

## **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 victims of sexual misconduct and personnel impacted by sexual misconduct;
- to be the single point of data collection and analysis of sexual misconduct within Defence; and
- to provide policy, education, primary prevention tools and advice related to sexual misconduct in Defence.

SeMPRO has prepared this report as a key output of its role as the central point of data collection and reporting for sexual misconduct 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 includes, but is not limited to, 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; and
- 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 HOLDINGS**

This supplement report describes two types of data collected and analysed by SeMPRO – SeMPRO assistance data and formally reported sexual misconduct incidents data.

#### **SEMPRO ASSISTANCE**

The first type of data is limited information on the use by Defence personnel of SeMPRO support and case management services. SeMPRO collects basic demographic information about callers, including their reason for contacting SeMPRO, where callers freely provide that information. This data is reported in Section One.

## **FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS**

The second type of data SeMPRO receives comes from sexual harassment incidents and sexual offences formally reported in Defence. The Service Police Central Records Office (SPCRO) provides SeMPRO with initial report files from incidents reported to the Australian Defence Force Investigative Service (ADFIS)<sup>1</sup>. Values, Behaviours and Resolution Branch (VBR) provide available incident details from sexual harassment and sexual offence incidents reported to Defence. Formally reported incident data has been presented in Section Two. VBR data indicating the time between reporting and resolution for sexual harassment incidents 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 & Analysis Reporting Solution (MARS) database on 22 June 2015. The MARS data used was a personnel headcount spanning permanent and reserve members, and Defence Australian Public Service (APS) employees, by Defence Groups and 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 another 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, for example, work in Navy Group yet Navy Group also includes members from Army, Air Force, and Defence APS employees.

## **SELF REPORTED PREVALENCE**

Reported incident data enables benchmarking and tracking changes in formally reported prevalence, and identifying factors involved in perpetrating sexual misconduct, yet is not a complete picture of sexual misconduct in Defence. SeMPRO aims to capture all formally reported incidents but does not currently track unreported incidents. Included in this supplement is a summary of the self reported prevalence data captured annually by Workforce Planning Branch. Adding self reported sexual misconduct experiences to data identifying formally reported incidents deepens Defence's understanding of sexual misconduct.

Workforce Planning Branch surveyed a 25 per cent sample of permanent Defence members and APS personnel about unacceptable behaviours in October 2013 and October 2014. Respondents were asked about their attitudes towards, and experiences of, unacceptable behaviours within Defence including sexual harassment and sexual offences.

Analysis from the surveys of unacceptable behaviour combined sexual harassment and sexual offences into a single concept termed 'sexual-related unacceptable behaviours'. Respondents who indicated they experienced sexual-related unacceptable behaviours advised if they disclosed those experiences to their commander, to a Defence support mechanism, sought legal advice, or externally

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<sup>1</sup> ADFIS data for the 2014–15 financial year was provided on June 24 2015 for operational reasons. Sexual misconduct incidents for the 2014–15 financial year may be restated in the future to capture any changes.

reported to the civilian police<sup>2</sup>. Respondents who disclosed their experiences within Defence, or formally reported them externally, indicated their satisfaction levels with the chosen processes. Self reported prevalence is reported in Section Three.

## SECTION ONE. ACCESSING HELP VIA SEMPRO

- Client numbers increased between the first two years of operation.
- More commanders, supervisors, and peers sought advice for managing incidents in 2014–15 than 2013–14.
- Nine out of ten clients seeking support and case management were serving or ex-serving members. Half of those clients were Navy members.
- One third of support and case management clients were males.

### SEMPRO CLIENT NEEDS

Table 1 indicates that the volume of clients accessing SeMPRO support increased from 200 in 2013–14<sup>3</sup> to 311 in 2014–15. The data in Table 1 show that SeMPRO provided assistance to four broad types of callers during the first two years of operation:

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

SeMPRO helped 112 victims of sexual misconduct in 2014–15 including a small number of sexual offence victims who made Restricted Disclosures<sup>4</sup>. Half of the Restricted Disclosures made to SeMPRO over its two years of operation, to 30 June 2015, became Unrestricted Reports.

**TABLE 1. CALLERS CONTACTING SEMPRO IN 2013–14 AND 2014–15**

Type of callers contacting SeMPRO	2013-14	2014-15	Total
Victim mental health support and case management	73	112	185
Advice managing sexual misconduct incidents in Defence	52	130	182
Debriefing and other mental health support	11	15	26
Information - SeMPRO services, marketing, and training	7	27	34
Information - non Defence assaults, unacceptable behaviours, other information	31	26	57
Not recorded	26	1	27
Total	200	311	511

<sup>2</sup> Respondents were not asked to indicate if they reported any experiences of sexual offences to ADFIS.

<sup>3</sup> SeMPRO commenced operation in May 2013. Two clients commenced contact with SeMPRO in the 2012-13 financial year but have been reported in 2014–15 for reporting ease.

<sup>4</sup> Restricted Disclosure is a mechanism to allow victims of sexual offences who are ADF members to disclose that incident to SeMPRO without triggering an investigation.

Table 2, below, indicates that the mix of services SeMPRO provided to callers changed between 2013–14 and 2014–15<sup>i</sup>. The volume of callers seeking mental health support or case management services increased from 84 in 2013–14 to 127 in 2014–15. Mental health support and case management clients consistently represented around two out of five SeMPRO callers as the overall number of callers increased in 2014–15.

SeMPRO experienced an increase in demand for advice about sexual misconduct management in its second year of operation. ADFIS personnel, managers, commanders, colleagues, and healthcare professionals who contacted SeMPRO for information about managing sexual misconduct incidents increased from 52 to 130 between financial years. Those clients represented 26 per cent of callers in SeMPRO’s first year and 42 per cent of callers in SeMPRO’s second year.

The proportion of callers who contacted SeMPRO with questions about unacceptable behaviours, sexual offences outside of Defence, and non-SeMPRO services remained consistent between financial years.

**TABLE 2. SEMPRO CLIENT NEEDS IN 2013–14 AND 2014–15**

<b>Service provided</b>		<b>2013-14</b>	<b>2014-15</b>	<b>Total</b>
Case management and mental health support	N	84	127	211
	%	42%	41%	41%
Advice about sexual misconduct management	N	52	130	182
	%	26%	42%	36%
Other information	N	38	53	91
	%	19%	17%	18%
Not recorded	N	26	1	27
	%	13%	0%	5%
<b>Total</b>	<b>N</b>	<b>200</b>	<b>311</b>	<b>511</b>
	<b>%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

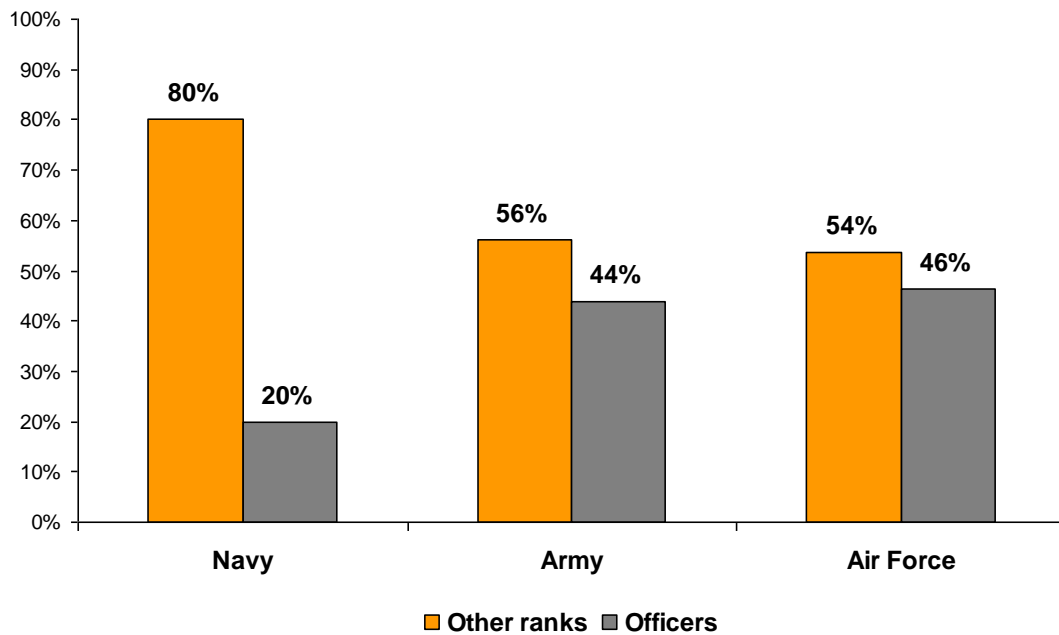
### **CLIENTS SEEKING SUPPORT AND CASE MANAGEMENT**

Thirty six per cent of SeMPRO’s clients in 2014–15 (n = 112) were victims of sexual misconduct who sought mental health support or case management. An additional five per cent of clients in 2014–15 (n = 15) sought mental health support about other matters. Around one third of all mental health and case management clients (n = 43; 34 per cent) in 2014–15 were male. The volume of males seeking support or case management remained consistent between 2013–14 and 2014–15<sup>ii</sup>.

The proportion of SeMPRO’s case management and support clients who were current serving military members was similar across financial years<sup>iii</sup>. Around seven out of ten case management and support clients in 2014–15 were serving military members at the time they contacted SeMPRO (n = 88; 69 per cent). An additional 17 per cent (n = 22) were ex-serving military members when they contacted SeMPRO in 2014–15. Almost half of SeMPRO’s mental health clients in 2014–15 who were serving members were from Navy (n = 40; 46 per cent). One quarter of serving members receiving support or case management in that year were from each of Army (n = 21; 24 per cent) and Air Force (n = 21; 24 per cent).

Figure 1 illustrates the rank and Service of SeMPRO’s mental health support and case management clients across its two years of operation<sup>5</sup>. ‘Other ranks’ members from the Navy were the largest group of mental health support and case management clients (n = 40; 36 per cent support and case management clients). Officers comprised about half of current serving clients from the Army (n = 14; 44 per cent) and Air Force (n = 13; 46 per cent) and around one in five Navy mental health support clients (n = 10; 20 per cent).

**FIGURE 1. SEMPRO 2013–14 AND 2014–15 MENTAL HEALTH SUPPORT CLIENTS – RANK GROUPS BY SERVICE**



**CLIENTS SEEKING ADVICE TO MANAGE SEXUAL MISCONDUCT INCIDENTS**

A total of 182 callers have sought advice and information about managing sexual misconduct incidents in Defence. 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 data in Table 3 indicate that Navy members (n = 44) and Air Force members (n = 46) each made up around one quarter of clients seeking advice on managing sexual misconduct incidents in 2013–14 and 2014–15. The proportion of clients seeking advice to manage incidents from each Service was consistent across the two years of operation<sup>iv</sup>.

<sup>5</sup> Not all callers provide demographic information when they contact SeMPRO.

**TABLE 3. SEXUAL MISCONDUCT MANAGEMENT CLIENTS BY SERVICE IN 2013–14 AND 2014–15**

<b>Client Service</b>		<b>2013-14</b>	<b>2014-15</b>
Navy	N	10	34
	%	19%	26%
Army	N	19	42
	%	37%	32%
Air Force	N	14	32
	%	27%	25%
Civilian	N	4	13
	%	8%	10%
ADF member - Service unknown	N	3	3
	%	6%	2%
Unknown	N	2	6
	%	4%	5%
Total	N	52	130
	%	100%	100%

## **SECTION TWO. REPORTED SEXUAL MISCONDUCT INCIDENTS**

### **FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS**

- A total of 236 sexual misconduct reports were made in 2014–15.
- The proportion of those reports that were sexual offences was consistent with previous years.
- Historic reporting increased from 2012–13 to 2013–14 and between 2013–14 and 2014–15.
- Proportionally more sexual misconduct reports from training environments were about sexual offences.

### **INCIDENT REPORTING IN 2014–15**

Defence received 236 sexual misconduct incident reports in 2014–15. Just under two thirds of those reports were about sexual offences against the person and around one third of reports were sexual harassment incidents. The remaining five per cent of reports were pornography offences.

The data in Table 4 show the number of each type of reported sexual misconduct incidents across three financial years. The volume of each type of incident varied between financial years yet the proportion of the total number of reports from each did not significantly change<sup>v</sup>. The proportion of reported sexual misconduct incidents that came from sexual offences – acts of indecency, sexual assaults, and aggravated sexual assaults – was consistently around two thirds in each financial year<sup>vi</sup>.

**TABLE 4. TYPE OF SEXUAL MISCONDUCT INCIDENTS REPORTED 2012–13 TO 2014–15**

Type	2012–13		2013–14		2014–15	
	N	%	N	%	N	%
Pornography	14	7%	21	8%	12	5%
Sexual harassment	56	29%	66	26%	81	34%
Act of indecency	62	32%	72	28%	57	24%
Sexual assault	39	20%	78	30%	60	25%
Aggravated sexual assault	21	11%	19	7%	26	11%
Total	192	100%	256	100%	236	100%

**SEXUAL HARASSMENT CLAIMS FINALISED IN 2014–15**

Values, Behaviours and Resolution Branch reported that 75 sexual harassment incidents were finalised in 2014–15. Those reports were open for an average of 265 days. Some of the incidents finalised in 2014–15 were reported in previous financial years. Sexual harassment incidents were concluded in a time frame ranging from two days to eight years. Table 5 indicates that half of all incidents resolved in 2014–15 had been open for less than three months. Sexual harassment incidents were open for the same number of days, on average, in 2014–15 as incidents finalised in 2013–14<sup>vii</sup>.

**TABLE 5. SEXUAL HARASSMENT CASES FINALISED IN 2014–15 BY TIME TAKEN TO FINALISE**

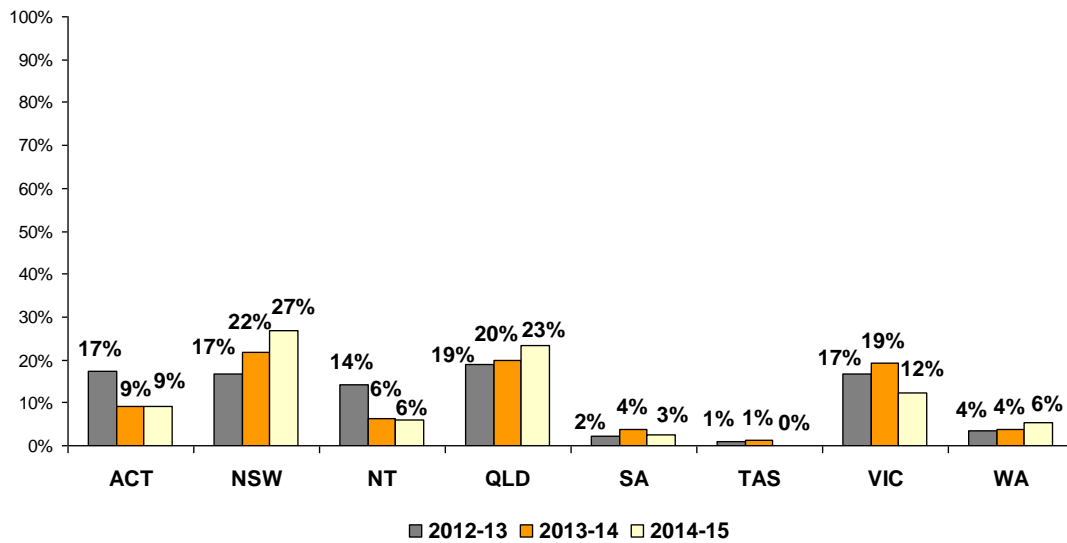
Time open	Number cases	Per cent cases finalised 2014–15
Three months or less	37	49%
Four to six months	14	19%
Seven to nine months	11	15%
Ten to 12 months	3	4%
More than 12 months	10	13%
Total	75	100%

**INCIDENTS ACROSS REGIONS**

Eighty six per cent (n = 202) of sexual misconduct reports made in 2014–15 were about single incidents that took place in Australia. Eight per cent of the incidents reported in 2014–15 occurred overseas which was similar to the proportion of overseas reports made in previous financial years. The 19 sexual misconduct reports made from overseas in 2014–15 originated from deployments, ships in international waters, and ships alongside in other countries. Three per cent of the 2014–15 reported incidents took place in multiple locations in Australia (n = 8) and the remaining three per cent of incidents were perpetrated in an unknown location (n = 7).

Figure 2 presents the proportion of all reported incidents that originated in each Australian state and territory across the 2012–13, 2013–14, and 2014–15 financial years. The geographical distribution of sexual misconduct incidents has changed across the three financial years<sup>viii</sup>.

**FIGURE 2. REPORTED SEXUAL MISCONDUCT INCIDENTS BY REGION 2012–13 TO 2014–15**



Note: Figure 2 does not total 100 per cent due to incomplete data, incidents flagged as taking place in multiple regions, and incidents that took place overseas.

Figure 2 suggests that the proportion of incidents reported in Queensland and New South Wales increased in 2014–15 whereas the proportion of incidents reported from Victoria decreased in 2014–15 from previous years.

Table 6, below, illustrates the volume of reported sexual misconduct incidents as a proportion of Defence personnel in each Australian region in June 2015. More than one quarter of all incidents reported in 2014–15 came from New South Wales. The volume of reports per capita from New South Wales was also among the highest in Australia in 2014–15. Sexual misconduct reports originating from the Northern Territory decreased to around six per cent of all reports made in 2014–15 yet the Northern Territory remained the region with the highest rate of reporting per capita in Australia.

**TABLE 6. SEXUAL MISCONDUCT REPORTS MADE IN AUSTRALIA – REGION PER CAPITA 2014–15**

Region	Headcount 2015	Reported incidents 2014–15	Reports per capita
ACT	17,435	22	0.13%
NSW	33,575	63	0.19%
NT	6,696	14	0.21%
QLD	32,346	55	0.17%
SA	8,732	6	0.07%
TAS	1,298	0	0.00%
VIC	16,020	29	0.18%
WA	8,936	13	0.15%
Total	125,038	202	0.16%



**DELAYING REPORTING AND HISTORICAL SEXUAL MISCONDUCT INCIDENT REPORTING**

Twenty per cent (n = 47) of the 236 sexual misconduct reports made in 2014–15 were about historic incidents<sup>6</sup>. The proportion of sexual misconduct reports made to ADFIS and VBR made more than one year after the incident increased each year from ten per cent in 2012–13 to 14 per cent of reports made in 2013–14<sup>x</sup>. Reporting for historical incidents increased the counts of sexual misconduct incidents reported in each financial year. The number of sexual misconduct incidents that were current at the time of reporting was approximately the same in 2012–13 and 2014–15. Table 7 indicates that the overall volume of sexual misconduct incidents reported in 2013–14 was higher than the year before and year after even when the historic reports are removed from that count.

**TABLE 7. TIME BETWEEN INCIDENT AND REPORTING SEXUAL MISCONDUCT INCIDENTS 2012–13 TO 2014–15**

	Current – One year or less		Historic – more than one year		No recorded offence date		Total reported incidents	
	N	%	N	%	N	%	N	%
2012–13	156	81%	17	9%	19	10%	192	100%
2013–14	211	82%	35	14%	10	4%	256	100%
2014–15	169	72%	47	20%	20	8%	236	100%

Almost all historic sexual misconduct reports made between 2012–13 and 2014–15 were about sexual offences against the person. Sexual offences against the person are acts of indecency, sexual assaults, and aggravated sexual assaults. Around one third of the sexual offences against the person reported in 2014–15 occurred more than one year prior to reporting and that proportion is higher than in previous years<sup>x</sup>. Table 8 shows increased historic reporting in 2014–15 was the reason for an overall increase in reported sexual offences between 2012–13 and 2014–15. The volume of sexual offences reported in the 2013–14 financial year, in contrast, was predominantly a result of offences that were current at the time of reporting.

**TABLE 8. HISTORIC AND CURRENT SEXUAL OFFENCES REPORTED BETWEEN 2012–13 AND 2014–15**

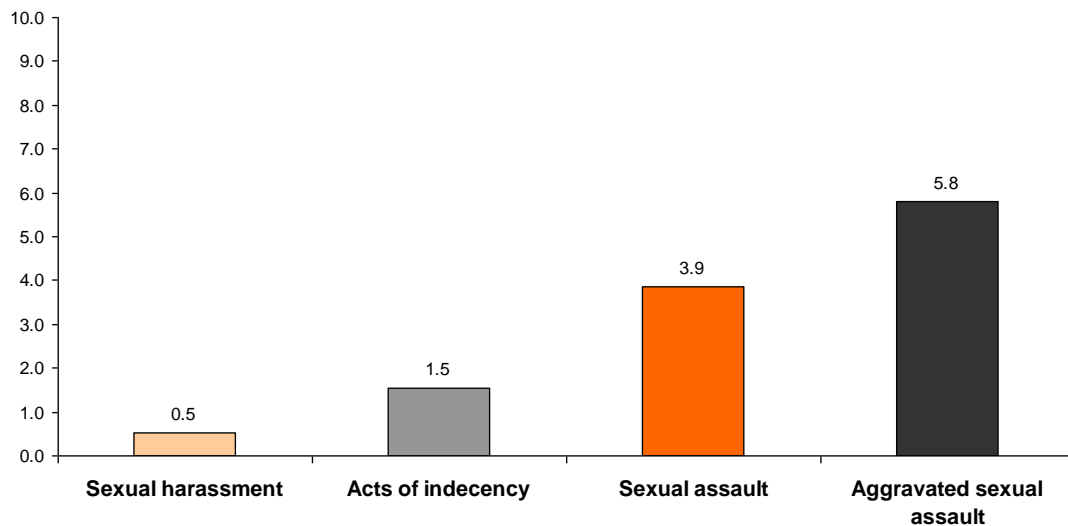
	Current – One year or less		Historic – more than one year		No recorded offence date		Total reported incidents	
	N	%	N	%	N	%	N	%
2012–13	89	73%	16	13%	17	14%	122	100%
2013–14	130	77%	31	18%	8	5%	169	100%
2014–15	87	61%	41	29%	15	11%	143	100%

Figure 3 illustrates the average time between incidents and formal reporting between 1 July 2012 and June 30 2015 increased from sexual harassment incidents through each type of sexual offence against the person<sup>xi</sup>. Few sexual harassment incidents (n = 9) were reported as historical events. The average time between sexual harassment incidents taking place and reporting was six months. Around 15 per cent of the acts of indecency reported during that three year period (n = 26) were

<sup>6</sup> Incidents that occurred more than 12 months before reporting are considered historic by ADFIS.

historical incidents. The number of historical acts of indecency, and the delay in reporting, resulted in a year and a half on average between incident and report. Proportionally more sexual assaults than other types of sexual misconduct incidents reported during 2012–15 were historical. Figure 3 illustrates that the average time between an assault and reporting increased to almost four years for sexual assaults and to six years for aggravated sexual assaults.

**FIGURE 3. AVERAGE NUMBER OF YEARS BETWEEN INCIDENT AND REPORT FOR TYPES OF SEXUAL MISCONDUCT INCIDENTS REPORTED BETWEEN 2012–13 AND 2014–15**



**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 Table 9 and in the section below indicate the Defence Group where personnel work in the organisation and not necessarily the Service of the personnel.

Table 9 indicates the number of reported sexual misconduct incidents from Navy Group and Army Group were similar in 2014–15. Reported incidents per capita were highest in 2014–15 for Navy Group and Vice Chief of the Defence Force Group which included ADFA.

**TABLE 9. SEXUAL MISCONDUCT REPORTS MADE IN 2014–15 – DEFENCE GROUPS PER CAPITA**

	<b>Headcount 2015</b>	<b>Reported incidents 2014–15</b>	<b>Reports per capita</b>
Navy Group	20,346	85	0.42%
Army Group	60,697	93	0.15%
Air Force Group	19,267	33	0.17%
Chief Information Officer Group	1,503	0	0.00%
Chief Operating Officer Group	577	0	0.00%
Defence People Group	1,925	1	0.05%
Intelligence and Security Group	2,986	2	0.07%
Vice Chief of the Defence Force Group	4,442	17	0.38%
Chief Financial Officer Group	1,288	0	0.00%
Defence Support and Reform Group	2,437	1	0.04%
Defence Science and Technology Organisation	2,319	0	0.00%
Defence Materiel Organisation	6,106	1	0.02%
Office of the Secretary and CDF Group	810	0	0.00%
Capability Development Group	336	0	0.00%
Joint Operations Command	895	0	NA
Unknown	0	3	NA
<b>Total</b>	<b>125,934</b>	<b>236</b>	<b>0.19%</b>

Note: Table 9 includes all personnel working in each Group including reserve members.

Approximately nine out of ten reported sexual misconduct incidents (n = 211; 89 per cent) occurred in one of the three Service Groups in 2014–15. The proportion of reports submitted from each of the Service Groups shifted across the three financial years shown in Figure 4<sup>xii</sup>. Figure 4 suggests the proportion of reports made from Navy Group increased across the three year period as the proportion of reports from Army and Air Force Groups decreased.

**FIGURE 4. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM SERVICE GROUPS FROM 2012–13 TO 2014–15**

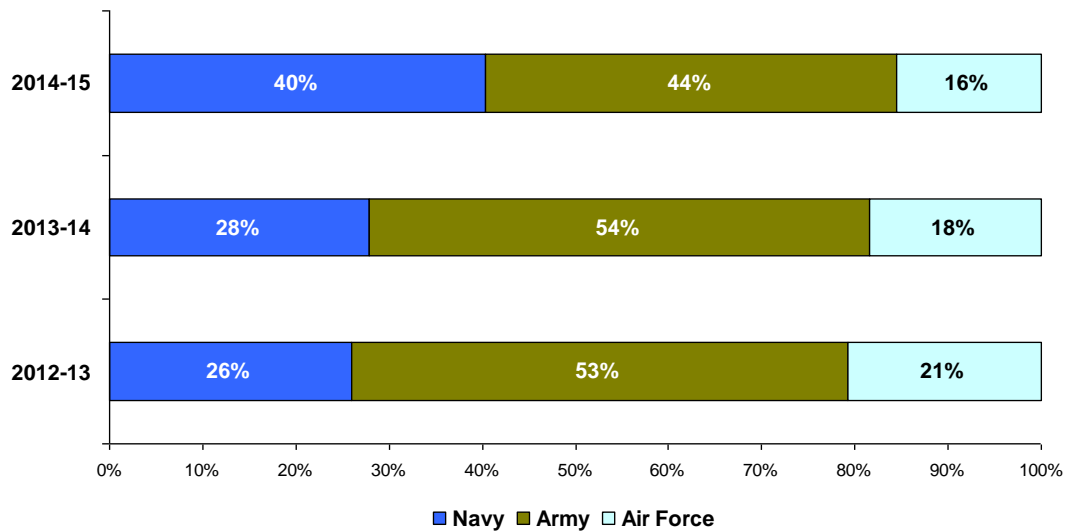
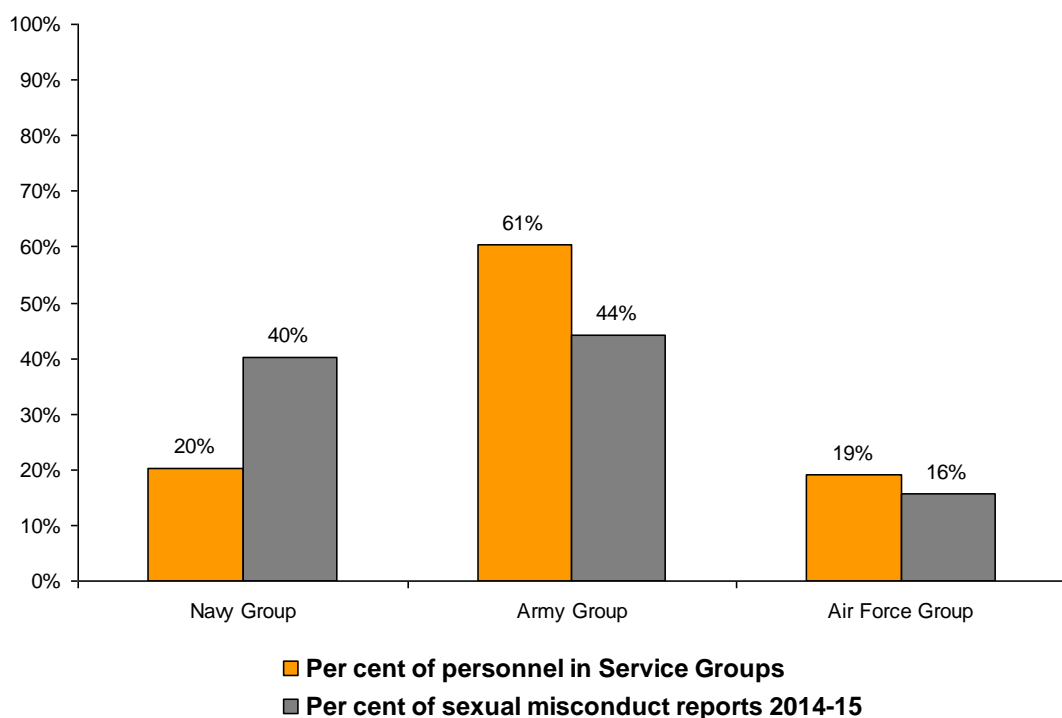


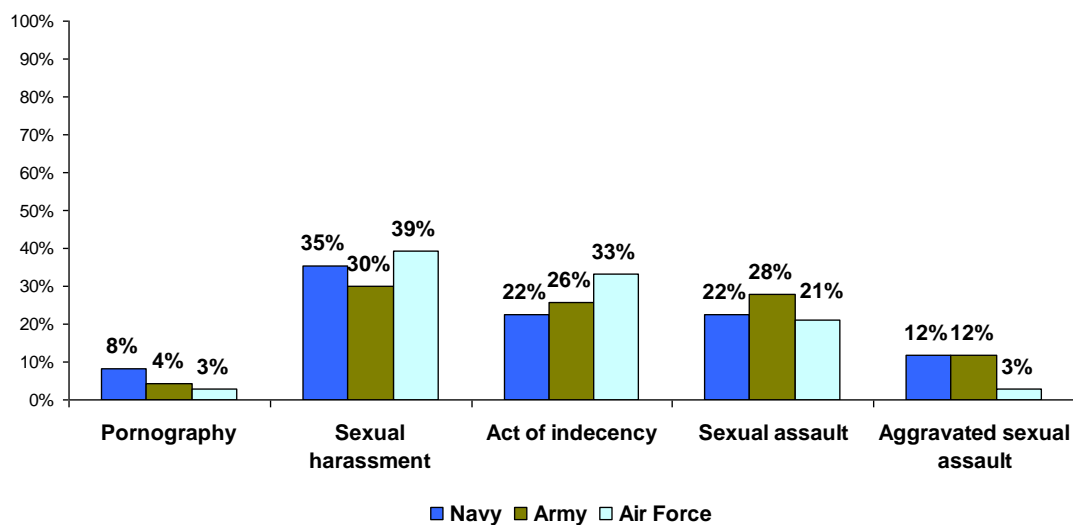
Figure 5 compares the reports made from each Service Group (as a proportion of reports from the Service Groups only) and the proportion of Service Group personnel working in each Group. Figure 5 suggests that there were more reported sexual misconduct incidents reported from Navy Group, and fewer from Army Group, than might be expected by the size of the populations in each. Figure 5 suggests that there were differences across the Service Groups in 2014–15 but it does not indicate the causes of those differences.

**FIGURE 5. EMPLOYEE HEADCOUNT AND SEXUAL MISCONDUCT INCIDENTS REPORTED FROM SERVICE GROUPS IN 2014–15**



The three Service Groups filed reports for each type of sexual misconduct in different volumes<sup>xiii</sup>. Figure 6 shows the proportion of sexual misconduct reports in each Service across all five incident types. The data in Figure 6 suggest Army reports were less likely to be about sexual harassment incidents or acts of indecency than reports from Air Force Group but more likely to be about sexual assaults or aggravated sexual assaults. The type of reports made by each Service Group did not change over the three financial years<sup>xiv</sup> and the distinctions between them become more pronounced when the data from all three financial years were combined.

**FIGURE 6. REPORTED SEXUAL MISCONDUCT INCIDENTS FROM SERVICE GROUPS IN 2014–15 BY TYPE**



Note: The percentages in Figure 6 do not total to 100 per cent because of rounding.

The proportion of sexual misconduct incident reports about historical incidents was similar in all three Service Groups across the three financial years<sup>xv</sup> and also when 2014–15 was considered alone<sup>xvi</sup>.

### INCIDENTS REPORTED IN TRAINING ENVIRONMENTS

Around thirty per cent of sexual misconduct reports came from Defence training environments in 2014–15 (n = 64; 27 per cent) which was consistent with the previous two years<sup>xvii</sup>. Around one quarter of those reports were made from ADFA (n = 17; 27 per cent); one third were made from officers and other ranks members at Initial Recruitment Training establishments (IRTs) (n = 21; 33 per cent); and 40 per cent of reports were made from employment category training or on exercise.

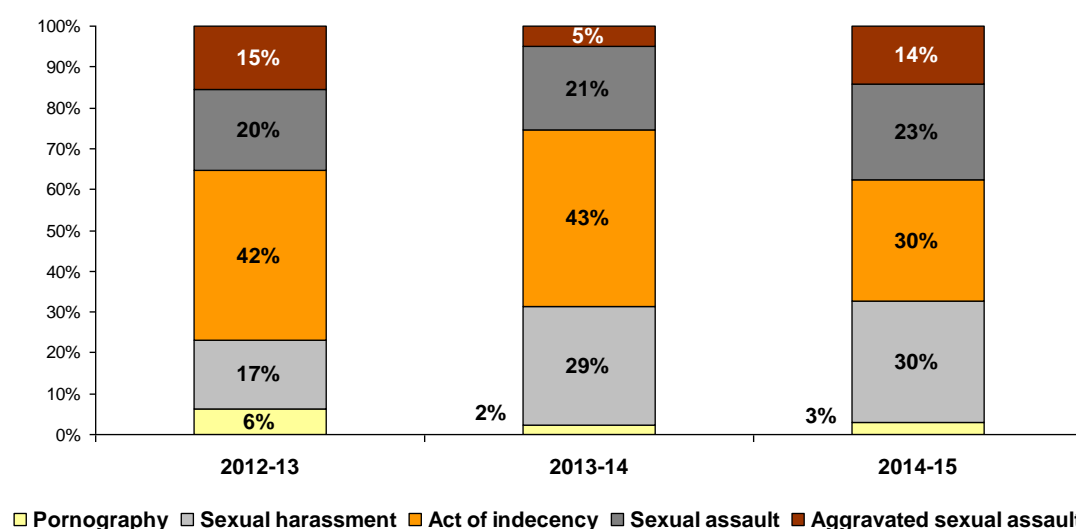
The type of sexual misconduct reports made from inside Defence training environments differed to those made from outside training environments when the data from 2012–15 is examined together<sup>xviii</sup>. More of the reports made from inside training environments were about sexual offences against the person than reports made from other Defence environments<sup>xix</sup>. Table 10 shows that a larger proportion of training establishment reports came from reports about acts of indecency<sup>xx</sup>.

**TABLE 10. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM TRAINING ENVIRONMENTS AND OTHER WORKPLACES FROM 2012–13 TO 2014–15 BY TYPE**

	Training environments		Not in training environments		Total	
	N	%	N	%	N	%
Pornography	8	4%	39	8%	47	7%
Sexual harassment	54	26%	149	32%	203	30%
Act of indecency	82	39%	109	23%	191	28%
Sexual assault	45	21%	132	28%	177	26%
Aggravated sexual assault	23	11%	43	9%	66	10%
Total	212	31%	472	69%	684	100%

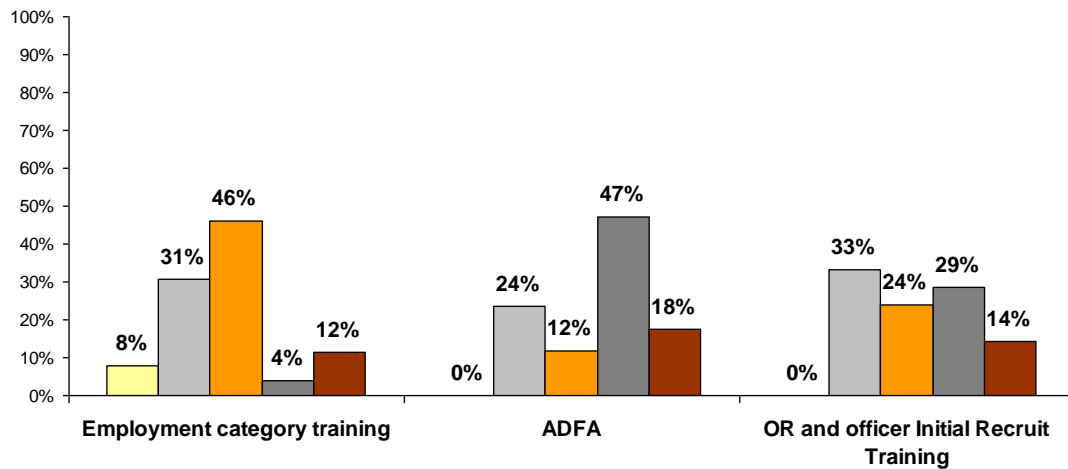
The trend data shown in Figure 7 suggests that the type of reports made from training environments differed across years. Around one third of sexual misconduct incidents reported in 2014–15 were sexual assaults and aggravated sexual assaults with fewer acts of indecency than previous years.

**FIGURE 7. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM TRAINING ENVIRONMENTS FROM 2012–13 TO 2014–15 BY TYPE**



The sexual misconduct reports made in 2014–15 from ADFA, officer and other ranks IRTs, and from employment category training establishments and on exercise were about different types of incidents<sup>xxi</sup>. Two thirds of the reports from ADFA were about sexual assaults or aggravated sexual assaults (n = 11; 65 per cent) and few reported acts of indecency. Figure 8 shows that around half of the 26 reports made from employment category training and on exercise in 2014–15 were about acts of indecency, in contrast, and four were made about sexual assaults or aggravated sexual assaults.

**FIGURE 8. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM DEFENCE TRAINING ENVIRONMENTS IN 2014–15 BY TYPE**



■ Pornography 
 ■ Sexual harassment 
 ■ Act of indecency 
 ■ Sexual assault 
 ■ Aggravated sexual assault

Note: The percentages in Figure 8 do not total to 100 per cent because of rounding.

**VICTIMS AND PERPETRATORS OF FORMALLY REPORTED SEXUAL MISCONDUCT INCIDENTS**

- Approximately eight out of ten victims of all reported sexual misconduct incidents in 2014–15 were females.
- Males were victims in 17 per cent of reports made about current incidents in 2014–15 and 45 per cent of historic reports made in 2014–15.
- Almost all perpetrators in incidents reported in 2014–15 were males. Males perpetrated incidents against females and against males.
- About three quarters of perpetrators in single victim-single offender incidents reported in 2014–15 victimised someone who was younger or lower ranking.

**DEFENCE VICTIMS AND DEFENCE PERPETRATORS**

One hundred and seventy one of the 236 sexual misconduct incidents reported in 2014–15 involved a Defence victim and 215 reports identified a Defence perpetrator. A total of 23 victims of sexual misconduct incidents reported in 2014–15 were civilians from outside Defence. Table 11 indicates that incidents that involved Defence perpetrators and non-Defence civilians were most likely to be acts of indecency, sexual assaults, and aggravated sexual assaults.

**TABLE 11. DEFENCE AND NON-DEFENCE VICTIMS OF SEXUAL MISCONDUCT INCIDENTS REPORTED IN 2014–15 BY TYPE**

	Defence victim		Victim outside Defence or unknown	
	N	%	N	%
Pornography	1	100%	0	0%
Sexual harassment	68	91%	7	9%
Act of indecency	45	94%	3	6%
Sexual assault	40	85%	7	15%
Aggravated sexual assault	17	74%	6	26%
Total	171	88%	23	12%

Almost all of the sexual misconduct incidents reported to Defence in 2014–15 were perpetrated by Defence personnel. Table 12 indicates that there were 15 reports of sexual offences that involved Defence victims and perpetrators from outside of Defence.

**TABLE 12. DEFENCE AND NON-DEFENCE PERPETRATORS OF SEXUAL MISCONDUCT INCIDENTS REPORTED IN 2014–15 BY TYPE**

	Defence perpetrator		Perpetrator outside Defence or unknown	
	N	%	N	%
Pornography	12	100%	0	0%
Sexual harassment	78	96%	3	4%
Act of indecency	52	95%	3	6%
Sexual assault	48	86%	8	14%
Aggravated sexual assault	25	96%	1	4%
Total	215	93%	15	7%

Almost 80 per cent of the 213 identified victims of incidents reported in 2014–15 were females. Table 13 indicates 37 males were victims of reported sexual misconduct incidents in that year and another ten victims did not have their gender recorded. The proportion of incidents with female victims only from each of the Service Groups did not vary between financial years<sup>xxii</sup>.

**TABLE 13. VICTIMS OF SEXUAL MISCONDUCT REPORTED IN 2014–15 BY GENDER**

Victim gender	Number	Per cent victims
Male victims	37	17%
Female victims	166	78%
Gender unknown	10	5%
Total	213	100%

The proportion of sexual misconduct incidents with male victims was consistent across financial years<sup>xxiii</sup>. Sixteen per cent of incidents reported in 2014–15 (n = 29) involved the 37 male victims shown in Table 13. The 166 female victims shown in Table 13 were involved in 84 per cent of the reported incidents (n = 154). One



incident had both male and female victims. Table 14 shows the sexual misconduct incidents reported across financial years that involved at least one male victim.

There were too few reported incidents that involved male victims to identify whether the type of incidents had significantly changed across years. Table 14 suggests the type of incidents reported in each financial year with male victims have not varied dramatically across the 2012–13, 2013–14, and 2014–15 financial years.

**TABLE 14. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM 2012–13 TO 2014–15 WITH MALE VICTIMS BY TYPE**

Type	2012–13		2013–14		2014–15	
	N	%	N	%	N	%
Pornography	0	0%	2	5%	1	3%
Sexual harassment	6	25%	7	18%	7	23%
Act of indecency	10	42%	19	49%	11	37%
Sexual assault	5	21%	9	23%	5	17%
Aggravated sexual assault	3	13%	2	5%	6	20%
Total	24	100%	39	100%	30	100%

None of the incidents reported in 2014–15 with male victims were perpetrated by females. Very few perpetrators in reported sexual misconduct incidents were females. Four out of five of the 2014–15 reported incidents with female perpetrators were committed against female victims. The fifth incident was perpetrated against a victim whose gender was not recorded. Table 15 shows that three female perpetrators committed acts of indecency reported in 2014–15. One female committed a reported sexual assault and one female perpetrated sexual harassment.

**TABLE 15. SEXUAL MISCONDUCT INCIDENTS REPORTED FROM 2012–13 TO 2014–15 WITH FEMALE PERPETRATORS BY TYPE**

Type	2012–13		2013–14		2014–15	
	N	%	N	%	N	%
Pornography	1	20%	0	0%	0	0%
Sexual harassment	2	40%	3	33%	1	20%
Act of indecency	2	40%	5	56%	3	60%
Sexual assault	0	0%	1	11%	1	20%
Total	5	100%	9	100%	5	100%

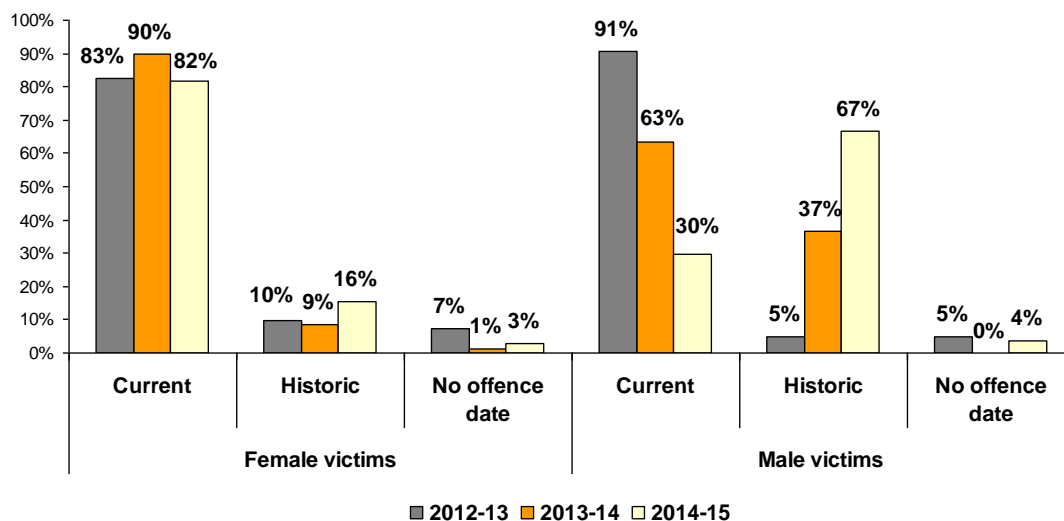
Much of the increased historic reporting from 2013–14 onwards came from male victims. Table 16 shows that historic reporting from males and females increased yet the proportion of historic reports with males victims increased from eight per cent in 2012–13 to almost half in later years<sup>xxiv</sup>. The number of females reporting single victim historic incidents approximately doubled between 2012–13 and 2014–15. The number of males reporting historic single victim incidents increased from one victim in 2012–13 to 18 male victims reporting historic incidents in 2014–15.

**TABLE 16. MALE AND FEMALE VICTIMS REPORTING HISTORIC INCIDENTS WITH A SINGLE VICTIM 2012–13 TO 2014–15**

Year	Male victims		Female victims	
	N	%	N	%
2012-13	1	8%	12	92%
2013-14	11	46%	13	54%
2014-15	18	44%	23	56%
Total	30	38%	48	62%

Figure 9 shows the proportion of single victim reports for male and female victims between 2012–13 and 2014–15. Reporting patterns for female victims remained consistent during that time frame<sup>xxv</sup>. Historic reporting from males in single victim incidents increased from 2012–13 to 2014–15. Reporting for current single victim sexual misconduct incidents with a male victim dropped in 2014–15<sup>xxvi</sup>.

**FIGURE 9. CURRENT AND HISTORIC REPORTING FOR SINGLE VICTIM SEXUAL MISCONDUCT INCIDENTS – MALE AND FEMALE VICTIMS 2012–13 TO 2014–15**



### POWER AND VULNERABILITY

One hundred and sixty four of the 236 sexual misconduct incidents reported in 2014–15 were incidents with a single victim and a single perpetrator. The administrative nature of the data means that many of the victims and perpetrators' demographic details were not recorded. The data that were available indicated the victims in those incidents tended to be younger, less senior, and newer to the organisation than their perpetrators.

The data in Tables 17 and 18 suggest that perpetrators of sexual misconduct incidents reported in 2014–15 tended to be older than victims. Just over half of the victims of sexual misconduct incidents reported in 2014–15 were aged between 18 and 25 (n = 88; 41 per cent) or 26 and 30 (n= 27; 13 per cent). Perpetrators of reported incidents aged between 18 and 30 constituted about one third of those whose ages were identified. More than half of the perpetrators of incidents with a single victim and a single perpetrator reported in 2014–15<sup>7</sup> were older than their

<sup>7</sup> Where their ages were recorded.

victims (n = 30; 56 per cent). The age difference between victims and perpetrators was consistent across financial years<sup>xxvii</sup>.

**TABLE 17. VICTIMS OF INCIDENTS REPORTED IN 2014–15 BY AGE GROUPS**

Age group	Number victims	Per cent 2014–15 victims
U18	7	3%
18 to 25	88	41%
26 to 30	27	13%
31 to 35	6	3%
36 to 40	9	4%
41 to 45	8	4%
46 to 50	1	0%
51 to 55	3	1%
Unknown age	64	30%
<b>Total</b>	<b>213</b>	<b>100%</b>

Note: There were 236 incidents reported in 2014–15 with 213 victims identified and 266 perpetrators identified.

**TABLE 18. PERPETRATORS OF INCIDENTS REPORTED IN 2014–15 BY AGE GROUPS**

Age group	Number perpetrators	Per cent 2014–15 perpetrators
U18	2	1%
18 to 25	36	14%
26 to 30	25	9%
31 to 35	29	11%
36 to 40	15	6%
41 to 45	17	6%
46 to 50	6	2%
51 to 55	7	3%
56 to 60	4	2%
Over 60	2	1%
Unknown age	123	46%
<b>Total</b>	<b>266</b>	<b>100%</b>

Note: There were 236 incidents reported in 2014–15 with 213 victims identified and 266 perpetrators identified.

Data from sexual misconduct incidents reported in 2014–15 identified victims at each rank between recruits and Major equivalent ranks. Table 19 shows that 50 per cent of victims in incidents reported in 2014–15 were Private equivalent ranks, Private (P)/Lance Corporal equivalent ranks, or Officer Cadet equivalent ranks. Table 20, below, also indicated concentrations of perpetrators in those ranks yet also showed that around one third of perpetrators (n = 86) were Corporal equivalent ranks through to Warrant Officers.

**TABLE 19. VICTIMS OF INCIDENTS REPORTED IN 2014–15 BY RANKS**

Rank equivalents	Number victims	Per cent 2014–15 victims
Recruit	12	6%
Private	54	25%
Lance Corporal	29	14%
Corporal	7	3%
Sergeant	5	2%
Warrant Officer Class 2	4	2%
Warrant Officer Class 1	1	0%
Officer Cadet	23	11%
Second Lieutenant	1	0%
Lieutenant (Army)	9	4%
Captain (Army)	6	3%
Major	4	2%
Lieutenant Colonel	0	0%
Colonel	0	0%
Unknown or external	58	28%
Total	213	100%

**TABLE 20. PERPETRATORS OF INCIDENTS REPORTED IN 2014–15 BY RANKS**

Rank equivalents	Number perpetrators	Per cent 2014–15 perpetrators
Recruit	4	2%
Private	23	9%
Lance Corporal	37	14%
Corporal	34	13%
Sergeant	29	11%
Warrant Officer Class 2	18	7%
Warrant Officer Class 1	5	2%
Officer Cadet	19	7%
Second Lieutenant	2	1%
Lieutenant (Army)	6	2%
Captain (Army)	10	4%
Major	6	2%
Lieutenant Colonel	4	2%
Colonel	1	0%
Unknown or external	68	26%
Total	266	100%

Victims and perpetrators were the same rank in 28 per cent of incidents with a single victim and a single perpetrator reported in 2014–15<sup>8</sup> (n = 22). More than half of the perpetrators of incidents with a single victim and a single perpetrator had rank seniority over their victims (n = 44; 56 per cent). The victims were more senior than the perpetrators in a small number of incidents (n = 12; 15 per cent). Half of those incidents took place in Defence training environments where staff may hold positions of power at more junior ranks to students such as at ADFA.

<sup>8</sup> Where the rank of both members was recorded.

## SECTION THREE. SELF REPORTED PREVALENCE

- Self reported prevalence for sexual misconduct was consistent between 2013 and 2014.
- Just over half of 2014 survey respondents who disclosed their sexual misconduct experience in Defence or reported it externally were at least moderately satisfied after doing so.

Defence survey respondents provided self reported prevalence data for sexual harassment and sexual offences based on the year prior to completing the survey. One in five female ADF members and one in 20 male ADF members who completed the survey in 2014 experienced sexual harassment or sexual offences in the previous 12 months. Respondents self reported contact with sexual harassment and sexual offences was similar in 2013 and 2014 surveys. Table 21 indicates that females in the Navy were the only group to show a significant increase in self reported experiences of sexual harassment and sexual offences<sup>xxviii</sup>.

**TABLE 21. SELF REPORTED SEXUAL HARASSMENT INCIDENTS AND SEXUAL OFFENCES IN THE YEAR PRIOR TO COMPLETING THE SURVEY OF UNACCEPTABLE BEHAVIOUR**

	Navy		Army		Air Force		Defence APS	
	Female	Males	Women	Men	Women	Men	Women	Men
2013	12%	7%	18%	5%	23%	5%	13%	6%
2014	22%	7%	21%	5%	16%	7%	14%	6%

Survey respondents who disclosed a sexual harassment incident or sexual offence within Defence, or reported them externally, evaluated their satisfaction with that process. Respondents reported disclosure and complaints process satisfaction remained consistent between the 2013 and 2014 surveys. Table 22 indicates that about 45 per cent of respondents were dissatisfied with that process and around 55 per cent of respondents were at least moderately satisfied with that process.

**TABLE 22. 2014 SURVEY OF UNACCEPTABLE BEHAVIOUR RESPONDENTS' EVALUATION OF DISCLOSURE AND REPORTING PROCESSES FOR SEXUAL HARASSMENT AND SEXUAL OFFENCES**

Respondent Service	Moderately to extremely satisfied	Dissatisfied or very dissatisfied
ADF - all	55%	45%
Navy	54%	46%
Army	55%	45%
Air Force	58%	42%
APS	48%	52%

### SUMMARY

Reporting data, SeMPRO client data, and self reported victimisation data is not a complete picture of sexual misconduct prevalence or management in Defence. The available data, despite its shortcomings, is able to indicate some trends and changes to the circumstances surrounding sexual misconduct incidents in Defence and the organisation's response.

## **PREVALENCE**

Formal reporting data showed a spike in reporting in 2013–14. Sexual misconduct reports made in 2014–15 returned to similar levels to those in 2012–13. The increased reporting in 2013–14 came from sexual offence incidents that were current at the time of reporting. One hundred and thirty current sexual offences were reported in 2013–14 which was approximately 40 more incidents than were reported both in the year before and in the year after<sup>xxix</sup>. It is not possible to definitively know the volume of unreported sexual misconduct incidents across the three financial years. The self reported prevalence data gathered in the surveys of unacceptable behaviour provide an estimate of victimisation outside of formal reporting. That data suggested that the genuine prevalence of sexual misconduct incidents did not change between 2013–14 and 2014–15. The consistent self reported prevalence suggested that the increase in reporting in 2013–14 was more likely to reflect a changed organisational response that erred on the side of reporting in that year and not a spike in incidents.

SeMPRO client data also points to organisational and management changes to responding to sexual misconduct incidents taking place in Defence. SeMPRO client data showed that both the volume and proportion of callers seeking advice about responding to sexual misconduct rose significantly between the two financial years of SeMPRO's operation. The picture emerging from all three data sets is a shift in reporting responses and seeking assistance to ensure that incidents are managed appropriately.

## **THREE SERVICES**

Sexual misconduct incident reporting from Navy Group was larger in 2014–15 than expected based on population alone. Reporting from Army Group, also based on population alone, was smaller than expected in that year. Mapping formal reporting to the volume of employees in those Defence Groups did not, however, indicate prevalence differed between the two Groups.

The difference in Navy and Army Group reporting could indicate different reporting cultures, environmental constraints to reporting or workplace constraints encouraging reporting, different offending behaviours, all of these factors, or others. The survey data from 2013 and 2014 tentatively suggested that a propensity for reporting in Navy Group was at least one of the reasons Navy Group was over represented based on population size. The self reported prevalence data hinted that Navy and Army members experienced similar levels of sexual misconduct. This might indicate that more of the incidents that involved Navy members, the bulk of whom make up the personnel in Navy Group, were reported than the incidents that involved Army members.

## **REPORTING AND MALES AND FEMALES**

Males were exclusively the perpetrators of reported incidents against other males in 2014–15 and were almost exclusively the perpetrators of incidents against females in 2014–15. Females were consistently the majority of victims in sexual misconduct incidents in all three financial years. Males have been consistently less than 20 per cent of victims in reported incidents yet the picture for male victims changed during the three year period.

Sexual misconduct incident reporting in 2014–15, as noted above, is very similar to reporting in 2012–13 for current incidents. The key difference between those two

years was in the volume of historical reporting. Historical reporting increased from 17 incidents in 2012–13 to 47 historical incidents reported in 2014–15. Historic reporting for females, however, remained fairly consistent across the three financial years. A substantial factor in rise in historical reporting was increased historical reporting from male victims from one in 2012–13 to 18 in 2014–15.

Historical reporting from males occurred concurrently with unexpected numbers of males contacting SeMPRO for support. SeMPRO support and case management client data showed about one third of those clients, in both years of operation, were males. Given that males made up about 15 per cent of all victims in reported sexual misconduct incidents in 2014–15, and in previous years, males appear to be over represented in the SeMPRO client base. The incident report data and SeMPRO client data does not explain why there was a rise in historical reporting from male victims or why more males have contacted SeMPRO for support than expected. Both indicate, however, that the climate for male victims of sexual misconduct in Defence is changing.

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<sup>i</sup> The mix of services provided by SeMPRO varied between financial years ( $\chi^2(3) = 45.865$ ;  $p = 0.000$ ; Cramer's  $V = 0.300$ ).

<sup>ii</sup> The gender mix of mental health clients remained consistent between financial years ( $\chi^2(1) = 0.206$ ;  $p = 0.650$ ).

<sup>iii</sup> The service status of mental health clients was consistent between financial years ( $\chi^2(2) = 2.102$ ;  $p = 0.350$ ).

<sup>iv</sup> The proportion of members from each Service seeking advice about managing sexual misconduct did not change between financial years ( $\chi^2(2) = 1.014$ ;  $p = 0.602$ ).

<sup>v</sup> The type of sexual misconduct incidents reported to Defence was consistent across financial years ( $\chi^2(8) = 13.872$ ;  $p = 0.085$ ).

<sup>vi</sup> The proportion of reported sexual misconduct incidents that came from sexual offences remained consistent across financial years ( $\chi^2(4) = 5.418$ ;  $p = 0.247$ ).

<sup>vii</sup> The mean number of days open for sexual harassment complaints finalised in 2013-14 was not significantly different to the mean number of days for complaints finalised in 2014-15 ( $F(1, 173) = 0.312$ ;  $p = 0.577$ ).

<sup>viii</sup> The distribution of reported sexual misconduct incidents across regions differed between financial years ( $\chi^2(14) = 31.052$ ;  $p = 0.005$ ; Cramer's  $V = 0.155$ ).

<sup>ix</sup> The proportion of reports made more than one year after the incident differed between financial years ( $\chi^2(2) = 10.961$ ;  $p = 0.004$ ; Cramer's  $V = 0.131$ ).

<sup>x</sup> The proportion of sexual offences reported that were more than one year prior at the time of reporting differed between financial years ( $\chi^2(2) = 10.867$ ;  $p = 0.004$ ; Cramer's  $V = 0.166$ ).

<sup>xi</sup> The time between incident and report differed across different types of sexual misconduct incidents against the person ( $\chi^2(3) = 28.993$ ;  $p = 0.000$ ).

<sup>xii</sup> The distribution of sexual misconduct reports across the Service Groups differed across financial years ( $\chi^2(4) = 11.630$ ;  $p = 0.020$ ; Cramer's  $V = 0.097$ ).

<sup>xiii</sup> The type of incidents reported differed across Service Groups ( $\chi^2(4) = 21.192$ ;  $p = 0.000$ ; Cramer's  $V = 0.134$ ).

<sup>xiv</sup> The mix of sexual misconduct reports made by Navy Group did not change between the financial years ( $\chi^2(4) = 2.242$ ;  $p = 0.691$ ). The mix of sexual misconduct reports made by Army Group did not change between the financial years ( $\chi^2(4) = 6.574$ ;  $p = 0.160$ ). The mix of sexual misconduct reports made by Air Force Group did not change between the financial years ( $\chi^2(4) = 0.727$ ;  $p = 0.947$ ).

<sup>xv</sup> The proportion of reports made that were historical was similar across all Service Groups in the three financial years ( $\chi^2(2) = 0.449$ ;  $p = 0.804$ ).

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- <sup>xvi</sup> The proportion of reports made in 2014-15 that were historical was similar across the Service Groups ( $\chi^2(2) = 0.895$ ;  $p = 0.638$ ).
- <sup>xvii</sup> Consistently around one third of sexual misconduct reports came from Defence training environments across financial years ( $\chi^2(2) = 2.636$ ;  $p = 0.268$ ).
- <sup>xviii</sup> The type of sexual misconduct reports made from Defence training environments differed to those made from outside training environments ( $\chi^2(4) = 21.875$ ;  $p = 0.000$ ; Cramer's  $V = 0.179$ ).
- <sup>xix</sup> More of the sexual misconduct reports made from inside training establishments were about sexual offences than reports from other workplaces ( $\chi^2(1) = 7.068$ ;  $p = 0.008$ ; Cramer's  $V = 0.102$ ).
- <sup>xx</sup> More of the sexual misconduct reports from inside training environments were about acts of indecency than reports from other workplaces ( $\chi^2(1) = 15.686$ ;  $p = 0.000$ ; Cramer's  $V = 0.151$ ).
- <sup>xxi</sup> The type of reports filed from different types of training environments in 2014-15 were not consistent ( $\chi^2(4) = 11.692$ ;  $p = 0.020$ ; Cramer's  $V = 0.307$ ).
- <sup>xxii</sup> The proportion of incidents with only female victims from each Service Group was consistent over time ( $\chi^2(4) = 4.810$ ;  $p = 0.307$ ).
- <sup>xxiii</sup> The proportion of reported incidents with only male victims remained consistent across financial years ( $\chi^2(2) = 0.523$ ;  $p = 0.770$ ).
- <sup>xxiv</sup> The proportion of male and female victims reporting an historical incident changed between financial years ( $\chi^2(2) = 6.264$ ;  $p = 0.044$ ; Cramer's  $V = 0.283$ ).
- <sup>xxv</sup> Historic reporting from female victims has been consistent across the last three financial years ( $\chi^2(2) = 3.753$ ;  $p = 0.155$ ).
- <sup>xxvi</sup> Historic reporting from male victims differed across the last three financial years ( $\chi^2(2) = 19.683$ ; Cramer's  $V = 0.509$ ).
- <sup>xxvii</sup> The age difference between victims and perpetrators in single victim/perpetrator sexual misconduct incidents was consistent across financial years ( $\chi^2(4) = 6.593$ ;  $p = 0.159$ ).
- <sup>xxviii</sup> Statistical testing undertaken by Workforce Planning Branch.
- <sup>xxix</sup> The type of sexual misconduct incidents reported when current changed between financial years ( $\chi^2(4) = 9.899$ ;  $p = 0.042$ ; Cramer's  $V = 0.100$ ).