Factor Rating Interpretation Guide
Sexist Behaviors

What is Sexist Behavior?

This factor measures prejudicial, stereotypical, or negative attitudes and opinions based on perceived sex or gender that occurred over the past three months. *Sexist Behaviors* also include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the perceived gender of the individual.[10] These behaviors are similar to DoD's policy definition of gender discrimination, but it is important to note the policy definition requires the behaviors to limit or harm the victim's career and this is not measured on the DEOCS.

The following item is used to assess *Sexist Behaviors* on the DEOCS using a four-point response scale from *Never* to *Often*:

- How often does someone from your *[unit | organization | Military Service Academy]* mistreat, ignore, exclude, or insult you because of your gender?

Note: Survey questions may differ depending on whether the organization is a military unit, Military Service Academy, or civilian organization. Please see the sample survey for each population on the Assessment to Solutions web site (https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/) for exact wording.

Why is it important?

Studies show that the presence of *Sexist Behaviors* is linked to lower readiness and retention and higher risk of sexual assault and sexual harassment. A 2019 study of women firefighters found that women who experienced the most severe work discrimination-harassment reported difficulty performing their job and were significantly less likely to report wanting to spend the rest of their career with their fire department.[1] Additionally, perceptions of unfair treatment among clusters of employees, such as women, has been shown to negatively impact workgroup performance.[2] Additionally, the 2018 Workplace and Gender Relations Survey of Active Duty Members found that a large portion of Service members who experienced *Sexist Behaviors* responded that they intended to take steps to leave the Military. It was not, however, clear how closely these intentions of separation align with actual separation.[3]

Numerous studies have also linked *Sexist Behaviors* to an increased risk of experiencing sexual harassment and sexual assault.[4] For example, a study examining female federal law enforcement officers found that women who reported working in a gender inclusive organizational culture were less likely to experience pervasive negative attitudes from their male colleagues or occurrences of sexual harassment and sexual discrimination.[5] Similarly, Harris and colleagues[6] found that a sexist environment was related to a higher probability of experiencing sexual harassment at both the individual and unit level. Additionally, holding sexist beliefs and attitudes is associated with an increased tolerance of sexual harassment[7] and an increased likelihood of accepting rape attitudes.[8] Finally, a 2018 DoD contextual analysis found that *Sexist Behaviors* were associated with a higher risk to an installation or ship's estimated sexual assault and sexual harassment rates.[9]

For more information on how to review your DEOCS results with these key outcomes in mind, please see the "Strategic Target Outcome Guide" in the Quick Links menu of the DEOCS dashboard.

How do I read my factor ratings?

The DEOCS dashboard displays results for *Sexist Behaviors* in a stacked bar graph showing ratings for **No Presence of Sexist Behaviors** and **Presence of Sexist Behaviors.** Because *Sexist Behaviors* is a factor measured by a single question, you should interpret results as "X% of participants." An example is shown below:

Sexist Behaviors

This factor measures prejudicial, stereotypical, or negative attitudes and opinions based on perceived sex or gender that occurred over the past three months. Sexist behaviors also include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the perceived gender of the individual. These behaviors are similar to DoD's policy definition of gender discrimination, but it is important to note the policy definition requires the behaviors to limit or harm the victim's career and this is not measured on the DEOCS.

The presence of sexist behaviors in organizations is linked to a higher likelihood of sexual harassment and sexual assault, as well as lower levels of readiness and retention.
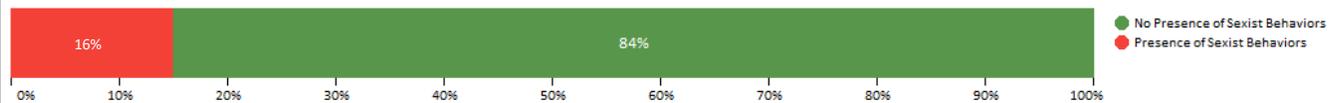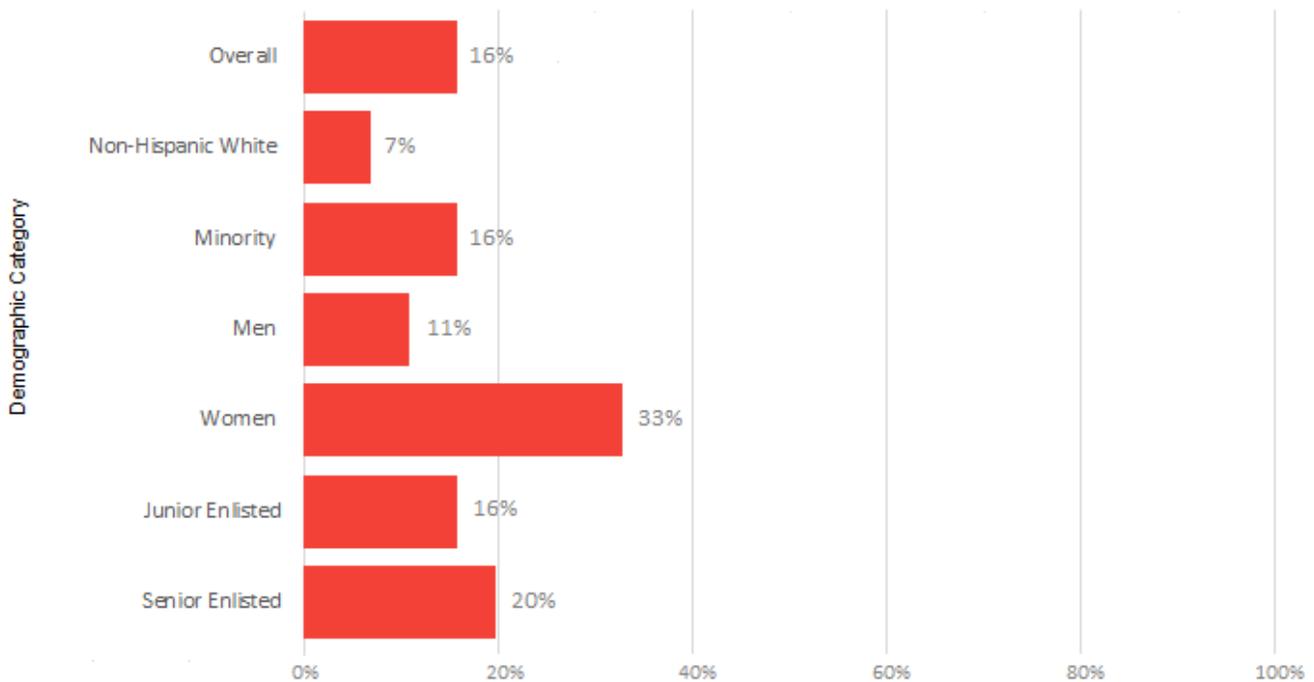

Unfavorable rating: 16% of participants reported experiencing these behaviors rarely, sometimes, or often (i.e., they reported a **presence of sexist behaviors**).

Favorable rating: 84% of participants reported never experiencing any of these behaviors (i.e., they reported **no presence of sexist behaviors**).

For all graphs showing risk factor results by demographic categories, only the unfavorable side of the scales will be shown. In the example below, the percentages represent the percentage of participants from each demographic category who reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*.

Presence of Sexist Behaviors by Demographic Category

This graph displays the percentage who reported the presence of sexist behaviors in their organization by demographic category. No data are displayed if fewer than five people responded to this set of questions.

Demographic Category	Percentage
Overall	16%
Non-Hispanic White	7%
Minority	16%
Men	11%
Women	33%
Junior Enlisted	16%
Senior Enlisted	20%

The first bar will always show the overall results and will be the same unfavorable percentage that is shown in the stacked bar graph. The next bars will represent various demographic categories for your organization. These results can help determine whether some groups of people in your organization have particularly high or low perceptions of climate factors. In addition, you may have different categories than in the example above. If your organization did not have any participants from a particular demographic category or had fewer than five participants from a particular category, you would not see those categories in your graph. For more information on how the demographic groups are created, please see the "Data Overview" in the Quick Links menu of the DEOCS dashboard.

In this example:
- 7% of non-Hispanic White participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*, while 16% of minority participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*;
- 11% of male participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*, while 33% of female participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*;
- 16% of junior enlisted participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*, while 20% of senior enlisted participants reported experiencing sexist behaviors *Rarely*, *Sometimes*, or *Often*.

You may also see trends over time for your *Sexist Behaviors* unfavorable rating if there are previous 5.0 surveys with the same unit identification code (UIC) and the same commander/leader.

When applicable, trends over time are available in the dashboard by clicking on this icon:

They also appear in the PDF reports as a table. Even if your report includes trends over time, the results may not be comparable in certain circumstances. It is important to understand differences in roster size and roster composition at different time points as these items may impact comparability of trend results. Take a close look at the number of participants registered, surveys returned, and the response rate for any surveys for which trends are available to report; use caution when comparing trends over time if there are big differences in these numbers between surveys. Other things, such as deployments or changes in policy, may also make trends less comparable. For more information on factor rating trends, please see the "Data Overview" in the Quick Links menu of the DEOCS dashboard.

Finally, you may see an alert for your *Sexist Behaviors* ratings. This means that your unit's/organization's unfavorable rating for *Sexist Behaviors* is **very high** compared to the other unfavorable ratings for this factor in your Service component. When applicable, this alert icon appears in the dashboard inside the "Risk Factors – Unfavorable Ratings" heading; click on the icon to see if *Sexist Behaviors* is listed in the table. The alert icon may also appear in the *Sexist Behaviors* section of the PDF reports. To identify whether your *Sexist Behaviors* ratings receive an alert, cut-off scores were created by rank-ordering all unfavorable ratings for this factor within a Service component. If your unfavorable rating for *Sexist Behaviors* is above your Service component's cut-off score, this icon will appear in your report. There are unique cut-off scores for each factor within each Service component. Because of this, you may notice that some of the factors for which you have an alert have very different ratings. For more information on how these alerts are created, please see the "Data Overview" in the Quick Links menu of the DEOCS dashboard.

How are my unit's/organization's ratings created?

Sexist Behaviors ratings are created from the responses to a single question on a four-point *Never* to *Often* scale. Because these behaviors are more serious, the scoring is slightly different and the threshold to be included in the percentage reporting "presence of behavior" is low. The DEOCS team considers any experience of these behaviors to be problematic. Therefore, the unfavorable factor ratings represent the percentage of participants who reported experiencing any behavior with any frequency. In order to create these ratings, participants are grouped into one of two categories depending on how they responded to the question:

- "presence of behavior" = participant reported experiencing these behaviors either *Rarely*, *Sometimes*, or *Often*
- "no presence of behavior" = participant reported *Never* experiencing these behaviors.

An example is shown below:

Sexist Behaviors Question	Never	Rarely	Sometimes	Often	Total
How often does someone from your unit or organization mistreat, ignore, exclude, or insult you because of your gender?	84% (43)	6% (3)	4% (2)	6% (3)	100% (51)
	No Presence of Sexist Behaviors	**Presence of Sexist Behaviors**			Total responses **51**
	43 / 51 = **84%**	3+2+3 / 51 = **16%**			

The table above displays the percentage of responses (and number of responses in parentheses) for the question across the five responses options (*Never*, *Rarely*, *Sometimes*, and *Often*). For example, 43 participants selected *Never*; this represents 84% of participants that responded to this question (43 / 51 = .843 or 84%).

Note that percentages are calculated out of the total number of participants responding to that question and not the total number of participants taking the survey. Participants can skip questions, so you may notice that total responses to questions vary. In addition, factor ratings may not always add to 100% due to rounding.

- The **unfavorable** rating, named **Presence of Sexist Behaviors**, is a combination of all responses of *Rarely*, *Sometimes*, and *Often* from the question in the *Sexist Behaviors* scale.
  - For this example, 3 people answered *Rarely*, 2 people answered *Sometimes*, and 3 people answered *Often*. Therefore, 8 responses were either *Rarely*, *Sometimes*, or *Often* to this question (3+2+3 = 8).
  - To produce an overall score for **Sexist Behaviors** representing the unfavorable responses to this question, the total number of responses (8) is divided by the total number of people who responded to the question (51). **This produces a Presence of Sexist Behaviors rating of 16% (8/51 = .1569).**

- To create the **favorable** rating, named **No Presence of Sexist Behaviors**, the same process above is followed, except the score is created from only one response option – *Never*.
  - For this example, there are 43 *Never* responses. This is divided by the total number of responses to the question (43 / 51 = .843). **This rounds to a No Presence of Sexist Behaviors rating of 84%.**

How do I know if my factor ratings are good or bad?

The DEOCS team is working on a data-driven approach that will help you understand what a rating means for an organization's likelihood of positive or negative outcomes. In the meantime, we recommend using the following strategies to help put your *Sexist Behaviors* ratings into context and understand whether actions should be taken to address high unfavorable ratings:

1. If applicable, review the information in the alert icon ⚠ to see if your *Sexist Behaviors* ratings are called out. This icon would appear in the dashboard and in the PDF reports if your unit's/organization's unfavorable rating for *Sexist Behaviors* is very high compared to others in your same Service component. You should consider taking action to lower this rating.

2. Look at the Item Summary table on the *Sexist Behaviors* details page to understand how often participants reported experiencing the behaviors. While the overall unfavorable factor rating provides a high-level view, it is still important to understand how often the behaviors were reported to occur. Actions can be taken to address this factor depending on how often the behaviors. For example, you may feel it is more appropriate to only address this factor if most participants reported experiencing these behaviors more frequently (e.g., *Sometimes* and *Often*, or only if most reported experiencing them *Often*).

3. Examine the bar graph showing the overall unfavorable rating for *Sexist Behaviors* and the unfavorable ratings by various demographic groups. Look at each group's rating in relation to the overall unit/organization rating. If any groups have particularly high unfavorable ratings for *Sexist Behaviors*, this could help you plan actions to decrease your unfavorable rating in specific areas of your organization.

4. If applicable, review your *Sexist Behaviors* unfavorable rating trends over time. You can view these trends by clicking on this icon [icon] in the dashboard; they also appear as a table in the PDF reports. Take note if your ratings are going up over time. You may need to take action to reverse this trend.

Scientific Research References on Sexist Behaviors

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