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# Sexual misconduct in the Canadian Armed Forces, 2022

by Adam Cotter and Marta Burczycka

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## Sexual misconduct in the Canadian Armed Forces, 2022: Highlights

### Highlights: Canadian Armed Forces Regular Force

- Approximately 1,960 Regular Force members, or 3.5%, were sexually assaulted in the military workplace or in an incident involving military members in the 12 months preceding the survey. This represented an increase from 2016 (1.7%) and 2018 (1.6%).
- Among Regular Force members, the prevalence of sexual assault was higher among women (7.5%) than men (2.8%). Sexual assault was also more prevalent among Regular Force members who are younger, who are Indigenous, who have a disability, or whose sexual orientation is not heterosexual.
- Over half (52%) of Regular Force members who were sexually assaulted identified a peer as the perpetrator in at least one instance.
- One in five (21%) Regular Force members who were sexually assaulted in 2022 stated that the incident was reported, down from 2018 (25%) but not statistically different from 2016 (23%). The most common reason provided for not reporting an instance was a belief that it would not make a difference.
- Two-thirds (67%) of Regular Force members stated that they witnessed (saw or heard) or personally experienced sexualized behaviour or discrimination based on gender, gender identity, or sexual orientation in the military workplace or involving military members in the 12 months prior to the survey. This was lower than in 2018 (70%) and 2016 (80%).
- Consistent with 2016 and 2018, the most common behaviours witnessed or experienced were sexual jokes (61%), inappropriate sexual comments (31%), and inappropriate discussion about sex life (29%).
- Compared with 2018, a higher proportion of Regular Force members who witnessed sexualized or discriminatory behaviours intervened or took action. Speaking to the person(s) responsible was the most common form of bystander action.
- Almost one in five (19%) Regular Force members experienced sexualized or discriminatory behaviour in 2022, higher than 2016 (17%) and 2018 (15%). Each of the 15 behaviours measured by the survey were more prevalent in 2022 than in 2018.
- One-third (34%) of women in the Regular Force personally experienced at least one sexualized or discriminatory behaviour in the 12 months preceding the survey, twice the proportion of men (16%).
- Reporting sexualized or discriminatory behaviours to someone in authority has steadily increased, from 26% in 2016 to 34% in 2022. Women (50%) were more likely to report at least one instance they experienced compared with men (27%).
- The majority of Regular Force members are aware of the various policies and programs related to sexual misconduct in the Canadian Armed Forces.
- In terms of how their own unit recognizes and responds to incidents of sexual misconduct, most Regular Force members have positive perceptions. Perceptions of the response at the organizational level, that is, the entirety of the Canadian Armed Forces, were also generally positive, but to a lesser extent.
- Six in ten (61%) Regular Force members agreed that sexual misconduct is a problem in the Canadian Armed Forces (75% of women and 59% of men). That said, 75% of members agreed that the culture surrounding sexual misconduct has improved since they joined the Canadian Armed Forces (69% of women and 76% of men).

### Highlights: Canadian Armed Forces Primary Reserve

- In 2022, 3.4% of Primary Reservists stated that they had been sexually assaulted in the 12 months preceding the survey. Sexual assault was more prevalent among women (8.9%) than men (2.2%<sup>E</sup>).
- Almost one in five (18%) Primary Reservists personally experienced a sexualized or discriminatory behaviour in the past 12 months. Women (38%) were more likely than men (14%) to have experienced at least one behaviour.
- Primary Reservists generally had positive perceptions of both their unit and the CAF in terms of how sexual misconduct is addressed. However, two-thirds (67%) somewhat or strongly agreed that sexual misconduct is a problem in the Canadian Armed Forces.

# Sexual misconduct in the Canadian Armed Forces, 2022

by Adam Cotter and Marta Burczycka

At the individual, institutional, and societal level, sexual misconduct—defined in this analysis as sexual assault, sexualized behaviours, and discrimination based on gender, gender identity, or sexual orientation—can have negative effects that reach beyond those who are targeted. The issue of sexual misconduct is not new nor is it unique to any population or segment of society; that said, in recent years significant attention has been afforded to acknowledging, addressing, and preventing sexual misconduct, ranging from widespread campaigns such as #MeToo to specific and targeted strategies focused on certain contexts.

One context in which sexual misconduct has been a particular focus is the Canadian Armed Forces (CAF). More recently, since 2014, the issue of sexual misconduct in the CAF has been the subject of independent external reviews (e.g., Arbour, 2022; Deschamps, 2015), a class action lawsuit, and a whole-of-service operation. During this time, a multitude of policies and programs have been developed, introduced, and adapted—including but not limited to Operation HONOUR and the Path to Dignity and Respect (DND, 2020).

Sexual misconduct in the CAF remains a focus of concern, including among the most senior ranks. In part, this reflects the findings noted by justices Deschamps (2015) and Arbour (2022): that the issue of sexual misconduct is not only a matter of individuals acting inappropriately, but it is also embedded in and reflective of broader systemic and cultural factors, making it more difficult to eradicate.

As part of the CAF's ongoing commitment to monitor trends in sexual misconduct among current members, the Survey of Sexual Misconduct in the Canadian Armed Forces (SSMCAF) was conducted for the third time, from October 2022 to January 2023.<sup>1</sup> The SSMCAF is a voluntary survey sent to all active Regular Force and Primary Reserve members, developed and administered by Statistics Canada on behalf of the Department of National Defence (DND). Previous cycles were conducted in 2016 (Cotter, 2016) and 2018 (Burczycka, 2019; Cotter, 2019).

This report focuses primarily on findings from the Regular Force and covers the 12-month period preceding the survey. Wherever possible, results are disaggregated by, and comparisons are made between gender, environmental command, age, rank, and other characteristics. In some instances where disaggregation was not possible due to data quality or confidentiality, only results for the Regular Force as a whole are presented. Of note, while the Regular Force is comprised of members of diverse genders, not only women and men, for reasons of sample size and data quality, privacy, and confidentiality, only results for women and men are presented.<sup>2</sup> In addition, results from 2022 are compared with those from 2016 and 2018.<sup>3</sup> Key indicators for the Primary Reserve in 2022 are also presented.

This analysis is based on responses from more than 23,000 active members of the Regular Force and the Primary Reserve. These responses were weighted to represent the entire population of active Regular Force members (approximately 55,000) and Primary Reservists (approximately 28,000). All data and analysis presented in this report are based on weighted numbers, and any differences discussed in-text are statistically significant at  $p < 0.05$ , unless otherwise specified. Estimates noted with an <sup>E</sup> should be used with caution as they may have a larger coefficient of variation or be based on comparatively small sample sizes. See Methodology and data sources for additional information.

As was the case with the 2016 and 2018 surveys, the findings presented in this article represent the perceptions and experiences of active members and do not include those who were on certain types of leave during the collection period<sup>4</sup> or those who have left the CAF for any reason.

## Sexual misconduct in the Canadian Armed Forces Regular Force

The analysis in this section focuses on Regular Force members, who serve Canada on a full-time basis, when and where needed. As of 2022, 16% of all Regular Force members were women (DND, 2023b).

The 2022 SSMCAF was conducted after the onset of the COVID-19 pandemic, and the previous 12-month reference period for the survey included periods where many associated measures were still in place, during a time when the nature of daily life and work had been transformed, at least temporarily, for many Canadians. While some CAF members were able to carry out their duties remotely, many continued their service in-person when and where required. In some cases, the circumstances of the pandemic may have changed the nature of the military workplace, for example by increasing the degree of separation between military members on a base or ship and the civilian population.

The nature of work and the workplace, and the separation between work and personal life, is often markedly different in the military context compared with the civilian setting. Understanding the working arrangements of Regular Force members is critical, given that a large part of the definition of sexual misconduct in the military is based on it occurring in the military workplace.

In 2022, the vast majority (93%) of Regular Force members stated that working on site best described their work arrangements in the 12 months preceding the survey, and for three-quarters (77%) of them, this was their only type of work arrangement. Remote work or telework (13%) was the next most common arrangement, while 11% indicated they were deployed.<sup>5</sup> A small proportion (2%) indicated they were not working for at least part of the 12 months preceding the survey.

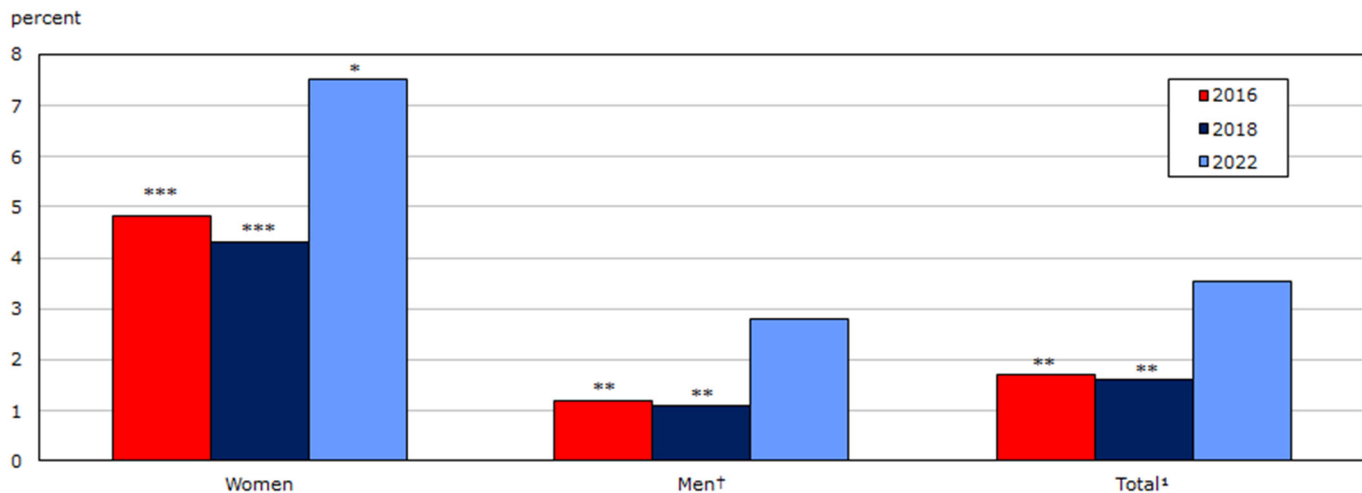
## Section 1: Sexual assault

The SSMCAF measures a broad range of behaviours under the umbrella of sexual misconduct (see Key terms and definitions). Unlike several of the other behaviours considered to be sexual misconduct and measured by the survey, sexual assault is a violent criminal offence as defined in the *Criminal Code of Canada*. In the context of the SSMCAF, respondents were asked if, in the 12 months preceding the survey, they had been sexually attacked, experienced unwanted sexual touching, or had been subjected to sexual activity to which they were unable to consent (for example, due to intoxication or coercion).<sup>6</sup> Specifically, respondents were asked to include only incidents which occurred in the military workplace or involved military members (CAF or foreign), DND civilians, or contractors.

### Prevalence of sexual assault increased in 2022

The prevalence of sexual assault among Regular Force members, which did not change between 2016 and 2018, increased in 2022 (Chart 1, Table 1). Approximately 1,960 Regular Force members, or 3.5%, stated that they had been sexually assaulted in the military workplace or in an incident involving military members in the 12 months preceding the survey. In comparison, less than 2% of Regular Force members indicated that they had been sexually assaulted in 2016 (1.7%) and 2018 (1.6%).

**Chart 1**  
Regular Force members who were sexually assaulted in the past 12 months, by gender, 2016, 2018, and 2022



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

\*\* significantly different from 2022 ( $p < 0.05$ )

\*\*\* significantly different from reference category ( $p < 0.05$ ) and 2022 ( $p < 0.05$ )

† reference category

1. Includes gender diverse individuals and those whose gender was not stated.

**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 civilians 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). Differences between 2016 and 2018 are not statistically significant.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016, 2018, and 2022.

As has consistently been the case in both the general (Conroy & Cotter, 2017; Cotter, 2021) and the military populations (Burczycka, 2019; Cotter, 2016; Cotter, 2019) in Canada, women in the Regular Force were more likely than men to have been sexually assaulted in the past 12 months (7.5% versus 2.8%).

Of note, the observed increase in the prevalence of sexual assault in 2022 was more pronounced among men than women. Compared with 2018, the percentage of men who were sexually assaulted was 2.5 times higher in 2022 (from 1.1% to 2.8%), while among women, it was 1.7 times higher (from 4.3% to 7.5%).

Again, consistent with past data in both the military and the civilian context, the most common type of sexual assault among Regular Force members in 2022 was unwanted sexual touching (experienced by 3.3% of members, or 94% of those who were sexually assaulted). Sexual attacks (0.6%) and sexual activity where the victim was unable to consent (0.6%) were comparatively less common. That said, each type of sexual assault measured by the survey was higher in 2022 than in 2016 and 2018—a pattern that held true for both men and women.

The increase in sexual assault observed in the 2022 SSMCAF has been noted elsewhere. For instance, while not all contacts equate to an incident of sexual assault against or involving a CAF member, the Sexual Misconduct Support and Resource Centre (formerly the Sexual Misconduct Response Centre)<sup>7</sup> noted a sharp increase in the number of CAF and non-CAF members contacting them for services or information in late 2021 and early 2022—a period covered by the past 12-month reference period of the SSMCAF (SMRC, 2023).

### **Sexual assault more prevalent among certain Regular Force members**

The relationship between sexual assault and demographic characteristics among Regular Force members was largely consistent with previous cycles of the SSMCAF and with data on sexual assault among the general population (Cotter, 2019, Cotter & Savage, 2019). For instance, in addition to generally being more prevalent among women than men, Regular Force members who are younger, who are Indigenous (5.1%), who have a disability (5.9%), or whose sexual orientation is not heterosexual (8.8%) all reported higher levels of sexual assault when compared with those who are older, non-Indigenous (3.4%), do not have a disability (3.3%), or who are heterosexual (2.9%).

Increases in the prevalence of sexual assault were noted across most organizations, ranks, and demographic characteristics of Regular Force members in 2022 (Table 2). For example, the Royal Canadian Navy (from 2.2% to 4.9%), the Canadian Army (from 1.7% to 4.0%), and the Royal Canadian Air Force (from 1.5% to 2.5%) all saw a higher prevalence of sexual assault among Regular Force members relative to 2018. These increases were noted among both women and men.

Some of the more pronounced increases in sexual assault were observed among men in the Regular Force. For instance, the prevalence of sexual assault among men between the ages of 25 and 29 rose from 1.6% in 2018 to 5.7% in 2022. Increases of a similar magnitude in the prevalence of sexual assault were also seen among men in the Canadian Army, who were Junior Non-Commissioned Members, or who were between the ages of 30 and 39 when compared with 2018.

In addition, there were increases among women in the Regular Force, though they were generally not as pronounced as some of the changes noted among men. One exception was among women between the ages of 30 and 34, where sexual assault was three times higher in 2022 (11.7%) than it was in 2018 (3.7%).

In contrast to the general upward trend, the prevalence of sexual assault did not change significantly for some population groups, including among Regular Force members 24 years of age or younger, and among members belonging to a racialized group.<sup>8</sup> The only decrease noted among the characteristics examined was a slight decline in sexual assault among Senior Officers (from 0.7% to 0.4%<sup>E</sup>).

### **Perpetrators of sexual assault most commonly CAF members, acting alone**

The vast majority (93%) of Regular Force members who were sexually assaulted indicated that at least one of the persons responsible was a fellow CAF member (Table 3). Fewer members identified a DND civilian or contractor (6%<sup>E</sup>) or a foreign military member (4%<sup>E</sup>).

Most (78%) of those who were sexually assaulted stated that a lone perpetrator was responsible in at least one instance. Notably, women who were sexually assaulted more commonly indicated that there was a lone perpetrator (85%) than did men (74%).

Another notable difference between men and women was the gender of the perpetrator. More than nine in ten (91%) women indicated that a man was responsible for at least one assault, while this was the case for 44% of men. More than one-third (35%) of men stated that, for at least one type and instance of sexual assault, a woman was responsible.<sup>9</sup>

Most victims were assaulted by a peer (52%), followed by a supervisor or somebody of a higher rank (38%). This was the case for both women and men. In contrast, men were more likely to indicate that, in at least one instance, they were assaulted by a subordinate (21% versus 10%<sup>E</sup> among women). A small proportion (8%) of Regular Force members said a stranger was responsible for at least one assault.

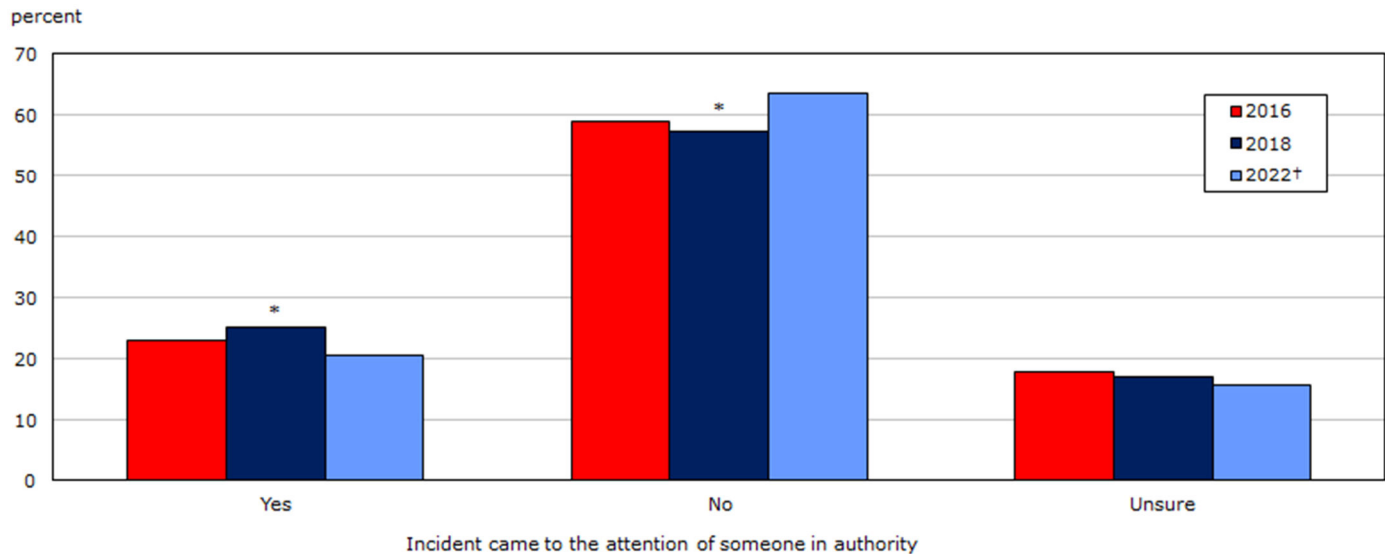
### Level of reporting sexual assault to someone in authority down in 2022

Another key piece of information that is critical to measure is the level with which incidents of sexual assault are reported to those in authority, whether by the victim or somebody else, as well as the reasons for choosing to report or not. The decision to report is often deeply personal and relies on several factors. In the military context, there have been additional considerations, most notably, the duty to report, whereby CAF members have a duty to report infringements of statutes, regulations, rules, orders, and instructions to the proper authority. This includes reporting any sexual misconduct which occurs in the workplace or a military location (DND, 2023a).

This policy has been the subject of much debate, with advocates stressing the importance of reporting so that the appropriate persons are aware and can take informed action to address instances of misconduct. On the other hand, there can be negative consequences for individuals who may feel forced to report, or have their victimization reported on their behalf by a third party, against their wishes or without consideration of the potentially negative personal and career impacts that have been associated with reporting (Fish, 2021). In August 2023, the Department of National Defence announced their intention to repeal this duty to report all instances of misconduct, including but not limited to sexual misconduct (Brewster, 2023).

Despite the existence of the duty to report within the CAF prior to the announcement in 2023, most victims did not report the assaults they experienced. In 2022, one in five (21%) Regular Force members who were victims of sexual assault reported an incident to someone in authority, such as their military or civilian supervisor, someone within the chain of command, or the military or civilian police (Chart 2). This was lower than what was found in 2018 (25%), but not statistically different from 2016 (23%). The remainder of those who were sexually assaulted stated that either nobody in authority was aware of any incident (64%), up from 2018 (57%), or that they were unsure if anyone in authority had found out about any incident in any way (16%).

**Chart 2**  
**Regular Force members who were sexually assaulted in the past 12 months, by reporting to authority, 2016, 2018, and 2022**



\* significantly different from reference category  
 † reference category

**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 civilians 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). Differences between 2016 and 2018 are not statistically significant.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016, 2018, and 2022.

Women in the Regular Force were about twice as likely as men to have reported at least one incident to somebody in authority (30% versus 17%). These patterns are consistent with what was found in both 2016 and 2018, and levels of reporting among women and men have not significantly changed when compared to past years. This suggests that the overall decline in reporting observed in the 2022 survey was, at least in part, driven by men: relative to previous surveys, men represent a larger proportion of individuals who experienced sexual assault in 2022 and were less likely than women to report sexual assault to someone in authority.<sup>10</sup>



When looking at rank, there were no statistically significant differences noted in the level of reporting sexual assault between Junior Non-Commissioned Members (20%), Senior Non-Commissioned Members (20%), and Junior Officers (22%<sup>E</sup>) in 2022. Estimates for Senior Officers cannot be published due to sample size.

When Regular Force members reported incidents of sexual assault, it was most commonly to their military supervisor (19%). This was followed by another military member in authority within the chain of command (12%).

About 1 in 15 (6.7%<sup>E</sup>) Regular Force members who were victims of sexual assault reported an incident to the Military Police/Canadian Forces National Investigation Service (CFNIS). This is similar to levels of reporting to police among the general population: for instance, in 2019, 6% of incidents of sexual assault were reported to civilian police (Cotter 2021).

The SSMCAF also asked Regular Force members who were sexually assaulted if they reported an incident to a civilian, whether that be their civilian supervisor, another civilian in their chain of command, or the civilian police. A small proportion (3%<sup>E</sup>) of Regular Force members indicated that they had informed a civilian; further breakdown of estimates of reporting to any civilian authority are not possible.

### Most common reason for not reporting sexual assault is a belief that it would not make a difference

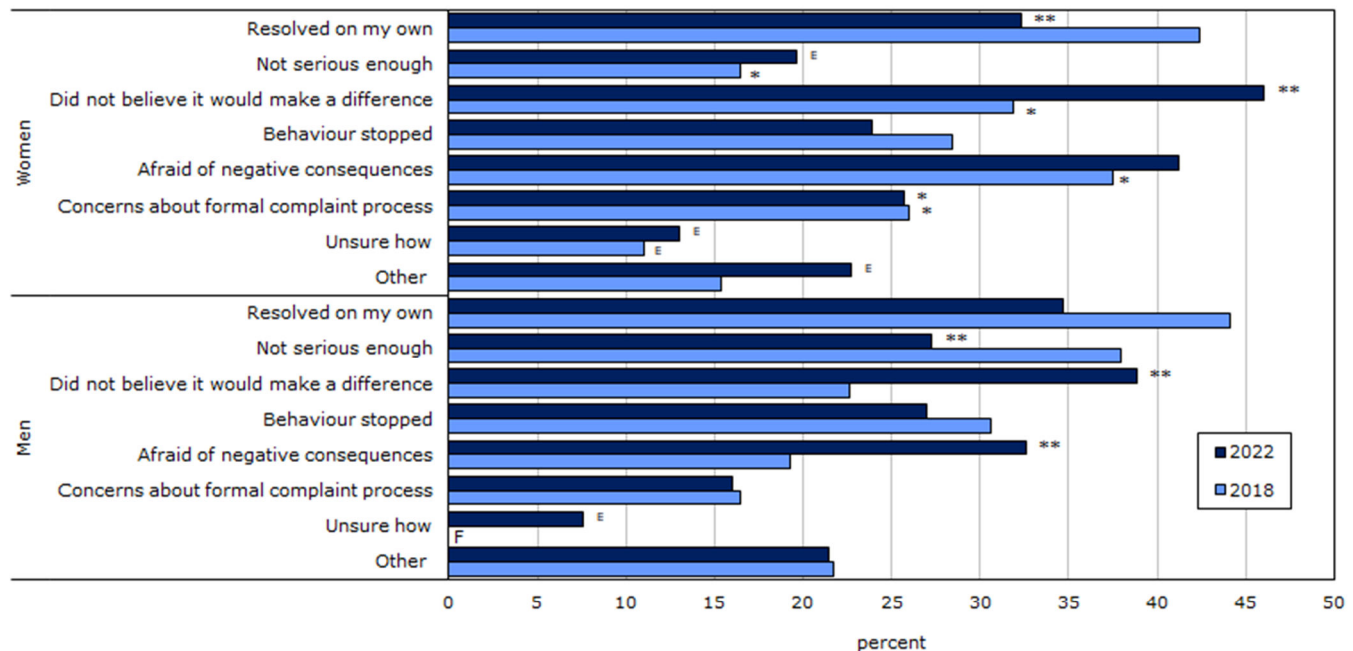
In previous cycles of the SSMCAF, the most common reason for not reporting a sexual assault was that the situation was resolved informally on their own. This was not the case in 2022. Instead, the most common reason for not reporting was a belief that reporting would not make a difference, cited by 41% of Regular Force members. This was followed by fear of negative consequences (35%) and resolving the incident on their own (34%).

Compared to the 2018 survey, men who did not report were more likely to believe reporting would not make a difference (39% in 2022 versus 23% in 2018) or to be afraid of negative consequences (33% in 2022 versus 19% in 2018) (Chart 3). In contrast, fewer men said that the incident was not serious enough to warrant reporting (27% in 2022 versus 38% in 2018). For women who did not report, there was also an increase in the proportion who felt that reporting would not make a difference (46% in 2022, up from 32%). At the same time, there was a decline in the proportion of women who did not report to anyone because they resolved the incident on their own (32% versus 42%).

**Chart 3**

### Reasons for not reporting sexual assault to someone in authority, by gender, past 12 months, 2022

Reason for not reporting



<sup>E</sup> use with caution

<sup>F</sup> too unreliable to be published

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

\*\* significantly different from estimate for 2018 ( $p < 0.05$ )

**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 civilians 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, 2018 and 2022.

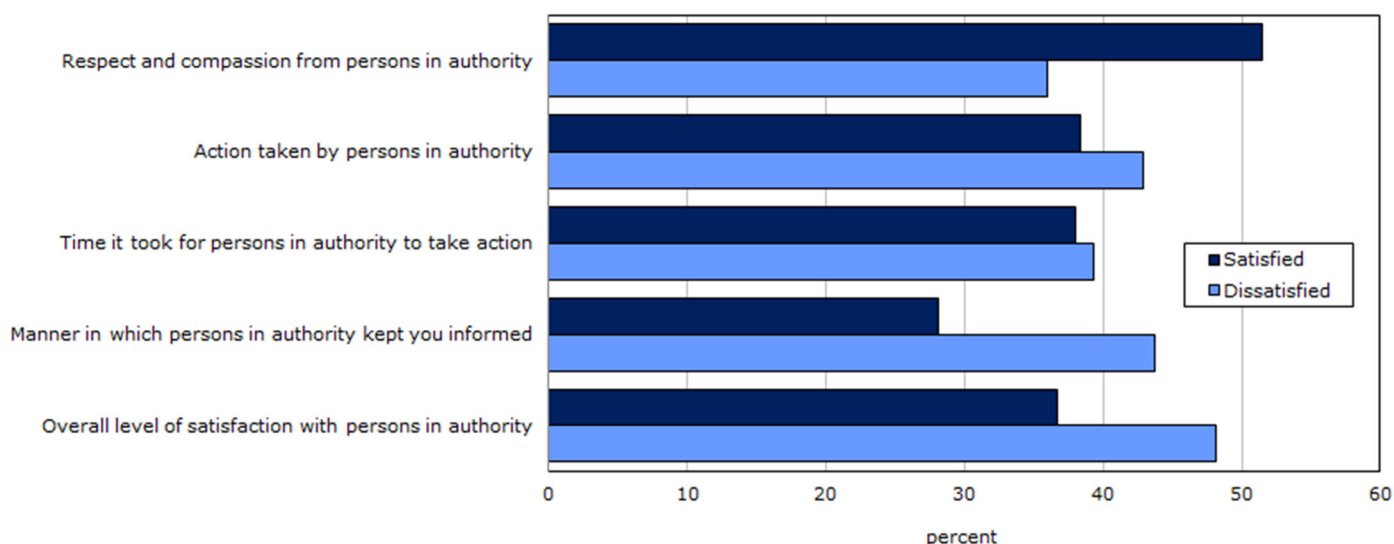
Unlike in previous cycles, where women more often cited fear of negative consequences and a belief that reporting would not make a difference, and men more often stated that the incident was not serious enough to warrant reporting, there were few statistically significant differences between women and men in terms of their reasons for not reporting to someone in authority in 2022. The exception was concerns about the formal complaint process, which was more commonly cited by women (26%) than men (16%).

### Half of those who reported an incident of sexual assault were dissatisfied with the persons in authority

Among those who reported an incident of sexual assault to someone in authority, excluding Military Police or CFNIS<sup>11</sup>, half (48%) said, overall, they were dissatisfied with the responses from persons in authority (Chart 4). In contrast, 37% were satisfied. These proportions were similar between women and men who were sexually assaulted and reported at least one incident to someone in authority.

**Chart 4**  
**Satisfaction with various aspects of persons in authority after reporting sexual assault, past 12 months, 2022**

Aspect



**Note:** Includes Regular Force members who stated that they reported 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 civilians or contractors in the past 12 months. Percent calculations include those who were neither satisfied nor dissatisfied or felt the particular aspect did not apply to them.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

These proportions varied depending on the specific aspect in question. For instance, 51% of Regular Force members were satisfied with the respect and compassion displayed by the person(s) in authority to whom their assault was reported, while 36% were dissatisfied. In contrast, fewer than four in ten Regular Force members who reported a sexual assault were satisfied with the action taken (38%), the time it took to take action (38%), and the manner in which they were kept informed (28%) by persons in authority.

### Two-thirds of Regular Force members who reported to someone in authority faced negative consequences as a result

Fear of reprisal, retaliation, revenge, or other negative consequences are often cited as reasons for not reporting an incident of violent crime in the military and otherwise (Conroy & Cotter, 2017; Cotter, 2021; Burczycka, 2019; Cotter, 2016; Cotter, 2019). The 2022 SSMCAF asked those who had reported a sexual assault in the past 12 months about any negative consequences they had faced specifically due to reporting an incident.<sup>12</sup> Nearly two-thirds (66%) of those who were sexually assaulted and reported at least one incident faced some sort of negative consequence as a result.<sup>13</sup>

The most common consequences of reporting sexual assault were negative reactions from peers and other CAF members, such as exclusion, bullying, or teasing, faced by about half of those who reported a sexual assault (47%). Nearly four in ten (37%) were blamed, criticized, or further victimized, while one-third (34%) faced negative impacts on their career, such as retaliation or reprisal.

### **One-quarter of members would be more likely to report sexual assault if an anonymous mechanism were in place**

As noted, the decision to report an incident is often personal and complex. To better contextualize the levels of reporting in the CAF, Regular Force members who were sexually assaulted but did not report the incident were asked if they would have reported the incident if certain policies or programs had been in place.

The most common program or policy endorsed by Regular Force members who were sexually assaulted and did not report was a method to report anonymously, without notifying their chain of command or triggering the duty to report. One-quarter (24%) of victims stated that they would be more likely to report an incident if this was in place, and proportions were similar between women and men (28% and 22%, respectively). Other options that would have made reporting more likely for some members were a program allowing for better access to legal advice from a civilian lawyer (14%), a peer support group with a counsellor or facilitator (11%), or better access to civilian sexual assault centres (9%).

That said, the majority (62%) of Regular Force members who were sexually assaulted and did not report stated that none of these options would have changed their decision or made them more likely to report sexual assault to someone in authority. Men (66%) were more likely to state this than women (53%).

### **Most sexual assaults took place in the military workplace**

In 2022, nearly nine in ten (86%) Regular Force members who were sexually assaulted stated that at least one incident occurred in the military workplace—more specifically, on a military base, wing, or formation (77%) or on a ship (11%). In contrast, one in four (25%) stated that at least one incident took place outside of the military workplace; for example, in a public place (14%), a private residence (13%), or at a commercial or civilian establishment (7%).<sup>14</sup> A higher proportion of women (20%) than men (9%<sup>E</sup>) stated that at least one incident occurred in a private residence.

In addition to the specific location, Regular Force members were also asked questions about the circumstances of the incident, specifically the environment in which it occurred, such as while on duty, during training, or while deployed. Most commonly, Regular Force members were on duty at the time of their victimization (64%). This was far more common among men (73%) than women (47%).

The next most common circumstances in which sexual assaults took place were while deployed (19%), while on course (14%), or while on training (11%) or leave (10%). Notably, in 2016 and 2018, a smaller proportion (9% and 8%, respectively) of Regular Force members who were sexually assaulted indicated that at least one incident occurred while they were deployed.

### **Feelings of anxiety or depression most common impact of sexual assault**

Most (69%) Regular Force members who were sexually assaulted stated that the incident resulted in at least one of the negative impacts measured by the survey. This was more common among women than men (85% versus 61%), and more common among those who were victims of a sexual attack or sexual activity to which they could not consent compared with those who were victims of unwanted sexual touching (83% versus 63%).

The most common consequence measured by the survey was feelings of anxiety or depression, reported by three-quarters (76%) of women and half (50%) of men who were sexually assaulted. Other relatively common consequences following a sexual assault were a negative impact on family, spouse, or partner (35%) or the use of drugs or alcohol to cope with the experience (32%).

Furthermore, one-third (32%) of victims reported receiving help from a Chaplain, friend, peer, spouse, partner, or family member. Of note, women were about twice as likely as men to state that they received help from a counsellor or mental health professional (32% versus 17%). Social exclusion (23%), fear for job security (22%), and a negative impact on career (17%) were each reported by fairly similar proportions of Regular Force members who were sexually assaulted, with no significant differences in the proportion of men and women reporting these outcomes.

### **One-third of victims of sexual assault believe the perpetrator's alcohol or drug use was a factor**

One in three (33%) Regular Force members who were sexually assaulted in 2022 stated that, in their opinion, their assault was related to the perpetrator's alcohol or drug use. Half (49%) believed that it was not, while the remaining 18% did not know if alcohol or drug use by the perpetrator was a factor. Women (43%) were more likely to believe that alcohol or drug use was related to the assault when compared with men (28%). These proportions are similar to what was observed in 2016 and 2018.

In the 2022 SSMCAF, for the first time, those who perceived at least one incident as related to the perpetrator's drug or alcohol use were asked to specify which substance or substances were involved. Virtually all (96%) cited alcohol, while smaller proportions felt that cannabis (20%) or other drugs (14%) were involved.

### **Few Regular Force members used or consulted services**

Research in the military and civilian context has consistently shown that a minority of victims of sexual assault use or consult victims' services (Cotter, 2019, Cotter, 2016, Cotter, 2021, Burczycka, 2019). This continued to be the case in 2022, as 81% of sexual assault victims did not contact or use any services in at least one instance, whether they were offered by the CAF or civilian services. Men (84%) more commonly did not consult or use services, compared with women (74%). That said, among men who were sexually assaulted, the use of services increased in 2022. In 2018, 91% of men who were sexually assaulted had not consulted or used services.<sup>15</sup>

When Regular Force members did contact or use victims' services following a sexual assault, they were more likely to be services offered by the CAF than by civilian organizations. Almost one in five (18%) victims of sexual assault used or consulted a CAF service, compared with 9% of victims who consulted a civilian service. Women (23%) were more likely than men (16%) to have reached out to a CAF service, while there was no statistically significant difference in the proportions of women and men who reached out to a civilian service (11%<sup>E</sup> and 9%<sup>E</sup>, respectively).

CAF mental health services were the most commonly consulted service among victims of sexual assault (13%). After that, smaller proportions of Regular Force members indicated they had used or consulted civilian mental health services (6.4%<sup>E</sup>), a CAF chaplain (6.4%<sup>E</sup>) or the CAF Member Assistance Program (4.6%<sup>E</sup>).

Those who contacted or used CAF mental health services were asked how satisfied they were with the time it took to access services, and the overall quality of support provided. Nearly half (46%) were satisfied with the overall quality of support, while 33% were dissatisfied.<sup>16</sup> When looking specifically at the time it took to access services, however, the results were different: 54% were dissatisfied and 33% were satisfied.

In 2022, 3.7%<sup>E</sup> of Regular Force members who were sexually assaulted contacted the Sexual Misconduct Support and Resource Centre (SMSRC),<sup>17</sup> similar to 2018 (3.8%<sup>E</sup>). While the SSMCAF included questions on satisfaction with the quality of service provided by the SMSRC, estimates for these questions cannot be published due to sample size.

## **Section 2: Sexualized and discriminatory behaviours**

Sexual misconduct encompasses a broad range of other behaviours in addition to sexual assault. As was the case in 2016 and 2018, the 2022 SSMCAF asked members about witnessing (i.e., seeing or hearing) and personally experiencing ten types of sexualized behaviours and five types of discriminatory behaviours (see Text table 1). Broadly, these behaviours fall into five categories: inappropriate verbal and non-verbal communication, behaviours involving sexually explicit materials, unwanted physical contact or suggested sexual relations, discrimination on the basis of sex or gender, and discrimination on the basis of sexual orientation or gender identity.

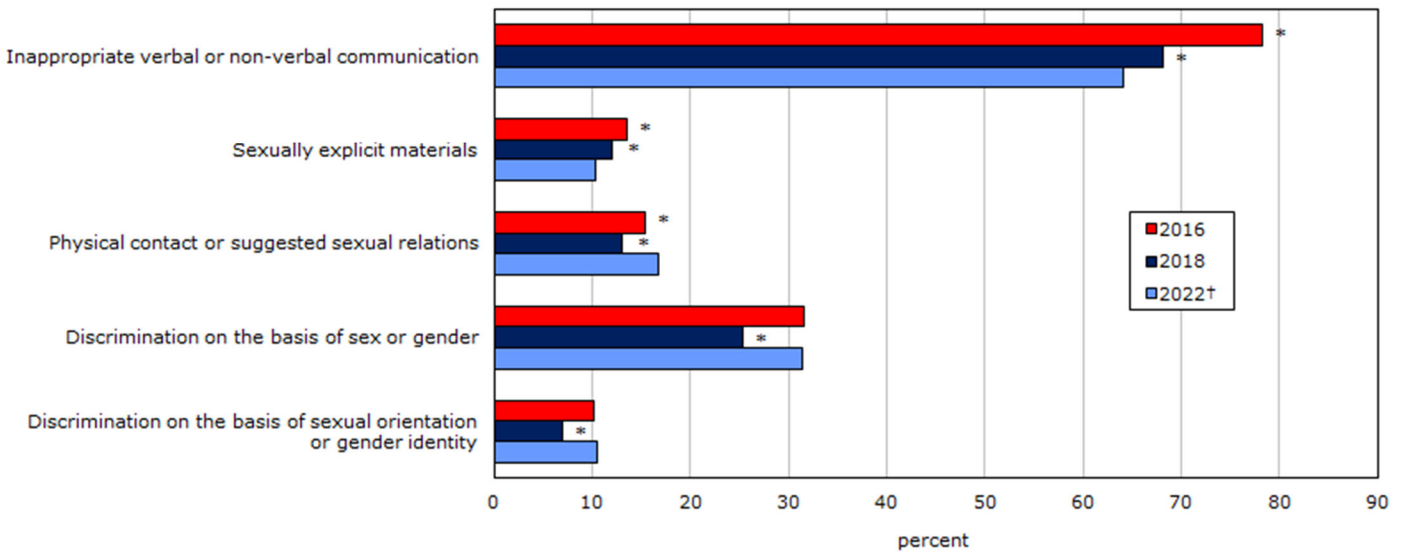
### **Two in three Regular Force members witnessed or experienced sexualized or discriminatory behaviour**

In 2022, two-thirds (67%) of Regular Force members—approximately 37,000 people—had seen, heard, or experienced at least one sexualized or discriminatory behaviour in the workplace or involving military members in the past 12 months (Table 4). This represented a continuation of the downward trend since 2016 (80%) and 2018 (70%). Women (73%) were more likely to have witnessed or experienced any such behaviour than men (66%).<sup>18</sup>

The downward trend was driven by continued declines in inappropriate verbal or non-verbal communication, which remained the most common type of behaviour witnessed or experienced (Chart 5). Not all categories of sexualized or discriminatory behaviour have decreased; in fact, witnessing or experiencing physical contact or suggested sexual relations and discrimination were equally or more common in 2022 than they were in 2016 and 2018.

**Chart 5**  
**Regular Force members witnessing or experiencing sexualized or discriminatory behaviours, by category of behaviour, 2016, 2018, and 2022**

Type of sexualized or discriminatory behaviour



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

† reference category

**Note:** Includes witnessing or personally experiencing sexualized or discriminatory behaviours in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Includes current Regular Force members but may include behaviours 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, 2018, and 2022.

In terms of the individual behaviours measured, as in previous cycles, the most common sexualized behaviour witnessed or experienced, by a wide margin, was sexual jokes (61%). This was followed by inappropriate sexual comments (31%) and inappropriate discussion about sex life (29%).

Approximately 18,000 Regular Force members, or 32%, witnessed or experienced a discriminatory behaviour targeting sex, gender, sexual orientation, or gender identity in 2022. More specifically, the most common forms were suggestions that someone does not act how someone of their gender or perceived gender is supposed to act (24%), comments that people are not good at or should be prevented from having a particular job because of their gender or perceived gender (17%), or someone being insulted, mistreated, ignored, or excluded because of their gender or perceived gender (15%). These were also the most common discriminatory behaviours witnessed or experienced in previous cycles.

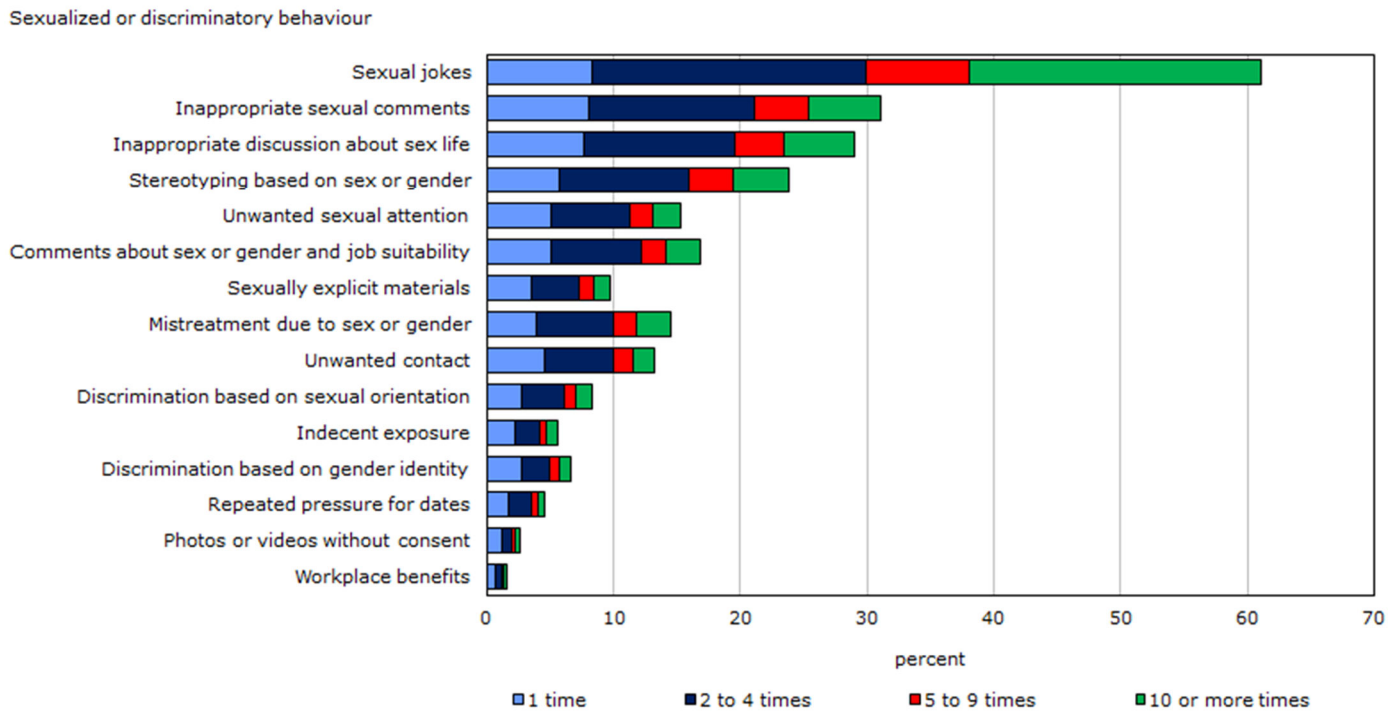
For 14 of the 15 behaviours measured by the survey, women were more likely than men to have witnessed or experienced them in the past 12 months. The exception was sexual jokes, where women (62%) and men (61%) were equally likely to have witnessed or experienced them. The largest gender gaps were for someone being insulted, mistreated, ignored, or excluded because of their gender (30% of women versus 12% of men) and for repeated pressure from the same person for dates or sexual relations (10% of women versus 4% of men).

### Most Regular Force members who witnessed or experienced sexualized or discriminatory behaviours said they occurred fewer than five times

While the overall number of members exposed to sexualized or discriminatory behaviours provides some indication of the general environment within the organization, it is also important to look at the frequency of these behaviours as well as their perceived level of offensiveness.

Overall, most Regular Force members indicated that the behaviours that they had witnessed or experienced occurred fewer than five times in the past 12 months (Chart 6). The exception was sexual jokes; almost one-quarter (23%) of all Regular Force members had witnessed or experienced sexual jokes on 10 or more occasions in the past 12 months. In contrast, in 2016, when the SSMCAF was first conducted, 46% of Regular Force members stated that they witnessed or experienced sexual jokes 10 or more times in the 12 months prior to the survey.

**Chart 6**  
**Regular Force members who witnessed or experienced sexualized or discriminatory behaviours in the past 12 months, by type of behaviour and frequency, 2022**



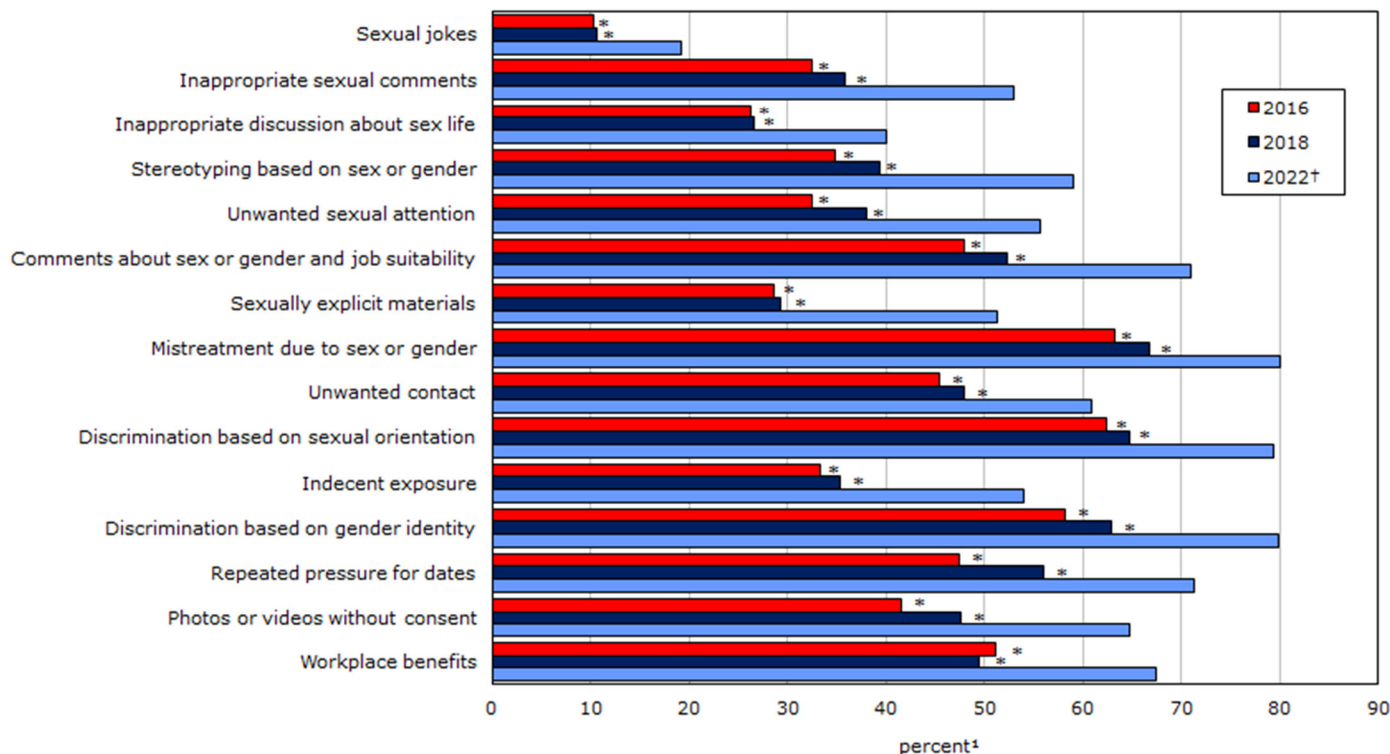
**Note:** Estimates for the following categories should be used with caution: workplace benefits 5 to 9 times and 10 or more times.  
**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**A larger proportion of Regular Force members considered sexualized or discriminatory behaviours offensive**

Relative to 2016 and 2018, a higher proportion of Regular Force members who witnessed or experienced sexualized or discriminatory behaviours considered them to be somewhat or very offensive in 2022 (Chart 7). Unlike previous cycles, at least half of Regular Force members considered each behaviour measured by the survey to be somewhat or very offensive, with the exceptions of inappropriate discussion about sex life (40%) and sexual jokes (19%). While sexual jokes remained the type of behaviour considered offensive by the fewest number of members, the proportion nearly doubled compared to past cycles (10% and 11% in 2016 and 2018, respectively).

**Chart 7**  
**Perceived offensiveness of sexualized or discriminatory behaviours seen, heard, or experienced in the past 12 months, by type of behaviour, 2016, 2018, and 2022**

Sexualized or discriminatory behaviour



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

† reference category

1. Percent calculations based on Regular Force members who witnessed or experienced sexualized or discriminatory 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, 2018, and 2022.

Four in five members who witnessed or experienced someone being mistreated due to their gender (80%), discrimination based on gender identity (80%), or discrimination based on sexual orientation (79%) considered the behaviours to be somewhat or very offensive.

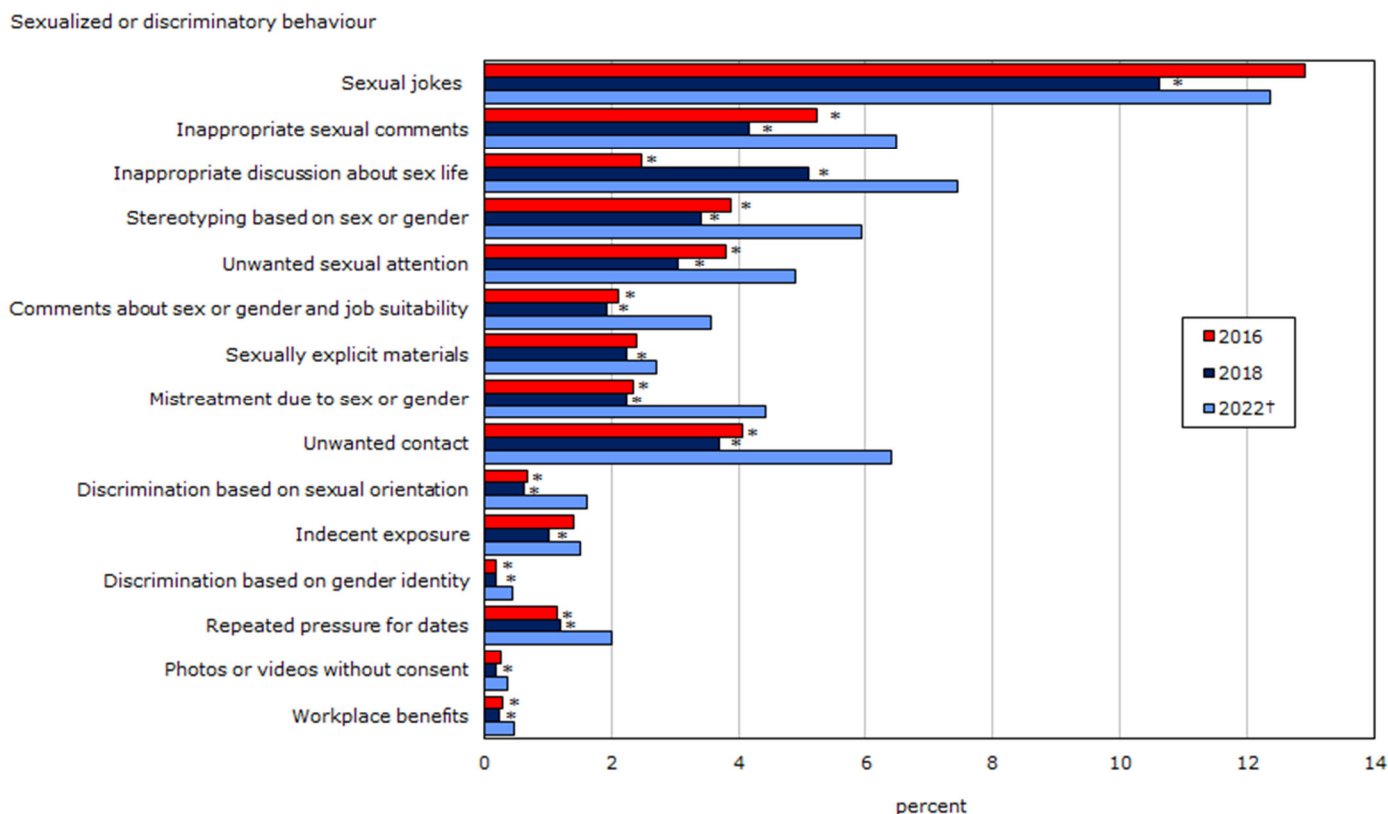
This increase in the proportion of members considering behaviours to be offensive could be related to a change in behaviours themselves, or it could be an indication of a shift in culture where there is more awareness about the potential impacts of behaviours such as these, and therefore a lower tolerance for what is considered to be offensive in the context of the military workplace.

### Number of Regular Force members who experienced sexualized or discriminatory behaviours up from 2018

While an overall sense of the extent to which these behaviours are witnessed in the military workplace is important, looking at personal experiences of these behaviours allows for a greater examination of the prevalence and impact of these behaviours, from the perspective of those who experience them directly. In fact, looking at personal experiences reveals that the overall decline noted in witnessing or experiencing behaviours is attributable to fewer members witnessing behaviours, while the number who personally experienced at least one behaviour has increased.

In 2022, one in five (19%) Regular Force members personally experienced at least one of the behaviours measured by the survey, higher than what was measured in both 2016 (17%) and 2018 (15%). Each of the 15 behaviours measured by the survey was more frequently personally experienced by Regular Force members in 2022 than in 2018 (Chart 8). For all but four behaviours, the prevalence in 2022 was also higher than it was in 2016. The exceptions were sexual jokes, indecent exposure, displaying, showing, or sending sexually explicit messages or materials, and sending or posting intimate photos or videos of another CAF member without their consent, each of which returned to the level seen in 2016.

**Chart 8**  
**Regular Force members who were targeted by sexualized or discriminatory behaviours in the past 12 months, by type of behaviour, 2016, 2018, and 2022**



Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016, 2018, and 2022.

**One in three women in the Regular Force personally experienced sexualized or discriminatory behaviour**

In 2022, women in the Regular Force were twice as likely as men to have personally experienced sexualized or discriminatory behaviour in the past 12 months (34% versus 16%). In keeping with what was found in 2016 and 2018, each of the 15 behaviours measured by the survey were more commonly experienced by women than by men. The largest gender gaps were seen in the discriminatory behaviours of suggesting that people are not good at or should not have a certain job because of their gender (14% among women versus 1.8% among men), and someone being insulted, mistreated, ignored, or excluded because of their gender (16% versus 2.3%).

For both women (18%) and men (11%), sexual jokes were the most common type of behaviour personally experienced. Among women, this was followed by being insulted, mistreated, ignored, or excluded because they are a woman (16%) and unwanted physical contact or someone getting too close (16%). Among men, the next most common behaviours experienced were inappropriate discussion about sex life (6%) and inappropriate sexual comments (5%).

As with sexual assault, members of the Regular Force experienced sexualized and discriminatory behaviours at different rates depending on a number of demographic characteristics. For example, while members of all ages can experience these types of behaviours, the prevalence was generally higher among younger Regular Force members. Roughly half of women 24 and younger (50%) or 25 to 29 years of age (47%) were personally targeted by a sexualized or discriminatory behaviour in the past 12 months, declining to about one in five among those 45 to 49 (21%) or 50 and older (20%) (Table 5). The same pattern was evident among men, where those 24 and younger (22%) or 25 to 29 (24%) reported the highest prevalence, declining to 6% among those 50 and older. Demonstrating the interconnectedness between age and rank, a similar pattern was seen, whereby the prevalence of sexualized or discriminatory behaviours was higher among junior members when compared with their more senior counterparts.

When looking at other demographic characteristics, more than four in ten women in the Regular Force who have a disability (46%), who are not heterosexual (45%), or who are Indigenous (42%) personally experienced sexualized or discriminatory behaviour in 2022. This was higher than what was observed among those without a disability (33%), who are heterosexual



(31%), or who are non-Indigenous (34%). Among men, the same patterns were seen: men with a disability (25%), who are not heterosexual (32%), or who are Indigenous (20%) had a higher prevalence of sexualized or discriminatory behaviour than did other men.

There were also some differences noted by environmental command. Among men, relative to those in the Canadian Army (17%), the prevalence of targeted sexualized or discriminatory behaviour was similar in the Royal Canadian Navy (17%) and Military Personnel Command (16%), and somewhat lower among those in the Royal Canadian Air Force (14%) or other command organizations (12%). Among women, relative to those in the Canadian Army (36%), the prevalence was similar in the Royal Canadian Navy (38%) and the Royal Canadian Air Force (34%), while it was lower among those in Military Personnel Command (24%) and other command organizations (28%). Military Personnel Command is the environment with the highest proportion of members who are women (33%, according to the 2022 SSMCAF). While the prevalence of both sexualized and discriminatory behaviours was lower among women in this environment, 9% of men in Military Personnel Command were discriminated against due to their gender, sexual orientation, or gender identity, higher than any other command organization.

### **Reporting of unwanted sexualized or discriminatory behaviours increased in 2022**

In contrast to reporting sexual assault to someone in authority, the reporting of sexualized or discriminatory behaviours has increased since 2016. In 2022, one-third (34%) of those who personally experienced sexualized or discriminatory behaviour indicated that someone in authority was aware of at least one instance, up from 26% in 2016 and 28% in 2018. Four in ten (40%) of those targeted by sexual or discriminatory behaviours in 2022 said that none of the behaviours they experienced had been reported, while the remainder (26%) did not know if anyone in authority was aware.

As was the case in previous cycles, women (50%) were more likely than men (27%) to have reported a behaviour they experienced. For both women and men, levels of reporting have increased since 2016. Of note, levels of reporting were similar across ranks in 2022, as about one-third of Junior Non-Commissioned Members (33%), Senior Non-Commissioned Members (35%), Junior Officers (35%), and Senior Officers (34%) indicated that at least one instance had been reported to someone in authority.

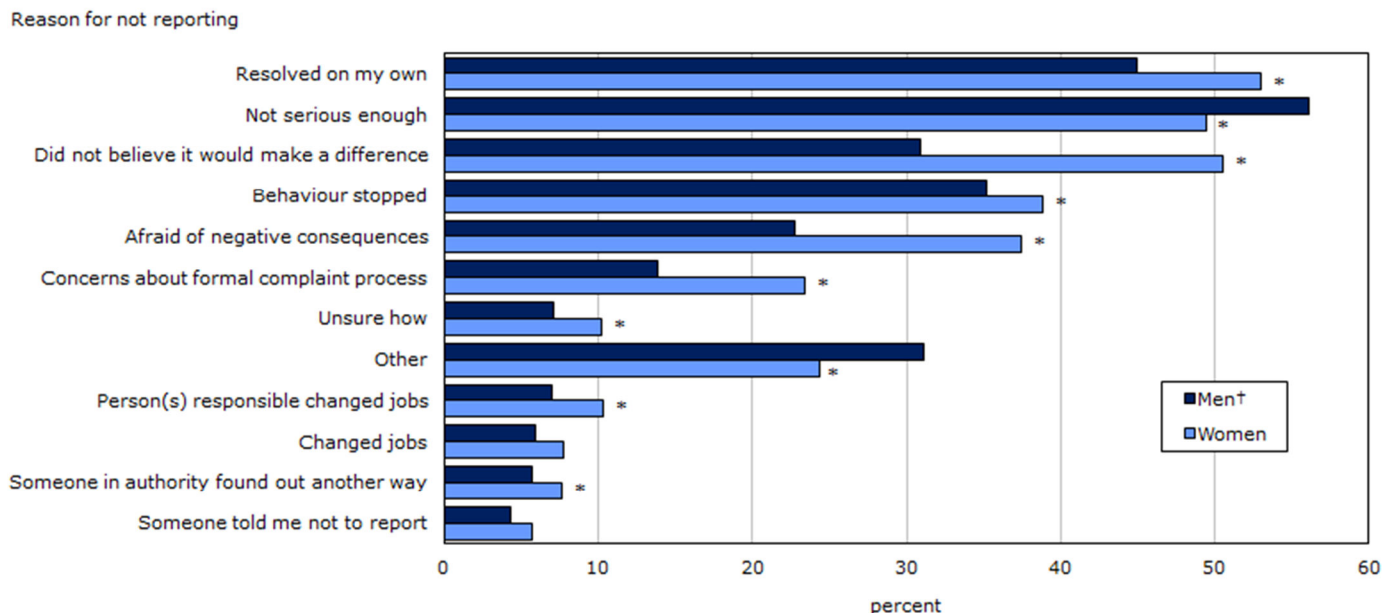
Most commonly, Regular Force members who reported an instance of sexualized or discriminatory behaviour they experienced reported it to their military supervisor (24%) or another military member in authority, within their chain of command, other than their supervisor (17%). In both cases, women were about twice as likely to report (36% and 26% versus 19% and 14%, respectively).

A small proportion of Regular Force members reported behaviours they experienced to military (3%) or civilian (0.4%<sup>E</sup>) police. While some of the behaviours measured by the survey meet the threshold of criminal behaviour, many do not, which may help explain the low levels of reporting to police.

### **Situation being resolved informally or not being perceived as serious enough are common reasons for not reporting**

The two main reasons for not reporting sexualized or discriminatory behaviours remained consistent in 2022, with about half of those who did not report stating that they felt the behaviour was not serious enough to warrant reporting (54%) or that they resolved the situation on their own (47%). While men were more likely than women to feel it was not serious enough (56% versus 49%), women more commonly stated that they had resolved it on their own (53% versus 45%) (Chart 9).

**Chart 9**  
**Reasons for not reporting sexualized or discriminatory behaviour to someone in authority, by gender, past 12 months, 2022**



\* 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 sexualized or discriminatory behaviours in the military workplace or outside the military workplace involving military members (CAF or foreign) and/or DND civilians or contractors in the past 12 months. Respondents were asked to indicate all reasons for which they did not report the behaviours; therefore, percentages do not add to 100.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

While the most common reasons for not reporting were similar to those in 2016 and 2018, there were some notable shifts observed in 2022. For instance, the proportion of women (50%) and men (31%) who did not report their experiences of sexualized or discriminatory behaviours because they did not believe it would make a difference was considerably higher than in 2018 (38% and 15%, respectively). Similarly, concerns about the formal complaint process and a fear of negative consequences were more often cited in 2022, by both men and women who did not report.

### Many Regular Force members face negative reactions for reporting behaviours

As with sexual assault, in 2022, the SSMCAF asked Regular Force members who had reported a sexualized or discriminatory behaviour to someone in authority if they faced any negative consequences as a result of reporting an incident. For many Regular Force members, this was the case.

The most common negative consequences of reporting sexualized behaviours were a negative reaction from other CAF members (35%), being blamed, criticized, or further victimized (23%), or negative impacts on career (22%). There were no significant differences between women and men. Half (51%) of Regular Force members who experienced sexualized behaviour and reported at least one instance did not face any negative consequences due to reporting. This proportion was also similar between women and men.

Negative consequences for reporting discriminatory behaviours were more common. Almost half (48%) of those who reported at least one incident noted a negative reaction from CAF members, while four in ten said there was a negative impact on their career (38%) or that they were blamed, criticized, or further victimized for having reported (37%). For the most part, women and men were equally likely to report these consequences; the exception was that men more often experienced impacts on their career such as retaliation or reprisal than did women (47% versus 31%). Overall, 32% of those who experienced discrimination and reported it said that they did not face any negative consequences as a result.

When those who did not report an instance of sexualized or discriminatory behaviour were asked if certain programs or policies would have made them more likely to report to someone in authority, most (77%) said no. Men (80%) were more likely than women (67%) to state that these programs or policies would not have increased the likelihood of reporting. Fewer than one in ten Regular Force members stated that any of the programs or policies specifically mentioned in the survey would have made them more likely to report: better access to legal advice from a civilian lawyer (9%), a restorative justice process (8%), a peer support group (8%), or better access to civilian sexual assault centres (5%).

### Characteristics of perpetrators vary by type of behaviour

Regardless of the specific type of behaviour, most Regular Force members who were targeted by sexualized or discriminatory behaviour in 2022 said that at least one of the people responsible was a fellow CAF member, ranging from 78%<sup>E</sup> to 96% (Table 6a, Table 6b). Other perpetrators were far less common, though 25% of those targeted by sexual jokes said that DND civilians or contractors were among those responsible.

For most behaviours measured by the survey, Regular Force members said that the number of people responsible varied, and often involved two or more people. There were three notable exceptions where over half of those targeted stated that their experiences involved lone perpetrators: repeated pressure for dates or sexual relations (62%), unwelcome physical contact or getting too close (58%) and being offered workplace benefits in exchange for sexual activity or being mistreated for not engaging in sexual activity (54%).

According to those who experienced sexualized or discriminatory behaviours, the people responsible were most often identified as all men, followed by a combination of men and women.<sup>19</sup> Sexual jokes, the most common behaviour, was the exception as these two categories were reversed: 57% said a combination of men and women were responsible, while 37% said it was always men. As noted, the majority (84%) of Regular Force members are men, and therefore these findings are in some ways a reflection of the composition of the Regular Force population.

For most sexualized behaviours, most Regular Force members had been targeted by a peer, followed by a supervisor or someone of a higher rank. The primary exception was among those who were offered work-related benefits in exchange for sexual activity or who were mistreated for not engaging in sexual activity, 68% of whom were targeted by a supervisor or higher-ranking member. This reflects the power differential that is often present in this type of behaviour. Also of note, those who were targeted by the taking or posting of inappropriate photos or videos without their consent identified a peer (35%<sup>E</sup>), a supervisor or someone of higher rank (33%<sup>E</sup>), or an unknown relationship (29%<sup>E</sup>) in roughly equal proportions, reflecting the sometimes anonymous nature of this type of behaviour.

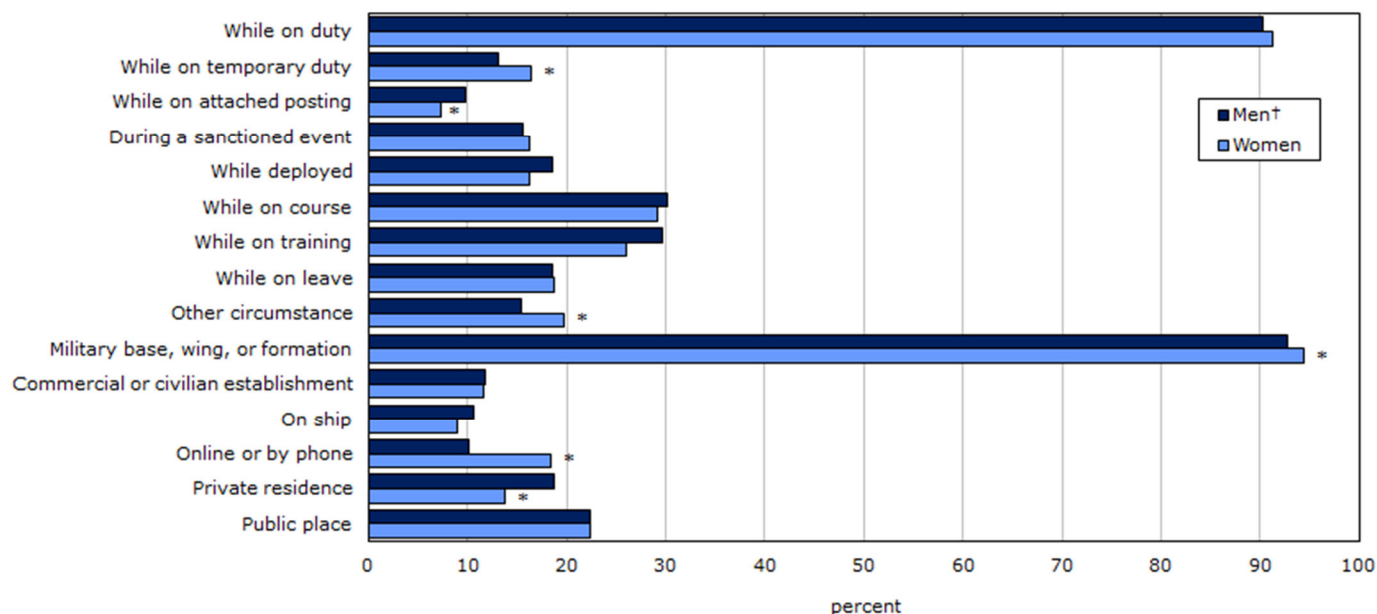
For discriminatory behaviours, the pattern was slightly different, as supervisors or higher-ranking members and peers were identified as the persons responsible in roughly equal proportions. However, for those who were insulted, mistreated, ignored, or excluded because of their gender or told that they are not good at or should not have a particular job because of their sex, the majority (66% and 60%, respectively) stated that their supervisor or someone of a higher rank was responsible.

### Large majority of sexualized or discriminatory behaviours occurred on base, while on duty

In terms of the location and the circumstance in which sexualized or discriminatory behaviours were experienced in 2022, the large majority of behaviours occurred in two particular scenarios: while members were on a military base, wing, or formation (94% of women and 93% of men) and while members were on duty (91% of women and 90% of men) (Chart 10). About three in ten of those who were targeted by sexualized or discriminatory behaviours said they occurred while on course (30%) or on training (29%). About one in six (16%) Regular Force members said at least one behaviour occurred during a sanctioned event.

**Chart 10**  
**Location and circumstance of sexualized or discriminatory behaviours in the past 12 months, by gender, 2022**

Location or circumstance



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

† reference category

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Feelings of anxiety or depression the most common consequence of sexualized or discriminatory behaviour**

Four in ten (43%) Regular Force members who experienced sexualized behaviours indicated that there was some sort of impact or consequence as a result. The proportion was higher among women (65%) than men (35%). Not only that, each individual impact or response measured by the survey was more commonly reported by women than men. The most common consequence was feelings of anxiety or depression (35%), noted by 53% of women and 28% of men.

Previous cycles of the SSMCAF have found that a higher proportion of those who experience discriminatory behaviours cite negative impacts when compared with those who experience sexualized behaviours. This trend continued in 2022. For instance, 56% of those who experienced discriminatory behaviours had feelings of anxiety or depression as a result, compared with 35% of those who experienced sexualized behaviours. The difference was driven primarily by men, who were far more likely to report this because of discrimination (53%) than sexualized behaviour (28%). A smaller difference was observed among women: 61% reported feelings of anxiety or depression due to discriminatory behaviour, as did 53% of those targeted by sexualized behaviour.

The proportions who indicated that they experienced a negative impact on their career or social exclusion from peers were also higher among those who were discriminated against due to their sex, gender, sexual orientation, or gender identity, than among those who experienced sexualized behaviour. This was the case for both women and men.

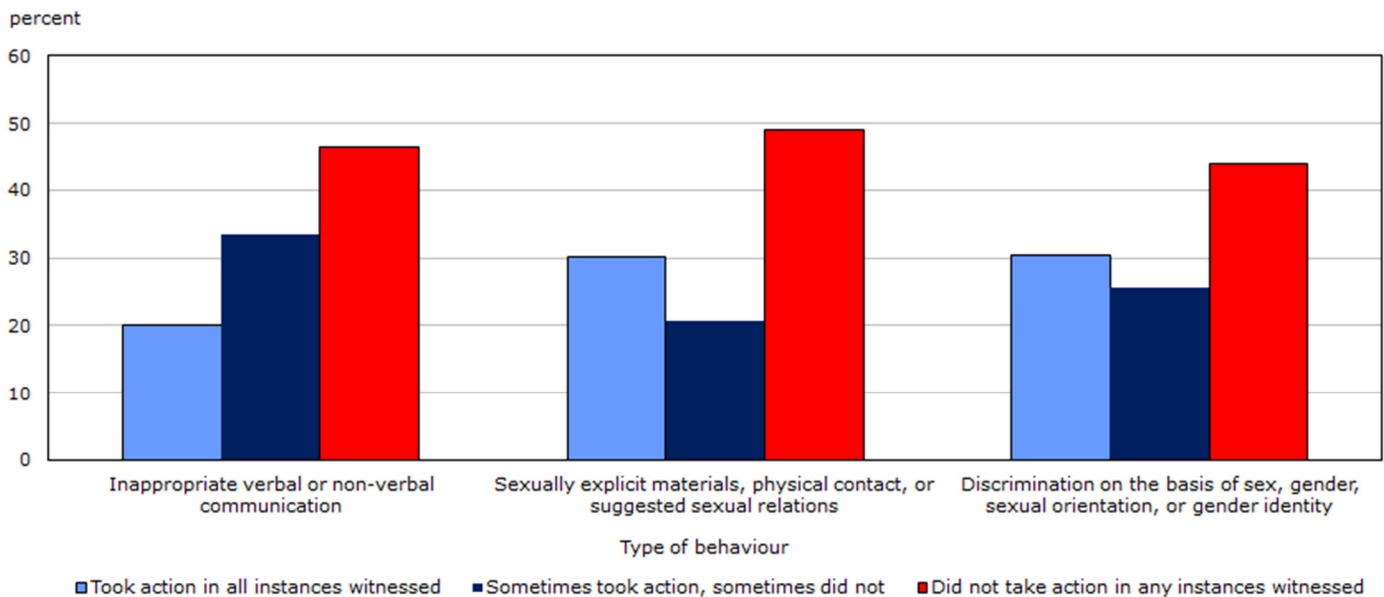
**Half of Regular Force members who witnessed sexualized or discriminatory behaviours against others took action**

Many Regular Force members indicated that they witnessed other CAF members being targeted by sexualized or discriminatory behaviours in the military workplace; in other words, they were bystanders. Bystanders can play an important role in the recognition of and reaction to these behaviours, by taking action in a number of ways. Furthermore, as part of the broader attempt to change the culture surrounding sexual misconduct, the CAF has introduced training programs to help members identify situations that require intervention and feel empowered to take action to assist those who are targeted (DND, 2022; DND, 2017). Since 2017, the SMSRC has delivered 176 information sessions to CAF and DND employees, and there have been nearly 1,300 Respect in the CAF workshops delivered to nearly 16,000 participants, most of whom are CAF members.<sup>20</sup>

The proportion of Regular Force members who intervened in at least one instance when they witnessed sexualized or discriminatory behaviour was higher in 2022 than in 2018, for each category of behaviour (54% in 2022 versus 44% in 2018 for inappropriate verbal or non-verbal communication, 51% versus 40% for other sexualized behaviours, and 56% versus 46% for discriminatory behaviours).<sup>21</sup>

In 2022, just over half of Regular Force members who were bystanders to at least one instance of sexualized or discriminatory behaviour targeting another CAF member took action as a result. More specifically, 54% of those who witnessed inappropriate verbal or non-verbal communication always (20%) or sometimes (34%) took action; 51% of those who witnessed sexually explicit materials, physical contact, or suggested sexual relations always (30%) or sometimes (21%) took action, and; 56% of those who witnessed discriminatory behaviour always (30%) or sometimes (26%) took action (Chart 11).

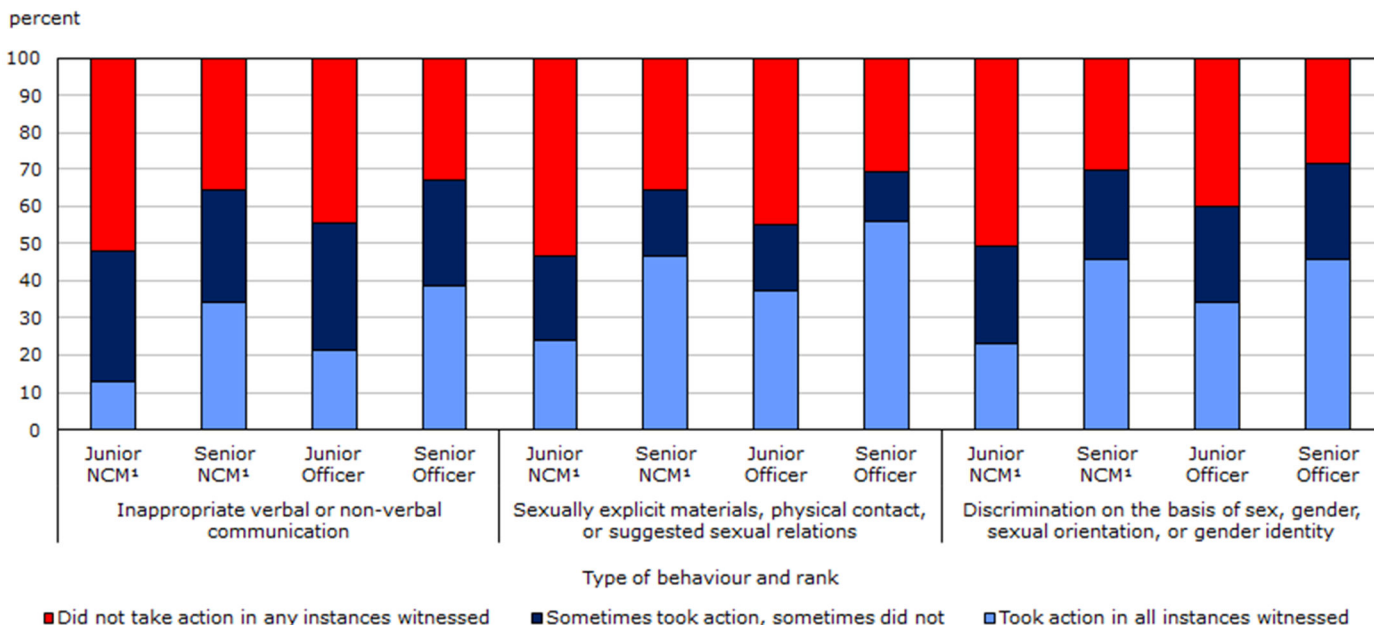
**Chart 11**  
**Regular Force members who witnessed sexualized or discriminatory behaviours, by action taken or not taken, 2022**



**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

In situations of inappropriate communication and discrimination, women (61% and 66%, respectively) were more likely than men (52% and 53%, respectively) to have taken action at least once. Senior CAF members who witnessed sexualized or discriminatory behaviours were also more likely to have taken action. About two-thirds of Senior Non-Commissioned Members or Senior Officers took action in at least one instance they witnessed, compared to around half of Junior Non-Commissioned Members or Junior Officers (Chart 12).

**Chart 12**  
**Regular Force members who witnessed sexualized or discriminatory behaviours, by action taken or not taken, 2022**



1. NCM: Non-Commissioned Member

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

While Junior Non-Commissioned Members, who are often relatively younger and have fewer years of service in the CAF, were the least likely to have taken action, there was a notable increase in the extent to which they intervened in 2022. Compared to 2018, more Junior Non-Commissioned members intervened when they witnessed inappropriate communication (from 35% in 2018 to 48% in 2022), other sexualized behaviours (from 33% to 46%), and discriminatory behaviours (from 38% to 49%).

Regardless of the type of behaviour, the most common actions taken by bystanders were speaking to the person(s) responsible for the behaviour (84% of those who took action in response to inappropriate communication, 71% other sexualized behaviours, and 80% discriminatory behaviours) or speaking to the person targeted by the behaviour (44%, 58%, and 48%) (Table 7).

In many situations, Regular Force members who witnessed sexualized or discriminatory behaviours did not take action. This was the case for 80% of those who witnessed inappropriate communication and 70% each for those who witnessed other sexual behaviours or discriminatory behaviour. Regardless of the type of behaviour, just under half of those who were witnesses did not act in any instance (46% of those who witnessed inappropriate communication, 49% other sexual behaviours, and 44% discriminatory behaviours).

The most common reason for not taking action, regardless of the type of behaviour, was a belief that the behaviour was not serious enough. This was more often the case in instances of inappropriate sexual communication (69%) than for other sexualized behaviours (47%) or discriminatory behaviours (47%). This reason was more commonly cited by men than by women. While a minority of women in the Regular Force did not take action due to a fear of negative personal consequences, the person targeted asking them not to act, fear of consequences for those targeted, or not knowing what to do as reasons for not having taken action, for all types of behaviour the proportions were higher than those among men.

### Section 3: Perceptions

The perceptions and attitudes of CAF members also provide important insights into the organizational culture and how efforts to prevent or address sexual misconduct are being received.

Many of the questions related to perceptions of CAF programs and policies changed in the 2022 version of the survey, as a result of changes in the CAF’s response to sexual misconduct more generally. For instance, the 2016 and 2018 surveys included several questions specific to Operation HONOUR, the previous whole-of-service approach dedicated to addressing sexual misconduct in the CAF, which ended in March 2021 (DND, 2021). While Operation HONOUR has ended, several

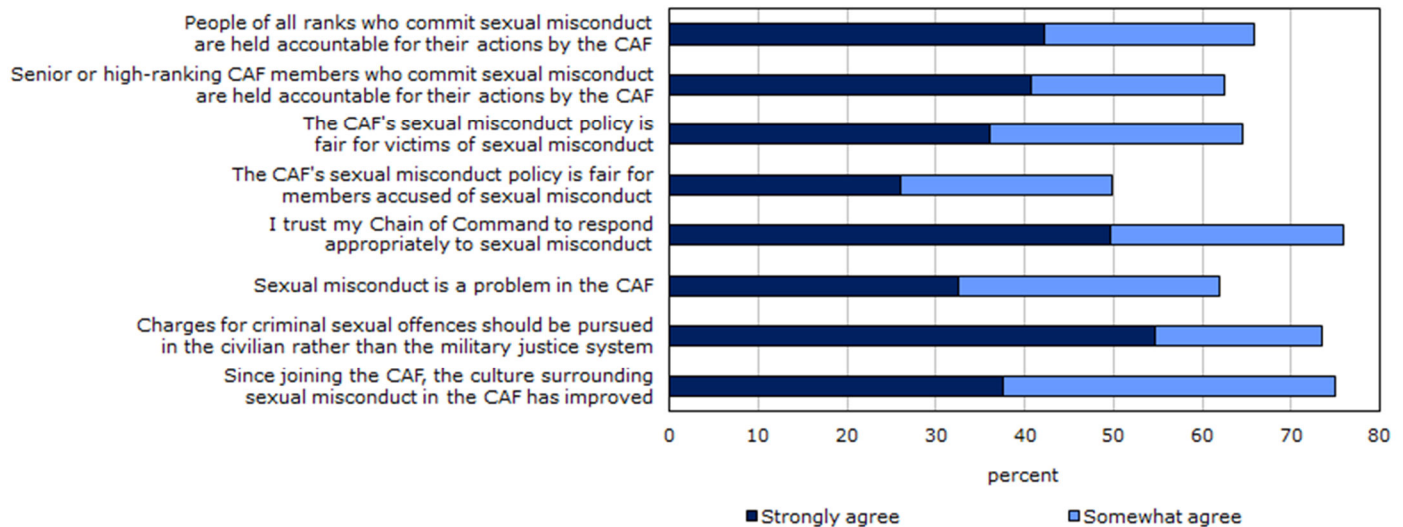
programs, policies, and strategies remain in place or have since been introduced, and the actual and potential effectiveness of these measures depends in large part on how they are perceived by members.

### Half of Regular Force members believe policy is fair for those accused of sexual misconduct

The SSMCAF included questions about the CAF and its response to sexual misconduct at the broader organizational level. For the most part, Regular Force members were generally positive in their responses to these questions. The statement with the lowest level of agreement overall was related to whether the CAF's sexual misconduct policy is fair for those accused of sexual misconduct (Chart 13, Table 8). While this was a general assessment and does not point to why or how the policy may be perceived as unfair, too harsh, or not severe enough, Regular Force members were divided: 26% strongly agree that it is fair, 24% somewhat agree, 24% neither agree nor disagree, and 26% somewhat or strongly disagree.

**Chart 13**  
**Regular Force members' perceptions of the CAF in regards to sexual misconduct, 2022**

Perception about the CAF



**Note:** Percent calculations exclude missing responses. Other response categories not displayed are "neither agree nor disagree", "somewhat disagree" and "strongly disagree".

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

Men were somewhat more likely than women to strongly agree that it is fair for those accused of sexual misconduct (27% versus 20%). Victims of sexual assault and those who experienced sexualized or discriminatory behaviours were less likely to endorse this statement. For example, 40% of men and 36% of women who were sexually assaulted disagree that the current policy is fair to those accused.

In comparison, two-thirds (65%) of Regular Force members strongly (36%) or somewhat (28%) agreed that the sexual misconduct policy was fair for victims. Notably, men (38%) were more likely than women (25%) to strongly agree, while the proportion who somewhat agreed was similar (29% and 28%, respectively).

Those who had directly experienced sexual assault or sexualized or discriminatory behaviour had different, less positive perspectives. For instance, 11% of women who had been sexually assaulted strongly agreed that the sexual misconduct policy was fair for victims, while 45% disagreed.

### Regular Force members generally feel that the CAF holds perpetrators of sexual misconduct accountable, though those who have been targeted feel differently

Overall, most Regular Force members felt that those who commit sexual misconduct are held accountable for their actions by the CAF, with 42% strongly agreeing and a further 24% somewhat agreeing. That said, one in four (24%) Regular Force members somewhat or strongly disagreed.

Results were similar when considering only whether senior or high-ranking CAF members are held accountable, with 41% in strong agreement, 24% somewhat in agreement, and 28% in disagreement.

However, those who had personal experience with sexual misconduct—as victims of sexual assault or targets of other behaviours—were far more likely to disagree that perpetrators are held accountable. Though the question referred to the general sense, and not the perpetrators of the specific incidents they experienced, six in ten (57%) women and half (49%) of men who were sexually assaulted disagreed that people of all ranks are held accountable for their actions by the CAF. Among those who experienced sexualized or discriminatory behaviours, 49% of women and 38% of men somewhat or strongly disagreed.

### **Regular Force members who experienced sexual misconduct have less trust in the chain of command**

Among Regular Force members in general, three-quarters (76%) trusted their chain of command to respond appropriately to sexual misconduct, with 50% strongly agreeing and 26% somewhat agreeing that this was the case. However, these proportions were far lower among those who had experienced some form of sexual misconduct. Less than half of women (47%) and men (41%) who were sexually assaulted agreed that they trust their chain of command to respond appropriately, as did 55% and 60%, respectively, of those who experienced sexualized or discriminatory behaviour.

In their independent external reviews, justices Fish (2021) and Arbour (2021), among several other experts, recommended that sexual assault and other criminal sexual offences alleged to be perpetrated by a CAF member be pursued in the civilian criminal justice system, as opposed to being dealt with by the military justice system. In November 2021, DND announced that the transfer of cases involving criminal sexual offences from the military to the criminal justice system would begin on an interim basis, while work is ongoing to determine how to best implement these changes of jurisdiction (Minister of National Defence, 2021).

More than half (55%) of current Regular Force members strongly agreed that charges related to sexual assault and other criminal sexual offences should be pursued in the civilian justice system rather than the military justice system. A further 19% somewhat agreed, while 9% somewhat or strongly disagreed. These proportions were relatively consistent between women and men, and among those who had personally experienced sexualized or discriminatory behaviour or were sexually assaulted in the past 12 months.

### **More than half of Regular Force members agree that sexual misconduct is a problem in the CAF**

Ultimately, while the majority of Regular Force members were not victims of sexual assault and did not personally experience sexualized or discriminatory behaviours, and many had positive perceptions of their immediate unit, a considerable proportion nevertheless consider sexual misconduct to be a problem in the CAF. Just over six in ten Regular Force members strongly (32%) or somewhat (29%) agreed. One in six (17%) Regular Force members did not agree.

Three-quarters of women in the Regular Force strongly (44%) or somewhat (31%) agreed that sexual misconduct is a problem in the CAF, higher than the proportion of men (30% and 29%, respectively). As may be expected, among both women and men, those who had been sexually assaulted or experienced sexualized or discriminatory behaviour were more likely to agree than those who were not.

In the 2016 and 2018 iterations of the SSMCAF, members were asked if they agreed or disagreed with the statement that inappropriate sexual behaviour is a problem in the CAF. While the change in terminology—from inappropriate sexual behaviour to sexual misconduct—aligns with changes made to much of the programming and policy introduced by the CAF, it may have also changed the way members interpreted and responded to the question.

With that caveat in mind, however, about twice as many Regular Force members strongly agreed that sexual misconduct was a problem in the CAF in 2022 (32%) compared with the proportion who strongly agreed that inappropriate sexual behaviour was a problem in the CAF in either 2018 (17%) or 2016 (16%). This pattern was evident among both men and women and may be related to the increases in sexual assault and personal experiences of sexualized or discriminatory behaviour noted in 2022. Similar to how the data showed an increase in members considering behaviours to be offensive in 2022, this may also be related to greater awareness of sexual misconduct and its potential impacts, and therefore members are increasingly likely to identify sexual misconduct as a problem, regardless of changes in its frequency or nature.

### **Three-quarters of Regular Force members believe that the culture surrounding sexual misconduct has improved since they joined the CAF**

While many Regular Force members had critical perceptions of the CAF in relation to sexual misconduct, the majority nonetheless agree that improvements have been made over the course of their careers. Overall, 75% of Regular Force members strongly (38%) or somewhat (37%) agreed that the culture surrounding sexual misconduct in the CAF has improved since they joined. Men (39%) were more likely to strongly agree than women (28%). About one in ten (9%) Regular Force members disagreed with this statement.



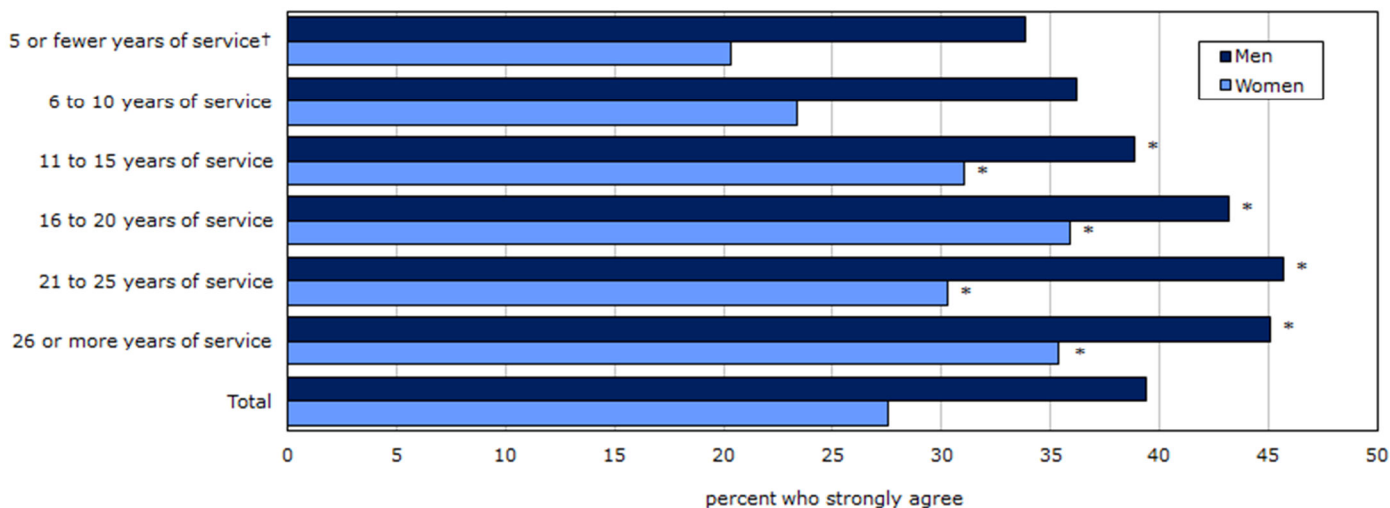
Furthermore, those with more years of service in the CAF were generally more likely to strongly agree that the culture surrounding sexual misconduct has improved since they joined (Chart 14).

The proportion of those who agreed to any degree ranged from 65% of those with 5 or fewer years of service to 84% among those with 26 or more years of service. About one-quarter (24%) of those with 5 or fewer years of service neither agreed nor disagreed, higher than any other group.

Those who were victims of sexual assault or sexualized or discriminatory behaviour in 2022 were far less likely to agree that the culture surrounding sexual misconduct has improved.

**Chart 14**  
**Regular Force members' belief that culture surrounding sexual misconduct has improved since joining the CAF, by gender and years of service, 2022**

Years of service



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

† reference category

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

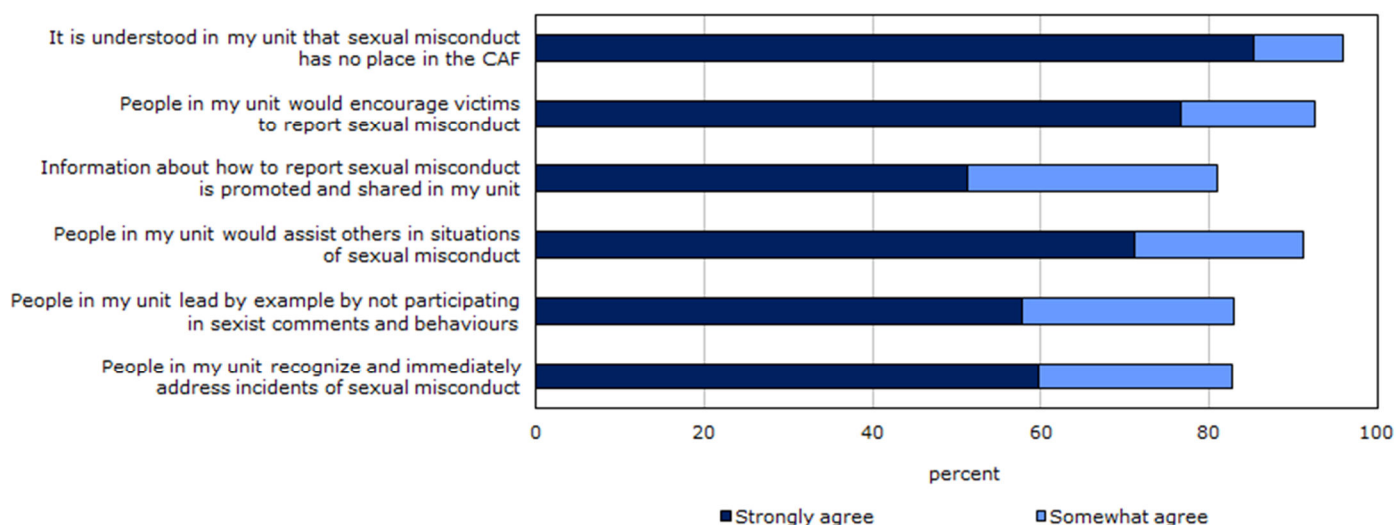
### Most Regular Force members have positive perceptions of their own unit

In addition to questions about the CAF, the SSMCAF also included questions about their immediate unit. When asked about how others in their unit recognize and respond to incidents of sexual misconduct, Regular Force members were generally more positive than they were about the CAF as a whole.

For instance, virtually all (96%) Regular Force members strongly (85%) or somewhat (11%) agreed that it is understood by their unit that sexual misconduct has no place in the CAF (Chart 15, Table 9). Compared to the other items, the promotion and sharing of information about how to report sexual misconduct had the lowest positive perception, but was still generally viewed as positive by 80% of Regular Force members.

**Chart 15**  
**Regular Force members' perceptions of their unit in regards to sexual misconduct, 2022**

Perception about unit



**Note:** Percent calculations exclude missing responses. Other response categories not displayed are "neither agree nor disagree", "somewhat disagree" and "strongly disagree".

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

Though both women and men shared these generally positive perceptions, women in the Regular Force were less likely than men to strongly agree with each of the statements.

While victims of sexual assault and those who had experienced sexualized or discriminatory behaviours were less likely to agree with these statements, they were still often positive about their specific unit. For instance, the majority of women who were sexually assaulted strongly (51%) or somewhat (33%) agreed that it is understood in their unit that sexual misconduct has no place in the CAF.

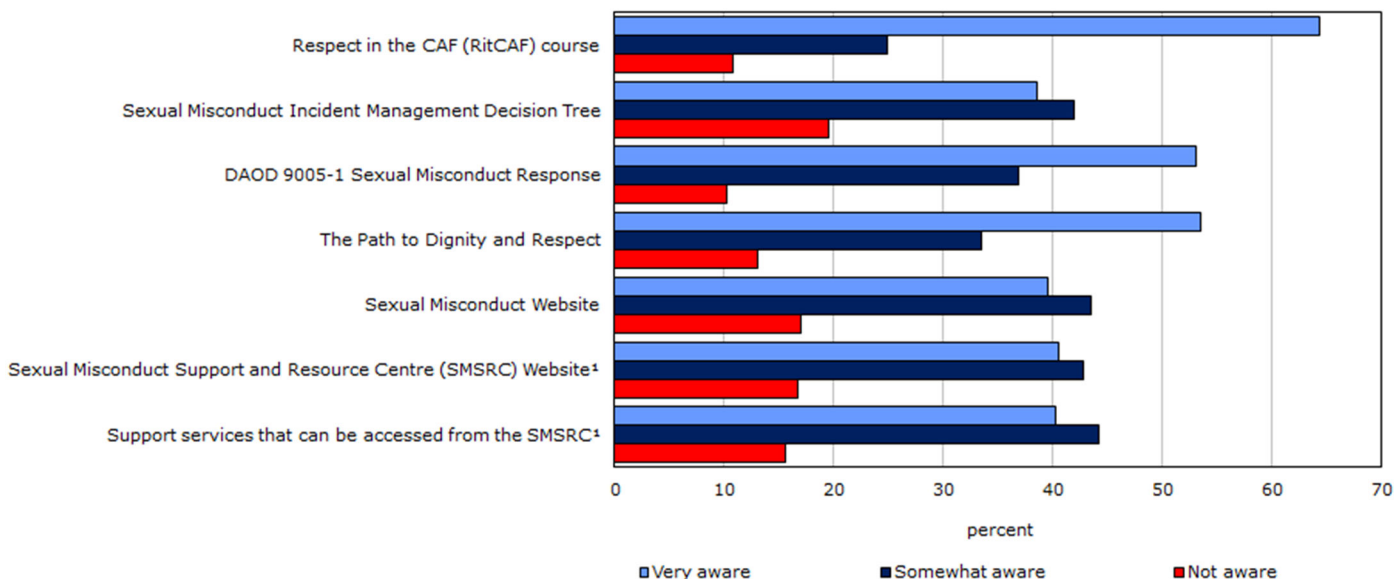
There were some notable differences, however. For example, more than one-third of men (34%) and women (35%) who had been sexually assaulted somewhat or strongly disagreed that people in their unit recognize and immediately address incidents of sexual misconduct, well above the overall proportion of men and women in the Regular Force (5% and 10%, respectively). Similarly, men and women who were victims of sexual assault more often disagreed that people in their unit led by example by not participating in sexist comments or behaviours than did Regular Force members in general (34% and 25% versus 6% and 10%, respectively).

**Four in five Regular Force members are at least somewhat aware of programs, policies, or resources**

The CAF has implemented a number of initiatives, courses, programs, and policies related to addressing and preventing sexual misconduct in recent years. The SSMCAF asked members to indicate their level of awareness—not necessarily knowledge, familiarity, or outcomes—of seven key initiatives. For the most part, Regular Force members were somewhat or very aware of the initiatives specifically measured by the SSMCAF—at least 80% of Regular Force members were somewhat or very aware of each (Chart 16). Initiatives with the highest levels of awareness were the Respect in the CAF course (64% were very aware), the Path to Dignity and Respect (53%), and the DAOD 9005-1 Sexual Misconduct Response (53%).

## Chart 16 Regular Force members' awareness of programs, policies, and resources related to sexual misconduct, 2022

Program, policy, or resource



1. In December 2022, the Sexual Misconduct Response Centre changed its name to the Sexual Misconduct Support and Resource Centre to better reflect the Centre's scope and mandate.

Source: Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

Four in ten Regular Force members were very aware of the Sexual Misconduct Support and Resource Centre (SMSRC)<sup>22</sup> website (41%) or the support services that can be accessed from the SMSRC (40%). In 2016 and 2018, Regular Force members were asked, more generally, if they were aware of the SMSRC; 41% in 2016 and 52% in 2018 were very aware.

Those who were victims of sexual assault or who experienced sexualized or discriminatory behaviours were less aware of the SMSRC's website and support services. For instance, about three in ten Regular Force members who were sexually assaulted said they were not aware of the SMSRC website (28%) or the associated support services (32%). Among those who had not been victimized in the past 12 months, 16% and 15% of Regular Force members, respectively, were not aware.

A similar pattern, though less pronounced, was also seen among those who experienced sexualized or discriminatory behaviours: they were more likely to state they were not aware of the SMSRC website (22%) or services (22%) than their counterparts who did not experience sexualized or discriminatory behaviour (15% and 14%, respectively).

This is largely a reflection of differences in levels of awareness between younger members, who are most at risk of sexual assault or sexualized or discriminatory behaviours, and older members. For example, about one in four Regular Force members 24 years of age or younger said that they were not aware of the SMSRC website (26%) or services (23%), proportions which declined steadily with age, to 9% each among members 50 and older.

### Sexual misconduct in the Canadian Armed Forces Primary Reserve

This section focuses on the experiences of those who serve in the Primary Reserve. Unlike the Regular Force, the Primary Reserve is composed of predominantly part-time members, 17% of whom are women (DND, 2023b). Primary Reservists 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. This may include full-time employment for non-operational roles, such as training or support to an operational unit (Class B), or full-time deployment on domestic or international operations (Class C).

This section focuses only on high-level findings from the 2022 SSMCAF and does not make direct comparisons with previous cycles of the surveys. Given a lower response rate and differences in the composition of those who responded compared to previous iterations, the 2022 cycle does not support the publication of reliable estimates in a more disaggregated manner (see Methodology and data sources for more information). Comparisons with data published in 2016 and 2018 are not recommended.

### **Almost one in ten women in the Primary Reserves were sexually assaulted in the past year**

According to the 2022 SSMCAF, 3.4% of Primary Reservists stated that they had been sexually assaulted in the 12 months preceding the survey (Table 10). This included 2.2%<sup>E</sup> of members who were men, and just under one in ten (8.9%) of members who were women.

Unwanted sexual touching was the most common type of sexual assault experienced by Primary Reservists (3.1%), including 2.1%<sup>E</sup> of men and 7.9% of women who served. This type of sexual assault was also the most common type reported by Regular Force members (3.3%) and Canadians in general (Cotter & Savage, 2019).

Sexual attacks and sexual activity where a person was unable to consent (for example, due to intoxication or coercion) were less common. These were experienced by 0.7%<sup>E</sup> and 1.0%<sup>E</sup> of members, respectively. Among women in the Primary Reserve, 2.5%<sup>E</sup> indicated that they had experienced a sexual attack in the previous 12 months and 3.3%<sup>E</sup> indicated that they had experienced sexual activity to which they had been unable to consent.<sup>23</sup>

### **One in four women, one in seven men in the Primary Reserve was targeted with inappropriate behaviour**

As with sexual assault, experiences of targeted sexualized or discriminatory behaviour were more common among women in the Primary Reserve than among men. About one in four women Reservists (38%) were targeted with a sexualized or discriminatory behaviour in the year preceding the survey, along with about one in seven (14%) men. Overall, approximately one in five (18%) members of the Primary Reserve had been targeted in this way.

Inappropriate verbal or non-verbal communication was the category of behaviour most commonly experienced by Reservists (15%), followed by discrimination on the basis of sex or gender (8.8%), physical contact or suggested sexual relations (7.7%), sexually explicit materials (1.8%), and discrimination on the basis of sexual orientation or gender identity (1.7%).

Regardless of the category of behaviour, being targeted by sexualized or discriminatory behaviours was several times more common for women than for men in the Primary Reserve. For example, experiences of targeted physical contact or suggested sexual relations were six times as prevalent among women (24%) than men (4.1%), with almost a quarter of women in the Reserves stating that they had been targeted in this way. Similarly, discrimination on the basis of sex or gender was five times as common for women, with a quarter (25%) of women having been targeted, compared to 5.3% of men. Inappropriate verbal or non-verbal communication was the category of behaviour with the smallest difference in prevalence between women and men in the Primary Reserves.

For women in the Primary Reserve, the most common specific behaviour with which they were targeted in the preceding 12 months was sexual jokes (24%). This was followed by unwelcome physical contact or getting too close (20%) and being insulted, mistreated, ignored or excluded because they were a woman (18%). Among men in the Primary Reserve, sexual jokes were also the most common type of targeted behaviour (9.6%), followed by inappropriate discussion of sex life (5.3%) and suggestions that they did not act like a man is supposed to act (4.4%).

### **Seven in ten Reservists who were sexually assaulted state that no one in authority was made aware**

Sexual assault is an under-reported crime, both in the military context and in the broader population (Burczycka, 2019; Cotter, 2019; Conroy & Cotter, 2017). In the military context in particular, issues like the duty to report can add extra complexity to the reporting of sexual assault (see Section 1). In the Primary Reserve, about one in six (16%<sup>E</sup>) members who had been sexually assaulted in the previous year indicated that someone in authority had found out about what happened, including a quarter (24%<sup>E</sup>) of women members.<sup>24</sup> Seven in ten (70%) Primary Reservists who had been sexually assaulted said that no one in authority had found out, while 14%<sup>E</sup> said that they did not know whether or not someone in authority had been made aware.

When it came to sexualized or discriminatory behaviours, fairly even proportions of Reservists who had been targeted stated that someone in authority either had (38%) or had not (41%) found out about the incident, while one in five (21%) said that they did not know. It was twice as common for women who were targeted to say that someone in authority had been made aware of what happened, compared to men (57% versus 27%).

Members of the Primary Reserve who indicated that someone in authority had found about sexualized or discriminatory behaviour with which they had been targeted often said that the person who found out was their military supervisor (29%), or someone else in their chain of command (20%). Some also indicated that the incident had been brought to the attention of the military police or the CFNIS (4%<sup>E</sup>), or some other authority (6%<sup>E</sup>).

### **Most Reservists who did not report sexualized or discriminatory behaviours say incident was not serious enough**

Among members who did not report an incident of sexualized or discriminatory behaviour to someone in authority, a common reason for not doing so was because they did not consider the incident to have been serious enough (60%). Similar proportions of women (60%) and men (60%) cited this reason. Many Reservists also indicated that they did not report the incident because they had resolved the issue themselves (46%); this reason was provided more often by men who had been targeted (55%) than by women (40%). Reservists also stated that they did not report a behaviour because it had stopped (39%) and because they did not believe reporting would make a difference (39%). These were also the most common reasons for not reporting cited by members of the Regular Force (see Section 2).

Some differences were noted between women and men in the Primary Reserve, in terms of reasons for not reporting the behaviours that they experienced. For example, women were more likely to say that they did not report their experiences to someone in authority because they did not believe that doing so would make a difference (55%, versus 29% among men), because they were afraid of negative consequences (44% versus 24%), and because they had concerns about the formal complaint process (30% versus 16%).

### **Majority of Primary Reservists see own units as doing well to discourage, address misconduct**

The 2022 SSMCAF asked members of the Primary Reserve about how sexual misconduct is addressed and responded to in their unit. Overall, most members perceived their units as having affected an anti-misconduct stance. Almost nine in ten (86%) Primary Reservists strongly agreed that within their unit, it is understood that sexual misconduct has no place in the CAF. Most members also strongly agreed that people in their unit would encourage victims to report sexual misconduct (76%), assist others in situations of sexual misconduct (72%), and recognize and immediately address incidents of sexual misconduct (61%). More than half also strongly agreed that people in their unit lead by example by not participating in sexist comments and behaviours (58%) and that information about how to report sexual misconduct is promoted and shared in their unit (51%). Fewer than 10% of Primary Reservists somewhat or strongly disagreed with any of these statements.

Women in the Primary Reserve generally held less favorable opinions than men, when it came to how their units were dealing with the issue of sexual misconduct. Women were less likely to state that they strongly agreed with the statements above, and more often said that they somewhat agreed or somewhat or strongly disagreed. The proportion of women who strongly agreed with the statements was an average of 15 percentage points lower than the proportion of men, for each of the statements. The largest difference between women and men who strongly agreed was with respect to people in their unit recognizing and immediately addressing incidents of sexual misconduct (46% versus 65%, respectively).

### **Many Primary Reservists have positive view of CAF accountability on sexual misconduct**

Members of the Primary Reserve were also asked about their perceptions of fairness and accountability on the part of the greater CAF, when it comes to sexual misconduct. Here, perceptions were somewhat less favorable than those expressed by members when asked about their own units specifically, though most members did agree somewhat or strongly with positive statements about CAF responses.

For example, while 63% of Primary Reserve members somewhat or strongly agreed that senior or high-ranking CAF members who commit sexual misconduct are held accountable for their actions by the CAF, 28% somewhat or strongly disagreed.<sup>25</sup> Similarly, 68% somewhat or strongly agreed that people of all ranks who commit sexual misconduct are held accountable for their actions by the CAF while 23% somewhat or strongly disagreed. The most positive responses were noted with respect to trust in the chain of command to respond appropriately to sexual misconduct: 77% somewhat or strongly agreed with this statement, while 12% somewhat or strongly disagreed.

When it came to how CAF policies treat victims and accused persons, 66% of Primary Reservists somewhat or strongly agreed that policies are fair towards victims of misconduct while 15% somewhat or strongly disagreed; when asked about the fairness of policies towards those accused of misconduct, these proportions were 56% and 21%, respectively.

Most members of the Primary Reserve (67%) somewhat or strongly agreed that sexual misconduct is a problem in the CAF, with 15% saying they somewhat or strongly disagreed. The majority (75%), however, somewhat or strongly agreed that the culture surrounding sexual misconduct in the CAF had improved since they themselves joined, while 7% somewhat or strongly disagreed. When asked if they thought that charges related to sexual assault and other criminal sexual offences should be pursued in the civilian justice system rather than the military justice system, 66% of members somewhat or strongly agreed, while 14% somewhat or strongly disagreed.

When it came to their perceptions of fairness and accountability in the CAF, women who were members of the Primary Reserve generally held less favorable opinions, compared to their colleagues who were men.

## Summary, methodology and data sources

Based on results from the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF), sexual assault increased in 2022, with 3.5% of Regular Force members stating that they had been sexually assaulted in the 12 months preceding the survey. In comparison, this was the case for less than 2% of members in 2016 and 2018. Continuing the trends observed in the military as well as the civilian context, the prevalence of sexual assault was higher among women than men, and the majority of incidents involved unwanted sexual touching.

While sexual assault increased in 2022, levels of reporting to persons in authority declined. One in five (21%) Regular Force members stated that someone in authority was aware of their victimization, down from 2018 but similar to the levels of reporting observed in 2016. The most common reason for not reporting, for both women and men, was a belief that it would not make a difference.

Sexualized and discriminatory behaviours, while typically not meeting the criminal threshold as does sexual assault, are also considered within the scope of sexual misconduct. While the overall number and proportion of Regular Force members who witnessed or experienced these behaviours has declined since 2016, two-thirds of members witnessed or experienced at least one behaviour in 2022, most commonly sexual jokes. Compared to past years, a higher proportion of Regular Force members considered the behaviours they were exposed to offensive, which could indicate a change in the nature of the behaviour, or an increased recognition of what may be inappropriate in the context of the military workplace.

Furthermore, the number and proportion of Regular Force members who personally experienced sexualized or discriminatory behaviours was higher in 2022 (19%) than in previous surveys. One in three women and one in six men in the Regular Force experienced at least one of the sexualized or discriminatory behaviours measured by the survey in the preceding 12 months.

Unlike sexual assault, the proportion of those who report sexualized or discriminatory behaviours to someone in authority has steadily increased: from 26% in 2016 to 34% in 2022. Half (50%) of women and over one-quarter (27%) of men who experienced a sexualized or discriminatory behaviour said that someone in authority was aware. However, many who reported to someone in authority also indicated that they faced negative consequences for doing so, such as negative reactions from other CAF members or implications for their career.

Indicating that bystander intervention training and awareness may be taking hold, more Regular Force members who witnessed sexualized or discriminatory behaviours in 2022 stated that they intervened or took some sort of action in response, when compared with 2018. Women and senior members were most likely to take action when they were bystanders to an instance of sexualized or discriminatory behaviour.

Notwithstanding the trends observed in sexual assault and personal experiences of sexualized or discriminatory behaviours, Regular Force members generally have positive perceptions of the programs, policies, or reactions to sexual misconduct, in particular when it comes to their own individual unit. However, six in ten Regular Force members agreed that sexual misconduct is a problem in the CAF, a view that was more common among women than men. It should also be noted that three-quarters of members agreed that the culture surrounding sexual misconduct has improved since they joined the CAF.

## Key terms and definitions

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

### Sexual assault

The *Criminal Code of Canada* classifies 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 (Kong et al., 2003; Statistics Canada, 1993). Estimates of sexual assault can be derived through three questions in the SSMCAF (see Text table 1). These questions were also asked in the 2016 and 2018 SSMCAF, and are used in several other Statistics Canada surveys, including the General Social Survey on Victimization and the Survey of Safety in Public and Private Spaces.

The incidents captured by the SSMCAF were those which occurred within the military workplace, outside the military workplace but involving military members, Department of National Defence (DND) civilians or DND contractors, or incidents involving family members or dating partners who were also Canadian Armed Forces (CAF) members, DND civilians, or DND contractors.

## Sexualized and discriminatory behaviours

The SSMCAF asked about witnessing (i.e., seeing or hearing) or experiencing, as well as being personally targeted by, fifteen behaviours. These behaviours fall into five broad categories (see Text table 1) which, along with sexual assault, are defined as sexual misconduct. With some minor changes in terminology, these questions were also asked in the 2016 and 2018 cycles of the SSMCAF.

**Text table 1**  
**Behaviours included in the definition of sexual misconduct**

Theme	Categories	Questionnaire items
Sexual assault	Sexual attack	Forced or attempted to force into any unwanted sexual activity, by threatening, holding down, or hurting in some way
	Unwanted sexual touching	Touched against your will in any sexual way, including unwanted touching or grabbing, kissing, or fondling
	Sexual activity where unable to consent	Subjected to a sexual activity to which you were not able to consent, including being drugged, intoxicated, manipulated, or forced in ways other than physically
Sexualized behaviours	Inappropriate verbal or non-verbal sexual communication	Sexual jokes
		Unwanted sexual attention
		Inappropriate sexual comments
		Inappropriate discussion about sex life
	Sexually explicit materials	Displaying, showing, or sending sexually explicit materials
		Taking and/or posting inappropriate or sexually suggestive photos or videos of any CAF members without consent
	Physical contact or suggested sexual relations	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
		Being offered workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity
Discriminatory behaviours (on basis of sex, sexual orientation, gender identity)	Discrimination on the basis of sex	Suggestions that a man does not act like a man is supposed to act or that a woman does not act like a 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
	Discrimination on the basis of sexual orientation or gender identity	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

## 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 or 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, formation, 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. It should be noted that, in the military context, the notion of workplace and work time is often less rigidly or easily separated from non-work than it is in the civilian context (Gidycz et al., 2018).

## Methodology and data sources

This report is based on data from the 2022 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 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 October 2022 and January 2023. Responses were obtained using an electronic questionnaire.

The response rate among Regular Force members was 33%, down from 52% in 2018 and 61% in 2016. In all, 18,582 Regular Force members completed and submitted the questionnaire in 2022; their responses were weighted so as to represent the entire Regular Force population. After weighting, the submitted responses represented approximately 56,000 Regular Force members.

The response rate among Primary Reserve members was 17%, down from 29% in 2018 and 36% in 2016. As Class A, B and C Reservists vary in terms of the hours they spend doing military service, response rates may have varied between classes of service.

Given the declines in the response rate in the 2022 SSMCAF relative to previous cycles, additional methodological analysis was conducted to determine the extent to which the results from 2022 are comparable with those from 2016 and 2018. This analysis found that data for the Regular Force is a reliable representation of members and their experiences in 2022, and is comparable to data from previous cycles. However, in addition to the lower response rate globally, there were important differences in the composition of those who participated among Primary Reserve members. For that reason, this report does not make comparisons to previous cycles among the Primary Reserve population and any such comparisons are not recommended. In addition, detailed disaggregation of data among Primary Reservists, such as by class of service, age group, and other individual characteristics is limited. Key, high-level data points are provided here but should be interpreted with caution.

For more information and copies of the questionnaire, refer to the Statistics Canada survey information page: Survey on Sexual Misconduct in the Canadian Armed Forces.



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## Notes

1. The third cycle was initially scheduled to take place in 2020. Collection was delayed by the COVID-19 pandemic, and then further rescheduled so that the reference period was more closely aligned with working arrangements in 2016 and 2018.
2. Given that the non-binary population is small, data aggregation to a two-category gender variable is sometimes necessary to protect the confidentiality of responses. In these cases, individuals in the category “non-binary persons” are distributed into the other two gender categories. Unless otherwise indicated in the text, the category “men” includes men, as well as some non-binary persons, while the category “women” includes women, as well as some non-binary persons. A fact sheet on gender concepts, *Filling the gaps: Information on gender in the 2021 Census*, is also available.
3. Gender was not collected in the 2016 survey. Therefore, the sex variable from 2016 is used for comparisons with 2018 and 2022 in this analysis. Although sex and gender refer to two different concepts, the introduction of gender is not expected to have a significant impact on data analysis and historical comparability, given the small size of the transgender and non-binary populations. For additional information on changes of concepts over time, please consult the *Age, Sex at Birth and Gender Reference Guide*.
4. 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.
5. Specific circumstances may have changed over the course of the previous 12 months, and respondents were instructed to mark all that applied. For that reason, the sum of percentages does not equal 100. Small proportions of Regular Force members said that only telework (3.5%), only deployment (2.4%), or only not working (0.5%) best described their work arrangements in the past 12 months.
6. See *Key terms and definitions*. The questions used to define and measure sexual assault in the Survey on Sexual Misconduct in the Canadian Armed Forces are designed to broadly correspond with the wide range of behaviours defined as sexual assault in the *Criminal Code of Canada* and are the same questions used in other Statistics Canada surveys, including the General Social Survey on Victimization and the Survey of Safety in Public and Private Spaces.
7. In December 2022, the Sexual Misconduct Response Centre changed its name to the Sexual Misconduct Support and Resource Centre to better reflect the Centre’s scope and mandate.
8. The question used to measure visible minority identity changed between 2018 and 2022. In 2018, respondents were asked if they were a member of a visible minority group (non-white in colour or race, excluding Aboriginal people). In 2022, to align with the question used in other Statistics Canada surveys, respondents were asked to select the population group or groups with which they identify: White, South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, Japanese, or another population group.
9. Respondents were asked to identify the gender of all perpetrators of all incidents of sexual assault, which could include multiple perpetrators of different genders responsible for single or multiple incidents. As a result, the sum of percentages is greater than 100.
10. For instance, in 2018, women represented 14% of Regular Force members, but 38% of victims of sexual assault. In 2022, these proportions were 15% and 33%, respectively.
11. In 2022, the same questions were also asked specifically in reference to the Military Police/Canadian Forces National Investigation Service (CFNIS), about the level of satisfaction with Military Police/CFNIS in a number of aspects. However, due to sample size, information on the level of satisfaction with Military Police/CFNIS cannot be published. In 2018, questions were asked only about the level of satisfaction with Military Police/CFNIS. Therefore, comparisons with previous cycles are not possible.
12. This question was not included in the 2016 or 2018 surveys.
13. Estimates for men cannot be published due to sample size; as a result, gender breakdowns are not provided and this data reflects the overall experiences of Regular Force members who were sexually assaulted and reported an incident to someone in authority.

14. Respondents were asked to identify the location and circumstance of all incidents of sexual assault, which could include multiple incidents which took place in various locations or circumstances, or single incidents for which more than one response category applied (e.g., an incident occurred while on duty, while on base). As a result, the sum of percentages is greater than 100.
15. 74% of women who were sexually assaulted in 2018 had not contacted or used a service, similar to 2022.
16. The remainder were neither satisfied nor dissatisfied. Estimates for men cannot be published due to sample size; as a result, gender breakdowns are not provided and this data reflects the overall experiences of Regular Force members who were sexually assaulted and contacted or used CAF mental health services.
17. This was previously known as the Sexual Misconduct Response Centre (SMRC) and was referred to as such in the 2016, 2018, and 2022 questionnaires.
18. Due to sample size, estimates for gender diverse Regular Force members are not provided.
19. 53% of those targeted by the taking or posting inappropriate or sexually suggestive photos or videos of any Canadian Armed Forces members, without consent said the person(s) responsible were men. All other categories of persons responsible cannot be published.
20. The counts of workshops and participants are based on internal data provided by the Sexual Misconduct Support and Resource Centre.
21. In order to reduce respondent burden when completing the questionnaire, Regular Force members who witnessed behaviours were asked about whether or not they took action, what type of action (if applicable), and their reasons for not taking action (if applicable) for three groupings of behaviour, rather than for each of the 15 behaviours measured by the survey. See Table 7 for the behaviours included in each grouping. For that reason, information on bystander intervention for a specific type of behaviour is not possible.
22. This was previously known as the Sexual Misconduct Response Centre (SMRC) and was referred to as such in the 2016, 2018, and 2022 questionnaires.
23. Data for men in the Primary Reserve are unavailable due to small sample size.
24. Data for men in the Primary Reserve are unavailable due to small sample size.
25. Responses of "neither agree nor disagree" are included in the percent calculation but are not shown. For this reason, percentages may not total 100%. Percent calculations exclude missing responses.

## Detailed Data Tables

**Table 1**  
**Canadian Armed Forces Regular Force members who were sexually assaulted in the past 12 months, by gender and type of sexual assault, 2016, 2018, and 2022**

Year and gender	Sexual attack		Unwanted sexual touching		Sexual activity where unable to consent		Total sexual assault <sup>1</sup>	
	number	percent	number	percent	number	percent	number	percent
<b>2022</b>								
Women	160	1.8*	580	6.8*	140	1.6*	640	7.5*
Men†	180	0.4	1,260	2.7	210	0.4	1,310	2.8
<b>Total<sup>2</sup></b>	<b>340</b>	<b>0.6</b>	<b>1,840</b>	<b>3.3</b>	<b>350</b>	<b>0.6</b>	<b>1,960</b>	<b>3.5</b>
<b>2018</b>								
Women	60	0.8***	300	3.7***	70	0.9***	340	4.3***
Men†	60	0.1**	480	1.0**	50 <sup>E</sup>	0.1 <sup>E</sup> **	520	1.1**
<b>Total<sup>2</sup></b>	<b>140</b>	<b>0.2**</b>	<b>800</b>	<b>1.4**</b>	<b>130</b>	<b>0.2**</b>	<b>900</b>	<b>1.6**</b>
<b>2016</b>								
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**
<b>Total</b>	<b>150</b>	<b>0.3**</b>	<b>840</b>	<b>1.5**</b>	<b>110</b>	<b>0.2**</b>	<b>960</b>	<b>1.7**</b>

<sup>E</sup> use with caution

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

\*\* significantly different from estimate for 2022 only ( $p < 0.05$ )

\*\*\* significantly different from reference category ( $p < 0.05$ ) and estimate for 2022 ( $p < 0.05$ )

† reference category

1. Total does not equal the sum of the categories of sexual assault as they 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 of sexual assault.

2. Includes Regular Force members who stated they were gender diverse or who did not state their gender. These categories were added as of the 2018 cycle as part of the updates to Statistics Canada standards for collecting information on sex and gender.

**Note:** Includes those who were sexually assaulted in the past 12 months. Includes sexual assaults which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. All estimates have been rounded to the nearest 10. Estimates have been 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. Differences between 2016 and 2018 are not statistically significant.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2016, 2018, and 2022.

**Table 2**  
**Canadian Armed Forces Regular Force members who were sexually assaulted in the past 12 months, by gender and selected characteristics, 2018 and 2022**

Selected characteristics of victims	2022			2018		
	Men	Women	Total	Men	Women	Total
	percent					
<b>Environmental command</b>						
Canadian Army†	3.3#	8.6** #	4.0#	1.2	5.7**	1.7
Royal Canadian Navy	3.6#	12.1*** #	4.9#	1.6	6.0**	2.2*
Royal Canadian Air Force	1.7* #	6.2*** #	2.5* #	1.0	4.5**	1.5
Military Personnel Command	2.5 <sup>E</sup> #	F	2.6 <sup>E</sup> #	0.9	2.4***	1.4
Other	1.6 <sup>E</sup> * #	F	1.9 <sup>E</sup> * #	0.8*	2.9***	1.2*
<b>Indigenous identity<sup>1</sup></b>						
Indigenous (First Nations, Métis, Inuit) person	4.5 <sup>E</sup> * #	8.5 <sup>E</sup>	5.1* #	1.9*	7.7***	3.0*
Non-Indigenous person†	2.7#	7.4** #	3.4#	1.1	4.1**	1.5
<b>Persons with disabilities</b>						
Persons with disabilities	5.0* #	10.7 <sup>E</sup> **	5.9* #	2.4*	F	3.0*
Persons without disabilities†	2.6#	7.2* #	3.3#	1.1	4.2**	1.5
<b>Visible minority<sup>1</sup></b>						
Visible minority	2.2 <sup>E</sup>	4.9 <sup>E</sup> ***	2.6 <sup>E</sup>	1.8*	6.8**	2.5*
Non-visible minority†	2.7#	7.6** #	3.5#	1.1	4.1**	1.5
<b>Rank</b>						
Junior Non-Commissioned Member†	4.2#	11.1** #	5.2#	1.5	5.4**	2.0
Senior Non-Commissioned Member	1.5* #	3.7*** #	1.8* #	0.7*	2.3***	0.9*
Junior Officer	1.4*	6.4***	2.4* #	1.0*	5.1**	1.8
Senior Officer	F	F	0.4 <sup>E</sup> * #	0.4*	2.3***	0.7*
<b>Age group</b>						
24 years and younger†	4.6 <sup>E</sup> #	10.7 <sup>E</sup> **	5.4	2.6	15.4**	3.9
25 to 29 years	5.7#	14.2** #	6.9#	1.6*	8.0***	2.5*
30 to 34 years	2.9#	11.7** #	4.3#	1.0*	3.7***	1.4*
35 to 39 years	2.5* #	5.5*** #	3.0* #	0.9*	2.9***	1.3*
40 to 44 years	1.1*	3.4 <sup>E</sup> ***	1.5*	0.8*	2.8***	1.2*
45 to 49 years	1.2* #	F	1.3* #	0.7*	1.5**	0.8*
50 years and older	F	F	0.5 <sup>E</sup> *	0.4*	1.1***	0.6*
<b>Total</b>	<b>2.8#</b>	<b>7.5** #</b>	<b>3.5#</b>	<b>1.1</b>	<b>4.3**</b>	<b>1.6</b>

<sup>E</sup> use with caution

F too unreliable to be published

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

\*\* significantly different from male victims only ( $p < 0.05$ )

\*\*\* significantly different from reference category ( $p < 0.05$ ) and male victims ( $p < 0.05$ )

# significantly different from 2018 ( $p < 0.05$ )

† reference category

1. This question changed in 2022, to align with the version of this question used in other Statistics Canada surveys.

**Note:** Includes those who were sexually assaulted in the past 12 months. Includes sexual assaults which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians 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, 2018 and 2022.

**Table 3**  
**Canadian Armed Forces Regular Force members who were sexually assaulted in the past 12 months, by gender and selected characteristics of perpetrators, 2022**

Selected characteristics of perpetrators	Men <sup>†</sup>	Women	All victims <sup>1</sup>
	percent		
<b>Type of perpetrator<sup>2</sup></b>			
Canadian Armed Forces member(s)	93	93	93
Foreign military member(s)	4 <sup>E</sup>	F	4 <sup>E</sup>
Department of National Defence civilian(s) or contractor(s)	6 <sup>E</sup>	6 <sup>E</sup>	6 <sup>E</sup>
Other	5 <sup>E</sup>	6 <sup>E</sup>	5 <sup>E</sup>
Don't know	4 <sup>E</sup>	F	4 <sup>E</sup>
<b>Number of perpetrators<sup>2</sup></b>			
Lone	74	85 <sup>*</sup>	78
Two or more	20	13 <sup>E*</sup>	18
Varied - sometimes one perpetrator other times two multiple perpetrators	8 <sup>E</sup>	F	6
Don't know	6 <sup>E</sup>	F	5 <sup>E</sup>
<b>Sex of perpetrator<sup>2</sup></b>			
Always men	44	91 <sup>*</sup>	60
Always women	35	F	25
Combination of men and women	21	F	16
Don't know	5 <sup>E</sup>	F	4 <sup>E</sup>
<b>Relationship to victim<sup>2</sup></b>			
Supervisor or higher rank	37	41	38
Peer	54	47	52
Subordinate - either in or outside chain of command	21	10 <sup>E*</sup>	17
Intimate partner (dating partner, spouse, common-law partner)	5 <sup>E</sup>	6 <sup>E</sup>	5 <sup>E</sup>
Stranger	6 <sup>E</sup>	10 <sup>E</sup>	8
Other	8 <sup>E</sup>	11	9
Don't know	8 <sup>E</sup>	7 <sup>E</sup>	7
<b>Rank of perpetrator<sup>2</sup></b>			
Junior Non-Commissioned Member	72	62 <sup>*</sup>	69
Senior Non-Commissioned Member	31	33	32
Junior Officer	16	15	16
Senior Officer	8 <sup>E</sup>	4 <sup>E</sup>	7 <sup>E</sup>
Other	F	F	3 <sup>E</sup>
Don't know	6 <sup>E</sup>	7 <sup>E</sup>	6 <sup>E</sup>

<sup>E</sup> use with caution

F too unreliable to be published

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

† reference category

1. Includes gender diverse individuals and those whose gender 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 those who were sexually assaulted in the past 12 months. Includes sexual assaults which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 4**  
**Canadian Armed Forces Regular Force members who witnessed or experienced sexualized or discriminatory behaviours in the past 12 months, by gender and types of behaviour, 2022**

Type of behaviour witnessed or experienced	Women		Men†		Total	
	number	percent	number	percent	number	percent
<b>Total sexualized or discriminatory behaviours</b>	<b>6,240</b>	<b>73.2*</b>	<b>30,960</b>	<b>66.4</b>	<b>37,210</b>	<b>67.5</b>
<b>Total sexualized behaviours</b>	<b>5,890</b>	<b>69.0*</b>	<b>30,080</b>	<b>64.5</b>	<b>35,970</b>	<b>65.2</b>
<b>Inappropriate verbal or non-verbal communication</b>	<b>5,750</b>	<b>67.0*</b>	<b>29,730</b>	<b>63.6</b>	<b>35,490</b>	<b>64.1</b>
Sexual jokes	5,330	62.3	28,480	60.9	33,810	61.1
Unwanted sexual attention	2,200	25.7*	6,240	13.3	8,440	15.3
Inappropriate sexual comments	3,420	39.9*	13,790	29.4	17,210	31.1
Inappropriate discussion about sex life	3,160	36.8*	12,960	27.7	16,120	29.1
<b>Sexually explicit materials</b>	<b>1,070</b>	<b>12.5*</b>	<b>4,640</b>	<b>9.9</b>	<b>5,710</b>	<b>10.3</b>
Displaying, showing, or sending sexually explicit messages or materials	980	11.4*	4,410	9.4	5,400	9.7
Taking or posting inappropriate or sexually suggestive photos or videos of any Canadian Armed Forces members, without consent	310	3.6*	1,140	2.4	1,450	2.6
<b>Physical contact or suggested sexual relations</b>	<b>2,350</b>	<b>27.6*</b>	<b>6,940</b>	<b>14.8</b>	<b>9,290</b>	<b>16.8</b>
Indecent exposure or inappropriate display of body parts	570	6.6*	2,550	5.4	3,120	5.6
Repeated pressure from the same person for dates or sexual relations	840	9.8*	1,730	3.7	2,570	4.6
Unwelcome physical contact or getting too close	1,960	22.8*	5,400	11.5	7,360	13.2
Offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity	190	2.2*	700	1.5	890	1.6
<b>Total discriminatory behaviours</b>	<b>4,100</b>	<b>47.7*</b>	<b>13,870</b>	<b>29.6</b>	<b>17,970</b>	<b>32.4</b>
<b>Discrimination on the basis of sex or gender</b>	<b>4,010</b>	<b>46.6*</b>	<b>13,400</b>	<b>28.6</b>	<b>17,420</b>	<b>31.4</b>
Suggestions that a man does not act like a man is supposed to act or a woman does not act like woman is supposed to act	3,030	35.2*	10,240	21.8	13,270	23.9
Someone being insulted, mistreated, ignored, or excluded because they are a man or a woman	2,580	29.9*	5,500	11.7	8,080	14.5
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	2,700	31.4*	6,680	14.2	9,380	16.9
<b>Discrimination on the basis of sexual orientation or gender identity</b>	<b>1,590</b>	<b>18.5*</b>	<b>4,220</b>	<b>9.0</b>	<b>5,810</b>	<b>10.5</b>
Someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation	1,330	15.4*	3,310	7.0	4,640	8.3
Someone being insulted, mistreated, ignored, or excluded because they are, or are assumed to be, transgender	1,000	11.6*	2,720	5.8	3,720	6.7

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

† reference category

**Note:** Includes those who witnessed (saw or heard) or experienced (targeted, directed at them personally) sexualized or discriminatory behaviours in the past 12 months. Includes behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Excludes behaviours that respondents heard about from someone else (e.g., something that a friend confided in them). All estimates of numbers have been rounded to the nearest 10. Estimates have been 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, 2022.

**Table 5**  
**Canadian Armed Forces Regular Force members who experienced sexualized or discriminatory behaviours in the past 12 months, by selected characteristics and types of behaviour, 2022**

Selected characteristics of targeted members	Total sexualized or discriminatory behaviours <sup>1</sup>			Sexualized behaviours <sup>2</sup>			Discriminatory behaviours <sup>3</sup>			
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
				percent						
<b>Sexual orientation</b>										
Heterosexual†	14.3	31.0**	16.6	13.2	26.8**	15.0	4.8	18.9**	6.7	
Lesbian, gay, bisexual, or sexual orientation n.e.c.	32.2*	45.2***	36.7*	29.4*	39.8***	33.0*	17.4*	34.9***	23.5*	
<b>Environmental command</b>										
Canadian Army†	16.9	36.3**	19.4	15.8	32.5**	17.9	6.1	23.6**	8.3	
Royal Canadian Navy	17.1	38.4**	20.3	15.4	35.2**	18.4	6.5	24.4**	9.2	
Royal Canadian Air Force	13.8*	33.5**	17.2*	12.7*	28.2***	15.4*	5.0*	23.1**	8.2	
Military Personnel Command	15.6	24.1***	18.4	13.1	18.7***	15.0*	8.9*	14.3***	10.7*	
Other	12.3*	28.0***	14.8*	10.6*	20.5***	12.1*	4.4*	20.2**	6.9*	
<b>Indigenous identity</b>										
Indigenous (First Nations, Métis, Inuit) person	19.6*	41.7***	23.0*	17.4	36.1***	20.3*	8.7*	30.1*	12.0*	
Non-Indigenous person†	15.5	33.5**	18.3	14.3	29.0**	16.6	5.7	22.0*	8.2	
<b>Persons with disabilities</b>										
Persons with disabilities	24.5*	46.5***	27.8*	22.3*	39.4***	24.8*	13.0*	38.6***	16.9*	
Persons without disabilities†	15.0	33.0**	17.8	13.8	28.6**	16.1	5.2	21.1**	7.7	
<b>Visible minority</b>										
Visible minority	10.6*	22.2***	12.3*	9.7*	18.2***	10.9*	3.7*	16.5***	5.5*	
Non-visible minority†	16.0	34.7**	18.9	14.7	30.1**	17.1	5.9	22.6**	8.5	
<b>Rank</b>										
Junior Non-Commissioned Member†	20.8	40.0**	23.5	19.4	36.5**	21.8	7.6	26.7**	10.3	
Senior Non-Commissioned Member	10.0*	25.2***	12.2*	9.1*	20.2***	10.7*	3.5*	14.5***	5.1*	
Junior Officer	13.2*	35.7***	17.7*	11.4*	30.5***	15.2*	5.2*	23.8**	9.0*	
Senior Officer	5.7*	22.2***	8.6*	4.6*	14.8***	6.5*	2.6*	17.0*	5.2*	

See notes at the end of the table.



**Table 5**  
**Canadian Armed Forces Regular Force members who experienced sexualized or discriminatory behaviours in the past 12 months, by selected characteristics and types of behaviour, 2022**

Selected characteristics of targeted members	Total sexualized or discriminatory behaviours <sup>1</sup>			Sexualized behaviours <sup>2</sup>			Discriminatory behaviours <sup>3</sup>		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
	percent								
<b>Age group</b>									
24 years and younger	21.7*	50.4***	25.4*	20.4*	48.3***	24.0*	7.1*	35.3***	10.8*
25 to 29 years	24.3*	47.2***	27.6*	22.7*	43.0***	25.7*	8.6*	30.9***	11.9*
30 to 34 years	19.3*	42.0***	22.9*	17.5*	37.9***	20.7*	7.5*	27.2***	10.6*
35 to 39 years	15.4*	27.2*	17.2*	14.3*	22.7***	15.6*	5.7*	18.9***	7.8*
40 to 44 years	10.0*	27.0***	12.9*	8.7*	21.3***	10.8*	4.1*	16.2**	6.2*
45 to 49 years	7.1*	20.8**	9.4*	6.3*	15.2**	7.7*	2.9	14.3**	4.8*
50 years and older†	5.6	20.3**	7.9	4.8	15.0**	6.4	2.2	13.5**	4.0
<b>Total</b>	<b>15.8</b>	<b>34.0**</b>	<b>18.6</b>	<b>14.5</b>	<b>29.4**</b>	<b>16.8</b>	<b>5.9</b>	<b>22.5**</b>	<b>8.4</b>

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

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

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

† reference category

1. Includes those who experienced (targeted, directed at them personally) at least one type of sexualized or discriminatory behaviour.

2. Includes those who experienced (targeted, directed at them personally) at least one type of sexualized behaviour: sexual jokes, unwanted sexual attention, inappropriate sexual comments, inappropriate discussion about sex life, displaying, showing, or sending sexually explicit messages or materials, taking or posting inappropriate or sexually suggestive photos or videos of Canadian Armed Forces members, without consent, indecent exposure or inappropriate display of body parts, repeated pressure from the same person for dates or sexual relations, unwelcome physical contact or getting too close, and offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

3. Includes those who experienced (targeted, directed at them personally) at least one type of discriminatory behaviour: suggestions that a man does not act like a man is supposed to act or a woman does not act like a woman is supposed to act; someone being insulted, mistreated, ignored, or excluded because they are a man or a woman; and 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, someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation, and someone being insulted, mistreated, ignored, or excluded because they are, or are assumed to be, transgender.

**Note:** Includes those who experienced (targeted, directed at them personally) sexualized or discriminatory behaviours in the past 12 months. Includes behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally. Percent calculations are based on unrounded estimates and exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 6A**  
**Canadian Armed Forces Regular Force members who experienced sexualized behaviours in the past 12 months, by selected characteristics of persons responsible and types of behaviour, 2022**

Selected 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	Taking or posting inappropriate or sexually suggestive photos or videos of any Canadian Armed Forces members, without consent	Indecent exposure or inappropriate display of body parts	Repeated pressure from the same person for dates or sexual relations	Unwelcome physical contact or getting too close	Offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity
	percent									
<b>Type of person responsible<sup>1</sup></b>										
Canadian Armed Forces member(s)	96	92	94	95	95	78 <sup>E</sup>	94	94	92	86
Foreign military member(s)	5	7	4	4	F	F	F	3 <sup>E</sup>	3	F
Department of National Defence civilian(s) or contractor(s)	25	15	14	15	10	F	6 <sup>E</sup>	9	12	F
Other	11	8	8	8	10 <sup>E</sup>	F	6 <sup>E</sup>	4 <sup>E</sup>	4	F
Don't know	2 <sup>E</sup>	3 <sup>E</sup>	3 <sup>E</sup>	3 <sup>E</sup>	F	F	F	F	3 <sup>E</sup>	F
<b>Number of persons responsible</b>										
Lone	18	37	33	27	45	45 <sup>E</sup>	43	62	58	54
Two or more	31	29	32	39	30	29 <sup>E</sup>	31	28	23	21 <sup>E</sup>
Varied - sometimes one person; other times multiple people	40	26	28	27	19	F	20	7 <sup>E</sup>	14	F
Don't know	11	7	8	7	6 <sup>E</sup>	F	F	F	5	F
<b>Sex of person responsible</b>										
Always men	37	58	58	48	67	52 <sup>E</sup>	65	64	60	60
Always women	4	13	8	6	5 <sup>E</sup>	F	10 <sup>E</sup>	27	16	F
Combination of men and women	57	26	30	42	23	F	19	7 <sup>E</sup>	21	F
Don't know	2	2 <sup>E</sup>	4	4	5 <sup>E</sup>	F	F	F	3 <sup>E</sup>	F

See notes at the end of the table.

**Table 6A**  
**Canadian Armed Forces Regular Force members who experienced sexualized behaviours in the past 12 months, by selected characteristics of persons responsible and types of behaviour, 2022**

Selected 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	Taking or posting inappropriate or sexually suggestive photos or videos of any Canadian Armed Forces members, without consent	Indecent exposure or inappropriate display of body parts	Repeated pressure from the same person for dates or sexual relations	Unwelcome physical contact or getting too close	Offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity
	percent									
<b>Relationship to targeted member<sup>1 2</sup></b>										
Supervisor or higher rank	53	45	50	48	40	33 <sup>E</sup>	37	39	43	68
Peer	73	56	62	70	64	35 <sup>E</sup>	60	52	53	30 <sup>E</sup>
Subordinate - either in or outside chain of command	36	24	25	30	26	F	21	19	22	F
Other	13	15	11	11	10	F	8 <sup>E</sup>	9	10	F
Don't know	6	11	9	7	6 <sup>E</sup>	29 <sup>E</sup>	12 <sup>E</sup>	7 <sup>E</sup>	8	15 <sup>E</sup>
<b>Rank of person responsible<sup>1 3</sup></b>										
Junior Non-Commissioned Member	78	72	73	78	82	78 <sup>E</sup>	83	71	67	65 <sup>E</sup>
Senior Non-Commissioned Member	53	43	47	47	39	46 <sup>E</sup>	36	30	37	41 <sup>E</sup>
Junior Officer	30	21	22	22	22	F	18	16	15	26 <sup>E</sup>
Senior Officer	14	12	11	10	8 <sup>E</sup>	F	9 <sup>E</sup>	5 <sup>E</sup>	9	17 <sup>E</sup>
Other	4	3 <sup>E</sup>	3 <sup>E</sup>	3 <sup>E</sup>	5 <sup>E</sup>	F	F	F	2 <sup>E</sup>	F
Don't know	5	9	6	4	F	F	F	F	5	F

<sup>E</sup> use with caution

F too unreliable to be published

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

2. Excludes respondents who did not know the type of person responsible.

3. Includes respondents who identified at least one Canadian Armed Forces member as responsible.

**Note:** Differences are not necessarily statistically significant. Includes those who experienced (targeted, directed at them personally) sexualized behaviours in the past 12 months. Includes behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally. Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 6B**  
**Canadian Armed Forces Regular Force members who experienced discriminatory behaviours in the past 12 months, by selected characteristics of persons responsible and types of behaviour, 2022**

Selected characteristics of persons responsible	Types of behaviour				
	Suggestions that a man does not act how a man is supposed to act or a woman does not act how a woman is supposed to act	Someone being insulted, mistreated, ignored, or excluded because of their sex or gender	Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex or gender	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
	percent				
<b>Type of person responsible<sup>1</sup></b>					
Canadian Armed Forces member(s)	93	93	93	95	89
Foreign military member(s)	3	3	3 <sup>E</sup>	F	F
Department of National Defence civilian(s) or contractor(s)	14	15	15	15	19 <sup>E</sup>
Other	7	8	7	9 <sup>E</sup>	F
Don't know	6	5 <sup>E</sup>	5 <sup>E</sup>	5 <sup>E</sup>	F
<b>Number of persons responsible</b>					
Lone	34	32	39	33	34
Two or more	32	33	34	34	35
Varied - sometimes one person; other times multiple people	24	26	20	25	19 <sup>E</sup>
Don't know	10	9	7	8 <sup>E</sup>	F
<b>Sex of person responsible</b>					
Always men	60	53	60	52	45
Always women	6	15	13	5 <sup>E</sup>	F
Combination of men and women	29	27	21	36	38
Don't know	4	5	6	7 <sup>E</sup>	F
<b>Relationship to targeted member<sup>1 2</sup></b>					
Supervisor or higher rank	57	66	60	57	54
Peer	56	44	47	55	52
Subordinate - either in or outside chain of command	25	20	19	26	20 <sup>E</sup>
Other	10	11	11	14	F
Don't know	9	10	10	11	19 <sup>E</sup>

See notes at the end of the table.

**Table 6B**  
**Canadian Armed Forces Regular Force members who experienced discriminatory behaviours in the past 12 months, by selected characteristics of persons responsible and types of behaviour, 2022**

Selected characteristics of persons responsible	Types of behaviour				
	Suggestions that a man does not act how a man is supposed to act or a woman does not act how a woman is supposed to act	Someone being insulted, mistreated, ignored, or excluded because of their sex or gender	Comments that people are either not good at a particular job or should be prevented from having a particular job because of their sex or gender	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
	percent				
<b>Rank of person responsible<sup>1 3</sup></b>					
Junior Non-Commissioned Member	66	49	52	64	73 <sup>E</sup>
Senior Non-Commissioned Member	53	56	55	55	59 <sup>E</sup>
Junior Officer	24	29	25	24	28 <sup>E</sup>
Senior Officer	18	31	22	22	21 <sup>E</sup>
Other	4 <sup>E</sup>	4 <sup>E</sup>	4 <sup>E</sup>	6 <sup>E</sup>	F
Don't know	6	8	7	8 <sup>E</sup>	F

<sup>E</sup> use with caution

F too unreliable to be published

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

2. Excludes respondents who did not know the type of person responsible.

3. Includes respondents who identified at least one Canadian Armed Forces member as responsible.

**Note:** Differences are not necessarily statistically significant. Includes those who experienced (targeted, directed at them personally) discriminatory behaviours in the past 12 months. Includes behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally. Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 7**  
**Canadian Armed Forces Regular Force members who witnessed sexualized or discriminatory behaviours in the past 12 months, by gender, actions taken and reasons for not taking action, 2022**

Actions taken and reasons for not taking action	Inappropriate verbal or non-verbal communication <sup>1</sup>			Sexually explicit materials, physical contact, or suggested sexual relations <sup>2</sup>			Discrimination on the basis of sex, gender, sexual orientation, or gender identity <sup>3</sup>		
	Men <sup>†</sup>	Women	Total <sup>4</sup>	Men <sup>†</sup>	Women	Total <sup>4</sup>	Men <sup>†</sup>	Women	Total <sup>4</sup>
	percent								
<b>Actions taken and type of actions</b>									
Took action in at least one instance	52	61*	54	50	54	51	53	66*	56
Talked to the person(s) responsible for the behaviour	86	75*	84	74	61*	71	82	74*	80
Talked to the person(s) targeted by the behaviour	43	50*	44	56	62*	58	47	50	48
Reported to someone in authority	16	24*	18	32	34	32	22	25	23
Stepped in and separated those involved	12	10*	12	18	13*	17	12	10	11
Created a distraction to stop the situation	25	29*	26	19	18	19	16	17	17
Asked others to step in as a group and stop the situation	4	6*	4	7	11*	8	7	6	7
Sought advice from someone	14	22*	15	22	26	23	18	22*	19
Contacted the Sexual Misconduct Response Centre	1	2*	1	2 <sup>E</sup>	3 <sup>E</sup>	3	1 <sup>E</sup>	1 <sup>E</sup>	1
Contacted a Canadian Armed Forces support line	1	1 <sup>E</sup>	1	2 <sup>E</sup>	3 <sup>E</sup>	2	1 <sup>E</sup>	2 <sup>E*</sup>	1
Contacted the Military Police	2	2	2	5	5 <sup>E</sup>	5	1	F	1
Contacted the civilian police	F	F	0 <sup>E</sup>	F	F	F	F	F	F
Sought help outside of the Canadian Armed Forces	1	3*	1	3 <sup>E</sup>	3 <sup>E</sup>	3	2 <sup>E</sup>	2 <sup>E</sup>	2
Other	9	7*	8	14	7*	12	12	10	11

See notes at the end of the table.

**Table 7**  
**Canadian Armed Forces Regular Force members who witnessed sexualized or discriminatory behaviours in the past 12 months, by gender, actions taken and reasons for not taking action, 2022**

Actions taken and reasons for not taking action	Inappropriate verbal or non-verbal communication <sup>1</sup>			Sexually explicit materials, physical contact, or suggested sexual relations <sup>2</sup>			Discrimination on the basis of sex, gender, sexual orientation, or gender identity <sup>3</sup>		
	Men <sup>†</sup>	Women	Total <sup>4</sup>	Men <sup>†</sup>	Women	Total <sup>4</sup>	Men <sup>†</sup>	Women	Total <sup>4</sup>
	percent								
<b>Actions not taken and reasons for not taking action</b>									
Did not take action in at least one instance	80	77*	80	69	72	70	71	66*	70
Did not think the behaviour was serious enough	71	56*	69	50	33*	47	51	35*	47
Fear of negative consequences for those targeted	7	14*	8	14	20*	15	13	16*	13
Did not think it was their responsibility	2	3	2	7	8	7	5	5	5
Those responsible were at a higher rank	10	15*	11	14	17	15	18	19	18
Fear of negative personal consequences	11	23*	13	19	28*	21	19	28*	21
Knew others were taking action	9	12*	9	16	17	16	12	14	12
Asked not to take action by those targeted by the behaviour	9	16*	10	11	19*	13	7	11*	8
Did not know what to do	6	11*	6	10	17*	12	12	16*	13
Other	24	22	24	21	21	21	25	24	25

<sup>E</sup> use with caution

<sup>F</sup> too unreliable to be published

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

† reference category

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

2. Includes displaying, showing or sending sexually explicit messages or materials; taking or posting inappropriate or sexually suggestive photos or videos of Canadian Armed Forces members, without consent; indecent exposure or inappropriate display of body parts; repeated pressure from the same person for dates or sexual relations; unwelcome physical contact or getting too close; and offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity.

3. Includes suggestions that a man does not act like a man is supposed to act or a woman does not act like a woman is supposed to act; someone being insulted, mistreated, ignored, or excluded because they are a man or a woman; 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; someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation; and someone being insulted, mistreated, ignored or excluded because they are, or are assumed to be, transgender.

4. Includes gender diverse individuals and those whose gender was not stated.

**Note:** Includes those who witnessed (saw or heard) sexualized or discriminatory behaviours in the past 12 months. Includes behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. Excludes behaviours that respondents heard about from someone else (e.g., something that a friend confided in them). Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 8**  
**Canadian Armed Forces Regular Force members' perceptions of fairness and accountability in the response to sexual misconduct in the Canadian Armed Forces, by gender and selected experiences, 2022**

	Experienced sexualized or discriminatory behaviours <sup>1</sup>		Victim of sexual assault <sup>2</sup>		Total, all Regular Force members		
	Men†	Women	Men†	Women	Men†	Women	Total
percent							
<b>Perception related to the Canadian Armed Forces (CAF)</b>							
<b>People of all ranks who commit sexual misconduct are held accountable for their actions by the CAF</b>							
Strongly agree	28	17*	22	12*	44	31*	42
Somewhat agree	22	22	18	18	23	26*	24
Somewhat or strongly disagree	38	49*	49	57*	23	32*	24
<b>Senior or high-ranking CAF members who commit sexual misconduct are held accountable for their actions by the CAF</b>							
Strongly agree	29	19*	26	16*	42	31*	41
Somewhat agree	19	21	13	19*	21	25*	22
Somewhat or strongly disagree	43	47	53	53	28	31*	28
<b>The CAF's sexual misconduct policy is fair for victims of sexual misconduct</b>							
Strongly agree	25	15*	18	11*	38	25*	36
Somewhat agree	29	25*	23	22	29	28	28
Somewhat or strongly disagree	22	37*	35	45*	13	24*	15
<b>The CAF's sexual misconduct policy is fair for members accused of sexual misconduct</b>							
Strongly agree	16	13*	12 <sup>E</sup>	8 <sup>E</sup>	27	20*	26
Somewhat agree	20	25*	18	21	23	27*	24
Somewhat or strongly disagree	39	31*	40	36	26	25*	26
<b>I trust my chain of command to respond appropriately to sexual misconduct</b>							
Strongly agree	33	27*	21	18	51	44*	50
Somewhat agree	27	28	19	29*	26	28*	26
Somewhat or strongly disagree	25	29*	41	36	12	15*	13
<b>Sexual misconduct is a problem in the CAF</b>							
Strongly agree	33	56*	43	70*	30	44*	32
Somewhat agree	29	29	32	22*	29	31*	29
Somewhat or strongly disagree	20	4*	12	F	19	8*	17
<b>Charges related to sexual assault and other criminal sexual offences should be pursued in the civilian justice system rather than the military justice system</b>							
Strongly agree	54	62*	53	62*	54	57*	55
Somewhat agree	17	18	14	19	19	20	19
Somewhat or strongly disagree	10	7*	12	9 <sup>E</sup>	9	7*	9

See notes at the end of the table.



**Table 8**  
**Canadian Armed Forces Regular Force members' perceptions of fairness and accountability in the response to sexual misconduct in the Canadian Armed Forces, by gender and selected experiences, 2022**

Perception related to the Canadian Armed Forces (CAF)	Experienced sexualized or discriminatory behaviours <sup>1</sup>		Victim of sexual assault <sup>2</sup>		Total, all Regular Force members		
	Men <sup>†</sup>	Women	Men <sup>†</sup>	Women	Men <sup>†</sup>	Women	Total
	percent						
<b>Since joining the CAF, the culture surrounding sexual misconduct in the CAF has improved</b>							
Strongly agree	29	17 <sup>*</sup>	24	8 <sup>E</sup>	39	28 <sup>*</sup>	38
Somewhat agree	38	41 <sup>*</sup>	30	35	37	42 <sup>*</sup>	37
Somewhat or strongly disagree	16	22 <sup>*</sup>	28	32	8	13 <sup>*</sup>	9

<sup>E</sup> use with caution

<sup>F</sup> too unreliable to be published

<sup>\*</sup> significantly different from reference category ( $p < 0.05$ )

<sup>†</sup> reference category

1. Includes those who experienced (targeted, directed at them personally) sexualized or discriminatory behaviours in the past 12 months. 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 civilians or contractors. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally.

2. Includes those who were sexually assaulted in the past 12 months. 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 civilians or contractors.

**Note:** Responses of "neither agree nor disagree" are included in the percent calculation but not displayed in the table. Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 9**  
**Canadian Armed Forces Regular Force members' perceptions of response to sexual misconduct in the Canadian Armed Forces, by gender and selected experiences, 2022**

	Experienced sexualized or discriminatory behaviours <sup>1</sup>		Victim of sexual assault <sup>2</sup>		Total, all Regular Force members		
	Men†	Women	Men†	Women	Men†	Women	Total
<b>Perception related to current unit</b>	percent						
<b>It is understood in my unit that sexual misconduct has no place in the CAF</b>							
Strongly agree	74	61*	61	51*	87	78*	85
Somewhat agree	19	26*	23	33*	10	16*	11
Somewhat or strongly disagree	4	7*	7 <sup>E</sup>	7 <sup>E</sup>	1	3*	2
<b>People in my unit would encourage victims to report sexual misconduct</b>							
Strongly agree	64	50*	46	44	78	69*	77
Somewhat agree	21	29*	20	28*	15	20*	16
Somewhat or strongly disagree	7	10*	18	16	2	4*	3
<b>Information about how to report sexual misconduct is promoted and shared in my unit</b>							
Strongly agree	41	28*	27	23	53	40*	51
Somewhat agree	32	27*	32	22*	30	30	30
Somewhat or strongly disagree	13	27*	26	30	6	14*	7
<b>People in my unit would assist others in situations of sexual misconduct</b>							
Strongly agree	59	45*	39	37	73	62*	71
Somewhat agree	24	30*	28	32	19	24*	20
Somewhat or strongly disagree	8	12*	16	14	2	5*	3
<b>People in my unit lead by example by not participating in sexist comments and behaviours</b>							
Strongly agree	34	31*	24	22	59	52*	58
Somewhat agree	30	30	25	31	25	27*	25
Somewhat or strongly disagree	18	23*	34	25*	6	10*	7
<b>People in my unit recognize and immediately address incidents of sexual misconduct</b>							
Strongly agree	41	30*	27	20	62	50*	60
Somewhat agree	26	26	21	29*	23	25*	23
Somewhat or strongly disagree	16	25*	34	35	5	10*	6

<sup>E</sup> use with caution

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

† reference category

1. Includes those who experienced (targeted, directed at them personally) sexualized or discriminatory behaviours in the past 12 months. 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 civilians or contractors. Percent calculations include those who witnessed the behaviour but did not know if it was directed at them personally.

2. Includes those who were sexually assaulted in the past 12 months. 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 civilians or contractors.

**Note:** Responses of "neither agree nor disagree" are included in the percent calculation but not displayed in the table. Percent calculations exclude missing responses.

**Source:** Statistics Canada, Survey on Sexual Misconduct in the Canadian Armed Forces, 2022.

**Table 10**  
**Canadian Armed Forces Primary Reserve members who were sexually assaulted or experienced sexualized or discriminatory behaviours in the past 12 months, by gender and types of behaviour, 2022**

Type of assault or behaviour	Men†	Women	Total†	
	percent		number	
<b>Sexual assault</b>				
Sexual attack	F	2.5 <sup>E</sup>	0.7 <sup>E</sup>	190 <sup>E</sup>
Unwanted sexual touching	2.1 <sup>E</sup>	7.9*	3.1	870
Sexual activity where unable to consent	F	3.3 <sup>E</sup>	1.0 <sup>E</sup>	270 <sup>E</sup>
<b>Total sexual assault</b>	<b>2.2<sup>E</sup></b>	<b>8.9*</b>	<b>3.4</b>	<b>950</b>
<b>Sexualized or discriminatory behaviour</b>				
<b>Inappropriate verbal or non-verbal communication</b>	<b>11.8</b>	<b>31.4*</b>	<b>15.3</b>	<b>4,230</b>
Sexual jokes	9.6	23.7*	12.1	3,400
Unwanted sexual attention	1.9	17.6*	4.7	1,310
Inappropriate sexual comments	2.7	17.5*	5.3	1,480
Inappropriate discussion about sex life	5.3	17.3*	7.4	2,080
<b>Sexually explicit materials</b>	<b>1.1<sup>E</sup></b>	<b>5.1*</b>	<b>1.8</b>	<b>520</b>
Displaying, showing, or sending sexually explicit messages or materials	1.1 <sup>E</sup>	4.4 <sup>E*</sup>	1.7	480
Taking or posting inappropriate or sexually suggestive photos or videos of any Canadian Armed Forces members, without consent	F	F	F	F
<b>Physical contact or suggested sexual relations</b>	<b>4.1</b>	<b>23.8*</b>	<b>7.7</b>	<b>2,140</b>
Indecent exposure or inappropriate display of body parts	0.6 <sup>E</sup>	2.8 <sup>E*</sup>	1.0 <sup>E</sup>	280 <sup>E</sup>
Repeated pressure from the same person for dates or sexual relations	0.9 <sup>E</sup>	12.2*	2.9	810
Unwelcome physical contact or getting too close	3.3	19.6*	6.2	1,750
Offering workplace benefits for engaging in sexual activity or being mistreated for not engaging in sexual activity	F	1.6 <sup>E</sup>	0.4 <sup>E</sup>	120 <sup>E</sup>
<b>Discrimination on the basis of sex or gender</b>	<b>5.3</b>	<b>24.9*</b>	<b>8.8</b>	<b>2,470</b>
Suggestions that a man does not act like a man is supposed to act or a woman does not act like woman is supposed to act	4.4	16.3*	6.5	1,840
Someone being insulted, mistreated, ignored, or excluded because they are a man or a woman	1.4 <sup>E</sup>	18.4*	4.4	1,240
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	1.1 <sup>E</sup>	16.3*	3.8	1,060
<b>Discrimination on the basis of sexual orientation or gender identity</b>	<b>1.1<sup>E</sup></b>	<b>4.7<sup>E*</sup></b>	<b>1.7</b>	<b>480</b>
Someone being insulted, mistreated, ignored, or excluded because of their sexual orientation or assumed sexual orientation	1.0 <sup>E</sup>	4.5 <sup>E*</sup>	1.6	440
Someone being insulted, mistreated, ignored, or excluded because they are, or are assumed to be, transgender	F	F	0.4 <sup>E</sup>	110 <sup>E</sup>
<b>Total sexualized or discriminatory behaviour</b>	<b>14.1</b>	<b>38.0*</b>	<b>18.3</b>	<b>5,030</b>

<sup>E</sup> use with caution

F too unreliable to be published

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

† reference category

1. Total does not equal the sum of the categories as they are not mutually exclusive. Includes Primary Reservists who stated they were gender diverse or who did not state their gender.

**Note:** Includes those who served in the Primary Reserve (Class A, Class B, or Class C) in the 12 months preceding the survey and were sexually assaulted or experienced (targeted, directed at them personally) sexualized or discriminatory behaviours in the past 12 months. Includes sexual assaults and sexualized or discriminatory behaviours which occurred in the military workplace and outside the military workplace involving military members (Canadian Armed Forces or foreign) and/or Department of National Defence civilians or contractors. All estimates have been rounded to the nearest 10. Estimates have been 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, 2022.