

SEXUAL MISCONDUCT PREVENTION AND RESPONSE OFFICE

The Sexual Misconduct Prevention and Response Office (SeMPRO) was launched in July 2013. SeMPRO's key objectives are:

- to respond to and support sexual misconduct victims and other personnel impacted by sexual misconduct incidents and offences
- to be the single point of sexual misconduct data collection and analysis within Defence
- to provide education, primary prevention tools, and advice about sexual misconduct in Defence.

SeMPRO has prepared this report as a key output of its role as the central point of sexual misconduct data collection and reporting within Defence.

DEFINING SEXUAL MISCONDUCT

Defence uses the term 'sexual misconduct' to describe a range of non-consensual behaviours of a sexual nature, committed by force or intimidation, or that are otherwise unwelcome. Sexual misconduct spans sex discrimination, sexual harassment, and sexual offences. SeMPRO collects data on formally reported incidents of sexual harassment and sexual offences but does not currently collect data on sex discrimination.

SeMPRO has adopted a simple framework to categorise reports of sexual misconduct incidents in the following way:

- **pornography** – posting sexually explicit pictures in hardcopy, such as posters, or in softcopy, such as on social media
- **sexual harassment** – leering, unwelcome touching, suggestive comments, insults of a sexual nature, sexually explicit messages, stalking, inappropriate advances
- **acts of indecency** – flashing, masturbation, sexualised physical touching, taking or transmitting sexually explicit videos or photographs without consent, upskirting, voyeurism
- **sexual assault** – penetrative acts, or the threat of penetrative acts, without consent
- **aggravated sexual assault** – penetrative acts committed without consent, or the threat of penetrative acts committed without consent, with aggravating circumstances such as violence, weapon use, proscribed consent, or committed in company.

SEMPRO DATA

This supplementary report describes two types of data collected and analysed by SeMPRO – SeMPRO service use data and formally reported sexual misconduct incidents data.

SEMPRO SERVICE USE

Section One reports on SeMPRO service use among Defence personnel. SeMPRO collects demographic information about clients who sought support and case management services as victims; solicited advice on managing incidents as commanders; requested debriefing and other mental health support; and needed information about other behaviour management processes from the Directorate of

Response, Support and Research in SeMPRO. SeMPRO service use data is based on the information clients give freely when they call and is subject to aggregated reporting only to protect clients' confidentiality.

FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS

Section Two reports on administrative data SeMPRO receives about sexual harassment incidents and sexual offences formally reported to Defence. The Service Police Central Records Office provides SeMPRO with initial report files from incidents reported to the Australian Defence Force Investigative Service (ADFIS). The Directorate of Complaints and Resolution provides incident details from sexual harassment incidents reported to Defence. The Directorate of Complaints and Resolution provides additional data on the time between reporting and resolution for sexual harassment incidents. This is also presented in Section Two.

The Defence population data used to derive per capita figures presented in Section Two was downloaded from the Management and Analysis Reporting Solution (MARS) database on 23 June 2016. The MARS data used was a personnel headcount spanning permanent and reserve members, and Defence Australian Public Service (APS) employees, by Defence Groups and by work location.

DEFENCE GROUPS AND SERVICES

Analysis of formally reported incidents data has compared the Defence Group identified with the incident rather than the Service of those involved. Defence Group was used as a basis for analysis, instead of Service, as an incident may involve a victim from one Service, may be perpetrated by a member from a second Service, and take place on a Defence base of a third Service or on a civilian Defence site. Defence Groups, including the three Service Groups, employ personnel from all Services. Most Navy members work in Navy Group, for example, yet Navy Group also includes some Army and Air Force members and some Defence APS employees.

GENDER AND REPORTING

SeMPRO collects data on gender in accordance with the Australian Government Guidelines on the Recognition of Sex and Gender.¹ Gender is recorded in SeMPRO data holdings as male, female, or indeterminate/intersex/unspecified. The SeMPRO supplementary report to the Defence annual report uses gender as the basis of some analysis. Too few people who identified as indeterminate/intersex/unspecified were present in SeMPRO's datasets to report using three gender categories without compromising the confidentiality of some people.

¹ Attorney-General's Department 2015. Australian Government Guidelines on the Recognition of Sex and Gender (November 2015 edition). Canberra: Attorney-General's Department.

SECTION ONE. ACCESSING HELP VIA SEMPRO

- Victim services clients were one-third of SeMPRO's total client base in each year of operation.
- Almost half of SeMPRO's clients in 2015–16 were Defence personnel who sought advice with incident management.
- One-third of support and case management clients were males.

SEMPRO CLIENT NEEDS

SeMPRO support coordinators assisted 768 clients between SeMPRO's establishment in 2013 and 30 June 2016.² SeMPRO provided help to four broad types of clients during its first three full years of operation:

- sexual misconduct victims who sought ongoing or episodic mental health support and case management
- Defence personnel other than victims who solicited advice and information about managing sexual misconduct incidents in Defence
- Defence personnel other than sexual misconduct victims who sought mental health support and debriefing
- Defence personnel who sought information about SeMPRO's services, managing other behaviours, and responding to sexual assaults outside of Defence.

SeMPRO helped 86 sexual misconduct victims in Defence in 2015–16. SeMPRO victim services varied with the needs of the client. SeMPRO provided:

- direct episodic mental health support to victims
- case management services that involved liaison with ADFIS, health and mental health professionals, veterans' services, and the chain of command
- court support to victims giving evidence at a court martial
- case management where victims and others in the chain of command were separately accessing support from SeMPRO
- restricted disclosure services to facilitate sexual offence victims who are ADF members to access help without formal reporting to Defence.

² SeMPRO commenced operation in May 2013. Two clients commenced contact with SeMPRO in the 2012–13 financial year but have been reported in 2013–14 for reporting ease.

SeMPRO received a small number of restricted disclosures over its three years of operation. SeMPRO is able to report that half of the restricted disclosures made between 2013–14 and 2015–16 were formally reported to Defence and thereby became unrestricted reports.

TABLE 1: CALLERS CONTACTING SEMPRO, BY SERVICE PROVIDED, 2013–14 TO 2015–16

SEMPRO SERVICE PROVIDED		2013–14	2014–15	2015–16	TOTAL
SUPPORT TO VICTIMS	NUMBER	70	114	86	270
	PER CENT	36%	36%	33%	35%
ADVICE MANAGING SEXUAL MISCONDUCT IN DEFENCE	NUMBER	52	131	115	298
	PER CENT	27%	42%	45%	39%
DEBRIEFING AND OTHER MENTAL HEALTH SUPPORT	NUMBER	10	15	17	42
	PER CENT	5%	5%	7%	6%
SEMPRO SERVICES, MARKETING, AND TRAINING	NUMBER	7	26	22	55
	PER CENT	4%	8%	9%	7%
INFORMATION ON CIVILIAN ASSAULTS, UNACCEPTABLE BEHAVIOURS, OTHER ISSUES	NUMBER	57	28	18	103
	PER CENT	29%	9%	7%	13%
TOTAL	NUMBER	196	314	258	768
	PER CENT	100%	100%	100%	100%

Note: The percentages in Table 1 may not total 100 due to rounding.

Victim services clients consistently represented around one-third of SeMPRO's clients in each year of operation.³ The data in Table 1 indicate that the mix of services SeMPRO provided to Defence, outside of case management and support, evolved between 2013–14 and 2015–16.⁴

The number of commanders, managers, and other personnel seeking advice about managing sexual misconduct incidents in Defence increased dramatically between 2013–14 and 2014–16.⁵ Defence personnel seeking advice on sexual misconduct incident management represented 45 per cent of SeMPRO's clients in 2015–16. SeMPRO provided advice on:

- Defence sexual offence mandatory reporting requirements
- civilian mandatory reporting requirements for sexual offences involving minors
- complying with Defence's requirements while treating victims sensitively
- support options available to victims inside and outside of Defence.

The proportion of callers who contacted SeMPRO with questions about non-sexualised unacceptable behaviours, sexual offences outside of Defence, and non-

³ The proportion of SeMPRO services provided to victim services clients remained consistent across financial years ($\chi^2(2) = 0.746$).

⁴ The mix of services provided by SeMPRO varied between financial years ($\chi^2(8) = 65.133$; $p = 0.000$; Cramer's $V = 0.206$).

⁵ The proportion of SeMPRO services provided to Defence personnel to manage sexual misconduct incidents was not consistent across financial years ($\chi^2(2) = 17.174$; $p = 0.000$; Cramer's $V = 0.150$).

SeMPRO services has fallen from 29 per cent in 2013–14 to less than 10 per cent in 2014–15 and 2015–16.⁶

CLIENTS SEEKING SUPPORT AND CASE MANAGEMENT

One-third of SeMPRO's clients in 2015–16 were sexual misconduct victims who sought support or case management services (n = 86). Males comprised 26 per cent of SeMPRO's victim services clients in 2015–16 (n = 22).⁷ The proportion of male victim services clients was similar across all three financial years.⁸

Two-thirds of the victim services clients who sought SeMPRO support or case management services in 2015–16 were current serving ADF members (n = 58; 67 per cent) and a further seven per cent were ex-serving ADF members (n = 6). The remaining quarter of victim services clients identified themselves as civilians or did not indicate their Service (n = 22; 26 per cent). The proportion of victim services clients who were current and ex-serving ADF members remained consistent across financial years.⁹ Navy members comprised 35 per cent of SeMPRO's victim services clients over the first three years of operation combined (n = 94).¹⁰ Army members made up 26 per cent of those clients (n = 70) and 14 per cent were Air Force members (n = 37).

The volume of SeMPRO's victim services clients from each Service has not been consistent across financial years.¹¹ Table 2 illustrates that SeMPRO helped 49 victims who identified their Service in 2013–14, 89 victims who identified their Service in 2014–15, and 63 victims who identified their Service in 2015–16.

TABLE 2: SERVICE IDENTIFIED SEMPRO SUPPORT AND CASE MANAGEMENT CLIENTS, 2013–14 TO 2015–16

SERVICE		2013–14	2014–15	2015–16	TOTAL
NAVY	NUMBER	20	50	24	94
	PER CENT	41%	56%	38%	47%
ARMY	NUMBER	18	21	31	70
	PER CENT	37%	24%	49%	35%
AIR FORCE	NUMBER	11	18	8	37
	PER CENT	22%	20%	13%	18%
TOTAL	NUMBER	49	89	63	201
	PER CENT	100%	100%	100%	100%

⁶ The proportion of SeMPRO callers seeking information about non-SeMPRO behaviour management incidents and civilian assaults was not consistent across financial years ($\chi^2(2) = 56.105$; $p = 0.000$; Cramer's $V = 0.270$).

⁷ Not all callers provide demographic information when they contact SeMPRO. SeMPRO reporting in this section accurately describes the information clients provided but will not total the overall number of clients in every instance.

⁸ The proportions of male and female victim services clients remained consistent across financial years ($\chi^2(2) = 1.183$; $p = 0.554$).

⁹ The proportions of current serving, ex-serving, civilian, and Service unknown victim services clients were consistent across financial years ($\chi^2(4) = 8.228$; $p = 0.084$).

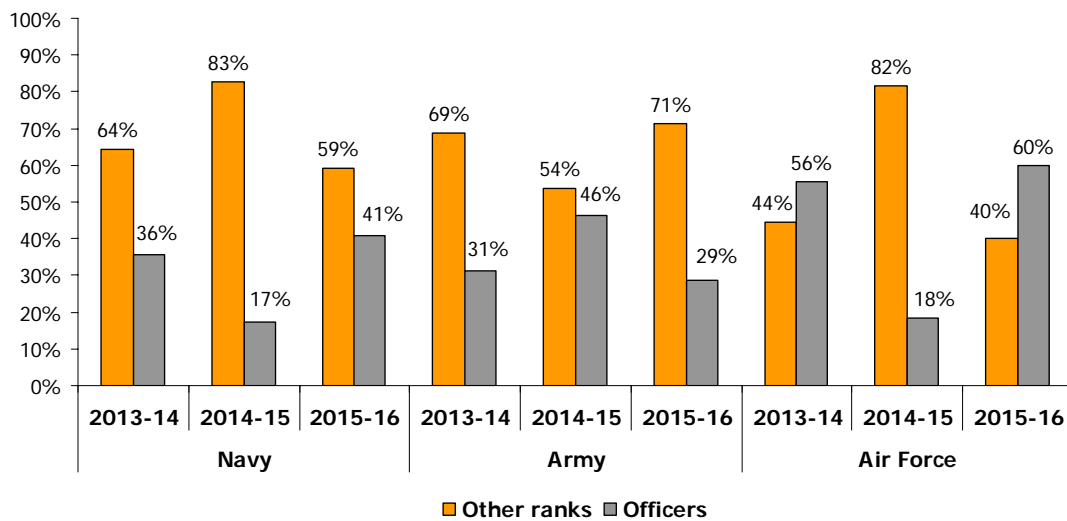
¹⁰ These figures include all victim services clients and not just those who provided their Service.

¹¹ The proportion of victim services clients from each Service was not consistent across financial years ($\chi^2(4) = 11.795$; $p = 0.019$; Cramer's $V = 0.171$).

The proportion of SeMPRO victim services clients who were officers and who were other ranks was consistent across all three years of operation.¹² One-third of the SeMPRO victim services clients who provided their rank were officers (n = 48; 33 per cent). Fifty-five per cent of victim services clients were junior other ranks (n = 81) and 12 per cent were senior non-commissioned officers (n = 18).

Figure 1 shows the rank groups in each Service for SeMPRO victim services clients between 2013–14 and 2015–16. There were too few victim services clients to indicate statistically significant differences over time in those groups.

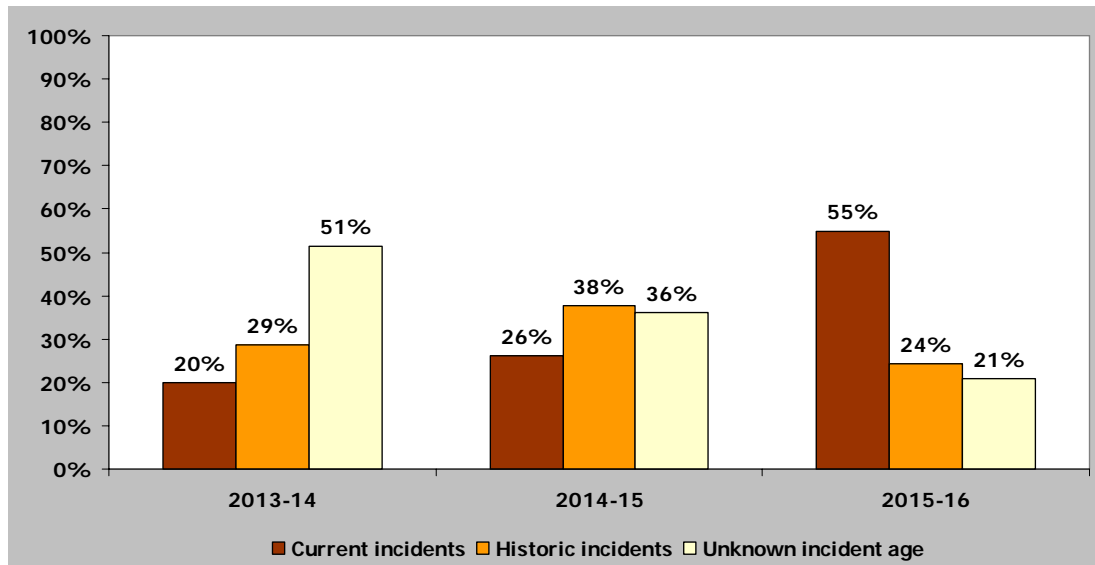
FIGURE 1: SEMPRO VICTIM SERVICES CLIENTS, RANK GROUPS BY SERVICE, 2013–14 TO 2015–16



¹² The proportion of SeMPRO victim services clients who were officers was consistent across financial years ($\chi^2(2) = 2.709$; $p = 0.258$).

The proportion of SeMPRO victim services clients who sought assistance with historic sexual misconduct offences and incidents changed over the three financial years of operation.¹³ The data in Figure 2 illustrate that proportionally more victim services clients have sought assistance with incidents that took place less than one year prior to contacting SeMPRO (n = 47; 55 per cent) than in previous financial years.

FIGURE 2: SEMPRO VICTIM SERVICES CLIENTS' EXPERIENCES OF CURRENT AND HISTORIC SEXUAL MISCONDUCT INCIDENTS



¹³ The proportions of victim services clients who called about current experiences, historic experiences, and date unknown experiences were not consistent across financial years ($\chi^2(4) = 30.162$; $p = 0.000$; Cramer's $V = 0.334$).

CLIENTS SEEKING ADVICE AND INFORMATION

A total of 298 Defence personnel have sought advice and information about managing sexual misconduct incidents in Defence from SeMPRO between establishment and 30 June 2015–16. The requests for information included advice for managing incidents as managers and commanders, advice for responding to incidents as a colleague or peer, and information about reporting requirements and legal options.

The proportions of sexual misconduct advice clients from each Service remained consistent across SeMPRO's three financial years.¹⁴ Table 3 illustrates the consistent representation across the Services despite changes in the number of advice clients over time.

TABLE 3: SEMPRO SEXUAL MISCONDUCT ADVICE CLIENTS BY SERVICE, 2013–14 TO 2015–16

SERVICE		2013–14	2014–15	2015–16	TOTAL
NAVY	NUMBER	10	34	27	71
	PER CENT	19%	26%	24%	24%
ARMY	NUMBER	19	42	36	97
	PER CENT	37%	32%	31%	33%
AIR FORCE	NUMBER	14	32	21	67
	PER CENT	27%	24%	18%	23%
CIVILIAN PERSONNEL	NUMBER	4	13	21	38
	PER CENT	8%	10%	18%	13%
ADF MEMBER – SERVICE UNKNOWN	NUMBER	3	3	2	8
	PER CENT	6%	2%	2%	3%
SERVICE NOT PROVIDED	NUMBER	2	7	8	17
	PER CENT	4%	5%	7%	6%
TOTAL	NUMBER	52	131	115	298
	PER CENT	100%	100%	100%	100%

Note: The percentages in Table 3 may not total 100 due to rounding.

¹⁴ The Service of sexual misconduct advice clients was consistent across financial years (x2(6) = 7.329; p = 0.299).

SECTION TWO. FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS

- A total of 245 sexual misconduct reports were made in 2015–16.
- The proportion of those reports that were sexual offences was consistent with previous years.
- Historic reporting peaked in 2014–15 and reporting for current incidents was highest in 2013–14.
- Four out of ten sexual misconduct incident reports were made in Defence training environments.

INCIDENT REPORTING IN 2015–16

Defence received 245 sexual misconduct incident reports in 2015–16. Around two-thirds of those reports were about sexual offences against the person (n = 167; 68 per cent). Sexual offences against the person were acts of indecency, sexual assaults, and aggravated sexual assaults. Just fewer than 30 per cent of formally reported incidents were about sexual harassment behaviours (n = 69; 28 per cent). These included repeated and unsolicited requests for sex, including requests sent electronically, unwelcome but non-criminal touching, and sexual innuendo from personnel in work and training settings. Less than five per cent of reported incidents were pornography offences (n = 9; 4 per cent). The proportions of sexual offences, pornography offences, and sexual harassment incidents reported in 2015–16 were consistent with those reported in the previous four financial years.¹⁵

The figures in Table 4 indicate the volume and proportions of specific categories of sexual misconduct incidents reported between 2011–12 and 2015–16. The proportion of reported incidents made from each specific category was not stagnant over that five-year period. The proportion of incidents that were sexual offences, overall, remained consistent across years.¹⁶ The trend data in Table 4 suggest that 2013–14 and 2014–15 saw proportionally fewer reported acts of indecency than in other years, matched with a small proportional increase in sexual assaults in those years. The data in Table 4 suggest that there was little variation in reported pornography offences or aggravated sexual assaults across the five financial years.

¹⁵ The proportions of formally reported sexual misconduct incidents that were offences against the person, sexual harassment incidents, and pornography offences did not vary across financial years ($\chi^2(8) = 15.071$; $p = 0.058$).

¹⁶ The specific types of sexual misconduct incidents reported to Defence were not consistent across financial years ($\chi^2(16) = 27.403$; $p = 0.037$; Cramer's V = 0.153).

TABLE 4: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM 2011–12 TO 2015–16, BY TYPE

INCIDENT CATEGORY		2011–12	2012–13	2013–14	2014–15	2015–16
PORNOGRAPHY	NUMBER	5	14	21	12	9
	PER CENT	2%	7%	8%	5%	4%
SEXUAL HARASSMENT	NUMBER	73	57	67	88	69
	PER CENT	34%	29%	26%	34%	28%
ACT OF INDECENCY	NUMBER	71	63	74	63	85
	PER CENT	33%	33%	29%	24%	35%
SEXUAL ASSAULT	NUMBER	48	40	74	70	52
	PER CENT	22%	21%	29%	27%	21%
AGGRAVATED SEXUAL ASSAULT	NUMBER	20	20	22	28	30
	PER CENT	9%	10%	9%	11%	12%
TOTAL	NUMBER	217	194	258	261	245
	PER CENT	100%	100%	100%	100%	100%

Note: The percentages in Table 4 may not total 100 due to rounding.

SEXUAL HARASSMENT CLAIMS FINALISED IN 2015–16

The Directorate of Complaints and Resolution reported that 73 sexual harassment complaints were finalised in 2015–16. The reported incidents finalised in 2015–16 remained open for an average of 222 days ahead of an outcome being achieved. The figures in Table 5 indicate that just fewer than half of the sexual harassment complaints finalised in 2015–16 were closed in three months or less and one-quarter took longer than 12 months to reach an outcome. The time taken to close sexual harassment incidents formally reported to the Directorate of Complaints and Resolution remained consistent between 2013–14 and 2015–16.¹⁷

TABLE 5: SEXUAL HARASSMENT CASES FINALISED IN 2015–16, BY TIME TAKEN TO FINALISE

TIME OPEN	NUMBER OF CASES	PER CENT CASES FINALISED 2015–16
THREE MONTHS OR LESS	33	45%
FOUR TO SIX MONTHS	12	16%
SEVEN TO NINE MONTHS	7	10%
TEN TO 12 MONTHS	2	3%
MORE THAN 12 MONTHS	19	26%
TOTAL	73	100%

INCIDENTS ACROSS REGIONS

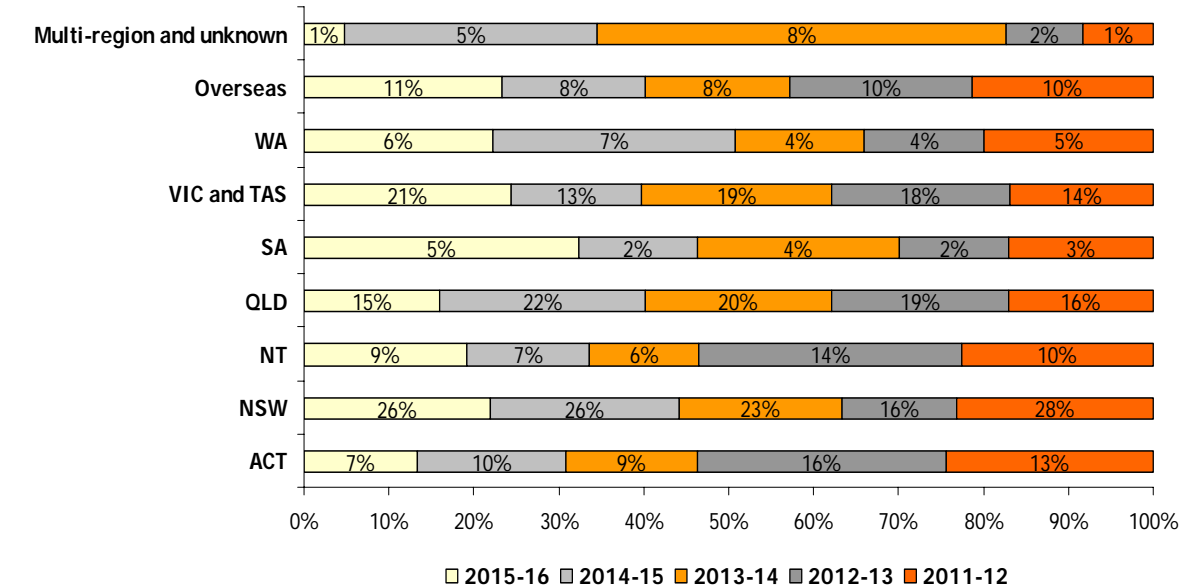
Eighty-nine per cent (n = 219) of the sexual misconduct incidents reported in 2015–16 took place in Australia. The remaining 11 per cent of the incidents reported in 2015–16 (n = 26) took place overseas on deployments, overseas postings, ships in international waters or alongside in other countries, and on training activities. The geographical distribution of sexual misconduct incidents has changed across the five financial years.¹⁸ The data in Figure 3 suggest that the proportion of incidents

¹⁷ The mean time taken to close sexual harassment complaints was consistent across the three years from 2013–14 and 2015–16 (F = 0.315; p = 0.730).

¹⁸ The distribution of formally reported incidents across Australian regions and overseas was not consistent across financial years ($\chi^2(28) = 49.907$; p = 0.007; Cramer's V = 0.105).

formally reported in Queensland decreased in 2015–16 (n = 36; 15 per cent) as reporting from Tasmania and Victoria proportionally increased (n = 51; 21 per cent).

FIGURE 3: REPORTED SEXUAL MISCONDUCT INCIDENTS BY REGION, 2011–12 TO 2015–16



Note: Data from Victoria and Tasmania are combined in Figure 3 because of the small volume of reports originating in Tasmania. The percentages in Figure 3 may not total 100 due to rounding.

Table 6 illustrates the volume of reported sexual misconduct incidents as a proportion of Defence personnel in each Australian region in June 2016. The data in Table 6 indicate that the higher reporting rates per capita in 2015–16 were in Victoria and the Northern Territory. Personnel located in Victoria constituted 13 per cent of Defence employees located in Australia in June 2016 and around one-quarter of incidents reported in 2015–16 occurred in Victoria. Five per cent of Defence personnel were located in the Northern Territory in June 2016 and 10 per cent of reports were made from the Northern Territory in 2015–16. Figure 3 indicates that reporting from the Northern Territory was lower in 2015–16 than in some previous years. The Northern Territory still had the highest number of reports per capita in 2015–16 despite the small decrease.

TABLE 6: SEXUAL MISCONDUCT INCIDENTS REPORTED IN AUSTRALIAN REGIONS PER CAPITA, 2015–16

REGION	HEADCOUNT 2016		REPORTED INCIDENTS IN AUSTRALIA, 2015–16		REPORTS PER CAPITA
	NUMBER AND PER CENT		NUMBER AND PER CENT		
ACT	16,987	14%	18	8%	0.11%
NSW	32,192	27%	64	29%	0.20%
NT	6,607	5%	21	10%	0.32%
QLD	31,593	26%	36	17%	0.11%
SA	8,738	7%	13	6%	0.15%
TAS	1,205	1%	0	0%	0.00%
VIC	15,549	13%	51	24%	0.33%
WA	8,484	7%	14	6%	0.17%
TOTAL	121,355	100%	217	100%	0.18%

Note: Population data were sourced from Defence’s human resources reporting portal, MARS, on 23 June 2016. Table 6 does not include overseas employees or incidents because MARS data on personnel outside of Australia is restricted to overseas postings and does not include personnel on deployments, ships at sea, or on exercise.

DELAYING REPORTING AND HISTORICAL SEXUAL MISCONDUCT INCIDENT REPORTING

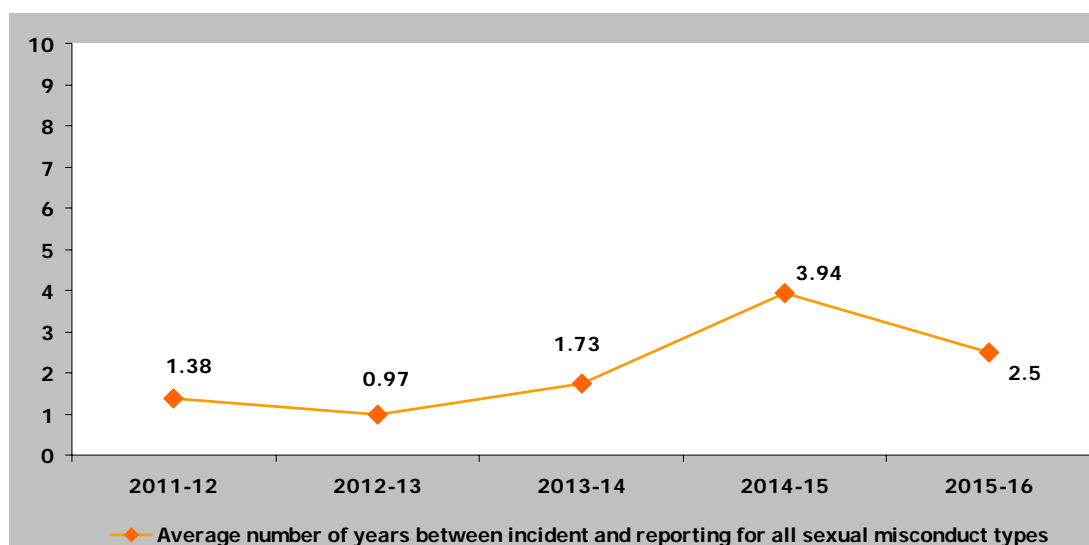
Sexual misconduct incidents reported to Defence more than 12 months after they occurred are considered historic reports by ADFIS. Almost 90 per cent of the historic incidents reported to Defence in the five years to June 30 2016 were about sexual offences against the person and 10 per cent were about sexual harassment incidents. Sixteen per cent of all sexual misconduct incidents reported in 2015–16 (n = 39) took place more than 12 months prior to being formally reported. The historic incidents reported in 2015–16 were made between two and 43 years after they occurred.

Figure 4 illustrates the changes to the average number of years between incidents and formal reporting to Defence, for all sexual misconduct categories, each year between 2011–12 and 2015–16.¹⁹ The volume of historic reports increased each year from 2011–12 to 2014–15, as did the proportion.²⁰ Historic incident reporting did not continue to increase in 2015–16.

¹⁹ The average number of years between incident and report was not consistent across financial years ($\chi^2(4) = 69.057$; $p = 0.000$).

²⁰ The proportion of sexual misconduct incident reports made about historic incidents was not consistent across financial years ($\chi^2(4) = 30.942$; $p = 0.000$; Cramer’s V = 0.169).

FIGURE 4: AVERAGE NUMBER OF YEARS BETWEEN INCIDENT AND REPORTING TO DEFENCE FOR ALL SEXUAL MISCONDUCT CATEGORIES, 2011–12 TO 2015–16



The figures in Table 7 illustrate that the total number of incidents reported to Defence increased after 2012–13. Those figures show that increased historic reporting from 2013–14 onwards impacted on the overall volume of reports. Increased historic reporting accounted for two-thirds of the increase in overall reporting between 2012–13 and 2014–15. The 2013–14 financial year data showed an increased number of historic reports on previous years but also an increased number of reported current incidents. Formal reporting for all categories of current incidents appeared to peak in 2013–14 and historic reporting peaked in 2014–15.

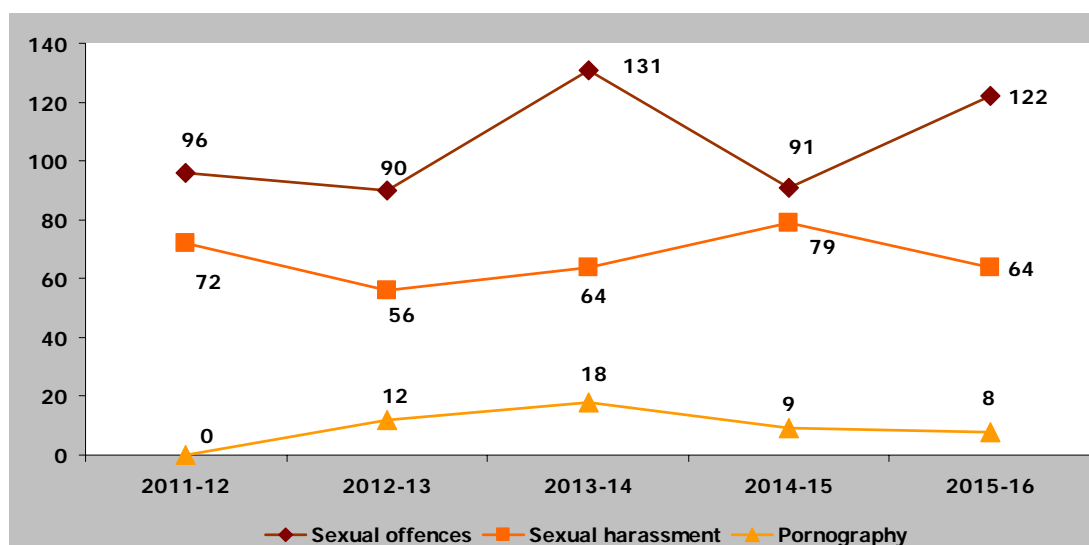
TABLE 7: CURRENT AND HISTORIC SEXUAL MISCONDUCT INCIDENT REPORTING, 2011–12 TO 2015–16

YEAR	CURRENT – ONE YEAR OR LESS		HISTORIC – MORE THAN ONE YEAR		NO RECORDED OFFENCE DATE		TOTAL	
	No.	%	No.	%	No.	%	No.	%
2015–16	194	79%	39	16%	12	5%	245	100%
2014–15	179	69%	61	23%	21	8%	261	100%
2013–14	213	83%	34	13%	11	4%	258	100%
2012–13	158	81%	17	9%	19	10%	194	100%
2011–12	168	77%	15	7%	34	16%	217	100%

The reporting peak in 2013–14 for current incidents shown in Table 7 was the result of an increased volume of reported sexual offences. The data in Figure 5 show the number of reported current sexual harassment incidents fluctuated between 56 in 2012–13 and 79 in 2014–15 and the volume of current reported sexual offences increased to 131 from around 90 in the surrounding years.²¹

²¹ The time between sexual offences occurring and being reported to Defence changed between financial years ($\chi^2(4) = 43.492$; $p = 0.000$).

FIGURE 5: VOLUME OF CURRENT SEXUAL MISCONDUCT INCIDENT REPORTING, 2011–12 TO 2015–16



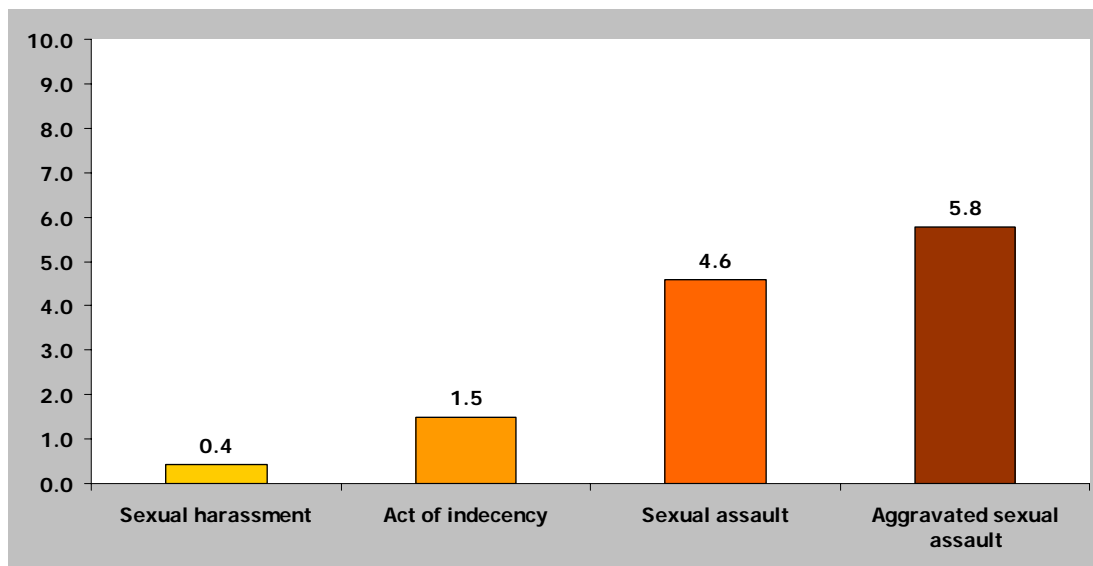
The average time between incidents and formal reporting increased from sexual harassment incidents through each type of sexual offence against the person.²² Figure 6 illustrates the time between incident and report for sexual harassment incidents, and sexual offences, reported between 1 July 2011 and June 30 2016.

Few sexual harassment incidents ($n = 15$) were reported as historical events. The average time between sexual harassment incidents taking place and reporting, across all sexual harassment incidents, was five months. Around 25 per cent of the acts of indecency reported during that five-year period ($n = 40$) were historic offences. The number of historic acts of indecency, and the delay in reporting, resulted in an average of a year and a half between offence and report. Proportionally more sexual assaults than other types of sexual misconduct incidents reported during 2011–12 and 2015–16 were historic.²³ Figure 6 illustrates that the average time between an assault and reporting increased to more than four years for sexual assaults and to six years for aggravated sexual assaults.

²² The time between incident and report differed across different types of sexual misconduct incidents against the person ($\chi^2(3) = 51.496$; $p = 0.000$).

²³ The proportion of sexual misconduct incidents reported historically was not consistent across incident type ($\chi^2(6) = 132.466$; $p = 0.000$; Cramer's $V = 0.247$).

FIGURE 6: AVERAGE NUMBER OF YEARS BETWEEN INCIDENT AND REPORT FOR SEXUAL MISCONDUCT INCIDENTS REPORTED BETWEEN 2011–12 AND 2015–16



INCIDENTS REPORTED ACROSS DEFENCE GROUPS

Reported sexual misconduct incidents have been analysed by Defence Group based on the Group responsible for managing the incident. In most cases that Group is tied to the location the incident occurred in. The Service Groups shown in the section below indicate the Defence Group where personnel worked in the organisation and not necessarily the Service of those involved.

Approximately nine out of ten reported sexual misconduct incidents (n = 229; 93 per cent) occurred in one of the three Service Groups in 2015–16. Figure 7 compares the reports made from each Service Group (as a proportion of reports from the Service Groups only) and the proportion of Service Group personnel working in each Group.

FIGURE 7: EMPLOYEE HEADCOUNT AND SEXUAL MISCONDUCT INCIDENTS REPORTED FROM SERVICE GROUPS IN 2015–16

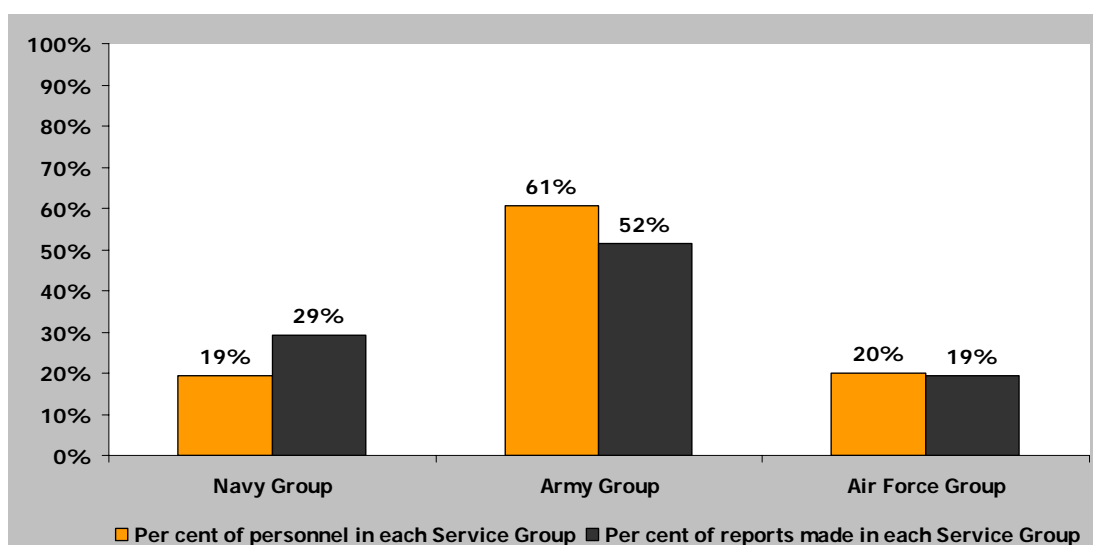
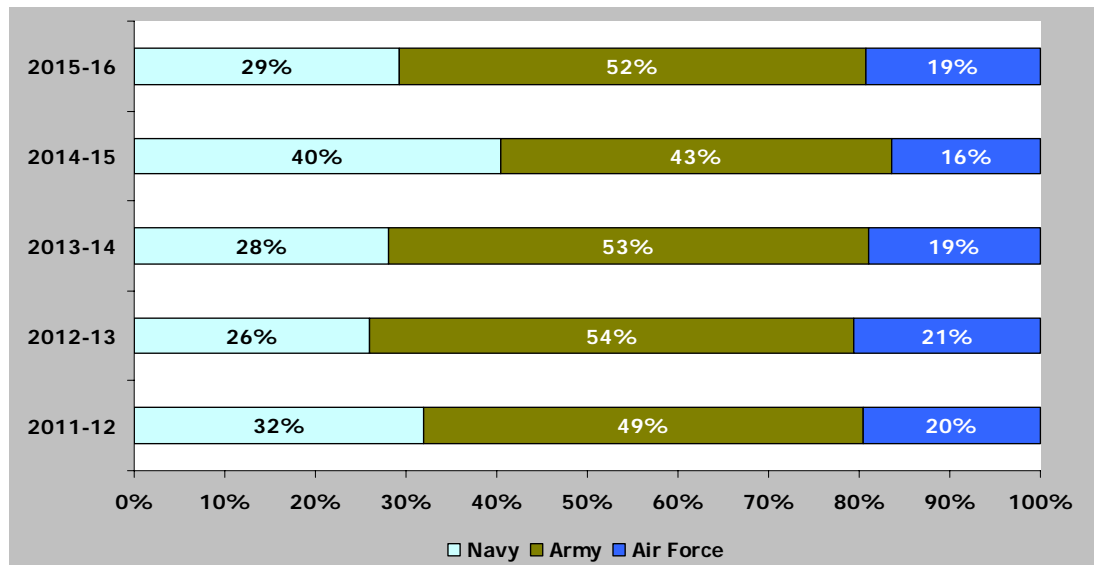


Figure 8 indicates the number of reported sexual misconduct incidents from the three Service Groups.

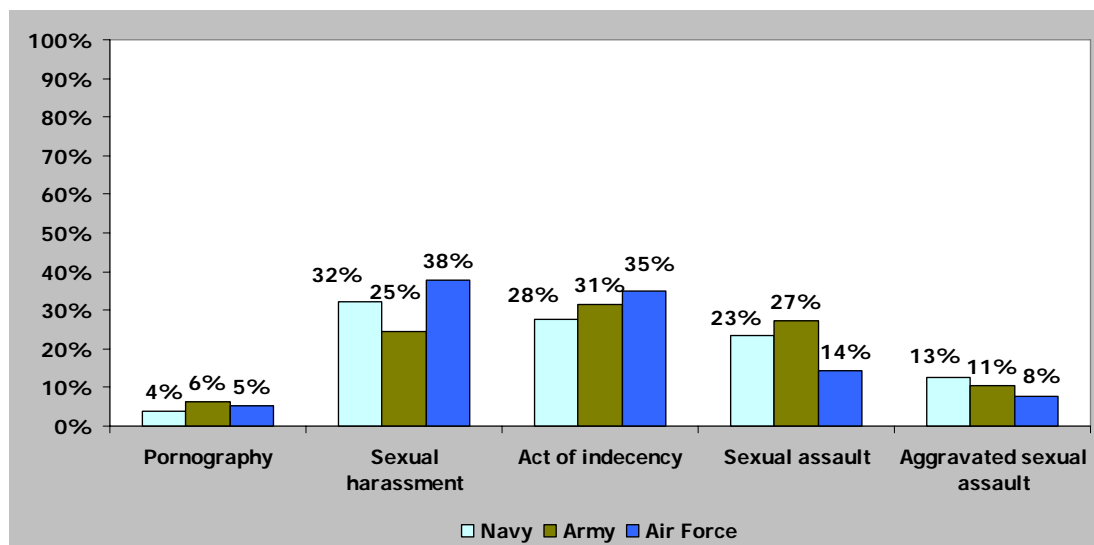
FIGURE 8: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM SERVICE GROUPS, 2011–12 TO 2015–16



Note: The percentages in Figure 8 may not total 100 due to rounding.

The three Service Groups were likely to file reports about different types of sexual misconduct incidents.²⁴

FIGURE 9: REPORTED SEXUAL MISCONDUCT INCIDENTS REPORTED FROM THE SERVICE GROUPS BETWEEN 2011–12 AND 2015–16, BY TYPE



The proportion of sexual misconduct incident reports about historic incidents was similar in all three Service Groups across the five financial years from 2011–12 to 2015–16²⁵ and also when 2015–16 was considered alone.²⁶

INCIDENTS REPORTED IN TRAINING ENVIRONMENTS

²⁴ The type of sexual misconduct incidents reported between 2011–12 and 2015–16 differed across Service Groups ($\chi^2(8) = 26.552$; $p = 0.001$; Cramer's $V = 0.113$).

²⁵ The proportions of current and historic sexual misconduct reports were consistent across the Service groups between 2011–12 and 2015–16 ($\chi^2(2) = 0.328$; $p = 0.849$).

²⁶ The proportions of current and historic sexual misconduct reports were consistent across the Service groups in 2015–16 ($\chi^2(2) = 0.231$; $p = 0.891$).

Around 40 per cent of sexual misconduct reports came from Defence training environments in 2015–16 (n = 96; 39 per cent). Sexual misconduct reporting from Defence training establishments in 2015–16 involved incidents and offences between trainees, between trainees and instructors, and trainees or instructors and non-Defence civilians. The number of incidents reported from training environments in 2015–16, and the proportion of all reports originating from training environments, was consistent with the previous four financial years.²⁷

The figures in Table 8 present the number of reports made from broad categories of Defence training establishments between 2011–12 and 2015–16. The number of training establishment reports, overall, was similar across the five-year period, but the number of incidents reported from different training establishments fluctuated.²⁸ Sexual misconduct reporting from the Australian Defence Force Academy (ADFA) represented about 20 per cent of training establishment reports in most years between 2011–12 and 2014–15. ADFA reporting in 2015–16, in contrast, represented two per cent of training establishment reports. Sexual misconduct incidents from initial employment training (IET) constituted just over 40 per cent of training establishment reporting in 2015–16. The proportional change in IET reporting arose from an increase in the number of reports made in these establishments and the dramatic decrease in incident reporting at ADFA.

TABLE 8: SEXUAL MISCONDUCT INCIDENT REPORTING FROM DEFENCE TRAINING ESTABLISHMENTS, 2011–12 TO 2015–16, BY TRAINING TYPE

FINANCIAL YEAR		INITIAL EMPLOYMENT TRAINING	ADFA	INITIAL RECRUIT TRAINING	INITIAL OFFICER TRAINING	CATEGORY AND PROMOTION COURSE OR EXERCISE	TOTAL TRAINING ESTABLISHMENT
2015–16	NUMBER	39	2	22	13	20	96
	PER CENT	41%	2%	23%	14%	21%	100%
2014–15	NUMBER	26	21	17	11	23	98
	PER CENT	27%	21%	17%	11%	24%	100%
2013–14	NUMBER	26	11	16	10	26	89
	PER CENT	29%	12%	18%	11%	29%	100%
2012–13	NUMBER	14	11	5	10	30	70
	PER CENT	20%	16%	7%	14%	43%	100%
2011–12	NUMBER	17	14	17	10	20	78
	PER CENT	22%	18%	22%	13%	26%	100%
TOTAL	NUMBER	122	59	77	54	119	431
	PER CENT	28%	14%	18%	13%	28%	100%

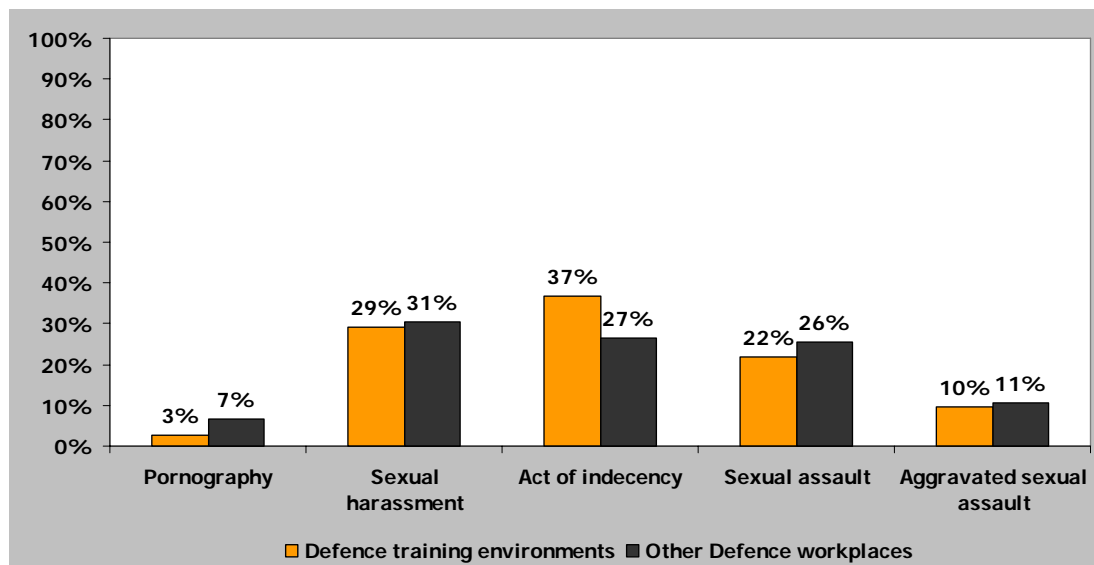
Note: The percentages in Table 8 may not total 100 due to rounding.

²⁷ The proportion of sexual misconduct reports made from training environments was consistent across financial years ($\chi^2(4) = 1.356$; $p = 0.852$).

²⁸ The proportions of sexual misconduct reports coming from different types of training establishments was not consistent over time ($\chi^2(16) = 39.614$; $p = 0.001$; Cramer's V = 0.150).

Defence training environments made reports about different types of sexual misconduct incidents to other Defence workplaces between 2011–12 and 2015–16.²⁹ The trend data in Figure 10 indicate that training establishment reporting over the five-year period was more likely to be about acts of indecency, and less likely to be about sexual assaults and aggravated sexual assaults, than reporting from other Defence workplaces. The proportions of reports that were about all types of sexual offences against the person combined, however, were consistent inside and outside of Defence training environments between 2011–12 and 2015–16.³⁰

FIGURE 10: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM DEFENCE TRAINING ENVIRONMENTS AND OTHER DEFENCE WORKPLACES FROM 2011–12 TO 2015–16, BY TYPE



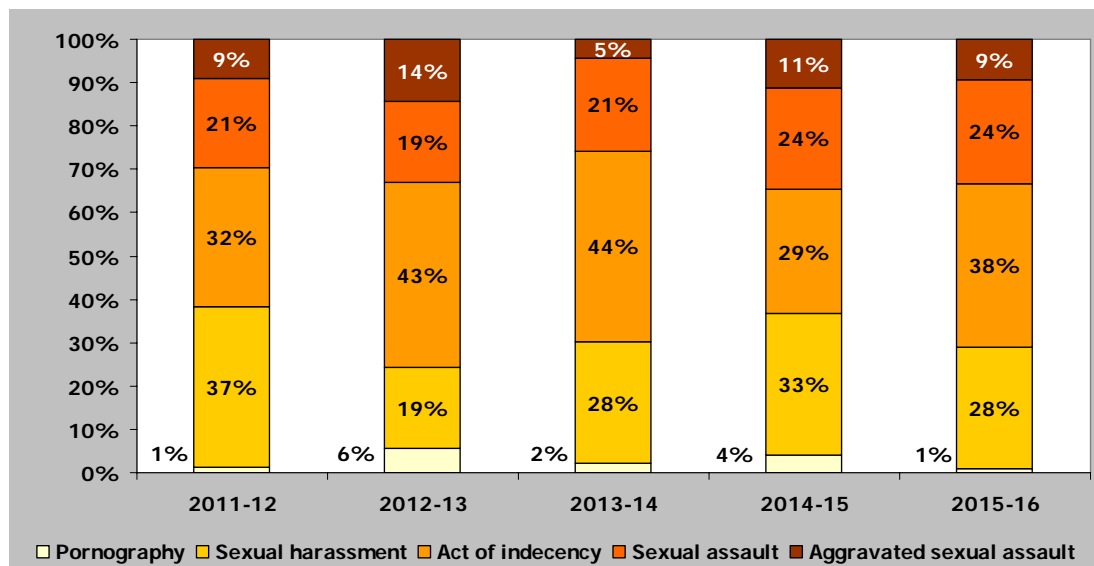
Note: The percentages in Figure 10 do not total 100 due to rounding.

The trend data shown in Figure 11 suggest that the type of reports made from training environments fluctuated across financial years.

²⁹ The proportion of incidents in each sexual misconduct category reported from inside training establishments from 2011–12 to 2015–16 differed from those from other Defence workplaces ($\chi^2(4) = 18.765$; $p = 0.126$).

³⁰ The proportions of sexual misconduct reports about sexual offences against the person between 2011–12 and 2015–16 were consistent inside and outside Defence training environments ($\chi(1) = 3.246$; $p = 0.072$).

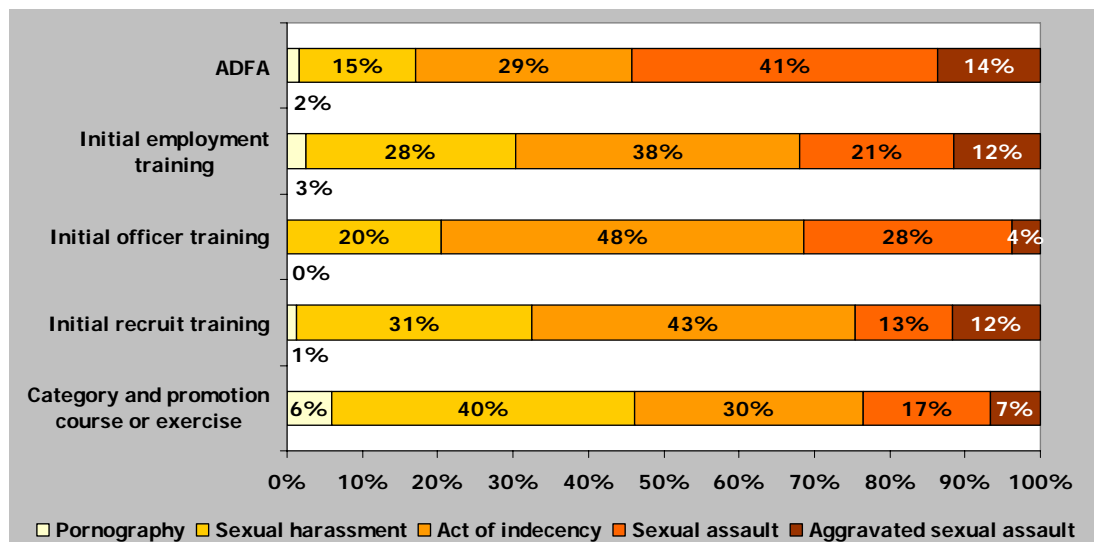
FIGURE 11: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM TRAINING ENVIRONMENTS, 2011–12 TO 2015–16, BY TYPE



Note: The percentages in Figure 11 may not total 100 due to rounding.

The sexual misconduct reports made from ADFA, initial officer training, initial recruit training, initial employment training, promotion and category courses, and on exercise differed when the data from 2011–12 to 2015–16 were examined together.³¹ The data in Figure 12 illustrate that pornography reports were very low across all types of Defence training environments.

FIGURE 12: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM DEFENCE TRAINING ENVIRONMENTS FROM 2011–12 TO 2015–16, BY TYPE



Note: The percentages in Figure 12 may not total 100 due to rounding.

³¹ The type of sexual misconduct reported differed between types of training establishments ($\chi^2(12) = 34.895$; $p = 0.000$; Cramer's $V = 0.167$).

VICTIMS AND PERPETRATORS OF FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS

- Approximately eight out of ten victims of all reported sexual misconduct incidents in 2015–16 were females. The proportion of female victims was consistent across all three Service Groups.
- Forty-five per cent of incidents with male victims were historic. Nine per cent of incidents with female victims were historic.
- Almost all perpetrators in sexual misconduct incidents reported in 2015–16 were males.
- Victims were, on average, younger and less senior than perpetrators.

DEFENCE VICTIMS AND DEFENCE PERPETRATORS

The 245 sexual misconduct incident reports Defence received in 2015–16 involved 264 victims and 284 perpetrators. Most incidents involved a single victim (n = 200) and were perpetrated by a single person (n = 219). Sexual harassment incidents and acts of indecency were the most common types of reported incidents with multiple victims and perpetrators.

A total of 40 victims of sexual misconduct incidents reported in 2015–16 were civilians from outside Defence. Table 9 indicates that incidents that involved Defence perpetrators and non-Defence civilians were most likely to be sexual offences against the person.

TABLE 9: DEFENCE AND NON-DEFENCE VICTIMS OF SEXUAL MISCONDUCT INCIDENTS REPORTED IN 2015–16, BY TYPE

	DEFENCE VICTIM		NON-DEFENCE VICTIM OR UNKNOWN	
	NUMBER	PER CENT	NUMBER	PER CENT
SEXUAL HARASSMENT	67	36%	1	3%
ACT OF INDECENCY	68	37%	15	38%
SEXUAL ASSAULT	33	18%	13	33%
AGGRAVATED SEXUAL ASSAULT	17	9%	11	28%
TOTAL	185	100%	40	100%

Note: The data in Table 9 does not include n = 20 incidents where the administrative data contained no victim details or the offence was not targeted at a specific victim, such as pornography offences.

Almost all of the sexual misconduct incidents reported to Defence in 2015–16 were perpetrated by Defence personnel. Table 10 indicates that there were 12 reported sexual offences that involved a Defence victim and a non-Defence perpetrator.

TABLE 10: DEFENCE AND NON-DEFENCE PERPETRATORS OF SEXUAL MISCONDUCT INCIDENTS REPORTED IN 2015–16, BY TYPE

	DEFENCE PERPETRATOR		NON-DEFENCE PERPETRATOR OR UNKNOWN	
	NUMBER	PER CENT	NUMBER	PER CENT
PORNOGRAPHY	9	4%	0	0%
SEXUAL HARASSMENT	69	30%	0	0%
ACT OF INDECENCY	81	35%	3	25%
SEXUAL ASSAULT	42	18%	8	67%
AGGRAVATED SEXUAL ASSAULT	29	13%	1	8%
TOTAL	230	100%	12	100%

Note: The data in Table 10 does not include n = 3 incidents where the administrative data contained no perpetrator details.

Almost 80 per cent of the 264 identified victims of incidents reported in 2015–16 were females. Table 11 indicates that 33 sexual misconduct victims in incidents reported in 2015–16 were males and that the administrative data did not record the gender of the remaining 22 victims. The proportion of reported incidents with at least one male victim involved was consistent across financial years.³² Thirteen per cent of incidents reported in 2015–16 (n = 32) involved the 33 male victims shown in Table 11. The 209 females shown in Table 11 were victims in 71 per cent of the reported incidents (n = 174). One incident had both male and female victims.

TABLE 11: VICTIMS OF SEXUAL MISCONDUCT REPORTED IN 2015–16, BY GENDER

VICTIM GENDER	NUMBER	PER CENT VICTIMS
MALE VICTIMS	33	13%
FEMALE VICTIMS	209	79%
GENDER UNKNOWN	22	8%
TOTAL	264	100%

Female victimisation was consistent across the Service Groups and over the five-year period. The proportion of incidents reported from the Service Groups between 2011–12 and 2015–16 with at least one female victim was consistent across the three Groups.³³ The proportion of incidents from the Service Groups with at least one female victim also did not vary between financial years.³⁴

The trend data in Figure 13 illustrate that the distribution of incidents with a male victim across the Service Groups was not stagnant across financial years.³⁵ There were too few incidents with male victims reported from some Service Groups to robustly test for changes although Figure 13 indicates a spike in reporting for incidents with male victims in 2014–15.

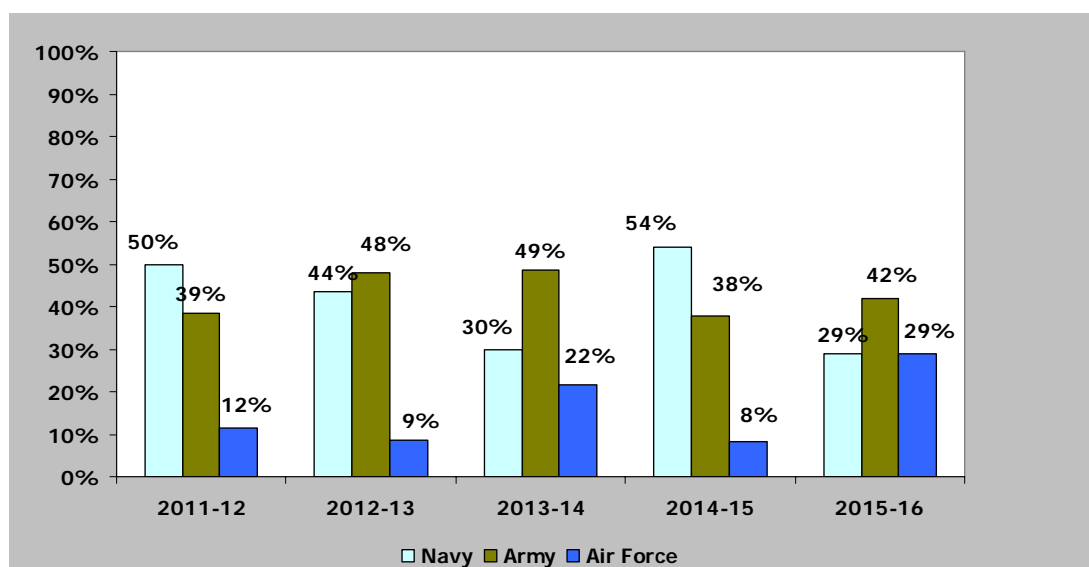
³² The proportion of incidents reported with at least one male victim was consistent across financial years ($\chi^2(4) = 2.835$; $p = 0.586$).

³³ The proportion of incidents reported between 2011–12 and 2015–16 with at least one female victim was consistent across the Service Groups ($\chi^2(2) = 4.512$; $p = 0.105$).

³⁴ The proportion of incidents with female victims reported from each Service Group was consistent over time ($\chi^2(8) = 5.012$; $p = 0.756$).

³⁵ There were too few incidents with at least one male victim to test for change in the proportion of incidents with a male victim in each Service Group.

FIGURE 13: SEXUAL MISCONDUCT INCIDENTS WITH AT LEAST ONE MALE VICTIM REPORTED FROM THE SERVICE GROUPS, 2011–12 TO 2015–16



Note: The percentages in Figure 13 may not total 100 due to rounding.

There were too few reported incidents that involved male victims to identify whether the type of incidents had significantly changed between 2011–12 and 2015–16. The trend data in Table 12 indicate small variations in the number of specific types of incidents that involved male victims between years.

TABLE 12: SEXUAL MISCONDUCT INCIDENTS WITH AT LEAST ONE MALE VICTIM REPORTED BETWEEN 2011–12 AND 2015–16, BY TYPE

	PORNOGRAPHY		SEXUAL HARASSMENT		ACT OF INDECENCY		SEXUAL ASSAULT		AGGRAVATED SEXUAL ASSAULT		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2011–12	0	0%	10	35%	10	35%	4	14%	5	17%	29	100%
2012–13	0	0%	6	25%	10	42%	5	21%	3	13%	24	100%
2013–14	2	5%	7	18%	19	48%	8	20%	4	10%	40	100%
2014–15	1	2%	11	24%	16	35%	12	26%	6	13%	46	100%
2015–16	0	0%	3	9%	16	50%	7	22%	6	19%	32	100%
TOTAL	3	2%	37	22%	71	42%	36	21%	24	14%	171	100%

Historic reporting accounts for a lot of the increased volume of sexual misconduct incidents reported to Defence each year after 2012–13. Incidents that involved male victims, in particular, made up much of that change. Table 13 indicates the number of historic sexual misconduct incidents reported each financial year by victim gender.

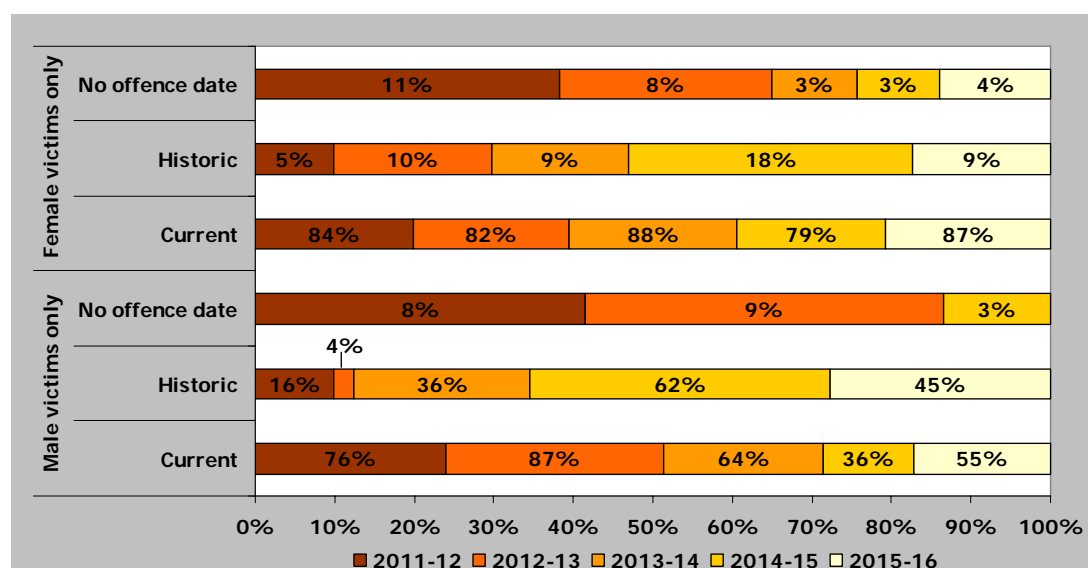
TABLE 13: MALE AND FEMALE VICTIMS IN HISTORIC SEXUAL MISCONDUCT INCIDENTS REPORTED BETWEEN 2011–12 AND 2015–16

FINANCIAL YEAR	ONLY MALE VICTIMS		ONLY FEMALE VICTIMS	
	NUMBER	PER CENT	NUMBER	PER CENT
2011–12	4	33%	8	67%
2012–13	1	7%	13	93%
2013–14	13	48%	14	52%
2014–15	24	44%	30	56%
2015–16	14	48%	15	52%
TOTAL	56	41%	80	59%

Note: The data for n = 30 historic incidents reported between 2011–12 and 2015–16 did not report a gender for the victim or did not contain any victim information.

The proportion of current and historic incidents with male victims changed over the five years between 2011–12 and 2015–16.³⁶ The data in Figure 14 indicate that historic reporting made up less than 20 per cent of incidents reported with male victims in 2011–12 and 2012–13 but constituted almost two-thirds of reports made with male victims in 2014–15. Historic reporting also fluctuated for incidents that involved female victims over the same time frame but did not reach more than 20 per cent of reported incidents.³⁷

FIGURE 14: CURRENT AND HISTORIC REPORTING FOR SEXUAL MISCONDUCT INCIDENTS REPORTED BETWEEN 2011–12 AND 2015–16 WITH MALE AND FEMALE VICTIMS



Note: The percentages in Figure 14 may not total 100 due to rounding.

Very few perpetrators in reported sexual misconduct incidents over the five years between 2011–12 and 2015–16 were females. More than 85 per cent of the 281 perpetrators of sexual misconduct incidents reported in 2015–16 were males (n = 219; 86 per cent). Five per cent of the perpetrators were identified as females

³⁶ Historic reporting for incidents with male victims was not consistent across financial years ($\chi^2(4) = 25.028$; $p = 0.000$; Cramer's $V = 0.410$).

³⁷ Historic reporting for incidents with female victims was not consistent across financial years ($\chi^2(4) = 15.267$; $p = 0.004$; Cramer's $V = 0.143$).

(n = 14) and the data for the remaining nine per cent did not indicate a gender (n = 26).

Nine of the incidents perpetrated by females were committed against female victims (n = 9; 64 per cent), four were perpetrated against males (n = 4; 29 per cent), and one incident did not record a victim gender.

Females perpetrated too few sexual misconduct incidents to robustly test whether the type of incidents reported with male and female perpetrators differed. Table 14 indicates the number of each type of sexual misconduct incidents reported to Defence between 2011–12 and 2015–16 perpetrated by females. Half of all incidents perpetrated by females in that five-year period were sexual harassment incidents and 39 per cent were acts of indecency. No aggravated sexual assaults with a female perpetrator were reported to Defence in that time frame.

TABLE 14: SEXUAL MISCONDUCT INCIDENTS REPORTED FROM 2011–12 TO 2015–16 WITH FEMALE PERPETRATORS, BY TYPE

	PORNOGRAPHY		SEXUAL HARASSMENT		ACT OF INDECENCY		SEXUAL ASSAULT		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%
2011–12	0	0%	4	100%	0	0%	0	0%	4	100%
2012–13	1	20%	2	40%	2	40%	0	0%	5	100%
2013–14	0	0%	3	30%	6	60%	1	10%	10	100%
2014–15	0	0%	1	17%	3	50%	2	33%	6	100%
2015–16	0	0%	10	71%	4	29%	0	0%	14	100%
TOTAL	1	3%	20	51%	15	39%	3	8%	39	100%

POWER AND VULNERABILITY

One hundred and seventy-six of the 245 sexual misconduct incidents reported to Defence in 2015–16 took place with a single perpetrator and victim. The demographic data available on both victims and perpetrators in those incidents, as well as on average across all incidents, suggested that victims tended to be younger and less senior than perpetrators. The figures in Tables 15 and 16 indicate that the perpetrators were older and more senior in rank to victims in about half of the single victim and single perpetrator incidents reported in 2015–16.

TABLE 15: RELATIVE AGES IN SINGLE VICTIM AND PERPETRATOR INCIDENTS REPORTED IN 2015–16

	NUMBER	PER CENT
VICTIM WAS IN AN OLDER AGE GROUP	4	3%
VICTIM AND PERPETRATOR IN THE SAME AGE GROUP	50	41%
PERPETRATOR WAS IN AN OLDER AGE GROUP	67	55%
TOTAL	121	100%

Note: Table 15 does not include incidents with more than one victim and perpetrator or incidents without age demographic data.

TABLE 16: RELATIVE RANKS IN SINGLE VICTIM AND PERPETRATOR INCIDENTS REPORTED IN 2015–16

	NUMBER	PER CENT
VICTIM WAS SENIOR	10	10%
VICTIM AND PERPETRATOR SAME RANK	41	41%
PERPETRATOR WAS SENIOR	50	50%
TOTAL	101	100%

Note: Table 16 does not include incidents with more than one victim and perpetrator or incidents without rank demographic data.

The same age and rank relationship was apparent across the combined data from 2011–12 to 2015–16. The perpetrator was older than the victim in 57 per cent of single victim and perpetrator incidents (n = 199) and more senior in rank in 48 per cent of incidents (n = 214). Single victim and perpetrator incidents reported from Defence training establishments were more likely to have taken place between victims and perpetrators in the same age group³⁸ and at the same rank.³⁹ Around 60 per cent of single victim and perpetrator incidents reported from other Defence workplaces showed an older and more senior perpetrator than their victim.

The figures in Tables 17 and 18 illustrate the age distributions of all victims and all perpetrators in sexual misconduct incidents reported in 2015–16. The average age of perpetrators in reported sexual misconduct incidents in 2015–16 was older than the average of victims.⁴⁰ More than half of all victims in reported incidents in 2015–16 were 25 years old or younger. Twenty-six per cent of perpetrators, in contrast, were aged 25 years or younger.

³⁸ The relative ages of victims and perpetrators differed for incidents reported from inside and outside Defence training establishments between 2011–12 and 2015–16 ($\chi^2(2) = 10.258$; $p = 0.006$; Cramer's $V = 0.171$).

³⁹ The relative ranks of victims and perpetrators differed for incidents reported from inside and outside Defence training establishments between 2011–12 and 2015–16 ($\chi^2(2) = 32.275$; $p = 0.000$; Cramer's $V = 0.268$).

⁴⁰ The average age of perpetrators in 2015–16 reported sexual misconduct incidents was higher than the average age of victims ($Z = -7.663$; $p = 0.000$). Average ages were calculated on Victim 1 and Perpetrator 1 across all 245 incidents.

TABLE 17: VICTIMS OF INCIDENTS REPORTED IN 2015–16, BY AGE GROUP

AGE GROUP	NUMBER OF VICTIMS	PER CENT 2015–16 VICTIMS
UNDER 18	21	8%
18 TO 25	118	45%
26 TO 30	35	13%
31 TO 35	15	6%
36 TO 40	7	3%
41 TO 45	13	5%
46 TO 50	10	4%
51 TO 55	9	3%
56 TO 60	1	0%
OVER 60	2	1%
UNKNOWN AGE	33	13%
TOTAL	264	100%

Note: There were 245 incidents reported in 2015–16, with 264 victims identified, and 281 perpetrators identified.

TABLE 18: PERPETRATORS OF INCIDENTS REPORTED IN 2015–16, BY AGE GROUP

AGE GROUP	NUMBER OF PERPETRATORS	PER CENT 2015–16 PERPETRATORS
UNDER 18	6	2%
18 TO 25	68	24%
26 TO 30	37	13%
31 TO 35	21	7%
36 TO 40	33	12%
41 TO 45	25	9%
46 TO 50	15	5%
51 TO 55	22	8%
56 TO 60	5	2%
OVER 60	6	2%
UNKNOWN AGE	43	15%
TOTAL	281	100%

Note: There were 245 incidents reported in 2015–16 with 264 victims identified and 281 perpetrators identified.

Almost half of the victims in sexual misconduct incidents reported in 2015–16 were Officer Cadet, Private, and Recruit equivalents, or Cadets (n = 115; 44 per cent). The data in Table 19 illustrate a concentration of perpetrators in those ranks (n = 75; 27 per cent) albeit smaller than the volume of victims in those ranks.

The figures in Tables 19 and 20 show 12 per cent of all victims (n = 32), and 20 per cent of perpetrators (n = 56), were identified as officers (excluding Officer Cadets). Warrant Officer equivalent personnel comprised an additional eight per cent of perpetrators (n = 22).

TABLE 19: VICTIMS OF INCIDENTS REPORTED IN 2015–16, BY RANK

RANK EQUIVALENT	NUMBER OF VICTIMS	PER CENT 2015–16 VICTIMS
CADET	7	3%
RECRUIT	28	11%
PRIVATE	68	26%
LANCE CORPORAL	22	8%
CORPORAL	24	9%
SERGEANT	4	2%
WARRANT OFFICER CLASS 2	1	0%
WARRANT OFFICER CLASS 1	1	0%
OFFICER CADET	12	5%
SECOND LIEUTENANT	2	1%
LIEUTENANT (ARMY)	12	5%
CAPTAIN (ARMY)	6	2%
MAJOR	12	5%
LIEUTENANT COLONEL	0	0%
COLONEL	0	0%
UNKNOWN OR EXTERNAL	65	25%
TOTAL	264	100%

TABLE 20: PERPETRATORS OF INCIDENTS REPORTED IN 2015–16, BY RANK

RANK EQUIVALENT	NUMBER OF PERPETRATORS	PER CENT 2015–16 PERPETRATORS
CADET	5	2%
RECRUIT	16	6%
PRIVATE	46	16%
LANCE CORPORAL	39	14%
CORPORAL	34	12%
SERGEANT	24	9%
WARRANT OFFICER CLASS 2	13	5%
WARRANT OFFICER CLASS 1	9	3%
OFFICER CADET	8	3%
SECOND LIEUTENANT	0	0%
LIEUTENANT (ARMY)	13	5%
CAPTAIN (ARMY)	12	4%
MAJOR	15	5%
LIEUTENANT COLONEL	14	5%
COLONEL	2	1%
UNKNOWN OR EXTERNAL	31	11%
TOTAL	281	100%

SUMMARY

PREVALENCE AND REPORTING

Five years of formally reported incident data illustrated an increased number of sexual misconduct incidents reported to Defence after 2012–13. The volume of incidents reported to Defence in the three years from 2013–14 to 2015–16 fluctuated but did not show major change. The increased number of sexual misconduct incidents reported from 2013–14 onwards was the result of increased numbers of reported sexual assaults and aggravated sexual assaults. Less than 70 penetrative sexual offences were reported to Defence in 2011–12 and 2012–13. Defence received reports about 96 penetrative sexual offences in 2013–14, 98 penetrative offences in 2014–15, and 82 penetrative offences in 2015–16. Sexual assaults were proportionally higher in 2014–15 than in other years. The increased number of reported penetrative sexual offences in those years, and the increased number of acts of indecency, were not in themselves very large but were statistically significant.

Changes in the volume of incidents reported to Defence can indicate changes in incident prevalence, changes to cultural factors driving reporting, or to administrative processes and other variables. The formally reported incident data suggested that there were different things driving changes in formally reported figures for each year from 2013–14 onwards. There was a spike in the number of current sexual offences reported to Defence in 2013–14. The number of reports in 2014–15, in contrast, came with a spike in historic reporting for sexual offences. Those increases in current and historic reports took place alongside some significant events in Defence's Pathway to Change initiative. The time line of events, changes to ADF investigation practices, and the increased visibility of historic incidents that came with the Defence Abuse Response Taskforce likely drove those increases in current and historic reports at different times.

The 2015–16 formally reported sexual offences data is similar to the data from 2013–14 although there appears to be more reported acts of indecency and fewer sexual assaults. Sixteen fewer penetrative sexual offences were reported in 2015–16 than the year before. Much of the difference in the number of sexual offences reported to Defence between these two years was the dramatic decrease in reporting from ADFA. Formally reported incident data is unable to indicate whether the 90 per cent fall in reporting from ADFA reflected changes in reporting culture, a reduction in genuine prevalence, or something else.

SERVICES AND SERVICE GROUPS

Personnel in the Navy and Air Force Groups each made up 20 per cent of Defence Service Group personnel in 2016. Army Group personnel were the remaining 60 per cent. Formal incident reporting from the Service Groups more closely reflected that population distribution than in recent years. Navy Group made 28 per cent of formal reports in 2015–16, Army Group made 48 per cent of reports, and 18 per cent of reports came from Air Force Group. There was a spike in reporting from Navy Group reporting in the previous year that did not continue into 2015–16.

SeMPRO collects client data and reports on Service, and not Service Groups, although there is a large overlap between individual Service and Defence Service Group. SeMPRO's client distribution for victim services clients and incident management advice clients was similar to the spread of formally reported incidents across the Service Groups for the Navy and Air Force. SeMPRO had fewer Army

clients than might be expected based on the formal reporting from Army Group. Navy members made up 28 per cent of all victim services clients and 24 per cent of all incident management clients. Army members were 36 per cent of victim services clients and 31 per cent of incident advice clients. Air Force members were 9 per cent of victim services clients and 18 per cent of incident advice clients. The changes in SeMPRO use across the Services over time were not significant but there was a spike in Navy members accessing victim services in 2014–15.

GENDER

Sexual misconduct victimisation in Defence between 2011–12 and 2015–16 was most commonly perpetrated by males against females. Females comprised 19 per cent of the Defence population, 15 per cent of personnel in the Services, 79 per cent of all victims in sexual misconduct incidents in 2015–16, and 82 per cent of Defence personnel who were victims in sexual misconduct incidents in that year. The gender distribution among victims was unchanged across the five years.

Males were vastly underrepresented as victims in reported sexual misconduct incidents given their representation in the Defence population. Males were 13 per cent of victims in formally reported incidents in 2015–16. Males made up more of SeMPRO's victim services clients than might be expected based on formal reporting. One-quarter of victim services clients were males in 2015–16.

Males were more likely than females to be victims in formally reported historic incidents. Historic reporting was not as high in 2015–16 as it was in 2014–15 but historic incident reporting with male victims was still much higher than female victims. Nine per cent of incidents with female victims reported in 2015–16 were historic whereas 45 per cent of the formally reported incidents with male victims in 2015–16 were historic.

Males seeking victim services from SeMPRO were also more likely to have sought assistance with an historic sexual offence or incident than female victim services clients. One-third of male victim services clients sought help with historic experiences whereas 21 per cent of female victims services clients spoke about historic offences.

The absence of males from current reporting is difficult to interpret with any certainty. The increased historic reporting to Defence encompassed many male victims, and males continued to comprise one-third of SeMPRO's victim services clients, suggesting that Defence's efforts to reach victims reluctant to disclose their experiences continued to have some impact into 2015–16.

Reported historic incidents that stemmed from the Defence Abuse Response Taskforce trickled to ADFIS over the period of the taskforce's operation. The taskforce wound down completely in 2015–16. Defence could anticipate a fall in historic formal reports but not necessarily one matched with a dramatic fall in SeMPRO contact about historic incidents.

SeMPRO SERVICE USE

SeMPRO provided more complex services in 2015–16 than earlier years. SeMPRO victim support clients were more likely to have sought assistance with very recent sexual offences and incidents in 2015–16 than in earlier years. Current incidents comprised just over half of the victim services clients' needs in 2015–16. Previous years had a proportionally bigger loading for historic incidents.

Cases where SeMPRO provided services to multiple clients about a single event as victim services, debriefing, command advice, and incident management advice became more common in 2015–16. Incident management advice, irrespective of whether victim services were also provided, comprised almost half of SeMPRO's client base in 2015–16. SeMPRO moved more towards a service contacted by ADFIS, contacted by victims reporting to ADFIS, and contacted by Defence personnel on hearing an incident report in the last financial year.