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Sexual Misconduct in the Canadian Armed Forces, 2016

by Adam Cotter

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- ^r revised
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- F too unreliable to be published
- * significantly different from reference category ($p < 0.05$)

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Preface

This report is based on results from the *Survey on Sexual Misconduct in the Canadian Armed Forces* that was conducted in 2016 on behalf of the Canadian Armed Forces. From April to June, 2016, active Regular Force and Primary Reserve members were invited to complete an electronic questionnaire asking about their experiences and perceptions of inappropriate sexualized behaviour, discrimination on the basis of sex, sexual orientation, or gender identity, and sexual assault within the Canadian Armed Forces. This included seeing, hearing or experiencing these types of behaviours within the military workplace, or outside the military workplace but involving other military members or Department of Defence employees or contractors. Responses were received from over 43,000 active members of the Canadian Armed Forces, including members of the Regular Force and Primary Reserve.

This report focuses on findings from the Regular Force. Some key indicators for the Primary Reserves are also presented.

Highlights

Section 1: Sexual assault

- In the past 12 months, just under 1,000 Regular Force members of the Canadian Armed Forces, or 1.7%, were victims of sexual assault (i.e., sexual attacks, unwanted sexual touching, or sexual activity to which the victim is unable to consent, which occurred in the military workplace or involving military members, Department of National Defence employees, or contractors). Unwanted sexual touching was the most common form of sexual assault, reported by 1.5% of Regular Force members.
- Women in the Regular Force were more likely than men to be sexually assaulted (4.8% versus 1.2%) in the past 12 months.
- Half (49%) of women who were victims of sexual assault in the past 12 months identified their supervisor or someone of a higher rank as the perpetrator. For male victims, a peer was most commonly the perpetrator (56%).
- About one-quarter (23%) of those who were victims of sexual assault in the past 12 months reported their victimization to someone in authority, most commonly their military supervisor (20%). A smaller proportion reported their victimization to the Military Police or the Canadian Forces National Investigation Service (7%). Sexual attacks and sexual activity to which the victim was unable to consent were more likely than unwanted sexual touching to be brought to the attention of police.
- Among Regular Force members, 27.3% of women and 3.8% of men have been victims of sexual assault at least once since joining the Canadian Armed Forces. More specifically, 24.0% of women and 3.4% of men in the Regular Force have been victims of unwanted sexual touching, the most common type of sexual assault.

Section 2: Sexualized and discriminatory behaviours

- Four in five (79%) members of the Regular Force saw, heard, or were personally targeted by sexualized behaviour in the military workplace or involving other military members, Department of National Defence employees, or contractors, within the past 12 months.
- Sexual jokes were the most common type of sexualized behaviour in the workplace, seen, heard, or experienced by 76% of Regular Force members. Of those who reported sexual jokes in the workplace, almost half (46%) stated that they occurred ten or more times in the past 12 months.
- One-third (34%) of Regular Force members saw, heard, or experienced discriminatory behaviour in the workplace in the past 12 months. This discrimination most typically took the form of suggestions that people do not act like men or women are supposed to act (22%).
- Close to one in five (17%) Regular Force members were personally targeted by sexualized or discriminatory behaviour in the past 12 months. Women were twice as likely as men to report being personally targeted by sexualized or discriminatory behaviour in the workplace or involving military members (31% versus 15%).
- Discriminatory behaviours were generally perceived to be more offensive than sexualized behaviours. For example, about six in ten Regular Force members who saw, heard, or experienced someone being insulted, mistreated, ignored, or excluded because of their sex (63%), sexual orientation (62%), or gender identity (58%) within the past 12 months believed that this behaviour was offensive. Among sexualized behaviours, the proportion who considered them to be offensive ranged from 10% among those who saw, heard, or experienced sexual jokes to 51% of those who saw, heard, or experienced the offering of workplace benefits in exchange for sexual relationships.

Section 3: Knowledge and perceptions of policies and responses to sexual misconduct

- The vast majority of Regular Force members were somewhat or very aware of *Operation Honour* (98%) and of the other directives, programs, and policies captured by the survey pertaining to inappropriate sexual or discriminatory behaviour in the workplace.
- About eight in ten Regular Force members strongly agreed that complaints about inappropriate sexual behaviour are (or would be) taken seriously in their current unit (81%) and that inappropriate sexual behaviour is not tolerated in their current unit (78%). Just 2% and 3%, respectively, disagreed with these statements.
- While most Regular Force members believed that inappropriate sexual behaviour is not tolerated and is taken seriously in their current unit, 36% of men and 51% of women believed that inappropriate sexual behaviour is a problem within the Canadian Armed Forces as a whole.
- One in three (32%) Regular Force members believed that *Operation Honour* will be very or extremely successful in its mandate to reduce and prevent inappropriate sexual behaviours, while a further 37% believed it will be moderately effective. The remainder (30%) believed it will be slightly or not at all effective.

Introduction

Sexual assault, inappropriate sexual behaviour, or discrimination on the basis of sex, sexual orientation, or gender identity can have harmful effects. When these behaviours occur in the workplace, the negative consequences are felt not only by those who are targeted, but by bystanders and individuals working in the broader environment as well. In addition to the many psychological and/or physical effects, such as lower self-esteem, increased stress or anxiety, injury, and the possibility of post-traumatic stress disorder, the negative impacts can also include lower levels of job satisfaction, less commitment to their organization, less workplace cohesion, increased job turnover, absenteeism, and avoidance of work or co-workers, both for the victim and those who witness the behaviour (Herschcovis and Barling 2010; Larsen and Fitzgerald 2011; Antecol and Cobb-Clark 2006; Magley et al. 1999). Within organizations, research shows that women are generally more likely to be victims or targets of these behaviours than men (Sojo, Wood, and Genat 2016; Wilness, Steel, and Lee 2007).

These inappropriate behaviours broadly characterized as sexual misconduct are not unique to any one environment or workplace. Indeed, many organizations face the challenge of adequately and effectively preventing inappropriate sexualized behaviours within their institutions, educating and changing their workforce, and providing support for those who have been the targets of sexualized or discriminatory actions or comments (Australian Human Rights Commission 2012; Herschcovis and Barling 2010; Snyder, Scherer, and Fisher 2012; Topa Cantisano, Dominguez and Depolo 2008; Maher 2010). Though many workplaces face these concerns, sexual misconduct has been perceived to be more prevalent in some occupations or institutions than in others. One such sector is the military, where international research has focused on the prevalence of sexual assault, sexual harassment, gender discrimination, and the overall sexualized culture (Ministry of Defence 2015; Morral, Gore, and Schell 2015; see Text box 4). In particular, international and Canadian research has shown that women in traditionally male-dominated occupations or institutions—such as the military—are at greater risk of experiencing sexual harassment in the workplace (Castro et al. 2015; Leblanc and Coulthard 2015).¹

In 2014, an independent external review on sexual misconduct and sexual harassment in the Canadian Armed Forces (CAF) was undertaken. Led by former Supreme Court judge Marie Deschamps, the review involved an independent evaluation of the effectiveness and implementation of CAF policies and programs dealing with sexual misconduct and harassment. Among other findings,² the Deschamps report concluded that there is a general sexualized culture within the CAF that is hostile to many CAF members, in particular women and lesbian, gay, bisexual, or transgender (LGBT) members.

In response to the report, the CAF developed an action plan and the initiative *Operation Honour* (Canadian Armed Forces 2016). In part, *Operation Honour* involves an increased commitment by the Department of National Defence (DND) to collect reliable data on the prevalence and incidence of sexual assault, inappropriate sexual behaviours, and discrimination in the workplace. To help meet this commitment, the CAF contracted Statistics Canada to design and implement a survey to measure the experiences of CAF members. The voluntary survey was conducted by Statistics Canada under the authority of the *Statistics Act*.

The Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF) invited Regular Force Members and Primary Reservists in the Royal Canadian Navy, Canadian Army, Royal Canadian Air Force, Military Personnel Command, and other command organizations to complete a questionnaire between April and June 2016. CAF members were asked about sexual assault, sexualized behaviours, or discriminatory behaviours which occurred in a military workplace (such as on a base, while on deployment, or during a sanctioned event), or outside of a military workplace but involving other CAF members, foreign military members, or DND employees or contractors (see Text box 1 and Text box 2).

1. As of February 2016, women accounted for 15% of the Canadian Armed Forces (CAF) (Department of National Defence 2016).

2. The entire report, outlining all findings and recommendations, is available at [External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces](#).

This report presents results from the SSMCAF, based on responses provided by over 43,000 active members of the CAF. Responses have been weighted so as to be representative of all Regular Force and Primary Reserve members (see Section 4). The focus of this report is on the Regular Force, which comprises the majority of the CAF; however, information on the Primary Reserves is also presented. Wherever possible, results are analyzed by sex, environmental command, age, rank, number of years of service, and other subpopulations of interest.³

Text box 1: Measuring sexual misconduct in the Canadian Armed Forces

Sexual misconduct, as defined by the Survey on Sexual Misconduct in the Canadian Armed Forces, comprises sexual assault, inappropriate sexualized behaviours, and discriminatory behaviours on the basis of sex, sexual orientation, or gender identity.

Sexual assault

The *Criminal Code of Canada* covers a broad range of experiences, ranging from unwanted sexual touching to sexual violence resulting in maiming, wounding, or endangering the life of the victim, as sexual assault (Statistics Canada 1993; Kong et al. 2003). Estimates of sexual assault can be derived through three questions in the SSMCAF (see Text box 1 table).

The incidents captured by the SSMCAF were those which occurred within the military workplace, outside the military workplace but involving military members, DND employees, or DND contractors, or incidents involving family members or dating partners who were also CAF members, DND employees, or DND contractors.

The questions are designed to encompass the broad range of behaviours defined as sexual assault in the *Criminal Code* (Kong et al. 2003) and are the same questions used by the General Social Survey on Victimization to derive estimates of sexual assault among the general population. Beginning in 2014, the question on sexual activity to which the victim was unable to consent was added in response to an increased need for data on incidents of sexual assault involving intoxication or manipulation in other ways than physically.

Sexualized and discriminatory behaviours

The Survey on Sexual Misconduct in the Canadian Armed Forces asked about witnessing (i.e., seeing or hearing), as well as being personally targeted by, fifteen behaviours. These behaviours fall into five broad categories (see Text box 1 table) which, along with sexual assault, are defined as sexual misconduct.

3. Unless otherwise noted, all differences discussed in text are statistically significant at $p < 0.05$.

Text box 1: Measuring sexual misconduct in the Canadian Armed Forces (continued)**Text table 1
Behaviours included in the definition of sexual misconduct**

Theme	Categories	Questionnaire items
Sexual assault	Sexual attack	Has anyone forced you or attempted to force you into any unwanted sexual activity, by threatening you, holding you down, or hurting you in some way?
	Unwanted sexual touching	Has anyone touched you against your will in any sexual way? This includes unwanted touching or grabbing, kissing, or fondling?
	Sexual activity where unable to consent	Has anyone subjected you to a sexual activity to which you were not able to consent? This includes being drugged, intoxicated, manipulated, or forced in ways other than physically.
Inappropriate sexual behaviours	Inappropriate verbal or non-verbal sexual communication	Sexual jokes
		Unwanted sexual attention
		Inappropriate sexual comments
	Sexually explicit materials	Inappropriate discussion about sex life
		Displaying, showing, or sending sexually explicit materials
Physical contact or sexual relations	Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members without consent	
	Indecent exposure or inappropriate display of body parts	
	Repeated pressure from the same person for dates or sexual relationships	
Discriminatory behaviours (on basis of sex, sexual orientation, gender identity)	Discrimination on the basis of sex	Unwelcome physical contact or getting too close
		Offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity
	Discrimination on the basis of sexual orientation or gender identity	Suggestions that people do not act like a man or woman is supposed to act
		Someone being insulted, mistreated, ignored, or excluded because of their sex
		Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex
		Someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation
		Someone being insulted, mistreated, ignored, or excluded because they are (or are assumed to be) transgender

Text box 2: Key concepts for the Survey on Sexual Misconduct in the Canadian Armed Forces

Regular Force and Primary Reserve

The analysis in this report focuses largely on Regular Force members. Members of the Regular Force serve Canada on a full-time basis when and where needed. Unlike the Regular Force, the Primary Reserve is composed of predominantly part-time members who serve in community level units located throughout Canada and may consent to serve full-time for a range of employment within the Canadian Armed Forces, including operations for periods ranging from weeks to years. The Primary Reserves are generally a more diverse population than the Regular Force, and a high percentage are students ranging from 17 to 25 years of age. In many cases, those in the Reserves will serve for a period of less than 5 years. Primary Reservists working for extended periods full-time are more closely aligned with the Regular Force in terms of workplace and experience than those working part-time in local units. According to the SSMCAF, of the roughly 26,000 individuals currently serving in the Primary Reserves, 40% were on full-time (Class B/C) service and 60% were on part-time (Class A) service. Additionally, there is a higher proportion of women, visible minorities, and members under the age of 25 in the Primary Reserve when compared to the Regular Force.

Ranks

For the purposes of this survey, four groupings of rank within the Canadian Armed Forces are explored. From lowest ranking group to highest ranking group, these are Junior Non-Commissioned Members (for example, Private, Aviator, Corporal); Senior Non-Commissioned Members (for example, Sergeant, Petty Officer, or Warrant Officer); Junior Officers (for example, Lieutenant or Captain); and Senior Officers (for example, Major or Colonel).

Military workplace

For the purposes of this survey, the military workplace was defined as anywhere on a base, wing, or ship, including barracks and messes, as well as deployments, temporary duty/attached posting, and training courses. The military workplace also included sanctioned events (events approved by the Chain of Command or someone in authority within a unit), such as parades, mess dinners, unit parties, unit sports activities, adventure training, or course parties.

Section 1: Sexual assault

Sexual assault is the most severe type of behaviour examined by the SSMCAF and is among the most serious violent crimes in general. Unlike many of the other behaviours examined by the SSMCAF, sexual assault is criminal in nature; the definition used in this survey is designed to be comparable to the broad definition of sexual assault as set out in the *Criminal Code of Canada* (see Text box 1). Respondents were asked about their experiences in the 12 months preceding the survey (since April 2015), as well as their experiences prior to April 2015 but since joining the Canadian Armed Forces (CAF). This could mean that some incidents may have occurred as far back as the 1970s, considering the minimum age of entry into the CAF and the mandatory retirement age. At the same time, it is important to recognize that the survey results reflect only the experiences of those still active within the CAF,⁴ and do not include those who have left the CAF for any reason, such as those who may have experienced victimization.

Sexual assault is more prevalent in the CAF than in the general population. Overall, 1.7% of Regular Force members reported that they were victims of sexual assault in the military workplace or involving military members in the 12 months preceding the survey (Table 1; Chart 1). This represented approximately 960 active Regular Force members. In contrast, according to the General Social Survey on Victimization (GSS), 0.9% of Canadians between the ages of 15 and 60 years of age who were active in the labour market were victims of sexual assault in the past year.⁵ The GSS asked about all experiences of sexual assault in the past 12 months and was not limited to incidents which occurred in the workplace or involved coworkers.⁶

Table 1
Sexual assault of Canadian Armed Forces (CAF) Regular Force members in the past 12 months and since joining the Canadian Armed Forces, by sex and type of sexual assault, 2016

	Sexual attacks		Unwanted sexual touching		Sexual activity where unable to consent		Total sexual assault ^{1,2}	
	number	percent	number	percent	number	percent	number	percent
In the past 12 months								
Women	70	0.9*	320	4.0*	60	0.7*	380	4.8*
Men†	80	0.2	520	1.1	60	0.1	570	1.2
Total	150	0.3	840	1.5	110	0.2	960	1.7
Since joining the Canadian Armed Forces^{3,4}								
Women	760	9.8*	1,890	24.0*	690	8.7*	2,120	27.3*
Men†	260	0.5	1,620	3.4	350	0.7	1,810	3.8
Total	1,020	1.8	3,520	6.3	1,040	1.9	3,940	7.1

* significantly different from reference category ($p < 0.05$)

† reference category

1. Includes sexual assaults in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors.

2. Total does not equal the sum of the categories of sexual assault, as categories are not mutually exclusive. Respondents were asked to indicate each type of sexual assault they experienced; total reflects the number of Regular Force members who reported being the victim of at least one type.

3. Includes incidents which occurred in the past 12 months. May include incidents that occurred since joining the Canadian Armed Forces but prior to joining the Regular Forces (i.e., while in the Primary Reserves).

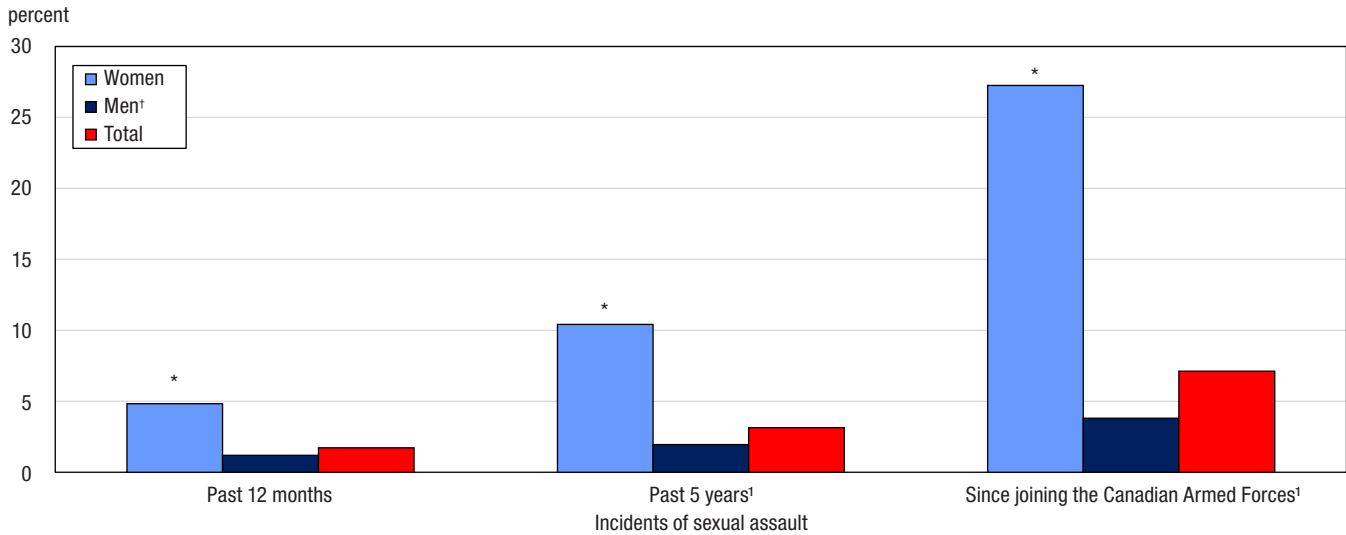
4. Because of age restrictions on when an individual can join the CAF (16 years of age with parental consent) as well as a mandatory retirement age of 60, may include incidents which occurred as early as 1972.

Note: All estimates have been rounded to the nearest 10. Estimates are rounded independently; therefore, the sum of the rounded categories may not equal the rounded total. Percent calculations are based on unrounded estimates and exclude missing responses. Total includes a small number of respondents whose sex was not stated.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

- CAF members who are on the subsidized university training list, parental leave/leave without pay/retirement leave, posted to the Joint Personnel Support Unit/Integrated Personnel Support Centre or on Service Personnel Holding List were not included in the survey.
- The General Social Survey (GSS) on Victimization, most recently conducted in 2014, measures sexual assault among the general population using the same questions as the SSMCAF. The GSS surveys Canadians who are 15 years of age and over, regardless of their labour market status. For the purposes of broad comparison with the SSMCAF population, which was active CAF members, a subset of GSS respondents who were between 15 and 60 years of age and employed and currently working is used here. For more information on self-reported sexual assault in the general population, see Perreault 2015.
- Many other elements of the military environment are not directly comparable with the general population or the non-military labour market. Comparisons should therefore be made with caution.

Chart 1
Sexual assault among Canadian Armed Forces (CAF) Regular Force members in the past 12 months, past 5 years, and since joining the CAF, by sex, 2016



* significantly different from reference category (p < 0.05)

† reference category

1. Includes sexual assaults which occurred in the past 12 months.

Note: Includes sexual assaults in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Includes current Regular Force members but may include some incidents of sexual assault which occurred prior to joining the Regular Force (i.e., while a member of the Primary Reserves).

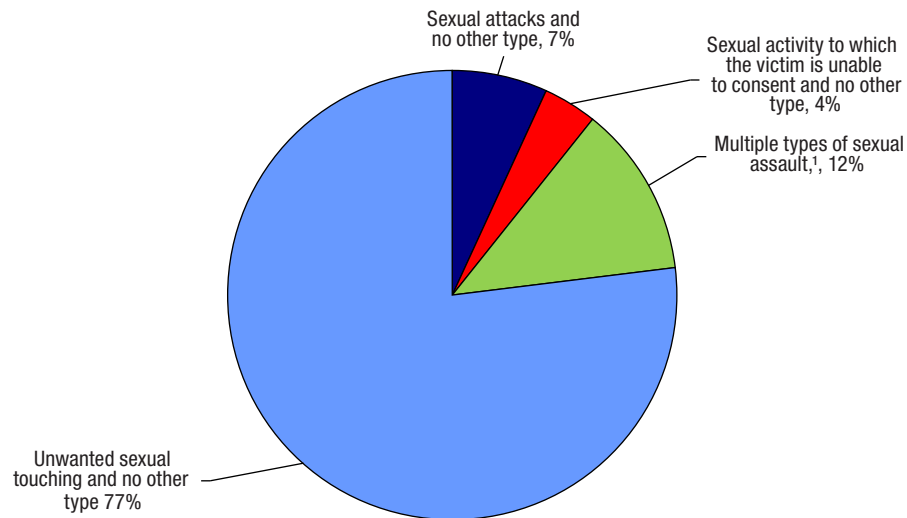
Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Unwanted sexual touching was the most common form of sexual assault reported by Regular Force members, with about 840 Regular Force members, or 1.5%, stating that they were victims of unwanted sexual touching in the past 12 months. This was higher than the proportion who reported being sexually attacked (0.3%) or being subjected to sexual activity to which they were unable to consent (0.2%).

Of all Regular Force members who were victims of sexual assault in the past 12 months, about three-quarters (77%) reported that they were victims of unwanted sexual touching and no other type of sexual assault (Chart 2). Male victims were more likely than female victims to have experienced unwanted sexual touching and no other type (80% versus 71%). While a smaller proportion of victims reported sexual attacks and no other type (7%) or sexual activity to which they were unable to consent and no other type (4%), 12% were victims of more than one type of sexual assault.⁷ Women who were victims of sexual assault were more likely than male victims to report being the victim of more than one type of sexual assault (15% versus 11%).

7. Includes a small number of respondents who stated that they experienced at least one type of sexual assault but did not respond to all three questions.

Chart 2
Canadian Armed Forces (CAF) Regular Force members who were victims of sexual assault in the past 12 months, by type of sexual assault, 2016



1. Includes Regular Force members who stated that they experienced more than one type of sexual assault in the past 12 months. Also includes a small number of respondents who stated that they experienced at least one type of sexual assault but did not respond to all three questions.

Note: Includes sexual assaults in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Includes current Regular Force members but may include some incidents of sexual assault which occurred prior to joining the Regular Force (i.e., while a member of the Primary Reserves).

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Women at greater risk of sexual assault than men

As is the case within the general population, men and women in the Regular Force were not equally at risk of sexual assault. Overall, 1.2% of male Regular Force members were victims of sexual assault in the past 12 months, compared to 4.8% of female members (Table 2; Chart 1). These proportions were 4 and 3 times higher, respectively, than among the general working population in Canada.⁸ For both women and men in the Regular Force, incidents of unwanted sexual touching were more common than sexual attacks or sexual activity to which the victim was unable to consent. Unwanted sexual touching was reported by 4.0% of women and 1.1% of men in the Regular Force, above the proportions who reported sexual attacks (0.9% and 0.2%, respectively) or sexual activity to which they were unable to consent (0.7% and 0.1%, respectively).

In addition to differences by sex, several other characteristics were related to an increased risk of sexual assault. Just as younger Canadians in general are more likely to be victims of sexual assault,⁹ younger Regular Force members were more likely to report sexual assault in the past 12 months. Those who were 29 years of age or younger were about three times more likely than those who were 40 years of age or older to report being sexually assaulted in the military workplace or in an incident involving military members in the past 12 months. For all age groups, women reported a higher prevalence of sexual assault than men. Notably, among Regular Force members who were 24 years of age or younger, the proportion of those who were victims of sexual assault was approximately five times higher among women compared to men (10.2% versus 2.1%). Regardless of age group, unwanted sexual touching was the most common form of sexual assault.

8. Of Canadians aged 15 to 60 who were active in the labour market, 0.3%^f of men and 1.7% of women reported having been sexually assaulted in the past 12 months.

9. Of those who were active in the labour market, 4%^f of those between the ages of 15 to 24 were victims of sexual assault in the past year, declining to 0.5% among those who were 35 years of age or older.

Table 2
Canadian Armed Forces (CAF) Regular Force members who were victims of sexual assault in the past 12 months, by sex and selected characteristics, 2016

Characteristics of victims	Male victims	Female victims	All victims ¹	
	percent		number	percent
Environmental command				
Canadian Army [†]	1.3	6.0**	380	1.8
Royal Canadian Navy	1.7	7.0**	190	2.4*
Royal Canadian Air Force	0.8*	4.1***	160	1.3*
Military Personnel Command	1.2	4.4***	120	2.3*
Other	0.9*	2.7***	100	1.2*
Aboriginal identity				
Aboriginal person	2.0 ^{E*}	F	50	2.3*
Non-Aboriginal person [†]	1.2	4.9**	910	1.7
Persons with disabilities				
Persons with disabilities	2.3*	F	50	2.6*
Persons without disabilities [†]	1.1	4.8**	900	1.7
Visible minority				
Visible minority	2.3*	6.0**	90	2.7*
Non-visible minority [†]	1.1	4.8**	870	1.6
Rank				
Junior Non-Commissioned Member [†]	1.7	6.2**	690	2.3
Senior Non-Commissioned Member	0.5*	3.3***	120	0.9*
Junior Officer	1.1*	4.3***	120	1.7*
Senior Officer	F	2.0*	30	0.5*
Age				
24 years and younger	2.1*	10.2***	130	2.9*
25 to 29 years	2.1*	9.7***	320	3.0*
30 to 34 years	1.2*	4.9***	190	1.7*
35 to 39 years	0.9*	3.8***	130	1.4*
40 to 44 years	0.8*	2.8**	80	1.1*
45 to 49 years	0.6*	2.7**	60	0.9*
50 years and older [†]	0.4	2.3**	50	0.7
Total	1.2	4.8**	960	1.7

^E use with caution

F too unreliable to be published

* significantly different from reference category only ($p < 0.05$)

** significantly different from the estimate for men only ($p < 0.05$)

*** significantly different from the reference category ($p < 0.05$) and the estimate for men ($p < 0.05$)

[†] reference category

1. Includes a small number of victims whose sex was not stated.

Note: Includes sexual assaults which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. All estimates of numbers have been rounded to the nearest 10. Estimates are rounded independently; therefore, the sum of the rounded categories may not equal the rounded total. Percent calculations are based on unrounded estimates and exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Text box 3 : Sexual assault over the course of the military career

The differing prevalence of sexual assault among male and female Regular Force members becomes even more pronounced when looking at experiences of victimization over the course of the military career. Approximately 4,000 Regular Force members stated that they had been sexually assaulted at some point since joining the CAF, representing 7.1% of current Regular Force members (Table 1; Chart 1).^{10,11} Reflecting the trends observed among victims of sexual assault in the past year, unwanted sexual touching was the most common type of sexual assault reported by Regular Force members: 6.3% of Regular Force members reported unwanted sexual touching at some point in their military career, while a smaller proportion reported being the victim of sexual activity to which they were unable to consent (1.9%) or of a sexual attack (1.8%).

Over one-quarter of women in the Regular Force report being sexually assaulted at some point in their military career

More than one-quarter (27.3%) of women stated that they had been victims of sexual assault in the workplace or involving military members, DND employees, or DND contractors at some point in their career, a proportion that was about seven times higher than that for men (3.8%) (Chart 1). Women were about seven times more likely than men to report the most common type of sexual assault, unwanted sexual touching, at any point since joining the CAF (24.0% versus 3.4%). In addition, women were about 18 times more likely than men to report being the victim of a sexual attack (9.8% versus 0.5%) and 12 times more likely to report an incident of sexual activity where they were unable to consent (8.7% versus 0.7%).

Ten percent of female Regular Force members sexually assaulted in past five years

As would be expected, the proportions of men and women who reported sexual assault in their military career are higher among those with longer tenures. Most notably, among women with 15 or more years of service in the CAF, almost four in ten (37.7%) have been sexually assaulted at least once. Among male Regular Force members with similar tenures in the CAF, 4.0% reported being sexually assaulted at least once. That said, past experiences of sexual assault are not entirely historical cases; 2.0% of men and 10.4% of women reported that they were sexually assaulted in the past 5 years.¹²

It should be noted that these estimates—both for men and for women—likely underrepresent the lifetime or past five-year prevalence of sexual assault in the military workplace or involving military members, as the SSMCAF was administered only to current CAF members. Therefore, those who may have been on administrative, medical, or parental leave or those who may have chosen to leave the CAF as a result of their victimization or for any other reason were not included in the survey.

Women more likely to be sexually assaulted by a supervisor; men by a peer

Half (49%) of female Regular Force members who were victims of sexual assault in the past 12 months indicated that a supervisor or someone of a higher rank was the perpetrator, compared to just over one-third of male victims (36%) (Table 3; Chart 3). In contrast, sexual assault committed by a peer was more common among male victims (56% compared to 42% of female victims). Further, 6% of Regular Force members who were victims of sexual assault indicated that the perpetrator was an intimate partner (dating partner, spouse, or common-law partner) who was also a CAF member or DND employee or contractor, a proportion that was similar for male and female victims.¹³ A similar proportion of men and women who were victims of sexual assault in the military workplace or involving military members stated that the perpetrator was a stranger (9% and 7%^E, respectively).

10. Includes sexual assaults in the past 12 months. May include incidents of sexual assault which occurred since joining the Canadian Armed Forces but did not occur while serving in the Regular Force (i.e., while in the Primary Reserves).

11. Because of the minimum age of entry into the CAF (16 years of age with parental consent) as well as a mandatory retirement age of 60, information on sexual assault may include incidents which occurred as early as 1972.

12. Includes sexual assaults in the past 12 months. May include incidents of sexual assault which occurred in the past 5 years while serving in another capacity in the CAF and not as Regular Force members.

13. Respondents were asked to identify all relationships that applied for all incidents of sexual assault. For example, the person responsible could be someone of a higher rank and also a stranger. Therefore, percentages do not add to 100.

Table 3
Characteristics of perpetrators of sexual assaults against Canadian Armed Forces (CAF) Regular Force members in the past 12 months, 2016

Characteristics of perpetrators	Male victims [†]	Female victims	All victims [†]
	percent		
Type of perpetrator²			
Canadian Armed Forces member(s)	86	94*	89
Foreign military member(s)	F	F	3 ^E
Department of National Defence civilian(s) or contractor(s)	11	5*	9
Other	7 ^E	F	5
Don't know	10	F	7
Number of perpetrators²			
Lone	61	85*	71
Two or more	14	10	12
Varied - sometimes one person; other times two or more	17	F	12
Don't know	13	F	9
Sex of perpetrator²			
Always men	45	94*	65
Always women	34	F	21
Combination of men and women	19	F	13
Don't know	6 ^E	F	4 ^E
Relationship to perpetrator²			
Supervisor or higher rank	36	49*	41
Peer	56	42*	51
Subordinates, either in or outside chain of command	25	13*	21
Intimate partner (dating partner, spouse, common-law partner)	5 ^E	7	6
Stranger	9	7 ^E	8
Other	8	10	9
Don't know	13	5 ^{E*}	9
Rank of perpetrator²			
Junior Non-Commissioned Member	77	53*	67
Senior Non-Commissioned Member	29	38*	33
Junior Officer	18	14*	16
Senior Officer	6 ^E	8	7
Other	F	F	F
Don't know	F	F	4 ^E

^E use with caution

F too unreliable to be published

* significantly different from reference category ($p < 0.05$)

† reference category

1. Includes a small number of victims whose sex was not stated.

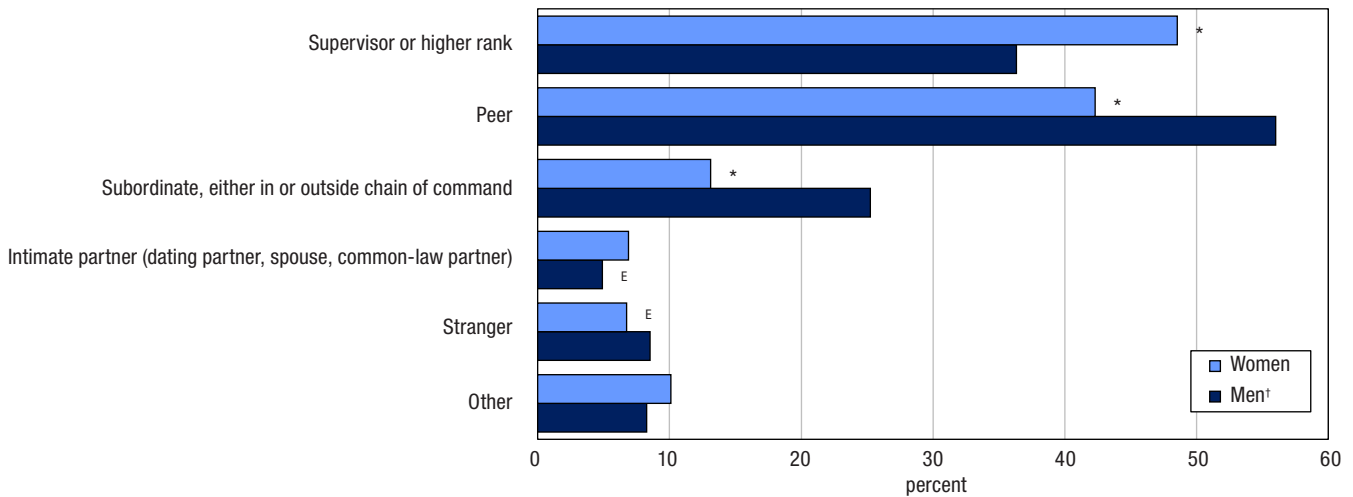
2. Respondents were asked to select all characteristics which applied for all incidents of sexual assault; therefore, percentages do not add to 100.

Note: Includes sexual assaults which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Chart 3
Sexual assaults reported by Canadian Armed Forces (CAF) Regular Force members, by relationship to perpetrator and sex of victim, past 12 months, 2016

Relationship



† use with caution

* significantly different from reference category ($p < 0.05$)

† reference category

Note: Includes sexual assault in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND employees or contractors in the past 12 months. Respondents were asked to indicate all relationships which applied; therefore, percentages do not add to 100.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

About two-thirds (65%) of sexual assault victims stated that the perpetrator was a male. However, this varied considerably depending on the sex of the victim; 45% of men who were victims of sexual assault stated that the perpetrator was male compared with 94% of female victims. One-third (34%) of male victims of sexual assault stated that the person(s) responsible were women, while one in five (19%) stated that both men and women were responsible.

The majority (71%) of Regular Force members who were victims of sexual assault stated that a lone person was responsible. Again, there was a difference between male and female victims of sexual assault in this regard; 61% of men identified a lone perpetrator compared with 85% of women. Overall, in the general population, 79% of sexual assaults were committed by a lone offender (Perreault 2015).

While there were differences by the sex of the victim, the characteristics of the perpetrator(s) were generally similar regardless of the type of sexual assault experienced.¹⁴ For example, victims of sexual attacks (41%), unwanted sexual touching (42%), and sexual activity to which they were unable to consent (41%) were equally likely to state that a supervisor or someone of higher rank was responsible. Likewise, for all three types of sexual assault measured by the survey, sexual attacks, unwanted sexual touching, and sexual activity to which the victim was unable to consent, the majority of victims stated that the perpetrator was male (60%, 64%, and 66%, respectively) and that the incident involved a lone perpetrator (60%, 70%, and 67%, respectively). However, some differences were observed. For instance, victims were more likely to state that a peer or peers were responsible for unwanted sexual touching (52%) than for sexual activity to which the victim was unable to consent (41%) or sexual attacks (32%).

14. Differences by sex of victim for each type of sexual assault measured by the survey cannot be presented due to small sample sizes.

One-quarter of sexual assault victims reported to someone in authority

Approximately one in four (23%) victims of sexual assault in the past 12 months reported at least one incident to someone in authority. The majority (59%) of victims did not report their sexual assault to anyone in authority, while the remainder (18%) did not know if anyone in authority found out about the incident(s) in any way. Sexual attacks were more likely to be brought to the attention of someone in authority (35%) than incidents of unwanted sexual touching (21%) or sexual activity to which the victim was unable to consent (21%). Female Regular Force members who were victims of sexual assault were more likely to report their victimization to someone in authority when compared to male victims (29% versus 20%).

One in five (20%) Regular Force members who were victims of sexual assault reported at least one incident to their military supervisor, while sexual assault was less commonly reported to either military or civilian police. Of those who were victims, 7% reported at least one incident to the Military Police or the Canadian Forces National Investigation Service (CFNIS). This was similar to results from the General Social Survey, which indicated that 5%^E of all non-spousal sexual assault incidents were reported to police (Perreault 2015). That said, the more serious forms of sexual assault measured by the SSMCAF were more likely to be reported to Military Police or CFNIS. One in five Regular Force members who were victims of sexual attack (22%) or sexual activity to which they were unable to consent (21%^E) reported the incident to Military Police or CFNIS, compared with 5% of those who were victims of unwanted sexual touching.

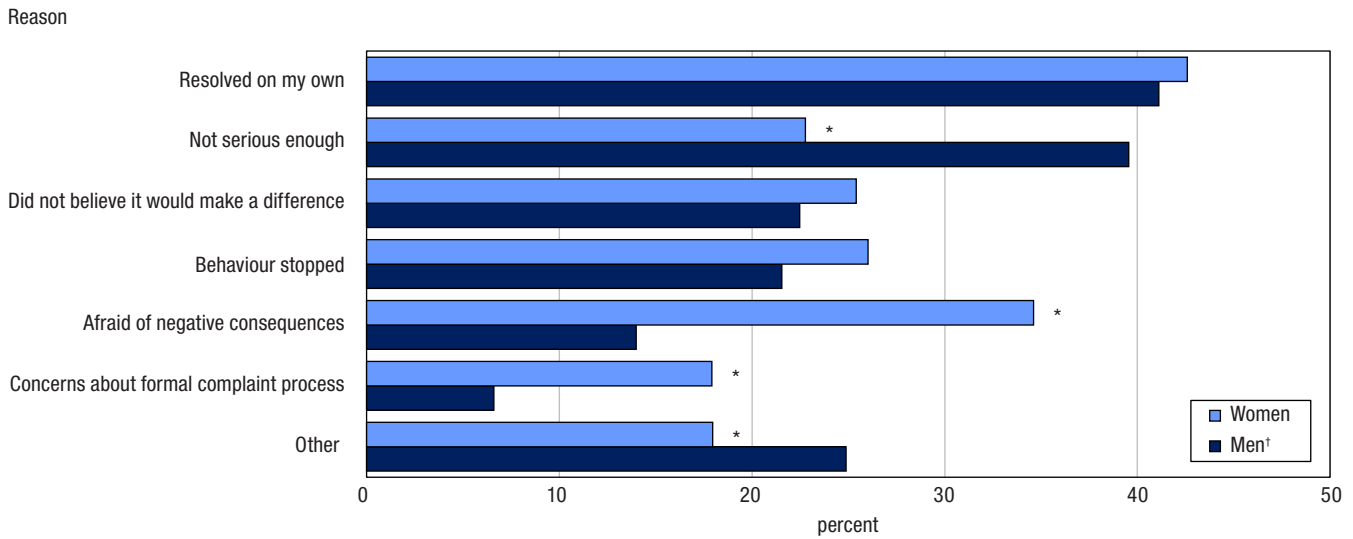
Over half (55%) of Regular Force members who reported their sexual assault to someone in authority other than the police were referred to the Military Police or the CFNIS, the most common response. An additional 49% of victims were referred to medical or mental health services. Among those who reported the sexual assault to the Military Police or CFNIS, the majority (80%) stated that there was a report or investigation conducted.¹⁵ Half (50%) of those who reported the assault to an authority figure were satisfied with the action(s) taken, as were four in ten (39%) of those who reported the assault to the Military Police or CFNIS.

Female victims of sexual assault more likely to cite fear of negative consequences or concerns with formal reporting process as reasons for not reporting

Many Regular Force members who were victims of sexual assault did not report the incident to anyone in authority because they resolved it informally on their own, the most common reason provided for not reporting (43% and 41% for women and men, respectively) (Chart 4). In contrast, there was a clearer divide between men and women when it came to other reasons for not reporting the behaviour to someone in authority. Women who were sexually assaulted were considerably more likely to not report the behaviour to someone in authority because they were afraid of negative consequences (35% compared with 14% of men who were victims) or because they had concerns about the formal complaint process (18% versus 7%). This may be related to the higher proportion of female victims who identified the perpetrator as a supervisor or someone of higher rank compared to male victims.

15. Respondents were asked about all actions taken for all incidents of sexual assault. As a result, percentages do not add to 100%. Other actions taken by Military Police/CFNIS or others in authority cannot be presented due to small sample sizes.

Chart 4
Reasons for not reporting sexual assault to someone in authority, by sex, past 12 months, 2016



* significantly different from reference category ($p < 0.05$)

† reference category

Note: Includes Regular Force members who stated that they did not report the incident(s) to someone in authority. Includes sexual assault in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND employees or contractors in the past 12 months. Respondents were asked to indicate all reasons for which they did not report the sexual assault; therefore, percentages do not add to 100.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Men were twice as likely as women to consider the behaviour not serious enough to report (40% versus 23%). Of note, a small proportion of victims of sexual assault did not report the incident(s) to anyone in authority because they changed jobs (5%^E) or the person(s) responsible changed jobs (3%^E).¹⁶

In addition, Regular Force members provided different reasons for not reporting their victimization to someone in authority depending on the type of sexual assault. Approximately four in ten victims of sexual attacks (43%) and sexual activity to which they were unable to consent (39%) did not report their victimization to anyone in authority because they were afraid of negative consequences, twice the proportion of those who were victims of unwanted sexual touching (21%). In contrast, victims of unwanted sexual touching were most likely to state that they did not report their victimization because they resolved it on their own (41%) or because they did not consider it serious enough (34%).

Most Regular Force members who were victims of sexual assault did not consult any services, such as CAF or civilian medical, mental health, or spiritual services, due to their victimization (85%). Male victims were less likely to use services when compared to female victims, as 92% of men and 74% of women did not consult any services. About one in eight (14%) Regular Force members who were victims of sexual assault in the past 12 months consulted a military-based service, compared with 4% who consulted civilian services and 4% who used other unspecified services.¹⁷ More specifically, a minority of Regular Force victims of sexual assault contacted or used a CAF chaplain (9%), CAF medical services (6%), a Workplace Relations Advisor or Harassment Advisor (5%), or the Sexual Misconduct Response Centre (3%^E).

16. Differences by sex cannot be presented for these reasons due to small sample size.

17. Respondents were asked to identify all types of services used or consulted for each type of sexual assault reported. Therefore, percentages do not add to 100.

Military base or wing most common location of sexual assault

For both male and female victims of sexual assault, the most common location of the incident was a military base or wing (63% of male victims and 48% of female victims), followed by the mess (23% of men and 18% of women). For women, the next most common locations of incidents were outside the military workplace: in a private residence (15%) or at a commercial or institutional establishment (11%). In contrast, for male victims the next most common locations were during field exercises (22%) or on a ship at sea or in port (19%). Of note, 9% of Regular Force members who were victims of sexual assault stated that at least one incident occurred while they were deployed. This proportion was higher among male victims (11%) than among female victims (4%).

Regardless of the type of sexual assault, the majority of Regular Force members who were victims stated that at least one incident occurred within the military workplace. That said, unwanted sexual touching was more likely to have occurred in the military workplace (91%) than sexual attacks (80%) or sexual activity to which the victim was unable to consent (73%). Notably, 17%^E of Regular Force members who were victims of a sexual attack stated that it occurred while on course in a military school, compared to 9% of those who experienced unwanted sexual touching. Sexual attacks were also more likely than unwanted sexual touching to occur in the barracks (22%^E versus 11%).¹⁸

Likewise, unwanted sexual touching was least likely to have occurred outside the military workplace, such as in a private residence. Just over one-quarter (27%) of Regular Force members who experienced unwanted sexual touching stated that it occurred outside the military workplace. In contrast, this was the case for nearly half (47%) of those who were victims of sexual attacks and six in ten (60%) of those who were victims of sexual activity to which they were unable to consent.

Four in ten (40%) women and one-quarter (25%) of men who were sexually assaulted in the past 12 months believed that the incident was related to the perpetrator's alcohol or drug use (Table 4). The consumption of alcohol at CAF-sanctioned or CAF-related events had been previously cited by several members as a factor which contributed to the overall occurrence of sexual assault or sexual harassment within the CAF (Deschamps 2015). That said, 54% of sexual assault incidents in the general population were perceived to be related to the drug or alcohol use of the perpetrator (Perreault 2015).

18. The corresponding proportions for incidents of sexual activity to which the victim was unable to consent cannot be published due to small sample size.

Table 4
Emotional impact of sexual assault among Canadian Armed Forces (CAF) Regular Force members, past 12 months, by sex of victim, 2016

Type of impact	Male victims [†]	Female victims
	percent	
Emotional impact		
Angry	28	53*
Upset	24	49*
Frustrated	25	42*
Fearful	8	26*
More cautious/aware	28	48*
Loss of trust	20	43*
Shock/disbelief	21	41*
Hurt/disappointment	10	31*
Depressed	6	19*
Anxious	11	25*
Suicidal thoughts	5 ^E	7
Ashamed	12	30*
Guilty	7	24*
Annoyed	39	46*
Lowered self-esteem	8	23*
Other	11	14
Not much	21	8*
None at all	29	F
Believed incident was related to the perpetrator's alcohol or drug use		
Yes	25	40*
No	58	46*
Don't know	17	14

^E use with caution

F too unreliable to be published

* significantly different from reference category ($p < 0.05$)

† reference category

Note: Includes sexual assault in the past 12 months that occurred in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND employees or contractors. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Sexual assault results in more negative emotional consequences for women than for men

Not only were women in the Regular Force more likely to report being sexually assaulted in the past 12 months than their male counterparts, they were also more likely to report negative emotional consequences as a result (Table 4). Female victims most often cited being angry (53%), being upset (49%), and being more cautious or aware (48%) due to their victimization, well above the proportion of male victims who cited these feelings (28%, 24%, and 28%, respectively).

Three in ten (29%) male victims of sexual assault stated that they experienced no negative emotional consequences at all as a result of the incident.¹⁹ A further 21% of men stated that the incident did not have much of an impact, more than double the proportion recorded among female victims (8%). Being annoyed (39%) was the most frequently cited negative emotional outcome among male victims.

Though it was the least reported emotional consequence, similar proportions of women (7%) and men (5%^E) who were victims of sexual assault in the past 12 months reported that they had suicidal thoughts as a result of the incident. Additionally, female victims were more likely than male victims to report having received professional help in order to cope with the emotional consequences of the incident (24% versus 10%)²⁰ and to have had difficulty carrying out everyday activities as a result of the incident (26% versus 13%). Overall, 7% of those who were sexually assaulted were physically injured as a result.²¹

Victims of sexual assault also reported different negative emotional consequences depending on the type of victimization. For example, Regular Force members who were sexually attacked most commonly stated that they were upset (55%), angry (54%), or frustrated (50%) as a result of the incident, while those who were subjected to

19. The estimate for female victims of sexual assault who experienced no negative emotional consequences cannot be published due to sample size.

20. Percentages are calculated based on those who reported at least one negative emotional consequence.

21. Among sexual assault victims, similar proportions of men (7%^E) and women (7%) stated that they were physically injured as a result.

sexual activity to which they were unable to consent were often upset (52%), more cautious and aware (52%), and felt a loss of trust (50%). In contrast, those who were victims of unwanted sexual touching were less likely to report negative emotional consequences. Victims of unwanted sexual touching most typically stated that they were annoyed (43%), angry (36%), and more cautious or aware (33%).

Sexual assault in the past 12 months more prevalent among Primary Reservists than those in the Regular Force

Approximately 2.6% of Primary Reservists were victims of sexual assault in the military workplace or involving other military members in the past 12 months; 8.2% of women in the Reserves and 1.4% of men reported being sexually assaulted. This proportion was higher than that reported among Regular Force members, which may be related to a number of factors such as the higher proportion of women in the Primary Reserves, the younger population in the Primary Reserves, and the prevalence of sexual assault during training exercises, which are more common among this population.

Unwanted sexual touching was the most common form of sexual assault reported by Primary Reservists, with 2.2% stating that at least one incident of unwanted sexual touching occurred in the past 12 months. This proportion was about six times higher than the proportion reporting either sexual attacks (0.4%) or sexual activity to which they were unable to consent (0.4%^F).²²

In total, about 2,100 current members of the Primary Reserves, or 8.1%, reported having been sexually assaulted at least once since joining the CAF. As was the case among Regular Force members, women in the Primary Reserves were about seven times more likely than their male counterparts to have been sexually assaulted at any point during their military tenure (28.6% versus 3.9%). Unwanted sexual touching, reported by 24.8% of women and 3.5% of men in the Primary Reserves, was the most common form of sexual assault. That said, women were also considerably more likely than men to have been sexually attacked (10.3% versus 0.4%^F) or to have been subjected to sexual activity to which they were unable to consent (9.6% versus 0.5%).

Though overall, the prevalence of sexual assault during the military career was similar between those in the Primary Reserves and those in the Regular Force, it should be noted that, in general, those in the Primary Reserves had served fewer years in the CAF than those in the Regular Force. For example, 37% of Primary Reserve members had five or fewer years of service, compared with 14% of those in the Regular Force.²³

22. Information on the sex of the victim for specific types of sexual assault cannot be presented due to small sample size.

23. There are considerable differences between the profiles of Reservists depending on command organization. For example, 62% of Primary Reservists in the Royal Canadian Air Force had 26 or more years of service, reflecting a more common practice within this organization of continuing to serve by joining the Reserves following a career in the Regular Force. In contrast, those in the Canadian Army or Royal Canadian Navy Reserves had fewer years of service, with 43% and 34%, respectively, having 5 or fewer years of service.

Text box 4: National and international studies on sexual harassment or sexual victimization

Other countries have undertaken studies to determine the prevalence of sexual misconduct in the military workplace, as well as its characteristics, its reporting, and its resolution. Aside from the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF) and a survey on harassment conducted earlier by the Department of National Defence,²⁴ the United States and the United Kingdom, among others, have also conducted surveys on sexual harassment and sexual assault aimed at members of the Armed Forces. These surveys, while not directly comparable to the SSMCAF, show that inappropriate sexual behaviour within the military is not solely a concern in Canada.

While some results are presented here, it is important to take into consideration that none of the surveys used the same methodology. Since the questions themselves, the definitions, collection modes, population and other methodological aspects differ from one survey to another, any direct comparisons between these surveys and the SSMCAF should not be made. Selected results are presented here for the purposes of illustrating some of the international and Canadian research regarding inappropriate sexual behaviour in the military.

Sexual assault and sexual harassment in the U.S. Military, 2014

- The survey defines sexual harassment as any sexual language, gestures, images, or behaviours that offend or anger service members
- Three mutually exclusive categories of definition are provided for sexual assault
- The information was collected with respect to respondents' lifetime, that is, before they joined the army or during their military career, as well as for the last 12 months
- All women in the active-duty force were selected, as were 25% of men in the active-duty force, and a sample of women and men in the reserve component. The response rate was approximately 30% (active-duty force) and 23% (reserve component)

The results of this survey show that 1% of men and 5% of women experienced at least one type of sexual assault in the last year.

Your Say Survey (YSS) for Regular Force members, British Army 2013

- No specific definition of sexual harassment was given in the questionnaire. A matrix of behaviours was used instead to identify people who had been targets
- Information on specific sexual behaviours was collected for the last 12 months and for the respondents' lifetime, regardless of military workplace
- The survey was mailed to a sample of active-duty and reserve personnel: all women and a sample of men were selected. The response rate was 30%

The results of the report show that 9 in 10 individuals had been in situations in which inappropriate sexual behaviour occurred. Those who had been the target of behaviours found the behaviours more offensive than did those who had not experienced them. Slightly more than 10% of women reported having been the target of an inappropriate sexual behaviour. In 2014, approximately 1% of men and 2% of women were the target of sexual assault.

The General Social Survey (GSS) on Victimization (see Section 1 and footnotes 4, 8, and 9 for selected results and [GSS 2014](#) for methodological information) and the Canadian Forces Mental Health Survey (CFMHS) are other examples of surveys recently conducted in Canada that deal directly or indirectly with sexual misconduct in the general population.

The Canadian Forces Mental Health Survey (CFMHS) surveyed 9,200 members of the Canadian Armed Forces and an additional 2,250 members of the Primary Reserve who had been deployed. Results were collected using face-to-face interviews. Among other topics, information was collected on sexual misconduct experienced in the last 12 months, both within and outside of the military workplace, and on sexual misconduct experienced before the age of 16. Selected results and methodology are available: [Mental health of the Canadian Armed Forces](#) and [CFMHS 2013](#).

24. The Canadian Armed Forces Workplace Harassment Survey.

Section 2: Sexualized or discriminatory behaviour in the workplace

Sexualized behaviour in the workplace does not necessarily take the form of sexual assault. Sexualized or discriminatory behaviour in the workplace, while not criminal in nature, may contribute to an overall culture in which certain members feel personally targeted or perhaps vulnerable to more serious behaviours. Furthermore, the prevalence of such behaviours can contribute to a more general sense that sexualized behaviours, including sexual assault, are banal, routine, or not taken seriously by those in authority. Thus, in addition to asking CAF members about sexual assault which occurred in the workplace or involving other military members,²⁵ the SSMCAF also asked CAF members about a variety of other sexualized and discriminatory behaviours which, unlike sexual assault are not typically criminal in nature, can contribute to a broader sexualized culture in which relatively higher rates of sexual assault may be observed.

More specifically, the SSMCAF asked CAF members about ten types of generalized sexualized behaviour in the workplace which, broadly, fall into three categories (see Text box 1): inappropriate verbal and non-verbal sexual communication,²⁶ behaviours involving sexually explicit materials,²⁷ and unwanted physical contact or suggested sexual relations.²⁸ In addition to these sexualized behaviours, the SSMCAF asked about five types of discriminatory behaviour which can be classified into two groups: discrimination on the basis of sex²⁹ and sexual orientation or gender identity.³⁰

2.1 Sexualized behaviours

Witnessing (i.e., seeing or hearing) or experiencing sexualized behaviour in the workplace was common among Regular Force members, with four in five (79%) stating that they had witnessed or experienced at least one of the ten types of sexualized behaviour in the past 12 months (Table 5). Inappropriate verbal or non-verbal communication was by far the most frequent type of behaviour, reported by 78% of Regular Force members. Physical contact or sexual relationships and behaviours involving sexually explicit materials were less common, reported by 15% and 14% of Regular Force members, respectively.

More specifically, sexual jokes were the most common type of sexualized behaviour reported by Regular Force members (76%), followed by inappropriate sexual comments (39%) and inappropriate discussions about sex life (34%). In contrast, smaller proportions of Regular Force members stated that they had witnessed or experienced repeated pressure for dates or sexual relationships (4%), taking or posting inappropriate or suggestive photos of any CAF members without consent (3%), or offering workplace benefits in exchange for sexual activity or mistreatment for not engaging in sexual activity (2%).

Not only were sexual jokes the most commonly reported type of sexual behaviour in the workplace, they also tended to occur more frequently than other types of behaviour. Nearly half (46%) of Regular Force members who reported sexual jokes occurring in the workplace stated that this behaviour occurred ten or more times in the past 12 months, well above the proportion for any other type of behaviour (Table 5).

25. Includes Department of National Defence civilians and contractors.

26. Includes sexual jokes, unwanted sexual attention, inappropriate sexual comments, and inappropriate discussion about sex life.

27. Includes displaying, showing, or sending sexually explicit messages or materials, or directing others to view sexually explicit materials online, or taking and/or posting inappropriate or sexually suggestive photos or videos of CAF members without consent.

28. Includes indecent exposure, repeated pressure for dates or sexual relationships, unwelcome physical contact, or offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

29. Includes suggestions that people do not act like a man or woman is supposed to act, someone being insulted, mistreated, ignored, or excluded because of their sex, or comments that people are either not good at their jobs or should be prevented from having particular jobs because of their sex.

30. Includes someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or their assumed sexual orientation, or someone being insulted, mistreated, ignored, or excluded because they are (or are assumed to be) transgender.

Table 5
Canadian Armed Forces (CAF) Regular Force members seeing, hearing or experiencing sexualized or discriminatory behaviours in the past 12 months, 2016

Type of behaviour seen, heard, or experienced	Overall		Frequency			
	number	percent	1 time	2 to 4 times	5 to 9 times	10 or more times
Total sexualized or discriminatory behaviour	44,920	80	..	..	..	..
Total sexualized behaviour	44,390	79	..	..	..	..
Inappropriate verbal or non-verbal communication	44,060	78	..	..	..	..
Sexual jokes	42,780	76	10	31	13	46
Unwanted sexual attention	10,340	18	31	41	11	16
Inappropriate sexual comments	21,900	39	24	42	13	21
Inappropriate discussion about sex life	18,860	34	25	40	13	23
Sexually explicit materials	7,640	14	..	..	..	..
Displaying, showing, or sending sexually explicit messages or materials	7,120	13	32	37	12	19
Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members, without consent	1,870	3	47	33	8	12
Physical contact or sexual relations	8,650	15	..	..	..	..
Indecent exposure or inappropriate display of body parts	3,710	7	45	34	7	13
Repeated pressure from the same person for dates or sexual relationships	1,970	4	43	35	8	14
Unwelcome physical contact or getting too close	5,830	10	40	40	9	11
Offering workplace benefit for engaging in sexual activity or being mistreated for not engaging in sexual activity	910	2	42	35	8	15
Total discriminatory behaviour	18,820	34	..	..	..	..
Discrimination on the basis of sex	17,740	32	..	..	..	..
Suggestions that people do not act like a man or woman is supposed to act	12,350	22	29	42	10	18
Someone being insulted/mistreated/ignored/excluded because of their sex	6,360	11	37	36	11	16
Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex	9,880	18	37	41	9	12
Discrimination on the basis of sexual orientation or gender identity	5,720	10	..	..	..	..
Someone being insulted/mistreated/ignored/excluded because of their sexual orientation or assumed sexual orientation	4,630	8	43	37	7	12
Someone being insulted/mistreated/ignored/excluded because they are (or assumed to be) transgender	2,980	5	47	33	8	12

.. not available for a specific reference period

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Excludes behaviours that respondents heard about from someone else (e.g., something that a friend confided in them). All estimates have been rounded to the nearest 10. Percent calculations are based on unrounded estimates and exclude missing responses.

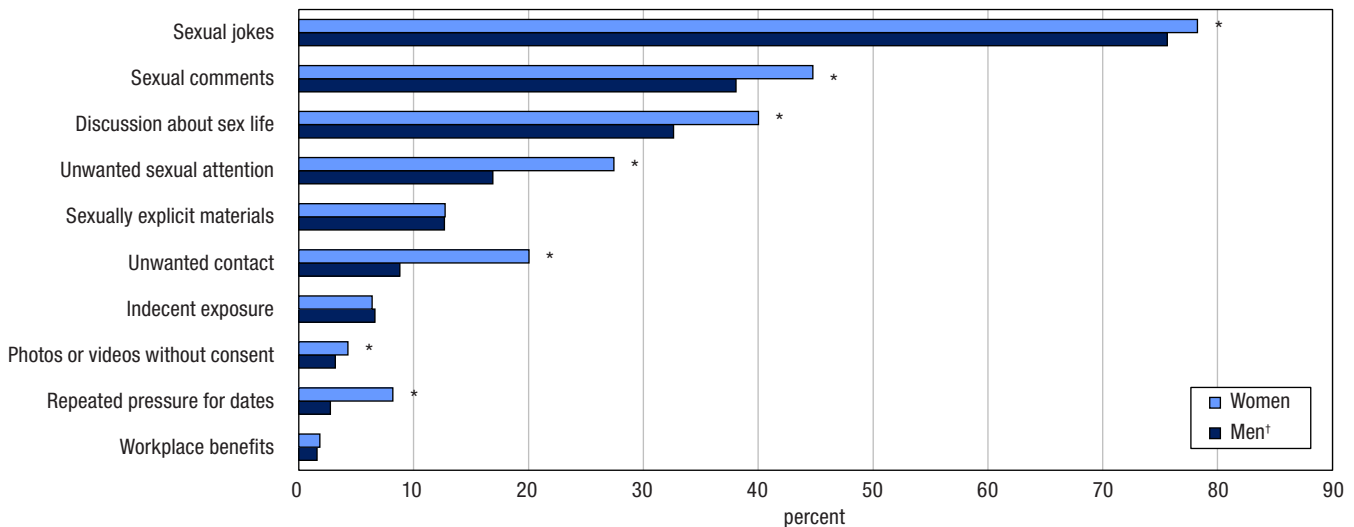
Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Women see, hear, or experience sexualized behaviour in the workplace more than men

Overall, the proportion of women who reported witnessing or experiencing sexualized behaviours in the workplace was higher than the proportion of men (82% compared with 79%). Women in the Regular Force were more likely than men to report witnessing or experiencing seven of the ten sexualized behaviours measured by the survey in the past 12 months (Chart 5). Men and women were equally likely to report the displaying or showing of sexually explicit materials, indecent exposure or inappropriate display of body parts, and offering workplace benefits in exchange for sexual activity or mistreatment for not engaging in sexual activity.

Chart 5
Canadian Armed Forces (CAF) Regular Force members seeing, hearing or experiencing sexualized behaviours in the military workplace in the past 12 months, 2016

Type of sexualized behaviour



* significantly different from reference category (p < 0.05)

† reference category

Note: Excludes behaviours that respondents heard about from someone else (e.g., something that a friend confided in them).

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

While for some specific behaviours the difference between men and women was slight, there were some considerable differences for others. Notably, the proportion of women who reported seeing, hearing, or experiencing repeated pressure from the same person for dates or sexual relationships was about three times that of men (8% versus 3%), and women were about two times more likely to witness or experience unwelcome physical contact (20% versus 9%) or unwanted sexual attention (27% versus 17%).

Seeing, hearing, or experiencing sexualized behaviour similar across command organizations and years of service

Marginal differences were observed when looking at the prevalence of sexualized behaviour in the past 12 months across organizations in the CAF, as about four in five Regular Force members of the Royal Canadian Navy (82%), Canadian Army (79%), Royal Canadian Air Force (78%), Military Personnel Command (78%), or other command organizations (77%) reported witnessing or experiencing sexualized behaviour (Table 6).

Regardless of years of service in the Regular Force, members were fairly equally likely to have seen, heard, or experienced sexualized behaviour, with the exception of those with more than 25 years of service. Overall, 73% of those with more than 25 years of service in the Regular Force witnessed or experienced sexualized behaviour in the past 12 months, compared with about eight in ten of those with fewer years of service. Similarly, the proportion of Regular Force members who witnessed or experienced sexualized behaviour was close to eight in ten across all age groups with the exception of members who were 50 years of age or older (69%) (Table 6).

Table 6
Canadian Armed Forces (CAF) Regular Force members seeing, hearing or experiencing sexualized or discriminatory behaviours in the past 12 months, by selected characteristics, 2016

Characteristics of military members who witnessed or experienced sexualized or discriminatory behaviour	Sexualized behaviours					Discriminatory behaviours			
	Overall sexualized and discriminatory behaviours ¹	Overall sexualized behaviours ²	Inappropriate communication ³	Sexually explicit materials ⁴	Physical contact or suggested sexual relations ⁵	Overall discriminatory behaviours ⁶	Discrimination based on sex ⁷	Discrimination based on sexual orientation or gender identity ⁸	
	number				percent				
Environmental command									
Canadian Army [†]	17,410	80	79	79	18	17	35	33	9
Royal Canadian Navy	6,610	83*	82*	81*	13*	19*	37*	34	15*
Royal Canadian Air Force	9,900	79*	78*	78*	11*	13*	32*	30*	11*
Military Personnel Command	4,220	80	78	77*	11*	16*	35	33	11*
Other	6,700	78*	77*	76*	9*	12*	28*	27*	7*
Sex									
Women	6,610	84*	82*	81*	14	25*	45*	42*	16*
Men [†]	38,180	79	79	78	14	14	32	30	9
Aboriginal identity									
Aboriginal person	1,610	78*	77*	76*	15*	18*	34	31	13*
Non-Aboriginal person [†]	43,190	80	79	78	14	15	33	32	10
Persons with disabilities									
Persons with disabilities	1,630	80	78	77	18*	19*	41*	39*	16*
Persons without disabilities [†]	43,050	80	79	78	13	15	33	31	10
Visible minority									
Visible minority	2,470	77*	76*	75*	18*	20*	37*	36*	12*
Non-visible minority [†]	42,280	80	79	78	13	15	33	31	10
Rank									
Junior Non-Commissioned Member [†]	24,330	81	80	79	17	19	37	34	12
Senior Non-Commissioned Member	10,510	78*	77*	76*	10*	11*	29*	27*	8*
Junior Officer	5,890	83*	82*	81*	11*	14*	35*	34	9*
Senior Officer	4,160	76*	75*	74*	6*	9*	26*	25*	7*
Age									
24 years and younger	3,410	79*	79*	78*	21*	24*	38*	36*	12*
25 to 29 years	8,640	83*	82*	82*	18*	20*	39*	37*	11*
30 to 34 years	9,270	83*	83*	82*	16*	17*	36*	34*	11*
35 to 39 years	7,730	82*	81*	80*	13*	14*	33*	31*	9*
40 to 44 years	5,950	80*	79*	78*	11*	12*	31*	29*	10*
45 to 49 years	5,040	78*	76*	76*	9*	10*	30*	27*	9*
50 years and older [†]	4,860	71	69	68	7	9	26	24	8
Total	44,920	80	79	78	14	15	34	32	10

* significantly different from reference category ($p < 0.05$)

† reference category

1. Includes witnessing or personally experiencing at least one type of sexualized or discriminatory behaviour in the past 12 months.

2. Includes witnessing or personally experiencing at least one type of sexualized behaviour in the past 12 months.

3. Includes sexual jokes, unwanted sexual attention, inappropriate sexual comments, inappropriate discussion about sex life.

4. Includes displaying, showing or sending sexually explicit messages or materials, or directing others to view sexually explicit materials online, or taking and/or posting inappropriate or sexually suggestive photos or videos of CAF members without consent.

5. Includes indecent exposure, repeated pressure for dates or sexual relationships, unwelcome physical contact, offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

6. Includes witnessing or personally experiencing at least one type of discriminatory behaviours, based on sex, sexual orientation or gender identity in the past 12 months.

7. Includes suggestions that specific people do not act like a man or woman is supposed to act; someone being insulted, mistreated, ignored or excluded because they are a man or a woman; or comments that people are either not good at a particular job or should be prevented from having a particular job because they are a man or a woman.

8. Includes someone being insulted, mistreated, ignored or excluded because of their sexual orientation or assumed sexual orientation, or because they are (or are assumed to be) transgender.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Excludes behaviours that respondents heard about from someone else (e.g., something that a friend confided in them). All estimates have been rounded to the nearest 10. Estimates are rounded independently; therefore, the sum of the rounded categories may not equal the rounded total. Percent calculations are based on unrounded estimates and exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

2.2 Discriminatory behaviours

Compared to sexualized behaviours, witnessing or experiencing discriminatory behaviours in the workplace was less common among Regular Force members. That said, about one-third (34%) of all Regular Force members, indicated that discriminatory comments or statements on the basis of sex, sexual orientation, or gender identity were made within the past 12 months (Table 5). Discrimination on the basis of sex (32%) was more commonly reported than discrimination based on sexual orientation or gender identity (10%).³¹ More specifically, suggestions that people do not act like men or women should act (22%) and comments that people are not good at or should not have their jobs because of their sex (18%) were the most common discriminatory behaviours reported by Regular Force members.

Women report discrimination on the basis of sex, sexual orientation, or gender identity more frequently than men

Witnessing or experiencing discriminatory behaviours in the workplace was more common among female Regular Force members, with 45% of women and 32% of men reporting such behaviours in the past 12 months. This difference held when looking both at discrimination on the basis of sex (42% of women versus 30% of men) and on the basis of sexual orientation or gender identity (16% versus 9%).

More specifically, women were more likely to see, hear, or experience each of the five discriminatory behaviours measured by the survey. The largest difference was noted when it came to someone being insulted, mistreated, ignored, or excluded because of their sex, which was reported by 24% of women compared to 9% of men.

2.3 Perceived offensiveness of sexualized or discriminatory behaviours in the workplace

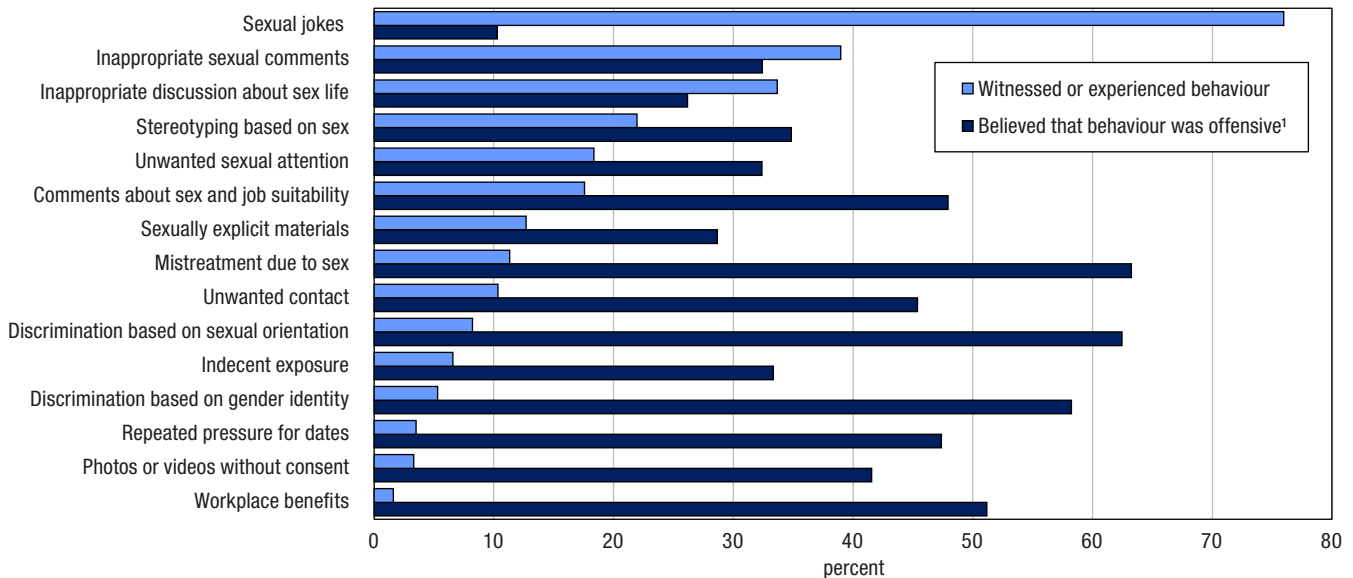
Beyond observing or experiencing the behaviours in the workplace, the way in which they are interpreted is also an important consideration. In addition to asking CAF members if they had ever seen, heard, or experienced sexualized or discriminatory behaviours in the workplace, the SSMCAF also asked if they considered these to be offensive.

Sexual jokes, the most prevalent behaviour, were perceived to be the least offensive, with 10% of Regular Force members who reported sexual jokes stating that they were somewhat or very offensive (Chart 6). In contrast, many of the less-frequently reported behaviours were perceived by Regular Force members to be the most offensive. For instance, while the offering of workplace benefits in exchange for engaging in sexual activity or workplace mistreatment for not engaging in sexual activity was the least common sexualized behaviour, reported by 2% of Regular Force members, 51% of those who witnessed or experienced it perceived it to be offensive, more than any other sexualized behaviour measured in the survey.

31. The prevalence of these behaviours may reflect the fact that there are more women than there are lesbian, gay, bisexual, or transgender (LGBT) members within the CAF (see Text box 5).

Chart 6
Perceived offensiveness of sexualized or discriminatory behaviours seen, heard, or experienced in the past 12 months, by type of behaviour, 2016

Sexualized or discriminatory behaviour



1. Includes Regular Force members who witnessed or experienced sexualized behaviours and who stated that the behaviour was either somewhat or very offensive.

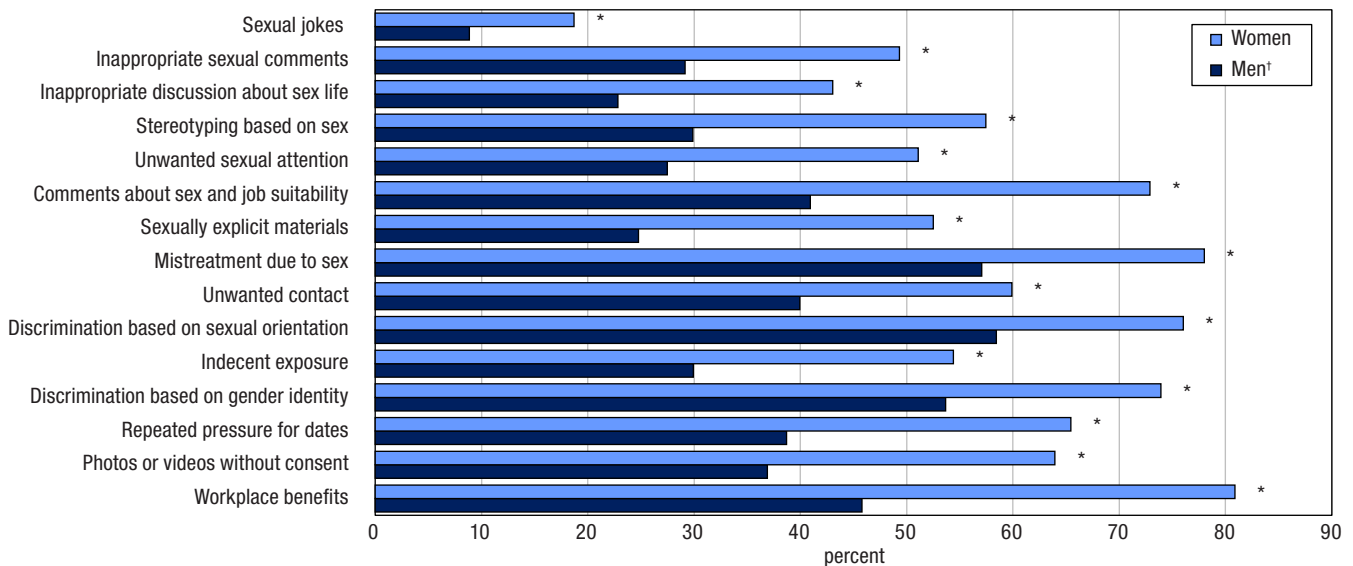
Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Discriminatory behaviours were more likely to be considered offensive than sexualized behaviours. Close to six in ten of those who saw, heard, or experienced someone being insulted, mistreated, ignored, or excluded because of their sex (63%), sexual orientation (62%), or gender identity (58%) stated that this behaviour was offensive.

For each of the 15 behaviours measured, women were more likely to consider them to be offensive when compared to men (Chart 7). Notably, while sexual jokes were considered the least offensive behaviour regardless of sex, the proportion of women considering them to be offensive was about twice that of men (19% versus 9%). Women were also proportionately twice as likely as men to consider displaying, showing, or sending sexually explicit materials or messages to be offensive (52% versus 25%). Other research, both inside and outside of the context of the military, has suggested that in general, men are less likely to perceive sexualized behaviour in the workplace as offensive or harmful (Berdahl and Aquino 2009; Chan et al. 2008).

Chart 7
Perceived offensiveness of sexualized or discriminatory behaviours seen, heard, or experienced in the past 12 months, by type of behaviour and sex, 2016

Sexualized or discriminatory behaviour



* significantly different from reference category ($p < 0.05$)

† reference category

Note: Includes Regular Force members who witnessed or experienced sexualized behaviours and who stated that the behaviour was either somewhat or very offensive.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Personally experiencing sexualized or discriminatory behaviour (see Section 2.4) as opposed to seeing or hearing behaviour but not being personally targeted was also related to perceptions of offensiveness. In most cases, Regular Force members who experienced sexualized or discriminatory behaviour were more likely than those who witnessed them to believe that these behaviours were offensive. The largest difference was noted when it came to suggestions that men or women should not have certain jobs because of their sex. While 74% of those targeted by such suggestions believed that they were offensive, 44% of those who witnessed or overheard these comments felt likewise.

In contrast, displaying, showing, or sending sexually explicit messages or materials, the taking or posting of inappropriate or sexually suggestive photos or videos without consent, and discrimination on the basis of gender identity were equally likely to be considered offensive by those who experienced them and those who witnessed them. Additionally, those who witnessed indecent exposure or inappropriate display of body parts were slightly more likely than those who were personally targeted by this behaviour to consider it to be offensive (35% versus 32%).

2.4 Personal experiences of sexualized or discriminatory behaviour

The SSMCAF asked not only about seeing or hearing sexualized or discriminatory behaviours in the workplace, but also whether or not CAF members had been the target of any of these behaviours within the past 12 months. Of those who reported witnessing sexualized behaviour in the workplace, most reported seeing or hearing the behaviour but not having personally experienced it (Table 7). Overall, approximately 9,200 Regular Force members, or 17%, stated that they were the target of one or more sexualized or discriminatory behaviours in the workplace in the past 12 months.³² While the general prevalence of these behaviours in the workplace may impact the overall culture and morale of the work environment, being targeted by these behaviours can have more direct negative consequences for those who personally experienced them.

32. Percent calculations include those who witnessed the behaviour, but did not know if they were the target or not. Among specific behaviours, this ranged from 0.3% of those who reported being offered workplace benefits in exchange for sexual activity or mistreatment for not engaging in sexual activity to 9% of those who reported sexual jokes.

Table 7
Canadian Armed Forces (CAF) Regular Force members experiencing targeted sexual or discriminatory behaviours, by type of behaviour, 2016

Type of targeted sexual and discriminatory behaviours ¹	Men [†]	Women	Total	
	percent	percent	number	percent
Inappropriate verbal or non-verbal communication	13.3	26.1*	8,230	15.1
Sexual jokes	11.9	18.9*	7,060	12.9
Unwanted sexual attention	2.0	14.9*	2,150	3.8
Inappropriate sexual comments	4.1	12.2*	2,930	5.2
Inappropriate discussion about sex life	5.4	13.2*	3,590	6.5
Sexually explicit materials	2.2	4.1*	1,390	2.5
Displaying, showing, or sending sexually explicit messages or materials	2.2	3.9*	1,350	2.4
Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members, without consent	0.3	0.4*	150	0.3
Physical contact or sexual relations	3.6	15.6*	2,940	5.3
Indecent exposure or inappropriate display of body parts	1.3	2.0*	790	1.4
Repeated pressure from the same person for dates or sexual relationships	0.4	5.6*	650	1.1
Unwelcome physical contact or getting too close	2.6	13.2*	2,290	4.1
Offering workplace benefit for engaging in sexual activity or being mistreated for not engaging in sexual activity	0.2	0.9*	160	0.3
Discrimination on the basis of sex	3.7	16.0*	3,020	5.4
Suggestions that people do not act like a man or woman is supposed to act	3.0	9.6*	2,180	3.9
Someone being insulted/mistreated/ignored/excluded because of their sex	0.9	11.0*	1,320	2.3
Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex	0.8	9.9*	1,190	2.1
Discrimination on the basis of sexual orientation or gender identity	0.5	1.8*	400	0.7
Someone being insulted/mistreated/ignored/excluded because of their sexual orientation or assumed sexual orientation	0.5	1.7*	380	0.7
Someone being insulted/mistreated/ignored/excluded because they are (or assumed to be) transgender	0.1	0.4*	100	0.2
Total	14.9	31.4*	9,240	17.2

* significantly different from reference category ($p < 0.05$)

† reference category

1. Targeted sexualized or discriminatory behaviours include those for which the respondent indicated were directed at them personally. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. All estimates have been rounded to the nearest 10. Percent calculations are based on unrounded estimates and exclude missing responses. Total includes a small number of respondents whose sex was not stated.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Sexual jokes were the most common type of sexualized or discriminatory behaviour personally experienced in the workplace, with just over one in ten (13%) Regular Force members having been targeted in the past 12 months. Inappropriate discussion about sex life (6%) and inappropriate sexual comments (5%) were the next most common types of targeted behaviour. Among the types of sexualized behaviours that were relatively less frequent, less than one percent of Regular Force members stated that they were personally targeted by the taking or posting of inappropriate or sexually suggestive photos or videos of themselves without their consent, or being offered workplace benefits in exchange for sexual activity or of being mistreated for not engaging in sexual activity (both 0.3%).

Similar to most types of sexualized behaviour, however, discriminatory behaviour was more commonly seen or overheard than personally experienced among Regular Force members. Suggestions that people do not act like men or women are supposed to act were the most common type of discriminatory behaviour personally experienced, cited by 4% of Regular Force members.

Female Regular Force members more likely to experience sexualized or discriminatory behaviours

Beyond the overall proportion of CAF members who have experienced sexualized or discriminatory behaviours, it is also important to explore how these experiences differ depending on individual characteristics. Not only are some subpopulations more likely to experience these types of behaviour in the workplace, individual or occupational characteristics, such as sex, age, or rank can influence the types of impact these experiences will have (Chan et al. 2008).

Women were more likely than men to state that they were personally targeted by each of the 15 types of sexualized or discriminatory behaviour measured by the SSMCAF (Table 7). Overall, about one-third (31%) of women in the Regular Force reported being personally targeted in the past 12 months, which was twice the proportion of men (15%). Both women and men were most likely to report being the target of sexual jokes (19%

and 12%, respectively). Unwanted sexual attention was the second most frequently experienced behaviour for women (15%), while being less common among male Regular Force members (2%). Additionally, the proportion of women who experienced repeated pressure from the same person for dates or sexual relationships in the past 12 months was about 14 times higher than the proportion of men (6% versus 0.4%).

Women in the Regular Force were also more likely to report being the target of discriminatory comments or behaviours in the workplace. About one-fifth (16%) of women reported personally experiencing discriminatory behaviour on the basis of sex, sexual orientation, or gender identity, a proportion four times higher than that reported by men (4%) (Table 8). More specifically, women were considerably more likely than men to report being insulted, mistreated, ignored, or excluded because of their sex (11% versus 1%) and hearing that they were not good at particular jobs or should not have particular jobs because of their sex (10% versus 1%).

Younger Regular Force members, particularly women, more likely to have experienced sexualized or discriminatory behaviours

Younger Regular Force members were more likely to report personally experiencing sexualized or discriminatory behaviours in the workplace (Table 8). Among Regular Force members who were 24 years of age or younger, one-quarter (25%) experienced sexual or discriminatory behaviour in the past 12 months. The proportion reporting this behaviour in the past 12 months declined steadily with age, falling to fewer than one in ten (8%) among Regular Force members who were 50 years of age or older.

Though the proportion of those who experienced sexualized or discriminatory behaviour decreased with age for both men and women, the proportion of women experiencing such behaviours remained two to three times higher than that of men across all age groups (Chart 8). In particular, while one in five (22%) male Regular Force members who were 24 years of age or under had been personally targeted by sexualized or discriminatory behaviour in the past 12 months, this was the case for more than half (54%) of their female counterparts.

Table 8

Canadian Armed Forces (CAF) Regular Force members experiencing targeted sexual or discriminatory behaviours in the military workplace or outside the military workplace involving military members and/or Department of National Defence employees or contractors in the past 12 months, by selected characteristics, 2016

Characteristics of victims	Overall targeted sexual and discriminatory behaviours ¹	Sexualized behaviours				Discriminatory behaviours			
		Overall targeted sexualized behaviours ²	Inappropriate communication ³	Sexually explicit materials ⁴	Physical contact or suggested sexual relations ⁵	Overall discriminatory behaviours ⁶	Discrimination based on sex ⁷	Discrimination based on sexual orientation or gender identity ⁸	
	number	percent							
Environmental command									
Canadian Army [†]	3,630	17.6	16.8	15.9	3.5	5.1	5.4	5.2	0.7
Royal Canadian Navy	1,420	18.6	17.7	16.4	2.1*	6.7*	6.4*	6.1*	1.1*
Royal Canadian Air Force	2,000	16.8*	15.8*	14.5*	2.0*	5.0	5.5	5.3	0.6
Military Personnel Command	930	18.0	17.1	15.4	1.9*	6.3*	6.5*	6.3*	0.9
Other	1,240	15.0*	14.0*	12.7*	1.3*	4.1*	4.8*	4.8	0.5*
Sex									
Women	2,400	31.4*	29.1*	26.1*	4.1*	15.6*	16.2*	16.0*	1.8*
Men [†]	6,830	14.9	14.2	13.3	2.2	3.6	3.9	3.7	0.5
Aboriginal identity									
Aboriginal person	380	19.1*	18.4*	16.7*	2.8	6.7*	6.9*	6.9*	1.0
Non-Aboriginal person [†]	8,830	17.1	16.2	15.0	2.5	5.2	5.5	5.4	0.7
Persons with disabilities									
Persons with disabilities	460	23.9*	21.8*	20.2*	3.1	7.3*	9.0*	8.9*	1.8*
Persons without disabilities [†]	8,720	17.0	16.1	14.9	2.5	5.2	5.4	5.3	0.7
Visible minority									
Visible minority	490	15.9*	15.1	14.0	2.6	5.6	6.8*	6.8*	0.9 ^F
Non-visible minority [†]	8,710	17.3	16.4	15.2	2.5	5.2	5.5	5.3	0.7
Rank									
Junior Non-Commissioned Member [†]	5,930	20.9	20.0	18.8	3.6	6.5	6.8	6.6	1.0
Senior Non-Commissioned Member	1,420	10.9*	10.3*	9.3*	1.2*	2.8*	3.0*	2.9*	0.4*
Junior Officer	1,330	19.4*	18.2*	16.4*	2.0*	6.3	6.8	6.6	0.6*
Senior Officer	550	10.4*	9.3*	8.2*	0.4*	2.9*	3.4*	3.3*	F
Age									
24 years and younger	1,020	25.1*	24.5*	23.2*	4.8*	8.2*	8.1*	7.8*	0.9 ^F
25 to 29 years	2,340	23.8*	22.9*	21.7*	4.5*	7.8*	7.9*	7.7*	0.9*
30 to 34 years	2,290	21.8*	20.7*	19.2*	3.3*	6.3*	7.0*	6.8*	1.1*
35 to 39 years	1,490	16.5*	15.6*	14.2*	1.8*	4.6*	4.9*	4.8*	0.5
40 to 44 years	930	13.0*	12.1*	11.0*	1.4*	4.1*	4.1*	4.0*	0.5
45 to 49 years	640	10.1*	9.4*	8.3*	0.7	2.9*	3.7*	3.5*	0.6
50 years and older [†]	530	8.0	7.1	6.3	0.6	2.3	2.6	2.5	0.5
Total	9,240	17.2	16.3	15.1	2.5	5.3	5.6	5.4	0.7

^E use with caution

^F too unreliable to be published

* significantly different from reference category ($p < 0.05$)

[†] reference category

1. Includes personally experiencing at least one type of sexualized or discriminatory behaviour in the past 12 months.

2. Includes personally experiencing at least one type of sexualized behaviours in the past 12 months.

3. Includes sexual jokes, unwanted sexual attention, inappropriate sexual comments, inappropriate discussion about sex life.

4. Includes displaying, showing or sending sexually explicit messages or materials, or directing others to view sexually explicit materials online, or taking and/or posting inappropriate or sexually suggestive photos or videos of CAF members without consent.

5. Includes indecent exposure, repeated pressure for dates or sexual relationships, unwelcome physical contact, offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

6. Includes personally experiencing at least one type of discriminatory behaviours, based on sex, sexual orientation or gender identity in the past 12 months.

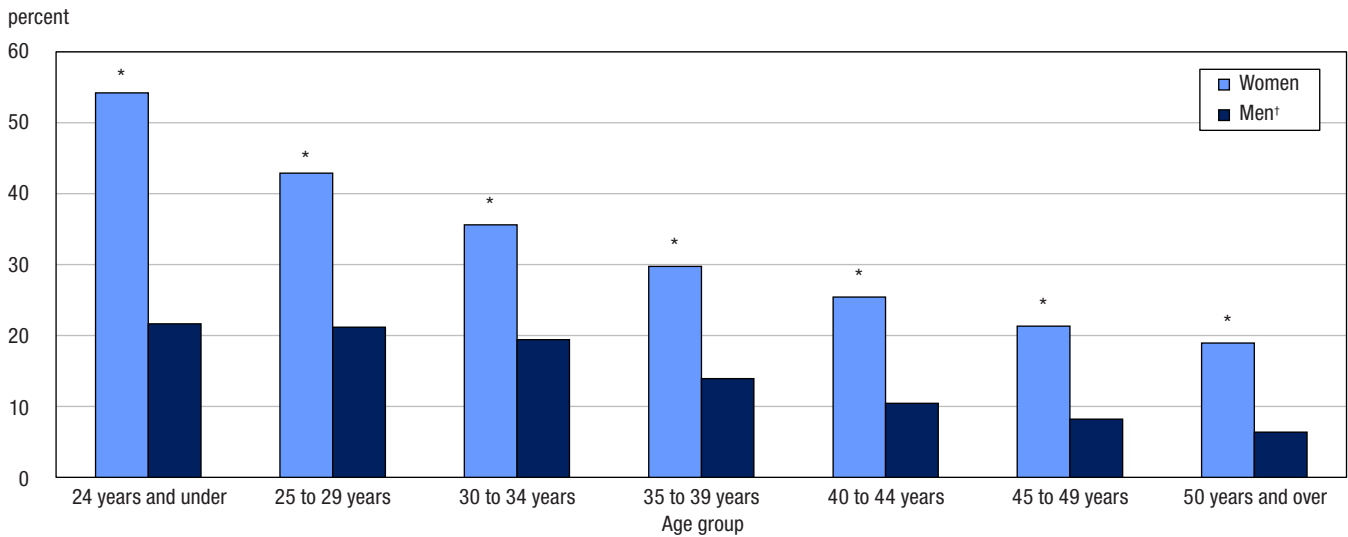
7. Includes suggestions that specific people do not act like a man or woman is supposed to act; someone being insulted, mistreated, ignored or excluded because they are a man or a woman; or comments that people are either not good at a particular job or should be prevented from having a particular job because they are a man or a woman.

8. Includes someone being insulted, mistreated, ignored or excluded because of their sexual orientation or assumed sexual orientation, or because they are (or are assumed to be) transgender.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. All estimates have been rounded to the nearest 10. Estimates are rounded independently; therefore, the sum of the rounded categories may not equal the rounded total. Percent calculations are based on unrounded estimates and exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Chart 8
Canadian Armed Forces (CAF) Regular Force members personally experiencing sexualized or discriminatory behaviours in the military workplace in the past 12 months, by age group and sex, 2016



* significantly different from reference category ($p < 0.05$)

† reference category

Note: Percent calculation includes those who saw or heard sexualized or discriminatory behaviours but did not know if they were directed at them.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Text box 5: Sexualized or discriminatory behaviours targeting lesbian, gay, bisexual, or transgender Regular Force members

In addition to highlighting the different experiences of men and women in the Canadian military, the external review of sexual misconduct in the CAF (Deschamps 2015) also made note of the impact of a sexualized culture on those who identify as lesbian, gay, bisexual, or transgender (LGBT).³³ According to the SSMCAF, 3% of Regular Force members self-identified as LGBT.

LGBT Regular Force members were more likely than non-LGBT members to have been victims of sexual assault in the past 12 months (5.6% compared with 1.6%). Among men, LGBT members were three times more likely to have been sexually assaulted in the past year (3.5%^E versus 1.1%). Among women, the proportion of LGBT members who were sexually assaulted was almost double the proportion recorded for non-LGBT members (8.8% compared with 4.5%).

Likewise, LGBT Regular Force members personally experienced sexualized or discriminatory behaviour at a higher rate than non-LGBT members. LGBT members were twice as likely to personally experience sexualized behaviour (32% compared to 16% of non-LGBT members), while they were four times more likely to be the targets of discrimination (20% versus 5%). One in ten (10%) LGBT Regular Force members stated that they were personally discriminated against because of their sexual orientation or gender identity in the past 12 months, compared to less than one percent (0.4%) of non-LGBT members.

33. The SSMCAF asked respondents two questions about their sexual orientation and gender identity: do you identify as lesbian, gay, or bisexual?; and, do you identify as transgender? As a result, the acronym LGBT is used in this analysis, though it is acknowledged that other acronyms are used elsewhere and may be more all-encompassing.

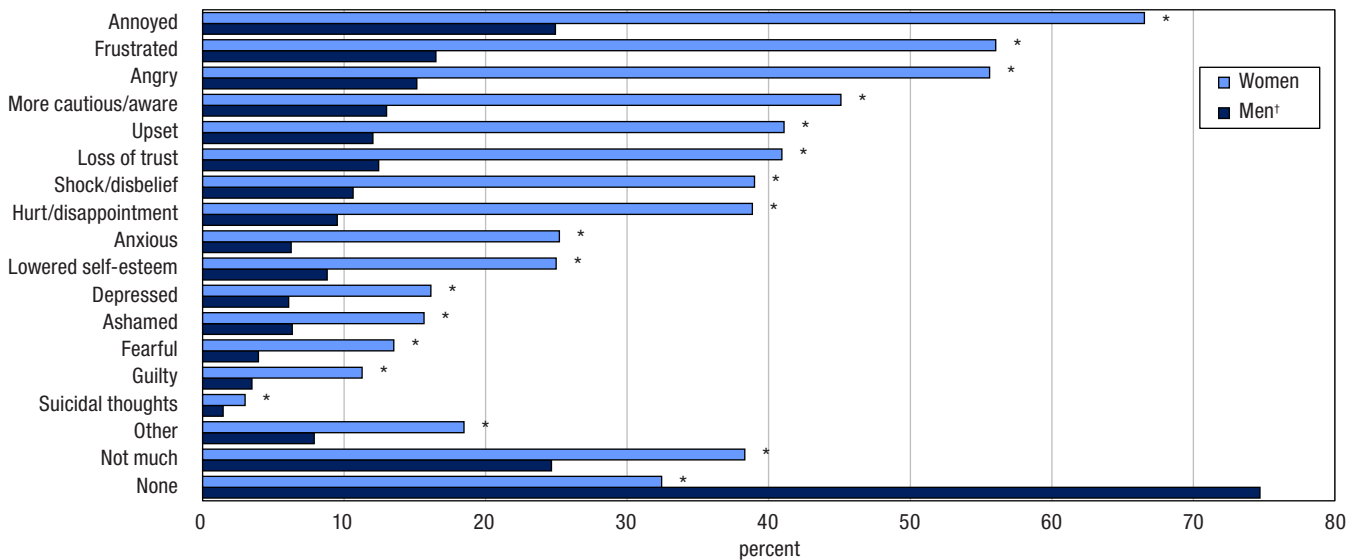
Women more often report negative emotional impacts of sexualized or discriminatory behaviour

As was the case with sexual assault, women were more likely than men to report negative emotional consequences as a result of targeted sexualized or discriminatory behaviour (Chart 9). Women were most likely to cite being annoyed, frustrated, or angry as a result of their experiences of sexualized or discriminatory behaviours. Both men and women were least likely to cite being fearful, feeling guilty, or having suicidal thoughts as a result of targeted sexualized or discriminatory behaviour, though a higher proportion of women reported each of these emotional impacts when compared to men. Three-quarters (75%) of men who personally experienced sexualized behaviour or discriminatory comments stated that the experience had no negative emotional consequences for them, compared to one-third (32%) of women.

Chart 9

Emotional consequences of targeted sexual or discriminatory behaviours against Regular Force members, past 12 months, by sex of victim, 2016

Type of emotional impact



* significantly different from reference category ($p < 0.05$)

† reference category

Note: Respondents were asked to indicate all emotional impacts which applied.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Not all types of behaviours had the same impacts on those who experienced them (Table 9). The behaviours that generally had a greater negative emotional impact on the individuals were also those behaviours that were more often considered to be offensive. Notably, sexualized behaviours were less likely to result in negative emotional consequences than discriminatory behaviour. This finding held both for men and for women.

Table 9
Emotional impacts of targeted sexualized and discriminatory behaviours in the past 12 months, Canadian Armed Forces (CAF)
Regular Force members, 2016

Emotional impact	Overall targeted sexual and discriminatory behaviours ¹		Sexualized behaviours						Discriminatory behaviours							
	Overall targeted sexual behaviours ²		Inappropriate communication ³		Sexually explicit materials ⁴		Physical contact or suggested sexual relations ⁵		Overall discriminatory behaviours ⁶		Discrimination based on sex ⁷		Discrimination based on sexual orientation or gender identity ⁸			
	Men [†]	Women	Men [†]	Women	Men [†]	Women	Men [†]	Women	Men [†]	Women	Men [†]	Women	Men [†]	Women		
	percent															
Angry	15	56*	12	47*	10	45*	10	32*	17	34*	26	68*	24	67*	43	47
Upset	12	41*	10	34*	9	32*	8	23*	14	25*	19	47*	17	46*	33	36
Frustrated	16	56*	14	46*	12	45*	10	29*	17	33*	28	67*	26	66*	37	51*
Fearful	4	14*	3	12*	2	9*	3	6*	4	11*	6	8*	5	8*	19	15
More cautious/aware	13	45*	12	43*	10	39*	6	17*	16	39*	14	27*	13	26*	26	27
Loss of trust	12	41*	11	36*	10	35*	9	19*	10	26*	19	43*	16	42*	37	35
Shock/disbelief	11	39*	10	34*	8	31*	8	24*	13	23*	12	32*	10	31*	24	25
Hurt/disappointment	10	39*	8	30*	7	30*	7	16*	6	15*	14	43*	13	42*	26	32
Depressed	6	16*	5	12*	4	12*	4	8*	5	7*	11	18*	11	17*	22	17
Anxious	6	25*	5	22*	4	20*	4	13*	8	18*	9	22*	8	21*	16	23
Suicidal thoughts	1	3*	1	3*	1	2*	F	F	2 ^E	F	2	3	2 ^E	3	F	F
Ashamed	6	16*	6	14*	5	13*	5	7*	6	10*	8	12*	7	11*	21	18
Guilty	3	11*	3	10*	2	8*	4	6	4	8*	5	7*	4	6*	13	13
Annoyed	25	67*	22	63*	19	58*	15	47*	38	59*	30	63*	28	62*	42	47
Lowered self-esteem	9	25*	7	18*	7	18*	4	8*	5	9*	15	31*	14	30*	28	29
Other	8	18*	7	17*	7	14*	6	10*	6	12*	7	15*	7	14*	F	15
Not much	25	38*	23	36*	21	31*	14	23*	23	23	19	17	19	16*	15 ^E	16
None	75	32*	75	31*	75	29*	67	20*	43	12*	49	12*	49	11*	22	F

^E use with caution

^F too unreliable to be published

* significantly different from reference category (p < 0.05)

† reference category

1. Includes personally experiencing at least one type of sexualized or discriminatory behaviour in the past 12 months.

2. Includes personally experiencing at least one type of sexualized behaviours in the past 12 months.

3. Includes sexual jokes, unwanted sexual attention, inappropriate sexual comments, inappropriate discussion about sex life.

4. Includes displaying, showing or sending sexually explicit messages or materials, or directing others to view sexually explicit materials online, or taking and/or posting inappropriate or sexually suggestive photos or videos of CAF members without consent.

5. Includes indecent exposure, repeated pressure for dates or sexual relationships, unwelcome physical contact, offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

6. Includes personally experiencing at least one type of discriminatory behaviours, based on sex, sexual orientation or gender identity in the past 12 months.

7. Includes suggestions that specific people do not act like a man or woman is supposed to act; someone being insulted, mistreated, ignored or excluded because they are a man or a woman; or comments that people are either not good at a particular job or should be prevented from having a particular job because they are a man or a woman.

8. Includes someone being insulted, mistreated, ignored or excluded because of their sexual orientation or assumed sexual orientation, or because they are (or are assumed to be) transgender.

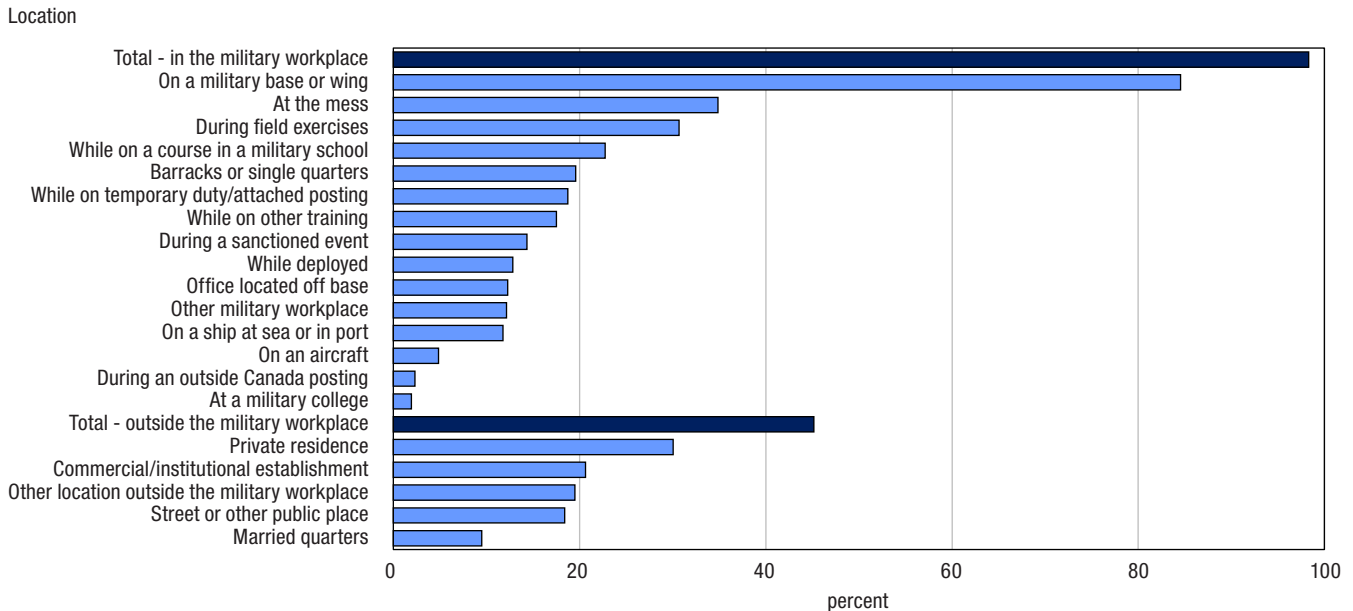
Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Military base or wing most common location for sexual or discriminatory behaviour

The vast majority (98%) of those who personally experienced sexualized or discriminatory behaviour stated that at least one instance occurred within the military workplace (Chart 10). This proportion was similar regardless of the command organization (that is, Army, Navy, Air Force, Military Personnel Command, or other). As was the case among those who were sexually assaulted, a base or wing was the most common location for incidents, identified by 85% of those who were personally targeted by at least one type of sexualized or discriminatory behaviour. This proportion was well above the next most common military locations, at the mess (35%) or during field exercises (31%).

Chart 10
Location of targeted sexual or discriminatory behaviours, past 12 months, 2016



Note: Includes behaviours in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND employees or contractors in the past 12 months. Respondents were asked to indicate all locations in which any reported behaviours occurred; therefore, percentages do not add to 100.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Furthermore, 45% stated that at least one incident involved other military members but occurred outside of the military workplace. Three in ten (30%) experienced targeted sexualized or discriminatory behaviour in a private residence, while one in five experienced these behaviours at a commercial or institutional establishment, such as a bar or restaurant (21%).

Most targeted sexual and discriminatory behaviours involve multiple persons

While characteristics of the person(s) responsible differed depending on the specific type of behaviour, there were some general similarities reported by Regular Force members (Table 10a; Table 10b). For example, the majority of persons responsible for each behaviour were CAF members, with smaller proportions stating that DND civilians or contractors or foreign military members were the perpetrators.

Those who were targeted by inappropriate sexualized or discriminatory behaviours generally stated that more than one person was responsible, including multiple people responsible for a single incident or different people responsible for multiple incidents. The exceptions to this were repeated pressure for dates or sexual relationships (66%) or unwelcome physical contact (57%), which tended to involve one person as the perpetrator.³⁴ These types of behaviours were more similar to sexual assault in that the majority of victims reported that a lone person was the perpetrator. Seven in ten (70%) Regular Force members who experienced repeated pressure for dates or sexual relationships within the past 12 months indicated that a male was the person responsible. When it came to sexual jokes and inappropriate discussion about sex life, which were more likely to be perpetrated by more than one person, the majority of Regular Force members stated that both men and women were responsible (69% and 53%, respectively).³⁵

34. Respondents were asked to provide details for each type of behaviour they personally experienced, regardless of the number of times that behaviour was directed at them. Therefore, these percentages may reflect varying numbers of people responsible for separate incidents, single people responsible for multiple incidents, or multiple people responsible for a single incident.

35. Respondents were asked to provide details for each type of behaviour they personally experienced, regardless of the number of times that behaviour was directed at them. Therefore, these percentages may reflect behaviours experienced once where both men and women were responsible or behaviours experienced more than once where both men and women were responsible or where, in some instances, only men were responsible while in other instances only women were responsible.

Table 10A

Characteristics of persons responsible for targeted sexual behaviours against Canadian Armed Forces (CAF) Regular Force members in the past 12 months, 2016

Characteristics of persons responsible	Types of behaviour				
	Sexual jokes	Unwanted sexual attention	Inappropriate sexual comments	Inappropriate discussion about sex life	Displaying, showing, or sending sexually explicit messages or materials
percent					
Type of person responsible¹					
Canadian Armed Forces member(s)	96	91	92	93	89
Foreign military member(s)	9	7	5	5	8
Department of National Defence civilian(s) or contractor(s)	30	19	19	20	16
Other	21	10	14	16	16
Don't know	3	5	6	6	10
Number of persons responsible					
Lone	10	31	22	17	21
Two or more	30	28	30	35	34
Varied - sometimes one person; other times two or more	41	29	33	34	30
Don't know	19	12	14	13	15
Sex of person responsible					
Always men	27	56	46	39	49
Always women	3	9	6	4	3
Combination of men and women	69	33	45	53	43
Don't know	1	3	4	4	5
Relationship to person responsible^{1,2}					
Supervisor or higher rank	59	50	53	52	45
Peer	83	55	68	74	75
Subordinates, either in or outside chain of command	48	32	35	39	41
Other	22	15	14	13	15
Don't know	5	9	8	6	5
Rank of person responsible^{1,3}					
Junior Non-Commissioned Member	80	69	75	78	87
Senior Non-Commissioned Member	63	51	53	53	45
Junior Officer	41	27	30	33	28
Senior Officer	21	14	15	15	11
Other	5	3	3	4	6
Don't know	5	7	6	4	3

Table 10A
Characteristics of persons responsible for targeted sexual behaviours against Canadian Armed Forces (CAF) Regular Force members in the past 12 months, 2016 (continued)

Characteristics of persons responsible	Types of behaviour				
	Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members, without consent	Indecent exposure or inappropriate display of body parts	Repeated pressure from the same person for dates or sexual relationships	Unwelcome physical contact or getting too close	Offering workplace benefit for engaging in sexual activity or being mistreated for not engaging in sexual activity
	percent				
Type of person responsible¹					
Canadian Armed Forces member(s)	62	90	91	89	80
Foreign military member(s)	F	5 ^E	F	4	F
Department of National Defence civilian(s) or contractor(s)	18 ^E	9	7	14	F
Other	F	10	6 ^E	5	F
Don't know	36	9	5	4	15 ^E
Number of persons responsible					
Lone	15	37	66	57	42
Two or more	31	25	17	21	29
Varied - sometimes one person; other times two or more	17 ^E	23	10	14	13 ^E
Don't know	37	16	7	8	17 ^E
Sex of person responsible					
Always men	31	55	70	60	58
Always women	F	9	18	15	F
Combination of men and women	39	28	9	22	24
Don't know	21	8	4 ^E	3	F
Relationship to person responsible^{1,2}					
Supervisor or higher rank	50	32	43	44	73
Peer	55	72	50	52	40
Subordinates, either in or outside chain of command	37	31	25	25	F
Other	27	11	11	10	F
Don't know	F	7	3 ^E	5	F
Rank of person responsible^{1,3}					
Junior Non-Commissioned Member	74	85	66	62	53
Senior Non-Commissioned Member	48	31	29	40	59
Junior Officer	36	19	19	20	20
Senior Officer	24 ^E	7	10	13	16 ^E
Other	F	F	F	2	F
Don't know	F	5	F	3	F

^E use with caution

F too unreliable to be published

1. Respondents were asked to select all characteristics which applied for all instances; therefore, percentages do not add to 100.

2. Respondents who did not know the type of person responsible are excluded.

3. Includes only those respondents who identified a Canadian Armed Forces (CAF) member as at least one of the persons responsible.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Table 10B
Characteristics of persons responsible for discriminatory behaviours against Canadian Armed Forces (CAF) Regular Force members in the past 12 months, 2016

Characteristics of persons responsible	Types of behaviour				
	Suggestions that people do not act like a man or woman is supposed to act	Someone being insulted, mistreated, ignored, or excluded because of their sex	Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex	Someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation	Someone being insulted, mistreated, ignored, or excluded because they are (or assumed to be) transgender
					percent
Type of person responsible¹					
Canadian Armed Forces member(s)	92	90	89	84	59
Foreign military member(s)	5	3	3	F	F
Department of National Defence civilian(s) or contractor(s)	16	17	15	13	F
Other	12	7	9	7	F
Don't know	7	6	8	14	35
Number of persons responsible					
Lone	23	27	30	24	F
Two or more	32	38	34	33	31
Varied - sometimes one person; other times two or more	31	26	26	29	22
Don't know	14	10	11	14	30
Sex of person responsible					
Always men	46	61	60	54	36
Always women	4	11	8	F	F
Combination of men and women	45	22	26	35	39
Don't know	5	5	6	9	26 ^F
Relationship to person responsible^{1,2}					
Supervisor or higher rank	57	70	63	66	63
Peer	69	50	55	60	58
Subordinates, either in or outside chain of command	33	22	24	25	34
Other	13	10	12	8	F
Don't know	6	5	5	6 ^E	F
Rank of person responsible^{1,3}					
Junior Non-Commissioned Member	69	50	62	72	F
Senior Non-Commissioned Member	57	58	54	58	F
Junior Officer	31	30	26	27	F
Senior Officer	17	29	19	20	F
Other	3	2 ^E	3 ^E	F	F
Don't know	4	5	5	F	F

^E use with caution

F too unreliable to be published

1. Respondents were asked to select all characteristics which applied for all instances; therefore, percentages do not add to 100.

2. Respondents who did not know the type of person responsible are excluded.

3. Includes only those respondents who identified a Canadian Armed Forces (CAF) member as at least one of the persons responsible.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

The nature of certain types of behaviours measured by the SSMCAF influences the persons who were identified as responsible. For example, persons in authority are more likely to be in a position to offer workplace benefits to employees in exchange for sexual activity, while peers or coworkers are more likely to be responsible for behaviours related to the general workplace atmosphere. A supervisor or someone of a higher rank was identified as the person responsible by 73% of Regular Force members who were offered workplace benefits for engaging in sexual activity or mistreated for not engaging in sexual activity. Several other types of behaviour, such as sexual jokes (83%), displaying, showing, or sending sexually explicit messages or materials (75%), inappropriate discussion about sex life (74%), and indecent exposure or inappropriate display of body parts (72%) most commonly involved a peer.

In some cases, the person responsible was unknown. More than one-third of Regular Force members who had inappropriate photos or videos of themselves taken or posted without consent did not know who (36%) or how many people (37%) were responsible. This speaks to the difficulty of identifying persons responsible for some types of inappropriate sexual behaviour, in particular those that can be circulated anonymously, not only for those who are targeted but also for those in authority who are responsible for investigating any reported instances.

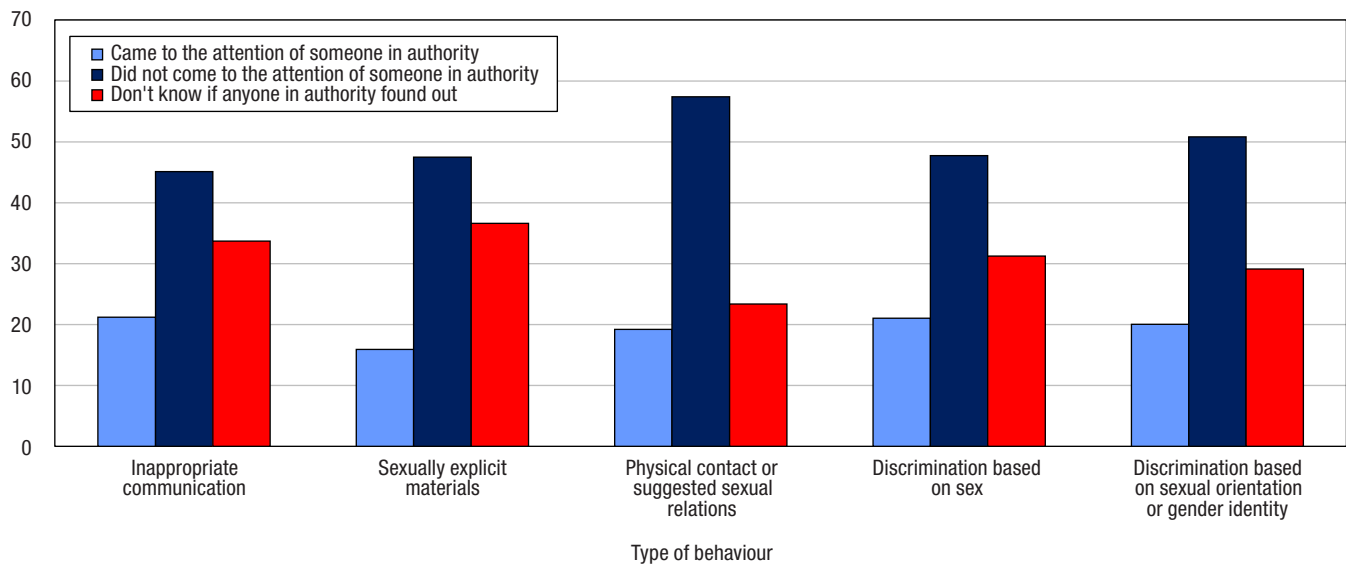
One in four Regular Force members reported behaviours to someone in authority

Generally, few of those targeted by sexual or discriminatory behaviours reported this behaviour to anyone in authority, regardless of the category of behaviour. About one in four (26%) Regular Force members who personally experienced at least one type of behaviour stated that any of the instances came to the attention of someone in authority. More precisely, when looking at specific groups of sexualized or discriminatory behaviours, close to one in five stated that at least one instance came to the attention of someone in authority (Chart 11). The exception was those involving sexually explicit materials, as 16% of Regular Force members who experienced these behaviours stated that they came to the attention of someone in authority. For these behaviours, as mentioned, a higher proportion of those who personally experienced them did not know specific information about the person(s) responsible, which may help explain the lower likelihood of reporting.

Chart 11

Canadian Armed Forces (CAF) Regular Force members whose experiences of targeted sexual or discriminatory behaviours came to the attention of someone in authority, by category of behaviours, 2016

percent



Note: Includes behaviours in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors in the past 12 months.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

In many cases, those who were targeted did not report the behaviour themselves and were unsure if anyone in authority was made aware of the behaviour, ranging from 23% of those who experienced unwanted physical contact or suggested sexual relations to 37% of those who were the target of behaviour involving sexually explicit materials.

Belief that behaviour was not serious enough most common reason for not reporting

Overall, the most common reason for not contacting anyone in authority was that the behaviour was not considered serious enough, cited by just over half (54%) of those who personally experienced sexualized or discriminatory behaviour (Table 11). The belief that the behaviour was not serious enough was the most common reason cited for four of the five groups of sexualized or discriminatory behaviour. The lone exception was discrimination on the basis of sexual orientation or gender identity. Among members who were targets of this

behaviour, the most common reason for not reporting to an authority was that they did not believe reporting would make a difference, cited by nearly half (48%). The next most common reason for not reporting discrimination on the basis of sexual orientation or gender identity was fear of negative consequences (33%).

Table 11
Reasons for not reporting targeted sexualized or discriminatory behaviours to someone in authority, Canadian Armed Forces (CAF) Regular Force members, past 12 months, 2016

Reason for not reporting behaviour ¹	Types of behaviours							
	Sexualized behaviours					Discriminatory behaviours		
	Overall targeted sexual or discriminatory behaviours ²	Overall targeted sexual behaviours ³	Inappropriate communication ⁴	Sexually explicit materials ⁵	Physical contact or suggested sexual relations ⁶	Overall targeted discriminatory behaviours ⁷	Discrimination based on sex ⁸	Discrimination based on sexual orientation or gender identity ⁹
					percent			
Someone in authority found out another way	3	3	2	2 ^E	3	2	2	F
Behaviour stopped	21	20	16	10	22	12	11	11 ^E
Resolved on my own	38	36	32	20	40	27	27	21
Someone told me not to report	2	1	1	F	F	2	2	F
Not serious enough	54	53	52	44	40	40	40	19
Changed jobs	3	3	2	F	3	3	3	F
Person(s) responsible changed jobs	3	3	2	F	3	3	3	F
Unaware of what to do, where to go or who to ask for help	4	3	2	F	3	5	5	F
Concerns about formal complaint process	8	7	6	5	7	11	10	17
Afraid of negative consequences	15	13	12	10	15	23	23	33
Did not believe it would make a difference	26	22	21	21	22	40	40	48
Other	45	43	43	34	21	28	27	24

^E use with caution

F too unreliable to be published

1. Includes CAF members who stated that they did not report the incident(s) to someone in authority.

2. Includes personally experiencing at least one type of sexualized or discriminatory behaviour in the past 12 months.

3. Includes personally experiencing at least one type of sexualized behaviours in the past 12 months.

4. Includes sexual jokes, unwanted sexual attention, inappropriate sexual comments, inappropriate discussion about sex life.

5. Includes displaying, showing or sending sexually explicit messages or materials, or directing others to view sexually explicit materials online, or taking and/or posting inappropriate or sexually suggestive photos or videos of CAF members without consent.

6. Includes indecent exposure, repeated pressure for dates or sexual relationships, unwelcome physical contact, offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

7. Includes personally experiencing at least one type of discriminatory behaviours, based on sex, sexual orientation or gender identity in the past 12 months.

8. Includes suggestions that specific people do not act like a man or woman is supposed to act; someone being insulted, mistreated, ignored or excluded because they are a man or a woman; or comments that people are either not good at a particular job or should be prevented from having a particular job because they are a man or a woman.

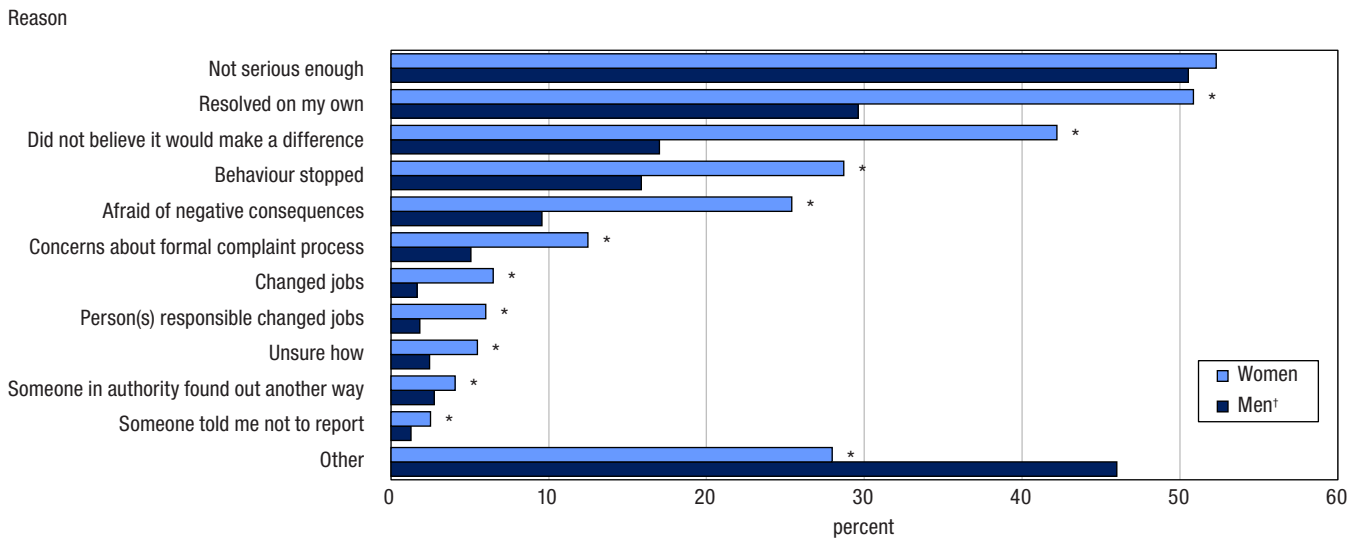
9. Includes someone being insulted, mistreated, ignored or excluded because of their sexual orientation or assumed sexual orientation, or because they are (or are assumed to be) transgender.

Note: Respondents were asked to indicate all reasons for not reporting behaviour(s) to someone in authority; therefore, percentages do not add to 100. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

A small proportion of Regular Force members who experienced sexualized or discriminatory behaviour did not report it to anyone in authority because they were unsure how (4%), they changed jobs (3%), the person responsible changed jobs (3%), someone in authority found out another way (3%), or because someone told them not to report (2%).

For both women (52%) and men (51%), the most common reason for not reporting sexualized or discriminatory behaviour to anyone in authority was that they did not believe it was serious enough (Chart 12). Women were considerably more likely than men to state that they did not report the behaviour(s) because they did not believe it would make a difference (42% versus 17%) or because they resolved the problem on their own (51% versus 30%). As was the case for sexual assault, women were also more likely than men to cite fear of negative consequences (25% versus 10%) or concerns with the formal complaint process (12% versus 5%) as reasons for not reporting sexualized or discriminatory behaviour to someone in authority.

Chart 12**Reasons for not reporting targeted sexual or discriminatory behaviours to someone in authority, by sex, past 12 months, 2016**

* significantly different from reference category ($p < 0.05$)

† reference category

Note: Includes Regular Force members who stated that they did not report the behaviour(s) to someone in authority. Includes sexualized or discriminatory behaviour in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND employees or contractors in the past 12 months. Respondents were asked to indicate all reasons for which they did not report the behaviour; therefore, percentages do not add to 100.

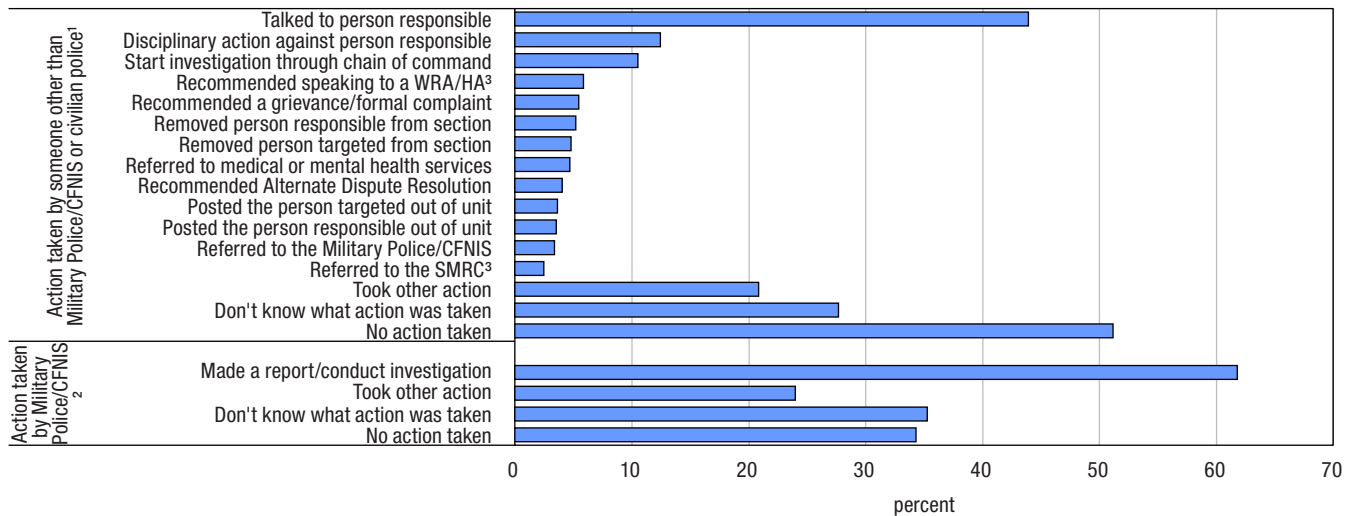
Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Few Regular Force members contacted military police

While a minority of those who were targeted by sexualized or discriminatory behaviour contacted an authority figure, an even smaller proportion (2%) of Regular Force members contacted the Military Police or the Canadian Forces National Investigation Services (CFNIS) as a result of their experience. Those who contacted one or both of these agencies indicated that the most common action taken by Military Police or CFNIS was to make a report or conduct an investigation, cited by 62% of those who reported (Chart 13). The response was not uniform across different types of behaviour; for example, 81% of those who reported unwanted physical contact or sexual relations to the Military Police or CFNIS stated that a report or investigation occurred compared to 48% of those who experienced inappropriate communication. In many cases, Regular Force members who reported their experience to the Military Police or CFNIS did not know what, if any, action was taken (35%) or stated that no action was taken (34%).

Chart 13
Action taken by those in authority who found out about targeted sexualized or discriminatory behaviours against Canadian Armed Forces (CAF) Regular Force members in the past 12 months, by type of authority, 2016

Type of authority and action taken



1. CFNIS refers to the Canadian Forces National Investigation Service. Among those who indicated that someone other than the Military Police, CFNIS, or civilian police found out about the behaviour.

2. CFNIS refers to the Canadian Forces National Investigation Service. Among those who indicated that the Military Police or CFNIS found out about the behaviour.

3. WRA/HA refers to a Workplace Relations Advisor or Harrassment Advisor. SMRC refers to the Sexual Misconduct Response Centre.

Note: Respondents were asked to indicate all actions taken for each behaviour that was reported; therefore, percentages do not add to 100. Respondents were also asked if the Military Police or CFNIS visited the scene, arrested or took the person responsible away, or laid charges against the person responsible, or if someone in authority other than the Military Police or CFNIS referred them to civilian police. These estimates cannot be published due to small sample size and are not displayed.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Contacting someone in authority other than the Military Police or CFNIS, such as a supervisor or someone of higher rank within the chain of command, was more common, but was still reported by a minority of those who experienced sexualized or discriminatory behaviour (26%). Of Regular Force members who reported their experiences to someone in authority other than the Military Police, CFNIS, or civilian police, four in ten (44%) stated that the person in authority spoke to the person(s) responsible about their behaviour. One in ten (12%) Regular Force members who reported their experience further stated that disciplinary actions were taken against the person(s) responsible. This proportion was higher for sexualized behaviour than it was for discriminatory behaviour (12% versus 5%). That said, half (51%) of Regular Force members stated that, in at least one instance, no action was taken as a result of their report.

Regular Force members less satisfied with action taken by Military Police

Smaller proportions of those who reported any behaviour to the Military Police or CFNIS were satisfied with the action taken as a result compared to those who reported to someone else in authority. More precisely, 48% of those who reported any behaviour to the Military Police or CFNIS were somewhat or very satisfied with the response, compared to 56% of those who reported to another authority. Behaviours which were brought to the attention of the Military Police or CFNIS were also likely perceived as more serious by those who were targeted, which may be related to greater expectations of those responsible for investigating or responding.

Few Regular Force members consulted services due to their experiences

In addition to generally not contacting an authority figure, very few Regular Force members who experienced targeted sexualized or discriminatory behaviours used any CAF or civilian services, with 98% of men and 96% of women stating that they did not use any service following their experiences (Table 12). Spiritual services were among the most common services used, with 6% of those who personally experienced sexualized or discriminatory behaviours consulting a CAF chaplain in at least one instance and 2% consulting a civilian spiritual advisor. Regular Force members who used medical services as a result of any of the behaviours they experienced consulted CAF services more frequently than civilian services (4% compared with 0.5%).

Table 12

Types of services used by Canadian Armed Forces (CAF) Regular Force members who experienced targeted sexual or discriminatory behaviours, past 12 months, 2016

Type(s) of services used or consulted	Male victims [†]	Female victims	Total
	percent		
Used or consulted some type of service			
Canadian Armed Forces (CAF) services	6.2	17.0*	8.9
Sexual Misconduct Response Centre	0.5 [‡]	1.7*	0.8
CAF medical services	2.7	6.5*	3.7
CAF mental health services	0.8	1.6*	1.0
CAF chaplain	4.0	11.7*	6.0
CAF Member Assistance Program	1.3	3.1*	1.7
Workplace Relations Advisor or Harassment Advisor	1.9	5.5*	2.8
Civilian services	1.9	4.0*	2.4
Civilian medical services	0.5 [‡]	F	0.5
Civilian mental health services	0.6 [‡]	2.2*	1.0
Civilian spiritual advisor	1.5	5.4*	2.5
Other service	2.1	6.0*	3.1
Did not use or consult any type of service	97.8	95.6*	97.2

[‡] use with caution

F too unreliable to be published

* significantly different from reference category ($p < 0.05$)

† reference category

Note: Respondents were asked to identify all services used or consulted for each type of behaviour they personally experienced; therefore, percentages do not add to 100. Percent calculations exclude missing responses.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Two-thirds of women in the CAF experienced sexualized or discriminatory behaviours in their career

Almost half (49%) of Regular Force members stated that they had been the target of at least one type of sexualized or discriminatory behaviour during their military career.³⁶ As was the case when examining experiences in the past 12 months, sexual jokes, inappropriate discussion about sex life, and unwanted sexual attention were the most common forms of sexualized or discriminatory behaviour, experienced by 35%, 20%, and 13% of Regular Force members, respectively, at some point since joining the CAF.³⁷

Nearly seven in ten (69%) women in the Regular Force have been the target of at least one sexualized or discriminatory behaviour at some point in their military career, compared to close to half (45%) of men. For both men and women, sexual jokes were the most common behaviour experienced, with 49% of women and 32% of men stating they were the target of sexual jokes at least once.

Women were more likely than men to have personally experienced each of the behaviours measured by the SSMCAF at some point during their military career. Notably, the proportion of women who heard comments about not being good at a job or about being prevented from doing a job due to their sex was nine times higher than the proportion of men (26% compared to 3%), and the proportion who experienced repeated pressure for dates or sexual relationships was approximately eight times higher (18% of women compared to 2% of men). More than

36. Respondents were asked about experiences that occurred at any point since their military career began and prior to April 2015, and which occurred in a military workplace (such as on a base, while on deployment, or during a sanctioned event), or outside of a military workplace but involving other CAF members, foreign military members, or Department of National Defence (DND) employees or contractors. As a result, while this section focuses on experiences of those who served in the Regular Force in the past 12 months, it may include experiences that Regular Force members had while in the Reserves.

37. Because of age restrictions on when an individual can join the CAF (16 years of age with parental consent) as well as a mandatory retirement age of 60, information on personal experiences of sexualized or discriminatory behaviour may include experiences which occurred as early as 1972.

one-third (36%) of women in the Regular Force have experienced unwanted sexual attention at some point since joining the CAF, well above the proportion of men reporting similar behaviour (7%).

One in five members of the Primary Reserves personally experienced sexualized or discriminatory behaviour in the past 12 months

Sexualized behaviour was (i.e., seen or heard) or experienced by about four in five (82%) Reservists. As with those in the Regular Force, the most common behaviours witnessed or experienced were sexual jokes (78%), inappropriate sexual comments (38%), and inappropriate discussion about sex life (36%). One-third (35%) of Reservists witnessed or experienced discriminatory behaviour, a proportion which was also similar to that observed among Regular Force members. Although, for the most part, the proportion of Reservists who witnessed or experienced these behaviours was similar to those in the Regular Force, it should be noted that, due to the nature of their service, many Reservists spend less time in a military workplace or with other military members than do those in the Regular Force.

One in five (20%) Reservists, or about 5,080 individuals, personally experienced at least one form of sexualized or discriminatory behaviour in the past 12 months, three percentage points higher than the proportion of Regular Force members who were targeted by at least one behaviour (17%) (Table 13). Sexual jokes were the most common type of targeted behaviour, cited by 15% of Primary Reservists.

Table 13

Canadian Armed Forces (CAF) members experiencing targeted sexual or discriminatory behaviours or sexual assault in the past 12 months, by type of behaviour and type of service, 2016

Type of behaviours	Regular Force†	Primary Reserves
	percent	
Targeted sexualized and discriminatory behaviours¹		
Inappropriate verbal or non-verbal communication	15.1	17.9*
Sexual jokes	12.9	15.2*
Unwanted sexual attention	3.8	5.0*
Inappropriate sexual comments	5.2	5.5
Inappropriate discussion about sex life	6.5	7.7*
Sexually explicit materials	2.5	3.3*
Displaying, showing, or sending sexually explicit messages or materials	2.4	3.2*
Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members, without consent	0.3	0.3 ^E
Physical contact or sexual relations	5.3	6.6*
Indecent exposure or inappropriate display of body parts	1.4	2.0*
Repeated pressure from the same person for dates or sexual relationships	1.1	2.0*
Unwelcome physical contact or getting too close	4.1	4.8*
Offering workplace benefit for engaging in sexual activity or being mistreated for not engaging in sexual activity	0.3	0.4
Discrimination on the basis of sex	5.4	6.8*
Suggestions that people do not act like a man or woman is supposed to act	3.9	5.2*
Someone being insulted/mistreated/ignored/excluded because of their sex	2.3	2.7*
Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex	2.1	2.7*
Discrimination on the basis of sexual orientation or gender identity	0.7	0.9
Someone being insulted/mistreated/ignored/excluded because of their sexual orientation or assumed sexual orientation	0.7	0.8
Someone being insulted/mistreated/ignored/excluded because they are (or assumed to be) transgender	0.2	0.2 ^E
Total targeted sexualized and discriminatory behaviours	17.2	20.1*
Sexual assault		
Sexual attacks	0.3	0.4
Unwanted sexual touching	1.5	2.2*
Sexual activity to which the victim was unable to consent	0.2	0.4 ^{E*}
Total sexual assault	1.7	2.6*

^E use with caution

* significantly different from reference category (p < 0.05)

† reference category

1. Targeted sexualized or discriminatory behaviours include those for which the respondent indicated were directed at them personally. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally.

Note: Includes behaviours which occurred in the military workplace or outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence employees or contractors. Percent calculations are based on unrounded estimates and exclude missing responses.

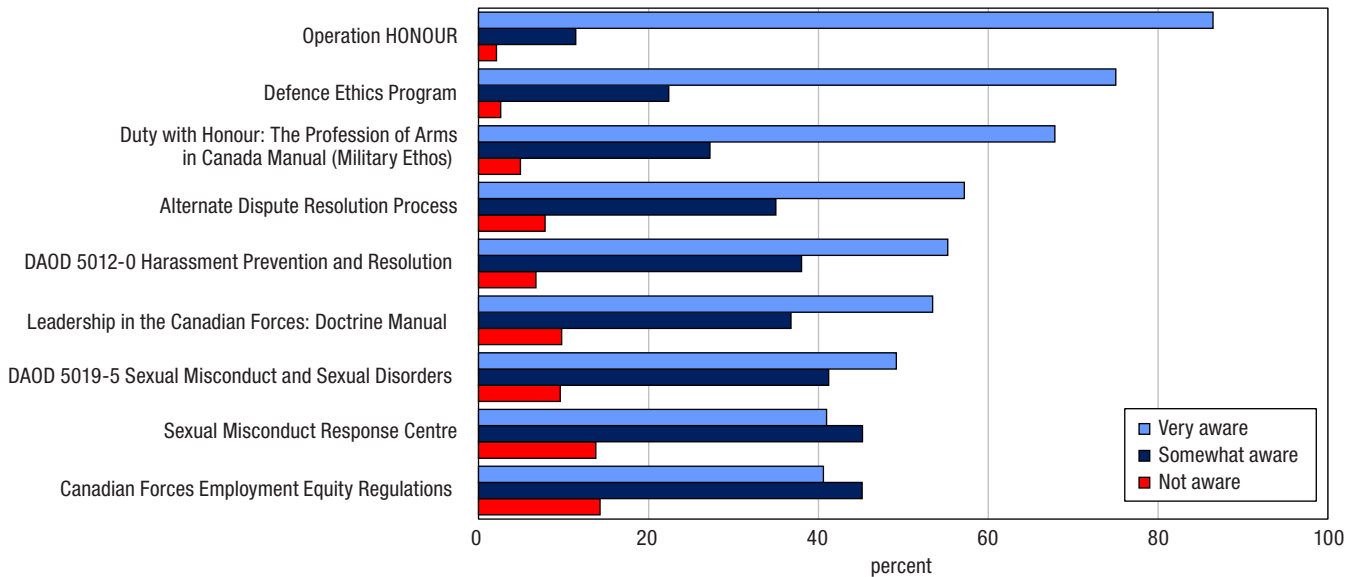
Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Section 3: Knowledge and perceptions of policies and responses to sexual misconduct

There are several policies and programs dedicated or related to addressing issues of sexual misconduct in the workplace that exist within the CAF. The SSMCAF asked about awareness of nine key directives, policies, or programs. The vast majority of Regular Force members were very or somewhat aware of all nine (Chart 14). Nearly all (98%) Regular Force members were somewhat or very aware of *Operation Honour*, the directive with the highest level of awareness. In contrast, the Sexual Misconduct Response Centre, which, like *Operation Honour*, was implemented as part of the response to the Deschamps report, had lower levels of awareness, with 41% being very aware and 45% being somewhat aware.

Chart 14
Canadian Armed Forces (CAF) Regular Force members' awareness of Canadian Armed Forces directives, policies and programs related to sexual misconduct, 2016

Directive, policy, or program



Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Vast majority of Regular Force members believe sexual misconduct is not tolerated in their unit

Though many Regular Force members believe that in a broad sense, inappropriate sexual behaviour is a problem in the CAF, most do not believe it is a problem in their current unit (Table 14). In particular, about eight in ten members strongly agreed that complaints about inappropriate sexual behaviour are or would be taken seriously (81%) and that inappropriate sexual behaviour was not tolerated in their current unit (78%). In both cases, a small proportion (2% and 3%, respectively) of Regular Force members somewhat or strongly disagreed with these statements.

Table 14

Canadian Armed Forces (CAF) Regular Force members' perception of the response to sexual misconduct in the Canadian Armed Forces, by sex and selected personal experiences, 2016

Perception of response to sexual misconduct in the Canadian Armed Forces	Experienced targeted sexualized/discriminatory behaviour in past 12 months		Victim of sexual assault in the past 12 months		Experienced targeted sexualized/discriminatory behaviour or victim of sexual assault but not in the past 12 months		Has not experienced targeted sexualized/discriminatory behaviour or been victim of sexual assault in military career		Total, all Regular Force members		
	Men†	Women	Men†	Women	Men†	Women	Men†	Women	Men†	Women	Total
	percent										
CAF currently works hard to create a workplace that prevents inappropriate sexual behaviour											
Strongly agree	58	39*	37	27*	59	56*	70	69	65	54*	63
Somewhat agree	27	40*	27	41*	30	34*	22	24*	25	33*	26
Somewhat or strongly disagree	6	12*	22	22	5	4*	2	2*	3	6*	4
Inappropriate sexual behaviour is not tolerated in my current unit											
Strongly agree	67	53*	40	48*	75	77*	86	86	79	72*	78
Somewhat agree	18	25*	24	21	17	16	10	10	13	17*	14
Somewhat or strongly disagree	7	11*	21	19	3	3	1	1	3	5*	3
Complaints about inappropriate sexual behaviour are (or would be) taken seriously in my current unit											
Strongly agree	76	59*	47	51	80	79	86	85	82	74*	81
Somewhat agree	13	20*	21	20	13	13	9	10	11	15*	11
Somewhat or strongly disagree	4	11*	15	19	3	4*	1	1*	2	5*	2
I trust my chain of command to effectively deal with inappropriate sexual behavior											
Strongly agree	60	44*	33	37	61	62*	71	74*	66	60*	65
Somewhat agree	22	27*	23	27	24	23	18	18	20	23*	21
Somewhat or strongly disagree	10	18*	26	27	8	7	4	2*	6	9*	6
I have received adequate training on preventing and addressing inappropriate sexual behaviour											
Strongly agree	59	44*	35	34	57	58	65	66	62	56*	61
Somewhat agree	23	29*	28	27	28	27	23	21*	24	25*	25
Somewhat or strongly disagree	7	13*	15	16	6	8*	4	5*	5	9*	5
Inappropriate sexual behaviour is a problem in the Canadian Armed Forces											
Strongly agree	14	32*	28	50*	14	17*	15	17*	15	22*	16
Somewhat agree	18	31*	22	28*	25	33*	20	23*	21	29*	22
Somewhat or strongly disagree	45	17*	28	8*	33	21*	34	26*	36	21*	34

* significantly different from reference category ($p < 0.05$)

† reference category

Note: Responses of "neither agree nor disagree" are included in the calculation of percentages but not displayed on the table. Percent calculations exclude missing responses.**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016.

Regular Force members who were victims of sexual assault typically had the most negative perceptions of the CAF's response to sexual misconduct in the workplace. For example, 22% of women and men who had been sexually assaulted in the past 12 months did not believe the CAF is currently working hard to prevent inappropriate sexual behaviour in the workplace. This compares to 2% of Regular Force members who had never been sexually assaulted or experienced targeted sexual or discriminatory behaviour. That said, the majority still had positive perceptions of the state of their current unit: of those who had been sexually assaulted in the past 12 months, 69% of women and 64% of men believed that inappropriate sexual behaviour is not tolerated in their current unit, while 71% of women and 68% of men believed that complaints are or would be taken seriously.³⁸

38. Regular Force members who were victims of sexual assault in the past 12 months may not have been serving in their current unit at the time of the incident(s).

More than one-third believe inappropriate sexual behaviour is a problem in the CAF

Despite the generally positive perceptions of the CAF's response to inappropriate sexual behaviour, and their current unit's response or possible response in particular, more than one-third (38%) of regular force members agree that inappropriate sexual behaviour is a problem within the CAF. About one-third (36%) of men agreed that inappropriate sexual behaviour was a problem in CAF, the same as the proportion of men who disagreed with this statement (36%). Among women, however, there was a considerable difference: 51% of women serving in the regular force believed that inappropriate sexual behaviour is a problem in the CAF, compared with 21% of women who did not believe that inappropriate sexual behaviour is a problem. Regardless of the length of service in the CAF, these perceptions were similar among Regular Force members.

Regular Force members who experienced sexualized or discriminatory behaviour or who were victims of sexual assault were more likely to believe that inappropriate sexual behaviour is a problem in the Canadian Armed Forces. More than three-quarters of women (79%) and half of men (51%) who were sexually assaulted in the past 12 months believed that inappropriate sexual behaviour is a problem in the CAF.

Among members of the Primary Reserve, four in ten (42%) agreed that inappropriate sexual behaviour is a problem in the CAF. This proportion was nearly twenty percentage points higher among female Reservists than male Reservists (57% versus 38%). As was the case among Regular Force members, however, Reservists tended to strongly agree that, in their current unit, inappropriate sexual behaviour is not tolerated (76%) and that complaints are or would be taken seriously (80%).

Perceived effectiveness of *Operation Honour* varies

As part of the action plan developed in response to the Deschamps report, *Operation Honour* was implemented in August 2015. *Operation Honour* is a CAF-wide program designed to end inappropriate sexual behaviour in the workplace and provide support to CAF members who have been affected. The operation includes consulting with key stakeholders to develop policies, education, and training related to these goals (Canadian Armed Forces 2016). Overall, one third (32%) of Regular Force members believed that *Operation Honour* will be very or extremely effective. Furthermore, 37% believed that *Operation Honour* will be moderately effective. The remaining 30% believed that *Operation Honour* will not be effective at all or will only be slightly effective.³⁹

Junior officers and junior non-commissioned members, who were more likely to see, hear, or be targeted by sexualized and discriminatory behaviours, were less optimistic about the future effectiveness of *Operation Honour*. The proportion of Regular Force members who believed *Operation Honour* will be very or extremely effective was lowest among junior officers (27%), followed by junior non-commissioned members (30%), senior officers (35%), and senior non-commissioned members (39%).

Regardless of command organization, Regular Force members were similar in their perceptions that *Operation Honour* will be very or extremely effective, with the proportion ranging from 30% in the Navy and the Air Force to 35% in the Military Personnel Command and other command organizations. In contrast, being a victim of sexual assault in the past 12 months had a significant impact on perceptions. Notably, six in ten (59%) Regular Force members who were sexually assaulted in the past 12 months believed that *Operation Honour* will not be effective at all or will only be slightly effective. This was double the proportion of those who were not victims of sexual assault (30%).

39. Percentages do not add to 100% due to rounding.

Section 4: Summary, methodology and data sources

Summary

The Survey on Sexual Misconduct in the Canadian Armed Forces asked active Regular Force and Primary Reserve members of the Canadian Armed Forces about their experiences of sexual assault, general sexualized behaviour, and discriminatory behaviour in the military workplace or involving other military members or Department of National Defence employees or contractors, both in the past 12 months and since they joined the Canadian Armed Forces.

Approximately 1,000 Regular Force members of the Canadian Armed Forces reported having been sexually assaulted (i.e., victims of sexual attack, sexual activity to which they were unable to consent, or unwanted sexual touching) in the past 12 months, accounting for 1.7% of the total Regular Force population. Unwanted sexual touching, reported by 1.5% of Regular Force members, was the most common type of sexual assault, while sexual attacks (0.3%) and sexual activity where the victim was unable to consent (0.2%) were relatively less common.

Women serving in the Regular Force were more likely than men to have been sexually assaulted (4.8% and 1.2%, respectively). Since first joining the Canadian Armed Forces, 27.3% of women and 3.8% of men have been sexually assaulted in the military workplace or by another military member.

Sexualized behaviours were relatively common among Regular Force members, with four in five (80%) seeing, hearing, or experiencing at least one sexualized or discriminatory behaviour in the past 12 months. Sexual jokes were by far the most common type of sexualized behaviour, reported by more than three-quarters of Regular Force members (76%).

Personally experiencing or being targeted by sexualized or discriminatory behaviour was reported by approximately one in five (17%) Regular Force members. Proportionally, women were about twice as likely as men to be targeted by sexualized or discriminatory behaviours in the past 12 months (31% versus 15%). Notably, female Regular Force members under the age of 24 were most likely to have personally experienced sexualized or discriminatory behaviour (54%).

Among those serving in the Primary Reserves, 2.6% were victims of sexual assault in the past 12 months. Additionally, one in five (20%) Primary Reservists were targeted by at least one sexualized or discriminatory behaviour in the past 12 months. As was the case among Regular Force members, women in the Primary Reserves were more likely than men to report being the victim of sexual assault or personally experiencing sexualized or discriminatory behaviour.

When considering their current unit, most Regular Force members strongly agreed that complaints about inappropriate sexual behaviour are or would be taken seriously (81%) and that sexual misconduct is not tolerated (78%). However, when considering the Canadian Armed Forces as a whole, 36% of men and 51% of women believed that inappropriate sexual behaviour is a problem. Those who had been victims of sexual assault or personally experienced sexualized or discriminatory behaviour were more likely to believe that inappropriate sexualized behaviour is a problem in the Canadian Armed Forces.

Overall, the results from the Survey of Sexual Misconduct in the Canadian Armed Forces are consistent with previous research done in the military context both in Canada and internationally. Women in the Regular Force are more likely than their male counterparts to be victims of sexual assault and to personally experience sexualized or discriminatory behaviour in the military workplace or involving other military members, particularly when other factors associated with higher prevalence, such as age, sexual orientation, or gender identity are taken into account. Furthermore, women are more likely to witness or observe general sexualized or discriminatory behaviour or comments which they perceive to be offensive.

Methodology and data sources

This report is based on data from the 2016 Survey on Sexual Misconduct in the Canadian Armed Forces. The target population was all active members of the Regular Force and Primary Reserves. The SSMCAF was administered only to current CAF members. Therefore, those who may have been on administrative, medical, or parental leave or those who may have chosen to leave the CAF as a result of their victimization or for any other reason were not included in the survey. The questionnaire was sent electronically to all members of the target population; therefore, no sampling was done. Data collection took place between April and June, 2016. Responses were obtained using an electronic questionnaire.

The target population was 81,700 individuals in the Regular Force and the Primary Reserves. Of these, 43,442 submitted a completed questionnaire. Regular Force members, who were the focus of this analytical report, had a higher response rate (61%) than those in the Primary Reserves (36%). Response rates were higher among women than men both for Regular Force members (70% versus 60%) and Primary Reservists (46% versus 33%).

Respondents who submitted a completed questionnaire were weighted so that their responses represent the entire active Regular Force and Primary Reserve components of the Canadian Armed Forces. After weighting, the submitted responses represented approximately 56,200 Regular Force members and roughly 26,000 Primary Reservists.

For more information, please consult the following documents: [2016 SSMCAF](#)

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