

# FACT SHEET on USAP SAHCS Data



REVISION 1 (7.24.2025)

## OVERVIEW

The **U.S. National Science Foundation Office of Polar Programs** (NSF OPP) and the **Sexual Assault and Harassment Prevention and Response Program Office** (NSF SAHPR) enlisted subject matter experts<sup>1</sup> to develop and execute a **Sexual Assault and Harassment Climate Survey**<sup>2</sup> (SAHCS) for the **U.S. Antarctic Program** (USAP). The survey measured incidence, prevalence, and impact of sexual assault and sexual harassment (SA/SH) for both victims and bystanders (those who witness SA/SH), disclosures of SA/SH, understanding and utilization of SA/SH policies, and strengths and areas of concern related to the USAP workplace.

The USAP SAHCS was administered between May 28 and July 28, 2024, to the 2022-2024 seasons' USAP deployers, a total of 2,760 individuals. Listed below are key findings from the USAP SAHCS final report.<sup>3</sup> Analysis is based on 679 complete survey responses, a 24.6% response rate. NSF will use these survey findings to improve response and prevention efforts and implement targeted strategies to continue advancing a safe work environment.

## VICTIMIZATION

**40.7%** of survey respondents who completed the victimization inventory (n=521) experienced at least one SA/SH incident

- **47.6%** of those who experienced at least one SA/SH incident were deployed less than one year, **33.5%** were deployed 1-3 years, and **18.9%** were deployed over 4 years, indicating that those with shorter deployments are more likely to be victimized.

This suggests that prevention approaches should include tailored strategies to meet the specific needs of those early in their deployment.

**48.0%** of the most recent SA/SH incident was part of multiple incidents

### Victimization by Sex



- **59.4%** of those who experienced at least one SA/SH incident were females
- **36.3%** of those who experienced at least one SA/SH incident were males
- Prefer not to answer

### Positions of those who experienced at least one SA/SH incident include:

- **61.3%** seasonal contractors
- **19.4%** grantee/member of a research team (*this includes grantee students, grantee non-students, and grantee PIs*)
- **17.9%** full time contractors



### Location of Victimization

**40.8%** of the most recent SA/SH incidents occurred in public space (*e.g., galley, lounge, library, gym, or other common area*)

**13.6%** of the most recent SA/SH incidents occurred in a workspace

**10.4%** of the most recent SA/SH incidents occurred in a bar



### Time of Day

**52.0%** of victims reported SA/SH incident occurred during off work/social time

**25.2%**<sup>4</sup> of victims reported SA/SH incident occurred during work hours



### Reporting Victimization

**40.0%** of victims talked to someone

**20.2%** of SA/SH victims made an official report

#### *Key obstacles for victims who did not officially report*

**46.7%** didn't trust that the person would be sanctioned

**36.7%** didn't think it would be taken seriously

**35.0%** were afraid of being retaliated against socially (*i.e., ostracized, excluded, judged*)

**26.7%** indicated that, "*It happens all the time and nobody reports it*"

**25.0%** were afraid of retaliation by their employer (*i.e., a poor performance review, demotion, change in duties, losing my job/being re-deployed, not being hired again/deployed etc.*)

<sup>1</sup> Department of the Interior assisted acquisition.

<sup>2</sup> This study is authorized by law (42 U.S.C. 1862 SECTION 3.A.6.). The OMB control number for this study is 3145-0260.

<sup>3</sup> For more information about the SAHCS survey and report contact the NSF SAHPR Program Office at [saferscience@nsf.gov](mailto:saferscience@nsf.gov).

<sup>4</sup> Revision 1: Updated 7.24.2025 due to previous rounding error.

## Characteristics of Perpetrators

**17.6%** of SA/SH victimizations are perpetrated by a supervisor

**51.2%** of SA/SH victimizations are perpetrated by a contractor

## BYSTANDERS

- **68.7%** of survey respondents who completed the bystander inventory (n=572)<sup>4</sup> witnessed at least one SA/SH incident
- **44.5%** of the most recent SA/SH bystander incident was part of multiple events

*Reporting by bystander of SA/SH incident:<sup>4</sup>*

- **64.5%** of bystanders talked to someone
- **25.7%** of bystanders made an official report

Bystanders encounter comparable obstacles to reporting and experience many of the same negative effects from witnessing SA/SH as direct victims.



## MOST COMMON SA/SH INCIDENTS

Respondents identified experiencing or witnessing specific SA/SH behaviors from a list of 23 items, categorized into four groups:

1. **sexual harassment and stalking,**
2. **unwanted sexual attention,**
3. **sexual coercion, and**
4. **sexual assault.**

Groups 1 and 2 contained the most commonly experienced SA/SH behaviors.

## Victims

- **26.7%** experienced sexual remarks, jokes or stories that were insulting or offensive, or made people uneasy
- **19.9%** experienced unwanted attention, such as flirting or overtly sexual compliments
- **18.0%** experienced unwanted touching, such as a hand on lower back, shoulder or back rubs, or other invasive touching

## Bystanders

- **49.0%** witnessed sexual remarks, jokes or stories that were insulting or offensive, or made people uneasy
- **44.4%** witnessed unwanted attention, such as flirting or overtly sexual compliments
- **39.6%** witnessed unwanted touching, such as a hand on lower back, shoulder or back rubs, or other invasive touching



## IMPACT OF SA/SH INCIDENTS

### Victims

- **53.5%** of victims report feeling nervous/scared about encountering the perpetrator
- **33.5%** of victims experienced stress in their workplace relationships
- **29.1%** of victims reported it affected their work performance.

### Bystanders

- **47.7%** reported feeling nervous/scared about encountering the perpetrator
- **39.2%** experienced stress in their workplace relationships
- **24.0%** of bystanders reported it affected their work performance.

Victims and bystanders who experience one or more SA/SH incident(s), report lower rates of satisfaction working at USAP (measured by responses to the question: "I would recommend USAP as a respectful place to work.").

## Workforce Perception, Satisfaction, and Productivity

- **92.5%** of survey respondents understand the definitions relating to SA/SH.
- **90.0%** knew about the policies relating to SA/SH.
- **84.8%** knew reporting options related to SA/SH.

Survey respondents indicated that they are motivated to support a victim of SA/SH behaviors or intervene as bystanders when they observe them. These data suggest that there is a positive foundation on-ice for future prevention efforts.

<sup>4</sup> Revision 1: Updated 7.24.2025 due to previous error.