

CATWIN 1.1



Navy-Wide Norms

**Based on the 2002 Navy
Equal Opportunity/Sexual
Harassment (NEOSH) Survey**

Note: These norms are to be used in conjunction with CATWIN 1.1. Norms are not available for Civilian items.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
2002 Navy-Wide Norms
Total Navy**

	Mean
ADVANCEMENT	
<i>Q1 Get recognition deserved</i>	3.17
<i>Q2 Recommends people</i>	3.48
* <i>Q3 Work harder than others</i>	3.04
 DISCRIMINATION	
Q1 People of different races/ethnicities get along	4.22
*Q2 Discrimination against Blacks common	1.73
*Q3 Discrimination against Hispanics common	1.75
*Q4 Discrimination against other minorities common	1.73
* <i>Q5 Discrimination against Whites</i>	1.87
* <i>Q6 Discrimination against women</i>	1.98
* <i>Q7 Discrimination against men</i>	1.86
 GRIEVANCES/COMPLAINTS	
<i>Q1 Command resolves EO</i>	3.59
<i>Q2 Feel free to report</i>	3.49
<i>Q3 Fair hearing</i>	3.57
 SEXUAL HARASSMENT	
*Q1 SH is occurring at command	2.47
Q2 Actions taken at command to prevent SH	4.04
Q3 Leadership enforces policy on SH	4.13
Q4 SH training taken seriously	3.91
Q5 Feel free to report SH	3.98

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	Percent
EO/SH TRAINING**	
Q1 Received EO training in past year	
Yes	74
No	20
Don't Know	6
Q2 Received training about prevention of SH	
Yes	89
No	9
Don't Know	2
Q3 Has CMEO program	
Yes	75
No	2
Don't Know	23

	Mean
WORK ISSUES	
<i>Q1 Enjoy working for the Navy</i>	3.52
<i>Q2 Enjoy type of work</i>	3.77
<i>Q3 Satisfied with work relationships</i>	3.58
<i>Q4 Feel loyalty</i>	3.64
<i>Q5 Satisfied with supervisor support</i>	3.47
<i>Q6 Satisfied with supervision quality</i>	3.39

DIVERSITY ISSUES	
Q1 Command is a fair place to work	3.78
Q2 Command values different cultural backgrounds	3.85
Q3 Policies treat all members equally	4.02
*Q4 Minorities have little influence	2.33
*Q5 More difficult for women to progress	1.91

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	Mean
EXTREMIST/HATE GROUPS	
<i>Q1 Aware of command policy</i>	3.91
* <i>Q2 Extremist acts occurring</i>	2.04
* <i>Q3 Seen extremist material</i>	1.95
* <i>Q4 Target of extremist acts</i>	1.69
RETENTION	
<i>Q1 Command provides info needed to stay</i>	3.31
Q2 Experiences encouraged stay	2.88
<i>Q3 Impressed with transition</i>	3.13
DISCIPLINE	
Q1 Discipline system is fair	3.66
Q2 Race/ethnic group makes no difference for punishment	4.02
*Q3 Minorities get harsher punishments	1.95
FRATERNIZATION	
<i>Q1 Understand fraternization policy</i>	4.21
* <i>Q2 Fraternization occurring</i>	2.99
* <i>Q3 Fraternization is a problem</i>	2.38
Q4 Command stops fraternization when reported	3.90

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
2002 Navy-Wide Norms
Racial/Ethnic Group**

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
	Mean			
ADVANCEMENT				
<i>Q1 Get recognition deserved</i>	3.24	2.89	3.03	3.27
<i>Q2 Recommends people</i>	3.55	3.23	3.35	3.59
<i>*Q3 Work harder than others</i>	2.89	3.45	3.03	3.37
DISCRIMINATION				
Q1 People get along	4.39	4.11	4.11	4.11
<i>*Q2 Discrimination against Blacks</i>	1.50	2.38	1.81	1.86
<i>*Q3 Discrimination against Hispanics</i>	1.50	2.19	1.99	1.86
<i>*Q4 Discrimination against other minorities</i>	1.52	2.14	1.89	2.06
<i>*Q5 Discrimination against Whites</i>	1.86	1.93	1.82	1.83
<i>*Q6 Discrimination against women</i>	1.87	2.38	2.12	1.97
<i>*Q7 Discrimination against men</i>	1.79	2.08	2.01	1.83
GRIEVANCES/COMPLAINTS				
<i>Q1 Command resolves EO</i>	3.71	3.19	3.46	3.73
<i>Q2 Feel free to report</i>	3.58	3.18	3.39	3.59
<i>Q3 Fair hearing</i>	3.67	3.15	3.40	3.67
SEXUAL HARASSMENT				
<i>*Q1 SH is occurring at command</i>	2.28	2.78	2.80	2.60
Q2 Actions taken to prevent SH	4.15	3.99	3.99	3.98
Q3 Leadership enforces policy on SH	4.20	3.99	4.00	4.06
Q4 SH training taken seriously	3.95	3.80	3.83	3.87
Q5 Feel free to report SH	4.07	3.92	3.87	3.92

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
	Percent			
EO/SH TRAINING**				
Q1 Received EO training in past year				
Yes	72	66	70	73
No	24	31	25	24
Don't Know	4	3	5	3
Q2 Received training about prevention of SH				
Yes	82	81	84	85
No	17	18	14	13
Don't Know	1	1	2	2
Q3 Has CMEO program				
Yes	80	82	77	82
No	2	3	3	2
Don't Know	18	15	20	16

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
	Mean			
WORK ISSUES				
<i>Q1 Enjoy working for the Navy</i>	3.47	3.57	3.55	3.75
<i>Q2 Enjoy type of work</i>	3.81	3.70	3.65	3.71
<i>Q3 Satisfied with work relationships</i>	3.61	3.49	3.59	3.56
<i>Q4 Feel loyalty</i>	3.64	3.53	3.67	3.89
<i>Q5 Satisfied with supervisor support</i>	3.49	3.35	3.44	3.59
<i>Q6 Satisfied with supervision quality</i>	3.43	3.21	3.33	3.59

DIVERSITY ISSUES				
Q1 Command is fair place to work	3.96	3.46	3.62	3.80
Q2 Command values different backgrounds	3.98	3.54	3.74	3.86
Q3 Policies treat all members equally	4.14	3.71	3.90	4.07
*Q4 Minorities have little influence	2.00	2.81	2.61	2.54
*Q5 More difficult for women to progress	1.80	2.18	2.06	2.05

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
	<u>Mean</u>			
EXTREMIST/HATE GROUPS				
<i>Q1 Aware of command policy</i>	3.92	3.91	3.80	3.95
<i>*Q2 Extremist acts occurring</i>	1.96	2.33	2.06	2.14
<i>*Q3 Seen extremist material</i>	1.86	2.20	2.07	2.00
<i>*Q4 Target of extremist acts</i>	1.64	1.83	1.67	1.88
RETENTION				
<i>Q1 Provides needed information</i>	3.40	3.02	3.15	3.39
<i>Q2 Experiences encouraged stay</i>	2.95	2.63	2.68	3.08
<i>Q3 Impressed with transition</i>	3.17	2.96	3.03	3.28
DISCIPLINE				
<i>Q1 Discipline system is fair</i>	3.80	3.43	3.52	3.72
<i>Q2 Punishment not racial</i>	4.23	3.67	3.89	3.89
<i>*Q3 Harsher punishments</i>	1.66	2.46	2.21	2.26
FRATERNIZATION				
<i>Q1 Understand fraternization policy</i>	4.23	4.15	4.15	4.22
<i>*Q2 Fraternization occurring</i>	2.91	3.28	3.10	2.93
<i>*Q3 Fraternization is a problem</i>	2.33	2.55	2.45	2.35
<i>Q4 Command stops fraternization</i>	3.99	3.72	3.85	3.99

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
2002 Navy-Wide Norms
Gender**

	<u>Male</u>	<u>Female</u>
	Mean	
ADVANCEMENT		
<i>Q1 Get recognition deserved</i>	3.17	3.17
<i>Q2 Recommends people</i>	3.50	3.38
* <i>Q3 Work harder than others</i>	3.05	2.97
DISCRIMINATION		
Q1 People get along	4.30	4.17
*Q2 Discrimination against Blacks	1.71	1.80
*Q3 Discrimination against Hispanics	1.70	1.75
*Q4 Discrimination against other minorities	1.71	1.74
* <i>Q5 Discrimination against Whites</i>	1.88	1.80
* <i>Q6 Discrimination against women</i>	1.90	2.48
* <i>Q7 Discrimination against men</i>	1.88	1.72
GRIEVANCES/COMPLAINTS		
<i>Q1 Command resolves EO</i>	3.62	3.42
<i>Q2 Feel free to report</i>	3.52	3.27
<i>Q3 Fair hearing</i>	3.59	3.40
SEXUAL HARASSMENT		
* Q1 SH is occurring at command	2.34	3.14
Q2 Actions taken to prevent SH	4.11	3.96
Q3 Leadership enforces policy on SH	4.15	3.97
Q4 SH training taken seriously	3.93	3.74
Q5 Feel free to report SH	4.07	3.62

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>Male</u>	<u>Female</u>
	Percent	
EO/SH TRAINING**		
Q1 Received EO training in past year		
Yes	74	70
No	20	25
Don't Know	6	5
Q2 Received training about prevention of SH		
Yes	89	85
No	9	14
Don't Know	2	1
Q3 Has CMEO program		
Yes	77	77
No	2	2
Don't Know	21	21

	<u>Male</u>	<u>Female</u>
	Mean	
WORK ISSUES		
<i>Q1 Enjoy working for the Navy</i>	3.51	3.58
<i>Q2 Enjoy type of work</i>	3.78	3.68
<i>Q3 Satisfied with work relationships</i>	3.59	3.57
<i>Q4 Feel loyalty</i>	3.64	3.64
<i>Q5 Satisfied with supervisor support</i>	3.47	3.43
<i>Q6 Satisfied with supervision quality</i>	3.41	3.29

DIVERSITY ISSUES		
Q1 Command is fair place to work	3.84	3.60
Q2 Command values different backgrounds	3.86	3.85
Q3 Policies treat all members equally	4.05	3.89
*Q4 Minorities have little influence	2.25	2.31
*Q5 More difficult for women to progress	1.82	2.41

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>Male</u>	<u>Female</u>
	Mean	
EXTREMIST/HATE GROUPS		
<i>Q1 Aware of command policy</i>	3.92	3.85
<i>*Q2 Extremist acts occurring</i>	2.05	1.97
<i>*Q3 Seen extremist material</i>	1.97	1.80
<i>*Q4 Target of extremist acts</i>	1.71	1.57
RETENTION		
<i>Q1 Provides needed information</i>	3.35	3.08
<i>Q2 Experiences encouraged stay</i>	3.55	3.32
<i>Q3 Impressed with transition</i>	3.15	2.97
DISCIPLINE		
<i>Q1 Discipline system is fair</i>	3.73	3.44
<i>Q2 Punishment not racial</i>	4.09	3.91
<i>*Q3 Harsher punishments</i>	1.90	1.99
FRATERNIZATION		
<i>Q1 Understand fraternization policy</i>	4.20	4.28
<i>*Q2 Fraternization occurring</i>	2.94	3.29
<i>*Q3 Fraternization is a problem</i>	2.36	2.52
<i>Q4 Command stops fraternization</i>	3.95	3.70

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
2002 Navy-Wide Norms
Officer/Enlisted**

	<u>Officer</u>	<u>Enlisted</u>
	Mean	
ADVANCEMENT		
<i>Q1 Get recognition deserved</i>	3.83	3.05
<i>Q2 Recommends people</i>	4.10	3.38
<i>*Q3 Work harder than others</i>	2.51	3.13
 DISCRIMINATION		
Q1 People get along	4.47	4.18
<i>*Q2 Discrimination against Blacks</i>	1.37	1.79
<i>*Q3 Discrimination against Hispanics</i>	1.37	1.81
<i>*Q4 Discrimination against other minorities</i>	1.37	1.78
<i>*Q5 Discrimination against Whites</i>	1.51	1.93
<i>*Q6 Discrimination against women</i>	1.56	2.06
<i>*Q7 Discrimination against men</i>	1.50	1.92
 GRIEVANCES/COMPLAINTS		
<i>Q1 Command resolves EO</i>	4.17	3.49
<i>Q2 Feel free to report</i>	4.15	3.37
<i>Q3 Fair hearing</i>	4.10	3.46
 SEXUAL HARASSMENT		
<i>*Q1 SH is occurring at command</i>	2.03	2.53
Q2 Actions taken to prevent SH	4.25	4.05
Q3 Leadership enforces policy on SH	4.35	4.10
Q4 SH training taken seriously	4.11	3.88
Q5 Feel free to report SH	4.33	3.93

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>Officer</u>	<u>Enlisted</u>
	Percent	
EO/SH TRAINING**		
Q1 Received EO training in past year		
Yes	70	74
No	26	19
Don't Know	4	7
Q2 Received training about prevention of SH		
Yes	78	91
No	20	8
Don't Know	1	2
Q3 Has CMEO program		
Yes	81	74
No	2	2
Don't Know	17	24

	<u>Officer</u>	<u>Enlisted</u>
	Mean	
WORK ISSUES		
<i>Q1 Enjoy working for the Navy</i>	4.05	3.42
<i>Q2 Enjoy type of work</i>	4.11	3.71
<i>Q3 Satisfied with work relationships</i>	4.15	3.48
<i>Q4 Feel loyalty</i>	4.13	3.55
<i>Q5 Satisfied with supervisor support</i>	3.97	3.38
<i>Q6 Satisfied with supervision quality</i>	3.99	3.29

DIVERSITY ISSUES		
Q1 Command is fair place to work	4.42	3.68
Q2 Command values different backgrounds	4.36	3.76
Q3 Policies treat all members equally	4.43	3.96
*Q4 Minorities have little influence	1.85	2.41
*Q5 More difficult for women to progress	1.65	1.95

*Negatively worded item - lower score is better.

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Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	<u>Officer</u>	<u>Enlisted</u>
	Mean	
EXTREMIST/HATE GROUPS		
<i>Q1 Aware of command policy</i>	4.07	3.88
* <i>Q2 Extremist acts occurring</i>	1.60	2.13
* <i>Q3 Seen extremist material</i>	1.48	2.04
* <i>Q4 Target of extremist acts</i>	1.35	1.75
 RETENTION		
<i>Q1 Provides needed information</i>	3.84	3.22
Q2 Experiences encouraged stay	3.94	3.41
<i>Q3 Impressed with transition</i>	3.63	3.03
 DISCIPLINE		
Q1 Discipline system is fair	4.25	3.57
Q2 Punishment not racial	4.50	3.95
*Q3 Harsher punishments	1.43	2.02
 FRATERNIZATION		
<i>Q1 Understand fraternization policy</i>	4.42	4.17
* <i>Q2 Fraternization occurring</i>	2.38	3.10
* <i>Q3 Fraternization is a problem</i>	1.91	2.46
Q4 Command stops fraternization	4.13	3.85

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
2002 Navy-Wide Norms
Paygrade/Rank**

	Officer			Enlisted		
	<u>W2-W4</u>	<u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	<u>E4-E6</u>	<u>E7-E9</u>
	Mean					
ADVANCEMENT						
<i>Q1 Get recognition deserved</i>	4.10	3.74	3.93	3.13	2.90	3.74
<i>Q2 Recommends people</i>	4.03	4.07	4.15	3.35	3.28	3.99
* <i>Q3 Work harder than others</i>	2.48	2.32	2.80	3.03	3.19	2.97
DISCRIMINATION						
Q1 People get along	4.59	4.44	4.51	4.03	4.21	4.50
*Q2 Discrim. against Blacks	1.40	1.42	1.30	1.83	1.82	1.47
*Q3 Discrim. against Hispanics	1.39	1.41	1.31	1.95	1.79	1.47
*Q4 Discrim. other minorities	1.39	1.42	1.30	1.88	1.78	1.47
* <i>Q5 Discrim. against Whites</i>	1.73	1.51	1.51	1.86	2.02	1.56
* <i>Q6 Discrim. against women</i>	1.62	1.61	1.48	2.24	2.06	1.70
* <i>Q7 Discrim. against men</i>	1.61	1.53	1.46	1.94	1.98	1.54
GRIEVANCES/COMPLAINTS						
<i>Q1 Command resolves EO</i>	4.19	4.08	4.30	3.42	3.42	4.08
<i>Q2 Feel free to report</i>	4.22	4.09	4.22	3.42	3.23	4.10
<i>Q3 Fair hearing</i>	4.18	4.04	4.17	3.48	3.36	4.02
SEXUAL HARASSMENT						
*Q1 SH is occurring	1.73	2.09	1.97	2.70	2.54	2.02
Q2 Actions taken to prevent	4.14	4.19	4.34	3.96	4.04	4.36
Q3 SH enforced by leaders	4.26	4.29	4.43	4.05	4.06	4.42
Q4 Training taken seriously	4.13	4.06	4.18	3.86	3.83	4.22
Q5 Feel free to report SH	4.23	4.21	4.49	3.83	3.89	4.40

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Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	Officer			Enlisted		
	W2-W4	O1-O3	O4-O6	E2-E3	E4-E6	E7-E9
	Percent					
EO/SH TRAINING**						
Q1 Received EO training						
Yes	65	68	73	71	73	87
No	35	26	26	18	22	11
Don't Know		5	2	11	5	3
Q2 Received SH training						
Yes	94	78	77	91	90	94
No	6	19	23	7	8	6
Don't Know		2	1	3	2	
Q3 Has CMEO program						
Yes	88	76	88	59	79	94
No		1	3	1	3	1
Don't Know	12	23	9	40	18	6

	Officer			Enlisted		
	W2-W4	O1-O3	O4-O6	E2-E3	E4-E6	E7-E9
	Mean					
WORK ISSUES						
<i>Q1 Enjoy working for the Navy</i>	4.50	3.86	4.28	3.05	3.41	4.20
<i>Q2 Enjoy type of work</i>	4.12	3.97	4.30	3.33	3.74	4.23
<i>Q3 Satisfied with work relationships</i>	4.35	4.04	4.29	3.21	3.47	4.07
<i>Q4 Feel loyalty</i>	4.55	4.02	4.26	3.30	3.50	4.35
<i>Q5 Satisfied with supervisor support</i>	4.18	3.89	4.07	3.16	3.37	3.83
<i>Q6 Satisfied with supervision quality</i>	4.22	3.89	4.10	3.22	3.22	3.83
DIVERSITY ISSUES						
Q1 Command is fair	4.38	4.32	4.56	3.52	3.67	4.30
Q2 Cmd values diff. backgrounds	4.42	4.25	4.51	3.63	3.75	4.20
Q3 Policies treat equally	4.34	4.34	4.57	3.96	3.89	4.33
*Q4 Minorities have little influence	1.96	1.93	1.72	2.66	2.36	1.93
*Q5 Difficult for women to progress	1.79	1.76	1.51	1.97	2.01	1.63

*Negatively worded item - lower score is better.

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Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.

	Officer			Enlisted		
	<u>W2-W4</u>	<u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	<u>E4-E6</u>	<u>E7-E9</u>
	Mean					
EXTREMIST/HATE GROUPS						
<i>Q1 Aware of command policy</i>	3.96	3.95	4.22	3.78	3.85	4.25
* <i>Q2 Extremist acts occurring</i>	1.58	1.67	1.50	2.24	2.16	1.71
* <i>Q3 Seen extremist material</i>	1.64	1.48	1.47	2.15	2.08	1.59
* <i>Q4 Target of extremist acts</i>	1.41	1.36	1.36	1.83	1.76	1.53
RETENTION						
<i>Q1 Provides needed information</i>	4.20	3.74	3.94	2.91	3.23	3.69
<i>Q2 Experiences encouraged stay</i>	3.27	3.30	3.64	2.79	2.70	3.39
<i>Q3 Impressed with transition</i>	3.94	3.57	3.69	2.95	3.00	3.38
DISCIPLINE						
<i>Q1 Discipline system is fair</i>	4.18	4.16	4.39	3.43	3.56	4.10
<i>Q2 Punishment not racial</i>	4.46	4.46	4.58	3.70	3.99	4.47
* <i>Q3 Harsher punishments</i>	1.56	1.49	1.32	2.20	2.01	1.56
FRATERNIZATION						
<i>Q1 Understand fraternization policy</i>	4.21	4.38	4.48	4.10	4.17	4.33
* <i>Q2 Fraternization occurring</i>	2.16	2.49	2.23	3.20	3.17	2.52
* <i>Q3 Fraternization is a problem</i>	1.91	2.00	1.79	2.43	2.55	2.05
<i>Q4 Command stops fraternization</i>	4.21	4.12	4.42	3.78	3.80	4.39

*Negatively worded item - lower score is better.

Items in *italics* not included on the 2002 NEOSH survey. Means reported from 1999 results.