

**Headquarters U.S. Air Force**  
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**USAFA Climate Survey Results**



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**Background**



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- SAF/MR tasked AFMA on 7 Jan 2011 to administer USAFA Climate Survey
- Purpose
  - Assess climate at USAFA
  - Provide actionable feedback to senior-level leadership
- Survey Development
  - Input from USAFA
  - Sister service academies
  - Civilian institution climate surveys
  - AF Climate Survey

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**Survey Coordination and Approval**



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- Independent review
  - AFRL Institutional Review Board (IRB)
  - RAND
  - Defense Manpower Data Center (DMDC)
- Coordination
  - USAFA/CC
  - AF/A1D
  - AF/SG
  - AF/JA
  - SAF/GC
  - SAF/MR
- Final approval to administer survey: AF/A1
- Data Collection 31 Oct 2011 – 10 Feb 2012
  - Census
  - Voluntary and confidential

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**Low Participation**



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- Target: 95% confidence level with ±5% margin of error
  - Achieved sufficient participation for cadets, staff, and faculty at aggregate level; cadet candidate results could not be analyzed

	Invited*		Completed Survey		Margin of Error at 95% Confidence Level	
	N	%	n	%		%
Cadet	4368	15%	652		4%	
Cadet Candidate	223	7%	16		24%	
Faculty	517	55%	283		4%	
Staff	2881	23%	666		3%	

\*Adjusted to exclude undeliverables

- Unable to analyze by demographic breakouts; larger margin of error which could easily lead to erroneous conclusions

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**Weighting Strategies**



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- Cadet by class and race (16)
- Faculty by race (46)
- Staff by mission element and race group (73)
- All are representative by gender

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**Results Summary**



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- Majority satisfied with experience at USAFA, although staff is less satisfied than cadets or faculty
- 53% of cadets believe preferential treatment is received based on intercollegiate status
- Over 50% of cadet respondents report perception that underage drinking, gender discrimination, and hazing occur at USAFA
- Majority feel socially accepted at USAFA
- Majority feel physically safe on USAFA grounds
- Majority disagree that various positions of authority are used to promote religious beliefs
- Majority agree they are able to practice tenets of their religious faith or belief system without negative consequence
- 14% of cadets received unwanted attempts to convert to a religion or denomination from cadets without authority over them

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## Cadet Results

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Satisfaction	81% satisfied with experience over past 24 months	24
Trust, Integrity, and Inclusion	Cadets rated Athletic Department Personnel and Cadets with Authority over Me lower in these areas	25
Fairness	Mixed perception on fairness of opportunities for leadership and grading	30
Fairness: Preferential Treatment	Intercollegiate status most frequently selected basis for preferential treatment	33
Negative Perceptions	78% of cadets report perception that under-age drinking occurs at USAFA	34
Safety	93% indicated that none of listed options cause them to feel physically unsafe on USAFA grounds	36
Harassment	84% indicated "None" when asked about forms of harassment personally experienced at USAFA	38

**Notes:**

- Respondents were instructed to consider only their experiences at USAFA (including USAFA-affiliated events) over the past 24 months.
- For convenience, qualitative comments have been categorized based on researcher's interpretation.
- Survey results have been rounded to whole percentages.

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## Faculty Results

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Satisfaction	83% satisfied with experience over past 24 months	53
Trust and Integrity	Percent agree ranges from 82 - 85%	54
Respect	98% agree - "I am treated with respect by my peers."	55
Inclusion	77% agree - "USAFA leadership fosters a community of inclusion."	56
Fairness	Percent agree varies (69%-86% agree)	59
Fairness: Preferential Treatment	59% indicated faculty members do not receive preferential treatment	62
Safety	99% indicated that none of listed options cause them to feel physically unsafe on USAFA grounds	63
Harassment	96% indicated "None" when asked about forms of harassment personally experienced at USAFA	65

**Notes:**

- Respondents were instructed to consider only their experiences at USAFA (including USAFA-affiliated events) over the past 24 months.
- For convenience, qualitative comments have been categorized based on researcher's interpretation.
- Survey results have been rounded to whole percentages.

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## Staff Results

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Satisfaction	69% satisfied with experience over past 24 months	60
Trust and Integrity	75% agree leadership within chain of command demonstrates integrity	61
Respect	89% agree - "I am treated with respect by my peers."	62
Inclusion	68% agree - "USAFA leadership fosters a community of inclusion."	63
Fairness	Percent agree varies (54%-75% agree)	66
Fairness: Preferential Treatment	71% indicated airmen in their workgroup do not receive preferential treatment	69
Safety	93% indicated that none of listed options cause them to feel physically unsafe on USAFA grounds	90
Harassment	91% indicated "None" when asked about forms of harassment personally experienced at USAFA	92

**Notes:**

- Respondents were instructed to consider only their experiences at USAFA (including USAFA-affiliated events) over the past 24 months.
- For convenience, qualitative comments have been categorized based on researcher's interpretation.
- Survey results have been rounded to whole percentages.

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## Special Interest Topic: Religious Expression/Tolerance

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Religion Distributions	Discrepancies between survey responses and demographic database	100
Margin of Error Example	Estimated large margins of error	102
Religious Expression/Tolerance	Aggregate results by cadet, faculty, and staff	103

**Notes:**

- Respondents were instructed to consider only their experiences at USAFA (including USAFA-affiliated events) over the past 24 months.
- For convenience, qualitative comments have been categorized based on researcher's interpretation.
- Survey results have been rounded to whole percentages.

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## Cadet Focus Groups

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- Purpose was to research low cadet participation
- AFMA conducted 26-27 Apr 12
- 115 cadets participated
  - 28 stated they took survey
- Top reasons for not participating
  - Too many surveys administered
  - Survey too long
  - Not enough time to take voluntary survey
- Technical problems/security concerns not an issue

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## Cadet Focus Groups (cont'd)

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- Recommendations
  - Make survey mandatory; at a minimum, make reading email mandatory
  - Offer incentives
  - Have USAFA leaders (CC, Sq CCs, AOCs) endorse participation and emphasize importance
  - Offer single question asking what is most relevant issue followed by comment block
  - Conduct focus groups along with shorter survey
  - Share survey results
  - Schedule during Military Call to Quarters (MCQ) period

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## Way Ahead

- Release of results
  - AFPC/MA, SAF/PA and SAF/MR will collaborate with USAFA to identify results for USAFA release
  - USAFA release AF-wide article – 1 Aug
- Next survey administration
  - Administer Jan 14
  - USAFA leadership encourage participation
  - Conduct cadet focus groups
  - AFPC/MA streamline current survey
    - Review cadet feedback
    - Reduce question set
    - Emphasis on core question set as baseline
    - Include special interest items

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## CADET SURVEY

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## Cadet Demographics

Certain categories of cadets responded at different rates causing non-response bias. Graphs display demographic distributions for the cadet population and survey returns.

**Gender**

Category	Population (%)	Sample (%)
Female	22%	23%
Male	78%	77%

**Class**

Year	Population (%)	Sample (%)
2012	25%	25%
2013	25%	28%
2014	26%	23%
2015	24%	25%

**Race**

Race	Population (%)	Sample (%)
American Indian	1%	1%
Asian	8%	7%
Black	7%	4%
Caucasian	22%	78%
Hispanic	9%	8%
Native Hawaiian/Pac Isl	1%	0%
Unknown	2%	3%

Slight non-response bias by class year and race

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## Cadet Weighted Demographics

The data has been adjusted to account for non-response bias. Using this adjustment, the demographic distributions of the survey sample are more representative of the population.

**Gender**

Category	Population (%)	Sample (%)
Female	22%	23%
Male	78%	77%

**Class**

Year	Population (%)	Sample (%)
2012	25%	25%
2013	25%	25%
2014	26%	25%
2015	24%	24%

**Race**

Race	Population (%)	Sample (%)
American Indian	1%	1%
Asian	8%	8%
Black	7%	7%
Caucasian	72%	73%
Hispanic	9%	9%
Native Hawaiian/Pac Isl	1%	0%
Unknown	2%	2%

Subsequent survey results are displayed using weighted data, unless specified as unweighted.

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## Survey Religion Responses

Please select which religion/spiritual belief best describes you.

Religion/Spiritual Belief	Unweighted Frequency
Catholic	170
Protestant-no denomination specified	60
Baptist	55
I do not wish to answer	48
Christian-no denomination specified	46
Lutheran	45
No religious preference	27
Jehovah's Witnesses	25
None	24
Methodist/Wesleyan	24
Mormon/Latter Day Saints	24
Agnostic	23
Nondenominational Evangelical/Born Again	17
Presbyterian	10
Jewish	8
Churches of Christ	4
Other unclassified	3
Congregational/United Church of Christ	3
Episcopalian/Anglican	3
Persepolian/Zoroastrian	2
Sikhism	2
Buddhist	2
Quaker	2
Assemblies of God	2
Sectarian	1
Daily	1
Rastafarian	1
Native American	1
Unitarian/Universalist	1
Christian Reformed	1
Disciples of Christ	1
Orthodox (Eastern)	1
Church of God	1
Church of the Nazarene	1

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## CAMIS Religion Vs Survey Religion Responses

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Religion in CAMIS	Agnostic	Atheist	Buddhist	Catholic	Declined	Hindu	Jewish	Muslim	No religion	No religious preference	Non-denominational Christian	Pagan	Protestant	Un-categorized	Total
Agnostic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Atheist	1	9	0	0	0	0	0	0	1	0	0	0	1	0	12
Buddhism	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Catholic	2	6	1	154	10	0	0	0	2	7	4	0	1	1	188
Hindu	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2
Jewish	0	0	0	0	1	0	4	0	0	0	0	0	0	0	5
Muslim	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No Religious Preference	11	6	0	9	13	0	2	16	25	5	0	9	2	98	
Other Religion	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Pagan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protestant	2	5	0	6	24	0	0	5	5	38	0	232	21	338	
Unknown	1	0	0	1	0	0	0	1	0	0	0	0	0	1	4
<b>Total</b>	<b>17</b>	<b>26</b>	<b>2</b>	<b>170</b>	<b>48</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>25</b>	<b>37</b>	<b>47</b>	<b>0</b>	<b>244</b>	<b>26</b>	<b>650</b>

**Notes:**

- Unweighted frequencies
- Religions from survey responses have been grouped for comparison purposes
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

Discrepancies exist between CAMIS and survey responses. For example, according to CAMIS no Agnostics completed the survey, but 17 respondents selected "Agnostic" in survey.

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## Religion Distributions

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- Current religion distribution for cadet population is unknown
- Unable to determine if there are sufficient results to be representative for each category of religion

Current Religions for Cadet Population

Survey Responses

**Notes:**

- Unweighted percentages
- Religions from survey responses have been grouped
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

Current religion distribution for cadet population is unknown

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## Margins of Error

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Low participation resulted in margins of error greater than 5%. Therefore, we are unable to provide results by class, gender, or race.

Class	Margin of Error at 95% Confidence Level
2012	7.12%
2013	6.59%
2014	7.76%
2015	6.99%

Gender	Margin of Error at 95% Confidence Level
Female	7.35%
Male	4.04%

Race Group	Margin of Error at 95% Confidence Level
White	4.06%
All Other Races	7.3%

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## Margins of Error

**U.S. AIR FORCE**

Unable to determine actual margins of error for religion since current religion distribution for population is unknown. Even if CAMIS or survey data is used, the margins of error are greater than 5% at 95% confidence level. Therefore we are unable to provide results by religion.

If CAMIS data only is used		If it is assumed that population follows the same religion distribution as survey sample	
CAMIS	Margin of Error at 95% Confidence Level	Survey	Margin of Error at 95% Confidence Level
Agnostic	N/A	Agnostic	22.04%
Atheist	24.3%	Atheist	17.79%
Buddhism	98%	Buddhist	66.58%
Catholic	6.57%	Catholic	6.94%
Hindu	65.33%	Declined	13.08%
Jewish	41.08%	Hindu	66.58%
Muslim	N/A	Jewish	37.42%
No Religious Preference	9.13%	No religion	18.15%
Other Religion	65.74%	No religious preference	14.90%
Pagan	N/A	Non-denominational Christian	13.22%
Protestant	4.92%	Protestant	5.79%
Unknown	47.89%	Uncategorized	17.79%

**Notes:**

- Religions from survey responses have been grouped
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

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## Demographics Prep School/Athlete

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Did you graduate from the USAFA Prep school?

Are you currently on a NCAA Division I Intercollegiate athletic team?

Are you currently or were you previously on a NCAA intercollegiate athletic team for at least one full season?

Note: Unweighted percentages

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## Satisfaction

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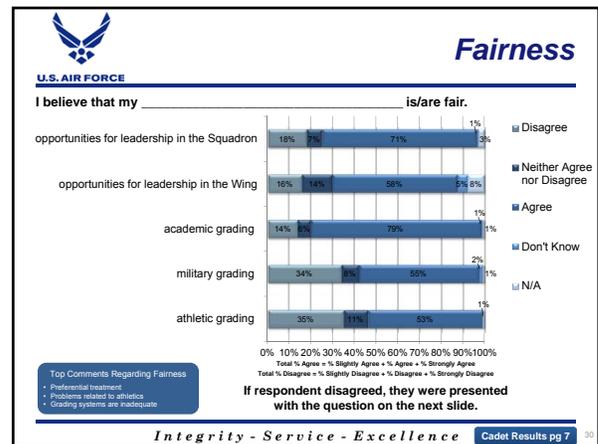
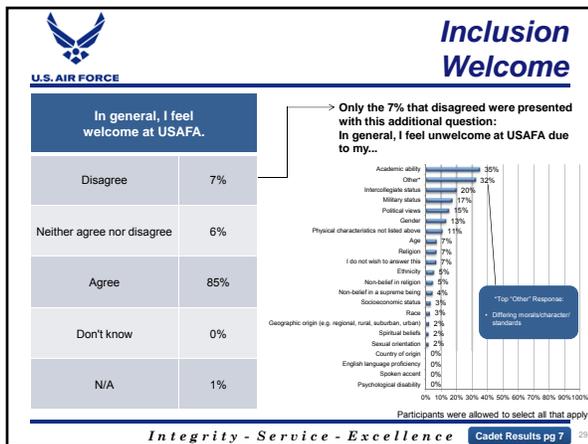
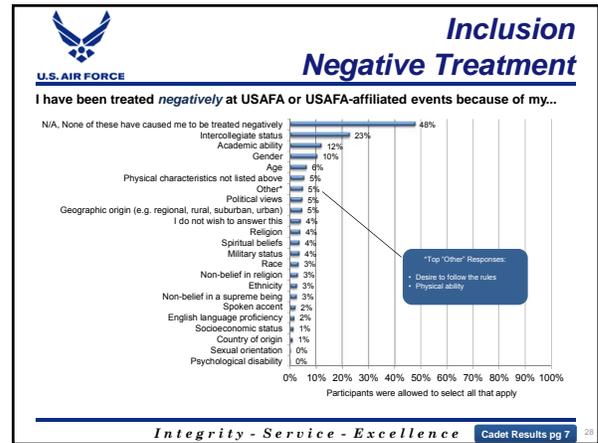
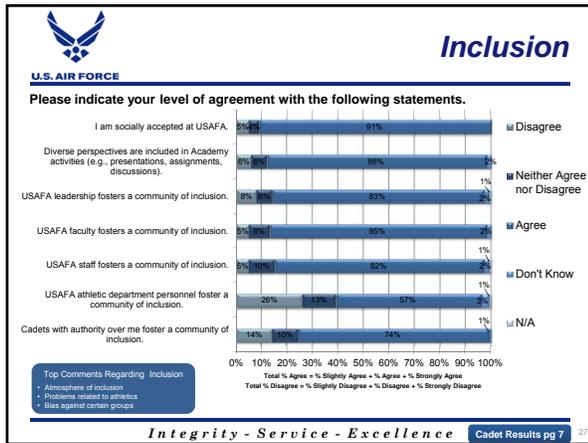
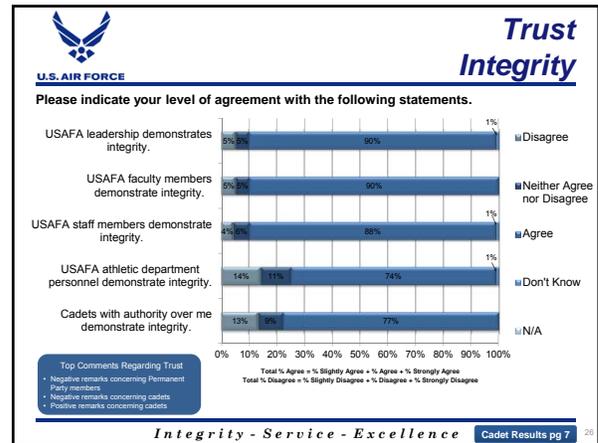
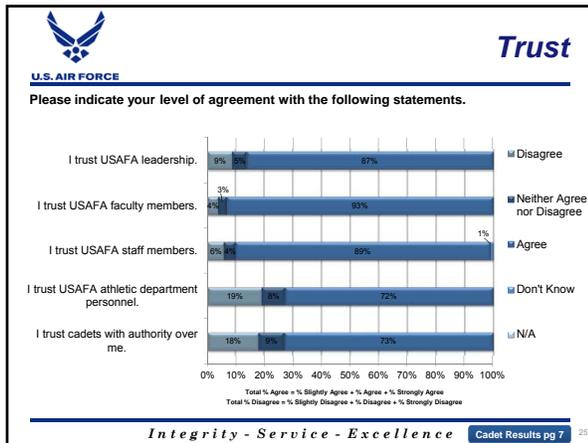
Overall, how satisfied are you with your experience at USAFA over the past 24 months?

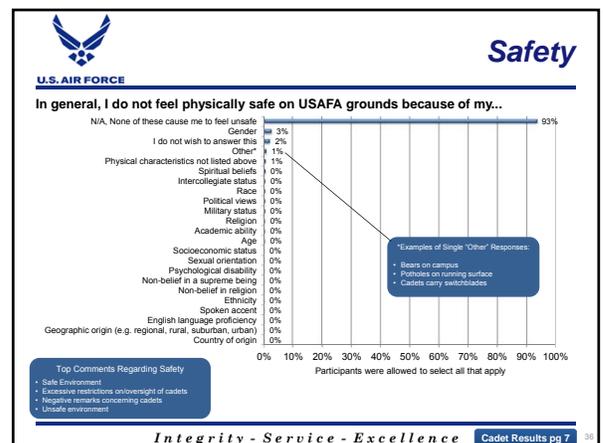
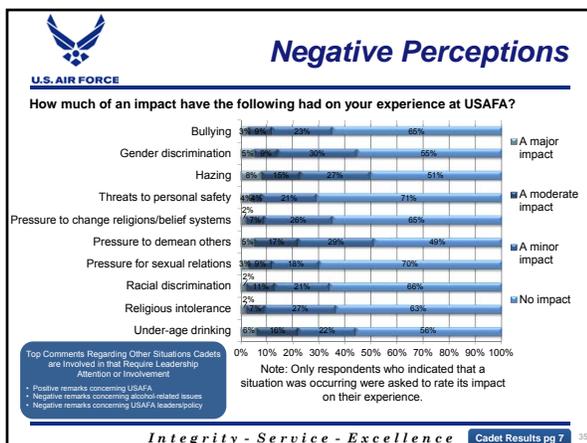
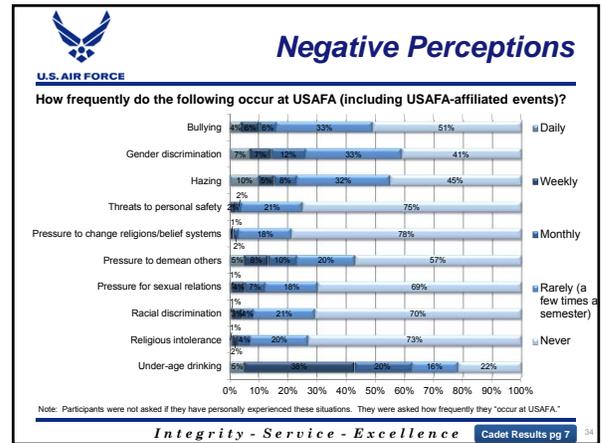
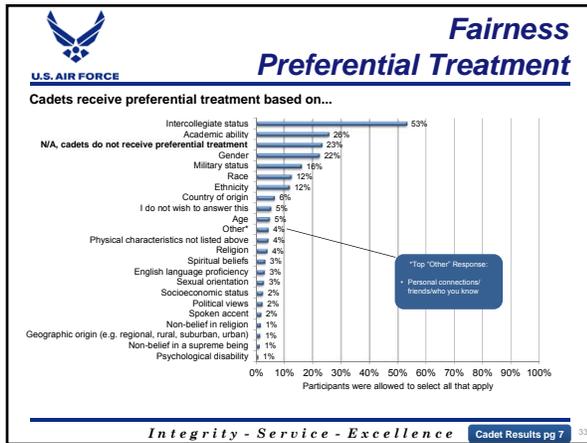
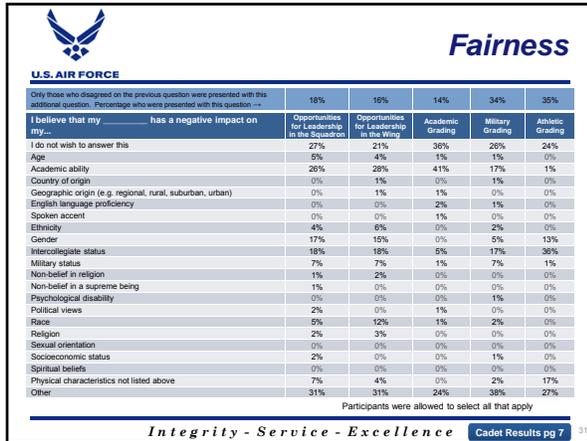
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Total % Dissatisfied = % Slightly Dissatisfied + % Dissatisfied + % Strongly Dissatisfied

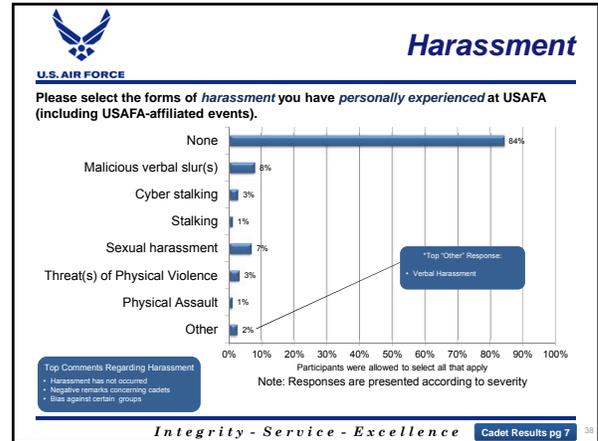
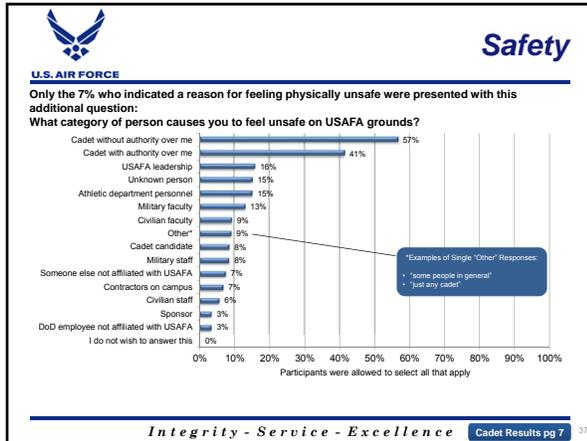
**Top Comments Regarding Satisfaction**

- Positive remarks concerning the USAFA curriculum
- Positive remarks concerning the USAFA curriculum
- Positive remarks concerning USAFA

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### Harassment

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Due to the serious nature, harassment results are displayed using unweighted frequencies

How many times have you personally experienced harassment in the form of...	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	50	17	7	43	20	6
I do not wish to answer this	5	1	2	4	4	0
Once	4	1	1	7	8	4
2 to 3 times	18	8	3	11	6	0
4 to 5 times	12	1	0	11	1	0
6 to 9 times	4	2	0	1	0	0
10 or more times	6	1	0	7	0	0
Don't know	1	3	1	2	1	2

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

I believe I experienced _____ due to my...	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	50	17	7	43	20	6
I do not wish to answer this	9	5	2	5	9	4
Age	1	2	0	5	1	1
Academic ability	6	0	0	0	2	0
Country of origin	1	0	0	0	0	0
Geographic origin (e.g. regional, rural, suburban, urban)	2	1	0	1	0	0
English language proficiency	0	0	0	0	0	0
Spoken accent	0	1	0	0	0	0
Ethnicity	1	1	0	1	0	0
Gender	16	6	4	34	0	1
Intergate status	9	0	0	0	2	0
Military status	6	1	0	0	1	0
Non-belief in religion	1	0	0	1	0	0
Non-belief in a supreme being	1	1	0	1	0	0
Psychological disability	0	1	0	0	0	0
Political views	4	1	0	0	1	0
Race	4	1	0	2	1	0
Religion	2	0	0	2	0	0
Sexual orientation	2	0	0	1	0	0
Socioeconomic status	2	1	0	0	0	0
Spiritual beliefs	1	0	0	1	0	0
Physical characteristics not listed above	6	5	0	6	1	0
Other	8	1	1	1	7	1

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

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Note: Unweighted frequencies

What category of person committed the _____?	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	50	17	7	43	20	6
I do not wish to answer this	8	7	1	9	4	1
Athletic department personnel	2	0	0	0	0	0
Cadet with authority over me	15	2	3	15	4	3
Cadet without authority over me	29	5	4	26	10	2
Cadet candidate	2	1	0	1	2	0
Civilian faculty	0	0	0	0	0	0
Civilian staff	0	0	0	0	0	0
Contractors on campus	0	0	0	0	0	0
DoD employee not affiliated with USAFA	0	0	0	0	0	0
Military faculty	2	0	0	0	0	0
Military staff	3	0	0	0	1	0
Someone else not affiliated with USAFA	3	1	0	1	0	0
Sponsor	0	0	0	0	0	0
Unknown person	5	2	0	0	0	0
USAFA leadership	0	0	0	0	0	0
Other	4	0	0	0	0	0

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

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Note: Unweighted frequencies

Did you report this incident to any authority or organization?	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	50	17	7	43	20	6
I do not wish to answer this	6	6	1	7	6	0
Yes, through USAFA channels	2	1	0	7	1	4
Yes, through non-USAFA channels	0	0	0	1	0	0
No	40	10	6	28	13	2

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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## Harassment

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Note: Unweighted frequencies

Check which actions were taken in response to your reporting this incident.	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did report the incident ...	2 of 50	1 of 17	0 of 7	8 of 43	1 of 20	4 of 6
I do not wish to answer this.	0	0	N/A	0	0	0
The situation was corrected.	0	0	N/A	1	0	0
My situation was/is being investigated.	0	0	N/A	3	0	1
I was provided the necessary support.	2	0	N/A	4	0	1
I was kept informed of what actions were being taken.	0	0	N/A	3	0	1
I was encouraged to tough it out.	1	0	N/A	2	1	1
My situation was discounted or not taken seriously.	0	1	N/A	2	1	2
I was ridiculed or scorned by others for reporting the situation.	0	1	N/A	3	1	1
Adverse action was taken against me.	0	1	N/A	3	1	1
Nothing was done.	0	1	N/A	1	1	1
Other	0	0	N/A	1	0	1

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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## Harassment

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Note: Unweighted frequencies

Check your responses for not reporting this incident.	Incident	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did not report the incident ...	48 of 48	1	1	4	2	1	1
I do not wish to answer this.	4	1	1	4	2	1	1
I took care of the problem myself.	14	6	5	14	4	0	0
I thought it was not important enough to report or to get dealt.	14	2	2	13	3	1	0
I did not know how to report.	4	0	0	1	3	0	0
I felt uncomfortable making a report.	10	1	1	6	2	1	0
I feared if others would be punished for other violations that occurred during the incident.	1	0	0	1	0	0	0
I knew others who had negative experiences when they reported their situations.	1	1	0	0	0	0	0
I did not think anything would be done.	12	0	0	4	3	0	0
I thought I would not be believed.	1	0	0	1	0	0	0
I thought reporting would take too much time and effort.	6	0	0	6	0	0	0
I thought I would be looked at as a troublemaker.	6	0	0	2	3	1	0
I thought my evaluations would suffer.	2	1	0	1	0	0	0
I thought my chances for leadership positions would suffer.	3	1	0	1	2	0	0
I feared some form of retaliation from the offender or higher leaders.	6	0	0	4	3	0	0
I feared some form of retaliation from someone in my captain chain of command.	5	0	0	1	2	0	0
I feared some form of retaliation from someone in DCPDS leadership.	0	0	0	2	1	0	0
I received pressure to NOT report the incident.	3	0	0	1	2	0	0
I was threatened that I would NOT report the incident.	2	0	0	0	0	0	0
I did not want people talking or gossiping about me.	8	1	0	5	3	0	0
I felt shame/humiliation.	5	0	0	4	1	0	0
I did not think my report would be kept confidential.	9	1	0	1	1	0	0
I thought I would be blamed.	3	0	0	2	1	1	0
I thought it would hurt my reputation and standing.	8	1	0	3	3	0	0
I did not want to hurt the offender's career.	4	1	1	0	1	0	0
I did not want anyone to know.	2	0	0	3	1	0	0
Other:	0	0	0	1	1	0	0

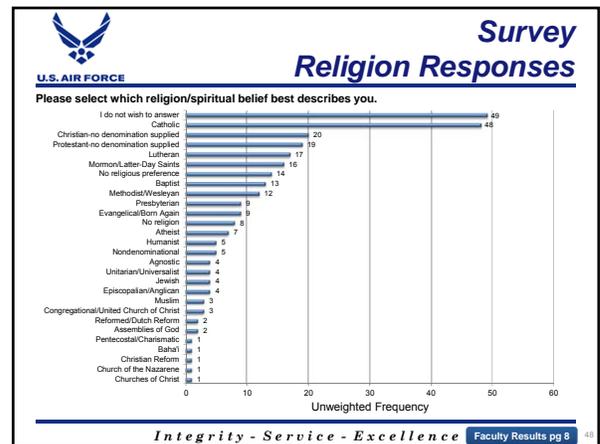
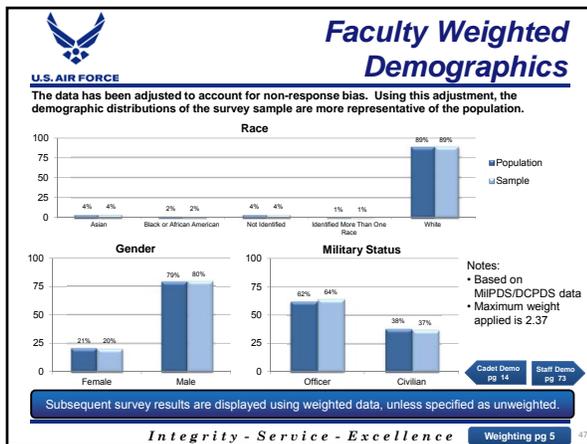
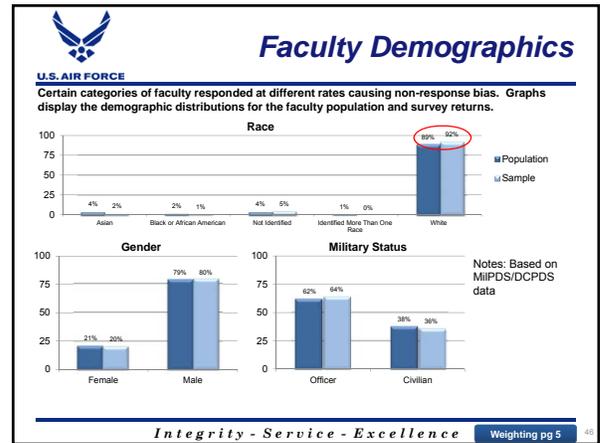
Participants were allowed to select all that apply

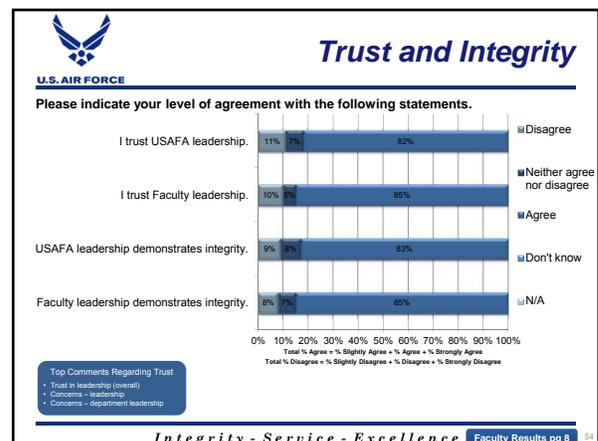
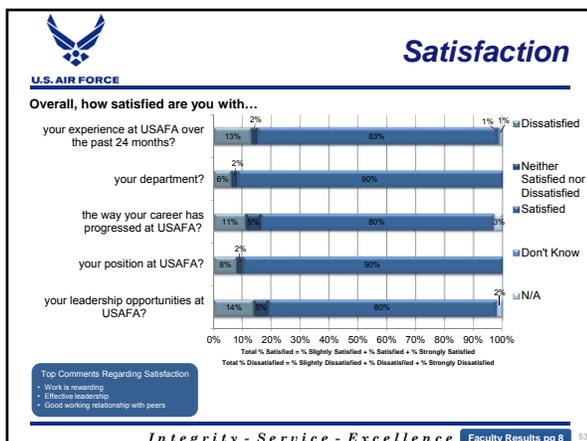
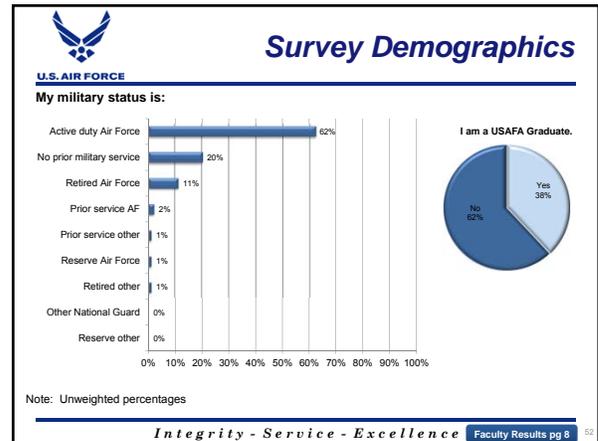
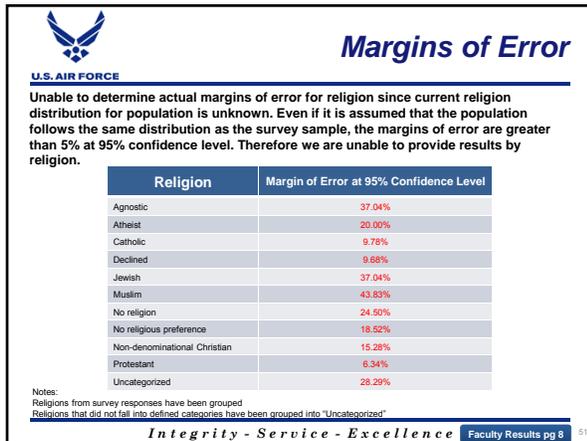
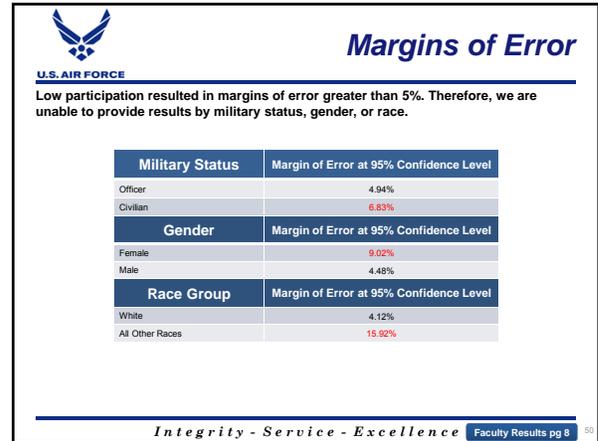
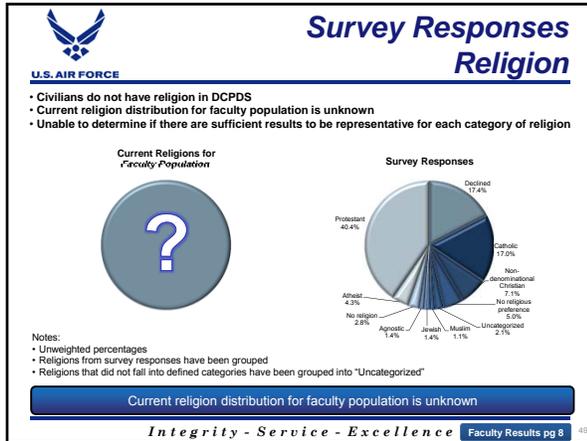
Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

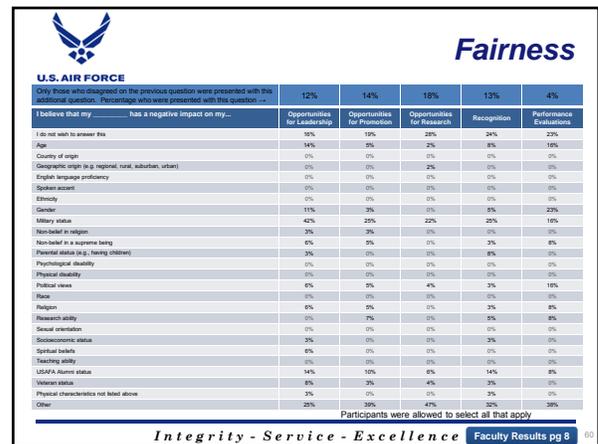
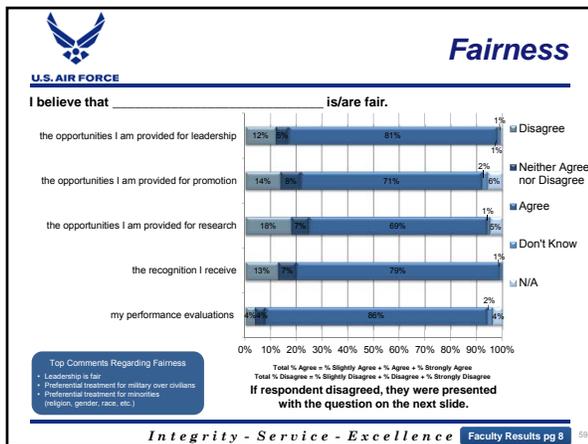
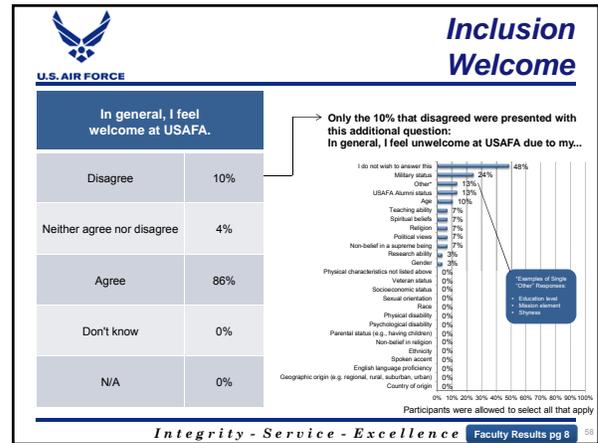
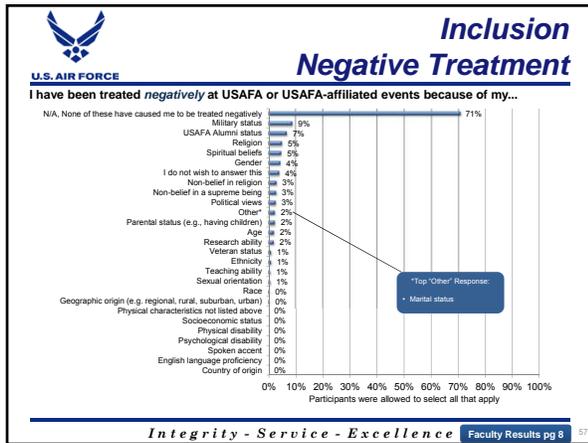
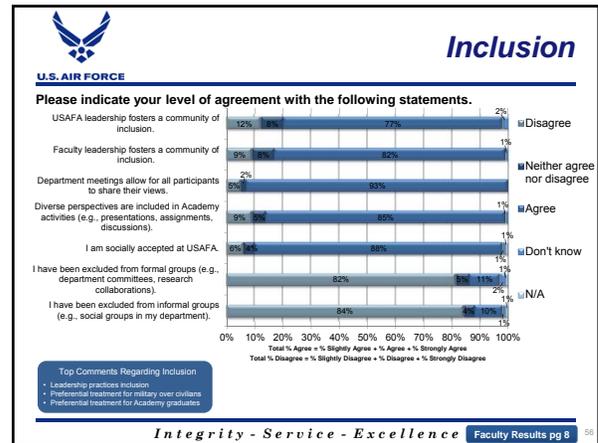
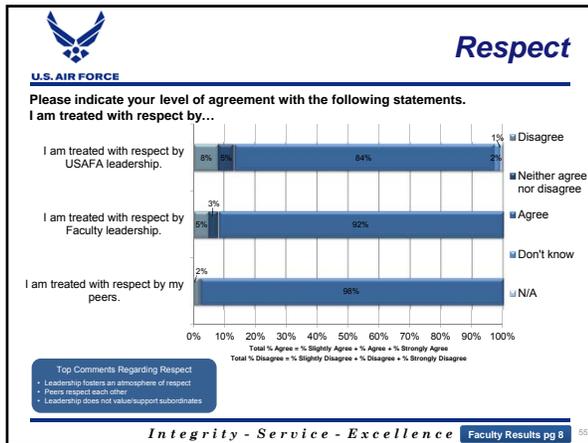
*Integrity - Service - Excellence* Cadet Results pg 7 44

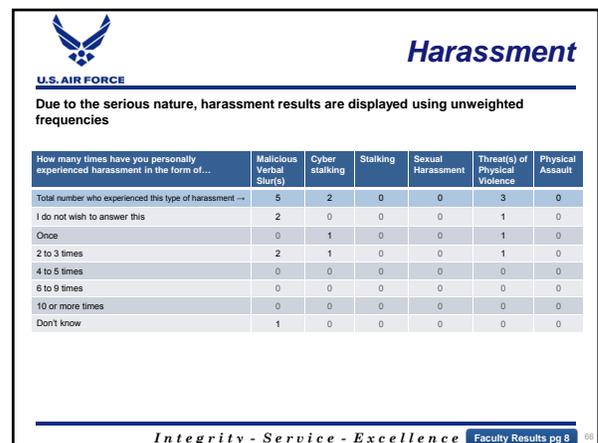
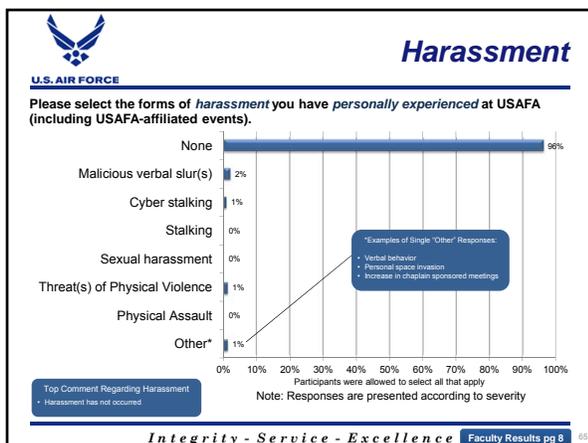
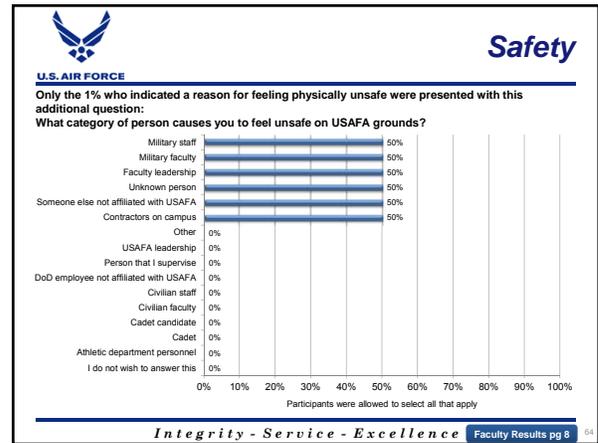
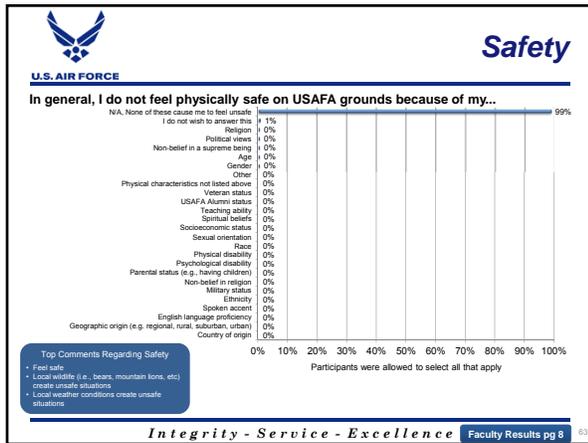
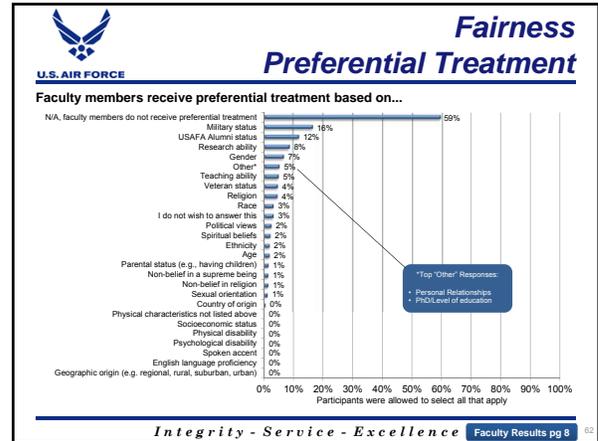
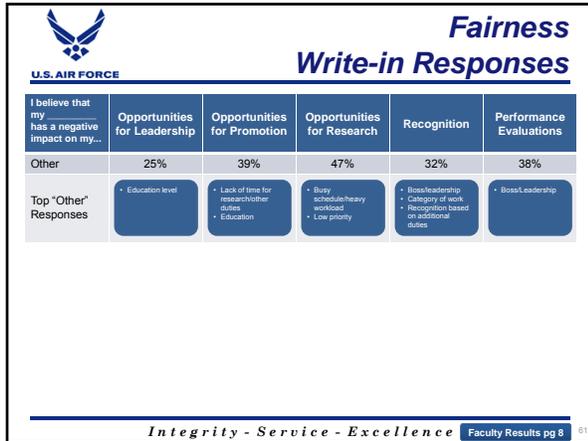
## FACULTY SURVEY

*Integrity - Service - Excellence*









### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Believe experienced due to my...	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment --	5	2	0	0	3	0
I do not wish to answer this	1	0	N/A	N/A	1	N/A
Age	2	0	N/A	N/A	1	N/A
Country of origin	0	0	N/A	N/A	0	N/A
Geographic origin (e.g. regional, rural, suburban, urban)	0	0	N/A	N/A	0	N/A
English language proficiency	0	0	N/A	N/A	0	N/A
Spoken accent	0	0	N/A	N/A	0	N/A
Ethnicity	0	0	N/A	N/A	0	N/A
Gender	1	0	N/A	N/A	1	N/A
Military status	0	0	N/A	N/A	1	N/A
Non-belief in religion	0	0	N/A	N/A	0	N/A
Non-belief in a supreme being	1	0	N/A	N/A	1	N/A
Parental status (e.g., having children)	0	0	N/A	N/A	0	N/A
Psychological disability	0	0	N/A	N/A	0	N/A
Physical disability	0	0	N/A	N/A	0	N/A
Political views	1	1	N/A	N/A	1	N/A
Race	0	0	N/A	N/A	0	N/A
Religion	1	0	N/A	N/A	1	N/A
Research ability	0	0	N/A	N/A	0	N/A
Sexual orientation	0	0	N/A	N/A	0	N/A
Socioeconomic status	0	0	N/A	N/A	0	N/A
Spiritual beliefs	0	1	N/A	N/A	0	N/A
Teaching Ability	2	0	N/A	N/A	0	N/A
USAF Alumni status	0	0	N/A	N/A	0	N/A
Veteran status	0	0	N/A	N/A	0	N/A
Physical characteristics not listed above	0	0	N/A	N/A	0	N/A
Other	0	0	N/A	N/A	0	N/A

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

What category of person committed this?	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment --	5	2	0	0	3	0
I do not wish to answer this	2	0	N/A	N/A	1	N/A
Athletic department personnel	0	0	N/A	N/A	0	N/A
Cadet	0	1	N/A	N/A	0	N/A
Cadet candidate	0	0	N/A	N/A	0	N/A
Civilian faculty	1	0	N/A	N/A	0	N/A
Civilian staff	0	0	N/A	N/A	0	N/A
Contractors on campus	0	0	N/A	N/A	0	N/A
DoD employee not affiliated with USAFA	0	0	N/A	N/A	0	N/A
Faculty leadership	0	0	N/A	N/A	0	N/A
Military faculty	2	0	N/A	N/A	1	N/A
Military staff	0	0	N/A	N/A	0	N/A
Person that I supervise	0	0	N/A	N/A	0	N/A
Someone else not affiliated with USAFA	0	0	N/A	N/A	0	N/A
Unknown person	0	0	N/A	N/A	0	N/A
USAFA leadership	0	0	N/A	N/A	0	N/A
Other	0	1	N/A	N/A	1	N/A

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Did you report this incident to any authority or organization?	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment --	5	2	0	0	3	0
I do not wish to answer this	1	0	N/A	N/A	1	N/A
Yes, through USAFA channels	1	1	N/A	N/A	1	N/A
Yes, through non-USAFA channels	0	0	N/A	N/A	0	N/A
No	3	1	N/A	N/A	1	N/A

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Check which actions were taken in response to your reporting this	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did report the incident --	1 of 5	1 of 2	0 of 0	0 of 0	1 of 3	0 of 0
I do not wish to answer this.	1	0	N/A	N/A	0	N/A
The situation was corrected.	0	0	N/A	N/A	0	N/A
My situation was/is being investigated.	0	0	N/A	N/A	1	N/A
I was provided the necessary support.	0	1	N/A	N/A	0	N/A
I was kept informed of what actions were being taken.	0	0	N/A	N/A	1	N/A
I was encouraged to tough it out.	0	0	N/A	N/A	0	N/A
My situation was discounted or not taken seriously.	0	0	N/A	N/A	0	N/A
I was ridiculed or scorned by others for reporting the situation.	0	0	N/A	N/A	0	N/A
Adverse action was taken against me.	0	0	N/A	N/A	0	N/A
Nothing was done.	0	0	N/A	N/A	0	N/A
Other	0	0	N/A	N/A	0	N/A

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Check your reasons for not reporting this incident.	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did not report the incident --	1 of 5	1 of 2	0 of 0	0 of 0	1 of 3	0 of 0
I do not wish to answer this.	1	1	N/A	N/A	0	N/A
I took care of the problem myself.	0	0	N/A	N/A	0	N/A
I thought it was not important enough to report/not a big deal.	0	0	N/A	N/A	0	N/A
I did not know how to report.	0	0	N/A	N/A	0	N/A
I felt uncomfortable making a report.	0	0	N/A	N/A	0	N/A
I feared or others would be punished for other violations that occurred during the incident.	0	0	N/A	N/A	0	N/A
I know others who had negative experiences when they reported their situations.	1	0	N/A	N/A	1	N/A
I did not think anything would be done.	0	0	N/A	N/A	0	N/A
I thought I would not be believed.	1	0	N/A	N/A	0	N/A
I thought reporting would take too much time and effort.	0	0	N/A	N/A	0	N/A
I thought I would be labeled a troublemaker.	2	0	N/A	N/A	0	N/A
I thought my evaluations would suffer.	1	0	N/A	N/A	0	N/A
I thought my chances for leadership positions would suffer.	1	0	N/A	N/A	0	N/A
I feared some form of retaliation from the offender or his/her friends.	0	0	N/A	N/A	0	N/A
I feared some form of retaliation from someone in my faculty leadership.	1	0	N/A	N/A	0	N/A
I feared some form of retaliation from someone in USAFA leadership.	1	0	N/A	N/A	0	N/A
I received pressure to NOT report the incident.	0	0	N/A	N/A	0	N/A
I was threatened so that I would NOT report the incident.	0	0	N/A	N/A	0	N/A
I did not want people talking or gossiping about me.	0	0	N/A	N/A	0	N/A
I felt shame/embarassment.	1	0	N/A	N/A	0	N/A
I did not think my report would be kept confidential.	1	0	N/A	N/A	1	N/A
I thought I would be blamed.	1	0	N/A	N/A	0	N/A
I thought it would hurt my reputation and standing.	1	0	N/A	N/A	0	N/A
I did not want to hurt the offender's career.	0	0	N/A	N/A	0	N/A
I did not want anyone to know.	0	0	N/A	N/A	0	N/A
Other	0	0	N/A	N/A	0	N/A

Participants were allowed to select all that apply

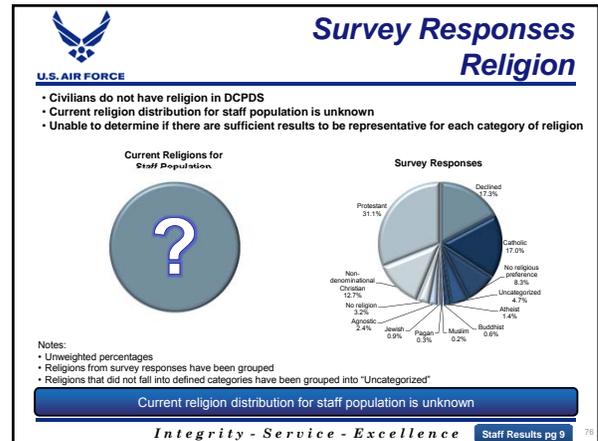
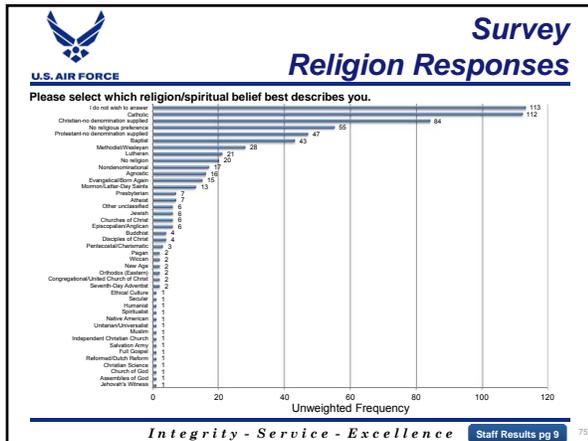
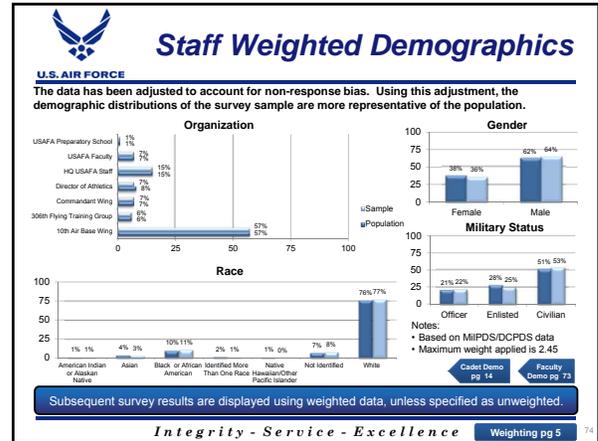
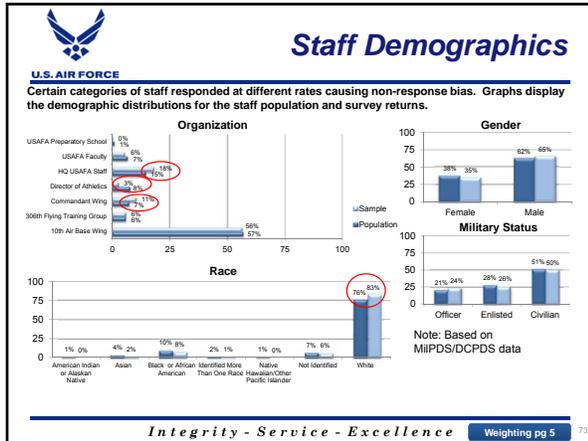
Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### STAFF SURVEY

**U.S. AIR FORCE**

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### Margins of Error

U.S. AIR FORCE

Low participation resulted in margins of error greater than 5%. Therefore, we are unable to provide results by mission element, military status, gender, or race.

Organization	Margin of Error at 95% Confidence Level	Military Status	Margin of Error at 95% Confidence Level
10th Air Base Wing	4.55%	Officer	6.92%
306th Flying Training Group	13.4%	Enlisted	6.69%
Commandant Wing	9.97%	Civilian	4.83%
Director of Athletics	21.72%		
HQ USAFA Staff	7.76%		
USAFA Faculty	14.81%		
USAFA Preparatory School	54.78%		

Gender	Margin of Error at 95% Confidence Level	Race Group	Margin of Error at 95% Confidence Level
Female	5.81%	White	3.69%
Male	4.2%	All Other Races	8.61%

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### Margins of Error

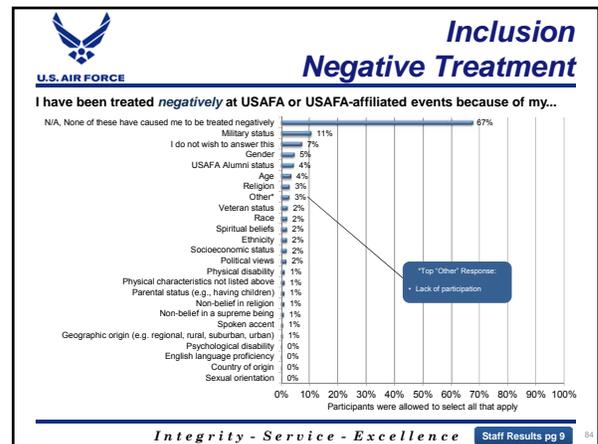
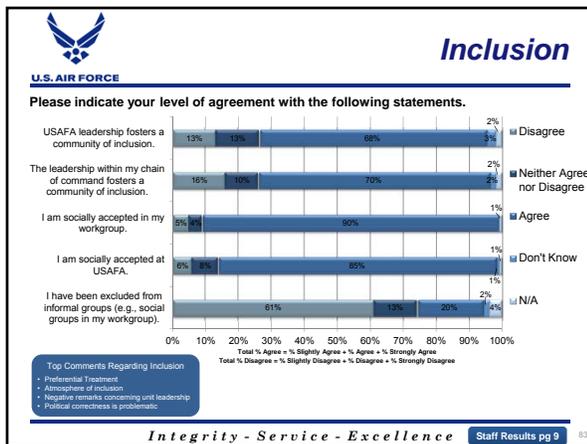
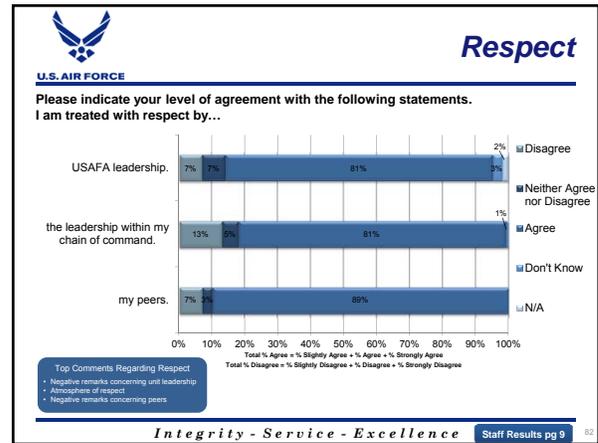
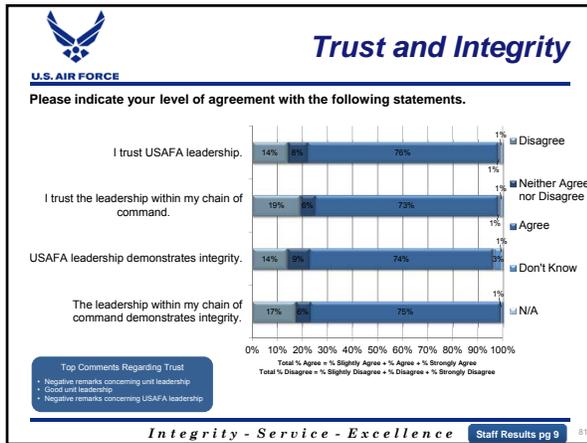
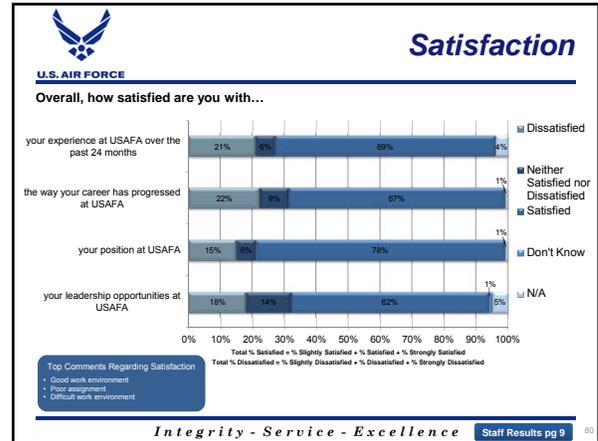
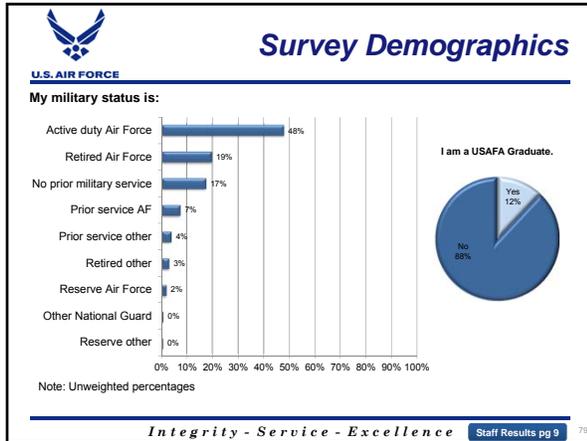
U.S. AIR FORCE

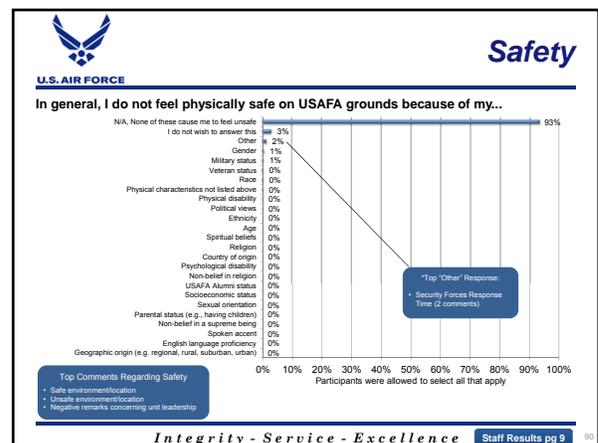
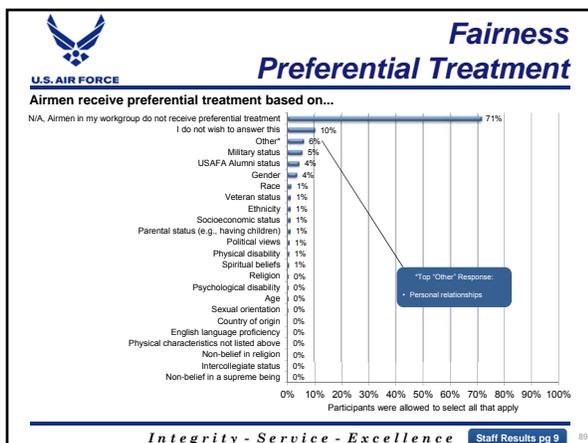
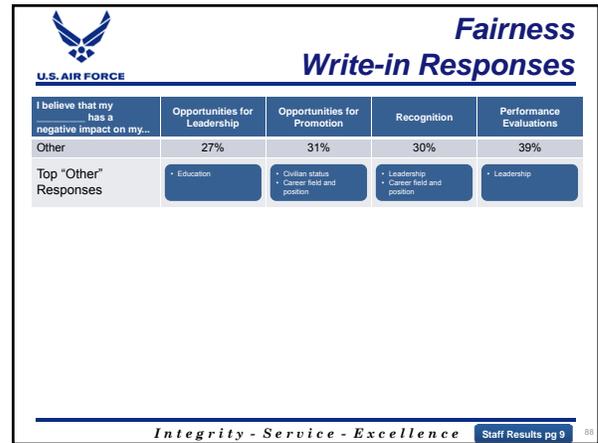
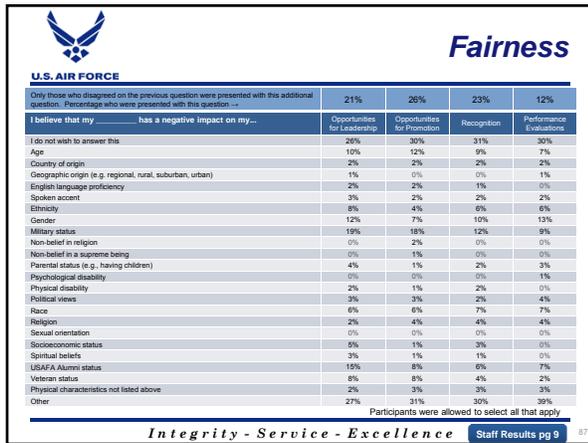
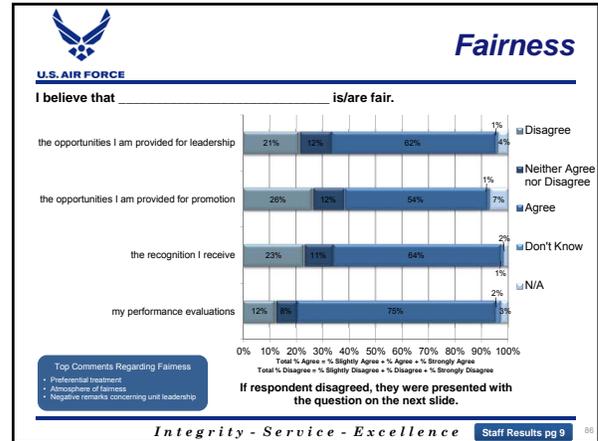
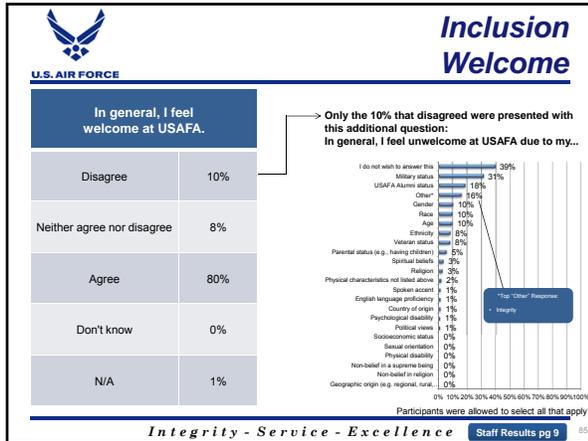
Unable to determine actual margins of error for religion since current religion distribution for population is unknown. Even if it is assumed that the population follows the same distribution as the survey sample, the margins of error are greater than 5% at 95% confidence level. Therefore we are unable to provide results by religion.

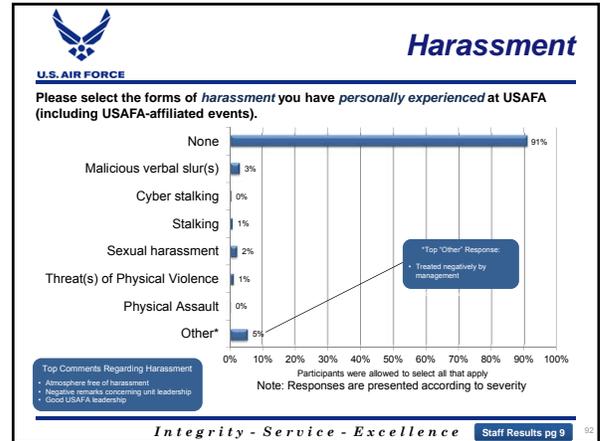
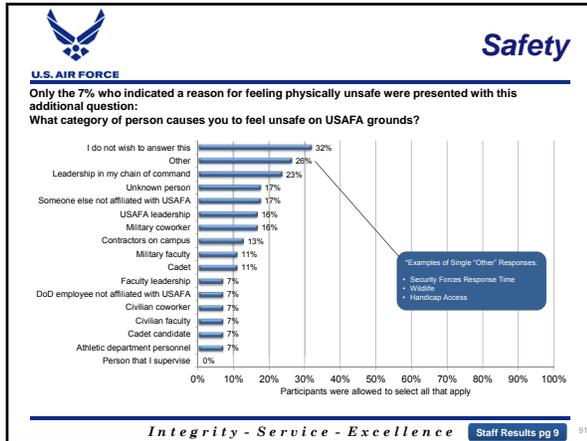
Religion	Margin of Error at 95% Confidence Level
Agnostic	22.15%
Atheist	29.69%
Buddhist	45.17%
Catholic	8.33%
Declined	8.25%
Jewish	36.52%
Muslim	98.00%
No religion	19.30%
No religious preference	11.89%
Non-denominational Christian	9.62%
Pagan	65.33%
Protestant	6.15%
Uncategorized	15.85%

Notes:  
 Religions from survey responses have been grouped  
 Religions that did not fall into defined categories have been grouped into "Uncategorized"

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### Harassment

**U.S. AIR FORCE**

Due to the serious nature, harassment results are displayed using unweighted frequencies

How many times have you personally experienced harassment in the form of...	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	19	2	4	13	7	1
I do not wish to answer this	1	0	0	1	1	0
Once	2	0	1	3	3	1
2 to 3 times	6	1	1	5	2	0
4 to 5 times	0	0	1	2	0	0
6 to 9 times	1	0	0	1	0	0
10 or more times	9	0	0	1	1	0
Don't know	0	1	1	0	0	0

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

I believe I experienced due to my...	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	19	2	4	13	7	1
I do not wish to answer this	2	0	2	3	2	0
Age	4	0	0	2	1	0
Country of origin	0	0	0	0	0	0
Geographic origin (e.g. regional, rural, suburban, urban)	0	0	0	0	0	0
English language proficiency	0	0	0	0	0	0
Spoken accent	0	0	0	0	0	0
Ethnicity	1	0	1	1	0	0
Gender	6	1	1	7	2	0
Military status	0	0	0	1	3	1
Non-belief in religion	0	0	0	0	0	0
Not-held in a supreme being	0	0	0	0	0	0
Parental status (e.g. having children)	0	0	0	0	0	0
Psychological disability	0	0	0	0	0	0
Physical disability	2	0	0	0	0	0
Political views	1	0	0	0	0	0
Race	1	0	1	1	0	0
Religion	3	0	0	3	0	0
Sexual orientation	0	0	0	0	0	0
Socioeconomic status	0	0	0	0	0	0
Spiritual beliefs	2	0	0	0	0	0
USAFA Honor status	0	0	0	0	0	0
Veteran status	1	0	0	0	0	0
Physical characteristics not listed above	2	0	1	2	1	0
Other	4	0	1	2	0	0

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

What category of person committed the harassment -->	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	19	2	4	13	7	1
I do not wish to answer this	2	0	0	2	1	0
Athletic department personnel	0	0	0	0	0	0
Cadet	0	0	0	0	0	1
Cadet candidate	0	0	0	0	0	0
Civilian faculty	0	0	0	0	0	0
Civilian coworker	4	0	0	4	1	0
Contractors on campus	0	0	0	0	0	0
DoD employee not affiliated with USAFA	0	0	0	0	0	0
Faculty leadership	0	0	0	1	0	0
Leadership in my chain of command	7	0	2	4	2	0
Military faculty	0	0	0	0	0	0
Military coworker	5	0	1	2	1	0
Someone else not affiliated with USAFA	1	1	1	1	1	1
Unknown person	1	1	0	0	1	0
USAFA leadership	1	0	0	0	0	0
Other	0	0	0	0	0	0

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Did you report this incident to any authority or organization?	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Total number who experienced this type of harassment -->	19	2	4	13	7	1
I do not wish to answer this	2	0	1	2	1	0
Yes, through USAFA channels	9	1	3	9	4	1
Yes, through non-USAFA channels	0	0	0	0	1	0
No	8	1	0	2	1	0

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Check which actions were taken in response to your reporting this incident.	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did report the incident -->	9 of 19	1 of 2	3 of 4	9 of 13	5 of 7	1 of 1
I do not wish to answer this.	1	0	0	1	0	0
The situation was corrected.	1	1	2	3	3	1
My situation was/is being investigated.	1	0	1	1	1	0
I was provided the necessary support.	2	1	1	2	1	0
I was kept informed of what actions were being taken.	3	1	2	3	0	0
I was encouraged to tough it out.	3	0	0	1	2	0
My situation was discounted or not taken seriously.	1	0	1	4	1	0
I was ridiculed or scorned by others for reporting the situation.	3	0	1	3	1	0
Adverse action was taken against me.	2	0	1	2	2	0
Nothing was done.	4	0	0	3	1	0
Other	0	0	0	0	0	0

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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### Harassment

**U.S. AIR FORCE**

Note: Unweighted frequencies

Check your reasons for not reporting this incident.	Malicious Verbal Slur(s)	Cyber stalking	Stalking	Sexual Harassment	Threat(s) of Physical Violence	Physical Assault
Number of respondents who did not report the incident -->	8 of 19	1 of 4	0 of 4	2 of 4	1 of 7	0 of 8
I do not wish to answer this.	0	1	N/A	0	1	N/A
I took care of the problem myself.	1	0	N/A	0	0	N/A
I thought it was not important enough to report to a big deal.	3	0	N/A	1	0	N/A
I did not know how to report.	0	0	N/A	0	0	N/A
I felt uncomfortable making a report.	3	0	N/A	0	0	N/A
I feared I or others would be punished for other violations that occurred during the incident.	1	0	N/A	0	0	N/A
I knew others who had negative experiences when they reported their situations.	0	0	N/A	0	0	N/A
I did not think anything would be done.	4	0	N/A	0	0	N/A
I thought I would not be believed.	2	0	N/A	1	0	N/A
I thought reporting would take too much time and effort.	0	0	N/A	0	0	N/A
I thought I would be labeled a troublemaker.	4	0	N/A	1	0	N/A
I thought my evaluations would suffer.	2	0	N/A	1	0	N/A
I thought my chances for leadership positions would suffer.	2	0	N/A	0	0	N/A
I feared some form of retaliation from the offender or his/her friends.	2	0	N/A	1	0	N/A
I feared some form of retaliation from someone in my chain of command.	2	0	N/A	1	0	N/A
I feared some form of retaliation from someone in USAFA leadership.	1	0	N/A	0	0	N/A
I received pressure to NOT report the incident.	0	0	N/A	0	0	N/A
I was threatened so that I would NOT report the incident.	0	0	N/A	1	0	N/A
I did not want people talking or gossiping about me.	4	0	N/A	1	0	N/A
I felt shame/embarassment.	2	0	N/A	1	0	N/A
I did not think my report would be kept confidential.	1	0	N/A	0	0	N/A
I thought I would be blamed.	0	0	N/A	1	0	N/A
I thought it would hurt my reputation and standing.	2	0	N/A	0	0	N/A
I did not want to hurt the offender's career.	1	0	N/A	1	0	N/A
I did not want anyone to know.	2	0	N/A	0	0	N/A
Other	1	0	N/A	0	0	N/A

Participants were allowed to select all that apply

Note: Respondents who indicated they had experienced a particular form of harassment more than once were instructed to answer this additional question based on the single incident that had the greatest negative impact on them.

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## SPECIAL INTEREST TOPIC: RELIGIOUS EXPRESSION/ TOLERANCE

*Integrity - Service - Excellence*

### CAMIS Religion Vs Survey Cadet Religion Responses

**U.S. AIR FORCE**

Religion (in CAMIS)	Agnostic	Atheist	Buddhist	Catholic	Declined	Hindu	Jewish	Muslim	No religion	No religious preference	Non-denominational Christian	Pagan	Protestant	Uncategorized	Total
Agnostic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Atheist	1	9	0	0	0	0	0	0	1	0	0	0	1	0	12
Buddhism	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Catholic	2	6	1	154	10	0	0	2	7	4	0	0	1	1	168
Hindu	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2
Jewish	0	0	0	0	1	0	4	0	0	0	0	0	0	0	5
Muslim	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No Religious Preference	11	6	0	9	13	0	2	16	25	5	0	0	9	2	98
Other Religion	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Pagan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protestant	2	5	0	6	24	0	0	5	5	38	0	0	232	21	338
Unknown	1	0	0	1	0	0	0	1	0	0	0	0	0	1	4
Total	17	26	2	170	48	2	6	0	25	37	47	0	244	26	650

Notes:

- Unweighted frequencies
- Religions from survey responses have been grouped for comparison purposes
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

Discrepancies exist between CAMIS and survey responses.  
For example, according to CAMIS no Agnostics completed the survey, but 17 respondents selected "Agnostic" in survey.

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### Cadet Religion Distributions

**U.S. AIR FORCE**

- Current religion distribution for cadet population is unknown
- Unable to determine if there are sufficient results to be representative for each category of religion

Current Religions for Cadet Population

Survey Responses

Notes:

- Unweighted percentages
- Religions from survey responses have been grouped
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

Current religion distribution for cadet population is unknown

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### Cadet Margins of Error

**U.S. AIR FORCE**

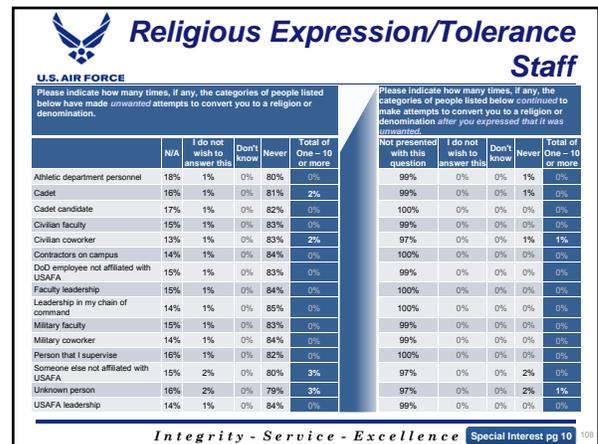
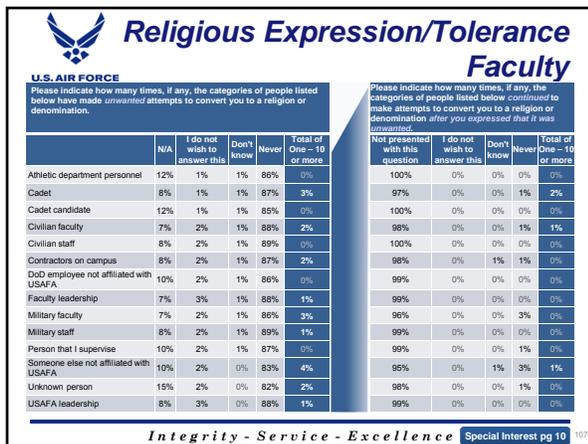
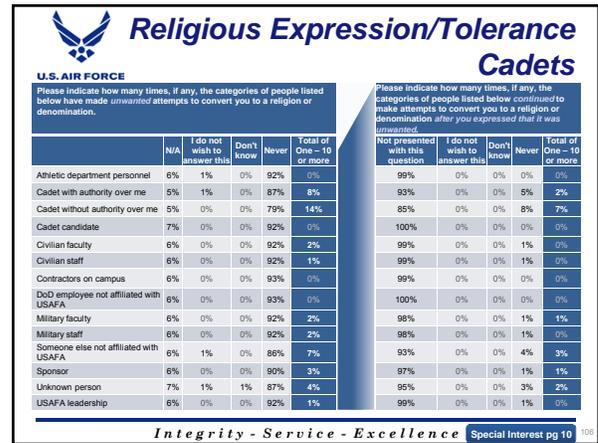
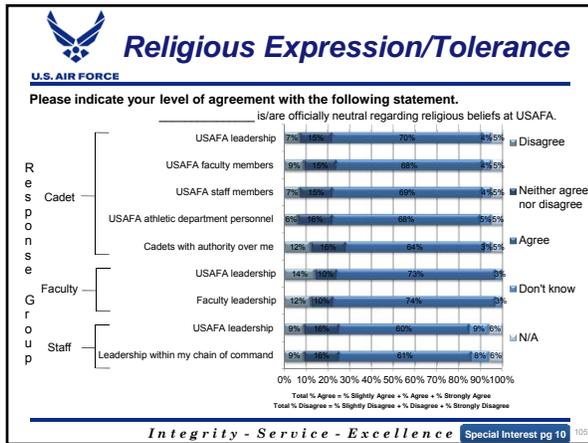
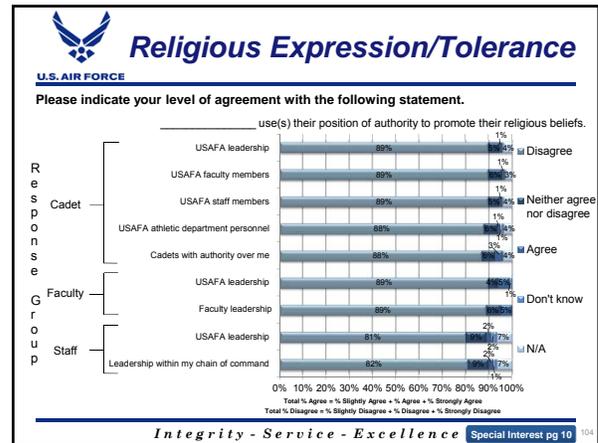
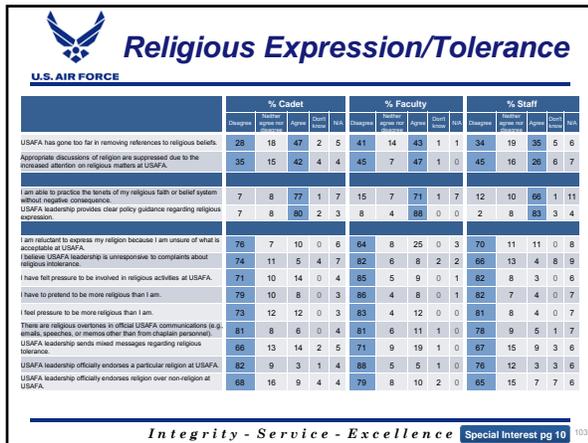
Unable to determine actual margins of error for religion since current religion distribution for population is unknown. Even if CAMIS or survey data is used, the margins of error are greater than 5% at 95% confidence level. Therefore we are unable to provide results by religion.

CAMIS	Margin of Error at 95% Confidence Level	If it is assumed that population follows the same religion distribution as survey sample	
		Survey	Margin of Error at 95% Confidence Level
Agnostic	N/A	Agnostic	22.04%
Atheist	24.3%	Atheist	17.79%
Buddhism	98%	Buddhist	66.58%
Catholic	6.57%	Catholic	6.94%
Hindu	65.33%	Declined	13.08%
Jewish	41.08%	Hindu	66.58%
Muslim	N/A	Jewish	37.42%
No Religious Preference	3.13%	No religion	18.15%
Other Religion	65.74%	No religious preference	14.50%
Pagan	N/A	Non-denominational Christian	13.22%
Protestant	4.92%	Protestant	5.79%
Unknown	47.89%	Uncategorized	17.79%

Notes:

- Religions from survey responses have been grouped
- Religions that did not fall into defined categories have been grouped into "Uncategorized"

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## Religious Expression/Tolerance Top Comments

U.S. AIR FORCE

	Cadet	Faculty	Staff
Unwanted attempts to convert you to a religion or denomination	<ul style="list-style-type: none"> <li>Atmosphere of tolerance</li> <li>Emphasis on political correctness is problematic</li> <li>Religious expression is suppressed</li> </ul>	<ul style="list-style-type: none"> <li>Unwanted attempts to convert to religion/denomination have not occurred</li> <li>Emphasis on political correctness is not warranted</li> <li>Discrimination against religion</li> </ul>	<ul style="list-style-type: none"> <li>Atmosphere of tolerance</li> <li>Political correctness is problematic</li> <li>Discrimination against certain groups (including Christians)</li> </ul>
Unwanted attempts to draw you into a discussion of religious matters	<ul style="list-style-type: none"> <li>Atmosphere of Tolerance</li> <li>Negative remarks concerning cadets</li> <li>Emphasis on political correctness is problematic</li> </ul>	<ul style="list-style-type: none"> <li>Unwanted attempts to draw people into religious discussion have not occurred</li> <li>Emphasis on political correctness in public training</li> <li>Emphasis on political correctness is not warranted</li> </ul>	<ul style="list-style-type: none"> <li>Atmosphere of tolerance</li> <li>Political correctness is problematic</li> <li>Negative remarks concerning USAFA leadership</li> </ul>
Comments regarding religious expression/tolerance at USAFA	<ul style="list-style-type: none"> <li>Atmosphere of tolerance</li> <li>Emphasis on political correctness is problematic</li> <li>Religious expression is suppressed</li> </ul>	<ul style="list-style-type: none"> <li>Training/guidance regarding religious expression/tolerance is good</li> <li>No problems regarding religious expression/tolerance</li> <li>Emphasis on political correctness is not warranted</li> </ul>	<ul style="list-style-type: none"> <li>Atmosphere of tolerance</li> <li>Political correctness is problematic</li> <li>Religious expression is suppressed</li> </ul>

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## How Does USAFA Compare?

U.S. AIR FORCE

- While different instruments and different populations preclude direct comparisons, review of available data shows:
  - 2010 AF Climate Survey reported 81% at the AF aggregate level satisfied with their job
  - Rutgers University climate survey reports –82-87% of students/staff satisfied with Rutgers experience
  - USMA report discussed hazing vs training of cadets
  - USCGA task force report states academic and athletic accomplishment may have come at expense of critical focus on instilling qualities of officership
  - Vanderbilt University criticized for “reverse discrimination” of Christian students as a result of religious tolerance efforts
  - National database on alcohol use by college students reports nearly 73% of college students drink at least occasionally

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## CADET SURVEY: RELIGIOUS EXPRESSION/TOLERANCE

U.S. AIR FORCE

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## Religious Expression/Tolerance Cadet

U.S. AIR FORCE

Please indicate your level of agreement with the following statements.

Statement	Disagree	Neither agree nor disagree	Agree	Don't know	N/A
Removing references to religious beliefs negatively impacts my development as an Air Force officer.	40%	20%	32%	3%	5%
Removing references to religious beliefs negatively impacts my character development.	40%	18%	35%	2%	5%

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## Religious Expression/Tolerance Cadet

U.S. AIR FORCE

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to convert you to a religion or denomination.

Category	I do not wish to answer this	Don't know	Never	Total of One – 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	0%	1%	0%	92%	0%	0%	0%	0%	0%
Cadet with authority over me	5%	1%	0%	87%	8%	4%	3%	1%	0%
Cadet without authority over me	5%	0%	0%	79%	14%	6%	5%	2%	0%
Cadet candidate	7%	0%	0%	92%	0%	0%	0%	0%	0%
Civilian faculty	6%	0%	0%	92%	2%	1%	1%	0%	0%
Civilian staff	6%	0%	0%	92%	1%	1%	0%	0%	0%
Contractors on campus	6%	0%	0%	93%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	6%	0%	0%	93%	0%	0%	0%	0%	0%
Military faculty	6%	0%	0%	92%	2%	2%	0%	0%	0%
Military staff	6%	0%	0%	92%	2%	2%	0%	0%	0%
Someone else not affiliated with USAFA	6%	1%	0%	88%	7%	2%	3%	1%	1%
Sponsor	6%	0%	0%	90%	3%	1%	1%	1%	0%
Unknown person	7%	1%	1%	87%	4%	2%	2%	0%	0%
USAFA leadership	6%	0%	0%	92%	1%	1%	0%	0%	0%

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### Religious Expression/Tolerance Cadet

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below continued to make attempts to convert you to a religion or denomination after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cadet with authority over me	93%	0%	0%	5%	2%	1%	1%	0%	0%	0%
Cadet without authority over me	85%	0%	0%	8%	7%	3%	3%	0%	0%	1%
Cadet candidate	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Civilian staff	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Contractors on campus	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military faculty	98%	0%	0%	1%	1%	1%	0%	0%	0%	0%
Military staff	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	93%	0%	0%	4%	3%	2%	1%	0%	0%	0%
Sponsor	97%	0%	0%	1%	1%	0%	1%	0%	0%	0%
Unknown person	95%	0%	0%	3%	2%	1%	1%	0%	0%	0%
USAFA leadership	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Cadet

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to draw you into a discussion of religious matters.

	N/A	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	5%	2%	0%	92%	0%	0%	0%	0%	0%	0%
Cadet with authority over me	4%	2%	0%	86%	7%	3%	3%	0%	0%	1%
Cadet without authority over me	4%	2%	1%	78%	14%	4%	7%	2%	0%	1%
Cadet candidate	5%	2%	0%	92%	0%	0%	0%	0%	0%	0%
Civilian faculty	4%	2%	0%	92%	2%	1%	1%	0%	0%	0%
Civilian staff	5%	2%	0%	92%	1%	1%	0%	0%	0%	0%
Contractors on campus	5%	2%	0%	92%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	5%	2%	0%	92%	0%	0%	0%	0%	0%	0%
Military faculty	5%	2%	0%	90%	2%	1%	1%	0%	0%	0%
Military staff	5%	2%	0%	91%	1%	1%	0%	0%	0%	0%
Someone else not affiliated with USAFA	5%	2%	0%	89%	4%	1%	2%	1%	0%	0%
Sponsor	5%	2%	0%	91%	1%	1%	0%	0%	0%	0%
Unknown person	5%	2%	0%	89%	3%	2%	1%	0%	0%	0%
USAFA leadership	5%	2%	0%	92%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Cadet

**U.S. AIR FORCE**

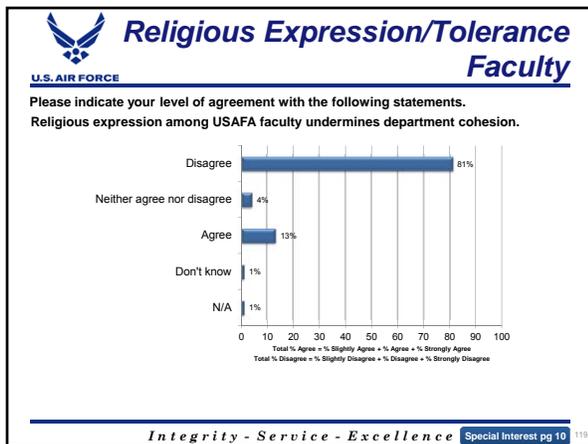
Please indicate how many times, if any, the categories of people listed below continued to make attempts to draw you into a discussion of religious matters after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cadet with authority over me	93%	0%	0%	4%	2%	1%	1%	0%	0%	0%
Cadet without authority over me	85%	1%	0%	8%	6%	3%	2%	0%	0%	1%
Cadet candidate	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Civilian staff	99%	0%	0%	0%	1%	1%	0%	0%	0%	0%
Contractors on campus	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military faculty	97%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Military staff	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	98%	0%	0%	2%	2%	1%	1%	0%	0%	0%
Sponsor	99%	0%	0%	1%	1%	1%	0%	0%	0%	0%
Unknown person	97%	0%	0%	2%	1%	1%	0%	0%	0%	0%
USAFA leadership	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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## FACULTY SURVEY: RELIGIOUS EXPRESSION/TOLERANCE

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### Religious Expression/Tolerance Faculty

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to convert you to a religion or denomination.

	N/A	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	12%	1%	1%	86%	0%	0%	0%	0%	0%	0%
Cadet	8%	1%	1%	87%	3%	1%	1%	0%	1%	0%
Cadet candidate	12%	1%	1%	85%	0%	0%	0%	0%	0%	0%
Civilian faculty	7%	2%	1%	88%	2%	0%	1%	1%	0%	0%
Civilian staff	8%	2%	1%	89%	0%	0%	0%	0%	0%	0%
Contractors on campus	8%	2%	1%	87%	2%	0%	1%	0%	0%	1%
DoD employee not affiliated with USAFA	10%	2%	1%	86%	0%	0%	0%	0%	0%	0%
Faculty leadership	7%	3%	1%	88%	1%	0%	1%	0%	0%	0%
Military faculty	7%	2%	1%	88%	3%	2%	1%	0%	0%	0%
Military staff	8%	2%	1%	89%	1%	0%	1%	0%	0%	0%
Person that I supervise	10%	2%	1%	87%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	10%	2%	0%	83%	4%	0%	3%	1%	0%	0%
Unknown person	15%	2%	0%	82%	2%	0%	2%	0%	0%	0%
USAFA leadership	8%	3%	0%	88%	1%	0%	1%	0%	0%	0%

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### Religious Expression/Tolerance Faculty

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below continued to make attempts to convert you to a religion or denomination after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cadet	97%	0%	0%	1%	2%	1%	1%	0%	0%	0%
Cadet candidate	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	98%	0%	0%	1%	1%	1%	0%	0%	0%	0%
Civilian staff	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Contractors on campus	98%	0%	1%	1%	0%	0%	0%	0%	0%	0%
DOD employee not affiliated with USAFA	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Faculty leadership	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military faculty	96%	0%	0%	3%	0%	0%	0%	0%	0%	0%
Military staff	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Person that I supervise	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	95%	0%	1%	3%	1%	0%	1%	0%	0%	0%
Unknown person	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
USAFA leadership	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Faculty

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to draw you into a discussion of religious matters.

	N/A	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	11%	2%	0%	86%	0%	0%	0%	0%	0%	0%
Cadet	7%	2%	0%	88%	5%	1%	2%	1%	1%	0%
Cadet candidate	11%	2%	0%	86%	0%	0%	0%	0%	0%	0%
Civilian faculty	7%	2%	1%	85%	3%	2%	1%	0%	0%	0%
Civilian staff	8%	2%	0%	88%	2%	1%	0%	1%	0%	0%
Contractors on campus	9%	2%	1%	87%	0%	0%	0%	0%	0%	0%
DOD employee not affiliated with USAFA	10%	2%	0%	88%	0%	0%	0%	0%	0%	0%
Faculty leadership	7%	3%	0%	87%	2%	1%	1%	0%	0%	0%
Military faculty	7%	2%	0%	83%	7%	2%	2%	1%	1%	1%
Military staff	8%	2%	0%	88%	0%	0%	0%	0%	0%	0%
Person that I supervise	10%	2%	0%	87%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	10%	3%	0%	84%	2%	0%	2%	0%	0%	0%
Unknown person	13%	2%	1%	83%	1%	1%	0%	0%	0%	0%
USAFA leadership	8%	3%	0%	88%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Faculty

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below continued to make attempts to draw you into a discussion of religious matters after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cadet	96%	1%	0%	3%	0%	0%	0%	0%	0%	0%
Cadet candidate	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	96%	0%	0%	3%	0%	0%	0%	0%	0%	0%
Civilian staff	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Contractors on campus	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DOD employee not affiliated with USAFA	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Faculty leadership	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Military faculty	93%	1%	0%	5%	1%	0%	1%	0%	0%	0%
Military staff	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Person that I supervise	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	97%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Unknown person	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
USAFA leadership	99%	0%	0%	0%	0%	0%	1%	0%	0%	0%

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### Recommendations Faculty

**U.S. AIR FORCE**

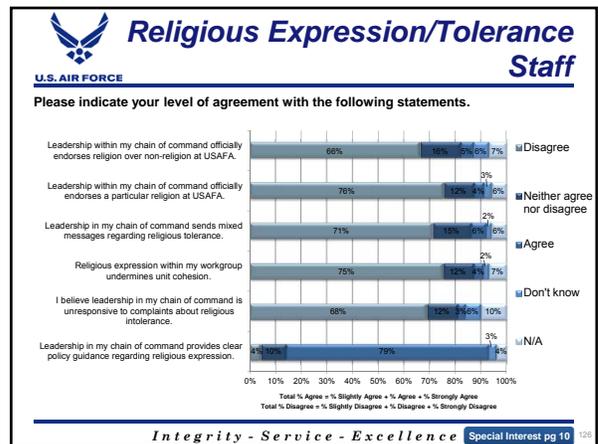
In June 2006, HQ USAF generated a report entitled "Headquarters Review Group Concerning the Religious Climate at the U. S. Air Force Academy." Please state which of the recommendations from the report by the type of change they have produced at USAFA.

	Negative change	Has not affected a change	Positive change	I am not aware of this recommendation	I am not aware of any implementation of this recommendation
Headquarters USAF: Develop policy guidance for commanders and supervisors regarding religious expression.	5%	15%	55%	17%	8%
Headquarters USAF: Reemphasize policy guidance for commanders and staff judge advocates regarding appropriate endorsement and advertising of unofficial or affiliated groups of which Air Force members may be a part.	5%	13%	50%	20%	12%
Headquarters USAF: Reemphasize policy guidance for commanders and chaplains regarding oversight of unofficial or affiliated groups that operate on Air Force bases and have access to Air Force personnel (specifically SPIRE-affiliated groups).	9%	14%	42%	22%	13%
Headquarters USAF: Reemphasize the requirement for all commanders to address issues of religious accommodation up front, when planning scheduling, and preparing operations, in concert with the accomplishment of their assigned mission (specifically accommodations involving diet and scheduling flexibility for religious observances).	5%	16%	49%	17%	13%
Headquarters USAF: Develop policy guidance that integrates the requirements for cultural awareness and respect across the learning continuum.	9%	14%	50%	17%	9%
Headquarters USAF: Direct USAFA to develop an integrated plan, as part of its overall character development program, that promotes increased awareness of and respect for diverse cultures and beliefs in every part of its academic, military, and athletic curriculum.	8%	17%	49%	17%	9%
USAFA: Provide for HQ USAF review its plan for ensuring a single focal point for cadets, as well as permanent party, who have issues regarding the human relations climate.	6%	18%	34%	25%	17%
USAFA: Continue its robust use of internal controls to assess climate and implement corrective action, and coordinate among the associated agencies to improve cross-flow of information to command consistent with ongoing assessments of the larger Air Force.	6%	18%	40%	22%	13%
USAFA: Provide continuing opportunities for cadets to learn about, discuss, and debate issues of religion and spirituality in a developmental setting with peers and role models, as such discussion is essential to character development.	4%	17%	46%	15%	18%

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## STAFF SURVEY: RELIGIOUS EXPRESSION/TOLERANCE

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### Religious Expression/Tolerance Staff

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to convert you to a religion or denomination.

	N/A	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	16%	1%	0%	80%	0%	0%	0%	0%	0%	0%
Cadet	16%	1%	0%	81%	2%	1%	1%	0%	0%	0%
Cadet candidate	17%	1%	0%	82%	0%	0%	0%	0%	0%	0%
Civilian faculty	15%	1%	0%	83%	0%	0%	0%	0%	0%	0%
Civilian coworker	13%	1%	0%	83%	2%	1%	1%	0%	0%	0%
Contractors on campus	14%	1%	0%	84%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	15%	1%	0%	83%	0%	0%	0%	0%	0%	0%
Faculty leadership	15%	1%	0%	84%	0%	0%	0%	0%	0%	0%
Leadership in my chain of command	14%	1%	0%	85%	0%	0%	0%	0%	0%	0%
Military faculty	15%	1%	0%	83%	0%	0%	0%	0%	0%	0%
Military coworker	14%	1%	0%	84%	0%	0%	0%	0%	0%	0%
Person that I supervise	16%	1%	0%	82%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	15%	2%	0%	80%	3%	1%	1%	1%	0%	0%
Unknown person	16%	2%	0%	79%	3%	1%	2%	0%	0%	0%
USAFA leadership	14%	1%	0%	84%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Staff

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below continued to make attempts to convert you to a religion or denomination after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Cadet	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Cadet candidate	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian coworker	97%	0%	0%	1%	1%	0%	1%	0%	0%	0%
Contractors on campus	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Faculty leadership	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Leadership in my chain of command	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military faculty	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military coworker	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Person that I supervise	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	97%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Unknown person	97%	0%	0%	2%	1%	1%	0%	0%	0%	0%
USAFA leadership	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Staff

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below have made unwanted attempts to draw you into a discussion of religious matters.

	N/A	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	15%	1%	0%	82%	1%	1%	0%	0%	0%	0%
Cadet	14%	1%	0%	82%	2%	1%	1%	0%	0%	0%
Cadet candidate	15%	1%	0%	84%	0%	0%	0%	0%	0%	0%
Civilian faculty	13%	1%	1%	84%	1%	1%	0%	0%	0%	0%
Civilian coworker	12%	1%	1%	83%	3%	1%	2%	0%	0%	0%
Contractors on campus	13%	1%	1%	85%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	13%	1%	1%	85%	0%	0%	0%	0%	0%	0%
Faculty leadership	13%	1%	1%	85%	0%	0%	0%	0%	0%	0%
Leadership in my chain of command	12%	1%	1%	85%	0%	0%	0%	0%	0%	0%
Military faculty	13%	1%	1%	84%	0%	0%	0%	0%	0%	0%
Military coworker	12%	1%	1%	84%	2%	1%	1%	0%	0%	0%
Person that I supervise	14%	1%	0%	83%	1%	1%	0%	0%	0%	0%
Someone else not affiliated with USAFA	13%	2%	1%	82%	1%	0%	1%	0%	0%	0%
Unknown person	14%	2%	1%	82%	2%	1%	1%	0%	0%	0%
USAFA leadership	12%	2%	1%	85%	0%	0%	0%	0%	0%	0%

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### Religious Expression/Tolerance Staff

**U.S. AIR FORCE**

Please indicate how many times, if any, the categories of people listed below continued to make attempts to draw you into a discussion of religious matters after you expressed that it was unwanted.

	Not presented with this question	I do not wish to answer this	Don't know	Never	Total of One - 10 or more	Once	2 to 3 times	4 to 5 times	6 to 9 times	10 or more times
Athletic department personnel	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Cadet	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Cadet candidate	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Civilian faculty	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Civilian coworker	96%	0%	0%	2%	2%	1%	1%	0%	0%	0%
Contractors on campus	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
DoD employee not affiliated with USAFA	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Faculty leadership	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Leadership in my chain of command	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military faculty	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Military coworker	96%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Person that I supervise	99%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Someone else not affiliated with USAFA	99%	0%	0%	1%	1%	1%	0%	0%	0%	0%
Unknown person	98%	0%	0%	1%	0%	0%	0%	0%	0%	0%
USAFA leadership	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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### Recommendations Staff

**U.S. AIR FORCE**

In June 2005, HQ USAF generated a report entitled "Headquarters Review Group Concerning the Religious Climate at the U.S. Air Force Academy." Please rate each of the recommendations from the report by the type of change you have produced at USAFA.

	Negative change	Has not affected a change	Positive change	I am not aware of this recommendation	I am not aware of any implementation of this recommendation
Headquarters USAF: Develop policy guidance for commanders and supervisors regarding religious expression.	5%	11%	40%	26%	19%
Headquarters USAF: Reemphasize policy guidance for commanders and staff judge advocates regarding appropriate endorsement and advertising of unofficial or affiliated groups of which Air Force members may be a part.	4%	11%	37%	28%	20%
Headquarters USAF: Reemphasize policy guidance for commanders and chaplains regarding oversight of unofficial or affiliated groups that operate on Air Force bases and have access to Air Force personnel (specifically SPRE-affiliated groups).	5%	10%	35%	29%	21%
Headquarters USAF: Reemphasize the requirement for all commanders to address issues of religious accommodation up front, when planning, scheduling, and preparing operations, in concert with the accomplishment of their assigned mission (specifically accommodations involving diet and scheduling flexibility for religious observances).	5%	11%	38%	27%	20%
Headquarters USAF: Develop policy guidance that integrates the requirements for cultural awareness and respect across the learning continuum.	4%	11%	41%	26%	18%
Headquarters USAF: Direct USAFA to develop an integrated plan, as part of its overall character development program, that promotes increased awareness of and respect for diverse cultures and beliefs in every part of its academic, military, and athletic curriculum.	4%	10%	40%	25%	20%
USAFA: Provide for HQ USAF review its plan for ensuring a single focal point for cadets, as well as permanent party, who have issues regarding the human relations climate.	3%	12%	36%	29%	21%
USAFA: Continue its robust use of internal controls to assess climate and implement corrective action, and coordinate among the associated agencies to improve cross-flow of information to command (consistent with ongoing assessments of the larger Air Force).	3%	12%	36%	29%	20%
USAFA: Provide continuing opportunities for all cadets to learn about, discuss, and debate issues of religion and spirituality in a developmental setting with peers and role models, as such discussion is essential to character development.	3%	11%	37%	28%	22%

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