packages, such as SPSS and older versions of SAS, do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Analyzing the Form 2002GB datasets with the proper use of PSW0 as the weighting factor in standard statistical programs will result in accurate point estimates but will not result in accurate variance estimates. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

Data Structure

Care was taken in the preparation of the survey analysis files to provide public access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the public-release files either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on public files only in a collapsed version.

In addition to a public-release file, a confidential file (containing a more complete set of variables than the public-release file) has been prepared for internal DMDC use. These files were prepared as SAS system files. An ASCII (Operating System or OS) flat file was prepared from the public-release SAS system file. File names are indicated in Table 10.

Table 10.
Analysis File Names

Type of File	File Name
Public-release File – SAS	WGR02PUB.SD2
Confidential File – SAS	WGR02CON.SD2
Public-release File – OS	WGR02PUB.DAT

The structure of the confidential file is shown in Figure 3. The confidential file contains the public-release file plus additional confidential variables.

All variables in the confidential file are documented in this report. Appendices E and F list all variables with a notation to indicate which variables are confidential, and show where each variable is documented. Intermediate weighting variables that appear only in the confidential file are documented by George and Kroeger (2003). Variables that appear in collapsed form in the public-release part of the file and in a fuller version only in the confidential file are discussed later.

Analyses

Both the confidential file and public-release file contain 60,415 records, one for every sampled individual. As depicted in Figure 3, these 60,415 records can be divided into three subgroups. The first subgroup, nonrespondents, includes all records indicated by ELIGFLGW=3, where no usable response was received or no information was received to indicate ineligibility (n= 40,433).

Assignment of a record to the other two subgroups was based on whether (a) an individual returned a “completed” survey; and (b) the person was eligible to be included in the population of interest (i.e., was found to be on active duty in the ADMF files in May 2001. Final eligibility was limited to those in the December 2001 Active Duty Master File (ADMF) and who were also in the September 2001 Defense Enrollment Eligibility Reporting System (DEERS) Medical point in time (PIT) extract and did not contact DRC to indicate that they were ineligible).

These two subgroups of records are required for analyses: records for study subjects determined to be ineligible (known ineligibles), and records for study subjects who returned usable surveys and are assumed to be eligible (eligible respondents). Both the eligible respondents (ELIGFLGW = 1) and known ineligibles (ELIGFLGW = 2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN.

Figure 3.
The Structure of the Confidential File

Subgroups	Public-release File	Confidential and Detailed Methodological Variables	Number of Records in Subgroup
Nonrespondents (ELIGFLGW=3)			40,433
Known Ineligible Sample (ELIGFLGW=2)			22
Eligible Respondents (ELIGFLW=1)			19,960

Note. The shaded portion represents the subset of the data typically required for analysis.

Variables in the Survey Analysis Files

Public Release File

The variables in the public-release file fall into five categories: (a) derived from survey responses, (b) created by the operations contractor (DRC) to document survey operations, (c) created by the analysis contractor (Westat) to analyze the weighted dataset, (d) created by DMDC for analysis, and (e) extracted from administrative personnel records. Variables are grouped in these categories in Appendix F.

Information gathered on the survey. These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see Appendix C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in Appendix D. Appendix I provides information on how DMDC evaluated the special values used for variables in survey skip patterns and documents the treatment of these values in DMDC analyses reported.

Information on weighting. Derivation of weights is discussed by George and Kroeger (2003). See Appendix J for examples of analyses using these variables:

- ELIGFLGW Eligibility flag
- POPTVSTR Taylor series variance strata population
- SMPTVSTR Taylor's series achieved sample size in variance strata

TVSTR	Taylor's series variance strata
PSTSTR	Final raking cell
PSW0	Final raking weight
PSW1-PSW170	Final raking weight for replicate weights 1-170

Variables constructed for analysis. Certain demographic variables, including some information collected on the survey form, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, RS9901 are recodings of S9901. An “R” as the first letter of a variable listed in sections of Appendices E and F is an indication that the variable has been recoded to preserve anonymity of respondents and that a more complete variable is available only on the confidential analysis file.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X”, are based primarily on self-reported information from the survey. In cases where the self-reported information was missing on member Service, paygrade, location, or respondent gender, data were imputed from member administrative records.

Two scales were constructed for race ethnicity and employment status. The race and ethnicity questions were combined and are reported in accordance with U.S. Office of Management and Budget Bulletin 00-02 (2000) guidance for aggregation and allocation of multiple race responses for use in civil rights monitoring and enforcement.

The SAS code used in constructing these analytic variables are included in Appendix I. One of the key demographic variables (i.e., SRSRETH1) is included in the confidential analytical variable section of the file. One other variable (i.e., R1XRETH1) is a recoding of the actual variable used in DMDC analysis — variables that are only contained on the confidential file because of the possibility of them being used in combination with other variables to identify individuals.

Appendix I also documents many of the decisions made in the analyses reported. For a large number of survey items, analysts must make decisions on the treatment of special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions. Skip flags indicate if the skip directions were followed.

Information from records. While most of the variables used in sample design and selection are too detailed to be in the public-release file (see the later section on confidential variables), some items from the administrative records are included in the public-release file.

Confidential File

In addition to variables on the public-release file, the confidential file has five additional categories of variables: (a) the uncensored version of survey items that appear in a collapsed form in the public-release section, (b) the uncensored version of key demographic variables used in analyses that appear in a collapsed form in the public-release section; (c) detailed variables

created by DRC to document operations, (d) detailed variables used in sampling, and (e) detailed variables used in weighting. Variables are grouped in these categories in Appendices E and F.

Confidential variables—survey data. This section of the confidential file contains the original full version of survey variables that had to be recoded for the public-release file to preserve confidentiality. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

Confidential variables—analysis data. This section of the confidential file contains the original full version of analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

Confidential variables—operations data. This section of the confidential file contains operational variables created by DRC. These variables are useful for methodological studies and/or were used by Westat in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned and INRECNO is the unique identification number assigned to each record/spouse. MAILING identifies which survey (i.e., the first-, second-, or third-wave mailing) the respondent returned. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple count; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. FLAG_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

Confidential variables—sampling and record data. This section of the confidential file contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

Confidential variables—weighting. This section of the confidential file contains variables used in analysis of nonresponse and in the construction of the weights.

Figure 4.
Annotated Example of a Table from Appendix G

¹STATUS OF THE ARMED FORCES SURVEYS - Workplace and Gender Relations

Indicate the extent to which you are satisfied with each of the following.

² GB0216I ³ - Quality of medical care for yourself

⁴ OS DATA		⁵ SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0049-0050	2	GSTSF1_	NUM	4	STDOS2

⁶ FREQ	⁷ PERCENT	⁸ OS VALUE	⁹ SAS VALUE	¹⁰ MEANING
399	0.7	-9	.	No response
4	0.0	-8	.A	Multiple response
39180	64.9	-1	.B	No survey return
1541	2.6	1	1	Very dissatisfied
3394	5.6	2	2	Dissatisfied
3660	6.1	3	3	Neither satisfied nor dissatisfied
8835	14.6	4	4	Satisfied
3402	5.6	5	5	Very satisfied
¹¹ 60415	¹¹ 100.1	TOTALS		

¹²PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Using Appendix G. Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in Appendix G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of an Appendix G table is listed in Figure 4.

1. Codebook title and item text. The codebook title is the same for every table in Appendix G of this codebook. It lists both the general study and the specific survey form being summarized. If applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.

2. Variable name. The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS-based, public-release data file. The conventions for naming survey-derived variables are documented in Appendix C. Appendix F contains a full listing of the public-release file variables, as well as short descriptions of what the variables document.

3. Survey item text. For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.

4. Location of the item on the OS data file. This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.

5. SAS data file information. This block indicates format name, variable type, length, and informat of the data in the SAS data file. The last block indicates the informat appropriate for reading the data from the OS data file.

6. Counts of item value responses. This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 60,415 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

7. Respondent percentages for each value. This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 60,415 records in the accompanying database.

8. Response OS values. This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in Appendix D. For example, all negative values are found in Appendix D.

9. Response SAS values. This column presents the SAS code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in Appendix D. For example, all negative values are found in Appendix D.

10. Explanation of the item value codes. This column presents brief verbal explanations of the OS and SAS coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form or in Appendix D.

11. Total of response frequencies and percents. The number appearing at the bottom of the "FREQ" column is the total number of sample members in the public-release file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.

12. Messages to analysts. The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent, (b) the variable having values that are "too numerous to list," (c) extraction of the variable from another specified database, (d) creation of the variable from two or more variables specified in the message, and (e) further clarification of the survey item corresponding to the variable.

13. Codebook page number. This is the Appendix G page number corresponding to a specific variable. Appendix F identifies the page number in Appendix G where the variable can be found.

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APPENDIX A

STATUS OF THE ARMED FORCES WORKPLACE AND GENDER RELATIONS SURVEY (FORM 2002GB)



RCS: DD-P&R(A) 1947
Exp. 12/21/03
DMDC Survey No. 02-0001

STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)



DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING ACTIVITY
DATA RECOGNITION CORPORATION
P.O. BOX 5720
MINNETONKA, MN 55343

COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT

WRONG

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER

INCORRECT ANSWER

- Do not make any marks outside of the response and write-in boxes.

MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., PO Box 5720, Minnetonka, MN 55343).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136 and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine if you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

COPYRIGHTED MATERIAL

Items 35.a through 35.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. Items 36.c through 36.i are used by permission of the copyright holder, International Survey Research (ISR), 303 East Ohio Street, Chicago, IL 60611.

BACKGROUND

1. Are you . . . ?

- Male
- Female

2. What is the **highest** degree or level of school that you have completed? *Mark the **one** answer that describes the **highest** grade or degree that you have completed.*

- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Less than 2 years of college credits, but no college degree
- 2-year college degree (AA/AS)
- More than 2 years of college credits, but no 4-year college degree
- 4-year college degree (BA/BS)
- Some graduate school, but no graduate degree
- Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

3. Are you Spanish/Hispanic/Latino? *Mark "No" if not Spanish/Hispanic/Latino.*

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Spanish/Hispanic/Latino

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

- White
- Black or African American
- American Indian or Alaska Native
- Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
- Some other race (*Please specify below.*)

Please print.

5. What is your marital status?

- Never married
- Married
- Separated
- Divorced
- Widowed

6. In what Service are you?

- Army
- Navy
- Marine Corps
- Air Force
- Coast Guard

7. What is your current paygrade? *Mark one.*

- | | | | |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4 |
| <input type="checkbox"/> E-5 | | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5 |
| | | | <input type="checkbox"/> O-6 or above |

8. How many years of active-duty service have you **COMPLETED** (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

		YEARS
--	--	-------

9. In which term of service are you serving now? *Do not count extensions as separate terms of enlistment.*

- You are on indefinite status ⇒ **IF INDEFINITE STATUS, GO TO QUESTION 11**
- You are an officer serving an obligation
- 1st enlistment
- 2nd or later enlistment

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

- | | |
|--|--|
| <input type="checkbox"/> Very likely | <input type="checkbox"/> Unlikely |
| <input type="checkbox"/> Likely | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely | |

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

- | | |
|--|--|
| <input type="checkbox"/> Very likely | <input type="checkbox"/> Unlikely |
| <input type="checkbox"/> Likely | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely | |

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- Does not apply, you already have 20 or more years of service
- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

13. When you leave active duty, how many total years of service do you expect to have completed? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

		YEARS
--	--	-------

14. In general, has your **life** been better or worse than you expected when you first entered the military?

- | | |
|--|---|
| <input type="checkbox"/> Much better | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better | <input type="checkbox"/> Much worse |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

15. In general, has your **work** been better or worse than you expected when you first entered the military?

- | | |
|--|---|
| <input type="checkbox"/> Much better | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better | <input type="checkbox"/> Much worse |
| <input type="checkbox"/> About what you expected | <input type="checkbox"/> Don't remember |

16. Indicate the extent to which you are satisfied with each of the following.

	Don't know or does not apply				
	Very satisfied				
	Satisfied				
	Neither satisfied nor dissatisfied				
	Dissatisfied				
	Very dissatisfied				
a. Basic Pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Special and incentive pays including bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Basic Allowance for Subsistence (BAS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Basic Allowance for Housing (BAH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Retirement pay you would get ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Cost of living adjustments (COLA) to retirement pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Availability of medical care for yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Availability of medical care for your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Quality of medical care for yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Quality of medical care for your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Out of pocket costs for medical care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Availability of childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Quality of childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Affordability of childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Family support services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Quality of your current residence .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Opportunities for civilian education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Opportunities for professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Level of care and concern shown by supervisors for subordinates ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u. Quality of leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Your career, in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 17. Indicate the extent to which you agree or disagree with the following statements about your Service.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. Being a member of your Service inspires you to do the best job you can
- b. You are willing to make sacrifices to help your Service
- c. You are glad that you are part of your Service
- d. You are NOT willing to put yourself out to help your Service

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.

- | | Yes | No |
|---|--------------------------|--------------------------|
| a. Thought seriously about leaving the military | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Wondered what life might be like as a civilian | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Discussed leaving and/or civilian opportunities with family or friends | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Talked about leaving with your immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Gathered information on education programs or colleges | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair) | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Attended a program that helps people prepare for civilian employment | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Prepared a resume | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Applied for a job | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Interviewed for a job | <input type="checkbox"/> | <input type="checkbox"/> |

19. If you had a friend considering active duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

- | a. A male friend | b. A female friend |
|------------------------------|------------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> Yes |
| <input type="checkbox"/> No | <input type="checkbox"/> No |

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 21
- No ⇒ IF NO, GO TO QUESTION 23

21. When you talk with your children about their future, do you encourage them to consider the military?

- Yes
- No

22. When you talk with your children about their possible career choices, how positive or negative are you about . . .

Very positive
Positive
Neither positive nor negative
Negative
Very negative

- a. The military, in general?
- b. Career opportunities in the military?
- c. Serving in the military, but not as a career?
- d. Part-time (National Guard/Reserve) opportunities in the military?
- e. Career opportunities as a civilian federal government employee?
- f. Career opportunities in the civilian sector?
- g. Seeking a college education?

23. During the last 12 months, where have you served most of your active-duty time?

- In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
- Please print the two-letter postal abbreviation - for example "AK" for Alaska
- Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- East Asia and Pacific (e.g., Australia, Japan, Korea)
- North Africa, Near East, or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- Sub-Saharan Africa (e.g., Kenya, South Africa)
- Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

- Aboard ship
- Barracks/dorm (including BEQ or BOQ)
- Military family housing, on base
- Military family housing, off base
- Civilian housing you own or pay mortgage on
- Military or civilian housing you rent, off base
- Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 26
- No ⇒ IF NO, GO TO QUESTION 29

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

- 1 - 2 times
- 3 - 4 times
- 5 - 6 times
- 7 - 8 times
- 9 - 10 times
- 11 - 12 times
- 13 - 24 times
- 25 times or more

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? *Assign each of your nights away to only one type of military duty.*

	None	Less than 1 month	1 month to less than 3 months	3 months to less than 5 months	5 months to less than 7 months	7 months to less than 10 months	10 to 12 months
a. Operation Enduring Freedom . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Peacekeeping or other contingency operation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Foreign humanitarian assistance mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Unit training at combat training center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Counter drug operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Domestic disaster or civil emergency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Time at sea for scheduled deployments (other than for the above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other time at sea (other than for the above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Joint training/field exercises/alerts (other than for the above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Military education (other than for the above)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Other TDYs/TADs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? *Add up all nights away from your permanent duty station.*

- Less than 1 month
- 1 month to less than 3 months
- 3 months to less than 5 months
- 5 months to less than 7 months
- 7 months to less than 10 months
- 10 to 12 months

YOUR WORKPLACE

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

29. How many months have you completed at your duty location/ship during your current tour? To indicate ninety-nine or more, enter "99".

MONTHS

30. Is this location your permanent duty location/ship?

- Yes
- No, you are TDY/TAD attending training
- No, you are TDY/TAD for reasons other than training

31. Are you currently . . . Mark "Yes" or "No" for each item.

	Yes	No
a. A student in a military course?	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving aboard a ship at sea?	<input type="checkbox"/>	<input type="checkbox"/>
c. In the shore part of a ship/shore rotation?.	<input type="checkbox"/>	<input type="checkbox"/>
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?	<input type="checkbox"/>	<input type="checkbox"/>
e. In a work environment where members of your gender are uncommon?	<input type="checkbox"/>	<input type="checkbox"/>
f. On a deployment that will keep you away from home for at least 30 consecutive days?	<input type="checkbox"/>	<input type="checkbox"/>

32. What is the gender of your immediate supervisor?

- Male
- Female

33. What is the paygrade of your immediate supervisor?

- | | | |
|--|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-4 or below | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E |
| <input type="checkbox"/> E-5 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E |
| <input type="checkbox"/> E-6 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E |
| <input type="checkbox"/> E-7 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4 |
| <input type="checkbox"/> E-8 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5 |
| <input type="checkbox"/> E-9 | | <input type="checkbox"/> O-6 or above |
|
 | | |
| <input type="checkbox"/> Civilian GS-1 to GS-6 (or equivalent) | | |
| <input type="checkbox"/> Civilian GS-7 to GS-11 (or equivalent) | | |
| <input type="checkbox"/> Civilian GS-12 or above (or equivalent) | | |

◆ 34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

- All men
- Almost entirely men
- More men than women
- About equal numbers of men and women
- More women than men
- Almost entirely women
- All women

35. To what extent do you agree or disagree with the following statements about your workplace?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. I know what is expected of me at work
- b. I have the materials and equipment I need to do my work right
- c. At work, I have the opportunity to do what I do best every day
- d. In the last 7 days, I have received recognition or praise for doing good work
- e. My supervisor, or someone at work, seems to care about me as a person
- f. There is someone at work who encourages my development
- g. At work, my opinions seem to count
- h. The mission/purpose of my Service makes me feel my job is important . .
- i. My coworkers are committed to doing quality work
- j. I have a best friend at work
- k. In the last 6 months, someone at work has talked to me about my progress
- l. This last year, I have had opportunities at work to learn and to grow
- m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics
- n. My supervisor helps everyone in my work group feel included.
- o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace
- p. At my workplace, all employees are kept well informed about issues and decisions that affect them

36. Please indicate whether you agree or disagree with the following statements.

Agree
Tend to agree
?
Tend to disagree
Disagree

- a. My chain of command keeps me informed about important issues . . .
- b. If I make a request through channels in my work group, I know somebody will listen
- c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal
- d. I find it very difficult to balance my work and personal responsibilities . .
- e. Priorities or work objectives are changed so frequently, I have trouble getting my work done
- f. My supervisor encourages people to learn from mistakes
- g. My supervisor has sufficient authority
- h. I believe my Service's core values are clear.
- i. Leadership generally understands the problems we face on our jobs . .

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "work group" refers to the people with whom you work on a day-to-day basis.*

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. **Handling the technical-skills part of the job** (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)
- b. **Handling the people-skills part of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)
- c. **Handling the conceptual-skills part of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems) . . .

37. Continued

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- d. **Communicating** (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)
- e. **Decision making** (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)
- f. **Motivating** (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner).
- g. **Developing** (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)
- h. **Building** (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)
- i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). .
- j. **Planning and organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change) . . .
- k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)
- l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing).

38. To what extent do you agree or disagree with the following statements about your work group? ◆

Don't know
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. The leaders in your work group set high standards for Service members in terms of good behavior and discipline
- b. The leaders in your work group are more interested in looking good than being good
- c. You are impressed with the quality of leadership in your work group. .
- d. You would go for help with a personal problem to people in your chain of command
- e. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done
- f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members . .
- g. Leaders in your work group treat Service members with respect . .
- h. Leaders most often get willing and whole-hearted cooperation from the Service members in your work group
- i. The NCOs/petty officers in your chain of command are a good source of support for Service members

39. To what extent do you agree or disagree with the following statements about . . .

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- THE PEOPLE YOU WORK WITH**
- a. There is very little conflict among your coworkers.
 - b. You like your coworkers.
 - c. Your coworkers put in the effort required for their jobs
 - d. You are satisfied with the relationships you have with your coworkers
 - e. The people in your work group tend to get along
 - f. The people in your work group are willing to help each other

◆ 39. Continued

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

THE WORK YOU DO

- g. Your work provides you with a sense of pride
- h. Your work makes good use of your skills
- i. Your present assignment is good for your military career
- j. You like the kind of work you do
- k. Your job gives you the chance to acquire valuable skills
- l. You are satisfied with your job as a whole

40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?

Very often
Often
Sometimes
Once or twice
Never

- a. Using an angry tone of voice
- b. Avoiding you
- c. Making you look bad
- d. Yelling or raising one's voice
- e. Withholding information from you
- f. Swearing directed at you
- g. Talking about you behind your back
- h. Insulting, criticizing you (including sarcasm)
- i. Saying offensive or crude things about you
- j. Flaunting status or power over you

MENTORING

41. In your opinion, have you ever had a mentor while in the military?

- Yes, you have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- Yes, you had one, but you don't have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- No, but you would have liked one. ⇒ IF NO, GO TO QUESTION 45
- No, and you never wanted one. ⇒ IF NO, GO TO QUESTION 45
- No, you do not know what a mentor is. ⇒ IF NO, GO TO QUESTION 45

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? Mark one.

- A commissioned officer
- A warrant officer
- An NCO/petty officer
- A junior enlisted Service member
- A DoD civilian
- Other (Please specify below.)

Please print.

43. Is your current mentor (or was your most recent mentor) ... ? Mark one.

- Your rater
- Your senior rater
- A person who is/was higher in rank than you, but not your rater or your senior rater
- A person who is/was at your same rank
- A person who is/was lower in rank than you
- A person who is not or was not in the military at the time the mentoring was provided

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Please mark one answer for each statement.

Extremely helpful
Very helpful
Moderately helpful
Slightly helpful
Not at all helpful
Not provided

- a. Teaches job skills
- b. Gives feedback on your job performance
- c. Assigns challenging tasks
- d. Helps develop your skills/competencies for future assignments
- e. Provides support and encouragement
- f. Provides personal and social guidance
- g. Provides career guidance
- h. Demonstrates trust
- i. Acts as a role model
- j. Protects you
- k. Invites you to observe activities at his/her level
- l. Instills Service core values
- m. Provides moral/ethical guidance
- n. Teaches/advises on organizational politics
- o. Provides sponsorship/contacts to advance your career
- p. Assists in obtaining future assignments

READINESS, HEALTH, AND WELL-BEING

45. Taking into account your **training** and **experience**, how well prepared are you to perform your wartime job?

- | | |
|---|---|
| <input type="checkbox"/> Very well prepared | <input type="checkbox"/> Poorly prepared |
| <input type="checkbox"/> Well prepared | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared | |

46. How well prepared are you **physically** to perform your wartime job?

- | | |
|---|---|
| <input type="checkbox"/> Very well prepared | <input type="checkbox"/> Poorly prepared |
| <input type="checkbox"/> Well prepared | <input type="checkbox"/> Very poorly prepared |
| <input type="checkbox"/> Neither well nor poorly prepared | |

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> 0 | <input type="checkbox"/> 11 - 15 days |
| <input type="checkbox"/> 1 - 5 days | <input type="checkbox"/> 16 - 20 days |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered **at work**?

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> 0 | <input type="checkbox"/> 11 - 15 days |
| <input type="checkbox"/> 1 - 5 days | <input type="checkbox"/> 16 - 20 days |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered **outside of work**?

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> 0 | <input type="checkbox"/> 11 - 15 days |
| <input type="checkbox"/> 1 - 5 days | <input type="checkbox"/> 16 - 20 days |
| <input type="checkbox"/> 6 - 10 days | <input type="checkbox"/> 21 or more days |

50. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

- | |
|------------------|
| Definitely true |
| Mostly true |
| Mostly false |
| Definitely false |

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. I am as healthy as anybody I know | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I seem to get sick a little easier than other people | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I expect my health to get worse | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My health is excellent | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your **physical health**? *Please mark one answer for each statement.*

- | |
|----------------------------|
| All or most of the time |
| A good bit of the time |
| Some of the time |
| Little or none of the time |

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Cut down on the amount of time you spent on work or other activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Were limited in the kind of work or other activities you do | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Had difficulty performing the work or other activities you do (for example, it took extra effort) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

52. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of **emotional problems** (such as feeling depressed or anxious)? *Please mark one answer for each statement.*

- | |
|----------------------------|
| All or most of the time |
| A good bit of the time |
| Some of the time |
| Little or none of the time |

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Cut down on the amount of time you spent on work or other activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Accomplished less than you would like. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Didn't do work or other activities as carefully as usual | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

53. How much of the time during the past 4 weeks have you . . . *Please mark one answer for each statement.*

- | |
|----------------------------|
| All or most of the time |
| A good bit of the time |
| Some of the time |
| Little or none of the time |

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Felt calm and peaceful? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Been a very nervous person? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Felt so down in the dumps that nothing could cheer you up? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Felt downhearted and blue? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Been a happy person? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? *Mark only one answer for each statement.*

Yes, and your gender was a factor
Yes, but your gender was NOT a factor
No, or does not apply

- | | | | |
|--|-----------------------------|------------------------------|--------------------------|
| | | | |
| a. You were rated lower than you deserved on your last evaluation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your last evaluation contained unjustified negative comments | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You were held to a higher performance standard than others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You did not get an award or decoration given to others in similar circumstances .. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Your current assignment has not made use of your job skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Your current assignment is not good for your career if you continue in the military | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You did not learn-until it was too late-of opportunities that would have helped your career | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You were unable to get straight answers about your promotion possibilities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were excluded from social events important to career development and being kept informed | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You did not get a job assignment that you wanted and for which you were qualified | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women? | | | |
| | <input type="checkbox"/> No | <input type="checkbox"/> Yes | |
| n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please print.

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- **Military Personnel**
 - **on- or off-duty**
 - **on- or off-installation or ship; and/or**
- **Civilian Employees and/or Contractors**
 - **In your workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . .

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| | | | | |
| | | Very often | | |
| | | Often | | |
| | | Sometimes | | |
| | | Once or twice | | |
| | | Never | | |
| a. Repeatedly told sexual stories or jokes that were offensive to you? . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

55. Continued

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Made unwanted attempts to stroke, fondle, or kiss you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Treated you badly for refusing to have sex?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful? ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Had sex with you without your consent or against your will?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.) ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please print.

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- None were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- Some were sexual harassment; some were not sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- All were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- Does not apply—I marked "Never" to every item in Question 55 ⇒ **GO TO QUESTION 76**

One Situation with the Greatest Effect

57. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

57. Continued

What did the person(s) do during this situation? Mark one answer for each behavior.

	Did this	Did not do this
a. Repeatedly told sexual stories or jokes that were offensive to you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Referred to people of your gender in insulting or offensive terms	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made offensive remarks about your appearance, body, or sexual activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made gestures or used body language of a sexual nature that embarrassed or offended you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Put you down or was condescending to you because of your gender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Touched you in a way that made you feel uncomfortable	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Made unwanted attempts to stroke, fondle, or kiss you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Treated you badly for refusing to have sex ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Implied faster promotions or better treatment if you were sexually cooperative ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. Attempted to have sex with you without your consent or against your will, but was not successful	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Had sex with you without your consent or against your will	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. Other unwanted gender-related behavior (If you mark "Did this," please describe below.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 57.

58. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Disturbing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Threatening?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Embarrassing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Frightening?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

59. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around an installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

60. What was the gender of the person(s) involved?

- Male
- Female
- Both males and females were involved
- Gender unknown

61. Was the person(s) involved . . . Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate military supervisor?	<input type="checkbox"/>	<input type="checkbox"/>
b. Your immediate civilian supervisor?	<input type="checkbox"/>	<input type="checkbox"/>
c. Your unit commander?	<input type="checkbox"/>	<input type="checkbox"/>
d. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>
e. Other civilian employee(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>
f. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
g. Your civilian coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>
h. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
i. Your civilian subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>
j. Your military training instructor?	<input type="checkbox"/>	<input type="checkbox"/>
k. Your civilian training instructor?	<input type="checkbox"/>	<input type="checkbox"/>
l. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
m. Other civilian person(s)?	<input type="checkbox"/>	<input type="checkbox"/>
n. Other or unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>

62. During the course of the situation you have in mind, how often did the event(s) occur?

- Once
- Occasionally
- Frequently
- Almost every day
- More than once a day

63. How long did this situation last, or if continuing, how long has it been going on?

- Less than 1 week
- 1 week to less than 1 month
- 1 month to less than 3 months
- 3 months to less than 6 months
- 6 months to less than 9 months
- 9 months to less than 12 months
- 12 months or more

64. Is the situation still going on?

- Yes
- No

65. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to forget it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) you didn't like what he or she was doing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Stay out of the person's or persons' way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Tell yourself it was not really important?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Talk to some of your <u>family</u> about the situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Talk to some of your <u>coworkers</u> about the situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Talk to some of your <u>friends</u> about the situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Talk to a <u>chaplain or counselor</u> about the situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Try to avoid being alone with the person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Just put up with it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Ask the person(s) to leave you alone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Blame yourself for what happened?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Assume the person(s) meant well?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Pray about it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Pretend not to notice, hoping the person(s) would leave you alone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Do something else in response to the situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone else in your chain-of-command (including your commanding officer)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Supervisor(s) of the person(s) who did it ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other installation/Service/DoD person or office with responsibility for follow-up ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

67. Did you answer "Yes" to at least one item in Question 66?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 68
- No ⇒ IF NO, GO TO QUESTION 74

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your complaint was/is being investigated .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were encouraged to drop the complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. No action was taken	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

69. How satisfied are you with the following aspects of the reporting process?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Treatment by personnel handling your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Amount of time it took/is taking to resolve your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. How well you are/were kept informed about the progress of your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Degree to which your privacy is/was being protected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

70. Is the action still being processed?

- Yes ⇒ IF YES, GO TO QUESTION 73
- No ⇒ IF NO, GO TO QUESTION 71

71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. They found your complaint to be true	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They found your complaint to be untrue ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They were unable to determine whether your complaint was true or not	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The outcome of your complaint was explained to you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The situation was corrected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Some action was taken against the person(s) who bothered you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Nothing was done about the complaint ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Action was taken against you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

72. How satisfied were you with the outcome of your complaint?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

Please print.

73. Did you report all of the behaviors you marked in Question 57 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

- Yes ⇒ IF YES, GO TO QUESTION 75
- No ⇒ IF NO, CONTINUE WITH QUESTION 74

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You did not know how to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You felt uncomfortable making a report ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You took care of the problem yourself	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You talked to someone informally in your chain-of-command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You did not think anything would be done if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You thought you would not be believed if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You thought your coworkers would be angry if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You wanted to fit in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

◆ 74. Continued

- | | Yes | No |
|---|--------------------------|--------------------------|
| j. You thought reporting would take too much time and effort | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You thought you would be labeled a troublemaker if you reported | <input type="checkbox"/> | <input type="checkbox"/> |
| l. A <u>peer</u> talked you out of making a formal complaint | <input type="checkbox"/> | <input type="checkbox"/> |
| m. A <u>supervisor</u> talked you out of making a formal complaint | <input type="checkbox"/> | <input type="checkbox"/> |
| n. You did not want to hurt the person's or persons' feelings, family, or career..... | <input type="checkbox"/> | <input type="checkbox"/> |
| o. You thought your performance evaluation or chance for promotion would suffer if you reported | <input type="checkbox"/> | <input type="checkbox"/> |
| p. You were afraid of retaliation from the <u>person(s) who did it</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| s. Some other reason | <input type="checkbox"/> | <input type="checkbox"/> |

75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.

- | | Yes | No | Don't know |
|---|--------------------------|--------------------------|--------------------------|
| a. You were ignored by others at work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You were blamed for the situation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. People gossiped about you in an unkind or negative way | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You lost perks/privileges that you had before | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You were given less favorable job duties.. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You were denied an opportunity for training | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You were given an unfair performance evaluation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You were unfairly disciplined | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You were denied a promotion | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You were transferred to a less desirable job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were unfairly demoted | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You were mistreated in some other way .. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this ...

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Others in the unit would not care ... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Leadership would ignore it | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If another coworker were to complain about this ...

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| e. The complaint would be taken seriously | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Some corrective action would be taken | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. The complaint would be ignored ... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

77. Suppose that a coworker at your duty station were to keep asking others for dates even after they have made it clear that they were not interested. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this ...

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Others in the unit would not care ... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Leadership would ignore it | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If another coworker were to complain about this ...

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| e. The complaint would be taken seriously | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Some corrective action would be taken | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. The complaint would be ignored ... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

78. Suppose that a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a supervisor at your duty station were to do this . . .

- a. Others in the unit would not care ...
- b. The supervisor would get in trouble with his or her supervisor ...
- c. Others in the unit would tell the supervisor to stop ...
- d. Leadership would ignore it ...

If a coworker were to complain about this . . .

- e. The complaint would be taken seriously ...
- f. It would be risky for the person making the complaint ...
- g. Some corrective action would be taken ...
- h. Other coworkers would treat the person who made the complaint badly ...
- i. The complaint would be ignored ...

PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

Don't know
No
Yes

- a. Senior leadership of my Service ...
- b. Senior leadership of my installation/ship ..
- c. My immediate supervisor ...

80. Have you had any training during the past 12 months on topics related to sexual harassment?

- Yes ⇒ IF YES, CONTINUE WITH QUESTION 81
- No ⇒ IF NO, GO TO QUESTION 83

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? To indicate nine or more, enter "9".

TIMES

82. My Service's training . . . Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. Provides a good understanding of what words and actions are considered sexual harassment
- b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole
- c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties
- d. Identifies behaviors that are offensive to others and should not be tolerated
- e. Gives useful tools for dealing with sexual harassment
- f. Makes you feel it is safe to complain about unwanted, sex-related attention
- g. Provides information about policies, procedures, and consequences of sexual harassment

83. To what extent is/are . . .

Very large extent
Large extent
Moderate extent
Small extent
Not at all

IN YOUR UNIT/WORK GROUP

- a. Policies forbidding sexual harassment publicized?
- b. Complaint procedures related to sexual harassment publicized?
- c. Complaints about sexual harassment taken seriously no matter who files them?
- d. Enlisted members required to attend formal sexual harassment training? .
- e. Officers required to attend formal sexual harassment training?
- f. Leaders consistently modeling respectful behavior to both male and female personnel?
- g. Male supervisors asking female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates?

83. Continued

- Very large extent
- Large extent
- Moderate extent
- Small extent
- Not at all

ON YOUR INSTALLATION/SHIP

- h. Policies forbidding sexual harassment publicized?
- i. Complaint procedures related to sexual harassment publicized?
- j. Complaints about sexual harassment taken seriously no matter who files them?
- k. There a specific office with the authority to investigate sexual harassment complaints?
- l. Enlisted members required to attend formal sexual harassment training?
- m. Officers required to attend formal sexual harassment training?
- n. Leaders consistently modeling respectful behavior to both male and female personnel?

IN YOUR SERVICE

- o. An advice/hotline available for reporting sexual harassment complaints?

84. Do you think sexual harassment is more of a problem inside the military or more of a problem outside the military?

- More of a problem inside the military
- More of a problem outside the military
- Same/no difference

85. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- Less of a problem today
- About the same as 4 years ago
- More of a problem today

86. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- Don't know, you have been in the military less than 4 years
- Less of a problem today
- About the same as 4 years ago
- More of a problem today

87. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?

- Don't know, you have been in the military less than 4 years
- Much less often
- Less often
- About the same
- More often
- Much more often

88. Would you like to know the results of this survey? If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.

Please print

89. On what date did you complete this survey? YYYYMMDD

COMMENTS

90. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

THANK YOU FOR YOUR TIME AND ASSISTANCE

APPENDIX B

SURVEY COVER LETTERS



#BWNHVYT *****3-DIGIT 233
#10 000052797 6#
PO2 TAMEKA M AVANS
4 WINTER QUARTER CT
CAPE CHARLES VA 23310-2936

December 5, 2001



Dear Petty Officer Avans:

You have been selected to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the Services. The information obtained from this survey will assist senior policy makers in responding to Congress and in improving the workplace for all Service members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other Service members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect or your address will soon change, please take a moment to inform the Survey Processing Center of the correct address. You may register your new address by calling the Survey Processing Center toll-free at 1-800-881-5307. This toll-free line is provided for recording address changes only. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail to 2002GB@datarecognitioncorp.com or facsimile at 1-763-493-4956, or you can register address changes online at <http://www.drc-instantaccess.com/DMDC-2002GB> with the **Ticket Number** from the bottom right of this letter.

In all communications with the Survey Processing Center, please include your Ticket Number shown at the bottom right of this letter.

Thank you for your time and assistance in this important effort.

Sincerely,

W. R. Somerville
Assistant Commandant for Civil Rights

TICKET NUMBER: FHWMMJ3H



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

#BWNHVYT *****5-DIGIT 22554

#10 001057964 5#

MAJ RONALD J GROGIS USAF
3227 AQUIA DR
STAFFORD VA 22554-2606

January 9, 2002



Dear Major Grogis:

We recently mailed you a letter asking you to participate (either via paper survey or the Internet), in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. If you have already completed the survey, thank you. If you haven't had a chance to complete the survey or were thinking about not participating, I would like to ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself.

The Web version of the survey can be accessed at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

It is not necessary for you to complete the survey in one sitting. To take this survey online you will need to enter this **Ticket Number: 34EVPNTA**

If you prefer to respond via the paper survey but have not received a copy, please take a moment to inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also e-mail your address changes to 2002GB@datarecognitioncorp.com or via the Survey Processing Center's Web page at <http://www.drc-instantaccess.com/DMDC-2002GB> (enter Ticket Number listed above) or via facsimile at 1-763-493-4956. You may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu

Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As stated



#BWNHVYT *****3-DIGIT 233
#10 001110530 9#
PO3 STEVEN C EARLES USCG
244 RED CEDAR CT APT 3C
CHESAPEAKE VA 23320-4531

January 9, 2002



Dear Petty Officer Earles:

We recently mailed you a letter asking you to participate (either via paper survey or the Internet), in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. If you have already completed the survey, thank you. If you haven't had a chance to complete the survey or were thinking about not participating, I would like to ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself.

The Web version of the survey can be accessed at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

It is not necessary for you to complete the survey in one sitting. To take this survey online you will need to enter this **Ticket Number: FTYPMTKT**

If you prefer to respond via the paper survey but have not received a copy, please take a moment to inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also e-mail your address changes to 2002GB@datarecognitioncorp.com or via the Survey Processing Center's Web page at <http://www.drc-instantaccess.com/DMDC-2002GB> (enter Ticket Number listed above) or via facsimile at 1-763-493-4956. You may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

W. R. Somerville

Assistant Commandant for Civil Rights

Enclosure:
As stated



#BWNHVYT *****5-DIGIT 94501
#10 000107449 9#
CPO DENNIS P SIROIS USCG
4040B KISKA DR
ALAMEDA CA 94501-8013

January 23, 2002



Dear Chief Petty Officer Sirois:

Several weeks ago, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your participation is very important. The survey results will help the Department of Defense and the Armed Services to assess progress in promoting equality and fairness in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other Service members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.drc-instantaccess.com/DMDC-2002GB>

To take this survey online you will need to enter this **Ticket Number: F9AH3K4X**. It is not necessary for you to complete the online survey in one sitting.

Your time and cooperation are appreciated.

Sincerely,

W. R. Somerville
Assistant Commandant for Civil Rights

Enclosure:
As stated



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

#BWNHVYT *****5-DIGIT 22554
#10 000000167 5#
CMSGT JOHN K MONACCIO USAF
4 HUNTER TRL
STAFFORD VA 22554-7821

December 5, 2001



Dear Chief Monaccio:

You have been selected to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the Services. The information obtained from this survey will assist senior policy makers in responding to Congress and in improving the workplace for all Service members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other Service members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect or your address will soon change, please take a moment to inform the Survey Processing Center of the correct address. You may register your new address by calling the Survey Processing Center toll-free at 1-800-881-5307. This toll-free line is provided for recording address changes only. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail to 2002GB@datarecognitioncorp.com or facsimile at 1-763-493-4956, or you can register address changes online at <http://www.drc-instantaccess.com/DMDC-2002GB> with the **Ticket Number** from the bottom right of this letter.

In all communications with the Survey Processing Center, please include your Ticket Number shown at the bottom right of this letter.

Thank you for your time and assistance in this important effort.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

TICKET NUMBER: 33VP9WT9



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

#BWNHVYT
#10 000118262 3#
TSGT FREDERICK E THOMAS USAF
0003 SUPPORT GP
ELMENDORF AFB AK 99506-2830

February 20, 2002

Dear Sergeant Thomas:

Recently, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your completed questionnaire had not been received by the Survey Processing Center at the time this letter was prepared. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope or complete the survey via the Internet. To access the Web version of the survey, go to the following web address:

<http://www.drc-instantaccess.com/DMDC-2002GB>

To take this survey online you will need to enter this **Ticket Number: 3337XHUK**. For your views to be included in the survey results, your survey must be received within three weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your participation in this important effort.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As stated



#BWNHVYT *****5-DIGIT 29415

February 20, 2002

#10 000156778 1#
PO2 DAYNA S MOORE USCG
PO BOX 150016
NORTH CHARLESTON SC 29415-5016



Dear Petty Officer Moore:

Recently, you were asked to participate in the *Status of the Armed Forces Surveys: Workplace and Gender Relations (Form 2002GB)*. Your completed questionnaire had not been received by the Survey Processing Center at the time this letter was prepared. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope or complete the survey via the Internet. To access the Web version of the survey, go to the following web address:

<http://www.drc-instantaccess.com/DMDC-2002GB>

To take this survey online you will need to enter this **Ticket Number: FEAPPJF9**. For your views to be included in the survey results, your survey must be received within three weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your participation in this important effort.

Sincerely,

A handwritten signature in cursive script that reads "W. R. Somerville".

W. R. Somerville
Assistant Commandant for Civil Rights

Enclosure:
As stated



#BWNHVYT *****5-DIGIT 08204
#10 000052793 5#
SN BENJAMIN P SLIMAN USCG
1 MUNRO DR
CAPE MAY NJ 08204-5000

December 26, 2001



Dear Seaman Sliman:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the Armed Forces. You were selected in a scientific sample of Service members to participate in this study. The information you and other Service members provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing this survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be compiled and reported. Obviously, while the survey process is underway, survey administrators must know your identity to provide you with the survey materials. This information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Internet to complete this survey. To take this survey online you will need to enter this **Ticket Number: FEAMW3FX**. Simply go to the Web address below and input your **Ticket Number**. You will not need to take the survey in one sitting. The website has been set up to allow you to start and stop, as necessary.

<http://www.drc-instantaccess.com/DMDC-2002GB>

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail to 2002GB@datarecognitioncorp.com or leave a message any time, toll-free, at 1-800-881-5307. Except on the website, in all communication with the Survey Processing Center please include the mailing number from the lower right corner of this letter.

Thank you in advance for your time and cooperation in completing this survey.

Sincerely,

Enclosures:
As stated

W. R. Somerville
Assistant Commandant for Civil Rights

APPENDIX C

ANNOTATED QUESTIONNAIRE

STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)

ANNOTATED QUESTIONNAIRE

COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.
Right Wrong
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
Correct answer Incorrect answer
- Do not make any marks outside of the response and write-in boxes.

MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., 5900 Baker Rd., Minnetonka, MN 55345-5967).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136 and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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BACKGROUND

SRSEX

1. Are you . . . ?

1. Male
2. Female

SRED

2. What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.

- 01 Less than 12 years of school (no diploma)
02 GED or other high school equivalency certificate
03 High school diploma
04 Less than 2 years of college credits, but no college degree
05 2-year college degree (AA/AS)
06 More than 2 years of college credits, but no 4-year college degree
07 4-year college degree (BA/BS)
08 Some graduate school, but no graduate degree
09 Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

SRHISPA1, SRHISPA2, Note 1

3. Are you Spanish/Hispanic/Latino? Mark "No" if not Spanish/Hispanic/Latino.

1. No, not Spanish/Hispanic/Latino
2. Yes, Mexican, Mexican-American, Chicano
3. Yes, Puerto Rican
4. Yes, Cuban
5. Yes, other Spanish/Hispanic/Latino

SRRACEA-F, SRRETH1, Note 2

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

- A. White
B. Black or African American
C. American Indian or Alaska Native
D. Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
E. Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
F. Some other race (Please specify below)

SRRACEF, Note 3

Please print.

SRMARST

5. What is your marital status?

1. Never married
2. Married
3. Separated
4. Divorced
5. Widowed

SRSYC

6. In what Service are you?

1. Army
2. Navy
3. Marine Corps
4. Air Force
5. Coast Guard

SRGRADE

7. What is your current paygrade? Mark one.

- 01 E-1 06 E-6 11 W-1 21 O-1/O1E
02 E-2 07 E-7 12 W-2 22 O-2/O2E
03 E-3 08 E-8 13 W-3 23 O-3/O3E
04 E-4 09 E-9 14 W-4 24 O-4
05 E-5 15 W-5 25 O-5
26 O-6 or above

GB0208, Note 4

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)? To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35"

YEAHS

GB0209, GB0209SK, Note 5

9. In which term of service are you serving now? Do not count extensions as separate terms of enlistment.

- 1 You are on indefinite status=>IF INDEFINITE STATUS, GO TO QUESTION 11
2 You are an officer serving an obligation
3 1st enlistment
4 2nd or later enlistment

GB0210

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

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

GB0211

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

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

GB0212

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- 6 Does not apply, you already have 20 or more years of service
5 Very likely
4 Likely
3 Neither likely nor unlikely
2 Unlikely
1 Very unlikely

GB0213, GB0213CN, Note 6

13. When you leave active duty, how many total years of service do you expect to have completed? To indicate less than one year, enter "00" To indicate thirty-five or more, enter "35"

YEAHS

GB0214

14. In general, has your life been better or worse than you expected when you first entered the military?

- 5 Much better
4 Somewhat better
3 About what you expected
2 Somewhat worse
1 Much worse
0 Don't remember

GB0215

15. In general, has your work been better or worse than you expected when you first entered the military?

- 5 Much better
4 Somewhat better
3 About what you expected
2 Somewhat worse
1 Much worse
0 Don't remember

GB0216A-V

16. Indicate the extent to which you are satisfied with each of the following.

Scale from 1 (Very dissatisfied) to 5 (Very satisfied) for various categories like Basic Pay, Medical Care, Childcare, etc.

17. Indicate the extent to which you agree or disagree with the following statements about your Service.

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

- a. Being a member of your Service inspires you to do the best job you can
b. You are willing to make sacrifices to help your Service
c. You are glad that you are part of your Service
d. You are NOT willing to put yourself out to help your Service

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.

1 0
Yes No

- a. Thought seriously about leaving the military
b. Wondered what life might be like as a civilian
c. Discussed leaving and/or civilian opportunities with family or friends
d. Talked about leaving with your immediate supervisor
e. Gathered information on education programs or colleges
f. Gathered information about civilian job options
g. Attended a program that helps people prepare for civilian employment
h. Prepared a resume
i. Applied for a job
j. Interviewed for a job

19. If you had a friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

a. A male friend b. A female friend

- 1. Yes
0. No
1... Yes
0... No

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

- 1. Yes -> IF YES, CONTINUE WITH QUESTION 21
0. No -> IF NO, GO TO QUESTION 23

21. When you talk with your children about their future, do you encourage them to consider the military?

- 1. Yes
0. No

22. When you talk with your children about their possible career choices, how positive or negative are you about...

- 5.....Very positive
4.....Positive
3.....Neither positive nor negative
2.....Negative
1.....Very negative

- a. The military, in general?
b. Career opportunities in the military?
c. Serving in the military, but not as a career?
d. Part-time (National Guard/Reserve) opportunities in the military?
e. Career opportunities as a civilian federal government employee?
f. Career opportunities in the civilian sector?
g. Seeking a college education?

23. During the last 12 months, where have you served most of your active-duty time?

- 1. In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
2. Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
3. Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
4. East Asia and Pacific (e.g., Australia, Japan, Korea)
5. North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
6. Sub-Saharan Africa (e.g., Kenya, South Africa)
7. Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

- 1. Aboard ship
2. Barracks/dorm (including BEQ or BOQ)
3. Military family housing, on base
4. Military family housing, off base
5. Civilian housing you own or pay mortgage on
6. Military or civilian housing you rent, off base
7. Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

- 1. Yes -> IF YES, CONTINUE WITH QUESTION 26
0. No -> IF NO, GO TO QUESTION 29

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for a least one night because of your military duties?

- 1. 1 – 2 times
- 2. 3 – 4 times
- 3. 5 – 6 times
- 4. 7 – 8 times
- 5. 9 – 10 times
- 6. 11 – 12 times
- 7. 13 – 24 times
- 8. 25 times or more

GB0227A-J

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Assign each of your nights away to only one type of military duty.

	11	10 to 12 months
	8	7 months to less than 10 months
	6	5 months to less than 7 months
	4	3 months to less than 5 months
	2	1 month to less than 3 months
	1	Less than 1 month
	0	None
a. Operation Enduring Freedom...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Peacekeeping or other contingency operation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Foreign humanitarian assistance mission.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Unit training at combat training center.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Counter drug operations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Domestic disaster or civil emergency	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Time at sea for scheduled deployments (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Other time at sea (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Joint training/field exercises/alerts (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Military education (other than for the above).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Other TDYs/TADs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

GB0228

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? Add up all nights away from your permanent duty station.

- 1. Less than 1 month
- 2. 1 month to less than 3 months
- 3. 3 months to less than 5 months
- 4. 5 months to less than 7 months
- 5. 7 months to less than 10 months
- 6. 10 to 12 months

YOUR WORKPLACE

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

GB0229. Note 10.

29. How many months have you completed at your duty location (ship) during your current tour? To indicate ninety-nine or more, enter "99"

		MONTHS
--	--	--------

GB0230.

30. Is this location your permanent duty location/ship?

- 1. Yes
- 2. No, you are TDY/TAD attending training
- 3. No, you are TDY/TAD for reasons other than training

GB0231A-F

31. Are you currently... Mark "Yes" or "No" for each item.

	1.	0.
	Yes	No
a. A student in a military course?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Serving aboard a ship at sea?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In the shore part of a ship/shore rotation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. In a work environment where members of your gender are uncommon?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. On a deployment that will keep you away from home for at least 30 consecutive days?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

GB0232.

32. What is the gender of your immediate supervisor?

- 1. Male
- 2. Female

GB0233.

33. What is the paygrade of your immediate supervisor?

- | | | |
|---|--|--|
| 04 <input checked="" type="checkbox"/> E-4 or below | 11 <input checked="" type="checkbox"/> W-1 | 21 <input checked="" type="checkbox"/> O-1/O1E |
| 05 <input checked="" type="checkbox"/> E-5 | 12 <input checked="" type="checkbox"/> W-2 | 22 <input checked="" type="checkbox"/> O-2/O2E |
| 06 <input checked="" type="checkbox"/> E-6 | 13 <input checked="" type="checkbox"/> W-3 | 23 <input checked="" type="checkbox"/> O-3/O3E |
| 07 <input checked="" type="checkbox"/> E-7 | 14 <input checked="" type="checkbox"/> W-4 | 24 <input checked="" type="checkbox"/> O-4 |
| 08 <input checked="" type="checkbox"/> E-8 | 15 <input checked="" type="checkbox"/> W-5 | 25 <input checked="" type="checkbox"/> O-5 |
| 09 <input checked="" type="checkbox"/> E-9 | | 26... <input checked="" type="checkbox"/> O-6 or above |
-
- 31 Civilian GS-1 to GS-6 (or equivalent)
 - 32 Civilian GS-7 to GS-11 (or equivalent)
 - 33 Civilian GS-12 or above (or equivalent)

34. Which of the following statements best describes the gender mix of your current workgroup, that is, the people with whom you work on a day-to-day basis.

- 1. All men
- 2. Almost entirely men
- 3. More men than women
- 4. About equal numbers of men and women
- 5. More women than men
- 6. Almost entirely women
- 7. All women

35. To what extent do you agree or disagree with the following statements about your workplace?

5..... Strongly agree

4..... Agree |

3..... Neither agree nor disagree | |

2..... Disagree | | |

1..... Strongly disagree | | | |

- a. I know what is expected of me at work
- b. I have the materials and equipment I need to do my work right
- c. At work, I have the opportunity to do what I do best every day
- d. In the last 7 days, I have received recognition or praise for doing good work
- e. My supervisor, or someone at work, seems to care about me as a person
- f. There is someone at work who encourages my development
- g. At work, my opinions seem to count
- h. The mission/purpose of my Service makes me feel my job is important
- i. My coworkers are committed to doing quality work
- j. I have a best friend at work
- k. In the last 6 months, someone at work has talked to me about my progress
- l. This last year, I have had opportunities at work to learn and to grow
- m. At my workplace, a person's job opportunities and promotions are based only on work related characteristics
- n. My supervisor helps everyone in my workgroup feel included
- o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace
- p. At my workplace, all employees are kept well informed about issues and decisions that affect them

36. Please indicate whether you agree or disagree with the following statements?

5..... Agree

4..... Tend to agree |

3..... ? | |

2..... Tend to disagree | | |

1..... Disagree | | | |

- a. My chain of command keeps me informed about important issues
- b. If I make a request through channels in my workgroup, I know somebody will listen
- c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal
- d. I find it very difficult to balance my work and personal responsibilities
- e. Priorities or work objectives are changed so frequently, I have trouble getting my work done
- f. My supervisor encourages people to learn from mistakes
- g. My supervisor has sufficient authority
- h. I believe my Service's core values are clear
- i. Leadership generally understands the problems we face on our jobs

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? The term "workgroup" refers to the people with whom you work on a day-to-day basis.

99

5

4

3

2

1

Don't know

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

- a. **Handling the technical-skills part of the job** (fully understands the capabilities and limitations of equipment in the workgroup; demonstrates knowledge of tactical skills).....
- b. **Handling the people-skills part of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals).....
- c. **Handling the conceptual-skills part of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

Don't know
Strongly agree
Agree

Neither agree nor disagree
Disagree
Strongly disagree

99

5

4

3

2

1

d. **Communicating** (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

e. **Decision making** (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)

f. **Motivating** (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

g. **Developing** (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

h. **Building** (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and workgroup activities, focuses the workgroup on mission accomplishment)

i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the workgroup adapt to changing circumstances, recognizes personal limitations)

j. **Planning and organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

l. **Assessing** (accurately assesses the workgroup's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)

38. To what extent do you agree or disagree with the following statements about your workgroup?

Don't know
Strongly agree
Agree

Neither agree nor disagree
Disagree
Strongly disagree

99

5

4

3

2

1

a. The leaders in your workgroup set high standards for Service members in terms of good behavior and discipline

b. The leaders in your workgroup are more interested in looking good than being good

c. You are impressed with the quality of leadership in your workgroup

d. You would go for help with a personal problem to people in your chain of command

e. The leaders in your workgroup are not concerned with the way Service members treat each other as long as the job gets done

f. The leaders in your workgroup are more interested in furthering their careers than in the well being of their Service members

g. Leaders in your workgroup treat Service members with respect

h. Leaders most often get willing and whole-hearted cooperation from the Service members in your workgroup

i. The NCOs/petty officers in your chain of command are a good source of support for Service members

39. To what extent do you agree or disagree with the following statements about...

5 Strongly agree

4 Agree

3 Neither agree nor disagree

2 Disagree

1 Strongly disagree

THE PEOPLE YOU WORK WITH

a. There is very little conflict among your coworkers.

b. You like your coworkers.

c. Your coworkers put in the effort required for their jobs.

d. You are satisfied with the relationships you have with your coworkers.

e. The people in your workgroup tend to get along.

f. The people in your workgroup are willing to help each other.

39. Continued

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

THE WORK YOU DO

- g. Your work provides you with a sense of pride.
- h. Your work makes good use of your skills.
- i. Your present assignment is good for your military career.
- j. You like the kind of work you do.
- k. Your job gives you the chance to acquire valuable skills.
- l. You are satisfied with your job as a whole

GB0240A-J

40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?

- 5..... Very often
 4..... Often |
 3..... Sometimes | |
 2..... Once or twice | | |
 1..... Never | | | |
- a. An angry tone of voice
- b. Avoiding you
- c. Making you look bad
- d. Yelling or raising one's voice
- e. Withholding information from you
- f. Swearing directed at you
- g. Talking about you behind your back
- h. Insulting, criticizing you (including sarcasm)
- i. Said offensive or crude things about you
- j. Flaunting status or power over you

MENTORING

GB0241, GB0241SK, Note 11

41. In your opinion, have you ever had a mentor?

1. Yes, you have one now.
2. Yes, you had one, but you don't have one now.
3. No, but you would have liked one. GO TO QUESTION 45
4. No, and you never wanted one. GO TO QUESTION 45
5. No, and you don't know what a mentor is. GO TO QUESTION 45

GB0242

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? MARK ONE.

1. A commissioned officer
2. A warrant officer
3. An NCO/petty officer
4. A junior enlisted Service member
5. A DoD civilian
6. Other (Please specify below.)

GB0242SP, Note 12

Please print.

GB0243

43. Is your current mentor (or was your most recent mentor)...? MARK ONE.

1. Your rater
2. Your senior rater
3. A person who is/was higher in rank than you, but not your rater or your senior rater
4. A person who is/was at your same rank
5. A person who is/was lower in rank than you
6. A person who is not or was not in the military at the time the mentoring was provided

GB0244A-P

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? MARK RESPONSE TO EACH.

- 5..... Extremely helpful
- 4..... Very helpful
- 3..... Moderately helpful
- 2..... Slightly helpful
- 1..... Not at all helpful-
- 72..... Not provided

- a. Teaches job skills
- b. Gives feedback on your job performance.....
- c. Assigns challenging tasks
- d. Helps develop your skills/competencies for future assignment
- e. Provides support and encouragement.....
- f. Provides personal and social guidance
- g. Provides career guidance.....
- h. Demonstrates trust
- i. Acts as a role model
- j. Protects you
- k. Invites you to observe activities at his/her level.....
- l. Instills Service core values
- m. Provides moral/ethical guidance
- n. Teaches/advises on organizational politics
- o. Provides sponsorship/contacts to advance your career.....
- p. Assists in obtaining future assignments.....

READINESS, HEALTH, AND WELL-BEING

GB0245

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

- | | |
|---|---|
| 5. <input checked="" type="checkbox"/> Very well prepared | 2. <input checked="" type="checkbox"/> Poorly prepared |
| 4. <input checked="" type="checkbox"/> Well prepared | 1. <input checked="" type="checkbox"/> Very poorly prepared |
| 3. <input checked="" type="checkbox"/> Neither well nor poorly prepared | |

GB0246

46. How well prepared are you physically to perform your wartime job?

- | | |
|---|---|
| 5. <input checked="" type="checkbox"/> Very well prepared | 2. <input checked="" type="checkbox"/> Poorly prepared |
| 4. <input checked="" type="checkbox"/> Well prepared | 1. <input checked="" type="checkbox"/> Very poorly prepared |
| 3. <input checked="" type="checkbox"/> Neither well nor poorly prepared | |

GB0247

47. Not including injuries how many days in the past 12 months have you been too sick to do your job?

- | | |
|--|---|
| 0. <input checked="" type="checkbox"/> 0 | 13. <input checked="" type="checkbox"/> 11 – 15 days |
| 3. <input checked="" type="checkbox"/> 1 – 5 days | 18. <input checked="" type="checkbox"/> 16 – 20 days |
| 8. <input checked="" type="checkbox"/> 6 – 10 days | 21. <input checked="" type="checkbox"/> 21 or more days |

GB0248

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

- | | |
|--|---|
| 0. <input checked="" type="checkbox"/> 0 | 13. <input checked="" type="checkbox"/> 11 – 15 days |
| 3. <input checked="" type="checkbox"/> 1 – 5 days | 18. <input checked="" type="checkbox"/> 16 – 20 days |
| 8. <input checked="" type="checkbox"/> 6 – 10 days | 21. <input checked="" type="checkbox"/> 21 or more days |

GB0249

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

- | | |
|--|---|
| 0. <input checked="" type="checkbox"/> 0 | 13. <input checked="" type="checkbox"/> 11 – 15 days |
| 3. <input checked="" type="checkbox"/> 1 – 5 days | 18. <input checked="" type="checkbox"/> 16 – 20 days |
| 8. <input checked="" type="checkbox"/> 6 – 10 days | 21. <input checked="" type="checkbox"/> 21 or more days |

GB0250A-D

50. How true or false is each of the following statements for you? Please mark one answer for each statement.

- | | |
|---|---|
| | 4..... Definitely true |
| | 3..... Mostly true |
| | 2..... Mostly false |
| | 1..... Definitely false |
| a. I am as healthy as anybody I know | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| b. I seem to get sick a little easier than other people | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| c. I expect my health to get worse | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| d. My health is excellent | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |

GB0251A-D

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Please mark one answer for each statement.

- | | |
|--|---|
| | 4..... All or most of the time |
| | 3..... A good bit of the time |
| | 2..... Some of the time |
| | 1..... Little or none of the time |
| a. Cut down on the amount of time you spent on work or other activities | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| b. Accomplished less than you would like | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| c. Were limited in the kind of work or other activities you do | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| d. Had difficulty performing the work or other activities you do (for example, it took extra effort) | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |

GB0252A-C

52. How much time during the past 4 weeks have you had any of the following problems with your work or other regular activities as a result of emotional problems (such as feeling depressed or anxious)? Please mark one answer for each statement.

- | | |
|---|---|
| | 4..... All or most of the time |
| | 3..... A good bit of the time |
| | 2..... Some of the time |
| | 1..... Little or none of the time |
| a. Cut down on the amount of time you spent on work or other activities | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| b. Accomplished less than you would like | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| c. Didn't do work or other activities as carefully as usual | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |

GB0253A-E

53. How much time during the past 4 weeks have you ... Please mark one answer for each statement.

- | | |
|--|---|
| | 4..... All or most of the time |
| | 3..... A good bit of the time |
| | 2..... Some of the time |
| | 1..... Little or none of the time |
| a. Felt calm and peaceful | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| b. Been a very nervous person | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| c. Felt so down in the dumps that nothing could cheer you up | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| d. Felt downhearted and blue | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |
| e. Been a happy person | <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> |

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GB0254A-1, GB0254LS, Note 13

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark only one answer for each statement.

3.....Yes, and your gender was a factor

2.....Yes, but your gender was NOT a factor |

1.....No, or does not apply | |

- a. You were rated lower than you deserved on your last evaluation
- b. Your last evaluation contained unjustified negative comments
- c. You were held to a higher performance standard than others
- d. You did not get an award or decoration given to others in similar circumstances
- e. Your current assignment has not made use of your job skills
- f. Your current assignment is not good for your career if you continue in the military
- g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement
- h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement
- i. You did not learn-until it was too late-of opportunities that would have helped your career
- j. You were unable to get straight answers about your promotion possibilities
- k. You were excluded from social events important to career development and being kept informed
- l. You did not get a job assignment that you wanted and for which you were qualified
- m. If you answered "Yes, and your gender was a factor" to "1" above, was this assignment legally open to women?

NO YES

0 ...1

- n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.)

GB0254SP, Coding Note 14

Please print.

GB0255A-S, GB0255CN, Note 15

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel
 - on- or off-duty
 - on- or off-installation or ship; and/or
- Civilian Employees and/or Contractors
 - In your workplace or on your installation/ship where one or more of these individuals (of either gender) . . .

4.....Very Often

3.....Often |

2.....Sometimes | |

1.....Once or twice | | |

0.....Never | | | |

- a. Repeatedly told sexual stories or jokes that were offensive to you?
- b. Referred to people of your gender in insulting or offensive terms?
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
- e. Made offensive remarks about your appearance, body, or sexual activities?
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you?
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
- i. Put you down or was condescending to you because of your gender?
- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No?"
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?

55. Continued

- 4.....Very Often
 3.....Often |
 2.....Sometimes | |
 1.....Once or twice | | |
 0.....Never | | | |

- m. Touched you in a way that made you feel uncomfortable?
- n. Made unwanted attempts to stroke, fondle, or kiss you?
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative?
- q. Attempted to have sex with you without your consent or against your will, but was not successful?
- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.)

GB0255SP, Note 16

Please print.

GB0256, GB0256SK, Note 17

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- 0. None were sexual harassment⇒CONTINUE WITH QUESTION 57
- 1. Some were sexual harassment; some were not sexual harassment⇒CONTINUE WITH QUESTION 57
- 2. All were sexual harassment⇒CONTINUE WITH QUESTION 57
- 61. Does not apply—I marked "Never" to every item in Question 55⇒GO TO QUESTION 76

One Situation with the Greatest Effect

GB0257A-S

57. Think about the situations(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

57. Continued

What did the person(s) do during this situation? Mark one answer for each behavior.

- | | Did this | Did not do this |
|---|---|---|
| a. Repeatedly told sexual stories or jokes that were offensive to you? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| m. Touched you in a way that made you feel uncomfortable? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| o. Treated you badly for refusing to have sex? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| p. Implied faster promotions or better treatment if you were sexually cooperative? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| r. Had sex with you without your consent or against your will? | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| s. Other unwanted gender-related behavior? (If you mark "Did this," please describe below.) | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |

GB0257SP, Note 18

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you – Question 57.

GB0258A-F

58. To what degree was this situation . . .

4.....Extremely
3.....Very
2.....Moderately
1.....Slightly
0.....Not at all

- a. Annoying?
- b. Offensive?
- c. Disturbing?
- d. Threatening?
- e. Embarrassing?
- f. Frightening?

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

GB0259A-D

59. Where and when did this situation occur?

3.....All of it
2.....Most of it
1.....Some of it
0.....None of it

- a. At a military installation
- b. At work (the place where you perform your military duties)
- c. During duty hours
- d. In the local community around an installation

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

GB0260

60. What was the gender of the person(s) involved?

- 1. Male
- 2. Female
- 3. Both males and females were involved
- 4. Gender unknown

GB0261A-N

61. Was the person(s) involved... Mark "Yes" or "No" for each.

1 Yes 0 No

- a. Your immediate military supervisor?
- b. Your immediate civilian supervisor?
- c. Your unit commander?
- d. Other military person(s) of higher rank/grade than you?
- e. Other civilian employee(s) of higher rank/grade than you?
- f. Your military coworker(s)?
- g. Your civilian coworker(s)?
- h. Your military subordinate(s)?
- i. Your civilian subordinate(s)?
- j. Your military training instructor?
- k. Your civilian training instructor?
- l. Other military person(s)?
- m. Other civilian person(s)?
- n. Other or unknown person(s)

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

GB0262

62. During the course of the situation you have in mind, how often did the event(s) occur?

- 1. Once
- 2. Occasionally
- 3. Frequently
- 4. Almost every day
- 5. More than once a day

GB0263

63. How long did this situation last, or if continuing, how long has it been going on?

- 1. Less than 1 week
- 2. 1 week to less than 1 month
- 3. 1 month to less than 3 months
- 4. 3 months to less than 6 months
- 5. 6 months to less than 9 months
- 6. 9 months to less than 12 months
- 7. 12 months or more

GB0264

64. Is the situation still going on?

- 1. Yes
- 0. No

GB0265A-R

65. To what extent did you ...

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

- a. Try to avoid the person(s) who bothered you?
- b. Try to forget it?
- c. Tell the person(s) you didn't like what he or she was doing?
- d. Stay out of the person's or persons' way?
- e. Tell yourself it was not really important?
- f. Talk to some of your family about the situation?
- g. Talk to some of your coworkers about the situation?
- h. Talk to some of your friends about the situation?
- i. Talk to a chaplain or counselor about the situation?
- j. Try to avoid being alone with the person(s)?
- k. Tell the person(s) to stop?
- l. Just put up with it?
- m. Ask the person(s) to leave you alone?
- n. Blame yourself for what happened?
- o. Assume the person(s) meant well?
- p. Pray about it?
- q. Pretend not to notice, hoping the person(s) would leave you alone?
- r. Do something else in response to the situation? (Please specify below.)

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

- a. Your immediate supervisor
b. Someone else in your chain-of-command (including your commanding officer)
c. Supervisor(s) of the person(s) who did it
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)
e. Other installation/Service/DoD person or office with responsibility for follow-up

67. Did you answer "Yes" to at least one item in Question 66?

- 1. [X] Yes -> IF YES, CONTINUE WITH QUESTION 68
0. [X] No -> IF NO, GO TO QUESTION 74

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

- a. Person(s) who bothered you was/were talked to about the behavior.
b. Your complaint was/is being investigated.
c. You were encouraged to drop the complaint.
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.).
e. No action was taken.

69. How satisfied are you with the following aspects of the reporting process?

- a. Availability of information about how to file a complaint
b. Treatment by personnel handling your complaint
c. Amount of time it took/is taking to resolve your complaint
d. How well you are/were kept informed about the progress of your complaint
e. Degree to which your privacy is/was being protected

70. Is the action still being processed?

- 1. [X] Yes -> IF YES, GO TO QUESTION 73
0. [X] No -> IF NO, CONTINUE WITH QUESTION 71

71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

- a. They found your complaint to be true
b. They found your complaint to be untrue
c. They were unable to determine whether your complaint was true or not
d. The outcome of your complaint was explained to you
e. The situation was corrected
f. Some action was taken against the person(s) who bothered you
g. Nothing was done about the complaint
h. Action was taken against you

72. How satisfied were you with the outcome of your complaint?

- 5. [X] Very satisfied
4. [X] Satisfied
3. [X] Neither satisfied nor dissatisfied
2. [X] Dissatisfied
1. [X] Very dissatisfied

If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

GB0272SP, Note 22
Please print.

73. Did you report all of the behaviors you marked in Question 55 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

- 1. [X] Yes -> IF YES, GO TO QUESTION 75
0. [X] No -> IF NO, CONTINUE WITH QUESTION 74

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.

- a. Was not important enough to report
b. You did not know how to report
c. You felt uncomfortable making a report
d. You took care of the problem yourself
e. You talked to someone informally in your chain-of-command
f. You did not think anything would be done if you reported
g. You thought you would not be believed if you reported
h. You thought your coworkers would be angry if you reported
i. You wanted to fit in

- | | 1 | 0 |
|---|--------------------------|--------------------------|
| | Yes | No |
| j. You thought reporting would take too much time and effort | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You thought you would be labeled a troublemaker if you reported | <input type="checkbox"/> | <input type="checkbox"/> |
| l. A <u>peer</u> talked you out of making a formal complaint | <input type="checkbox"/> | <input type="checkbox"/> |
| m. A <u>supervisor</u> talked you out of making a formal complaint | <input type="checkbox"/> | <input type="checkbox"/> |
| n. You did not want to hurt the person's or persons' feelings, family, or career | <input type="checkbox"/> | <input type="checkbox"/> |
| o. You thought your performance evaluation or chance for promotion would suffer if you reported | <input type="checkbox"/> | <input type="checkbox"/> |
| p. You were afraid of retaliation from the <u>person(s) who did it</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u> | <input type="checkbox"/> | <input type="checkbox"/> |
| s. Some other reason | <input type="checkbox"/> | <input type="checkbox"/> |

GB0275A-L

75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.

- | | 99 | 0 | 1 |
|---|--------------------------|--------------------------|--------------------------|
| | Don't know | No | Yes |
| a. You were ignored or shunned by others at work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You were blamed for the situation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. People gossiped about you in an unkind or negative way | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You lost perks/privileges that you had before | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You were given less favorable job duties | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You were denied an opportunity for training | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You were given an unfair job performance evaluation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You were unfairly disciplined | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You were denied a promotion | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You were transferred to a less desirable job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were unfairly demoted | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You were mistreated in some other way | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

GB0276A-I

76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.

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

If a coworker at your duty station were to do this . . .

- | | |
|--|--------------------------|
| a. Others in the unit would not care. | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor. | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop. | <input type="checkbox"/> |
| d. Leadership would ignore it. | <input type="checkbox"/> |

If another coworker were to complain about this . . .

- | | |
|---|--------------------------|
| e. The complaint would be taken seriously. | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint. | <input type="checkbox"/> |
| g. Some corrective action would be taken. | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly. | <input type="checkbox"/> |
| i. The complaint would be ignored. | <input type="checkbox"/> |

GB0277A-I

77. Suppose a coworker at your duty station were to keep asking others for dates even after they have made it clear that they are not interested. Mark if you "agree" or "disagree" with each of the following statements.

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

If a coworker at your duty station were to do this . . .

- | | |
|--|--------------------------|
| a. Others in the unit would not care. | <input type="checkbox"/> |
| b. The coworker would get in trouble with his or her supervisor. | <input type="checkbox"/> |
| c. Others in the unit would tell the coworker to stop. | <input type="checkbox"/> |
| d. Leadership would ignore it. | <input type="checkbox"/> |

If another coworker were to complain about this . . .

- | | |
|---|--------------------------|
| e. The complaint would be taken seriously. | <input type="checkbox"/> |
| f. It would be risky for the person making the complaint. | <input type="checkbox"/> |
| g. Some corrective action would be taken. | <input type="checkbox"/> |
| h. Other coworkers would treat the person who made the complaint badly. | <input type="checkbox"/> |
| i. The complaint would be ignored. | <input type="checkbox"/> |

78. Suppose a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. Mark if you "agree" or "disagree" with each of the following statements.

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

If a supervisor at your duty station were to do this . . .

- a. Others in the unit would not care. [X][X][X][X]
b. The supervisor would get in trouble with his or her supervisor. [X][X][X][X]
c. Others in the unit would tell the supervisor to stop. [X][X][X][X]
d. Leadership would ignore it. [X][X][X][X]

If a coworker were to complain about this . . .

- e. The complaint would be taken seriously. [X][X][X][X]
f. It would be risky for the person making the complaint. [X][X][X][X]
g. Some corrective action would be taken. [X][X][X][X]
h. Other coworkers would treat the person who made the complaint badly. [X][X][X][X]
i. The complaint would be ignored. [X][X][X][X]

PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

- 99.....Don't know
0.....No |
1.....Yes | |

- a. Senior leadership of my Service [X][X][X][X]
b. Senior leadership of my installation/ship [X][X][X][X]
c. My immediate supervisor [X][X][X][X]

80. Have you had any training during the past 12 months on topics related to sexual harassment?

- 1. [X] Yes=>IF YES, CONTINUE WITH QUESTION 81
0. [X] No=>IF NO, GO TO QUESTION 83

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? To indicate "9" or more, enter "9"

[] HOURS

82. My Service's training . . . Mark if you "agree" or "disagree" with each of the following statements.

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

- a. Provides a good understanding of what words and actions are considered sexual harassment. [X][X][X][X]
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole. [X][X][X][X]
c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties. [X][X][X][X]
d. Identifies behaviors that are offensive to others and should not be tolerated. [X][X][X][X]
e. Gives useful tools for dealing with sexual harassment. [X][X][X][X]
f. Makes you feel it is safe to complain about unwanted, sex-related attention. [X][X][X][X]
g. Provides information about policies, procedures, and consequences of sexual harassment. [X][X][X][X]

83. To what extent is/are...

- 4.....Very large extent
3.....Large extent |
2.....Moderate extent | |
1.....Small extent | | |
0.....Not at all | | | |

IN YOUR UNIT/WORKGROUP

- a.. Policies forbidding sexual harassment publicized? [X][X][X][X]
b. Complaint procedures related to sexual harassment publicized? [X][X][X][X]
c. Complaints about sexual harassment taken seriously no matter who files them? [X][X][X][X]
d. Enlisted members required to attend formal sexual harassment training? [X][X][X][X]
e. Officers required to attend formal sexual harassment training? [X][X][X][X]
f. Leaders consistently model respectful behavior to both male and female personnel? [X][X][X][X]
g. Male supervisors asking female officers or NCOs/petty officers from other workgroups to "deal with" problems involving female subordinates? [X][X][X][X]

APPENDIX D

CODING SCHEME FOR THE STATUS OF THE ARMED FORCES SURVEYS FORM 2002GB – WORKPLACE AND GENDER RELATIONS

APPENDIX D: Coding Scheme for the STATUS OF THE ARMED FORCES SURVEYS FORM 2002GB – Workplace and Gender Relations

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations (government, academic, and private-sector), analyze DMDC datasets repeatedly over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how the data are coded and the limitations of the data. This appendix describes (a) variable naming conventions, (b) how data are captured from the survey instrument, and (c) the edit process to create survey response variables for the analysis file.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

Non-survey-derived Variables

Variable names for non-survey-derived variables tend to be character strings that aid in remembering the meanings of the variables. Two important conventions were used in naming variables.

A variable name from DMDC record files was used only if the data, values, and value labels were identical to those from an official DMDC data file. When data were added to an analysis file unchanged from record data, the same variable name, values, and value labels were used. For example, SERVICE is a field in the ADMF and RCCPDS that indicates the member's service; since the variable in the survey data file is identical to that in the record data from the month that the sample was drawn, the same variable name and labels were used. In contrast, the variable CSERVICE has slightly different values and value labels, and consequently was given a variable name that is not used in the official records so as not to confuse analysts who work routinely with record data.

Beginning a variable name with "X" indicates it is a special crossing (marginal) variable for key analyses. "X variables" typically involve using record data to impute values for missing data in survey items. X variables may also require collapsing or recoding to missing is performed to preserve confidentiality of respondents. (See Appendix I for the programming that was used to compute X variables.)

Survey-derived Variables

Identical demographic items are used across many DMDC surveys. Each time these items are used, identical variable names and values are used. The variable names for this group of demographic items start with “SR” (mnemonic for self reported). The following items in this survey fall into this category: SRSEX (for gender), SRED (for education), SRRACEA-F (for race) and SRHISP (for Hispanic ethnicity). COMMENT (for a flag indicating if a comment has been entered) and SRDATE (for the date the survey was completed) are other standard variables across DMDC surveys.

Variable names for items that are not standardized across DMDC surveys start with 1 or 2 letters to represent the survey, followed by 2 digits to represent the year the data are gathered, and end with 4 or 5 numbers/letters corresponding to the survey questionnaire item. Because of how sorting is done, leading zeros are used so items are ordered from 01 through 99. Typically, the last one or two of the 4 or 5 item-number digits are either not used or contain letter(s) representing one of the sub-items within the question. The basic naming conventions are implemented as follows for Form 2002GB:

- The first and second positions are “GB” for the basic variables¹ for items appearing in Form GB.
- The third and fourth characters after the GB are “02” to indicate these data came from a survey in 2002.
- The fifth and sixth characters are item numbers in the survey from 02 through 90.
- Letters following the numbers for multi-part items usually represent the sub-item. The exceptions, summarized here, are further explained in Table D-3:
 - Specify flags (ending in a “SP”) represent whether information has been written in a specify box. For example, when respondents to this survey indicate on Question 42 that they had some other type of mentor, they are directed to specify the other type in the write-in area. GB0242SP is a flag variable indicating whether text was entered in the write-in area, and whether the presence of text in this area is consistent with how the basic question was answered. The specify flags for short write-ins are verified by visual inspection whenever the scan-editing program detects something in the specify boxes. Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple XXXs; and (2) negative replies like, *nothing*, *none*, *no*, *NA*, and *not applicable*.
 - Skip pattern flags (ending in “SK”) represent data quality for questions directing respondents to skip later questions if they respond to a question in a certain way. For example, if respondents to this survey indicate on Question 20 that they do not have children aged 10 or older with whom they talk about careers, jobs, and education, then

¹ While most final edited variables start with G, variables may also start with a “U” to indicate that they are not edited for skip pattern consistency or an “R” to indicate that they have been recoded from the basic variable.

respondents are directed to skip Questions 21 and 22. GB0220SK is a flag variable indicating if Questions 21 and 22 are answered consistently with the skip directions.

- Consistency flags (ending in “CN”) represent data quality for certain questions for which consistency can be unambiguously compared. For example, if respondents to this survey indicate on Question 8 that they have 10 years of service, it would be inconsistent to say in Question 13 that they will complete anything less than 10 years of service. GB0213CN is a flag variable indicating if Questions 8 and 13 are answered consistently.

Value Coding and Formats

Datasets were prepared as SAS² system files. An OS or flat file version of the public release file was then prepared from the SAS system file. This section describes how values were treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables were declared as numeric unless they contained true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables were input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

Raw-Data Encoding Process

The survey forms were processed with image scanning and intelligent character recognition (ICR) technology. After an optical image was made of each page of the survey, a computer program compared each optical image to a template.

- The software assigned codes to fields created for the survey items.
- The software flagged any item that would result in an error code (for missing or multiple response) rather than a valid response code.
- Intelligent character recognition software was used with the template to resolve entries in boxes such as those provided for Question 8. The software flagged for onscreen determination any entries in boxes that could not be resolved with a high degree of certainty.

The surveys were then edited by a person who would see an image of the survey pages on a computer monitor. Each problem item flagged by the computer was highlighted on the screen. If the editor could not determine the correct response to problem-flagged items, then the paper form was pulled and the editor checked it. The editor also typed the text of all the short specify items during this pass.³ Through this stage, each item was evaluated individually and codes were assigned according to only what was marked in a single item. These codes are based on the

² SAS is a trademark of the SAS Institute, Inc.

³ The long comment item at the end of the questionnaire was keyed in a separate process. The comments data are confidential to preserve privacy and are not merged into the returns dataset.

position of mark(s) in only one item and are found on the annotated form in Appendix C. The resulting file was then transferred to DRC programmer/analysts for validation and creation of the returns datasets.

Data cleaning and editing can be thought of as occurring in five coding steps. In practice, these steps may not be strictly linear, nor neatly match the processing steps discussed above. However, they are a convenient framework to understand the meaning of the codes.

1. Each response is coded with one of three types of standard codes: valid response option value (see Coding Annotation of the survey form in Appendix C), no response (-9), or multiple-response error (-8).
2. Specify flag variables are created, and codes are assigned to indicate if respondents wrote in responses correctly where fill-in boxes were used.
3. Skip flag variables are created, and codes are assigned to indicate if respondents completed the skip pattern correctly.
4. Special codes for valid skips are assigned to variables within skip patterns using a “forward coding” process.
5. Text code variables are created, and codes are assigned based on the content coding of the text entries.

In the coding sequence, coding in the third and later steps builds on prior steps and usually involves values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of skip patterns during steps 3 and 4.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in five tables. In these tables, the value labels associated with each assigned code are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table D-1 contains basic SAS and flat file missing data codes.
- Table D-2 contains SAS and flat file missing data codes for dates.
- Table D-3 contains standard coding notes for flag variables.
- Table D-4 contains SAS and flat file special not-applicable codes.
- Table D-5 provides special coding notes for items involving skip patterns or other non-obvious coding.

The codes presented in Table D-1 are general missing data codes that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table D-2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file codes differ from the SAS codes because SAS implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS⁴.

⁴ SPSS is a trademark of SPSS Inc.

Table D-1
Basic SAS and Flat File Missing Data Codes

SAS File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response (Missing)</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range error</i>
.N	.N	-6	.N	<i>Not applicable (valid skip)</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple form surveys. (Not used for this survey.)
.I	.I	-4	.I	<i>Incomplete grid error or illegible.</i> Used when the meaning or content of the respondent's answer could not be determined.
.G	.G	-3	.G	<i>No match on official records.</i> Reserved for use on surveys that cannot be matched back to original records. (Not used for this survey.)
.M	.M	-2	.M	<i>Missing continuation.</i> Respondent's answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	<i>Blank/no survey.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.
99	DK	99	DK	<i>Don't know*</i>

Notes. *Use of 'Don't know' as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is *sometimes* excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, it should be re-coded as missing. Also, it is often useful to sum (across items) the number of times 'Don't know' is used as a response.

Table D- 2
SAS and Flat File Missing Data Codes for Dates

SAS File		Flat File		Description
Recoded value	Value read from input	YYYYMMDD	MMYYYY	
.	-54908	18090902	SEP1809	<i>No response (invalid skip)</i>
.A	-55304	18080802	AUG1808	<i>Multiple response error</i>
.O	-55702	18070702	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060602	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040402	APR1804	<i>Incomplete grid error or illegible.</i> Used when the meaning or content of the respondent's answer could not be determined.
.B	-58073	18020202	JAN1802	<i>Blank/no survey.</i> Filler value for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.

Note. Exact dates are formatted YYYYMMDD⁵ (SAS input format YYMMDD8.). Because SAS stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data (see Table D-2). The column headed YYYYMMDD shows how special missing data values for SRDATE are formatted in the flat file for this survey.⁶ When SAS reads a date value from a flat file, it stores that date as the value in the column headed “Value read from input.” SAS “if-then” statements are used to recode those values to the special missing value codes in the first column of Table D-2. This conversion has already been done in the DMDC SAS files for this survey and SRDATE1 has the values shown under the “Recoded value” column.

⁵ Similarly, dates given as months and years would be formatted as MONYYYY (e.g., AUG1993). When input by SAS format MONYY7., month/year/dates are stored as if they specified the first day of the month.

⁶ While there are no variables in this survey where only a month and year are entered, the column MMYYYYY is included in this table to illustrate how the coding works for this type of variable in other surveys.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alphas representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Data requirements of SUDAAN⁷ were also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as an independent variable.

Many types of missing data are common to scannable surveys and are self-explanatory. In general, missing data are coded as “-9” (SAS: .) when respondents skip the item invalidly; and multiple response errors are coded as “-8” (SAS: .A). Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: .I). Out-of-range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as “-7” (SAS: .O).

For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding.” That later section also explains using the code “-2” (SAS: .M) to denote missing continuations.

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms may be combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

Standard Flag Variables

This survey employs three standard flag variables: specify flags, skip pattern flags and consistency flags. In the second edit step, specify flags are set in accordance with Table D-3. In the third edit step, skip flags are set in the manner discussed in Table D-3; however, the specifics for each skip flag are detailed in the next section. Note two values, -2 (SAS: .M) and -9 (SAS: .) are used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

⁷ SUDAAN is a trademark of the Research Triangle Institute.

Table D-3
Standard Coding Notes for Flag Variables

1. **SPECIFY FLAGS.** A flag variable (with the variable name ending in ‘SP’) is generated for each specify box. For example, Question 42 includes the flag variable GB0242SP. All specify flags are shown in the annotated survey in Appendix C. Specify flags are also discussed in Table D-5 if there are multiple responses indicating the specify box should have text entered in it.

GB0242SP variables show the result of checking the specify box for marks and checking the parent variable to see if the specify-below response option was selected.

The specify flag variables are coded with one of six values.

- 1 *Valid skip*
Assigned to the flag variable (e.g., GB0242SP EQ 1) if the respondent selected the response option not requiring a write-in (e.g., GB1042 EQ 1-5) and no text is entered in the specify-below box.
- 2 *Valid continuation*
Assigned to the flag variable (e.g., GB0242SP EQ 2) if the respondent selected the specify-below response option (e.g., GB0242 EQ 6) and the specify-below box contains text.
- 3 *Invalid continuation*
Assigned to the flag variable (e.g., GB0242SP EQ 3) if the respondent selected one of the response options not requiring a write-in (e.g., GB0242 EQ 1-5) but the specify-below box contains text.
- 4 *Invalid skip*
Assigned to the flag variable (e.g., GB0242SP EQ 4) if the respondent selected the specify-below response option (e.g., GB0242 EQ 6) but no text is entered in the specify-below box.
- 2 *Missing continuation*
Assigned to the flag variable (e.g., GB0242SP EQ -2) if the parent variable is missing (e.g., GB0242 EQ -9) and the specify-below box contains text.
- 9 *Missing skip*
Assigned to the flag variable (e.g., GB0242SP EQ -9) if the parent variable is missing (e.g., GB0242 EQ -9) and no text is entered in the specify below box.

This can also be illustrated by a contingency table that shows the value of a specify variable (e.g., GB0242SP), based on examining the values of the parent variable (e.g., GB0242) and whether the respondent entered anything substantive in the specify box. Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple *XXXs*; and (2) negative replies like, *nothing, none, no, NA, and not applicable*.

GB0242 value after first edit step	text in box	
	yes	no
1,2,3,4,5 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
6 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

2. **SKIP FLAGS.** A flag variable (with the variable name ending in SK) is generated for each skip pattern. For example, Question 20 has the regular variable GB0220 and the flag variable GB0220SK. Skip variables are useful for evaluating the effectiveness of the skip pattern and as a flag for screening out ambiguous response patterns during analysis. Skip flags are shown in the annotated survey in Appendix C and are discussed below.

The skip flag variables are coded with one of six values.

- 1 *Valid skip*
Assigned to the flag variable (e.g., GB0220SK EQ 1) if the parent variable shows a skip (e.g., GB0220 EQ 0) and the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).
- 2 *Valid continuation*
Assigned to the flag variable (e.g., GB0220SK EQ 2) if the parent variable indicates a continuation (e.g., GB0220 EQ 1) and the respondent answered at least one of the items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 3 *Invalid continuation*
Assigned to the flag variable (e.g., GB0220SK EQ 3) if the parent variable indicates a skip (e.g., GB0220 EQ 0) but the respondent answered one or more items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 4 *Invalid skip*
Assigned to the flag variable (e.g., GB0220SK EQ 4) if the parent variable indicates a continuation (e.g., GB0220 EQ 1) but the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).
- 2 *Missing continuation*
Assigned to the flag variable (e.g., GB0220SK EQ -2) if the parent variable is missing (e.g., GB0220 EQ -9) and the respondent answered one or more items in the skip pattern (e.g., at least one of GB0221-GB0222G NE -9).
- 9 *Missing skip*
Assigned to the flag variable (e.g., GB0220SK EQ -9) if the parent variable is missing (e.g., GB0220 EQ -9) and the responses are missing for all items in the skip pattern (e.g., all of GB0221-GB0222G= -9).

This can also be shown by a contingency table showing the value of a skip variable (e.g., GB0220SK) based on examining the values of the parent variable (e.g., GB0220) and the variables in the skip pattern (e.g., GB0221-GB0222G) after the first edit step.

GB0220 value after first edit step	GB0221-GB0222G values after first edit step	
	At least one NE -9	All EQ -9
0 (No, direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (Yes, direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

3. **CONSISTENCY FLAGS.** A flag variable (with the variable name ending in CN) is generated to check the logical consistency of responses between two or more related items. For example, Question 13 has the regular variable GB0213 and the flag variable GB0213CN. The flag is a consistency check for GB0213 with GB0208.

The consistency flag variables are coded with the following values.

- 1 Consistent
Assigned to the flag variable (e.g., GB0213CN EQ 1) if the value of GB0213 is greater than or equal to the value of GB0208.
 - 2 Inconsistent
Assigned to the flag variable (e.g., GB0213CN EQ 2) if the value of GB0213 is less than the value of GB0208.
 - 9 Missing
Assigned to the flag variable (e.g., GB0213CN EQ ‘.’) if any of the related items (e.g., GB0213 and/or GB0208) are missing or invalid.
-

Special Codes for Skip Patterns

Coding steps 3 and 4 involve editing data to resolve discrepancies in skip patterns. Skip flags are created in step 3. Table D-3 introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table D-5.⁸ After the creation of all the skip flags in step 3, variables within the skip patterns are forward coded in step 4 to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The naming convention for these variables is to start the name with “U” for Unedited. Table D-5 specifies how to assign the special values, listed in Table D-4, to variables within the skip patterns. While Table D-5 is organized to show all the edits for a skip pattern together, all step 3 edits are made prior to making any step 4 edits. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent’s answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed *backward* and *forward* coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.⁹

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have certain *not applicable* values assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

Table D-4 lists specific special values that are assigned when the reason for an item not being applicable can be defined and used across multiple items. A single item might have multiple codes for not applicable—each uniquely identified with a separate reason identified in nested skip patterns. These special codes require an analyst to produce frequencies and examine the not-applicable values to make situation-by-situation decisions on which not-applicable codes to use in the calculation of percentages.

⁸ Table D-5 also provides special coding notes for other non-obvious codings. The coding note numbers are keyed to the Notes annotated on the survey instrument contained in Appendix C.

⁹ Much of Form 2002GB is identical to the Department of Defense 1995 Sexual Harassment Survey. However, the 1995 dataset was created using backward, not forward, coding. Appendix I contains SAS code to convert 1995 Form B data to Form 2002GB specifications, including comparable incidents rates.

Table D-4
SAS and Flat File Not Applicable Codes

SAS File	Flat File	Description
.N	-6	<i>Not applicable</i> Used when NAs are typically <i>not</i> counted as valid responses.
.C	60	<i>Not applicable—although person marked they reported the behavior (GB0266A through GB0266E) they marked “No” in Question 67 (used for GB0267 - GB0273)</i>
.D	61	<i>Doesn't apply—I marked "Never" to every item in Question 55 (used for GB0257A through GB0275L)</i>
.H	63	<i>Not applicable—I DID NOT report the behavior to someone specified in Question 66 (used for GB0268A - GB0273)</i>
.J	64	<i>Not applicable—I DID report ALL the behavior to someone specified in Question 66 (used for GB0274A through GB0274S)</i>
.K	65	<i>Not applicable—The action is still being processed (used for GB0271A through GB0271H, GB0272)</i>
.L	66	<i>Not applicable—I haven't received any training (used for GB0281 through GB0282G)</i>
.P	67	<i>Not applicable—No children aged 10 or older with whom I talk about careers, jobs, education (GB0221 through GB0222G)</i>
.R	68	<i>Not applicable – Do not currently have a mentor but would have liked one. (GB0242, GB0243, GB0244A-GB0244P)</i>
.S	69	<i>Not applicable – Do not currently have a mentor and never wanted one. (GB0242, GB0243, GB0244A-GB0244P)</i>
.T	70	<i>Not applicable – Do not currently have a mentor and do not know what one is. (GB0242, GB0243, GB0244A-GB0244P)</i>
.U	71	<i>Don't know, have been in the military less than 4 years (GB0286 and GB0287)</i>

Table D-5
Special Coding Notes

Note Coding instructions and codebook specifications

1. **SRHISPA1, SRHISPA2.** SRHISPA1 has been the standard DMDC variable for Hispanic descent, appearing in surveys such as the 1999 Active Duty Survey and 2000 Reserve Components Survey. Its values are: 1 (No, not Spanish/Hispanic/Latino), 2 (Yes, Mexican, Mexican American, Chicano), 3 (Yes, Puerto Rican), 4 (Yes, Cuban), 5 (Yes, other Spanish/Hispanic/Latino), and the standard codes for missing.

SRHISPA2 is a newly constructed variable, also appearing in the 2000 Reserve Components Survey and other DMDC surveys in 2000. It indicates simply whether a respondent did/did not indicate Hispanic descent, and is inclusive of cases where more than one Hispanic type may have been marked. The codebook page for SRHISPA2 should note: “This item differs from DMDC standard items SRHISP and SRHISPA1 in that it permits multiple responses when all the responses marked are for different Hispanic types.” SRHISPA2 is coded as follows:

1 = respondent marks “No, not Spanish/Hispanic/Latino”

2 = respondent marks one or more of the “Yes” responses, but not the “No” response

. = respondent does not mark any response

.A = respondent marks the “No” response, but also one or more of the “Yes” responses (unlike SRHISPA1 where .A is also assigned for multiple “Yes” responses even if “No” is not marked)

2. **SRRACEA-SRRACEF, SRRETH1.** The codebook pages for SRRACEA- SRRACEF should note: “These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.” SRRACEA-SRRACEF are coded as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaska Native” was marked, SRRACED indicates whether “Asian” was marked, SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked, and SRRACEF indicates whether “Some other race” was marked. If none are marked, then all of SRRACEA-SRRACEF are assigned -9 (missing).

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. SRRETH1 groups the responses to SRRACEA-SRRACEF into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2, described above). Each verbal description in the “RACIAL CATEGORY” column of the chart below is preceded by an H for “Hispanic” if the respondent has a value of 2 for

SRHISPA2, and by a NH for “Non-Hispanic” if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description.

The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEF are assigned the corresponding code (1 to 6) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. Non-Hispanics reporting no race are coded as missing (-9).

CODE	RACIAL CATEGORY (SRRETH1)	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE	SR-RACEF
1	H American Indian or Alaska Native	2	1	1	2	1	1	1
2	H Asian	2	1	1	1	2	1	1
3	H Black or African American	2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2	1
5	H White	2	2	1	1	1	1	1
6	H Some other race	2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

3. **SRRACESP**. SRRACESP is a specify flag.

SRRACEF value after first edit step	text in box	
	yes	No
1	3 (Invalid continuation)	1 (Valid skip)
2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

4. **GB0208**. GB0208 is coded as the entry in the grid. GB0208 is not edited and the codebook page for GB0208 should note: “The field is neither checked for unlikely values nor checked against record data.”
5. **GB0209SK, UB0210, GB0210**. GB0209SK is a skip flag indicating whether GB0210 is answered consistently with Question 9.

GB0209 value after first edit step	GB0210 value after first edit step	
	NE -9	EQ -9
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
2-4 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0210 is equal to GB0210, but is Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0209 = 1 then GB0210 = -6 (Not applicable)

6. **GB0213, GB0213CN**. GB0213 is coded as the entry in the grid. GB0213 is not edited and the codebook page for GB0213 should note: “The field is not checked for unlikely values.” GB0213CN is a consistency check for GB0213 and GB0208, and is coded as follows:

Consistent GB0213CN EQ 1 if the value of GB0213 is greater than or equal to the value of GB0208

Inconsistent GB0213CN EQ 2 if the value of GB0213 is less than the value of GB0208

Missing GB0213CN EQ -9 if any of the related items (i.e., GB0213 and/or GB0208) are missing or invalid

7. **GB0220SK, UB0221, UB0222A-UB0222G, GB0221, GB0222A-GB0222G.**
 GB0220SK is a skip flag indicating whether GB0220 is answered consistently with Questions 21 and 22

GB0220 value after first edit step	GB0221 to GB0222G values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0221-UB0222G are equal to GB0221, GB0222A-GB0222G, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0220 = 0 then GB0221, GB0222A-GB0222G = 67 (Not applicable— No children aged 10 or older with whom I talk about careers, jobs, and education)

8. **GB0223SP, GB0223CD.** GB0223SP is a specify flag.

GB0223 value after first edit step	text in box	
	yes	no
2-7 (skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

Codebook page for GB0223CD should note: “This field is not edited for impossible values.”

9. **GB0225SK, UB0226, UB0227A-UB0227K, UB0228, GB0226, GB0227A-GB0227K, GB0228.** GB0225SK is a skip flag indicating whether GB0225 is answered consistently with Questions 26-28.

GB0225 value after first edit step	GB0226-GB0228 values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0226, UB0227A-UB0227K UB0228 are equal to GB0226, GB0227A-GB0227K, GB0228, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0225 = 0 then GB0226-GB0228 = 0 (None).

10. **GB0229.** GB0229 is coded as the entry in the grid. GB0229 is not edited and the codebook page for GB0229 should note: “The field is neither checked for unlikely values nor checked against record data.”

11. **GB0241SK, UB0242, UB0242SP, UB0243, UB0244A-UB0244P, GB0242, GB0242SP, GB0243, GB0244.** GB0241SK is a skip flag indicating whether GB0241 is answered consistently with Questions 42-44.

GB0241 value after first edit step	GB0242-GB0244 values after first edit step	
	at least one NE -9	all EQ -9
1,2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
3,4, 5 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0242, UB0242SP, UB0243, UB0244A-UB0244P are equal to GB0242, GB0242SP, GB0243, GB0244A-GB0244P, but are Unedited for forward coding of not applicable response values.

If GB0241= 3 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 68 (Not applicable - Do not currently have a mentor but would have liked to have one.)

If GB0241= 4 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 69 (Not applicable - Do not currently have a mentor and never wanted one.)

If GB0241= 5 then GB0242, GB0242SP, GB0243, GB0244A-GB0244P = 70 (Not applicable - Do not currently have a mentor and do not know what a mentor is.)

12. **GB0242SP.** GB0242SP is a specify flag.

GB0242 value after first edit step	text in box	
	yes	No
1,2,3,4,5	3 (Invalid continuation)	1 (Valid skip)
6 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

13. **GB0254LS, UB0254M, GB0254M.**

GB0254LS is a skip flag indicating whether GB0254L is answered consistently with Question GB0254M.

GB0254L value after first edit step	GB0254M values after first edit step	
	NE -9	EQ -9
3	2 (Valid continuation)	4 (Invalid skip)
1,2	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0254M is equal to GB0254M but is Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0254L is equal to 1 or 2 then GB0254M = -6 (Not Applicable)

14. **GB0254SP.** GB0254SP is a specify flag.

GB0254N value after first edit step	text in box	
	Yes	No
1	3 (Invalid continuation)	1 (Valid skip)
3,2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

15. **GB0255CN, UB0256, UB0256SK, GB0256, GB0256SK,**

GB0255CN is a consistency flag indicating whether GB0255A-GB0255S are answered consistently with Questions 56.

GB0255A-GB0255S values after first edit step	GB0255CN values after first edit step		
	GB0256 EQ 61	GB0256 EQ 0,1,2	GB0256 EQ -8, -9
None > 0	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one in the range of 1-4 (direction to continue)	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

UB0256, and UB0256SK are equal to GB0256, GB0256SK, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If none of GB0255A-GB0255S > 0 then GB0256 and GB0256SK= 61 (Doesn't apply – I marked “never” to every item in Question 55) [See Notes below on Question 56.]

16. **GB0255SP.** GB0255SP is a specify flag.

GB0255S value after first edit step	text in box	
	yes	no
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1,2,3,4	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

17. **GB0256SK, UB0257A-UB0257S, UB0257SP, UB0258A-UB0258F, UB0259A-UB0259D, UB0260, UB0261A-UB0261N, UB0262, UB0263, UB0264, UB0265A-UB0265R, UB0265SP, UB0266A-UB0266CN, UB0267, UB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, UB0274A-UB0274S, UB0275A-UB0275L, GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L**

GB0256SK is a skip flag indicating whether GB0256 is answered consistently with Questions 57-75.

GB0256 value after first edit step	GB0257A-GB0275L values after first edit step	
	at least one NE -9	all EQ -9
61 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0,1,2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0257A-UB0257S, UB0257SP, UB0258A-UB0258F, UB0259A-UB0259D, UB0260, UB0261A-UB0261N, UB0262, UB0263, UB0264, UB0265A-UB0265R, UB0265SP, UB0266A-UB0266CN, UB0267, UB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, UB0274A-UB0274S, UB0275A-UB0275L, are equal to GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0265SP, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L but are unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0256= 61 then GB0257A-GB0257S, GB0257SP, GB0258A-GB0258F, GB0259A-GB0259D, GB0260, GB0261A-GB0261N, GB0262, GB0263, GB0264, GB0265A-GB0265R, GB0265SP, GB0266A-GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK, GB0274A-GB0274S, GB0275A-GB0275L= 61 (Doesn't apply – I marked “never” to every item in Question 55).

18. **GB0257SP** is a specify flag.

GB0257S value after first edit step	text in box	
	yes	no
1 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
0	3 (Invalid continuation)	1 (Valid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

19. **GB0266CN, GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK.**

GB0266CN is a consistency flag indicating whether GB0266A-GB0266E are answered consistently with Questions 67.

GB0266A-GB0266E values after first edit step	GB0266CN		
	GB0267 EQ 0	GB0267 EQ 1	GB0267 EQ -8, -9
None EQ 1	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one EQ 1	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

If (none of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 1) then GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK = 63 (Not applicable – I DID NOT report the behavior to someone specified in Question 66.)

If (at least one of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 2) then GB0267, GB0267SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK = 60 (Not applicable—although person marked they reported the behavior (GB0266A through GB0266E) they marked “No” in Question 67.)

If (none of GB0266A-GB0266E EQ 1) and (GB0266CN EQ 2) then GB0267 = 0. [This coding is applied prior to implementing Note 21.]

20. **GB0267SK, UB0268A-UB0268E, UB0269A-UB0269E, UB0270, UB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, UB0273, UB0273SK, GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK.**

GB0267SK is a skip flag indicating whether GB0267 is answered consistently with Questions 68-73.

GB0267 value after first edit step	GB0268A-GB0273 values after first edit step	
	At least one NE -9	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0267= 0 then GB0268A-GB0268E, GB0269A-GB0269E, GB0270, GB0270SK, GB0271A-GB0271H, GB0272, GB0272SP, GB0273, GB0273SK= 63 (Not applicable – I DID NOT report the behavior to someone specified in Question 66.)

21. **GB0270SK, UB0271A-UB0271H, UB0272, UB0272SP, GB0271A-GB0271H, GB0272, GB0272SP.**

GB0270SK is a skip flag indicating whether GB0270 is answered consistently with Questions 71-72.

GB0270 value after first edit step	GB0271A-GB0272 values after first edit step	
	at least one NE -9	all EQ -9
0 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0270 = 1 then GB0271A-GB0271H, GB0272, GB0272SP= 65 (Not Applicable – The action is still being processed.)

22. **GB0272SP.** GB0272SP is a specify flag.

GB0272 value after first edit step	text in box	
	yes	no
3,4,5	3 (Invalid continuation)	1 (Valid skip)
1,2 (direction to specify)	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

23. **GB0273SK, UB0274A-UB0274S,GB0274A-GB0274S.**

GB0273SK is a skip flag indicating whether GB0273 is answered consistently with Question 74.

GB0273 value after first edit step	GB0274A-GB0274S values after first edit step	
	at least one NE -9	all EQ -9
1 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB0273 = 1 then GB0274A-GB0274S= 64 (Not applicable – I DID report ALL the behavior to someone specified in Question 66.)

24. **GB0280SK, UB0281, UB0282A-UB0282G, GB0281, GB0282A-GB0282G.**

GB0280SK is a skip flag indicating whether GB0280 is answered consistently with Questions 81-82.

GB0280 value after first edit step	GB0281-GB0282G values after first edit step	
	at least one NE -9 (GB0281 may equal 0)	all EQ -9
0 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
1 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

UB0281, UB0282A-UB0282G are equal to GB0281, GB0282A-GB0282G, but are Unedited for forward coding of not applicable response values. After creating the unedited variables:

If GB0280 = 0 then GB0281 = 0

If GB0280 = 0 then GB0282A-GB0282G = 66 (Not applicable – I haven't received any training.)

25. **GB0281.** GB0281 is coded as the entry in the grid. GB0281 is not edited and the codebook page for GB0281 should note: "The field is neither checked for unlikely values nor checked against record data."
26. **REQUEST.** Request has two codes.
- 1 Text not entered is assigned if nothing is written in the space provided for e-mail address or if what is written is an unintelligible entry (e.g., lines, squiggles, or multiple *XXXs*).
- 2 Text entered is assigned if something substantive is written in the space provided for e-mail.
27. **SRDATE.** See Table D-2.
28. **COMMENT.** Comment has two codes.
- 2 Text entered is assigned if something substantive is written in the space provided for comments.
- 1 Text not entered is assigned if nothing is written in the space provided for comments, or if what is written is either an unintelligible entry (e.g., lines, squiggles, or multiple *XXXs*) or a negative reply (e.g., *nothing, none, no, NA, or not applicable*).

APPENDIX E

DATASETS AND VARIABLES IN THE SURVEY PUBLIC- RELEASE DATA FILE-ALPHABETICAL TABLE OF CONTENTS

**2002 Status of the Armed Forces Surveys-Workplace and Gender Relations
Alphabetical Variable List for the Survey Analysis Files**

Variable	Item	Type	Length	Format	Informat	Label	Page Number
TOTAL*	x	Num	8	8	STDOS8.	TAYLOR SERIES VARIANCE STRATA POPULATION	685
AD1CC*	x	Num	8	8.2	STDOS8.	Non-response adjust cell	686
AD1F0*	x	Num	8	8.5	STDOS8.	FS UNK Elig nonresponse adj factor	687
AD1W0*	x	Num	8	8.5	STDOS8.	FS UNK Elig Non-response adj weight	688
AD2F0*	x	Num	8	8.5	STDOS8.	FS Elig Non-response adj factor	689
AD2W0*	x	Num	8	8.5	STDOS8.	FS Elig Non-response adj weight	690
AGE*	x	Num	4	3	STDOS4.	Current Age	884
BATCH*	x	Num	4	GBATCH.	STDOS4.	DRC batch number applied for scanning	666
BLKREAS*	x	Num	4	SBBLKRS.	STDOS2.	Reason Survey Returned Blank	667
BSWGT0*	x	Num	8	8.5	STDOS8.	Base weight	691
CAS_ELIG*	x	Char	15	\$CHAR15.	\$CHAR15.	CASRO Eligibility Disposition code	692
CCONUS*	x	Num	4	CONUS.	STDOS2.	CONUS	886
CINC*	x	Num	4	CINC.	STDOS2.	CinCs	887
CPAYGRP1*	x	Num	4	CPAY1_.	STDOS2.	Paygrade Group1 Stratification Variable	888
CPAYGRP2*	x	Num	4	CPAY2_.	STDOS2.	Paygrade Group2	889
CPAYGRP3*	x	Num	4	CPAY3_.	STDOS2.	Paygrade Group3	890
CPAYGRP4*	x	Num	4	CPAY4_.	STDOS2.	Paygrade Group 4	891
CRACECAT*	x	Num	4	RACECAT.	STDOS2.	Race/Ethnic Category 2 Strat Variable	892
CRDBVR2	x	Num	4	INCID.	STDOS2.	Exper. Incid of Crude Offensive Behavior	152
CREGINS*	x	Num	4	CREGIN.	STDOS2.	Regions	893
CREGION1*	x	Num	4	CREGION1_.	STDOS2.	Regions - collapsed version of CREGINS	894
CRITFLAG*	x	Num	4	CRITFLG.	STDOS2.	Critical Questions Complete Flag	669
CSERVICE*	x	Num	4	CSERVICE.	STDOS2.	Service Stratification Variable	895
CSEX*	x	Num	4	SEX.	STDOS2.	Gender Stratification Variable	896
DARVDATE*	x	Num	5	DATE9.	MMDDYY8.	Date survey arrived	670
DDOC*	x	Char	4	\$DDOC.	\$CHAR4.	Duty Occupational Group	897
DDOCAREA*	x	Char	2	\$DDOCARE.	\$CHAR2.	Duty Occupation Area	898
DENTDATE*	x	Num	5	DATE9.	MMDDYY8.	Date survey scanned	671
DIM1*	x	Num	8	8	STDOS8.	First raking dimension	693
DIM2*	x	Num	8	8	STDOS8.	Second raking dimension	695
DIM3*	x	Num	8	8	STDOS8.	Third raking dimension	696
DIM4*	x	Num	8	8	STDOS8.	Fourth raking dimension	697

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
DIM5*	x	Num	8	8	STDOS8.	Fifth raking dimension	698
DMDCID*	x	Num	5	6	STDOS6.	Unique Identifier for the population	672
DUPRET*	x	Num	4	DUPRET.	STDOS2.	Multiple returns - excludes blanks	673
DUPRET2*	x	Num	4	DUP2RET.	STDOS2.	Multiple returns - includes blanks	674
E_OV_IM*	x	Num	8	8	STDOS8.	Ethnic Race-Other Valid-Impute 4 Missing	899
E_OV_NI*	x	Num	8	8	STDOS8.	Ethnic Race - Other Valid-No Imputations	900
EDUC*	x	Num	4	EDUC.	STDOS2.	Education	901
ELIG*	x	Char	1	\$ELIG.	\$CHAR1.	Eligibility Code	699
ELIG_R*	x	Char	15	\$ELIG_R.	\$CHAR15.	Eligibility	700
ELIGFLGW	x	Num	5	ELIG.	STDOS4.	ELIGIBILITY FLAG	159
ETH*	x	Char	1	\$ETH.	\$CHAR1.	Ethnic Group Code	902
ETSDATE*	x	Num	7	MMDDYY8.	YYMMDD8.	ETS Date	903
EXPGROUP*	x	Char	1	\$EXPGRP.	\$CHAR1.	Unit Address Experimental Group	904
F_ELIG*	x	Num	8	F_ELIG.	STDOS8.	Frame eligibility	701
FLAG_FIN*	x	Num	4	SBFINAL.	STDOS2.	Final Disposition	702
FLG_DR*	x	Char	1	\$MATCH.	\$CHAR1.	Deers file match flag	905
GB01CELL*	x	Num	5	5	STDOS6.	Stratification Cell (stratum)	703
GB0208*	8	Num	4	GGRID1_.	STDOS2.	Years of active duty service completed	175
GB0209*	9	Num	4	GTERM.	STDOS2.	Which term of service serving now	176
GB0209SK*	x	Num	4	GSK1_.	STDOS2.	Which term of service serving now-SK	177
GB0210*	10	Num	4	GLKLY1_.	STDOS2.	How likely allowed to stay active duty	178
GB0211	11	Num	4	GLKLY1_U.	STDOS2.	How likely you would stay on active duty	1
GB0212	12	Num	4	GLKLY2_.	STDOS2.	How likely stay in military 20 years	2
GB0213*	13	Num	4	GGRID1_.	STDOS2.	Years of service when you leave AD	179
GB0213CN*	x	Num	4	GCN1_.	STDOS2.	Consistency check for question 13	180
GB0214	14	Num	4	GBETTER.	STDOS2.	In gen'l, life better/worse than expect	3
GB0215	15	Num	4	GBETTER.	STDOS2.	In gen'l, work better/worse than expect	4
GB0216A	16a	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Pay	5
GB0216B	16b	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: special and incentive pays	6
GB0216C	16c	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Allowance Subsistence	7
GB0216D	16d	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Allowance for Housing	8
GB0216E	16e	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: retirement pay you would get	9

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0216F	16f	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: COLA to retirement pay	10
GB0216G	16g	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability med care, you	11
GB0216H*	16h	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability med care, fam	181
GB0216I	16i	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of med care, you	12
GB0216J*	16j	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of med care, family	182
GB0216K	16k	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: out of pocket cost for med	13
GB0216L*	16l	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability of childcare	183
GB0216M*	16m	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of childcare	184
GB0216N*	16n	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: affordability of childcare	185
GB0216O*	16o	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: family support services	186
GB0216P	16p	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of your cur residenc	14
GB0216Q	16q	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of work environment	15
GB0216R	16r	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: opps for civilian education	16
GB0216S	16s	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: opps for prof. development	17
GB0216T	16t	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: level care/concern by supvs	18
GB0216U	16u	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of leadership	19
GB0216V	16v	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: your career, in general	20
GB0217A	17a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: Svc inspires you to do best	21
GB0217B	17b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: will sacrifice to help Svc	22
GB0217C	17c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: glad you are part of Service	23
GB0217D	17d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: not willing to help your Svc	24
GB0218A	18a	Num	4	GYN1_.	STDOS2.	Past 6 mo, thought about leaving mil	25
GB0218B	18b	Num	4	GYN1_.	STDOS2.	Past 6 mo, wondered about life as a civ	26
GB0218C	18c	Num	4	GYN1_.	STDOS2.	Past 6 mo, discuss leaving w/fam, friend	27
GB0218D*	18d	Num	4	GYN1_.	STDOS2.	Past 6 mo, talk about leaving w/supv	187
GB0218E	18e	Num	4	GYN1_.	STDOS2.	Past 6 mo, gathered info about college	28
GB0218F	18f	Num	4	GYN1_.	STDOS2.	Past 6 mo, gathered info about civ jobs	29
GB0218G	18g	Num	4	GYN1_.	STDOS2.	Past 6 mo, attended prog about civ emply	30
GB0218H	18h	Num	4	GYN1_.	STDOS2.	Past 6 mo, prepared a resume	31
GB0218I	18i	Num	4	GYN1_.	STDOS2.	Past 6 mo, applied for a job	32
GB0218J	18j	Num	4	GYN1_.	STDOS2.	Past 6 mo, interviewed for a job	33
GB0219A	19a	Num	4	GYN1_.	STDOS2.	Recommend friend join service: male	34

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0219B	19b	Num	4	GYN1_.	STDOS2.	Recommend friend join service: female	35
GB0220*	20	Num	4	GYN1_.	STDOS2.	Chldrn 10 > talk about career/job/edu	188
GB0220SK*	x	Num	4	GSK1_.	STDOS2.	Chldrn 10 > talk about career/job/edu-SK	189
GB0221*	21	Num	4	GYN2_.	STDOS2.	Encourage child to consider military	190
GB0222A*	22a	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: the military, in general	191
GB0222B*	22b	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps in the military	192
GB0222C*	22c	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: serving in mil, not career	193
GB0222D*	22d	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: PT opps in the military	194
GB0222E*	22e	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps, civ fed emply	195
GB0222F*	22f	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps in civ sector	196
GB0222G*	22g	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: seeking a college education	197
GB0223*	23	Num	4	GLOC.	STDOS2.	Past 12 months, serve most AD time	198
GB0223CD*	x	Char	2	\$GCD.	\$CHAR2.	Past 12 months, serve most AD time	199
GB0224*	24	Num	4	GLIVE.	STDOS2.	Past 12 months, where lived most AD time	200
GB0225SK*	x	Num	4	GSK1_.	STDOS2.	Past 12 months, overnight, mil duty-SK	202
GB0226*	26	Num	4	GTIME1_.	STDOS2.	Past 12 months, separate times away	203
GB0227A*	27a	Num	4	GMOS1_.	STDOS2.	Away, mil duty: Op Enduring Freedom	204
GB0227B*	27b	Num	4	GMOS1_.	STDOS2.	Away, mil duty: peacekeep/conting. op	205
GB0227C*	27c	Num	4	GMOS1_.	STDOS2.	Away, mil duty: foreign humanitarian	206
GB0227D*	27d	Num	4	GMOS1_.	STDOS2.	Away, mil duty: unit training	207
GB0227E*	27e	Num	4	GMOS1_.	STDOS2.	Away, mil duty: counter drug ops	208
GB0227F*	27f	Num	4	GMOS1_.	STDOS2.	Away, mil duty: domestic disaster	209
GB0227G*	27g	Num	4	GMOS1_.	STDOS2.	Away, mil duty: sea, scheduled deploy	210
GB0227H*	27h	Num	4	GMOS1_.	STDOS2.	Away, mil duty: other time at sea	211
GB0227I*	27i	Num	4	GMOS1_.	STDOS2.	Away, mil duty: joint training	212
GB0227J*	27j	Num	4	GMOS1_.	STDOS2.	Away, mil duty: military education	213
GB0227K*	27k	Num	4	GMOS1_.	STDOS2.	Away, mil duty: other TDYs/TADs	214
GB0228*	28	Num	4	GMOS2_.	STDOS2.	Past 12 months, total length time away	215
GB0229*	29	Num	4	GGRID1_.	STDOS2.	Mos complete at duty loc, current tour	216
GB0230*	30	Num	4	GYN3_.	STDOS2.	Is this your permanent duty loc/ship	217
GB0231A*	31a	Num	4	GYN1_.	STDOS2.	Currently: a student in military course	218
GB0231B*	31b	Num	4	GYN1_.	STDOS2.	Currently: serving aboard a ship at sea	219

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0231C*	31c	Num	4	GYN1_.	STDOS2.	Currently: part of ship/shore rotation	220
GB0231D	31d	Num	4	GYN1_.	STDOS2.	Currently: MOS not usually held by gend	36
GB0231E	31e	Num	4	GYN1_.	STDOS2.	Currently: work environ gend uncommon	37
GB0231F*	31f	Num	4	GYN1_.	STDOS2.	Currently: on deploy away home 30 days	221
GB0232*	32	Num	4	GGEND1_.	STDOS2.	Gender of your immediate supervisor	222
GB0233*	33	Num	4	GGRADE.	STDOS2.	Paygrade of your immediate supervisor	223
GB0234*	34	Num	4	GGEND2_.	STDOS2.	Statement describes gend mix of work grp	224
GB0235A	35a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: know what is expected of me	38
GB0235B	35b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: material/equip to do work	39
GB0235C	35c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: opportunity to do best	40
GB0235D	35d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: last 7 days, receive recog	41
GB0235E	35e	Num	4	GAGR1_.	STDOS2.	Agr/disagr: supv cares about me	42
GB0235F	35f	Num	4	GAGR1_.	STDOS2.	Agr/disagr: someone encrgs development	43
GB0235G	35g	Num	4	GAGR1_.	STDOS2.	Agr/disagr: my opinions seem to count	44
GB0235H	35h	Num	4	GAGR1_.	STDOS2.	Agr/disagr: Svc mission makes job impt	45
GB0235I	35i	Num	4	GAGR1_.	STDOS2.	Agr/disagr: coworkers committed to qual	46
GB0235J	35j	Num	4	GAGR1_.	STDOS2.	Agr/disagr: have best friend at work	47
GB0235K	35k	Num	4	GAGR1_.	STDOS2.	Agr/disagr: talk to me about my progress	48
GB0235L	35l	Num	4	GAGR1_.	STDOS2.	Agr/disagr: last yr, opps to learn/grow	49
GB0235M	35m	Num	4	GAGR1_.	STDOS2.	Agr/disagr: opp/promo wrk related charac	50
GB0235N	35n	Num	4	GAGR1_.	STDOS2.	Agr/disagr: supv helps all feel included	51
GB0235O	35o	Num	4	GAGR1_.	STDOS2.	Agr/disagr: trust supv deal fairly	52
GB0235P	35p	Num	4	GAGR1_.	STDOS2.	Agr/disagr: employees kept well informed	53
GB0236A	36a	Num	4	GAGR2_.	STDOS2.	Agr/disagr: chain of command keep inform	54
GB0236B	36b	Num	4	GAGR2_.	STDOS2.	Agr/disagr: request, someone will listen	55
GB0236C	36c	Num	4	GAGR2_.	STDOS2.	Agr/disagr: truth, no fear of reprisal	56
GB0236D	36d	Num	4	GAGR2_.	STDOS2.	Agr/disagr: balance work/prsnl rspnsblty	57
GB0236E	36e	Num	4	GAGR2_.	STDOS2.	Agr/disagr: priorities change frequently	58
GB0236F	36f	Num	4	GAGR2_.	STDOS2.	Agr/disagr: supv encrgs lrn from mistake	59
GB0236G	36g	Num	4	GAGR2_.	STDOS2.	Agr/disagr: supv, sufficient authority	60
GB0236H	36h	Num	4	GAGR2_.	STDOS2.	Agr/disagr: Svc's core values are clear	61
GB0236I	36i	Num	4	GAGR2_.	STDOS2.	Agr/disagr: leadership understands probs	62

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0237A	37a	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling technical-skills	63
GB0237B	37b	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling people-skills	64
GB0237C	37c	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling conceptual-skills	65
GB0237D	37d	Num	4	GAGR3_.	STDOS2.	Agr/disagr: communicating	66
GB0237E	37e	Num	4	GAGR3_.	STDOS2.	Agr/disagr: decision making	67
GB0237F	37f	Num	4	GAGR3_.	STDOS2.	Agr/disagr: motivating	68
GB0237G	37g	Num	4	GAGR3_.	STDOS2.	Agr/disagr: developing	69
GB0237H	37h	Num	4	GAGR3_.	STDOS2.	Agr/disagr: building	70
GB0237I	37i	Num	4	GAGR3_.	STDOS2.	Agr/disagr: learning	71
GB0237J	37j	Num	4	GAGR3_.	STDOS2.	Agr/disagr: planning and organizing	72
GB0237K	37k	Num	4	GAGR3_.	STDOS2.	Agr/disagr: executing	73
GB0237L	37l	Num	4	GAGR3_.	STDOS2.	Agr/disagr: assessing	74
GB0238A	38a	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader, behavior/discipline	75
GB0238B	38b	Num	4	GAGR3_.	STDOS2.	Agr/disagr: lead interested in look good	76
GB0238C	38c	Num	4	GAGR3_.	STDOS2.	Agr/disagr: impressed w/qual of leader	77
GB0238D	38d	Num	4	GAGR3_.	STDOS2.	Agr/disagr: prsnl prob, chain of command	78
GB0238E	38e	Num	4	GAGR3_.	STDOS2.	Agr/disagr: lead not concern, treatment	79
GB0238F	38f	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader interested in career	80
GB0238G	38g	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader treat members w/rspct	81
GB0238H	38h	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leaders get cooperation	82
GB0238I	38i	Num	4	GAGR3_.	STDOS2.	Agr/disagr: NCOs, good source of support	83
GB0239A	39a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: little conflict w/coworkers	84
GB0239B	39b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you like your coworkers	85
GB0239C	39c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: coworkers put in effort	86
GB0239D	39d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: satis w/cowork relationship	87
GB0239E	39e	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work group tend to get along	88
GB0239F	39f	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work group willing to help	89
GB0239G	39g	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work provides sense of pride	90
GB0239H	39h	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work makes good use of skill	91
GB0239I	39i	Num	4	GAGR1_.	STDOS2.	Agr/disagr: assignment good for career	92
GB0239J	39j	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you like the work you do	93
GB0239K	39k	Num	4	GAGR1_.	STDOS2.	Agr/disagr: chance to acquire skills	94

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0239L	39l	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you are satisfied with job	95
GB0240A*	40a	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: angry tone of voice	225
GB0240B*	40b	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: avoiding you	226
GB0240C	40c	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: making you look bad	96
GB0240D*	40d	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: yelling/raise voice	227
GB0240E	40e	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: withholding info	97
GB0240F*	40f	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: swearing at you	228
GB0240G	40g	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: talk behind back	98
GB0240H*	40h	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: insult, criticize	229
GB0240I*	40i	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: offensive/crude	230
GB0240J	40j	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: flaunt status over	99
GB0241*	41	Num	4	GMENT1_.	STDOS2.	Have you ever had a mentor	231
GB0241SK*	x	Num	4	GSK1_.	STDOS2.	Have you ever had a mentor-SK	232
GB0242*	42	Num	4	GMENT2_.	STDOS2.	Who is your current mentor	233
GB0243*	43	Num	4	GMENT3_.	STDOS2.	Is your current mentor...	234
GB0244A*	44a	Num	4	GHELP.	STDOS2.	Mentor helpful: teaches job skills	235
GB0244C*	44c	Num	4	GHELP.	STDOS2.	Mentor helpful: assgn challenging task	237
GB0244D*	44d	Num	4	GHELP.	STDOS2.	Mentor helpful: help develop skills	238
GB0244E*	44e	Num	4	GHELP.	STDOS2.	Mentor helpful: support/encouragement	239
GB0244F*	44f	Num	4	GHELP.	STDOS2.	Mentor helpful: prsnl/social guidance	240
GB0244G*	44g	Num	4	GHELP.	STDOS2.	Mentor helpful: career guidance	241
GB0244H*	44h	Num	4	GHELP.	STDOS2.	Mentor helpful: demonstrates trust	242
GB0244I*	44i	Num	4	GHELP.	STDOS2.	Mentor helpful: acts as role model	243
GB0244J*	44j	Num	4	GHELP.	STDOS2.	Mentor helpful: protects you	244
GB0244K*	44k	Num	4	GHELP.	STDOS2.	Mentor helpful: invites you to observe	245
GB0244L*	44l	Num	4	GHELP.	STDOS2.	Mentor helpful: instill Svc core value	246
GB0244M*	44m	Num	4	GHELP.	STDOS2.	Mentor helpful: moral/ethical guidance	247
GB0244N*	44n	Num	4	GHELP.	STDOS2.	Mentor helpful: organizational politic	248
GB0244O*	44o	Num	4	GHELP.	STDOS2.	Mentor helpful: sponsorship to advance	249
GB0244P*	44p	Num	4	GHELP.	STDOS2.	Mentor helpful: obtain future assgnmnt	250
GB0245	45	Num	4	GPREP.	STDOS2.	Prepared to prfrm wartime job, trng/exp	100
GB0246*	46	Num	4	GPREP.	STDOS2.	Prepared to prfrm wartime job, physical	251

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0247*	47	Num	4	GDAY5.	STDOS2.	Past 12 mos, been too sick to do job	252
GB0248*	48	Num	4	GDAY5.	STDOS2.	Past 12 mos, injury suffered at work	253
GB0249*	49	Num	4	GDAY5.	STDOS2.	Past 12 mos, injury suffered outside wrk	254
GB0250A	50a	Num	4	GTF1_.	STDOS2.	True/False: I am as healthy as anybody	101
GB0250B	50b	Num	4	GTF1_.	STDOS2.	True/False: I get sick a little easier	102
GB0250C	50c	Num	4	GTF1_.	STDOS2.	True/False: expect health to get worse	103
GB0250D	50d	Num	4	GTF1_.	STDOS2.	True/False: my health is excellent	104
GB0251A*	51a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: cut down work time	255
GB0251B	51b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: accomplished less	105
GB0251C*	51c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: limit kind of work	256
GB0251D	51d	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: diff performing work	106
GB0252A*	52a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: cut down work time	257
GB0252B	52b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: accomplished less	107
GB0252C*	52c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: work as carefully	258
GB0253A*	53a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: felt calm and peaceful	259
GB0253B*	53b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: been very nervous	260
GB0253C*	53c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: nothing could cheer	261
GB0253D*	53d	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: felt downhearted & blue	262
GB0253E*	53e	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: been a happy person	263
GB0254A	54a	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: rated lower than deserve	108
GB0254B	54b	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: unjustified neg comments	109
GB0254C	54c	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: higher performance standard	110
GB0254D	54d	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: did not get award/decoration	111
GB0254E	54e	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: assignment not use job skills	112
GB0254F	54f	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: assgnmnt not good for career	113
GB0254G	54g	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no day-to-day short term task	114
GB0254H	54h	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no mentor for career develop	115
GB0254I	54i	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: didn't learn opps for career	116
GB0254J	54j	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no straight answer for promo	117
GB0254K	54k	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: excluded from social events	118
GB0254L	54l	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: not get job wanted/qual	119
GB0254LS*	x	Num	4	GFACT_SK.	STDOS2.	Pst 12 mo: not get job wanted/qual-SK	264

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0254M*	54m	Num	4	GFACT2_.	STDOS2.	Pst 12 mo: assign legally open, women	265
GB0254N	54n	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: other personnel actions	120
GB0255A*	55a	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offnsv sex story/joke	266
GB0255B*	55b	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offensive gender terms	267
GB0255C*	55c	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: unwelcome sex discuss	268
GB0255D*	55d	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: treat diff because gend	270
GB0255E*	55e	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: remark on appearance	271
GB0255F*	55f	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: embarrassing gestures	272
GB0255G*	55g	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offnsv sexist remarks	273
GB0255H*	55h	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: romantic/sex relation	274
GB0255I*	55i	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: put down, gender	275
GB0255J*	55j	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: ask date after said no	276
GB0255K*	55k	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: bribed to engage in sex	277
GB0255L*	55l	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: threat, sex cooperation	278
GB0255M*	55m	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: touch uncomfortably	279
GB0255N*	55n	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: attempt stroke/fondle	280
GB0255O*	55o	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: treat bad, refuse sex	281
GB0255P*	55p	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: promo, sex cooperative	282
GB0255Q*	55q	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: attempt sex, unsuccess	283
GB0255R*	55r	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: sex without consent	284
GB0255S*	55s	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: other behavior	285
GB0256	56	Num	4	GBEHAV.	STDOS2.	Consider Q55 marked as sex harassment	121
GB0256SK*	x	Num	4	GSK2_.	STDOS2.	Consider Q55 marked as sex harass-SK	286
GB0257A*	57a	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offnsv sex story/joke	287
GB0257B*	57b	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offensive gender terms	288
GB0257D*	57d	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: treat diff, gender	290
GB0257E*	57e	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: remark on appearance	291
GB0257F*	57f	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: embarrassing gestures	292
GB0257G*	57g	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offnsv sexist remarks	293
GB0257H*	57h	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: romantic/sex relation	294
GB0257I*	57i	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: put down, gender	295
GB0257J*	57j	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: ask date after said no	296

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0257K*	57k	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: bribed engage in sex	297
GB0257L*	57l	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: thrt, sex cooperation	298
GB0257M*	57m	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: touch uncomfortably	299
GB0257N*	57n	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: attempt stroke/fondle	300
GB0257O*	57o	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: treat bad, refuse sex	301
GB0257P*	57p	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: promo, sex cooperative	302
GB0257Q*	57q	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: attempt sex, unsuccess	303
GB0257R*	57r	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: sex without consent	304
GB0257S	57s	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: other behavior	122
GB0258A*	58a	Num	4	GDEG.	STDOS2.	Degree of situation: annoying	305
GB0258B*	58b	Num	4	GDEG.	STDOS2.	Degree of situation: offensive	306
GB0258C*	58c	Num	4	GDEG.	STDOS2.	Degree of situation: disturbing	307
GB0258D*	58d	Num	4	GDEG.	STDOS2.	Degree of situation: threatening	308
GB0258E*	58e	Num	4	GDEG.	STDOS2.	Degree of situation: embarrassing	309
GB0259A*	59a	Num	4	GWHERE.	STDOS2.	Situation occur: at a mil installation	311
GB0259B*	59b	Num	4	GWHERE.	STDOS2.	Situation occur: work (mil duties)	312
GB0259C*	59c	Num	4	GWHERE.	STDOS2.	Situation occur: during duty hours	313
GB0259D*	59d	Num	4	GWHERE.	STDOS2.	Situation occur: local comm by install	314
GB0260*	60	Num	4	GGEND3_.	STDOS2.	What was gender of person(s) involved	315
GB0261A*	61a	Num	4	GYN4_.	STDOS2.	Person involved: immediate mil supv	316
GB0261B*	61b	Num	4	GYN4_.	STDOS2.	Person involved: immediate civ supv	317
GB0261C*	61c	Num	4	GYN4_.	STDOS2.	Person involved: unit commander	318
GB0261D*	61d	Num	4	GYN4_.	STDOS2.	Person involved: mil, higher rank	319
GB0261E*	61e	Num	4	GYN4_.	STDOS2.	Person involved: civ, higher rank	320
GB0261F*	61f	Num	4	GYN4_.	STDOS2.	Person involved: military coworkers	321
GB0261G*	61g	Num	4	GYN4_.	STDOS2.	Person involved: civilian coworkers	322
GB0261H*	61h	Num	4	GYN4_.	STDOS2.	Person involved: military subordinates	323
GB0261I*	61i	Num	4	GYN4_.	STDOS2.	Person involved: civilian subordinates	324
GB0261J*	61j	Num	4	GYN4_.	STDOS2.	Person involved: mil train instructor	325
GB0261K*	61k	Num	4	GYN4_.	STDOS2.	Person involved: civ train instructor	326
GB0261L*	61l	Num	4	GYN4_.	STDOS2.	Person involved: other mil persons	327
GB0261M*	61m	Num	4	GYN4_.	STDOS2.	Person involved: other civ persons	328

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0261N*	61n	Num	4	GYN4_.	STDOS2.	Person involved: other/unknown persons	329
GB0262*	62	Num	4	GOFT3_.	STDOS2.	During situation, how often occur	330
GB0263*	63	Num	4	GLONG1_.	STDOS2.	How long situation last/been going on	331
GB0264*	64	Num	4	GYN4_.	STDOS2.	Is the situation still going on	332
GB0265A*	65a	Num	4	GEXT1_.	STDOS2.	What extent you: tried to avoid	333
GB0265B*	65b	Num	4	GEXT1_.	STDOS2.	What extent you: tried to forget	334
GB0265C*	65c	Num	4	GEXT1_.	STDOS2.	What extent you: told didn't like	335
GB0265D*	65d	Num	4	GEXT1_.	STDOS2.	What extent you: stayed out of way	336
GB0265E*	65e	Num	4	GEXT1_.	STDOS2.	What extent you: not important	337
GB0265F*	65f	Num	4	GEXT1_.	STDOS2.	What extent you: talked to family	338
GB0265G*	65g	Num	4	GEXT1_.	STDOS2.	What extent you: talked to coworkers	339
GB0265H*	65h	Num	4	GEXT1_.	STDOS2.	What extent you: talked to friends	340
GB0265I*	65i	Num	4	GEXT1_.	STDOS2.	What extent you: chaplain/counselor	341
GB0265J*	65j	Num	4	GEXT1_.	STDOS2.	What extent you: avoid being alone	342
GB0265K*	65k	Num	4	GEXT1_.	STDOS2.	What extent you: told to stop	343
GB0265L*	65l	Num	4	GEXT1_.	STDOS2.	What extent you: put up with it	344
GB0265M*	65m	Num	4	GEXT1_.	STDOS2.	What extent you: asked to leave alone	345
GB0265N*	65n	Num	4	GEXT1_.	STDOS2.	What extent you: blamed self	346
GB0265O*	65o	Num	4	GEXT1_.	STDOS2.	What extent you: assumed meant well	347
GB0265P*	65p	Num	4	GEXT1_.	STDOS2.	What extent you: prayed about it	348
GB0265Q*	65q	Num	4	GEXT1_.	STDOS2.	What extent you: pretend not to notice	349
GB0265R*	65r	Num	4	GEXT1_.	STDOS2.	What extent you: do something else	350
GB0266A*	66a	Num	4	GYN4_.	STDOS2.	Report situation: immediate supervisor	351
GB0266B*	66b	Num	4	GYN4_.	STDOS2.	Report situation: someone in command	352
GB0266C*	66c	Num	4	GYN4_.	STDOS2.	Report situation: supervisor of person	353
GB0266CN*	x	Num	4	GYN4_.	STDOS2.	Consistency check for Question 66	354
GB0266D*	66d	Num	4	GYN4_.	STDOS2.	Report situation: special mil office	355
GB0266E*	66e	Num	4	GYN4_.	STDOS2.	Report situation: other installation	356
GB0267*	67	Num	4	GYN5_.	STDOS2.	Answer Yes to at least 1 item in Q66	357
GB0267SK*	x	Num	4	GSK3_.	STDOS2.	Answer Yes to at least 1 item in Q66-SK	358
GB0268A*	68a	Num	4	GYN6_.	STDOS2.	Actions taken: person talked to	359
GB0268B*	68b	Num	4	GYN6_.	STDOS2.	Actions taken: complaint investigated	360

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0268C*	68c	Num	4	GYN6_.	STDOS2.	Actions taken: encrgd drop complaint	361
GB0268D*	68d	Num	4	GYN6_.	STDOS2.	Actions taken: complaint discounted	362
GB0268E*	68e	Num	4	GYN6_.	STDOS2.	Actions taken: no action taken	363
GB0269A*	69a	Num	4	GSTSF2_.	STDOS2.	Sat w/process: avlblty of info to file	364
GB0269B*	69b	Num	4	GSTSF2_.	STDOS2.	Sat w/process: trtmnt by pers hndlng	365
GB0269C*	69c	Num	4	GSTSF2_.	STDOS2.	Sat w/process: amount time to resolve	366
GB0269D*	69d	Num	4	GSTSF2_.	STDOS2.	Sat w/process: how well kept informed	367
GB0269E*	69e	Num	4	GSTSF2_.	STDOS2.	Sat w/process: degree privacy protect	368
GB0270*	70	Num	4	GYN5_.	STDOS2.	Is the action still being processed	369
GB0270SK*	x	Num	4	GSK4_.	STDOS2.	Is the action still being processed-SK	370
GB0271A*	71a	Num	4	GYN7_.	STDOS2.	Outcome complaint: found true	371
GB0271B*	71b	Num	4	GYN7_.	STDOS2.	Outcome complaint: found untrue	372
GB0271C*	71c	Num	4	GYN7_.	STDOS2.	Outcome complaint: unable to determine	373
GB0271D*	71d	Num	4	GYN7_.	STDOS2.	Outcome complaint: outcome explained	374
GB0271E*	71e	Num	4	GYN7_.	STDOS2.	Outcome complaint: situation corrected	375
GB0271F*	71f	Num	4	GYN7_.	STDOS2.	Outcome complaint: action against prsn	376
GB0271G*	71g	Num	4	GYN7_.	STDOS2.	Outcome complaint: nothing was done	377
GB0271H*	71h	Num	4	GYN7_.	STDOS2.	Outcome complaint: action against you	378
GB0272*	72	Num	4	GSTSF3_.	STDOS2.	How satisfied w/outcome of complaint	379
GB0273*	73	Num	4	GYN5_.	STDOS2.	Report all behaviors marked in Q55	380
GB0273SK*	x	Num	4	GSK4_.	STDOS2.	Report all behaviors marked in Q55-SK	381
GB0274A*	74a	Num	4	GYN8_.	STDOS2.	Not report: not important enough	382
GB0274B*	74b	Num	4	GYN8_.	STDOS2.	Not report: didn't know how	383
GB0274C*	74c	Num	4	GYN8_.	STDOS2.	Not report: felt uncomfortable	384
GB0274D*	74d	Num	4	GYN8_.	STDOS2.	Not report: took care of prob by self	385
GB0274F*	74f	Num	4	GYN8_.	STDOS2.	Not report: nothing would be done	387
GB0274G*	74g	Num	4	GYN8_.	STDOS2.	Not report: not believed	388
GB0274H*	74h	Num	4	GYN8_.	STDOS2.	Not report: coworkers angry	389
GB0274I*	74i	Num	4	GYN8_.	STDOS2.	Not report: wanted to fit in	390
GB0274J*	74j	Num	4	GYN8_.	STDOS2.	Not report: too much time/effort	391
GB0274K*	74k	Num	4	GYN8_.	STDOS2.	Not report: labeled troublemaker	392
GB0274L*	74l	Num	4	GYN8_.	STDOS2.	Not report: peer talked out of	393

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GB0274M*	74m	Num	4	GYN8_.	STDOS2.	Not report: supv talked out of	394
GB0274N*	74n	Num	4	GYN8_.	STDOS2.	Not report: not hurt feelings/family	395
GB0274O*	74o	Num	4	GYN8_.	STDOS2.	Not report: performance eval suffer	396
GB0274P*	74p	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, person	397
GB0274Q*	74q	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, friend	398
GB0274R*	74r	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, supv	399
GB0274S*	74s	Num	4	GYN8_.	STDOS2.	Not report: some other reason	400
GB0275A*	75a	Num	4	GYN9_.	STDOS2.	Prob at work: ignored by others	401
GB0275B*	75b	Num	4	GYN9_.	STDOS2.	Prob at work: blamed	402
GB0275C*	75c	Num	4	GYN9_.	STDOS2.	Prob at work: gossip unkind/negative	403
GB0275D*	75d	Num	4	GYN9_.	STDOS2.	Prob at work: lost perk/privileges	404
GB0275E*	75e	Num	4	GYN9_.	STDOS2.	Prob at work: less favorable job duty	405
GB0275F*	75f	Num	4	GYN9_.	STDOS2.	Prob at work: denied opp for training	406
GB0275G*	75g	Num	4	GYN9_.	STDOS2.	Prob at work: unfair job evaluation	407
GB0275H*	75h	Num	4	GYN9_.	STDOS2.	Prob at work: unfairly disciplined	408
GB0275I*	75i	Num	4	GYN9_.	STDOS2.	Prob at work: denied promotion	409
GB0275J*	75j	Num	4	GYN9_.	STDOS2.	Prob at work: transfer less desire job	410
GB0275K*	75k	Num	4	GYN9_.	STDOS2.	Prob at work: unfairly demoted	411
GB0275L*	75l	Num	4	GYN9_.	STDOS2.	Prob at work: mistreated other way	412
GB0276A	76a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: others in unit not care	123
GB0276B*	76b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: cowrkr trouble w/senior	413
GB0276C	76c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: others tell cowrkr stop	124
GB0276D*	76d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: leadership would ignore	414
GB0276E	76e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: taken seriously	125
GB0276F*	76f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: risky for person	415
GB0276G*	76g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: corrective action taken	416
GB0276H*	76h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: coworker treat badly	417
GB0276I*	76i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: complaint ignored	418
GB0277A	77a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: others in unit not care	126
GB0277B*	77b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: cowrkr trouble w/senior	419
GB0277C	77c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: others tell cowrkr stop	127
GB0277D*	77d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: leadership would ignore	420

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GB0277E	77e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: taken seriously	128
GB0277F*	77f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: risky for person	421
GB0277G*	77g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: corrective action taken	422
GB0277H*	77h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: coworker treat badly	423
GB0277I*	77i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: complaint ignored	424
GB0278A	78a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: others in unit not care	129
GB0278B*	78b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: supvsr trouble w/senior	425
GB0278C	78c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: others tell supvsr stop	130
GB0278D*	78d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: leadership would ignore	426
GB0278E	78e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: taken seriously	131
GB0278F*	78f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: risky for person	427
GB0278G*	78g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: corrective action taken	428
GB0278H*	78h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: coworker treat badly	429
GB0278I*	78i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: complaint ignored	430
GB0279A	79a	Num	4	GYN6_U.	STDOS2.	Effort to stop: senior leadership, Svc	132
GB0279B	79b	Num	4	GYN6_U.	STDOS2.	Effort to stop: senior leadership, ship	133
GB0279C	79c	Num	4	GYN6_U.	STDOS2.	Effort to stop: my immediate supervisor	134
GB0280	80	Num	4	GYN1_.	STDOS2.	Train in past 12 mos on sex harass	135
GB0280SK*	x	Num	4	GSK1_.	STDOS2.	Train in past 12 mos on sex harass-SK	431
GB0281*	81	Num	4	GGRID2_.	STDOS2.	Num times train on sex harassment	432
GB0282A	82a	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: undrstnd word/actn	136
GB0282B	82b	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: reduce cohesion/eff	137
GB0282C	82c	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: diff to prfrm duty	138
GB0282D	82d	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: idntfy offnsv behav	139
GB0282E	82e	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: tool for sex harass	140
GB0282F	82f	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: safe to complain	141
GB0282G	82g	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: info on sex harass	142
GB0283A*	83a	Num	4	GEXT2_.	STDOS2.	Extent, unit: policies publicized	433
GB0283B*	83b	Num	4	GEXT2_.	STDOS2.	Extent, unit: complaint procedure pub	434
GB0283C	83c	Num	4	GEXT2_.	STDOS2.	Extent, unit: complaints taken seriously	143
GB0283D*	83d	Num	4	GEXT2_.	STDOS2.	Extent, unit: enlist, attend training	435
GB0283E*	83e	Num	4	GEXT2_.	STDOS2.	Extent, unit: officers, attend training	436

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GB0283F*	83f	Num	4	GEXT2_.	STDOS2.	Extent, unit: lead, respectful behavior	437
GB0283G*	83g	Num	4	GEXT2_.	STDOS2.	Extent, unit: female officers deal with	438
GB0283H*	83h	Num	4	GEXT2_.	STDOS2.	Extent, ship: policies publicized	439
GB0283I*	83i	Num	4	GEXT2_.	STDOS2.	Extent, ship: complaint procedure pub	440
GB0283J	83j	Num	4	GEXT2_.	STDOS2.	Extent, ship: complaints taken seriously	144
GB0283K*	83k	Num	4	GEXT2_.	STDOS2.	Extent, ship: investigative office	441
GB0283L*	83l	Num	4	GEXT2_.	STDOS2.	Extent, ship: enlist, attend training	442
GB0283M*	83m	Num	4	GEXT2_.	STDOS2.	Extent, ship: officers, attend training	443
GB0283N*	83n	Num	4	GEXT2_.	STDOS2.	Extent, ship: lead, respectful behavior	444
GB0283O*	83o	Num	4	GEXT2_.	STDOS2.	Extent, Svc: advice/hotline for cmplt	445
GB0284	84	Num	4	GPROB1_.	STDOS2.	Sex harass more of a prob in/out of mil	145
GB0285	85	Num	4	GPROB2_.	STDOS2.	Last 4 yrs, sex harass in nation prob	146
GB0286	86	Num	4	GPROB3_.	STDOS2.	Last 4 yrs, sex harass in military prob	147
GB0287	87	Num	4	GOFT4_.	STDOS2.	Compare how often harass occur in mil	148
HISP_IM*	x	Num	4	HISNI.	STDOS2.	Hisp ethnicity, imputation for svy misng	624
HISP_NI*	x	Num	4	HISNI.	STDOS2.	Hispanic ethnicity, no imputation	625
HISPIMPF*	x	Num	4	HISPIMPF.	STDOS2.	Flag Hisp ethncty imputed from rcrd data	626
INCWEB*	x	Num	4	INCWEB.	STDOS2.	Incomplete Web Flag	675
INDEC*	x	Num	8	8	STDOS8.	In Dec Frame file indicator	906
INDEERS*	x	Num	8	8	STDOS8.	In Deers flag	907
INMAY*	x	Num	8	8	STDOS8.	In May Frame file indicator	908
INRECNO*	x	Num	6	Z8.	STDOS8.	Master SCS ID Number	676
JOINT*	x	Char	1	\$JOINT.	\$CHAR1.	Joint (member)	909
LITHO*	x	Num	6	Z9.	STDOS8.	DRC mail identification number	910
MAILTYP*	x	Num	4	SBMTYP.	STDOS2.	Mail Type	911
MARITAL*	x	Char	1	\$MARITAL.	\$CHAR1.	Marital Status Code	912
NSAMP*	x	Num	5	5	STDOS4.	Stratum sample size	913
NSTRAT*	x	Num	5	6	STDOS6.	Stratum population count	914
OCCAWAY2*	x	Num	4	OCCWAY2_.	STDOS2.	Ranges Mnths Away for Duty Occptns strat	915
OCCAWAY3*	x	Num	4	OCCWAY3_.	STDOS2.	Ranges Months Away For Duty Occupations	916
OCCAWAY6*	x	Num	4	OCCWAY6_.	STDOS2.	6 Ranges Mnths Away For Duty Occupations	917
OTHRBEH2*	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Other Behavior	627

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
OV_IMFLG*	x	Num	4	HISPMPF.	STDOS2.	Other Valid - Imputed 4 Missing - Flag	918
PAYGRDE*	x	Char	3	\$CHAR3.	\$CHAR3.	Pay Grade	919
PNDTHCD*	x	Char	1	\$DTHCD.	\$CHAR1.	Person Death Code	920
PNLCATCD*	x	Char	1	\$CATCD.	\$CHAR1.	Personnel Category Code	921
PNLECEDT*	x	Num	7	MMDDYY8.	YYMMDD8.	Personnel Entitlement End Calendar Date	922
PNLECERS*	x	Char	1	\$PNLCERS.	\$CHAR1.	Personnel Entitlement Cond. End Rsn Code	923
PNLECTYP*	x	Num	4	PNLTYP.	STDOS2.	Personnel Entitlement Condition Type Cde	924
PNLEDDT*	x	Num	7	MMDDYY8.	YYMMDD8.	Personnel End Calendar Date	925
PNLERSN*	x	Char	1	\$PNLERSN.	\$CHAR1.	Personnel End Reason Code	926
POPSAMP*	x	Num	4	POPSAMP.	STDOS2.	Population/Sample Flag	927
POPTVSTR*	x	Num	8	8	STDOS8.	TAYLOR series variance strata population	704
PSCC*	x	Num	8	8.5	STDOS8.	Raking collapsed cell	705
PSFO*	x	Num	8	8.5	STDOS8.	Raking adjustment factor	707
PSTATUS*	x	Num	8	PSTATUS.	STDOS8.	Raking disp code	708
PSTCELL*	x	Num	8	8.5	STDOS8.	Raking cell	709
PSTSTR*	x	Num	8	8	STDOS8.	Final raking cell	711
PSW0	x	Num	8	8	STDOS8.	Final raking weight	160
PSW1*	x	Num	8	8	STDOS8.	Final raking weight for replicate1	712
PSW10*	x	Num	8	8	STDOS8.	Final raking weight for replicate10	713
PSW100*	x	Num	8	8	STDOS8.	Final raking weight for replicate100	714
PSW101*	x	Num	8	8	STDOS8.	Final raking weight for replicate101	715
PSW102*	x	Num	8	8	STDOS8.	Final raking weight for replicate102	716
PSW103*	x	Num	8	8	STDOS8.	Final raking weight for replicate103	717
PSW104*	x	Num	8	8	STDOS8.	Final raking weight for replicate104	718
PSW105*	x	Num	8	8	STDOS8.	Final raking weight for replicate105	719
PSW106*	x	Num	8	8	STDOS8.	Final raking weight for replicate106	720
PSW107*	x	Num	8	8	STDOS8.	Final raking weight for replicate107	721
PSW108*	x	Num	8	8	STDOS8.	Final raking weight for replicate108	722
PSW109*	x	Num	8	8	STDOS8.	Final raking weight for replicate109	723
PSW11*	x	Num	8	8	STDOS8.	Final raking weight for replicate11	724
PSW110*	x	Num	8	8	STDOS8.	Final raking weight for replicate110	725
PSW111*	x	Num	8	8	STDOS8.	Final raking weight for replicate111	726

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PSW112*	x	Num	8	8	STDOS8.	Final raking weight for replicate112	727
PSW113*	x	Num	8	8	STDOS8.	Final raking weight for replicate113	728
PSW114*	x	Num	8	8	STDOS8.	Final raking weight for replicate114	729
PSW115*	x	Num	8	8	STDOS8.	Final raking weight for replicate115	730
PSW116*	x	Num	8	8	STDOS8.	Final raking weight for replicate116	731
PSW117*	x	Num	8	8	STDOS8.	Final raking weight for replicate117	732
PSW118*	x	Num	8	8	STDOS8.	Final raking weight for replicate118	733
PSW119*	x	Num	8	8	STDOS8.	Final raking weight for replicate119	734
PSW12*	x	Num	8	8	STDOS8.	Final raking weight for replicate12	735
PSW120*	x	Num	8	8	STDOS8.	Final raking weight for replicate120	736
PSW121*	x	Num	8	8	STDOS8.	Final raking weight for replicate121	737
PSW122*	x	Num	8	8	STDOS8.	Final raking weight for replicate122	738
PSW123*	x	Num	8	8	STDOS8.	Final raking weight for replicate123	739
PSW124*	x	Num	8	8	STDOS8.	Final raking weight for replicate124	740
PSW125*	x	Num	8	8	STDOS8.	Final raking weight for replicate125	741
PSW126*	x	Num	8	8	STDOS8.	Final raking weight for replicate126	742
PSW127*	x	Num	8	8	STDOS8.	Final raking weight for replicate127	743
PSW128*	x	Num	8	8	STDOS8.	Final raking weight for replicate128	744
PSW129*	x	Num	8	8	STDOS8.	Final raking weight for replicate129	745
PSW13*	x	Num	8	8	STDOS8.	Final raking weight for replicate13	746
PSW130*	x	Num	8	8	STDOS8.	Final raking weight for replicate130	747
PSW131*	x	Num	8	8	STDOS8.	Final raking weight for replicate131	748
PSW132*	x	Num	8	8	STDOS8.	Final raking weight for replicate132	749
PSW133*	x	Num	8	8	STDOS8.	Final raking weight for replicate133	750
PSW134*	x	Num	8	8	STDOS8.	Final raking weight for replicate134	751
PSW135*	x	Num	8	8	STDOS8.	Final raking weight for replicate135	752
PSW136*	x	Num	8	8	STDOS8.	Final raking weight for replicate136	753
PSW137*	x	Num	8	8	STDOS8.	Final raking weight for replicate137	754
PSW138*	x	Num	8	8	STDOS8.	Final raking weight for replicate138	755
PSW139*	x	Num	8	8	STDOS8.	Final raking weight for replicate139	756
PSW14*	x	Num	8	8	STDOS8.	Final raking weight for replicate14	757
PSW140*	x	Num	8	8	STDOS8.	Final raking weight for replicate140	758

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PSW141*	x	Num	8	8	STDOS8.	Final raking weight for replicate141	759
PSW142*	x	Num	8	8	STDOS8.	Final raking weight for replicate142	760
PSW143*	x	Num	8	8	STDOS8.	Final raking weight for replicate143	761
PSW144*	x	Num	8	8	STDOS8.	Final raking weight for replicate144	762
PSW145*	x	Num	8	8	STDOS8.	Final raking weight for replicate145	763
PSW146*	x	Num	8	8	STDOS8.	Final raking weight for replicate146	764
PSW147*	x	Num	8	8	STDOS8.	Final raking weight for replicate147	765
PSW148*	x	Num	8	8	STDOS8.	Final raking weight for replicate148	766
PSW149*	x	Num	8	8	STDOS8.	Final raking weight for replicate149	767
PSW15*	x	Num	8	8	STDOS8.	Final raking weight for replicate15	768
PSW150*	x	Num	8	8	STDOS8.	Final raking weight for replicate150	769
PSW151*	x	Num	8	8	STDOS8.	Final raking weight for replicate151	770
PSW152*	x	Num	8	8	STDOS8.	Final raking weight for replicate152	771
PSW153*	x	Num	8	8	STDOS8.	Final raking weight for replicate153	772
PSW154*	x	Num	8	8	STDOS8.	Final raking weight for replicate154	773
PSW155*	x	Num	8	8	STDOS8.	Final raking weight for replicate155	774
PSW156*	x	Num	8	8	STDOS8.	Final raking weight for replicate156	775
PSW157*	x	Num	8	8	STDOS8.	Final raking weight for replicate157	776
PSW158*	x	Num	8	8	STDOS8.	Final raking weight for replicate158	777
PSW159*	x	Num	8	8	STDOS8.	Final raking weight for replicate159	778
PSW16*	x	Num	8	8	STDOS8.	Final raking weight for replicate16	779
PSW160*	x	Num	8	8	STDOS8.	Final raking weight for replicate160	780
PSW161*	x	Num	8	8	STDOS8.	Final raking weight for replicate161	781
PSW162*	x	Num	8	8	STDOS8.	Final raking weight for replicate162	782
PSW163*	x	Num	8	8	STDOS8.	Final raking weight for replicate163	783
PSW164*	x	Num	8	8	STDOS8.	Final raking weight for replicate164	784
PSW165*	x	Num	8	8	STDOS8.	Final raking weight for replicate165	785
PSW166*	x	Num	8	8	STDOS8.	Final raking weight for replicate166	786
PSW167*	x	Num	8	8	STDOS8.	Final raking weight for replicate167	787
PSW168*	x	Num	8	8	STDOS8.	Final raking weight for replicate168	788
PSW169*	x	Num	8	8	STDOS8.	Final raking weight for replicate169	789
PSW17*	x	Num	8	8	STDOS8.	Final raking weight for replicate17	790

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PSW170*	x	Num	8	8	STDOS8.	Final raking weight for replicate170	791
PSW18*	x	Num	8	8	STDOS8.	Final raking weight for replicate18	792
PSW19*	x	Num	8	8	STDOS8.	Final raking weight for replicate19	793
PSW2*	x	Num	8	8	STDOS8.	Final raking weight for replicate2	794
PSW20*	x	Num	8	8	STDOS8.	Final raking weight for replicate20	795
PSW21*	x	Num	8	8	STDOS8.	Final raking weight for replicate21	796
PSW22*	x	Num	8	8	STDOS8.	Final raking weight for replicate22	797
PSW23*	x	Num	8	8	STDOS8.	Final raking weight for replicate23	798
PSW24*	x	Num	8	8	STDOS8.	Final raking weight for replicate24	799
PSW25*	x	Num	8	8	STDOS8.	Final raking weight for replicate25	800
PSW26*	x	Num	8	8	STDOS8.	Final raking weight for replicate26	801
PSW27*	x	Num	8	8	STDOS8.	Final raking weight for replicate27	802
PSW28*	x	Num	8	8	STDOS8.	Final raking weight for replicate28	803
PSW29*	x	Num	8	8	STDOS8.	Final raking weight for replicate29	804
PSW3*	x	Num	8	8	STDOS8.	Final raking weight for replicate3	805
PSW30*	x	Num	8	8	STDOS8.	Final raking weight for replicate30	806
PSW31*	x	Num	8	8	STDOS8.	Final raking weight for replicate31	807
PSW32*	x	Num	8	8	STDOS8.	Final raking weight for replicate32	808
PSW33*	x	Num	8	8	STDOS8.	Final raking weight for replicate33	809
PSW34*	x	Num	8	8	STDOS8.	Final raking weight for replicate34	810
PSW35*	x	Num	8	8	STDOS8.	Final raking weight for replicate35	811
PSW36*	x	Num	8	8	STDOS8.	Final raking weight for replicate36	812
PSW37*	x	Num	8	8	STDOS8.	Final raking weight for replicate37	813
PSW38*	x	Num	8	8	STDOS8.	Final raking weight for replicate38	814
PSW39*	x	Num	8	8	STDOS8.	Final raking weight for replicate39	815
PSW4*	x	Num	8	8	STDOS8.	Final raking weight for replicate4	816
PSW40*	x	Num	8	8	STDOS8.	Final raking weight for replicate40	817
PSW41*	x	Num	8	8	STDOS8.	Final raking weight for replicate41	818
PSW42*	x	Num	8	8	STDOS8.	Final raking weight for replicate42	819
PSW43*	x	Num	8	8	STDOS8.	Final raking weight for replicate43	820
PSW44*	x	Num	8	8	STDOS8.	Final raking weight for replicate44	821
PSW45*	x	Num	8	8	STDOS8.	Final raking weight for replicate45	822

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW46*	x	Num	8	8	STDOS8.	Final raking weight for replicate46	823
PSW47*	x	Num	8	8	STDOS8.	Final raking weight for replicate47	824
PSW48*	x	Num	8	8	STDOS8.	Final raking weight for replicate48	825
PSW49*	x	Num	8	8	STDOS8.	Final raking weight for replicate49	826
PSW5*	x	Num	8	8	STDOS8.	Final raking weight for replicate5	827
PSW50*	x	Num	8	8	STDOS8.	Final raking weight for replicate50	828
PSW51*	x	Num	8	8	STDOS8.	Final raking weight for replicate51	829
PSW52*	x	Num	8	8	STDOS8.	Final raking weight for replicate52	830
PSW53*	x	Num	8	8	STDOS8.	Final raking weight for replicate53	831
PSW54*	x	Num	8	8	STDOS8.	Final raking weight for replicate54	832
PSW55*	x	Num	8	8	STDOS8.	Final raking weight for replicate55	833
PSW56*	x	Num	8	8	STDOS8.	Final raking weight for replicate56	834
PSW57*	x	Num	8	8	STDOS8.	Final raking weight for replicate57	835
PSW58*	x	Num	8	8	STDOS8.	Final raking weight for replicate58	836
PSW59*	x	Num	8	8	STDOS8.	Final raking weight for replicate59	837
PSW6*	x	Num	8	8	STDOS8.	Final raking weight for replicate6	838
PSW60*	x	Num	8	8	STDOS8.	Final raking weight for replicate60	839
PSW61*	x	Num	8	8	STDOS8.	Final raking weight for replicate61	840
PSW62*	x	Num	8	8	STDOS8.	Final raking weight for replicate62	841
PSW63*	x	Num	8	8	STDOS8.	Final raking weight for replicate63	842
PSW64*	x	Num	8	8	STDOS8.	Final raking weight for replicate64	843
PSW65*	x	Num	8	8	STDOS8.	Final raking weight for replicate65	844
PSW66*	x	Num	8	8	STDOS8.	Final raking weight for replicate66	845
PSW67*	x	Num	8	8	STDOS8.	Final raking weight for replicate67	846
PSW68*	x	Num	8	8	STDOS8.	Final raking weight for replicate68	847
PSW69*	x	Num	8	8	STDOS8.	Final raking weight for replicate69	848
PSW7*	x	Num	8	8	STDOS8.	Final raking weight for replicate7	849
PSW70*	x	Num	8	8	STDOS8.	Final raking weight for replicate70	850
PSW71*	x	Num	8	8	STDOS8.	Final raking weight for replicate71	851
PSW72*	x	Num	8	8	STDOS8.	Final raking weight for replicate72	852
PSW73*	x	Num	8	8	STDOS8.	Final raking weight for replicate73	853
PSW74*	x	Num	8	8	STDOS8.	Final raking weight for replicate74	854

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW75*	x	Num	8	8	STDOS8.	Final raking weight for replicate75	855
PSW76*	x	Num	8	8	STDOS8.	Final raking weight for replicate76	856
PSW77*	x	Num	8	8	STDOS8.	Final raking weight for replicate77	857
PSW78*	x	Num	8	8	STDOS8.	Final raking weight for replicate78	858
PSW79*	x	Num	8	8	STDOS8.	Final raking weight for replicate79	859
PSW8*	x	Num	8	8	STDOS8.	Final raking weight for replicate8	860
PSW80*	x	Num	8	8	STDOS8.	Final raking weight for replicate80	861
PSW81*	x	Num	8	8	STDOS8.	Final raking weight for replicate81	862
PSW82*	x	Num	8	8	STDOS8.	Final raking weight for replicate82	863
PSW83*	x	Num	8	8	STDOS8.	Final raking weight for replicate83	864
PSW84*	x	Num	8	8	STDOS8.	Final raking weight for replicate84	865
PSW85*	x	Num	8	8	STDOS8.	Final raking weight for replicate85	866
PSW86*	x	Num	8	8	STDOS8.	Final raking weight for replicate86	867
PSW87*	x	Num	8	8	STDOS8.	Final raking weight for replicate87	868
PSW88*	x	Num	8	8	STDOS8.	Final raking weight for replicate88	869
PSW89*	x	Num	8	8	STDOS8.	Final raking weight for replicate89	870
PSW9*	x	Num	8	8	STDOS8.	Final raking weight for replicate9	871
PSW90*	x	Num	8	8	STDOS8.	Final raking weight for replicate90	872
PSW91*	x	Num	8	8	STDOS8.	Final raking weight for replicate91	873
PSW92*	x	Num	8	8	STDOS8.	Final raking weight for replicate92	874
PSW93*	x	Num	8	8	STDOS8.	Final raking weight for replicate93	875
PSW94*	x	Num	8	8	STDOS8.	Final raking weight for replicate94	876
PSW95*	x	Num	8	8	STDOS8.	Final raking weight for replicate95	877
PSW96*	x	Num	8	8	STDOS8.	Final raking weight for replicate96	878
PSW97*	x	Num	8	8	STDOS8.	Final raking weight for replicate97	879
PSW98*	x	Num	8	8	STDOS8.	Final raking weight for replicate98	880
PSW99*	x	Num	8	8	STDOS8.	Final raking weight for replicate99	881
QCOMPN*	x	Num	4	QCOMPN.	STDOS4.	Questions Completed Count	677
QCOMPP*	x	Num	5	QCOMPP.	STDOS8.	Questions Completed Proportion	678
R_OV_NI*	x	Num	8	8	STDOS8.	Race - Other Valid - No Imputations	928
R1XRETH1*	x	Num	4	R1XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:7 levels	628
R2XRETH*	x	Num	8	RACEC.	STDOS8.	Rec-Race/Ethnicity	629

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
R2XRETH1*	x	Num	4	R2XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:5 levels	630
RACE*	x	Char	1	\$RACE.	\$CHAR1.	Race Code	930
RACETH*	x	Char	1	\$CIVRACE.	\$CHAR1.	Race Ethnic Code	931
RANKABB*	x	Char	7	\$RANK.	\$CHAR7.	Abbreviated Rank	932
RB0254LM*	x	Num	4	RB54LM.	STDOS2.	Rec-Comb GB0254L and GB0254M	631
REFUSE*	x	Num	4	SBREFUS.	STDOS2.	Refused	679
RGB0208*	x	Num	4	R0208C.	STDOS2.	REC-Yrs of active duty service completed	632
RGB0209*	x	Num	8	GTERM.	STDOS2.	Rec-Which term of service serving now	633
RGB0213*	x	Num	4	R0213C.	STDOS2.	REC-Yrs of service when you leave AD	634
RGB0223*	x	Num	8	GLOCC.	STDOS8.	Rec-Past 12 months, served mos AD time	635
RGB0224*	x	Num	8	GLIVE.	STDOS8.	Rec-Past 12 mths, where lived AD time	636
RGB0227A*	x	Num	8	R0227C.	STDOS8.	Rec-Away, Op Enduring Freedom	637
RGB0227B*	x	Num	8	R0227C.	STDOS8.	Rec-Away, peacekeep/conting. op	638
RGB0227D*	x	Num	8	R0227C.	STDOS8.	Rec-Away, unit training	640
RGB0227E*	x	Num	8	R0227C.	STDOS8.	Rec-Away, counter drug ops	641
RGB0227F*	x	Num	8	R0227C.	STDOS8.	Rec-Away, domestic disaster	642
RGB0227G*	x	Num	8	R0227C.	STDOS8.	Rec-Away, sea, scheduled deploy	643
RGB0227H*	x	Num	8	R0227C.	STDOS8.	Rec-Away, other time at sea	644
RGB0227I*	x	Num	8	R0227C.	STDOS8.	Rec-Away, joint training	645
RGB0227J*	x	Num	8	R0227C.	STDOS8.	Rec-Away, military education	646
RGB0227K*	x	Num	8	R0227C.	STDOS8.	Rec-Away, other TDYs/TADs	647
RGB0228*	x	Num	8	R0228C.	STDOS8.	Rec-Past 12 mths, total time away	648
RGB0229*	x	Num	5	RGB0229F.	STDOS2.	REC-Mos complete @ duty loc,current tour	649
RGB0230*	x	Num	8	R0230C.	STDOS8.	Rec-Is this permanent duty loc/ship	650
RGB0231B*	x	Num	8	GYN1_.	STDOS8.	Rec-Currently: serving aboard ship sea	651
RGB0231C*	x	Num	8	GYN1_.	STDOS8.	Rec-In shore part of ship/shore rota	652
RGB0233*	x	Num	8	R0233C.	STDOS8.	Rec-Paygrade of your immed supervisor	653
RGB0281*	x	Num	4	GB81R.	STDOS2.	Rec-Training in past 12 month	654
RSRED*	x	Num	8	SREDC.	STDOS8.	Rec-Highest degree/level of school Comp	655
RSRMARST*	x	Num	8	SRMRSTC.	STDOS8.	Rec-Marrital status	656
RSTATUS*	x	Num	8	RSTATUS.	STDOS8.	WGR Resp Status	657
RXGRADE*	x	Num	4	XGRADE.	STDOS2.	Constructed Paygrade: 6 groups	658

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
RXGRADE5*	x	Num	4	X5PAY.	STDOS2.	Constructed Paygrade: 5 groups	659
SCSINEL*	x	Num	4	SBINELG.	STDOS2.	Reason reported for ineligibility	680
SERIAL*	x	Num	5	Z4.	STDOS4.	DRC serial number applied for scanning	681
SEX*	x	Char	1	\$SEX.	\$CHAR1.	Sex	933
SEXASSA2*	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Assault	660
SEXATTN2	x	Num	4	INCID.	STDOS2.	Exper Incid of Unwanted Sexual Attention	153
SEXBEH2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Behavior	154
SEXCOER2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Coercion	155
SEXHAR2	x	Num	4	INCID.	STDOS2.	Exper. Incid & Labeled Sexual Harassment	156
SMPTVSTR*	x	Num	8	8	STDOS8.	TAYLORS SERIES ACHIEVED SMP SIZE IN VAR	882
SRED*	2	Num	4	SRED.	STDOS2.	Highest degree/level of school completed	162
SRGRADE*	7	Num	4	SRGRADE.	STDOS2.	What is your current paygrade	174
SRHISPA1*	3	Num	4	SHISPA1_.	STDOS2.	Are you Spanish/Hispanic/Latino	163
SRHISPA2*	x	Num	4	SHISPA2_.	STDOS2.	Are you Spanish/Hispanic/Latino - Y/N	164
SRMARST*	5	Num	4	SRMARST.	STDOS2.	What is your marital status	172
SRRACEA*	4a	Num	4	GMARK.	STDOS2.	What is your race: White	165
SRRACEB*	4b	Num	4	GMARK.	STDOS2.	What is your race: Black or African Am	166
SRRACEC*	4c	Num	4	GMARK.	STDOS2.	What is your race: Am Indian/Alaska Nat	167
SRRACEE*	4e	Num	4	GMARK.	STDOS2.	What is your race: Native Hawaiian/PI	169
SRRACEF*	4f	Num	4	GMARK.	STDOS2.	What is your race: other	170
SRRETH1*	x	Num	4	SRRETH1_.	STDOS2.	Race/Ethnic Category	171
SRSEX*	1	Num	4	SRSEX.	STDOS2.	Are you...	161
SRSVC*	6	Num	4	SRSVC.	STDOS2.	In what Service are you	173
STRAT*	x	Num	4	3	STDOS4.	Stratum Level	934
SURVFORM	x	Num	4	SURVFRM.	STDOS2.	Survey Form	157
SURVMAIL*	x	Num	4	SBMAIL.	STDOS2.	Mailing Number	682
SVC*	x	Char	1	\$SERVICE.	\$CHAR1.	Service	935
TAFMS*	x	Num	4	3	STDOS4.	Total Active Federal Military Service	936
TVSTR*	x	Num	8	8	STDOS8.	TAYLORS SERIES VARIANCE STRATA	883
UB0221*	x	Num	4	GYN1_.	STDOS2.	Encourage child to consider military-U	447
UB0222A*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: the military, in general-U	448
UB0222B*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps in the military-U	449

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0222C*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: serving in mil, not career-U	450
UB0222D*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: PT opps in the military-U	451
UB0222E*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps, civ fed emply-U	452
UB0222F*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps in civ sector-U	453
UB0222G*	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: seeking a college education-U	454
UB0226*	x	Num	4	GTIME1_U.	STDOS2.	Past 12 months, separate times away-U	455
UB0227A*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: Op Enduring Freedom-U	456
UB0227B*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: peacekeep/conting. op-U	457
UB0227C*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: foreign humanitarian-U	458
UB0227D*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: unit training-U	459
UB0227E*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: counter drug ops-U	460
UB0227F*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: domestic disaster-U	461
UB0227G*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: sea, scheduled deploy-U	462
UB0227H*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: other time at sea-U	463
UB0227I*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: joint training-U	464
UB0227J*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: military education-U	465
UB0227K*	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: other TDYs/TADs-U	466
UB0228*	x	Num	4	GMOS2_U.	STDOS2.	Past 12 months, total length time away-U	467
UB0242*	x	Num	4	GMENT2_U.	STDOS2.	Who is your current mentor-U	468
UB0243*	x	Num	4	GMENT3_U.	STDOS2.	Is your current mentor...-U	469
UB0244A*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: teaches job skills-U	470
UB0244B*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: feedback, performance-U	471
UB0244C*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: assgn challenging task-U	472
UB0244D*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: help develop skills-U	473
UB0244E*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: support/encouragement-U	474
UB0244F*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: prsnl/social guidance-U	475
UB0244G*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: career guidance-U	476
UB0244H*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: demonstrates trust-U	477
UB0244I*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: acts as role model-U	478
UB0244K*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: invites you to observe-U	480
UB0244L*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: instill Svc core value-U	481
UB0244M*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: moral/ethical guidance-U	482

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UB0244N*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: organizational politic-U	483
UB0244O*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: sponsorship to advance-U	484
UB0244P*	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: obtain future assgnmnt-U	485
UB0254M*	x	Num	4	GFACT2_U.	STDOS2.	Pst 12 mo: assign legally open, women-U	486
UB0256*	x	Num	4	GBEHAV_U.	STDOS2.	Consider Q55 marked as sex harassment-U	487
UB0256SK*	x	Num	4	GSK1_.	STDOS2.	Consider Q55 marked as sex harass-SK-U	488
UB0257A*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offnsv sex story/joke-U	489
UB0257B*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offensive gender terms-U	490
UB0257C*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: unwelcome sex discuss-U	491
UB0257D*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: treat diff, gender-U	492
UB0257E*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: remark on appearance-U	493
UB0257F*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: embarrassing gestures-U	494
UB0257G*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offnsv sexist remarks-U	495
UB0257H*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: romantic/sex relation-U	496
UB0257I*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: put down, gender-U	497
UB0257J*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: ask date after said no-U	498
UB0257K*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: bribed engage in sex-U	499
UB0257L*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: thrt, sex cooperation-U	500
UB0257M*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: touch uncomfortably-U	501
UB0257N*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: attempt stroke/fondle-U	502
UB0257O*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: treat bad, refuse sex-U	503
UB0257P*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: promo, sex cooperative-U	504
UB0257Q*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: attempt sex, unsuccess-U	505
UB0257R*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: sex without consent-U	506
UB0257S*	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: other behavior-U	507
UB0258A*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: annoying-U	508
UB0258B*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: offensive-U	509
UB0258C*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: disturbing-U	510
UB0258D*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: threatening-U	511
UB0258E*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: embarrassing-U	512
UB0258F*	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: frightening-U	513
UB0259A*	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: at a mil installation-U	514

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0259B*	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: work (mil duties)-U	515
UB0259C*	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: during duty hours-U	516
UB0259D*	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: local comm by install-U	517
UB0260*	x	Num	4	GGEND3_U.	STDOS2.	What was gender of person(s) involved-U	518
UB0261B*	x	Num	4	GYN1_.	STDOS2.	Person involved: immediate civ supv-U	520
UB0261C*	x	Num	4	GYN1_.	STDOS2.	Person involved: unit commander-U	521
UB0261D*	x	Num	4	GYN1_.	STDOS2.	Person involved: mil, higher rank-U	522
UB0261E*	x	Num	4	GYN1_.	STDOS2.	Person involved: civ, higher rank-U	523
UB0261F*	x	Num	4	GYN1_.	STDOS2.	Person involved: military coworkers-U	524
UB0261G*	x	Num	4	GYN1_.	STDOS2.	Person involved: civilian coworkers-U	525
UB0261H*	x	Num	4	GYN1_.	STDOS2.	Person involved: military subordinates-U	526
UB0261I*	x	Num	4	GYN1_.	STDOS2.	Person involved: civilian subordinates-U	527
UB0261J*	x	Num	4	GYN1_.	STDOS2.	Person involved: mil train instructor-U	528
UB0261K*	x	Num	4	GYN1_.	STDOS2.	Person involved: civ train instructor-U	529
UB0261L*	x	Num	4	GYN1_.	STDOS2.	Person involved: other mil persons-U	530
UB0261M*	x	Num	4	GYN1_.	STDOS2.	Person involved: other civ persons-U	531
UB0261N*	x	Num	4	GYN1_.	STDOS2.	Person involved: other/unknown persons-U	532
UB0262*	x	Num	4	GOFT3_U.	STDOS2.	During situation, how often occur-U	533
UB0263*	x	Num	4	GLONG1_U.	STDOS2.	How long situation last/been going on-U	534
UB0264*	x	Num	4	GYN1_.	STDOS2.	Is the situation still going on-U	535
UB0265A*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: tried to avoid-U	536
UB0265B*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: tried to forget-U	537
UB0265C*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: told didn't like-U	538
UB0265D*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: stayed out of way-U	539
UB0265E*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: not important-U	540
UB0265F*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to family-U	541
UB0265G*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to coworkers-U	542
UB0265H*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to friends-U	543
UB0265I*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: chaplain/counselor-U	544
UB0265J*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: avoid being alone-U	545
UB0265K*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: told to stop-U	546
UB0265L*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: put up with it-U	547

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0265M*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: asked to leave alone-U	548
UB0265N*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: blamed self-U	549
UB0265O*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: assumed meant well-U	550
UB0265P*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: prayed about it-U	551
UB0265Q*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: pretend not to notice-U	552
UB0265R*	x	Num	4	GEXT1_U.	STDOS2.	What extent you: do something else-U	553
UB0266A*	x	Num	4	GYN1_.	STDOS2.	Report situation: immediate supervisor-U	554
UB0266B*	x	Num	4	GYN1_.	STDOS2.	Report situation: someone in command-U	555
UB0266C*	x	Num	4	GYN1_.	STDOS2.	Report situation: supervisor of person-U	556
UB0266CN*	x	Num	4	GYN1_.	STDOS2.	Consistency check for Question 66-U	557
UB0266D*	x	Num	4	GYN1_.	STDOS2.	Report situation: special mil office-U	558
UB0266E*	x	Num	4	GYN1_.	STDOS2.	Report situation: other installation-U	559
UB0267*	x	Num	4	GYN1_.	STDOS2.	Answer Yes to at least 1 item in Q66-U	560
UB0267SK*	x	Num	4	GSK1_.	STDOS2.	Answr Yes to at least 1 item in Q66-SK-U	561
UB0268A*	x	Num	4	GYN6_U.	STDOS2.	Actions taken: person talked to-U	562
UB0268B*	x	Num	4	GYN6_U.	STDOS2.	Actions taken: complaint investigated-U	563
UB0268C*	x	Num	4	GYN6_U.	STDOS2.	Actions taken: encrgd drop complaint-U	564
UB0268D*	x	Num	4	GYN6_U.	STDOS2.	Actions taken: complaint discounted-U	565
UB0268E*	x	Num	4	GYN6_U.	STDOS2.	Actions taken: no action taken-U	566
UB0269A*	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: avlbty of info to file-U	567
UB0269B*	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: trtmnt by pers hndlng-U	568
UB0269C*	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: amount time to resolve-U	569
UB0269D*	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: how well kept informed-U	570
UB0269E*	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: degree privacy protect-U	571
UB0270*	x	Num	4	GYN1_.	STDOS2.	Is the action still being processed-U	572
UB0270SK*	x	Num	4	GSK1_.	STDOS2.	Is the action still being processed-SK-U	573
UB0271A*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: found true-U	574
UB0271B*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: found untrue-U	575
UB0271C*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: unable to determine-U	576
UB0271D*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: outcome explained-U	577
UB0271E*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: situation corrected-U	578
UB0271F*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: action against prsn-U	579

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0271G*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: nothing was done-U	580
UB0271H*	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: action against you-U	581
UB0272*	x	Num	4	GSTSF2_U.	STDOS2.	How satisfied w/outcome of complaint-U	582
UB0273*	x	Num	4	GYN1_.	STDOS2.	Report all behaviors marked in Q55-U	583
UB0273SK*	x	Num	4	GSK1_.	STDOS2.	Report all behaviors marked in Q55-SK-U	584
UB0274A*	x	Num	4	GYN1_.	STDOS2.	Not report: not important enough-U	585
UB0274B*	x	Num	4	GYN1_.	STDOS2.	Not report: didn't know how-U	586
UB0274C*	x	Num	4	GYN1_.	STDOS2.	Not report: felt uncomfortable-U	587
UB0274D*	x	Num	4	GYN1_.	STDOS2.	Not report: took care of prob by self-U	588
UB0274E*	x	Num	4	GYN1_.	STDOS2.	Not report: talk informally, command-U	589
UB0274F*	x	Num	4	GYN1_.	STDOS2.	Not report: nothing would be done-U	590
UB0274G*	x	Num	4	GYN1_.	STDOS2.	Not report: not believed-U	591
UB0274H*	x	Num	4	GYN1_.	STDOS2.	Not report: coworkers angry-U	592
UB0274I*	x	Num	4	GYN1_.	STDOS2.	Not report: wanted to fit in-U	593
UB0274J*	x	Num	4	GYN1_.	STDOS2.	Not report: too much time/effort-U	594
UB0274L*	x	Num	4	GYN1_.	STDOS2.	Not report: peer talked out of-U	596
UB0274M*	x	Num	4	GYN1_.	STDOS2.	Not report: supv talked out of-U	597
UB0274N*	x	Num	4	GYN1_.	STDOS2.	Not report: not hurt feelings/family-U	598
UB0274O*	x	Num	4	GYN1_.	STDOS2.	Not report: performance eval suffer-U	599
UB0274P*	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, person-U	600
UB0274Q*	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, friend-U	601
UB0274R*	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, supv-U	602
UB0274S*	x	Num	4	GYN1_.	STDOS2.	Not report: some other reason-U	603
UB0275A*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: ignored by others-U	604
UB0275B*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: blamed-U	605
UB0275C*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: gossip unkind/negative-U	606
UB0275D*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: lost perk/privileges-U	607
UB0275E*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: less favorable job duty-U	608
UB0275F*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: denied opp for training-U	609
UB0275G*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfair job evaluation-U	610
UB0275H*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfairly disciplined-U	611
UB0275I*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: denied promotion-U	612

* Variable is on full survey file only

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0275J*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: transfer less desire job-U	613
UB0275K*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfairly demoted-U	614
UB0275L*	x	Num	4	GYN6_U.	STDOS2.	Prob at work: mistreated other way-U	615
UB0281*	x	Num	4	GGRID1_.	STDOS2.	Num times train on sex harassment-U	616
UB0282A*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: undrstnd word/actn-U	617
UB0282B*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: reduce cohesion/eff-U	618
UB0282C*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: diff to pfrm duty-U	619
UB0282D*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: idntfy offnsv behav-U	620
UB0282E*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: tool for sex harass-U	621
UB0282F*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: safe to complain-U	622
UB0282G*	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: info on sex harass-U	623
VALREC*	x	Char	1	\$VALREC.	\$CHAR1.	Valid Record (eligible by svc)	683
WEBSTAT*	x	Num	4	WEBSTAT.	STDOS2.	Web Survey Status Code	684
WGR02ID	x	Num	6	Z8.	8	WGR02 ID	158
XGRADE*	x	Num	4	XGRADE.	STDOS2.	Constructed Paygrade	661
XGRADEF*	x	Num	4	XSVCF.	STDOS2.	Paygrd Impute Flag:0=No,1=Admin	662
XPAY2	x	Num	3	XPAY2F.	STDOS2.	XPAY2: 2 level pay crossing	151
XRETH1*	x	Num	4	XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:19 levels	663
XSEX	x	Num	4	XSEX.	STDOS2.	Constructed Gender	149
XSEXF*	x	Num	4	XSVCF.	STDOS2.	Gender Impute Flag:0=no,1=admin	664
XSVC	x	Num	4	XSVC.	STDOS2.	Constructed Service Component	150
XSVCF*	x	Num	4	XSVCF.	STDOS2.	Service Impute Flag:0=No,1=Admin	665

* Variable is on full survey file only

APPENDIX F

DATASETS AND VARIABLES IN THE SURVEY PUBLIC- RELEASE DATA FILE

**2002 Status of the Armed Forces Surveys-Workplace and Gender Relations
Positional Variable List for the Survey Analysis Files**

Variable	Item	Type	Length	Format	Informat	Label	Page Number
Information Gathered on the Survey							
GB0211	11	Num	4	GLKLY1_U.	STDOS2.	How likely you would stay on active duty	1
GB0212	12	Num	4	GLKLY2_.	STDOS2.	How likely stay in military 20 years	2
GB0214	14	Num	4	GBETTER.	STDOS2.	In gen'l, life better/worse than expect	3
GB0215	15	Num	4	GBETTER.	STDOS2.	In gen'l, work better/worse than expect	4
GB0216A	16a	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Pay	5
GB0216B	16b	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: special and incentive pays	6
GB0216C	16c	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Allowance Subsistence	7
GB0216D	16d	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: Basic Allowance for Housing	8
GB0216E	16e	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: retirement pay you would get	9
GB0216F	16f	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: COLA to retirement pay	10
GB0216G	16g	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability med care, you	11
GB0216I	16i	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of med care, you	12
GB0216K	16k	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: out of pocket cost for med	13
GB0216P	16p	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of your cur residenc	14
GB0216Q	16q	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of work environment	15
GB0216R	16r	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: opps for civilian education	16
GB0216S	16s	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: opps for prof. development	17
GB0216T	16t	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: level care/concern by supvs	18
GB0216U	16u	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of leadership	19
GB0216V	16v	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: your career, in general	20
GB0217A	17a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: Svc inspires you to do best	21
GB0217B	17b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: will sacrifice to help Svc	22
GB0217C	17c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: glad you are part of Service	23
GB0217D	17d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: not willing to help your Svc	24
GB0218A	18a	Num	4	GYN1_.	STDOS2.	Past 6 mo, thought about leaving mil	25
GB0218B	18b	Num	4	GYN1_.	STDOS2.	Past 6 mo, wondered about life as a civ	26
GB0218C	18c	Num	4	GYN1_.	STDOS2.	Past 6 mo, discuss leaving w/fam, friend	27
GB0218E	18e	Num	4	GYN1_.	STDOS2.	Past 6 mo, gathered info about college	28
GB0218F	18f	Num	4	GYN1_.	STDOS2.	Past 6 mo, gathered info about civ jobs	29
GB0218G	18g	Num	4	GYN1_.	STDOS2.	Past 6 mo, attended prog about civ emply	30
GB0218H	18h	Num	4	GYN1_.	STDOS2.	Past 6 mo, prepared a resume	31

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0218I	18i	Num	4	GYN1_.	STDOS2.	Past 6 mo, applied for a job	32
GB0218J	18j	Num	4	GYN1_.	STDOS2.	Past 6 mo, interviewed for a job	33
GB0219A	19a	Num	4	GYN1_.	STDOS2.	Recommend friend join service: male	34
GB0219B	19b	Num	4	GYN1_.	STDOS2.	Recommend friend join service: female	35
GB0231D	31d	Num	4	GYN1_.	STDOS2.	Currently: MOS not usually held by gend	36
GB0231E	31e	Num	4	GYN1_.	STDOS2.	Currently: work environ gend uncommon	37
GB0235A	35a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: know what is expected of me	38
GB0235B	35b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: material/equip to do work	39
GB0235C	35c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: opportunity to do best	40
GB0235D	35d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: last 7 days, receive recog	41
GB0235E	35e	Num	4	GAGR1_.	STDOS2.	Agr/disagr: supv cares about me	42
GB0235F	35f	Num	4	GAGR1_.	STDOS2.	Agr/disagr: someone encrgs development	43
GB0235G	35g	Num	4	GAGR1_.	STDOS2.	Agr/disagr: my opinions seem to count	44
GB0235H	35h	Num	4	GAGR1_.	STDOS2.	Agr/disagr: Svc mission makes job impt	45
GB0235I	35i	Num	4	GAGR1_.	STDOS2.	Agr/disagr: coworkers committed to qual	46
GB0235J	35j	Num	4	GAGR1_.	STDOS2.	Agr/disagr: have best friend at work	47
GB0235K	35k	Num	4	GAGR1_.	STDOS2.	Agr/disagr: talk to me about my progress	48
GB0235L	35l	Num	4	GAGR1_.	STDOS2.	Agr/disagr: last yr, opps to learn/grow	49
GB0235M	35m	Num	4	GAGR1_.	STDOS2.	Agr/disagr: opp/promo wrk related charac	50
GB0235N	35n	Num	4	GAGR1_.	STDOS2.	Agr/disagr: supv helps all feel included	51
GB0235O	35o	Num	4	GAGR1_.	STDOS2.	Agr/disagr: trust supv deal fairly	52
GB0235P	35p	Num	4	GAGR1_.	STDOS2.	Agr/disagr: employees kept well informed	53
GB0236A	36a	Num	4	GAGR2_.	STDOS2.	Agr/disagr: chain of command keep inform	54
GB0236B	36b	Num	4	GAGR2_.	STDOS2.	Agr/disagr: request, someone will listen	55
GB0236C	36c	Num	4	GAGR2_.	STDOS2.	Agr/disagr: truth, no fear of reprisal	56
GB0236D	36d	Num	4	GAGR2_.	STDOS2.	Agr/disagr: balance work/prsnl rspnsblty	57
GB0236E	36e	Num	4	GAGR2_.	STDOS2.	Agr/disagr: priorities change frequently	58
GB0236F	36f	Num	4	GAGR2_.	STDOS2.	Agr/disagr: supv encrgs lrn from mistake	59
GB0236G	36g	Num	4	GAGR2_.	STDOS2.	Agr/disagr: supv, sufficient authority	60
GB0236H	36h	Num	4	GAGR2_.	STDOS2.	Agr/disagr: Svc's core values are clear	61
GB0236I	36i	Num	4	GAGR2_.	STDOS2.	Agr/disagr: leadership understands probs	62
GB0237A	37a	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling technical-skills	63

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0237B	37b	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling people-skills	64
GB0237C	37c	Num	4	GAGR3_.	STDOS2.	Agr/disagr: handling conceptual-skills	65
GB0237D	37d	Num	4	GAGR3_.	STDOS2.	Agr/disagr: communicating	66
GB0237E	37e	Num	4	GAGR3_.	STDOS2.	Agr/disagr: decision making	67
GB0237F	37f	Num	4	GAGR3_.	STDOS2.	Agr/disagr: motivating	68
GB0237G	37g	Num	4	GAGR3_.	STDOS2.	Agr/disagr: developing	69
GB0237H	37h	Num	4	GAGR3_.	STDOS2.	Agr/disagr: building	70
GB0237I	37i	Num	4	GAGR3_.	STDOS2.	Agr/disagr: learning	71
GB0237J	37j	Num	4	GAGR3_.	STDOS2.	Agr/disagr: planning and organizing	72
GB0237K	37k	Num	4	GAGR3_.	STDOS2.	Agr/disagr: executing	73
GB0237L	37l	Num	4	GAGR3_.	STDOS2.	Agr/disagr: assessing	74
GB0238A	38a	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader, behavior/discipline	75
GB0238B	38b	Num	4	GAGR3_.	STDOS2.	Agr/disagr: lead interested in look good	76
GB0238C	38c	Num	4	GAGR3_.	STDOS2.	Agr/disagr: impressed w/qual of leader	77
GB0238D	38d	Num	4	GAGR3_.	STDOS2.	Agr/disagr: prsnl prob, chain of command	78
GB0238E	38e	Num	4	GAGR3_.	STDOS2.	Agr/disagr: lead not concern, treatment	79
GB0238F	38f	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader interested in career	80
GB0238G	38g	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leader treat members w/rspct	81
GB0238H	38h	Num	4	GAGR3_.	STDOS2.	Agr/disagr: leaders get cooperation	82
GB0238I	38i	Num	4	GAGR3_.	STDOS2.	Agr/disagr: NCOs, good source of support	83
GB0239A	39a	Num	4	GAGR1_.	STDOS2.	Agr/disagr: little conflict w/coworkers	84
GB0239B	39b	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you like your coworkers	85
GB0239C	39c	Num	4	GAGR1_.	STDOS2.	Agr/disagr: coworkers put in effort	86
GB0239D	39d	Num	4	GAGR1_.	STDOS2.	Agr/disagr: satis w/cowork relationship	87
GB0239E	39e	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work group tend to get along	88
GB0239F	39f	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work group willing to help	89
GB0239G	39g	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work provides sense of pride	90
GB0239H	39h	Num	4	GAGR1_.	STDOS2.	Agr/disagr: work makes good use of skill	91
GB0239I	39i	Num	4	GAGR1_.	STDOS2.	Agr/disagr: assignment good for career	92
GB0239J	39j	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you like the work you do	93
GB0239K	39k	Num	4	GAGR1_.	STDOS2.	Agr/disagr: chance to acquire skills	94
GB0239L	39l	Num	4	GAGR1_.	STDOS2.	Agr/disagr: you are satisfied with job	95

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0240C	40c	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: making you look bad	96
GB0240E	40e	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: withholding info	97
GB0240G	40g	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: talk behind back	98
GB0240J	40j	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: flaunt status over	99
GB0245	45	Num	4	GPREP.	STDOS2.	Prepared to prfrm wartime job, trng/exp	100
GB0250A	50a	Num	4	GTF1_.	STDOS2.	True/False: I am as healthy as anybody	101
GB0250B	50b	Num	4	GTF1_.	STDOS2.	True/False: I get sick a little easier	102
GB0250C	50c	Num	4	GTF1_.	STDOS2.	True/False: expect health to get worse	103
GB0250D	50d	Num	4	GTF1_.	STDOS2.	True/False: my health is excellent	104
GB0251B	51b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: accomplished less	105
GB0251D	51d	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: diff performing work	106
GB0252B	52b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: accomplished less	107
GB0254A	54a	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: rated lower than deserve	108
GB0254B	54b	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: unjustified neg comments	109
GB0254C	54c	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: higher performance standard	110
GB0254D	54d	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: did not get award/decoration	111
GB0254E	54e	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: assignment not use job skills	112
GB0254F	54f	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: assgnmnt not good for career	113
GB0254G	54g	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no day-to-day short term task	114
GB0254H	54h	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no mentor for career develop	115
GB0254I	54i	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: didn't learn opps for career	116
GB0254J	54j	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: no straight answer for promo	117
GB0254K	54k	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: excluded from social events	118
GB0254L	54l	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: not get job wanted/qual	119
GB0254N	54n	Num	4	GFACT1_.	STDOS2.	Pst 12 mo: other personnel actions	120
GB0256	56	Num	4	GBEHAV.	STDOS2.	Consider Q55 marked as sex harassment	121
GB0257S	57s	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: other behavior	122
GB0276A	76a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: others in unit not care	123
GB0276C	76c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: others tell cwrkr stop	124
GB0276E	76e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: taken seriously	125
GB0277A	77a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: others in unit not care	126
GB0277C	77c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: others tell cwrkr stop	127

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GB0277E	77e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: taken seriously	128
GB0278A	78a	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: others in unit not care	129
GB0278C	78c	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: others tell supvsr stop	130
GB0278E	78e	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: taken seriously	131
GB0279A	79a	Num	4	GYN6_U.	STDOS2.	Effort to stop: senior leadership, Svc	132
GB0279B	79b	Num	4	GYN6_U.	STDOS2.	Effort to stop: senior leadership, ship	133
GB0279C	79c	Num	4	GYN6_U.	STDOS2.	Effort to stop: my immediate supervisor	134
GB0280	80	Num	4	GYN1_.	STDOS2.	Train in past 12 mos on sex harass	135
GB0282A	82a	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: undrstnd word/actn	136
GB0282B	82b	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: reduce cohesion/eff	137
GB0282C	82c	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: diff to prfrm duty	138
GB0282D	82d	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: idntfy offnsv behav	139
GB0282E	82e	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: tool for sex harass	140
GB0282F	82f	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: safe to complain	141
GB0282G	82g	Num	4	GAGR4_.	STDOS2.	Agr/disagr, train: info on sex harass	142
GB0283C	83c	Num	4	GEXT2_.	STDOS2.	Extent, unit: complaints taken seriously	143
GB0283J	83j	Num	4	GEXT2_.	STDOS2.	Extent, ship: complaints taken seriously	144
GB0284	84	Num	4	GPROB1_.	STDOS2.	Sex harass more of a prob in/out of mil	145
GB0285	85	Num	4	GPROB2_.	STDOS2.	Last 4 yrs, sex harass in nation prob	146
GB0286	86	Num	4	GPROB3_.	STDOS2.	Last 4 yrs, sex harass in military prob	147
GB0287	87	Num	4	GOFT4_.	STDOS2.	Compare how often harass occur in mil	148
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XSVC	x	Num	4	XSVC.	STDOS2.	Constructed Service Component	150
XPAY2	x	Num	3	XPAY2F.	STDOS2.	XPAY2: 2 level pay crossing	151
CRDBVR2	x	Num	4	INCID.	STDOS2.	Exper. Incid of Crude Offensive Behavior	152
SEXATTN2	x	Num	4	INCID.	STDOS2.	Exper Incid of Unwanted Sexual Attention	153
SEXBEH2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Behavior	154
SEXCOER2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Coercion	155
SEXHAR2	x	Num	4	INCID.	STDOS2.	Exper. Incid & Labeled Sexual Harassment	156
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PSW0	x	Num	8		8 STDOS8.	Final raking weight	160
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SRED	2	Num	4	SRED.	STDOS2.	Highest degree/level of school completed	162
SRHISPA1	3	Num	4	SHISPA1_.	STDOS2.	Are you Spanish/Hispanic/Latino	163
SRHISPA2	x	Num	4	SHISPA2_.	STDOS2.	Are you Spanish/Hispanic/Latino - Y/N	164
SRRACEA	4a	Num	4	GMARK.	STDOS2.	What is your race: White	165
SRRACEB	4b	Num	4	GMARK.	STDOS2.	What is your race: Black or African Am	166
SRRACEC	4c	Num	4	GMARK.	STDOS2.	What is your race: Am Indian/Alaska Nat	167
SRRACED	4d	Num	4	GMARK.	STDOS2.	What is your race: Asian	168
SRRACEE	4e	Num	4	GMARK.	STDOS2.	What is your race: Native Hawaiian/PI	169
SRRACEF	4f	Num	4	GMARK.	STDOS2.	What is your race: other	170
SRRETH1	x	Num	4	SRRETH1_.	STDOS2.	Race/Ethnic Category	171
SRMARST	5	Num	4	SRMARST.	STDOS2.	What is your marital status	172
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GB0208	8	Num	4	GGRID1_.	STDOS2.	Years of active duty service completed	175
GB0209	9	Num	4	GTERM.	STDOS2.	Which term of service serving now	176
GB0209SK	x	Num	4	GSK1_.	STDOS2.	Which term of service serving now-SK	177
GB0210	10	Num	4	GLKLY1_.	STDOS2.	How likely allowed to stay active duty	178
GB0213	13	Num	4	GGRID1_.	STDOS2.	Years of service when you leave AD	179
GB0213CN	x	Num	4	GCN1_.	STDOS2.	Consistency check for question 13	180
GB0216H	16h	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability med care, fam	181
GB0216J	16j	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of med care, family	182
GB0216L	16l	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: availability of childcare	183
GB0216M	16m	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: quality of childcare	184
GB0216N	16n	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: affordability of childcare	185
GB0216O	16o	Num	4	GSTSF1_.	STDOS2.	Sat/dissat: family support services	186
GB0218D	18d	Num	4	GYN1_.	STDOS2.	Past 6 mo, talk about leaving w/supv	187

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GB0220	20	Num	4	GYN1_.	STDOS2.	Chldrn 10 > talk about career/job/edu	188
GB0220SK	x	Num	4	GSK1_.	STDOS2.	Chldrn 10 > talk about career/job/edu-SK	189
GB0221	21	Num	4	GYN2_.	STDOS2.	Encourage child to consider military	190
GB0222A	22a	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: the military, in general	191
GB0222B	22b	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps in the military	192
GB0222C	22c	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: serving in mil, not career	193
GB0222D	22d	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: PT opps in the military	194
GB0222E	22e	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps, civ fed emply	195
GB0222F	22f	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: career opps in civ sector	196
GB0222G	22g	Num	4	GPSTV.	STDOS2.	Pstv/ngtv: seeking a college education	197
GB0223	23	Num	4	GLOC.	STDOS2.	Past 12 months, serve most AD time	198
GB0223CD	x	Char	2	\$GCD.	\$CHAR2.	Past 12 months, serve most AD time	199
GB0224	24	Num	4	GLIVE.	STDOS2.	Past 12 months, where lived most AD time	200
GB0225	25	Num	4	GYN1_.	STDOS2.	Past 12 months, overnight, mil duty	201
GB0225SK	x	Num	4	GSK1_.	STDOS2.	Past 12 months, overnight, mil duty-SK	202
GB0226	26	Num	4	GTIME1_.	STDOS2.	Past 12 months, separate times away	203
GB0227A	27a	Num	4	GMOS1_.	STDOS2.	Away, mil duty: Op Enduring Freedom	204
GB0227B	27b	Num	4	GMOS1_.	STDOS2.	Away, mil duty: peacekeep/conting. op	205
GB0227C	27c	Num	4	GMOS1_.	STDOS2.	Away, mil duty: foreign humanitarian	206
GB0227D	27d	Num	4	GMOS1_.	STDOS2.	Away, mil duty: unit training	207
GB0227E	27e	Num	4	GMOS1_.	STDOS2.	Away, mil duty: counter drug ops	208
GB0227F	27f	Num	4	GMOS1_.	STDOS2.	Away, mil duty: domestic disaster	209
GB0227G	27g	Num	4	GMOS1_.	STDOS2.	Away, mil duty: sea, scheduled deploy	210
GB0227H	27h	Num	4	GMOS1_.	STDOS2.	Away, mil duty: other time at sea	211
GB0227I	27i	Num	4	GMOS1_.	STDOS2.	Away, mil duty: joint training	212
GB0227J	27j	Num	4	GMOS1_.	STDOS2.	Away, mil duty: military education	213
GB0227K	27k	Num	4	GMOS1_.	STDOS2.	Away, mil duty: other TDYs/TADs	214
GB0228	28	Num	4	GMOS2_.	STDOS2.	Past 12 months, total length time away	215
GB0229	29	Num	4	GGRID1_.	STDOS2.	Mos complete at duty loc, current tour	216
GB0230	30	Num	4	GYN3_.	STDOS2.	Is this your permanent duty loc/ship	217
GB0231A	31a	Num	4	GYN1_.	STDOS2.	Currently: a student in military course	218
GB0231B	31b	Num	4	GYN1_.	STDOS2.	Currently: serving aboard a ship at sea	219

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0231C	31c	Num	4	GYN1_.	STDOS2.	Currently: part of ship/shore rotation	220
GB0231F	31f	Num	4	GYN1_.	STDOS2.	Currently: on deploy away home 30 days	221
GB0232	32	Num	4	GGEND1_.	STDOS2.	Gender of your immediate supervisor	222
GB0233	33	Num	4	GGRADE.	STDOS2.	Paygrade of your immediate supervisor	223
GB0234	34	Num	4	GGEND2_.	STDOS2.	Statement describes gend mix of work grp	224
GB0240A	40a	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: angry tone of voice	225
GB0240B	40b	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: avoiding you	226
GB0240D	40d	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: yelling/raise voice	227
GB0240F	40f	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: swearing at you	228
GB0240H	40h	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: insult, criticize	229
GB0240I	40i	Num	4	GOFT1_.	STDOS2.	Past 12 mos, target: offensive/crude	230
GB0241	41	Num	4	GMENT1_.	STDOS2.	Have you ever had a mentor	231
GB0241SK	x	Num	4	GSK1_.	STDOS2.	Have you ever had a mentor-SK	232
GB0242	42	Num	4	GMENT2_.	STDOS2.	Who is your current mentor	233
GB0243	43	Num	4	GMENT3_.	STDOS2.	Is your current mentor...	234
GB0244A	44a	Num	4	GHELP.	STDOS2.	Mentor helpful: teaches job skills	235
GB0244B	44b	Num	4	GHELP.	STDOS2.	Mentor helpful: feedback, performance	236
GB0244C	44c	Num	4	GHELP.	STDOS2.	Mentor helpful: assgn challenging task	237
GB0244D	44d	Num	4	GHELP.	STDOS2.	Mentor helpful: help develop skills	238
GB0244E	44e	Num	4	GHELP.	STDOS2.	Mentor helpful: support/encouragement	239
GB0244F	44f	Num	4	GHELP.	STDOS2.	Mentor helpful: prsnl/social guidance	240
GB0244G	44g	Num	4	GHELP.	STDOS2.	Mentor helpful: career guidance	241
GB0244H	44h	Num	4	GHELP.	STDOS2.	Mentor helpful: demonstrates trust	242
GB0244I	44i	Num	4	GHELP.	STDOS2.	Mentor helpful: acts as role model	243
GB0244J	44j	Num	4	GHELP.	STDOS2.	Mentor helpful: protects you	244
GB0244K	44k	Num	4	GHELP.	STDOS2.	Mentor helpful: invites you to observe	245
GB0244L	44l	Num	4	GHELP.	STDOS2.	Mentor helpful: instill Svc core value	246
GB0244M	44m	Num	4	GHELP.	STDOS2.	Mentor helpful: moral/ethical guidance	247
GB0244N	44n	Num	4	GHELP.	STDOS2.	Mentor helpful: organizational politic	248
GB0244O	44o	Num	4	GHELP.	STDOS2.	Mentor helpful: sponsorship to advance	249
GB0244P	44p	Num	4	GHELP.	STDOS2.	Mentor helpful: obtain future assgnmnt	250
GB0246	46	Num	4	GPREP.	STDOS2.	Prepared to prfrm wartime job, physical	251

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GB0247	47	Num	4	GDAY.	STDOS2.	Past 12 mos, been too sick to do job	252
GB0248	48	Num	4	GDAY.	STDOS2.	Past 12 mos, injury suffered at work	253
GB0249	49	Num	4	GDAY.	STDOS2.	Past 12 mos, injury suffered outside wrk	254
GB0251A	51a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: cut down work time	255
GB0251C	51c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, hlth prb: limit kind of work	256
GB0252A	52a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: cut down work time	257
GB0252C	52c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, emot prb: work as carefully	258
GB0253A	53a	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: felt calm and peaceful	259
GB0253B	53b	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: been very nervous	260
GB0253C	53c	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: nothing could cheer	261
GB0253D	53d	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: felt downhearted & blue	262
GB0253E	53e	Num	4	GTIME2_.	STDOS2.	Pst 4 wk, time: been a happy person	263
GB0254LS	x	Num	4	GFACT_SK.	STDOS2.	Pst 12 mo: not get job wanted/qual-SK	264
GB0254M	54m	Num	4	GFACT2_.	STDOS2.	Pst 12 mo: assign legally open, women	265
GB0255A	55a	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offnsv sex story/joke	266
GB0255B	55b	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offensive gender terms	267
GB0255C	55c	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: unwelcome sex discuss	268
GB0255CN	x	Num	4	GCN1_.	STDOS2.	Consistency check for question 55	269
GB0255D	55d	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: treat diff because gend	270
GB0255E	55e	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: remark on appearance	271
GB0255F	55f	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: embarrassing gestures	272
GB0255G	55g	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: offnsv sexist remarks	273
GB0255H	55h	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: romantic/sex relation	274
GB0255I	55i	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: put down, gender	275
GB0255J	55j	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: ask date after said no	276
GB0255K	55k	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: bribed to engage in sex	277
GB0255L	55l	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: threat, sex cooperation	278
GB0255M	55m	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: touch uncomfortably	279
GB0255N	55n	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: attempt stroke/fondle	280
GB0255O	55o	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: treat bad, refuse sex	281
GB0255P	55p	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: promo, sex cooperative	282
GB0255Q	55q	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: attempt sex, unsuccess	283

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GB0255R	55r	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: sex without consent	284
GB0255S	55s	Num	4	GOFT2_.	STDOS2.	Pst 12 mo, freq: other behavior	285
GB0256SK	x	Num	4	GSK2_.	STDOS2.	Consider Q55 marked as sex harass-SK	286
GB0257A	57a	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offnsv sex story/joke	287
GB0257B	57b	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offensive gender terms	288
GB0257C	57c	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: unwelcome sex discuss	289
GB0257D	57d	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: treat diff, gender	290
GB0257E	57e	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: remark on appearance	291
GB0257F	57f	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: embarrassing gestures	292
GB0257G	57g	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: offnsv sexist remarks	293
GB0257H	57h	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: romantic/sex relation	294
GB0257I	57i	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: put down, gender	295
GB0257J	57j	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: ask date after said no	296
GB0257K	57k	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: bribed engage in sex	297
GB0257L	57l	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: thrt, sex cooperation	298
GB0257M	57m	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: touch uncomfortably	299
GB0257N	57n	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: attempt stroke/fondle	300
GB0257O	57o	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: treat bad, refuse sex	301
GB0257P	57p	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: promo, sex cooperative	302
GB0257Q	57q	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: attempt sex, unsuccess	303
GB0257R	57r	Num	4	GDO.	STDOS2.	Pst 12 mo, eff: sex without consent	304
GB0258A	58a	Num	4	GDEG.	STDOS2.	Degree of situation: annoying	305
GB0258B	58b	Num	4	GDEG.	STDOS2.	Degree of situation: offensive	306
GB0258C	58c	Num	4	GDEG.	STDOS2.	Degree of situation: disturbing	307
GB0258D	58d	Num	4	GDEG.	STDOS2.	Degree of situation: threatening	308
GB0258E	58e	Num	4	GDEG.	STDOS2.	Degree of situation: embarrassing	309
GB0258F	58f	Num	4	GDEG.	STDOS2.	Degree of situation: frightening	310
GB0259A	59a	Num	4	GWHERE.	STDOS2.	Situation occur: at a mil installation	311
GB0259B	59b	Num	4	GWHERE.	STDOS2.	Situation occur: work (mil duties)	312
GB0259C	59c	Num	4	GWHERE.	STDOS2.	Situation occur: during duty hours	313
GB0259D	59d	Num	4	GWHERE.	STDOS2.	Situation occur: local comm by install	314
GB0260	60	Num	4	GGEND3_.	STDOS2.	What was gender of person(s) involved	315

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GB0261A	61a	Num	4	GYN4_.	STDOS2.	Person involved: immediate mil supv	316
GB0261B	61b	Num	4	GYN4_.	STDOS2.	Person involved: immediate civ supv	317
GB0261C	61c	Num	4	GYN4_.	STDOS2.	Person involved: unit commander	318
GB0261D	61d	Num	4	GYN4_.	STDOS2.	Person involved: mil, higher rank	319
GB0261E	61e	Num	4	GYN4_.	STDOS2.	Person involved: civ, higher rank	320
GB0261F	61f	Num	4	GYN4_.	STDOS2.	Person involved: military coworkers	321
GB0261G	61g	Num	4	GYN4_.	STDOS2.	Person involved: civilian coworkers	322
GB0261H	61h	Num	4	GYN4_.	STDOS2.	Person involved: military subordinates	323
GB0261I	61i	Num	4	GYN4_.	STDOS2.	Person involved: civilian subordinates	324
GB0261J	61j	Num	4	GYN4_.	STDOS2.	Person involved: mil train instructor	325
GB0261K	61k	Num	4	GYN4_.	STDOS2.	Person involved: civ train instructor	326
GB0261L	61l	Num	4	GYN4_.	STDOS2.	Person involved: other mil persons	327
GB0261M	61m	Num	4	GYN4_.	STDOS2.	Person involved: other civ persons	328
GB0261N	61n	Num	4	GYN4_.	STDOS2.	Person involved: other/unknown persons	329
GB0262	62	Num	4	GOFT3_.	STDOS2.	During situation, how often occur	330
GB0263	63	Num	4	GLONG1_.	STDOS2.	How long situation last/been going on	331
GB0264	64	Num	4	GYN4_.	STDOS2.	Is the situation still going on	332
GB0265A	65a	Num	4	GEXT1_.	STDOS2.	What extent you: tried to avoid	333
GB0265B	65b	Num	4	GEXT1_.	STDOS2.	What extent you: tried to forget	334
GB0265C	65c	Num	4	GEXT1_.	STDOS2.	What extent you: told didn't like	335
GB0265D	65d	Num	4	GEXT1_.	STDOS2.	What extent you: stayed out of way	336
GB0265E	65e	Num	4	GEXT1_.	STDOS2.	What extent you: not important	337
GB0265F	65f	Num	4	GEXT1_.	STDOS2.	What extent you: talked to family	338
GB0265G	65g	Num	4	GEXT1_.	STDOS2.	What extent you: talked to coworkers	339
GB0265H	65h	Num	4	GEXT1_.	STDOS2.	What extent you: talked to friends	340
GB0265I	65i	Num	4	GEXT1_.	STDOS2.	What extent you: chaplain/counselor	341
GB0265J	65j	Num	4	GEXT1_.	STDOS2.	What extent you: avoid being alone	342
GB0265K	65k	Num	4	GEXT1_.	STDOS2.	What extent you: told to stop	343
GB0265L	65l	Num	4	GEXT1_.	STDOS2.	What extent you: put up with it	344
GB0265M	65m	Num	4	GEXT1_.	STDOS2.	What extent you: asked to leave alone	345
GB0265N	65n	Num	4	GEXT1_.	STDOS2.	What extent you: blamed self	346
GB0265O	65o	Num	4	GEXT1_.	STDOS2.	What extent you: assumed meant well	347

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0265P	65p	Num	4	GEXT1_.	STDOS2.	What extent you: prayed about it	348
GB0265Q	65q	Num	4	GEXT1_.	STDOS2.	What extent you: pretend not to notice	349
GB0265R	65r	Num	4	GEXT1_.	STDOS2.	What extent you: do something else	350
GB0266A	66a	Num	4	GYN4_.	STDOS2.	Report situation: immediate supervisor	351
GB0266B	66b	Num	4	GYN4_.	STDOS2.	Report situation: someone in command	352
GB0266C	66c	Num	4	GYN4_.	STDOS2.	Report situation: supervisor of person	353
GB0266CN	x	Num	4	GCN2_.	STDOS2.	Consistency check for Question 66	354
GB0266D	66d	Num	4	GYN4_.	STDOS2.	Report situation: special mil office	355
GB0266E	66e	Num	4	GYN4_.	STDOS2.	Report situation: other installation	356
GB0267	67	Num	4	GYN5_.	STDOS2.	Answer Yes to at least 1 item in Q66	357
GB0267SK	x	Num	4	GSK3_.	STDOS2.	Answer Yes to at least 1 item in Q66-SK	358
GB0268A	68a	Num	4	GYN6_.	STDOS2.	Actions taken: person talked to	359
GB0268B	68b	Num	4	GYN6_.	STDOS2.	Actions taken: complaint investigated	360
GB0268C	68c	Num	4	GYN6_.	STDOS2.	Actions taken: enrcgd drop complaint	361
GB0268D	68d	Num	4	GYN6_.	STDOS2.	Actions taken: complaint discounted	362
GB0268E	68e	Num	4	GYN6_.	STDOS2.	Actions taken: no action taken	363
GB0269A	69a	Num	4	GSTSF2_.	STDOS2.	Sat w/process: avlbly of info to file	364
GB0269B	69b	Num	4	GSTSF2_.	STDOS2.	Sat w/process: trtmnt by pers hndlng	365
GB0269C	69c	Num	4	GSTSF2_.	STDOS2.	Sat w/process: amount time to resolve	366
GB0269D	69d	Num	4	GSTSF2_.	STDOS2.	Sat w/process: how well kept informed	367
GB0269E	69e	Num	4	GSTSF2_.	STDOS2.	Sat w/process: degree privacy protect	368
GB0270	70	Num	4	GYN5_.	STDOS2.	Is the action still being processed	369
GB0270SK	x	Num	4	GSK4_.	STDOS2.	Is the action still being processed-SK	370
GB0271A	71a	Num	4	GYN7_.	STDOS2.	Outcome complaint: found true	371
GB0271B	71b	Num	4	GYN7_.	STDOS2.	Outcome complaint: found untrue	372
GB0271C	71c	Num	4	GYN7_.	STDOS2.	Outcome complaint: unable to determine	373
GB0271D	71d	Num	4	GYN7_.	STDOS2.	Outcome complaint: outcome explained	374
GB0271E	71e	Num	4	GYN7_.	STDOS2.	Outcome complaint: situation corrected	375
GB0271F	71f	Num	4	GYN7_.	STDOS2.	Outcome complaint: action against prsn	376
GB0271G	71g	Num	4	GYN7_.	STDOS2.	Outcome complaint: nothing was done	377
GB0271H	71h	Num	4	GYN7_.	STDOS2.	Outcome complaint: action against you	378
GB0272	72	Num	4	GSTSF3_.	STDOS2.	How satisfied w/outcome of complaint	379

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0273	73	Num	4	GYN5_.	STDOS2.	Report all behaviors marked in Q55	380
GB0273SK	x	Num	4	GSK4_.	STDOS2.	Report all behaviors marked in Q55-SK	381
GB0274A	74a	Num	4	GYN8_.	STDOS2.	Not report: not important enough	382
GB0274B	74b	Num	4	GYN8_.	STDOS2.	Not report: didn't know how	383
GB0274C	74c	Num	4	GYN8_.	STDOS2.	Not report: felt uncomfortable	384
GB0274D	74d	Num	4	GYN8_.	STDOS2.	Not report: took care of prob by self	385
GB0274E	74e	Num	4	GYN8_.	STDOS2.	Not report: talk informally, command	386
GB0274F	74f	Num	4	GYN8_.	STDOS2.	Not report: nothing would be done	387
GB0274G	74g	Num	4	GYN8_.	STDOS2.	Not report: not believed	388
GB0274H	74h	Num	4	GYN8_.	STDOS2.	Not report: coworkers angry	389
GB0274I	74i	Num	4	GYN8_.	STDOS2.	Not report: wanted to fit in	390
GB0274J	74j	Num	4	GYN8_.	STDOS2.	Not report: too much time/effort	391
GB0274K	74k	Num	4	GYN8_.	STDOS2.	Not report: labeled troublemaker	392
GB0274L	74l	Num	4	GYN8_.	STDOS2.	Not report: peer talked out of	393
GB0274M	74m	Num	4	GYN8_.	STDOS2.	Not report: supv talked out of	394
GB0274N	74n	Num	4	GYN8_.	STDOS2.	Not report: not hurt feelings/family	395
GB0274O	74o	Num	4	GYN8_.	STDOS2.	Not report: performance eval suffer	396
GB0274P	74p	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, person	397
GB0274Q	74q	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, friend	398
GB0274R	74r	Num	4	GYN8_.	STDOS2.	Not report: afraid retaliation, supv	399
GB0274S	74s	Num	4	GYN8_.	STDOS2.	Not report: some other reason	400
GB0275A	75a	Num	4	GYN9_.	STDOS2.	Prob at work: ignored by others	401
GB0275B	75b	Num	4	GYN9_.	STDOS2.	Prob at work: blamed	402
GB0275C	75c	Num	4	GYN9_.	STDOS2.	Prob at work: gossip unkind/negative	403
GB0275D	75d	Num	4	GYN9_.	STDOS2.	Prob at work: lost perk/privileges	404
GB0275E	75e	Num	4	GYN9_.	STDOS2.	Prob at work: less favorable job duty	405
GB0275F	75f	Num	4	GYN9_.	STDOS2.	Prob at work: denied opp for training	406
GB0275G	75g	Num	4	GYN9_.	STDOS2.	Prob at work: unfair job evaluation	407
GB0275H	75h	Num	4	GYN9_.	STDOS2.	Prob at work: unfairly disciplined	408
GB0275I	75i	Num	4	GYN9_.	STDOS2.	Prob at work: denied promotion	409
GB0275J	75j	Num	4	GYN9_.	STDOS2.	Prob at work: transfer less desire job	410
GB0275K	75k	Num	4	GYN9_.	STDOS2.	Prob at work: unfairly demoted	411

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0275L	75l	Num	4	GYN9_.	STDOS2.	Prob at work: mistreated other way	412
GB0276B	76b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: cowrkr trouble w/senior	413
GB0276D	76d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: leadership would ignore	414
GB0276F	76f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: risky for person	415
GB0276G	76g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: corrective action taken	416
GB0276H	76h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: coworker treat badly	417
GB0276I	76i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,talk: complaint ignored	418
GB0277B	77b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: cowrkr trouble w/senior	419
GB0277D	77d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: leadership would ignore	420
GB0277F	77f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: risky for person	421
GB0277G	77g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: corrective action taken	422
GB0277H	77h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: coworker treat badly	423
GB0277I	77i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,date: complaint ignored	424
GB0278B	78b	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: supvsr trouble w/senior	425
GB0278D	78d	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: leadership would ignore	426
GB0278F	78f	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: risky for person	427
GB0278G	78g	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: corrective action taken	428
GB0278H	78h	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: coworker treat badly	429
GB0278I	78i	Num	4	GAGR1_.	STDOS2.	Agr/disagr,coop: complaint ignored	430
GB0280SK	x	Num	4	GSK1_.	STDOS2.	Train in past 12 mos on sex harass-SK	431
GB0281	81	Num	4	GGRID2_.	STDOS2.	Num times train on sex harassment	432
GB0283A	83a	Num	4	GEXT2_.	STDOS2.	Extent, unit: policies publicized	433
GB0283B	83b	Num	4	GEXT2_.	STDOS2.	Extent, unit: complaint procedure pub	434
GB0283D	83d	Num	4	GEXT2_.	STDOS2.	Extent, unit: enlist, attend training	435
GB0283E	83e	Num	4	GEXT2_.	STDOS2.	Extent, unit: officers, attend training	436
GB0283F	83f	Num	4	GEXT2_.	STDOS2.	Extent, unit: lead, respectful behavior	437
GB0283G	83g	Num	4	GEXT2_.	STDOS2.	Extent, unit: female officers deal with	438
GB0283H	83h	Num	4	GEXT2_.	STDOS2.	Extent, ship: policies publicized	439
GB0283I	83i	Num	4	GEXT2_.	STDOS2.	Extent, ship: complaint procedure pub	440
GB0283K	83k	Num	4	GEXT2_.	STDOS2.	Extent, ship: investigative office	441
GB0283L	83l	Num	4	GEXT2_.	STDOS2.	Extent, ship: enlist, attend training	442
GB0283M	83m	Num	4	GEXT2_.	STDOS2.	Extent, ship: officers, attend training	443

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
GB0283N	83n	Num	4	GEXT2_.	STDOS2.	Extent, ship: lead, respectful behavior	444
GB0283O	83o	Num	4	GEXT2_.	STDOS2.	Extent, Svc: advice/hotline for cmlpnt	445
UB0210	x	Num	4	GLKLY1_U.	STDOS2.	How likely allowed to stay active duty-U	446
UB0221	x	Num	4	GYN1_.	STDOS2.	Encourage child to consider military-U	447
UB0222A	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: the military, in general-U	448
UB0222B	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps in the military-U	449
UB0222C	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: serving in mil, not career-U	450
UB0222D	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: PT opps in the military-U	451
UB0222E	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps, civ fed emply-U	452
UB0222F	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: career opps in civ sector-U	453
UB0222G	x	Num	4	GPSTV_U.	STDOS2.	Pstv/ngtv: seeking a college education-U	454
UB0226	x	Num	4	GTIME1_U.	STDOS2.	Past 12 months, separate times away-U	455
UB0227A	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: Op Enduring Freedom-U	456
UB0227B	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: peacekeep/conting. op-U	457
UB0227C	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: foreign humanitarian-U	458
UB0227D	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: unit training-U	459
UB0227E	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: counter drug ops-U	460
UB0227F	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: domestic disaster-U	461
UB0227G	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: sea, scheduled deploy-U	462
UB0227H	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: other time at sea-U	463
UB0227I	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: joint training-U	464
UB0227J	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: military education-U	465
UB0227K	x	Num	4	GMOS1_U.	STDOS2.	Away, mil duty: other TDYs/TADs-U	466
UB0228	x	Num	4	GMOS2_U.	STDOS2.	Past 12 months, total length time away-U	467
UB0242	x	Num	4	GMENT2_U.	STDOS2.	Who is your current mentor-U	468
UB0243	x	Num	4	GMENT3_U.	STDOS2.	Is your current mentor...-U	469
UB0244A	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: teaches job skills-U	470
UB0244B	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: feedback, performance-U	471
UB0244C	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: assgn challenging task-U	472
UB0244D	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: help develop skills-U	473
UB0244E	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: support/encouragement-U	474
UB0244F	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: prsnl/social guidance-U	475

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0244G	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: career guidance-U	476
UB0244H	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: demonstrates trust-U	477
UB0244I	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: acts as role model-U	478
UB0244J	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: protects you-U	479
UB0244K	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: invites you to observe-U	480
UB0244L	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: instill Svc core value-U	481
UB0244M	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: moral/ethical guidance-U	482
UB0244N	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: organizational politic-U	483
UB0244O	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: sponsorship to advance-U	484
UB0244P	x	Num	4	GHELP_U.	STDOS2.	Mentor helpful: obtain future assgnmnt-U	485
UB0254M	x	Num	4	GFACT2_U.	STDOS2.	Pst 12 mo: assign legally open, women-U	486
UB0256	x	Num	4	GBEHAV_U.	STDOS2.	Consider Q55 marked as sex harassment-U	487
UB0256SK	x	Num	4	GSK1_.	STDOS2.	Consider Q55 marked as sex harass-SK-U	488
UB0257A	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offnsv sex story/joke-U	489
UB0257B	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offensive gender terms-U	490
UB0257C	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: unwelcome sex discuss-U	491
UB0257D	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: treat diff, gender-U	492
UB0257E	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: remark on appearance-U	493
UB0257F	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: embarrassing gestures-U	494
UB0257G	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: offnsv sexist remarks-U	495
UB0257H	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: romantic/sex relation-U	496
UB0257I	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: put down, gender-U	497
UB0257J	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: ask date after said no-U	498
UB0257K	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: bribed engage in sex-U	499
UB0257L	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: thrt, sex cooperation-U	500
UB0257M	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: touch uncomfortably-U	501
UB0257N	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: attempt stroke/fondle-U	502
UB0257O	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: treat bad, refuse sex-U	503
UB0257P	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: promo, sex cooperative-U	504
UB0257Q	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: attempt sex, unsuccess-U	505
UB0257R	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: sex without consent-U	506
UB0257S	x	Num	4	GDO_U.	STDOS2.	Pst 12 mo, eff: other behavior-U	507

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0258A	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: annoying-U	508
UB0258B	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: offensive-U	509
UB0258C	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: disturbing-U	510
UB0258D	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: threatening-U	511
UB0258E	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: embarrassing-U	512
UB0258F	x	Num	4	GDEG_U.	STDOS2.	Degree of situation: frightening-U	513
UB0259A	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: at a mil installation-U	514
UB0259B	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: work (mil duties)-U	515
UB0259C	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: during duty hours-U	516
UB0259D	x	Num	4	GWHERE_U.	STDOS2.	Situation occur: local comm by install-U	517
UB0260	x	Num	4	GGEND3_U.	STDOS2.	What was gender of person(s) involved-U	518
UB0261A	x	Num	4	GYN1_.	STDOS2.	Person involved: immediate mil supv-U	519
UB0261B	x	Num	4	GYN1_.	STDOS2.	Person involved: immediate civ supv-U	520
UB0261C	x	Num	4	GYN1_.	STDOS2.	Person involved: unit commander-U	521
UB0261D	x	Num	4	GYN1_.	STDOS2.	Person involved: mil, higher rank-U	522
UB0261E	x	Num	4	GYN1_.	STDOS2.	Person involved: civ, higher rank-U	523
UB0261F	x	Num	4	GYN1_.	STDOS2.	Person involved: military coworkers-U	524
UB0261G	x	Num	4	GYN1_.	STDOS2.	Person involved: civilian coworkers-U	525
UB0261H	x	Num	4	GYN1_.	STDOS2.	Person involved: military subordinates-U	526
UB0261I	x	Num	4	GYN1_.	STDOS2.	Person involved: civilian subordinates-U	527
UB0261J	x	Num	4	GYN1_.	STDOS2.	Person involved: mil train instructor-U	528
UB0261K	x	Num	4	GYN1_.	STDOS2.	Person involved: civ train instructor-U	529
UB0261L	x	Num	4	GYN1_.	STDOS2.	Person involved: other mil persons-U	530
UB0261M	x	Num	4	GYN1_.	STDOS2.	Person involved: other civ persons-U	531
UB0261N	x	Num	4	GYN1_.	STDOS2.	Person involved: other/unknown persons-U	532
UB0262	x	Num	4	GOFT3_U.	STDOS2.	During situation, how often occur-U	533
UB0263	x	Num	4	GLONG1_U.	STDOS2.	How long situation last/been going on-U	534
UB0264	x	Num	4	GYN1_.	STDOS2.	Is the situation still going on-U	535
UB0265A	x	Num	4	GEXT1_U.	STDOS2.	What extent you: tried to avoid-U	536
UB0265B	x	Num	4	GEXT1_U.	STDOS2.	What extent you: tried to forget-U	537
UB0265C	x	Num	4	GEXT1_U.	STDOS2.	What extent you: told didn't like-U	538
UB0265D	x	Num	4	GEXT1_U.	STDOS2.	What extent you: stayed out of way-U	539

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0265E	x	Num	4	GEXT1_U.	STDOS2.	What extent you: not important-U	540
UB0265F	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to family-U	541
UB0265G	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to coworkers-U	542
UB0265H	x	Num	4	GEXT1_U.	STDOS2.	What extent you: talked to friends-U	543
UB0265I	x	Num	4	GEXT1_U.	STDOS2.	What extent you: chaplain/counselor-U	544
UB0265J	x	Num	4	GEXT1_U.	STDOS2.	What extent you: avoid being alone-U	545
UB0265K	x	Num	4	GEXT1_U.	STDOS2.	What extent you: told to stop-U	546
UB0265L	x	Num	4	GEXT1_U.	STDOS2.	What extent you: put up with it-U	547
UB0265M	x	Num	4	GEXT1_U.	STDOS2.	What extent you: asked to leave alone-U	548
UB0265N	x	Num	4	GEXT1_U.	STDOS2.	What extent you: blamed self-U	549
UB0265O	x	Num	4	GEXT1_U.	STDOS2.	What extent you: assumed meant well-U	550
UB0265P	x	Num	4	GEXT1_U.	STDOS2.	What extent you: prayed about it-U	551
UB0265Q	x	Num	4	GEXT1_U.	STDOS2.	What extent you: pretend not to notice-U	552
UB0265R	x	Num	4	GEXT1_U.	STDOS2.	What extent you: do something else-U	553
UB0266A	x	Num	4	GYN1_.	STDOS2.	Report situation: immediate supervisor-U	554
UB0266B	x	Num	4	GYN1_.	STDOS2.	Report situation: someone in command-U	555
UB0266C	x	Num	4	GYN1_.	STDOS2.	Report situation: supervisor of person-U	556
UB0266CN	x	Num	4	GCN1_.	STDOS2.	Consistency check for Question 66-U	557
UB0266D	x	Num	4	GYN1_.	STDOS2.	Report situation: special mil office-U	558
UB0266E	x	Num	4	GYN1_.	STDOS2.	Report situation: other installation-U	559
UB0267	x	Num	4	GYN1_.	STDOS2.	Answer Yes to at least 1 item in Q66-U	560
UB0267SK	x	Num	4	GSK1_.	STDOS2.	Answr Yes to at least 1 item in Q66-SK-U	561
UB0268A	x	Num	4	GYN6_U.	STDOS2.	Actions taken: person talked to-U	562
UB0268B	x	Num	4	GYN6_U.	STDOS2.	Actions taken: complaint investigated-U	563
UB0268C	x	Num	4	GYN6_U.	STDOS2.	Actions taken: encrgd drop complaint-U	564
UB0268D	x	Num	4	GYN6_U.	STDOS2.	Actions taken: complaint discounted-U	565
UB0268E	x	Num	4	GYN6_U.	STDOS2.	Actions taken: no action taken-U	566
UB0269A	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: avlbly of info to file-U	567
UB0269B	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: trtmnt by pers hndlng-U	568
UB0269C	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: amount time to resolve-U	569
UB0269D	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: how well kept informed-U	570
UB0269E	x	Num	4	GSTSF2_U.	STDOS2.	Sat w/process: degree privacy protect-U	571

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0270	x	Num	4	GYN1_.	STDOS2.	Is the action still being processed-U	572
UB0270SK	x	Num	4	GSK1_.	STDOS2.	Is the action still being processed-SK-U	573
UB0271A	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: found true-U	574
UB0271B	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: found untrue-U	575
UB0271C	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: unable to determine-U	576
UB0271D	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: outcome explained-U	577
UB0271E	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: situation corrected-U	578
UB0271F	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: action against prsn-U	579
UB0271G	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: nothing was done-U	580
UB0271H	x	Num	4	GYN6_U.	STDOS2.	Outcome complaint: action against you-U	581
UB0272	x	Num	4	GSTSF2_U.	STDOS2.	How satisfied w/outcome of complaint-U	582
UB0273	x	Num	4	GYN1_.	STDOS2.	Report all behaviors marked in Q55-U	583
UB0273SK	x	Num	4	GSK1_.	STDOS2.	Report all behaviors marked in Q55-SK-U	584
UB0274A	x	Num	4	GYN1_.	STDOS2.	Not report: not important enough-U	585
UB0274B	x	Num	4	GYN1_.	STDOS2.	Not report: didn't know how-U	586
UB0274C	x	Num	4	GYN1_.	STDOS2.	Not report: felt uncomfortable-U	587
UB0274D	x	Num	4	GYN1_.	STDOS2.	Not report: took care of prob by self-U	588
UB0274E	x	Num	4	GYN1_.	STDOS2.	Not report: talk informally, command-U	589
UB0274F	x	Num	4	GYN1_.	STDOS2.	Not report: nothing would be done-U	590
UB0274G	x	Num	4	GYN1_.	STDOS2.	Not report: not believed-U	591
UB0274H	x	Num	4	GYN1_.	STDOS2.	Not report: coworkers angry-U	592
UB0274I	x	Num	4	GYN1_.	STDOS2.	Not report: wanted to fit in-U	593
UB0274J	x	Num	4	GYN1_.	STDOS2.	Not report: too much time/effort-U	594
UB0274K	x	Num	4	GYN1_.	STDOS2.	Not report: labeled troublemaker-U	595
UB0274L	x	Num	4	GYN1_.	STDOS2.	Not report: peer talked out of-U	596
UB0274M	x	Num	4	GYN1_.	STDOS2.	Not report: supv talked out of-U	597
UB0274N	x	Num	4	GYN1_.	STDOS2.	Not report: not hurt feelings/family-U	598
UB0274O	x	Num	4	GYN1_.	STDOS2.	Not report: performance eval suffer-U	599
UB0274P	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, person-U	600
UB0274Q	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, friend-U	601
UB0274R	x	Num	4	GYN1_.	STDOS2.	Not report: afraid retaliation, supv-U	602
UB0274S	x	Num	4	GYN1_.	STDOS2.	Not report: some other reason-U	603

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
UB0275A	x	Num	4	GYN6_U.	STDOS2.	Prob at work: ignored by others-U	604
UB0275B	x	Num	4	GYN6_U.	STDOS2.	Prob at work: blamed-U	605
UB0275C	x	Num	4	GYN6_U.	STDOS2.	Prob at work: gossip unkind/negative-U	606
UB0275D	x	Num	4	GYN6_U.	STDOS2.	Prob at work: lost perk/privileges-U	607
UB0275E	x	Num	4	GYN6_U.	STDOS2.	Prob at work: less favorable job duty-U	608
UB0275F	x	Num	4	GYN6_U.	STDOS2.	Prob at work: denied opp for training-U	609
UB0275G	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfair job evaluation-U	610
UB0275H	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfairly disciplined-U	611
UB0275I	x	Num	4	GYN6_U.	STDOS2.	Prob at work: denied promotion-U	612
UB0275J	x	Num	4	GYN6_U.	STDOS2.	Prob at work: transfer less desire job-U	613
UB0275K	x	Num	4	GYN6_U.	STDOS2.	Prob at work: unfairly demoted-U	614
UB0275L	x	Num	4	GYN6_U.	STDOS2.	Prob at work: mistreated other way-U	615
UB0281	x	Num	4	GGRID1_.	STDOS2.	Num times train on sex harassment-U	616
UB0282A	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: undrstnd word/actn-U	617
UB0282B	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: reduce cohesion/eff-U	618
UB0282C	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: diff to pfrm duty-U	619
UB0282D	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: idntfy offnsv behav-U	620
UB0282E	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: tool for sex harass-U	621
UB0282F	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: safe to complain-U	622
UB0282G	x	Num	4	GAGR1_.	STDOS2.	Agr/disagr, train: info on sex harass-U	623
Variables for Analysis--Confidential Variables							
HISP_IM	x	Num	4	HISNI.	STDOS2.	Hisp ethnicity, imputation for svy misng	624
HISP_NI	x	Num	4	HISNI.	STDOS2.	Hispanic ethnicity, no imputation	625
HISPIMPF	x	Num	4	HISPIMPF.	STDOS2.	Flag Hisp ethncty imputed from rcrd data	626
OTHRBEH2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Other Behavior	627
R1XRETH1	x	Num	4	R1XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:7 levels	628
R2XRETH	x	Num	8	RACEC.	STDOS8.	Rec-Race/Ethnicity	629
R2XRETH1	x	Num	4	R2XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:5 levels	630
RB0254LM	x	Num	4	RB54LM.	STDOS2.	Rec-Comb GB0254L and GB0254M	631
RGB0208	x	Num	4	R0208C.	STDOS2.	REC-Yrs of active duty service completed	632
RGB0209	x	Num	8	GTERM.	STDOS2.	Rec-Which term of service serving now	633
RGB0213	x	Num	4	R0213C.	STDOS2.	REC-Yrs of service when you leave AD	634

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
RGB0223	x	Num	8	GLOCC.	STDOS8.	Rec-Past 12 months, served mos AD time	635
RGB0224	x	Num	8	GLIVE.	STDOS8.	Rec-Past 12 mths, where lived AD time	636
RGB0227A	x	Num	8	R0227C.	STDOS8.	Rec-Away, Op Enduring Freedom	637
RGB0227B	x	Num	8	R0227C.	STDOS8.	Rec-Away, peacekeep/conting. op	638
RGB0227C	x	Num	8	R0227C.	STDOS8.	Rec-Away, foreign humanitarian	639
RGB0227D	x	Num	8	R0227C.	STDOS8.	Rec-Away, unit training	640
RGB0227E	x	Num	8	R0227C.	STDOS8.	Rec-Away, counter drug ops	641
RGB0227F	x	Num	8	R0227C.	STDOS8.	Rec-Away, domestic disaster	642
RGB0227G	x	Num	8	R0227C.	STDOS8.	Rec-Away, sea, scheduled deploy	643
RGB0227H	x	Num	8	R0227C.	STDOS8.	Rec-Away, other time at sea	644
RGB0227I	x	Num	8	R0227C.	STDOS8.	Rec-Away, joint training	645
RGB0227J	x	Num	8	R0227C.	STDOS8.	Rec-Away, military education	646
RGB0227K	x	Num	8	R0227C.	STDOS8.	Rec-Away, other TDYs/TADs	647
RGB0228	x	Num	8	R0228C.	STDOS8.	Rec-Past 12 mths, total time away	648
RGB0229	x	Num	5	RGB0229F.	STDOS2.	REC-Mos complete @ duty loc,current tour	649
RGB0230	x	Num	8	R0230C.	STDOS8.	Rec-Is this permanent duty loc/ship	650
RGB0231B	x	Num	8	GYN1_.	STDOS8.	Rec-Currently: serving aboard ship sea	651
RGB0231C	x	Num	8	GYN1_.	STDOS8.	Rec-In shore part of ship/shore rota	652
RGB0233	x	Num	8	R0233C.	STDOS8.	Rec-Paygrade of your immed supervisor	653
RGB0281	x	Num	4	GB81R.	STDOS2.	Rec-Training in past 12 month	654
RSRED	x	Num	8	SREDC.	STDOS8.	Rec-Highest degree/level of school Comp	655
RSRMARST	x	Num	8	SRMRSTC.	STDOS8.	Rec-Marrital status	656
RSTATUS	x	Num	8	RSTATUS.	STDOS8.	WGR Resp Status	657
RXGRADE	x	Num	4	XGRADE.	STDOS2.	Constructed Paygrade: 6 groups	658
RXGRADE5	x	Num	4	X5PAY.	STDOS2.	Constructed Paygrade: 5 groups	659
SEXASSA2	x	Num	4	INCID.	STDOS2.	Experienced Incidents of Sexual Assault	660
XGRADE	x	Num	4	XGRADE.	STDOS2.	Constructed Paygrade	661
XGRADEDEF	x	Num	4	XSVCF.	STDOS2.	Paygrd Impute Flag:0=No,1=Admin	662
XRETH1	x	Num	4	XRETH.	STDOS2.	Race/Ethnicity 1997 OMB Stndrd:19 levels	663
XSEXF	x	Num	4	XSVCF.	STDOS2.	Gender Impute Flag:0=no,1=admin	664
XSVCF	x	Num	4	XSVCF.	STDOS2.	Service Impute Flag:0=No,1=Admin	665

Information on Operations--Confidential Variables

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
BATCH	x	Num	4	GBATCH.	STDOS4.	DRC batch number applied for scanning	666
BLKREAS	x	Num	4	SBBLKRS.	STDOS2.	Reason Survey Returned Blank	667
COMPFLAG	x	Num	4	COMPFLG.	STDOS2.	Questionnaire Complete Flag	668
CRITFLAG	x	Num	4	CRITFLG.	STDOS2.	Critical Questions Complete Flag	669
DARVDATE	x	Num	5	DATE9.	MMDDYY8.	Date survey arrived	670
DENTDATE	x	Num	5	DATE9.	MMDDYY8.	Date survey scanned	671
DMDCID	x	Num	5		6 STDOS6.	Unique Identifier for the population	672
DUPRET	x	Num	4	DUPRET.	STDOS2.	Multiple returns - excludes blanks	673
DUPRET2	x	Num	4	DUP2RET.	STDOS2.	Multiple returns - includes blanks	674
INCWEB	x	Num	4	INCWEB.	STDOS2.	Incomplete Web Flag	675
INRECNO	x	Num	6	Z8.	STDOS8.	Master SCS ID Number	676
QCOMPN	x	Num	4	QCOMPN.	STDOS4.	Questions Completed Count	677
QCOMP	x	Num	5	QCOMP.	STDOS8.	Questions Completed Proportion	678
REFUSE	x	Num	4	SBREFUS.	STDOS2.	Refused	679
SCSINEL	x	Num	4	SBINELG.	STDOS2.	Reason reported for ineligibility	680
SERIAL	x	Num	5	Z4.	STDOS4.	DRC serial number applied for scanning	681
SURVMAIL	x	Num	4	SBMAIL.	STDOS2.	Mailing Number	682
VALREC	x	Char	1	\$VALREC.	\$CHAR1.	Valid Record (eligible by svc)	683
WEBSTAT	x	Num	4	WEBSTAT.	STDOS2.	Web Survey Status Code	684
Information on Weighting--Confidential Variables							
TOTAL	x	Num	8		8 STDOS8.	TAYLOR SERIES VARIANCE STRATA POPULATION	685
AD1CC	x	Num	8		8.2 STDOS8.	Non-response adjust cell	686
AD1F0	x	Num	8		8.5 STDOS8.	FS UNK Elig nonresponse adj factor	687
AD1W0	x	Num	8		8.5 STDOS8.	FS UNK Elig Non-response adj weight	688
AD2F0	x	Num	8		8.5 STDOS8.	FS Elig Non-response adj factor	689
AD2W0	x	Num	8		8.5 STDOS8.	FS Elig Non-response adj weight	690
BSWGT0	x	Num	8		8.5 STDOS8.	Base weight	691
CAS_ELIG	x	Char	15	\$CHAR15.	\$CHAR15.	CASRO Eligibility Disposition code	692
DIM1	x	Num	8		8 STDOS8.	First raking dimension	693
DIM2	x	Num	8		8 STDOS8.	Second raking dimension	695
DIM3	x	Num	8		8 STDOS8.	Third raking dimension	696
DIM4	x	Num	8		8 STDOS8.	Fourth raking dimension	697

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
DIM5	x	Num	8		8 STDOS8.	Fifth raking dimension	698
ELIG	x	Char	1	\$ELIG.	\$CHAR1.	Eligibility Code	699
ELIG_R	x	Char	15	\$ELIG_R.	\$CHAR15.	Eligibility	700
F_ELIG	x	Num	8	F_ELIG.	STDOS8.	Frame eligibility	701
FLAG_FIN	x	Num	4	SBFINAL.	STDOS2.	Final Disposition	702
GB01CELL	x	Num	5		5 STDOS6.	Stratification Cell (stratum)	703
POPTVSTR	x	Num	8		8 STDOS8.	TAYLOR series variance strata population	704
PSCC	x	Num	8		8.5 STDOS8.	Raking collapsed cell	705
PSF0	x	Num	8		8.5 STDOS8.	Raking adjustment factor	707
PSTATUS	x	Num	8	PSTATUS.	STDOS8.	Raking disp code	708
PSTCELL	x	Num	8		8.5 STDOS8.	Raking cell	709
PSTSTR	x	Num	8		8 STDOS8.	Final raking cell	711
PSW1	x	Num	8		8 STDOS8.	Final raking weight for replicate1	712
PSW10	x	Num	8		8 STDOS8.	Final raking weight for replicate10	713
PSW100	x	Num	8		8 STDOS8.	Final raking weight for replicate100	714
PSW101	x	Num	8		8 STDOS8.	Final raking weight for replicate101	715
PSW102	x	Num	8		8 STDOS8.	Final raking weight for replicate102	716
PSW103	x	Num	8		8 STDOS8.	Final raking weight for replicate103	717
PSW104	x	Num	8		8 STDOS8.	Final raking weight for replicate104	718
PSW105	x	Num	8		8 STDOS8.	Final raking weight for replicate105	719
PSW106	x	Num	8		8 STDOS8.	Final raking weight for replicate106	720
PSW107	x	Num	8		8 STDOS8.	Final raking weight for replicate107	721
PSW108	x	Num	8		8 STDOS8.	Final raking weight for replicate108	722
PSW109	x	Num	8		8 STDOS8.	Final raking weight for replicate109	723
PSW11	x	Num	8		8 STDOS8.	Final raking weight for replicate11	724
PSW110	x	Num	8		8 STDOS8.	Final raking weight for replicate110	725
PSW111	x	Num	8		8 STDOS8.	Final raking weight for replicate111	726
PSW112	x	Num	8		8 STDOS8.	Final raking weight for replicate112	727
PSW113	x	Num	8		8 STDOS8.	Final raking weight for replicate113	728
PSW114	x	Num	8		8 STDOS8.	Final raking weight for replicate114	729
PSW115	x	Num	8		8 STDOS8.	Final raking weight for replicate115	730
PSW116	x	Num	8		8 STDOS8.	Final raking weight for replicate116	731

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW117	x	Num	8	8	STDOS8.	Final raking weight for replicate117	732
PSW118	x	Num	8	8	STDOS8.	Final raking weight for replicate118	733
PSW119	x	Num	8	8	STDOS8.	Final raking weight for replicate119	734
PSW12	x	Num	8	8	STDOS8.	Final raking weight for replicate12	735
PSW120	x	Num	8	8	STDOS8.	Final raking weight for replicate120	736
PSW121	x	Num	8	8	STDOS8.	Final raking weight for replicate121	737
PSW122	x	Num	8	8	STDOS8.	Final raking weight for replicate122	738
PSW123	x	Num	8	8	STDOS8.	Final raking weight for replicate123	739
PSW124	x	Num	8	8	STDOS8.	Final raking weight for replicate124	740
PSW125	x	Num	8	8	STDOS8.	Final raking weight for replicate125	741
PSW126	x	Num	8	8	STDOS8.	Final raking weight for replicate126	742
PSW127	x	Num	8	8	STDOS8.	Final raking weight for replicate127	743
PSW128	x	Num	8	8	STDOS8.	Final raking weight for replicate128	744
PSW129	x	Num	8	8	STDOS8.	Final raking weight for replicate129	745
PSW13	x	Num	8	8	STDOS8.	Final raking weight for replicate13	746
PSW130	x	Num	8	8	STDOS8.	Final raking weight for replicate130	747
PSW131	x	Num	8	8	STDOS8.	Final raking weight for replicate131	748
PSW132	x	Num	8	8	STDOS8.	Final raking weight for replicate132	749
PSW133	x	Num	8	8	STDOS8.	Final raking weight for replicate133	750
PSW134	x	Num	8	8	STDOS8.	Final raking weight for replicate134	751
PSW135	x	Num	8	8	STDOS8.	Final raking weight for replicate135	752
PSW136	x	Num	8	8	STDOS8.	Final raking weight for replicate136	753
PSW137	x	Num	8	8	STDOS8.	Final raking weight for replicate137	754
PSW138	x	Num	8	8	STDOS8.	Final raking weight for replicate138	755
PSW139	x	Num	8	8	STDOS8.	Final raking weight for replicate139	756
PSW14	x	Num	8	8	STDOS8.	Final raking weight for replicate14	757
PSW140	x	Num	8	8	STDOS8.	Final raking weight for replicate140	758
PSW141	x	Num	8	8	STDOS8.	Final raking weight for replicate141	759
PSW142	x	Num	8	8	STDOS8.	Final raking weight for replicate142	760
PSW143	x	Num	8	8	STDOS8.	Final raking weight for replicate143	761
PSW144	x	Num	8	8	STDOS8.	Final raking weight for replicate144	762
PSW145	x	Num	8	8	STDOS8.	Final raking weight for replicate145	763

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW146	x	Num	8	8	STDOS8.	Final raking weight for replicate146	764
PSW147	x	Num	8	8	STDOS8.	Final raking weight for replicate147	765
PSW148	x	Num	8	8	STDOS8.	Final raking weight for replicate148	766
PSW149	x	Num	8	8	STDOS8.	Final raking weight for replicate149	767
PSW15	x	Num	8	8	STDOS8.	Final raking weight for replicate15	768
PSW150	x	Num	8	8	STDOS8.	Final raking weight for replicate150	769
PSW151	x	Num	8	8	STDOS8.	Final raking weight for replicate151	770
PSW152	x	Num	8	8	STDOS8.	Final raking weight for replicate152	771
PSW153	x	Num	8	8	STDOS8.	Final raking weight for replicate153	772
PSW154	x	Num	8	8	STDOS8.	Final raking weight for replicate154	773
PSW155	x	Num	8	8	STDOS8.	Final raking weight for replicate155	774
PSW156	x	Num	8	8	STDOS8.	Final raking weight for replicate156	775
PSW157	x	Num	8	8	STDOS8.	Final raking weight for replicate157	776
PSW158	x	Num	8	8	STDOS8.	Final raking weight for replicate158	777
PSW159	x	Num	8	8	STDOS8.	Final raking weight for replicate159	778
PSW16	x	Num	8	8	STDOS8.	Final raking weight for replicate16	779
PSW160	x	Num	8	8	STDOS8.	Final raking weight for replicate160	780
PSW161	x	Num	8	8	STDOS8.	Final raking weight for replicate161	781
PSW162	x	Num	8	8	STDOS8.	Final raking weight for replicate162	782
PSW163	x	Num	8	8	STDOS8.	Final raking weight for replicate163	783
PSW164	x	Num	8	8	STDOS8.	Final raking weight for replicate164	784
PSW165	x	Num	8	8	STDOS8.	Final raking weight for replicate165	785
PSW166	x	Num	8	8	STDOS8.	Final raking weight for replicate166	786
PSW167	x	Num	8	8	STDOS8.	Final raking weight for replicate167	787
PSW168	x	Num	8	8	STDOS8.	Final raking weight for replicate168	788
PSW169	x	Num	8	8	STDOS8.	Final raking weight for replicate169	789
PSW17	x	Num	8	8	STDOS8.	Final raking weight for replicate17	790
PSW170	x	Num	8	8	STDOS8.	Final raking weight for replicate170	791
PSW18	x	Num	8	8	STDOS8.	Final raking weight for replicate18	792
PSW19	x	Num	8	8	STDOS8.	Final raking weight for replicate19	793
PSW2	x	Num	8	8	STDOS8.	Final raking weight for replicate2	794
PSW20	x	Num	8	8	STDOS8.	Final raking weight for replicate20	795

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW21	x	Num	8	8	STDOS8.	Final raking weight for replicate21	796
PSW22	x	Num	8	8	STDOS8.	Final raking weight for replicate22	797
PSW23	x	Num	8	8	STDOS8.	Final raking weight for replicate23	798
PSW24	x	Num	8	8	STDOS8.	Final raking weight for replicate24	799
PSW25	x	Num	8	8	STDOS8.	Final raking weight for replicate25	800
PSW26	x	Num	8	8	STDOS8.	Final raking weight for replicate26	801
PSW27	x	Num	8	8	STDOS8.	Final raking weight for replicate27	802
PSW28	x	Num	8	8	STDOS8.	Final raking weight for replicate28	803
PSW29	x	Num	8	8	STDOS8.	Final raking weight for replicate29	804
PSW3	x	Num	8	8	STDOS8.	Final raking weight for replicate3	805
PSW30	x	Num	8	8	STDOS8.	Final raking weight for replicate30	806
PSW31	x	Num	8	8	STDOS8.	Final raking weight for replicate31	807
PSW32	x	Num	8	8	STDOS8.	Final raking weight for replicate32	808
PSW33	x	Num	8	8	STDOS8.	Final raking weight for replicate33	809
PSW34	x	Num	8	8	STDOS8.	Final raking weight for replicate34	810
PSW35	x	Num	8	8	STDOS8.	Final raking weight for replicate35	811
PSW36	x	Num	8	8	STDOS8.	Final raking weight for replicate36	812
PSW37	x	Num	8	8	STDOS8.	Final raking weight for replicate37	813
PSW38	x	Num	8	8	STDOS8.	Final raking weight for replicate38	814
PSW39	x	Num	8	8	STDOS8.	Final raking weight for replicate39	815
PSW4	x	Num	8	8	STDOS8.	Final raking weight for replicate4	816
PSW40	x	Num	8	8	STDOS8.	Final raking weight for replicate40	817
PSW41	x	Num	8	8	STDOS8.	Final raking weight for replicate41	818
PSW42	x	Num	8	8	STDOS8.	Final raking weight for replicate42	819
PSW43	x	Num	8	8	STDOS8.	Final raking weight for replicate43	820
PSW44	x	Num	8	8	STDOS8.	Final raking weight for replicate44	821
PSW45	x	Num	8	8	STDOS8.	Final raking weight for replicate45	822
PSW46	x	Num	8	8	STDOS8.	Final raking weight for replicate46	823
PSW47	x	Num	8	8	STDOS8.	Final raking weight for replicate47	824
PSW48	x	Num	8	8	STDOS8.	Final raking weight for replicate48	825
PSW49	x	Num	8	8	STDOS8.	Final raking weight for replicate49	826
PSW5	x	Num	8	8	STDOS8.	Final raking weight for replicate5	827

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW50	x	Num	8	8	STDOS8.	Final raking weight for replicate50	828
PSW51	x	Num	8	8	STDOS8.	Final raking weight for replicate51	829
PSW52	x	Num	8	8	STDOS8.	Final raking weight for replicate52	830
PSW53	x	Num	8	8	STDOS8.	Final raking weight for replicate53	831
PSW54	x	Num	8	8	STDOS8.	Final raking weight for replicate54	832
PSW55	x	Num	8	8	STDOS8.	Final raking weight for replicate55	833
PSW56	x	Num	8	8	STDOS8.	Final raking weight for replicate56	834
PSW57	x	Num	8	8	STDOS8.	Final raking weight for replicate57	835
PSW58	x	Num	8	8	STDOS8.	Final raking weight for replicate58	836
PSW59	x	Num	8	8	STDOS8.	Final raking weight for replicate59	837
PSW6	x	Num	8	8	STDOS8.	Final raking weight for replicate6	838
PSW60	x	Num	8	8	STDOS8.	Final raking weight for replicate60	839
PSW61	x	Num	8	8	STDOS8.	Final raking weight for replicate61	840
PSW62	x	Num	8	8	STDOS8.	Final raking weight for replicate62	841
PSW63	x	Num	8	8	STDOS8.	Final raking weight for replicate63	842
PSW64	x	Num	8	8	STDOS8.	Final raking weight for replicate64	843
PSW65	x	Num	8	8	STDOS8.	Final raking weight for replicate65	844
PSW66	x	Num	8	8	STDOS8.	Final raking weight for replicate66	845
PSW67	x	Num	8	8	STDOS8.	Final raking weight for replicate67	846
PSW68	x	Num	8	8	STDOS8.	Final raking weight for replicate68	847
PSW69	x	Num	8	8	STDOS8.	Final raking weight for replicate69	848
PSW7	x	Num	8	8	STDOS8.	Final raking weight for replicate7	849
PSW70	x	Num	8	8	STDOS8.	Final raking weight for replicate70	850
PSW71	x	Num	8	8	STDOS8.	Final raking weight for replicate71	851
PSW72	x	Num	8	8	STDOS8.	Final raking weight for replicate72	852
PSW73	x	Num	8	8	STDOS8.	Final raking weight for replicate73	853
PSW74	x	Num	8	8	STDOS8.	Final raking weight for replicate74	854
PSW75	x	Num	8	8	STDOS8.	Final raking weight for replicate75	855
PSW76	x	Num	8	8	STDOS8.	Final raking weight for replicate76	856
PSW77	x	Num	8	8	STDOS8.	Final raking weight for replicate77	857
PSW78	x	Num	8	8	STDOS8.	Final raking weight for replicate78	858
PSW79	x	Num	8	8	STDOS8.	Final raking weight for replicate79	859

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PSW8	x	Num	8		8	STDOS8. Final raking weight for replicate8	860
PSW80	x	Num	8		8	STDOS8. Final raking weight for replicate80	861
PSW81	x	Num	8		8	STDOS8. Final raking weight for replicate81	862
PSW82	x	Num	8		8	STDOS8. Final raking weight for replicate82	863
PSW83	x	Num	8		8	STDOS8. Final raking weight for replicate83	864
PSW84	x	Num	8		8	STDOS8. Final raking weight for replicate84	865
PSW85	x	Num	8		8	STDOS8. Final raking weight for replicate85	866
PSW86	x	Num	8		8	STDOS8. Final raking weight for replicate86	867
PSW87	x	Num	8		8	STDOS8. Final raking weight for replicate87	868
PSW88	x	Num	8		8	STDOS8. Final raking weight for replicate88	869
PSW89	x	Num	8		8	STDOS8. Final raking weight for replicate89	870
PSW9	x	Num	8		8	STDOS8. Final raking weight for replicate9	871
PSW90	x	Num	8		8	STDOS8. Final raking weight for replicate90	872
PSW91	x	Num	8		8	STDOS8. Final raking weight for replicate91	873
PSW92	x	Num	8		8	STDOS8. Final raking weight for replicate92	874
PSW93	x	Num	8		8	STDOS8. Final raking weight for replicate93	875
PSW94	x	Num	8		8	STDOS8. Final raking weight for replicate94	876
PSW95	x	Num	8		8	STDOS8. Final raking weight for replicate95	877
PSW96	x	Num	8		8	STDOS8. Final raking weight for replicate96	878
PSW97	x	Num	8		8	STDOS8. Final raking weight for replicate97	879
PSW98	x	Num	8		8	STDOS8. Final raking weight for replicate98	880
PSW99	x	Num	8		8	STDOS8. Final raking weight for replicate99	881
SMPTVSTR	x	Num	8		8	STDOS8. TAYLORS SERIES ACHIEVED SMP SIZE IN VAR	882
TVSTR	x	Num	8		8	STDOS8. TAYLORS SERIES VARIANCE STRATA	883
Information on Sampling and Record Data--Confidential Variables							
AGE	x	Num	4		3	STDOS4. Current Age	884
CCONUS	x	Num	4	CONUS.		STDOS2. CONUS	886
CINC	x	Num	4	CINC.		STDOS2. CinCs	887
CPAYGRP1	x	Num	4	CPAY1_.		STDOS2. Paygrade Group1 Stratification Variable	888
CPAYGRP2	x	Num	4	CPAY2_.		STDOS2. Paygrade Group2	889
CPAYGRP3	x	Num	4	CPAY3_.		STDOS2. Paygrade Group3	890
CPAYGRP4	x	Num	4	CPAY4_.		STDOS2. Paygrade Group 4	891

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
CRACECAT	x	Num	4	RACECAT.	STDOS2.	Race/Ethnic Category 2 Strat Variable	892
CREGINS	x	Num	4	CREGIN.	STDOS2.	Regions	893
CREGION1	x	Num	4	CREGIN1_.	STDOS2.	Regions - collapsed version of CREGINS	894
CSERVICE	x	Num	4	CSERVICE.	STDOS2.	Service Stratification Variable	895
CSEX	x	Num	4	SEX.	STDOS2.	Gender Stratification Variable	896
DDOC	x	Char	4	\$DDOC.	\$CHAR4.	Duty Occupational Group	897
DDOCAREA	x	Char	2	\$DDOCARE.	\$CHAR2.	Duty Occupation Area	898
E_OV_IM	x	Num	8		8 STDOS8.	Ethnic Race-Other Valid-Impute 4 Missing	899
E_OV_NI	x	Num	8		8 STDOS8.	Ethnic Race - Other Valid-No Imputations	900
EDUC	x	Num	4	EDUC.	STDOS2.	Education	901
ETH	x	Char	1	\$ETH.	\$CHAR1.	Ethnic Group Code	902
ETSDATE	x	Num	7	MMDDYY8.	YYMMDD8.	ETS Date	903
EXPGROUP	x	Char	1	\$EXPGRP.	\$CHAR1.	Unit Address Experimental Group	904
FLG_DR	x	Char	1	\$MATCH.	\$CHAR1.	Deers file match flag	905
INDEC	x	Num	8		8 STDOS8.	In Dec Frame file indicator	906
INDEERS	x	Num	8		8 STDOS8.	In Deers flag	907
INMAY	x	Num	8		8 STDOS8.	In May Frame file indicator	908
JOINT	x	Char	1	\$JOINT.	\$CHAR1.	Joint (member)	909
LITHO	x	Num	6	Z9.	STDOS8.	DRC mail identification number	910
MAILTYP	x	Num	4	SBMTYP.	STDOS2.	Mail Type	911
MARITAL	x	Char	1	\$MARITAL.	\$CHAR1.	Marital Status Code	912
NSAMP	x	Num	5		5 STDOS4.	Stratum sample size	913
NSTRAT	x	Num	5		6 STDOS6.	Stratum population count	914
OCCAWAY2	x	Num	4	OCCWAY2_.	STDOS2.	Ranges Mnths Away for Duty Occptns strat	915
OCCAWAY3	x	Num	4	OCCWAY3_.	STDOS2.	Ranges Months Away For Duty Occupations	916
OCCAWAY6	x	Num	4	OCCWAY6_.	STDOS2.	6 Ranges Mnths Away For Duty Occupations	917
OV_IMFLG	x	Num	4	HISPIMPF.	STDOS2.	Other Valid - Imputed 4 Missing - Flag	918
PAYGRDE	x	Char	3	\$CHAR3.	\$CHAR3.	Pay Grade	919
PNDTHCD	x	Char	1	\$DTHCD.	\$CHAR1.	Person Death Code	920
PNLCATCD	x	Char	1	\$CATCD.	\$CHAR1.	Personnel Category Code	921
PNLECEDT	x	Num	7	MMDDYY8.	YYMMDD8.	Personnel Entitlement End Calendar Date	922
PNLECERS	x	Char	1	\$PNLCERS.	\$CHAR1.	Personnel Entitlement Cond. End Rsn Code	923

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Variable	Item	Type	Length	Format	Informat	Label	Page Number
PNLECTYP	x	Num	4	PNLTYP.	STDOS2.	Personnel Entitlement Condition Type Cde	924
PNLEDDT	x	Num	7	MMDDYY8.	YYMMDD8.	Personnel End Calendar Date	925
PNLERSN	x	Char	1	\$PNLERSN.	\$CHAR1.	Personnel End Reason Code	926
POPSAMP	x	Num	4	POPSAMP.	STDOS2.	Population/Sample Flag	927
R_OV_NI	x	Num	8		8 STDOS8.	Race - Other Valid - No Imputations	928
RACE	x	Char	1	\$RACE.	\$CHAR1.	Race Code	930
RACETH	x	Char	1	\$CIVRACE.	\$CHAR1.	Race Ethnic Code	931
RANKABB	x	Char	7	\$RANK.	\$CHAR7.	Abbreviated Rank	932
SEX	x	Char	1	\$SEX.	\$CHAR1.	Sex	933
STRAT	x	Num	4		3 STDOS4.	Stratum Level	934
SVC	x	Char	1	\$SERVICE.	\$CHAR1.	Service	935
TAFMS	x	Num	4		3 STDOS4.	Total Active Federal Military Service	936

APPENDIX H

OS FLAT FILE LAYOUT

Variable	Type	Start	End	Length	Label
XSEX	NUM	0001	0002	002	Constructed Gender
XSVC	NUM	0003	0004	002	Constructed Service Component
GB0211	NUM	0005	0006	002	How likely you would stay on active duty
GB0212	NUM	0007	0008	002	How likely stay in military 20 years
GB0214	NUM	0009	0010	002	In gen'l, life better/worse than expect
GB0215	NUM	0011	0012	002	In gen'l, work better/worse than expect
GB0216A	NUM	0013	0014	002	Sat/dissat: Basic Pay
GB0216B	NUM	0015	0016	002	Sat/dissat: special and incentive pays
GB0216C	NUM	0017	0018	002	Sat/dissat: Basic Allowance Subsistence
GB0216D	NUM	0019	0020	002	Sat/dissat: Basic Allowance for Housing
GB0216E	NUM	0021	0022	002	Sat/dissat: retirement pay you would get
GB0216F	NUM	0023	0024	002	Sat/dissat: COLA to retirement pay
GB0216G	NUM	0025	0026	002	Sat/dissat: availability med care, you
GB0216I	NUM	0027	0028	002	Sat/dissat: quality of med care, you
GB0216K	NUM	0029	0030	002	Sat/dissat: out of pocket cost for med
GB0216P	NUM	0031	0032	002	Sat/dissat: quality of your cur residenc
GB0216Q	NUM	0033	0034	002	Sat/dissat: quality of work environment
GB0216R	NUM	0035	0036	002	Sat/dissat: opps for civilian education
GB0216S	NUM	0037	0038	002	Sat/dissat: opps for prof. development
GB0216T	NUM	0039	0040	002	Sat/dissat: level care/concern by supvs
GB0216U	NUM	0041	0042	002	Sat/dissat: quality of leadership
GB0216V	NUM	0043	0044	002	Sat/dissat: your career, in general
GB0217A	NUM	0045	0046	002	Agr/disagr: Svc inspires you to do best
GB0217B	NUM	0047	0048	002	Agr/disagr: will sacrifice to help Svc
GB0217C	NUM	0049	0050	002	Agr/disagr: glad you are part of Service
GB0217D	NUM	0051	0052	002	Agr/disagr: not willing to help your Svc
GB0218A	NUM	0053	0054	002	Past 6 mo, thought about leaving mil
GB0218B	NUM	0055	0056	002	Past 6 mo, wondered about life as a civ
GB0218C	NUM	0057	0058	002	Past 6 mo, discuss leaving w/fam, friend
GB0218E	NUM	0059	0060	002	Past 6 mo, gathered info about college
GB0218F	NUM	0061	0062	002	Past 6 mo, gathered info about civ jobs
GB0218G	NUM	0063	0064	002	Past 6 mo, attended prog about civ emply
GB0218H	NUM	0065	0066	002	Past 6 mo, prepared a resume
GB0218I	NUM	0067	0068	002	Past 6 mo, applied for a job
GB0218J	NUM	0069	0070	002	Past 6 mo, interviewed for a job
GB0219A	NUM	0071	0072	002	Recommend friend join service: male
GB0219B	NUM	0073	0074	002	Recommend friend join service: female
GB0231D	NUM	0075	0076	002	Currently: MOS not usually held by gend
GB0231E	NUM	0077	0078	002	Currently: work environ gend uncommon
GB0235A	NUM	0079	0080	002	Agr/disagr: know what is expected of me
GB0235B	NUM	0081	0082	002	Agr/disagr: material/equip to do work
GB0235C	NUM	0083	0084	002	Agr/disagr: opportunity to do best
GB0235D	NUM	0085	0086	002	Agr/disagr: last 7 days, receive recog
GB0235E	NUM	0087	0088	002	Agr/disagr: supv cares about me
GB0235F	NUM	0089	0090	002	Agr/disagr: someone encrgs development
GB0235G	NUM	0091	0092	002	Agr/disagr: my opinions seem to count

Variable	Type	Start	End	Length	Label
GB0235H	NUM	0093	0094	002	Agr/disagr: Svc mission makes job impt
GB0235I	NUM	0095	0096	002	Agr/disagr: coworkers committed to qual
GB0235J	NUM	0097	0098	002	Agr/disagr: have best friend at work
GB0235K	NUM	0099	0100	002	Agr/disagr: talk to me about my progress
GB0235L	NUM	0101	0102	002	Agr/disagr: last yr, opps to learn/grow
GB0235M	NUM	0103	0104	002	Agr/disagr: opp/promo wrk related charac
GB0235N	NUM	0105	0106	002	Agr/disagr: supv helps all feel included
GB0235O	NUM	0107	0108	002	Agr/disagr: trust supv deal fairly
GB0235P	NUM	0109	0110	002	Agr/disagr: employees kept well informed
GB0236A	NUM	0111	0112	002	Agr/disagr: chain of command keep inform
GB0236B	NUM	0113	0114	002	Agr/disagr: request, someone will listen
GB0236C	NUM	0115	0116	002	Agr/disagr: truth, no fear of reprisal
GB0236D	NUM	0117	0118	002	Agr/disagr: balance work/prsnl rspnsblty
GB0236E	NUM	0119	0120	002	Agr/disagr: priorities change frequently
GB0236F	NUM	0121	0122	002	Agr/disagr: supv encrgs lrn from mistake
GB0236G	NUM	0123	0124	002	Agr/disagr: supv, sufficient authority
GB0236H	NUM	0125	0126	002	Agr/disagr: Svc's core values are clear
GB0236I	NUM	0127	0128	002	Agr/disagr: leadership understands probs
GB0237A	NUM	0129	0130	002	Agr/disagr: handling technical-skills
GB0237B	NUM	0131	0132	002	Agr/disagr: handling people-skills
GB0237C	NUM	0133	0134	002	Agr/disagr: handling conceptual-skills
GB0237D	NUM	0135	0136	002	Agr/disagr: communicating
GB0237E	NUM	0137	0138	002	Agr/disagr: decision making
GB0237F	NUM	0139	0140	002	Agr/disagr: motivating
GB0237G	NUM	0141	0142	002	Agr/disagr: developing
GB0237H	NUM	0143	0144	002	Agr/disagr: building
GB0237I	NUM	0145	0146	002	Agr/disagr: learning
GB0237J	NUM	0147	0148	002	Agr/disagr: planning and organizing
GB0237K	NUM	0149	0150	002	Agr/disagr: executing
GB0237L	NUM	0151	0152	002	Agr/disagr: assessing
GB0238A	NUM	0153	0154	002	Agr/disagr: leader, behavior/discipline
GB0238B	NUM	0155	0156	002	Agr/disagr: lead interested in look good
GB0238C	NUM	0157	0158	002	Agr/disagr: impressed w/qual of leader
GB0238D	NUM	0159	0160	002	Agr/disagr: prsnl prob, chain of command
GB0238E	NUM	0161	0162	002	Agr/disagr: lead not concern, treatment
GB0238F	NUM	0163	0164	002	Agr/disagr: leader interested in career
GB0238G	NUM	0165	0166	002	Agr/disagr: leader treat members w/rspct
GB0238H	NUM	0167	0168	002	Agr/disagr: leaders get cooperation
GB0238I	NUM	0169	0170	002	Agr/disagr: NCOs, good source of support
GB0239A	NUM	0171	0172	002	Agr/disagr: little conflict w/coworkers
GB0239B	NUM	0173	0174	002	Agr/disagr: you like your coworkers
GB0239C	NUM	0175	0176	002	Agr/disagr: coworkers put in effort
GB0239D	NUM	0177	0178	002	Agr/disagr: satis w/cowork relationship
GB0239E	NUM	0179	0180	002	Agr/disagr: work group tend to get along
GB0239F	NUM	0181	0182	002	Agr/disagr: work group willing to help
GB0239G	NUM	0183	0184	002	Agr/disagr: work provides sense of pride

Variable	Type	Start	End	Length	Label
GB0239H	NUM	0185	0186	002	Agr/disagr: work makes good use of skill
GB0239I	NUM	0187	0188	002	Agr/disagr: assignment good for career
GB0239J	NUM	0189	0190	002	Agr/disagr: you like the work you do
GB0239K	NUM	0191	0192	002	Agr/disagr: chance to acquire skills
GB0239L	NUM	0193	0194	002	Agr/disagr: you are satisfied with job
GB0240C	NUM	0195	0196	002	Past 12 mos, target: making you look bad
GB0240E	NUM	0197	0198	002	Past 12 mos, target: withholding info
GB0240G	NUM	0199	0200	002	Past 12 mos, target: talk behind back
GB0240J	NUM	0201	0202	002	Past 12 mos, target: flaunt status over
GB0245	NUM	0203	0204	002	Prepared to prfrm wartime job, trng/exp
GB0250A	NUM	0205	0206	002	True/False: I am as healthy as anybody
GB0250B	NUM	0207	0208	002	True/False: I get sick a little easier
GB0250C	NUM	0209	0210	002	True/False: expect health to get worse
GB0250D	NUM	0211	0212	002	True/False: my health is excellent
GB0251B	NUM	0213	0214	002	Pst 4 wk, hlth prb: accomplished less
GB0251D	NUM	0215	0216	002	Pst 4 wk, hlth prb: diff performing work
GB0252B	NUM	0217	0218	002	Pst 4 wk, emot prb: accomplished less
GB0254A	NUM	0219	0220	002	Pst 12 mo: rated lower than deserve
GB0254B	NUM	0221	0222	002	Pst 12 mo: unjustified neg comments
GB0254C	NUM	0223	0224	002	Pst 12 mo: higher performance standard
GB0254D	NUM	0225	0226	002	Pst 12 mo: did not get award/decoration
GB0254E	NUM	0227	0228	002	Pst 12 mo: assignment not use job skills
GB0254F	NUM	0229	0230	002	Pst 12 mo: assgnmnt not good for career
GB0254G	NUM	0231	0232	002	Pst 12 mo: no day-to-day short term task
GB0254H	NUM	0233	0234	002	Pst 12 mo: no mentor for career develop
GB0254I	NUM	0235	0236	002	Pst 12 mo: didn't learn opps for career
GB0254J	NUM	0237	0238	002	Pst 12 mo: no straight answer for promo
GB0254K	NUM	0239	0240	002	Pst 12 mo: excluded from social events
GB0254L	NUM	0241	0242	002	Pst 12 mo: not get job wanted/qual
GB0254N	NUM	0243	0244	002	Pst 12 mo: other personnel actions
CRDBVR2	NUM	0245	0246	002	Exper. Incid of Crude Offensive Behavior
SEXATTN2	NUM	0247	0248	002	Exper Incid of Unwanted Sexual Attention
SEXCOER2	NUM	0249	0250	002	Experienced Incidents of Sexual Coercion
SEXBEH2	NUM	0251	0252	002	Experienced Incidents of Sexual Behavior
SEXHAR2	NUM	0253	0254	002	Exper. Incid & Labeled Sexual Harassment
GB0256	NUM	0255	0256	002	Consider Q55 marked as sex harassment
GB0257S	NUM	0257	0258	002	Pst 12 mo, eff: other behavior
GB0276A	NUM	0259	0260	002	Agr/disagr,talk: others in unit not care
GB0276C	NUM	0261	0262	002	Agr/disagr,talk: others tell cwrkr stop
GB0276E	NUM	0263	0264	002	Agr/disagr,talk: taken seriously
GB0277A	NUM	0265	0266	002	Agr/disagr,date: others in unit not care
GB0277C	NUM	0267	0268	002	Agr/disagr,date: others tell cwrkr stop
GB0277E	NUM	0269	0270	002	Agr/disagr,date: taken seriously
GB0278A	NUM	0271	0272	002	Agr/disagr,coop: others in unit not care
GB0278C	NUM	0273	0274	002	Agr/disagr,coop: others tell supvsr stop
GB0278E	NUM	0275	0276	002	Agr/disagr,coop: taken seriously

Variable	Type	Start	End	Length	Label
GB0279A	NUM	0277	0278	002	Effort to stop: senior leadership, Svc
GB0279B	NUM	0279	0280	002	Effort to stop: senior leadership, ship
GB0279C	NUM	0281	0282	002	Effort to stop: my immediate supervisor
GB0280	NUM	0283	0284	002	Train in past 12 mos on sex harass
GB0282A	NUM	0285	0286	002	Agr/disagr, train: undrstnd word/actn
GB0282B	NUM	0287	0288	002	Agr/disagr, train: reduce cohesion/eff
GB0282C	NUM	0289	0290	002	Agr/disagr, train: diff to prfrm duty
GB0282D	NUM	0291	0292	002	Agr/disagr, train: idntfy offnsv behav
GB0282E	NUM	0293	0294	002	Agr/disagr, train: tool for sex harass
GB0282F	NUM	0295	0296	002	Agr/disagr, train: safe to complain
GB0282G	NUM	0297	0298	002	Agr/disagr, train: info on sex harass
GB0283C	NUM	0299	0300	002	Extent, unit: complaints taken seriously
GB0283J	NUM	0301	0302	002	Extent, ship: complaints taken seriously
GB0284	NUM	0303	0304	002	Sex harass more of a prob in/out of mil
GB0285	NUM	0305	0306	002	Last 4 yrs, sex harass in nation prob
GB0286	NUM	0307	0308	002	Last 4 yrs, sex harass in military prob
GB0287	NUM	0309	0310	002	Compare how often harass occur in mil
WGR02ID	NUM	0311	0318	008	WGR02 ID
SURVFORM	NUM	0319	0320	002	Survey Form
ELIGFLGW	NUM	0321	0324	004	ELIGIBILITY FLAG
PSW0	NUM	0325	0332	008	Final raking weight
XPAY2	NUM	0333	0334	002	XPAY2: 2 level pay crossing

APPENDIX I

NOTES ON ANALYSIS

Notes on Analysis for the 2002 Workplace and Gender Relations Survey

This section is focused on the analytic variables contained on the survey analysis files that were used in reporting the results of the survey. The section describes basic crossing variables that were constructed, the race/ethnicity variables based on OMB guidelines, and variables constructed for sample design.

Analytic Variables

The most important variables constructed for analyses have been preserved on the survey analysis files. Where possible these variables are on the public-release file. In every case where a crossing of demographic variables would allow the isolation of one or two respondents, however, either a variable was collapsed into broader categories or some variables were set to missing in the public-release variables in order to preserve respondents' confidentiality.

Key Demographic Variables

Demographic data are obtained both from respondents' self-reports on the questionnaire and from the ADMF for Active Duty personnel. Self-reported race/ethnicity, gender, Service, and paygrade were used when available in the analyses reported. Where self-reported data were missing, values were imputed through the use of master file data extracted from the May 2001 ADMF for active-duty personnel. These imputed variables are referred to as X (crossing) variables. The only variables that were imputed are those crucial to the tabulation of data. Figure I.1 provides SAS code for the imputation and creation of the DMDC standard for reporting Federal data on race and ethnicity. Figures I.2 – I.5 contain either the SAS code or pseudo code of the crossing variables for Service, gender, and paygrade. Code is also provided for the five- and seven-category race and ethnicity variables and the seven-category paygrade variable.

Race and Ethnicity. XRETH1 implements the U.S. Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. XRETH1 groups the responses to SRRACEA-SRRACEF into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISP). Each description in the "RACIAL CATEGORY" column of the chart below is preceded by an H for "Hispanic" if the respondent has a value greater than or equal of 2 for SRHISP, and by a NH for "Non-Hispanic" if SRHISP has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description. The coding for XRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEF are assigned the corresponding code (1 to 6) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. This variable was imputed using values RACETH and CRACECAT from the DMDC ADMF for

active-duty members. The variables R1XRETH1 and R2XRETH1 collapse XRETH1 into seven or five categories, respectively.

CODE	RACIAL CATEGORY (XRETH1)	SR-HISP	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE	SR-RACEF
1	H American Indian or Alaska Native	>=2	1	1	2	1	1	1
2	H Asian	>=2	1	1	1	2	1	1
3	H Black or African American	>=2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	>=2	1	1	1	1	2	1
5	H White	>=2	2	1	1	1	1	1
6	H Some other race	>=2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	>=2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	>=2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

Figure I.1.
SAS Code for Race/Ethnicity

```

/* SAS Code for Race/Ethnicity */
  *create variables for comparison of imputing or not imputing ;

  * create basic non-imputed self-report of ethnicity ;
  SRHISP = SRHISPA1;
  HISP_NI = . ;
    if SRHISP = 1 then HISP_NI=1;    /*1=Non-hispanic*/
    if SRHISP GE 2 then HISP_NI=2;  /*2=Hispanic*/

  *Imputations from records for Hispanic ethnicity non-response ;
  HISP_IM = HISP_NI ;

  if HISP_NI NE . then HispImpF = 1 ;
  if HISP_IM = . then do ;
    if RACETH in ('A', 'B', 'C', 'D') then HISP_IM = 1 ;
    if RACETH = 'E' then HISP_IM = 2 ;
    if RACETH in ('A', 'B', 'C', 'D') then HispImpF = 2 ;
    if HISP_IM = . and eth in ('1', '4', '6', '9', 'S') then do ;
      HISP_IM = 2 ;
      HispImpF = 2 ;
    end ;
  end ;

  * Create non-imputed self-report of race with Other valid;
  R_OV_NI = 100000*SRRACEf
    + 10000*SRRACEa
    + 1000*SRRACEb
    + 100*SRRACEc
    + 10*SRRACEd
    + 1*SRRACEe;
  if SRRACEa lt 1 then R_OV_NI = . ;

  *Create non-imputed self-report of ethnicity race with Other valid;
  E_OV_NI = 1000000*HISP_NI
    + 100000*SRRACEf
    + 10000*SRRACEa
    + 1000*SRRACEb
    + 100*SRRACEc
    + 10*SRRACEd
    + 1*SRRACEe;
  if SRRACEa lt 1 or HISP_NI = . then E_OV_NI = . ;

```

Figure I. 1. SAS Code for Race/Ethnicity (Continued)

```
*Imputations from records for non-response on race self-report with
Other valid;
  *This change is made because SRHISPA1 is 8 characters and needs to be
shortened;
  SRHISP=SRHISPA1;
  array notimpt1 SRHISP SRRACEa SRRACEb SRRACEc
  SRRACEd SRRACEe SRRACEf;
  array impt1 iSRHISP iSRRACEa iSRRACEb iSRRACEc
  iSRRACEd iSRRACEe iSRRACEf;
  Do over impt1 ;
  impt1 = notimpt1 ;
end ;

* Imputations for Missings with Other Valid ;
if R_OV_NI NE . then OV_IMFlg = 1 ;
if R_OV_NI = . then do ;
  if CRACECAT = 1 then iSRRACEa = 2 ;
  if CRACECAT = 1 then OV_IMFlg = 2 ;
  if CRACECAT = 2 then iSRRACEb = 2 ;
  if CRACECAT = 2 then OV_IMFlg = 2 ;
  if RACETH = 'A' then iSRRACEc = 2 ;
  if RACETH = 'A' then OV_IMFlg = 2 ;
  if RACETH = 'X' then iSRRACEf = 2 ;
  if RACETH = 'X' then OV_IMFlg = 2 ;
  if eth in ('8' '7' '2') then iSRRACEc = 2 ;
  if eth in ('8' '7' '2') then OV_IMFlg = 2 ;
  if eth in ('G' 'J' 'K' 'D' '5' 'V' '3') then iSRRACEd = 2 ;
  if eth in ('G' 'J' 'K' 'D' '5' 'V' '3') then OV_IMFlg = 2 ;
  if eth in ('E' 'W' 'L' 'Q' 'H') then iSRRACEe = 2 ;
  if eth in ('E' 'W' 'L' 'Q' 'H') then OV_IMFlg = 2 ;
  if OV_IMFlg = 2 and iSRRACEa lt 1 then iSRRACEa = 1 ;
  if OV_IMFlg = 2 and iSRRACEb lt 1 then iSRRACEb = 1 ;
  if OV_IMFlg = 2 and iSRRACEc lt 1 then iSRRACEc = 1 ;
  if OV_IMFlg = 2 and iSRRACEd lt 1 then iSRRACEd = 1 ;
  if OV_IMFlg = 2 and iSRRACEe lt 1 then iSRRACEe = 1 ;
  if OV_IMFlg = 2 and iSRRACEf lt 1 then iSRRACEf = 1 ;
end;
```

Figure I. 1. SAS Code for Race/Ethnicity (Continued)

```
* Impute Missing Ethnicity Race with Other Valid in E_OV_IM ;
E_OV_IM = 1000000*HISP_IM
          + 100000*iSRRACEf
          + 10000*iSRRACEa
          + 1000*iSRRACEb
          + 100*iSRRACEc
          + 10*iSRRACEd
          + 1*iSRRACEe;
          if iSRRACEa lt 1 or HISP_IM = . then E_OV_IM = . ;

* creation of reporting variable for race - OMB guidance of 9 March 00;
if E_OV_IM > 1000000 AND E_OV_IM =<= 1222222 then XRETH1 = 19;
* NH Balance of individuals reporting more than one race ;
if E_OV_IM = 1111211 then XRETH1 = 9; * NH American Indian or
Alaska Native ;
if E_OV_IM = 1111121 then XRETH1 = 10; * NH Asian ;
if E_OV_IM = 1112111 then XRETH1 = 11; * NH Black or African
American;
if E_OV_IM = 1111112 then XRETH1 = 12; * NH Native Hawaiian or
Other Pacific Islander ;
if E_OV_IM = 1121111 then XRETH1 = 13; * NH White ;
if E_OV_IM = 1121211 then XRETH1 = 15; * NH American Indian or
Alaska Native & White ;
if E_OV_IM = 1121121 then XRETH1 = 16; * NH Asian & White ;
if E_OV_IM = 1122111 then XRETH1 = 17; * NH Black or African
American & White ;
if E_OV_IM = 1112211 then XRETH1 = 18;
* NH American Indian or Alaska Native & Black or African American ;
if E_OV_IM = 1211111 then XRETH1 = 14; * NH Other Race alone ;
if HISP_IM = 2 then XRETH1 = 7; * Hispanic/Latino reporting > 1;
if HISP_IM = 2 and iSRRACEa lt 1 then XRETH1 = 8; * Hispanic/Latino
unknown race ;
if E_OV_IM = 2111211 then XRETH1 = 1; * H American Indian or
Alaska Native ;
if E_OV_IM = 2111121 then XRETH1 = 2; * H Asian ;
if E_OV_IM = 2112111 then XRETH1 = 3; * H Black or African
American;
if E_OV_IM = 2111112 then XRETH1 = 4; * H Native Hawaiian or
Other Pacific Islander ;
if E_OV_IM = 2121111 then XRETH1 = 5; * H White ;
if E_OV_IM = 2211111 then XRETH1 = 6; * H Other Race alone ;
```

```

If 1 <= xreth1 <= 8 then R2XRETH1=1;          * Hispanic;
else if xreth1 = 13 then R2XRETH1=2;        * NH White;
else if xreth1 = 11 then R2XRETH1=3; * NH Black or African American;
else if xreth1 in (9,10,12,14) then R2XRETH1=4; *NH All Other Race alone ;
else if 15 <= xreth1 <= 19 then R2XRETH1=5; *NH Reporting > One Race;

If 1 <= xreth1 <= 8 then R1XRETH1 = 3; /**Hispanic**/
else if xreth1 = 9 then R1XRETH1 = 4; /**American Indian/Alaskan
Native**/
else if xreth1 in (10, 12) then R1XRETH1 = 5; /**Asian/Pacific Islander**/
else if xreth1 = 11 then R1XRETH1 = 2; /**Black**/
else if xreth1 = 13 then R1XRETH1 = 1; /**White**/
else if xreth1 = 14 then R1XRETH1 = 6; /**Other**/
else if 15 <= xreth1 <= 19 then R1XRETH1 = 7; /**More than one race
marked**/

```

Figure I.2.
SAS Code Service Component

Service Component. This variable denotes the member's service component and was used as a crossing variable for tabulations. It is created from self-reported information from Question 6. The values for this constructed variable were filled in for members from CSERVICE if SRSVC was missing and the member record is found on the DMDC ADMF.

```

/***** Creation of XSVC *****/
If srsvc = 1 then xsvc = 1; /*army*/
Else if srsvc = 2 then xsvc = 2; /*navy
Else if srsvc = 3 then xsvc = 3; /*marine corps*/
Else if srsvc = 4 then xsvc = 4; /*air force*/
Else if srsvc = 5 then xsvc = 5; /*coast guard*/
Else xsvc = .;

If xsvc = . then do;
  xsvc = cservice;
  xsvcf = 1;

```

Figure I.3.
SAS Code for Gender

Gender. This variable denotes the member's gender. It is created from Question 1. The values for this constructed variable were filled in for members from SEX_M if XSEX is missing.

```
/****** Creation of XSEX *****/

If srsex = 1 then xsex = 1; /*male*/
Else if srsex = 2 then xsex= 2; /*female*/
Else xsex = . ;

If xsex = . & (CSEX = 1 or CSEX =2) then do;
    xsex = CSEX;
    xsexf = 1;
End;
Else xsexf = 0;
```

Figure I.4. SAS Code for Paygrade.

Paygrade. This variable denotes the member's paygrade. It is created from self-reported information from Question 7. Missing values were imputed from the ADMF variable, PAYGRDE.

```
/***** Creation of XGRADE *****/
  If srgrade = 1 then xgrade = 01;      /*Enlisted E-1 */
  Else if srgrade = 2 then xgrade = 02; /*Enlisted E-2 */
  Else if srgrade = 3 then xgrade = 03; /*Enlisted E-3 */
  Else if srgrade = 4 then xgrade = 04; /*Enlisted E-4 */
  Else if srgrade = 5 then xgrade = 05; /*Enlisted E-5 */
  Else if srgrade = 6 then xgrade = 06; /*Enlisted E-6 */
  Else if srgrade = 7 then xgrade = 07; /*Enlisted E-7 */
  Else if srgrade = 8 then xgrade = 08; /*Enlisted E-8 */
  Else if srgrade = 9 then xgrade = 09; /*Enlisted E-9 */
  Else if srgrade = 11 then xgrade = 11; /*Warrant W-1 */
  Else if srgrade = 12 then xgrade = 12; /*Warrant W-2 */
  Else if srgrade = 13 then xgrade = 13; /*Warrant W-3 */
  Else if srgrade = 14 then xgrade = 14; /*Warrant W-4 */
  Else if srgrade = 15 then xgrade = 15; /*Warrant W-5 */
  Else if srgrade = 15 then xgrade = 21; /*Officer O-1 */
  Else if srgrade = 16 then xgrade = 22; /*Officer O-2 */
  Else if srgrade = 17 then xgrade = 23; /*Officer O-3 */
  Else if srgrade = 18 then xgrade = 24; /*Officer O-4 */
  Else if srgrade = 19 then xgrade = 25; /*Officer O-5 */
  Else if srgrade = 20 then xgrade = 26; /*Officer O-6 & above */
  Else xgrade = .;
```


Figure I.4. SAS Code for Paygrade (Continued)

```
If xgrade = . & paygrde ne '' then do;
  if paygrde='E01' then xgrade = 1;
  else if paygrde='E02' then xgrade = 2;
  else if paygrde='E03' then xgrade = 3;
  else if paygrde='E04' then xgrade = 4;
  else if paygrde='E05' then xgrade = 5;
  else if paygrde='E06' then xgrade = 6;
  else if paygrde='E07' then xgrade = 7;
  else if paygrde='E08' then xgrade = 8;
  else if paygrde='E09' then xgrade = 9;
  else if paygrde='W01' then xgrade =11;
  else if paygrde='W02' then xgrade =12;
  else if paygrde='W03' then xgrade =13;
  else if paygrde='W04' then xgrade =14;
  else if paygrde='W05' then xgrade =15;
  else if paygrde='O01' then xgrade =21;
  else if paygrde='O02' then xgrade =22;
  else if paygrde='O03' then xgrade =23;
  else if paygrde='O04' then xgrade =24;
  else if paygrde='O05' then xgrade =25;
  else if paygrde='O06' then xgrade =26;
  xgrdef = 1;
end;
else xgrdef = 0;
```

/* Constructed Paygrade Category. The variable is constructed as a crossing variable. It is created from XGRADE. */

```
/****** Creation of RXGRADE *****/
If xgrade in (01, 02, 03, 04) then rxgrade = 1;          /**E1-E4**/
Else if xgrade in (05, 06) then rxgrade = 2;           /**E5-E6**/
Else if xgrade in (07, 08, 09) then rxgrade = 3;       /**E7-E9**/
Else if xgrade in (11, 12, 13, 14, 15) then rxgrade = 4; /**W1-W5**/
Else if xgrade in (21, 22, 23) then rxgrade = 5;       /**O1-O3**/
Else if xgrade > 23 then rxgrade = 6;                   /**O4-O6**/
```

Figure I.4 Sas Code Used to Create Combined Item 54L and 54M.

```
*Creation of RB0254LM;  
if GB0254l in (1) then RB0254LM =1;  
else if GB0254l in (2) then RB0254LM =2;  
else if GB0254l in (3) and GB0254M in (0) then RB0254LM =3;  
else if GB0254l in (3) and GB0254M in (1) then RB0254LM =4;  
else if GB0254L in (.B) then RB0254LM = .B;
```

Figure I.5 Sas Code Used to Create Unprofessional Gender Related Behaviors Scales

```
*Creation of Uprofessional Gender Related Behaviors Scales;  
  
/** Each Count factor is set to 1 if any behavior comprising it is rated as  
happening at least once else it is set to 0 ;  
  
/****Creation of Factor of Crude Offensive Behavior****/  
  
if (sum(GB0255A ge 1 or GB0255C ge 1 or GB0255E ge 1 or GB0255F ge 1)  
ge 1)  
then CRDBVR2 = 1;  
  
else if GB0255A or GB0255C or GB0255E or GB0255F = .B  
then CRDBVR2 = .B; else CRDBVR2 = 0 ;  
  
/****Creation of Factor of Sexual Attention****/  
  
if (sum(GB0255H ge 1 or GB0255J ge 1 or GB0255M ge 1 or GB0255N ge  
1) ge 1) then SEXATTN2 = 1;  
  
else if GB0255H or GB0255J or GB0255M or GB0255N = .B  
then SEXATTN2 = .B; else SEXATTN2 = 0 ;
```

**Figure I.5 Sas Code Used to Create Unprofessional Gender Related Behaviors Scales
(Continued)**

```
*****Creation of Factor of Sexual Coercion*****/  
  
if (sum(GB0255K ge 1 or GB0255L ge 1 or GB0255O ge 1 or GB0255P ge 1) ge 1)  
then SEXCOER2 = 1;  
  
else if GB0255K or GB0255L or GB0255O or GB0255P = .B then SEXCOER2 = .B;  
  
else SEXCOER2 = 0 ;  
  
*****Creation of Sexist Behavior*****/  
  
if (sum(GB0255D ge 1 or GB0255G ge 1 or GB0255I ge 1 or GB0255B ge 1) ge 1)  
then SEXBEH2 = 1;  
  
else if GB0255D or GB0255G or GB0255I or GB0255B = .B then SEXBEH2 = .B;  
  
else SEXBEH2 = 0 ;  
  
*****Creation of Sexual Assault*****/  
  
if (sum(GB0255Q ge 1 or GB0255R ge 1) ge 1) then SEXASSA2 = 1;  
  
else if GB0255Q or GB0255R = .B then SEXASSA2 = .B;  
  
else SEXASSA2 = 0 ;  
  
*****Creation of Other Behavior*****/  
  
if (GB0255S ge 1) then OTHRBEH2 = 1;  
  
else if GB0255S = .B then OTHRBEH2 = .B;  
  
else OTHRBEH2 = 0 ;
```

Figure I.6. SAS Code for Creation of Sexual Harassment Rate Variable

```
/*****Creation of SH with Label factor*****/  
  
if GB0255A = .B then SEXHAR2= .B;  
  
else if (sum(GB0255A ge 1 or GB0255C ge 1 or GB0255E ge 1 or GB0255F ge 1 or  
GB0255H ge 1 or GB0255J ge 1 or GB0255M ge 1 or GB0255N ge 1 or GB0255K  
ge 1 or GB0255L ge 1 or GB0255O ge 1 or GB0255P ge 1) ge 1)  
and GB0256 in (1 2) then SEXHAR2 = 1;  
  
else SEXHAR2 = 0;
```

***Coding Notes to Convert 1995 Form B Data
to Form 2002GB Specifications***

When feasible, Form 2002GB was coded for easy comparison to the 1995 Form B survey. For example, where possible special missing value codes were chosen to be consistent with the values used for the 1995 survey. Two major changes were made however. The first change is that skip pattern items in 2002 were forward coded while the 1995 survey had been backward coded. Table I-1 shows the change as coding notes while Figure I.6 shows how to use SAS to change the 1995 Form B dataset to make it compatible with the 2002 dataset.

The third major change was in the construction of key indicators given the changes in the core items measuring gender issues.

Table I-1

Special Coding Notes to Convert 1995 Form B Data to Form 2002GB Specifications

Note Coding instructions

1. **GB95072.** Corrects 1995 Note 6. If GB95072 EQ -2 or 62, then recode to 61. If GB95072 in range of 10-12, then recode to 0-2.
2. **GB9571CN, GB95071A-GB95071Y, GB95072, GB9572SK**
Corrects 1995 Note 6; see 2002 Note 15.

GB9571CN is a consistency flag indicating whether GB9571A-GB9571Y are answered consistently with Question 72.

GB9571A-GB9571Y values after first edit step	GB95072 values after first edit step		
	GB95072 EQ 61	GB95072 EQ 0,1,2	GB95072 EQ -8, -9
None > 0	1 (Consistent)	2 (Inconsistent)	-9 (Missing)
At least one in the range of 1-4 (direction to continue)	2 (Inconsistent)	1 (Consistent)	-9 (Missing)
All -8 or -9	-9 (Missing)	-9 (Missing)	-9 (Missing)

If (none of GB9571A-GB9571Y > 0) then GB95072 and GB9572SK = 61

3. **GB9572SK, , GB95073A-GB95073Y, GB95074-GB95077, GB95078A-GB95078N, GB95079-GB95083, GB95084A-GB95084D, GB95085A-GB95085D, GB95086-GB95096, GB95097A-GB95097E, GB95098, GB95099A-GB95099L, GB95099SP, GB95100A-GB95100J, GB9500SP, GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108.**
 Corrects 1995 Note 6; see 2002 Note 17.

GB9572SK is a skip flag indicating whether GB95072 is answered consistently with Questions 73-108.

GB95072 value after first edit step	GB95073A-GB95108 values after first edit step	
	at least one NE -9	all EQ -9
61 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
0, 1, 2 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

If GB95072 = 61 then GB95073A-GB95073Y, GB95074-GB95077, GB95078A-GB95078N, GB95079-GB95083, GB95084A-GB95084D, GB95085A-GB95085D, GB95086-GB95096, GB95097A-GB95097E, GB95098, GB95099A-GB95099L, GB95099SP, GB95100A-GB95100J, GB9500SP, GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108 = 61

4. **GB95100A-GB95100J.** If any of GB95100A-GB95100J EQ -2, then recode to 0. Corrects 1995 Note 11.

5. **GB9500SK, GB95102A-GB95102M, GB9502SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108.**

GB9500SK is a skip flag indicating whether GB95100A-GB95100J are answered consistently with Questions 102-108.

GB95100A-GB95100J values after first edit step	GB95102A-GB95108 values after first edit step	
	(at least one of GB95073A-GB95108 NE -9)	All of GB95073A-GB95108 EQ -9
None in range of 1-3 (direction to skip)	3 (Invalid continuation)	1 (Valid skip)
At least one in the range of 1-3 (direction to continue)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

After creating the unedited variables:

If (none of GB95100A-GB95101J are in the range of 1-3) then GB95101A-GB95101M, GB9501SP, GB95102, GB95103A-GB95103F, GB95104A-GB95104H, GB9504SK, GB95105-GB95106, GB95107A-GB95107T, GB9507SP, GB9507CN, GB95108 = 63

6. **GB95104A-GB95104H, GB95105.** To correct 1995 Note 14.

If GB95104A = -2 then GB95104B-GB95104H, GB95105 = 65
If GB95104A = -2 then GB95104A = 1

7. **GB95107A-GB95107T.** To correct 1995 Note 15.

If GB95107A = -2 then GB95107B-GB95107T = 64
If GB95107A = -2 then GB95107A = 1

8. **GB95130, GB95131A-GB95131B.** To correct 1995 Note 17.

If GB95130 = -2 then GB95131A-GB95131B = 66
If GB95130 = -2 then GB95130 = 66

Figure I.6.
SAS Code for Conversion of 1995 Form B Data

```

data library.shs95bs; set datasets.shs95bs ;
  _total_ = nwcstrat ;
  if wght_flg ;

proc format library=library page;
value ELIGFLGW
  1 = "Eligible weighted"
  2 = "Ineligible weighted"
  3 = "Nonrespondents"
;
Value YesNo
  1='Yes Experienced'
  0='Not Experienced'
;
data datasets.shs95bs;
set datasets.shs95bs ;
if elig_flg=1 and wght_flg=1 then EligFlgW=1;
else if elig_flg=0 and wght_flg=1 then EligFlgW=2;
else EligFlgW=3;
attrib EligFlgW label='Eligibility Flag Weighted' format=EligFlgW.;

/*****Recode of GB95072*****/
If GB95072 in (10 11 12) then GB95072 = GB95072 - 10 ;
If GB95072 in (.M 62) then GB95072 = 61 ;

/*****Correct forward coding from Question 71*****/
If IncType1 = 0 then GB95072 = 61; If IncType1 = 0 then GB9572SK = 61;

/*****Correct forward coding from Question 72*****/
Array From72 GB95073A--GB95073Y GB95074-GB95077 GB95078A--GB95078N
GB95079-GB95083 GB95084A--GB95084D GB95085A--GB95085D GB95086-GB95096
GB95097A--GB95097E GB95098 GB95099A--GB95099L GB95099SP GB95100A--
GB95100J GB9500SP GB9500SK GB95102A--GB95102M GB9502SP GB95102
GB95103A--GB95103F GB95104A--GB95104H GB9504SK GB95105-GB95106 GB95107A-
-GB95107T GB9507SP GB9507CN GB95108 ;
If GB95072 = 61 then do over From72 ; From71 = 61 ; End ;

/*****Recode of Question 100*****/
Array Q100 GB95100A--GB95100J ;
Do over Q100 ; If Q100 = -2 then Q100 = 0 ; End ;

/*****Correct forward coding from Question 100*****/
Sum100 = SUM(GB95100A--GB95100J) ;
Array From100 GB95101A--GB95101M GB9501SP GB95102 GB95103A--GB95103F
GB95104A--GB95104H GB9504SK GB95105-GB95106 GB95107A--GB95107T GB9507SP
GB9507CN GB95108 ;
If Sum100 = 0 then do over From100 ; From100 = 63 ; End ;

```

*** Each factor is set to 1 if any behavior comprising it is rated as happening at least once
else it is set to 0 ;

/*****Creation of components of SH factor*****/

if (sum.gb95071a ge 1 or gb95071c ge 1 or gb95071f ge 1 or gb95071g ge 1) ge 1)
then crde95 = 1;
else crde95 = 0 ;

if (sum.gb95071j ge 1 or gb95071n ge 1 or gb95071q ge 1 or gb95071r ge 1) ge 1)
then sxat95 = 1;
else sxat95 = 0 ;

if (sum.gb95071o ge 1 or gb95071p ge 1 or gb95071s ge 1 or gb95071t ge 1) ge 1)
then sxco95 = 1;
else sxco95 = 0 ;

/*****Creation of SH factor*****/

if (sum.gb95071a ge 1 or gb95071c ge 1 or gb95071f ge 1 or gb95071g ge 1 or
gb95071j ge 1 or gb95071n ge 1 or gb95071q ge 1 or gb95071r ge 1 or
gb95071o ge 1 or gb95071p ge 1 or gb95071s ge 1 or gb95071t ge 1) ge 1)
and GB95072 in (1 2)
then sxha95 = 1;
else sxha95 = 0 ;

/*****Creation of sexist behavoir, sexual assault, and other component *****/

if (sum.gb95071e ge 1 or gb95071h ge 1 or gb95071i ge 1 or gb95071k ge 1) ge 1)
then sxbe95 = 1;
else sxbe95 = 0 ;

if (sum.gb95071w ge 1 or gb95071x ge 1) ge 1)
then sxas95 = 1;
else sxas95 = 0 ;

if (sum.gb95071y ge 1) ge 1)
then othr95 = 1;
else othr95 = 0 ;

format crde95 sxat95 sxco95 sxha95 sxbe95 sxas95 othr95 YesNo.
EligFlgW EligFlgW.;

LABEL

crde95='Experienced Incident of Crude Offensive Behavior'
sxat95='Experienced Incident of Unwanted Sexual Attention'
sxco95='Experienced Incident of Sexual Coercion'
sxha95='Experienced Incident and Labeled Sexual Harassment'
sxbe95='Experienced Incident Sexual Behavior'
sxas95='Experienced Incident Sexual Assault'
othr95='Experienced Incident of Other Behavior'
EligFlgW ='Eligibility Flag Weighted';

APPENDIX J

SOFTWARE APPLICATIONS FOR THE ANALYSIS OF THE 2002 WORKPLACE AND GENDER RELATIONS SURVEY (FORM 2002GB)


```
title1 ;
title2 '2002 Status of the Armed Forces Surveys--Workplace and Gender Relations';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';
title7 ;
```

```
options nocenter ls=126 ps=65 nodate;
libname sasin '.';
libname library '.';
DATA temp;
    SET sasin.WGR02CON;
PROC CONTENTS noprint;
```

```
/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.
```

```
Eligible Respondents          19960
Ineligibles                    22
Records with zero weights     40433
```

```
*-----*/
```

```
title8 'Unweighted frequency of EligFlgW ';
proc freq data=sasin.WGR02CON;
tables EligFlgW /missing;
```

```
/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported. Use the counts below as a reference.
```

```
Eligible Respondents          1256947.21
Ineligibles                    1060
```

```
*-----*/
```

```
title8 'Weighted frequency of EligFlgW';
proc freq data=sasin.WGR02CON;
tables EligFlgW/missing;
weight PSW0;
```


APPENDIX K

**CROSSWALK-WGR FORM 2002GB, 1999 ACTIVE DUTY
SURVEY-FORM A, 2000 MILITARY EXIT SURVEY, 1996
EQUAL OPPORTUNITY SURVEY**

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
1	SRSEX	Are you...	SRSEX	SRSEX	SRSEX
2	SRED	Highest degree/level of school completed			SRED~
3	SRHISPA1	Are you Spanish/Hispanic/Latino			SRHISPA1~
4	SRETHI	What is your race			SRRACEI~
5	SRMARST	What is your marital status	SRMARST	SRMARST	SRMARST
6	SRSVC	In what Service are you	SRSVC	SRSVC	SRSVC
7	SRGRADE	What is your current paygrade	SRGRADE	SRGRADE	SRGRADE
8	GB0208	Years of active duty service completed	GB95009	M9910	EQ9607
9	GB0209	Which term of service serving now		M9929	
10	GB0210	How likely allowed to stay active duty		M9901	
11	GB0211	How likely you would stay on active duty	GB95010	M9932	EQ9628
12	GB0212	How likely stay in military 20 years		M9935	
13	GB0213	Years of service when you leave AD		M9936	
14	GB0214	In gen'l, life better/worse than expect		M9946	
15	GB0215	In gen'l, work better/worse than expect		M9947	
16a	GB0216A	Sat/dissat: Basic Pay		M9939CC	
16b	GB0216B	Sat/dissat: special and incentive pays		M9939B	
16c	GB0216C	Sat/dissat: Basic Allowance Subsistence		M9939E	
16d	GB0216D	Sat/dissat: Basic Allowance for Housing		M9939D	
16e	GB0216E	Sat/dissat: retirement pay you would get		M9939I	
16f	GB0216F	Sat/dissat: COLA to retirement pay		M9939J	
16g	GB0216G	Sat/dissat: availability med care, you		M9939G	
16h	GB0216H	Sat/dissat: availability med care, fam		M9939E	

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
16i	GB0216I	Sat/dissat: quality of med care, you			
16j	GB0216J	Sat/dissat: quality of med care, family		M9907F	
16k	GB0216K	Sat/dissat: out of pocket cost for med		M9907A	
16l	GB0216L	Sat/dissat: availability of childcare			
16m	GB0216M	Sat/dissat: quality of childcare			
16n	GB0216N	Sat/dissat: affordability of childcare		M9939K	
16o	GB0216O	Sat/dissat: family support services		M9939JJ	
16p	GB0216P	Sat/dissat: quality of your cur residenc		M9909B	
16q	GB0216Q	Sat/dissat: quality of work environment			
16r	GB0216R	Sat/dissat: opps for civilian education		M9939W	
16s	GB0216S	Sat/dissat: opps for prof. development		M9939N	
16t	GB0216T	Sat/dissat: level care/concern by supvs			
16u	GB0216U	Sat/dissat: quality of leadership		M9939X	
16v	GB0216V	Sat/dissat: your career, in general			
17a	GB0217A	Agr/disagr: Svc inspires you to do best	GB95041		
17b	GB0217B	Agr/disagr: will sacrifice to help Svc	GB95042		
17c	GB0217C	Agr/disagr: glad you are part of Service			
17d	GB0217D	Agr/disagr: not willing to help your Svc	GB950445		
18a	GB0218A	Past 6 mo, thought about leaving mil		M9948A	
18b	GB0218B	Past 6 mo, wondered about life as a civ		M9948B	
18c	GB0218C	Past 6 mo, discuss leaving w/fam, friend		M9948C	

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
18d	GB0218D	Past 6 mo, talk about leaving w/supv		M9948D	
18e	GB0218E	Past 6 mo, gathered info about college		M9948E	
18f	GB0218F	Past 6 mo, gathered info about civ jobs		M9948F	
18g	GB0218G	Past 6 mo, attended prog about civ employ		M9948G	
18h	GB0218H	Past 6 mo, prepared a resume		M9948H	
18i	GB0218I	Past 6 mo, applied for a job		M9948I	
18j	GB0218J	Past 6 mo, interviewed for a job		M9948J	
19a	GB0219A	Recommend friend join service: male	GB95011A		
19b	GB0219B	Recommend friend join service: female	GB95011B		
20	GB0220	Childrn 10 > talk about career/job/edu			
21	GB0221	Encourage child to consider military			
22a	GB0222A	Pstv/ngtv: the military, in general			
22b	GB0222B	Pstv/ngtv: career opps in the military			
22c	GB0222C	Pstv/ngtv: serving in mil, not career			
22d	GB0222D	Pstv/ngtv: PT opps in the military			
22e	GB0222E	Pstv/ngtv: career opps, civ fed employ			
22f	GB0222F	Pstv/ngtv: career opps in civ sector			
22g	GB0222G	Pstv/ngtv: seeking a college education			
23	GB0223	Past 12 months, serve most AD time	GB95035	M9905	EQ9610
24	GB0224	Past 12 months, where lived most AD time		M9908	EQ9611
25	GB0225	Past 12 months, overnight, mil duty		M9914	
26	GB0226	Past 12 months, separate times away		M9915	
27a	GB0227A	Away, mil duty: Op Enduring			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		Freedom			
27b	GB0227B	Away, mil duty: peacekeep/conting. op		M9916A	
27c	GB0227C	Away, mil duty: foreign humanitarian		M9916B	
27d	GB0227D	Away, mil duty: unit training		M9916C	
27e	GB0227E	Away, mil duty: counter drug ops		M9916D	
27f	GB0227F	Away, mil duty: domestic disaster		M9916E	
27g	GB0227G	Away, mil duty: sea, scheduled deploy		M9916F	
27h	GB0227H	Away, mil duty: other time at sea		M9916G	
27i	GB0227I	Away, mil duty: joint training		M9916H	
27j	GB0227J	Away, mil duty: military education		M9916I	
27k	GB0227K	Away, mil duty: other TDYs/TADS		M9916J	
28	GB0228	Past 12 months, total length time away		M9917	
29	GB0229	Mos complete at duty loc, current tour	GB95034		EA9619
30	GB0230	Is this your permanent duty loc/ship	GB95036		EQ9620
31a	GB0231A	Currently: a student in military course	GB95037A		EQ9621A
31b	GB0231B	Currently: serving aboard a ship at sea	GB95037B		EQ9621B
31c	GB0231C	Currently: part of ship/shore rotation			
31d	GB0231D	Currently: MOS not usually held by gend	GB95037C		EQ9621D~
31e	GB0231E	Currently: work environ gend uncommon	GB95037D		EQ9621E~
31f	GB0231F	Currently: on deploy away home 30 days			
32	GB0232	Gender of your immediate supervisor	GB95038		EQ9622
33	GB0233	Paygrade of your immediate			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
34	GB0234	supervisor Statement describes gend mix of work grp	GB95039		
35a	GB0235A	Agr/disagr: know what is expected of me			
35b	GB0235B	Agr/disagr: material/equip to do work			
35c	GB0235C	Agr/disagr: opportunity to do best			
35d	GB0235D	Agr/disagr: last 7 days, receive recog			
35e	GB0235E	Agr/disagr: supv cares about me			
35f	GB0235F	Agr/disagr: someone encrgs development			
35g	GB0235G	Agr/disagr: my opinions seem to count			
35h	GB0235H	Agr/disagr: Svc mission makes job impt			
35i	GB0235I	Agr/disagr: coworkers committed to qual			
35j	GB0235J	Agr/disagr: have best friend at work			
35k	GB0235K	Agr/disagr: talk to me about my progress			
35l	GB0235L	Agr/disagr: last yr, opps to learn/grow			
35m	GB0235M	Agr/disagr: opp/promo wrk related charac			
35n	GB0235N	Agr/disagr: supv helps all feel included			
35o	GB0235O	Agr/disagr: trust supv deal fairly			
35p	GB0235P	Agr/disagr: employees kept well informed			
36a	GB0236A	Agr/disagr: chain of command keep inform			
36b	GB0236B	Agr/disagr: request, someone will listen			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
36c	GB0236C	Agr/disagr: truth, no fear of reprisal			
36d	GB0236D	Agr/disagr: balance work/prsnl rpsnblty			
36e	GB0236E	Agr/disagr: priorities change frequently			
36f	GB0236F	Agr/disagr: supv encrgs lrn from mistake			
36g	GB0236G	Agr/disagr: supv, sufficient authority			
36h	GB0236H	Agr/disagr: Svc's core values are clear			
36I	GB0236I	Agr/disagr: leadership understands probs			
37a	GB0237A	Agr/disagr: handling technical-skills			
37b	GB0237B	Agr/disagr: handling people-skills			
37c	GB0237C	Agr/disagr: handling conceptual-skills			
37d	GB0237D	Agr/disagr: communicating			
37e	GB0237E	Agr/disagr: decision making			
37f	GB0237F	Agr/disagr: motivating			
37g	GB0237G	Agr/disagr: developing			
37h	GB0237H	Agr/disagr: building			
37i	GB0237I	Agr/disagr: learning			
37j	GB0237J	Agr/disagr: planning and organizing			
37k	GB0237K	Agr/disagr: executing			
37l	GB0237L	Agr/disagr: assessing			
38a	GB0238A	Agr/disagr: leader, behavior/discipline			
38b	GB0238B	Agr/disagr: lead interested in look good			
38c	GB0238C	Agr/disagr: impressed w/qual of leader			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
38d	GB0238D	Agr/disagr: prsnl prob, chain of command			
38e	GB0238E	Agr/disagr: lead not concern, treatment			
38f	GB0238F	Agr/disagr: leader interested in career			
38g	GB0238G	Agr/disagr: leader treat members w/rspct			
38h	GB0238H	Agr/disagr: leaders get cooperation			
38i	GB0238I	Agr/disagr: NCOs, good source of support			
39a	GB0239A	Agr/disagr: little conflict w/coworkers			
39b	GB0239B	Agr/disagr: you like your coworkers			
39c	GB0239C	Agr/disagr: coworkers put in effort			
39d	GB0239D	Agr/disagr: satis w/cowork relationship			
39e	GB0239E	Agr/disagr: work group tend to get along			
39f	GB0239F	Agr/disagr: work group willing to help			
39g	GB0239G	Agr/disagr: work provides sense of pride			
39h	GB0239H	Agr/disagr: work makes good use of skill			
39i	GB0239I	Agr/disagr: assignment good for career			
39j	GB0239J	Agr/disagr: you like the work you do			
39k	GB0239K	Agr/disagr: chance to acquire skills			
39l	GB0239L	Agr/disagr: you are satisfied with job			
40a	GB0240A	Past 12 mos, target: angry tone of voice			
40b	GB0240B	Past 12 mos, target: avoiding you			
40c	GB0240C	Past 12 mos, target: making you look			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
40d	GB0240D	bad Past 12 mos, target: yelling/raise voice			
40e	GB0240E	Past 12 mos, target: withholding info			
40f	GB0240F	Past 12 mos, target: swearing at you			
40g	GB0240G	Past 12 mos, target: talk behind back			
40h	GB0240H	Past 12 mos, target: insult, criticize			
40i	GB0240I	Past 12 mos, target: offensive/crude			
40j	GB0240J	Past 12 mos, target: flaunt status over			
41	GB0241	Have you ever had a mentor			
42	GB0242	Who is your current mentor			
43	GB0243	Is your current mentor...			
44a	GB0244A	Mentor helpful: teaches job skills			
44b	GB0244B	Mentor helpful: feedback, performance			
44c	GB0244C	Mentor helpful: assign challenging task			
44d	GB0244D	Mentor helpful: help develop skills			
44e	GB0244E	Mentor helpful: support/encouragement			
44f	GB0244F	Mentor helpful: prsnl/social guidance			
44g	GB0244G	Mentor helpful: career guidance			
44h	GB0244H	Mentor helpful: demonstrates trust			
44i	GB0244I	Mentor helpful: acts as role model			
44j	GB0244J	Mentor helpful: protects you			
44k	GB0244K	Mentor helpful: invites you to observe			
44l	GB0244L	Mentor helpful: instill Svc core value			
44m	GB0244M	Mentor helpful: moral/ethical			

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		guidance			
44n	GB0244N	Mentor helpful: organizational politic			
44o	GB0244O	Mentor helpful: sponsorship to advance			
44p	GB0244P	Mentor helpful: obtain future assignmnt			
45	GB0245	Prepared to prfrm wartime job, trng/exp	GB95023		
46	GB0246	Prepared to prfrm wartime job, physical	GB95023		
47	GB0247	Past 12 mos, been too sick to do job			
48	GB0248	Past 12 mos, injury suffered at work			
49	GB0249	Past 12 mos, injury suffered outside wrk			
50a	GB0250A	True/False: I am as healthy as anybody	GB95024		
50b	GB0250B	True/False: I get sick a little easier	GB95025		
50c	GB0250C	True/False: expect health to get worse	GB95026		
50d	GB0250D	True/False: my health is excellent	GB95027		
51a	GB0251A	Pst 4 wk, hith prb: cut down work time	GB9533A1		
51b	GB0251B	Pst 4 wk, hith prb: accomplished less	GB9533A2		
51c	GB0251C	Pst 4 wk, hith prb: limit kind of work			
51d	GB0251D	Pst 4 wk, hith prb: diff performing work			
52a	GB0252A	Pst 4 wk, emot prb: cut down work time	GB9533B1		
52b	GB0252B	Pst 4 wk, emot prb: accomplished less	GB9533B2		
52c	GB0252C	Pst 4 wk, emot prb: work as carefully	GB9533B3		
53a	GB0253A	Pst 4 wk, time: felt calm and	GB95028		

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		peaceful			
53b	GB0253B	Pst 4 wk, time: been very nervous	GB95029		
53c	GB0253C	Pst 4 wk, time: nothing could cheer	GB95030		
53d	GB0253D	Pst 4 wk, time: felt downhearted & blue	GB95031		
53e	GB0253E	Pst 4 wk, time: been a happy person	GB95032		
54a	GB0254A	Pst 12 mo: rated lower than deserve			EQ9630A~
54b	GB0254B	Pst 12 mo: unjustified neg comments			EQ9630B~
54c	GB0254C	Pst 12 mo: higher performance standard			EQ9630C~
54d	GB0254D	Pst 12 mo: did not get award/decoration			EQ9630D~
54e	GB0254E	Pst 12 mo: assignment not use job skills			EQ9630E~
54f	GB0254F	Pst 12 mo: assignmnt not good for career			EQ9630J~
54g	GB0254G	Pst 12 mo: no day-to-day short term task			EQ9630K~
54h	GB0254H	Pst 12 mo: no mentor for career develop			EQ9630L~
54i	GB0254I	Pst 12 mo: didn't learn opps for career			EQ9630M~
54j	GB0254J	Pst 12 mo: no straight answer for promo			EQ9630N~
54k	GB0254K	Pst 12 mo: excluded from social events			
54l	GB0254L	Pst 12 mo: not get job wanted/qual			
54m	GB0254M	Pst 12 mo: assign legally open, women			
54n	GB0254N	Pst 12 mo: other personnel actions			
55a	GB0255A	Pst 12 mo, freq: offnsv sex story/joke	GB95071A		EQ9629B~
55b	GB0255B	Pst 12 mo, freq: offensive gender			EQ9629J~

NOTE: ~ symbol means that the question on EOS is functionally the same but the wording is different.

Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		terms			
55c	GB0255C	Pst 12 mo, freq: unwelcome sex discuss	GB95071C		EQ9629A~
55d	GB0255D	Pst 12 mo, freq: treat diff because gend	GB95071E		
55e	GB0255E	Pst 12 mo, freq: remark on appearance	GB95071F		EQ9629H~
55f	GB0255F	Pst 12 mo, freq: embarrassing gestures	GB95071G		
55g	GB0255G	Pst 12 mo, freq: offnsv sexist remarks	GB95071I		EQ9629I~
55h	GB0255H	Pst 12 mo, freq: romantic/sex relation	GB95071J		
55i	GB0255I	Pst 12 mo, freq: put down, gender	GB95071K		EQ9629C~
55j	GB0255J	Pst 12 mo, freq: ask date after said no	GB95071N		
55k	GB0255K	Pst 12 mo, freq: bribed to engage in sex	GB95071O		
55l	GB0255L	Pst 12 mo, freq: threat, sex cooperation	GB95071P		EQ9629L~
55m	GB0255M	Pst 12 mo, freq: touch uncomfortably	GB95071Q		
55n	GB0255n	Pst 12 mo, freq: attempt stroke/fondle	GB95071R		
55o	GB0255o	Pst 12 mo, freq: treat bad, refuse sex	GB95071S		
55p	GB0255p	Pst 12 mo, freq: promo, sex cooperative	GB95071T		
55q	GB0255q	Pst 12 mo, freq: attempt sex, unsuccess	GB95071W		
55r	GB0255r	Pst 12 mo, freq: sex without consent	GB95071X		
55s	GB0255s	Pst 12 mo, freq: other behavior	GB95071Y		
56	GB0256	Consider Q55 marked as sex harassment	GB95072		
57a	GB0257A	Pst 12 mo, eff: offnsv sex story/joke	GB95073A		

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
57b	GB0257B	Pst 12 mo, eff: offensive gender terms			
57c	GB0257C	Pst 12 mo, eff: unwelcome sex discuss	GB95073C		
57d	GB0257D	Pst 12 mo, eff: treat diff, gender	GB95073E		
57e	GB0257E	Pst 12 mo, eff: remark on appearance	GB95073F		
57f	GB0257F	Pst 12 mo, eff: embarrassing gestures	GB95073G		
57g	GB0257G	Pst 12 mo, eff: offnsv sexist remarks	GB95073I		
57h	GB0257H	Pst 12 mo, eff: romantic/sex relation	GB95073J		
57i	GB0257I	Pst 12 mo, eff: put down, gender	GB95073K		
57j	GB0257J	Pst 12 mo, eff: ask date after said no	GB95073N		
57k	GB0257K	Pst 12 mo, eff: bribed engage in sex	GB95073O		
57l	GB0257L	Pst 12 mo, eff: thrt, sex cooperation	GB95073P		
57m	GB0257M	Pst 12 mo, eff: touch uncomfortable	GB95073Q		
57n	GB0257N	Pst 12 mo, eff: attempt stroke/fondle	GB95073R		
57o	GB0257O	Pst 12 mo, eff: treat bad, refuse sex	GB95073S		
57p	GB0257P	Pst 12 mo, eff: promo, sex cooperative	GB95073T		
57q	GB0257Q	Pst 12 mo, eff: attempt sex, unsuccess	GB95073W		
57r	GB0257R	Pst 12 mo, eff: sex without consent	GB95073X		
57s	GB0257S	Pst 12 mo, eff: other behavior	GB95073Y		
58a	GB0258A	Degree of situation: annoying	GB95084A		EQ9640A
58b	GB0258B	Degree of situation: offensive	GB95084B		EQ9640B
58c	GB0258C	Degree of situation: disturbing	GB95084C		EQ9640C
58d	GB0258D	Degree of situation: threatening	GB95084D		
58e	GB0258E	Degree of situation: embarrassing	GB95074 & GB95075		

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
58f	GB0258F	Degree of situation: frightening	GB95074 & GB95075		
59a	Gb0259A	Situation occur: at a mil installation	GB95074 & GB95075		
59b	GB0259B	Situation occur: work (mil duties)	GB95074 & GB95075		
59c	GB0259C	Situation occur: during duty hours	GB95074 & GB95075		
59d	GB0259D	Situation occur: local comm by install	GB95074 & GB95075		
60	GB0260	What was gender of person(s) involved	GB95080		EQ9638
61a	GB0261A	Person involved: immediate mil supv	GB95078A		EQ9637A
61b	GB0261B	Person involved: immediate civ supv	GB95078B		EQ9637C
61c	GB0261C	Person involved: unit commander	GB95078C		EQ9637D~
61d	GB0261D	Person involved: mil, higher rank	GB95078D		EQ9637F/G~
61e	GB0261E	Person involved: civ, higher rank	GB95078E		EQ9637H/I~
61f	GB0261F	Person involved: military coworkers	GB95078F		EQ9637J/L~
61g	GB0261G	Person involved: civilian coworkers	GB95078G		EQ9637M~
61h	GB0261H	Person involved: military subordinates	GB95078H		EQ9637M~
61i	GB0261I	Person involved: civilian subordinates	GB95078I		EQ9637N~
61j	GB0261J	Person involved: mil train instructor	GB95078J		EQ9637N
61k	GB0261K	Person involved: civ train instructor	GB95078K		
61l	GB0261L	Person involved: other mil persons	GB95078L		
61m	GB0261M	Person involved: other civ persons	GB95078M		
61n	GB0261N	Person involved: other/unknown persons	GB95078N		

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
62	GB0262	During situation, how often occur	GB95081		EQ9642
63	GB0263	How long situation last/been going on	GB95082		EQ9643
64	GB0264	Is the situation still going on	GB95083		EQ9644
65a	GB0265A	What extent you: tried to avoid	GB95099B		EQ9645B~
65b	GB0265B	What extent you: tried to forget			
65c	GB0265C	What extent you: told didn't like			
65d	GB0265D	What extent you: stayed out of way	GB95099B		
65e	GB0265E	What extent you: not important			
65f	GB0265F	What extent you: talked to family			
65g	GB0265G	What extent you: talked to coworkers	GB95099E		EQ9645E~
65h	GB0265H	What extent you: talked to friends			
65i	GB0265I	What extent you: chaplain/counselor			EQ9645J~
65j	GB0265J	What extent you: avoid being alone			
65k	GB0265K	What extent you: told to stop			EQ9645C~
65l	GB0265L	What extent you: put up with it			EQ9645G~
65m	GB0265M	What extent you: asked to leave alone			
65n	GB0265N	What extent you: blamed self			
65o	GB0265O	What extent you: assumed meant well			
65p	GB0265P	What extent you: prayed about it			
65q	GB0265Q	What extent you: pretend not to notice			EQ9645A~
65r	GB0265R	What extent you: do something else			
66a	GB0266A	Report situation: immediate supervisor	GB95100A		EQ9648A
66b	GB0266B	Report situation: someone in command	GB95100C		EQ9648B
66c	GB0266C	Report situation: supervisor of	GB95100B		EQ9648C

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
		person			
66d	GB0266D	Report situation: special mil office	GB95100E		EQ9648E
66e	GB0266E	Report situation: other installation	GB95100J		EQ9648H
67	GB0267	Answer Yes to at least 1 item in Q66			
68a	GB0268A	Actions taken: person talked to	GB95101A		EQ9650A~
68b	GB0268B	Actions taken: complaint investigated	GB95101B		EQ9650E~
68c	GB0268C	Actions taken: encrgd drop complaint	GB95101C		EQ9650F~
68d	GB0268D	Actions taken: complaint discounted	GB95101D		EQ9650G~
68e	GB0268E	Actions taken: no action taken	GB95101M		
69a	GB0269A	Sat w/process: avlity of info to file	GB95103A		EQ9651A
69b	GB0269A	Sat w/process: trtmnt by pers hndng	GB95103B		EQ9651B~
69c	GB0269A	Sat w/process: amount time to resolve	GB95103C		EQ9651C
69d	GB0269A	Sat w/process: how well kept informed	GB95103D		EQ9651D
69e	GB0269A	Sat w/process: degree privacy protect			
70	GB0270	Is the action still being processed			EQ9653
71a	GB0271A	Outcome complaint: found true	GB95104B		
71b	GB0271B	Outcome complaint: found untrue	GB95104C		
71c	GB0271C	Outcome complaint: unable to determine			
71d	GB0271D	Outcome complaint: outcome explained			
71e	GB0271E	Outcome complaint: situation corrected	GB95104D		EQ9654B~
71f	GB0271F	Outcome complaint: action against prsn	GB95104E		EQ9654C~
71g	GB0271G	Outcome complaint: nothing was done	GB95104G		EQ9654E~
71h	GB0271H	Outcome complaint: action against	GB95104F		EQ9654D~

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
72	GB0272	you How satisfied w/outcome of complaint	GB95105		EQ96555
73	GB0273	Report all behaviors marked in Q55			
74a	GB0274A	Not report: not important enough	GB05107B		EQ9656B
74b	GB0274B	Not report: didn't know how	GB05107C		EQ9656C
74c	GB0274C	Not report: felt uncomfortable			EQ9656D
74d	GB0274D	Not report: took care of prob by self	GB05107D		
74e	GB0274E	Not report: talk informally, command			EQ9656F
74f	GB0274F	Not report: nothing would be done	GB05107E		
74g	GB0274G	Not report: not believed	GB05107H		EQ9656I
74h	GB0274H	Not report: coworkers angry			
74i	GB0274I	Not report: wanted to fit in	GB05107P		EQ9656Q
74j	GB0274J	Not report: too much time/effort	GB05107J		EQ9656K
74k	GB0274K	Not report: labeled troublemaker	GB05107L		EQ9656N
74l	GB0274L	Not report: peer talked out of	GB05107M		EQ9656O~
74m	GB0274M	Not report: supv talked out of	GB05107N		EQ9656O~
74n	GB0274N	Not report: not hurt feelings/family	GB05107O		EQ9656P
74o	GB0274O	Not report: performance eval suffer	GB05107R		EQ9656S
74p	GB0274P	Not report: afraid retaliation, person	GB05107F		EQ9656F
74q	GB0274Q	Not report: afraid retaliation, friend			EQ9656G
74r	GB0274R	Not report: afraid retaliation, supv			EQ9656H
74s	GB0274S	Not report: some other reason	GB05107T		EQ9656T
75a	GB0275A	Prob at work: ignored by others			
75b	GB0275B	Prob at work: blamed			
75c	GB0275C	Prob at work: gossip unkind/negative			
75d	GB0275D	Prob at work: lost perk/privileges			
75e	GB0275E	Prob at work: less favorable job duty			

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
75f	GB0275F	Prob at work: denied opp for training			
75g	GB0275G	Prob at work: unfair job evaluation			
75h	GB0275H	Prob at work: unfairly disciplined			
75i	GB0275I	Prob at work: denied promotion			
75j	GB0275J	Prob at work: transfer less desire job			
75k	GB0275K	Prob at work: unfairly demoted			
75l	GB0275L	Prob at work: mistreated other way			
76a	GB0276A	Agr/disagr,talk: others in unit not care			
76b	GB0276B	Agr/disagr,talk: cowrkr trouble w/senior			
76c	GB0276C	Agr/disagr,talk: others tell cowrkr stop			
76d	GB0276D	Agr/disagr,talk: leadership would ignore			
76e	GB0276E	Agr/disagr,talk: taken seriously			
76f	GB0276F	Agr/disagr,talk: risky for person			
76g	GB0276G	Agr/disagr,talk: corrective action taken			
76h	GB0276H	Agr/disagr,talk: cowworker treat badly			
76i	GB0276I	Agr/disagr,talk: complaint ignored			
77a	GB0277A	Agr/disagr,date: others in unit not care			
77b	GB0277B	Agr/disagr,date: cowrkr trouble w/senior			
77c	GB0277C	Agr/disagr,date: others tell cowrkr stop			
77d	GB0277D	Agr/disagr,date: leadership would ignore			
77e	GB0277E	Agr/disagr,date: taken seriously			
77f	GB0277F	Agr/disagr,date: risky for person			

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
77g	GB0277G	Agr/disagr, date: corrective action taken			
77h	GB0277H	Agr/disagr, date: coworker treat badly			
77i	GB0277I	Agr/disagr, date: complaint ignored			
78a	GB0278A	Agr/disagr, coop: others in unit not care			
78b	GB0278B	Agr/disagr, coop: cowkrtr trouble w/senior			
78c	GB0278C	Agr/disagr, coop: others tell cowkrtr stop			
78d	GB0278D	Agr/disagr, coop: leadership would ignore			
78e	GB0278E	Agr/disagr, coop: taken seriously			
78f	GB0278F	Agr/disagr, coop: risky for person			
78g	GB0278G	Agr/disagr, coop: corrective action taken			
78h	GB0278H	Agr/disagr, coop: coworker treat badly			
78i	GB0278I	Agr/disagr, coop: complaint ignored			
79a	GB0279A	Effort to stop: senior leadership, Svc			
79b	GB0279B	Effort to stop: senior leadership, ship			
79c	GB0279C	Effort to stop: my immediate supervisor			
80	GB0280	Train in past 12 mos on sex harass			EQ9669~
81	GB0281	Num times train on sex harassment	GB95130		EQ9670~
82a	GB0282A	Agr/disagr, train: undrstnd word/actn			
82b	GB0282A	Agr/disagr, train: reduce cohesion/eff			
82c	GB0282B	Agr/disagr, train: diff to prfrm duty			
82d	GB0282C	Agr/disagr, train: idntfy offnsv behav			
82e	GB0282D	Agr/disagr, train: tool for sex harass			
82f	GB0282E	Agr/disagr, train: safe to complain			

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
82g	GB0282F	Agr/disagr, train: info on sex harass			
83a	GB0283A	Extent, unit: policies publicized			
83b	GB0283B	Extent, unit: complaint procedure pub			
83c	GB0283C	Extent, unit: complaints taken seriously			
83d	GB0283D	Extent, unit: enlist, attend training			
83e	GB0283E	Extent, unit: officers, attend training			
83f	GB0283F	Extent, unit: lead, respectful behavior			
83g	GB0283G	Extent, unit: female officers deal with			
83h	GB0283H	Extent, ship: policies publicized			
83i	GB0283I	Extent, ship: complaint procedure pub			
83j	GB0283J	Extent, ship: complaints taken seriously			
83k	GB0283K	Extent, ship: investigative office			
83l	GB0283L	Extent, ship: enlist, attend training			
83m	GB0283M	Extent, ship: officers, attend training			
83n	GB0283N	Extent, ship: lead, respectful behavior			
83o	GB0283O	Extent, Svc: advice/hotline for cmplnt			
84	GB0284	Sex harass more of a prob in/out of mil			
85	GB0285	Last 4 yrs, sex harass in nation prob			
86	GB0286	Last 4 yrs, sex harass in military prob			
87	GB0287	Compare how often harass occur in mil	GB95132		
88	E-MAIL				
89	SRDATE	On what date did you complete survey	SRDATE		SRDATE

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Q # on WGR	Form 2002GB	Descriptive label	Form B-1995	ADS -1999	EOS 1999
90	COMMENT	Comments/concerns about survey	COMMENT		COMMENT

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