



**Peace  
Corps**

Office of Strategic Information,  
Research, and Planning

# **2023 Annual Volunteer Survey Results**

## **Global Tabular Report**

**October 2023**

### **About the Office of Strategic Information, Research, and Planning (OSIRP)**

OSIRP advances evidence-based management at the Peace Corps by guiding agency strategic planning; monitoring and evaluating agency-level performance and programs; conducting research to generate new insights in the fields of international development, cultural exchange, and Volunteer service; enhancing the stewardship and governance of agency data; and helping to shape agency engagement on high-level, governmentwide initiatives.

### **About the Peace Corps**

The Peace Corps brings together skilled, committed Volunteers with welcoming host communities for service opportunities in more than 60 countries. Volunteers live and work side by side with community members on locally prioritized projects, building relationships, exchanging cultures and knowledge, and helping transform lives for generations. The Peace Corps Mission is to promote world peace and friendship by fulfilling three goals:

- Goal 1: *Strengthen Local Capacity*. Partner with the people of interested countries in meeting their need for trained individuals.
- Goal 2: *Sharing America with the World*. Promote a better understanding of Americans on the part of the peoples served.
- Goal 3: *Bringing the World Back Home*. Promote a better understanding of other peoples on the part of Americans.

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## Introduction

This report examines the results from the Peace Corps' 2023 Annual Volunteer Survey. Since 1975, the Annual Volunteer Survey has been a source of information on the state of the Peace Corps program for the agency, Congress, researchers, the media, and the general public. The purpose of the survey is to assess progress toward the agency's strategic goals by tracking the perceived impact of Peace Corps Volunteers' work. The survey also captures Volunteers' assessments of the effectiveness of Peace Corps training, their personal health, perceptions on safety and culture at their posts, and in-country staff support. The key findings detailed below and in section headings are based on global data. Post, regional, and other levels of tabular reporting are likely to differ, given different response distributions.

## Key Findings

- **Nearly three out of every four respondents (72%) indicated that they are satisfied overall with their Peace Corps service experience.** Only 10% reported dissatisfaction; the remaining 18% reported neutral sentiments. The vast majority of respondents (92%) report that they most likely intend to complete their service commitment, with 19% expressing interest in extending their service duration.
- **Respondents generally feel more effective at implementing Goals Two and Three than they do implementing Goal One.** The average effectiveness ratings for Goal One areas of focus were lower than the average ratings for Goals Two & Three in nearly every aspect measured. Respondents felt most effective promoting a better understanding of host country nationals among family and close friends, with 80% stating that they feel effective or very effective at implementing this aspect of Goal Three.
- **The majority of respondents reported that their training was effective or very effective in preparing them to interact with cultural differences/similarities (65%) and to communicate with host country nationals in local languages (64%).** Training for more technical skills, such as utilizing PACA and monitoring/reporting on activities, were generally among the lowest rated in terms of effectiveness, with 40% or less of respondents finding training in these areas to be effective or very effective.
- **Respondents felt that Peace Corps training was most effective at preparing them to maintain their physical health, but notably less effective at preparing them to maintain their mental/emotional health.** Seventy percent of respondents indicated that the training provided by the Peace Corps had been effective in preparing them to prevent/manage common health conditions. Only 38% felt that their training was effective in preparing them to maintain their mental/emotional health.
- **Respondents are most satisfied with the medical and safety/security services provided by in-country Peace Corps staff, and least satisfied with services related to emotional health and project-specific technical skills.** About four out of five respondents are at least satisfied with the medical (80%) and safety/security services (78%) they receive from in-country Peace Corps staff. The lowest percentages of satisfaction were for services related to project-specific skills (57%) and emotional health (53%).
- **Respondents generally feel safe or very safe where they work (95%) and live (92%), and a bit less so - but still safe - when traveling elsewhere.** Nearly all respondents feel safe where they work and live, with the majority stating that they feel "very safe" in these environments. Respondents feel somewhat less safe when traveling in-country, in terms of both their personal security (74% feel safe) and transportation security (63%).
- **Most respondents feel that PCVs at their post help each other be effective Volunteers (82%) and are inclusive of and sensitive to the different identities of other Volunteers (80%).** More than two out of every three respondents feel that the organizational culture of the Peace Corps is inclusive of diverse backgrounds (68%) and nearly three out of every five (58%) feel comfortable expressing opinions that are different from Peace Corps staff.

## **Method**

The Annual Volunteer Survey was conducted online using a self-administered questionnaire that was available from June 20 to August 11, 2023 through a direct link specific to the respondent. A total of 1,032 Volunteers participated out of an eligible population of 1,243 (an 83% overall response rate). Out of these participants, 999 Volunteers completed the entire survey (80%). Geographically, the results represent all 49 posts where eligible Volunteers served while the survey was in the field. A detailed description of the survey methodology is available in Section IX of this report.

## **About this Report**

This Global Tabular Report consists primarily of tables presenting distributions of responses to quantitative survey questions. Each table in the report contains reference numbers that match the corresponding questions in the survey questionnaire (see appendix). Most of the tables in this report show the percentage of respondents who selected each answer choice as well as the total number of respondents who answered the question. When interpreting the data, it is important to note the total number of respondents listed on each table, as well as any notes that might be presented with a table. The sum of percentages in each table, row, or column may not total to 100 percent either due to rounding, or due to respondents providing more than one response when answering multiple response questions. Definitions of the key survey terms that appear in this report are included in Section X.

## I. Peace Corps Service Assessment and Goal Implementation

This section presents information on the motivation of Volunteers to join the Peace Corps, as well as their overall assessment of their Peace Corps service and their self-rated effectiveness in implementing the three Peace Corps goals:

- Goal One: *Strengthen Local Capacity*. Partner with the people of interested countries in meeting their need for trained individuals.
- Goal Two: *Sharing America with the World*. Promote a better understanding of Americans on the part of the peoples served.
- Goal Three: *Bringing the World Back Home*. Promote a better understanding of other peoples on the part of Americans.

### Key Findings

- **Ninety-six percent of respondents reported that exposure to other cultures was an important or very important factor in their decision to accept their Peace Corps invitation.** The importance of gaining exposure to other cultures had the strongest sentiment reported among all factors presented. Personal growth and the opportunity to serve others were close behind (nearly tied) as the second and third most important factors, with 94-95% of respondents finding them to be important or very important. A challenging U.S. job market (41%) and earning a professional certificate (35%) were shown to be the least important factors among respondents for why they accepted their Peace Corps invitation.
- **Nearly three out of every four respondents (72%) indicated that they are satisfied overall with their Peace Corps service experience.** Only 10% reported dissatisfaction; the remaining 18% reported neutral sentiments. The vast majority of respondents (92%) report that they most likely intend to complete their service commitment, with 19% expressing interest in extending their service duration.
- **Experiences with host country individuals (aside from working with counterparts/community partners) was found to be the most personally rewarding aspect of service among Volunteers.** Experiences with other host country individuals had the highest positive sentiment among measured aspects, with more than four out of every five respondents (82%) reporting that such experiences have been rewarding or very rewarding. This differs from Volunteer experiences working with counterparts/community partners, which only 67% of respondents found to be rewarding. Overall, primary assignments/work had the lowest average rating (3.7 on a scale from 1 to 5) among all measured aspects of service, with 13% of respondents indicating that this aspect has not been personally rewarding.
- **79% of respondents would still make the same decision to serve with the Peace Corps, while 70% would recommend service to others.** Only 12% of respondents reported that they would “probably not” or “definitely not” serve again or recommend service to others. A notable portion indicated that they were undecided in both areas, especially as to whether or not they would recommend service to others (19%).
- **Respondents generally feel more effective at implementing Goals Two and Three than they do implementing Goal One.** The average effectiveness ratings for Goal One areas of focus were lower than the average ratings for Goal Two & Three in every aspect measured, except for implementing Goal Three among match programs (e.g., Global Connections/World Wise Schools), which had the lowest average rating overall. Respondents felt most effective promoting a better understanding of host country nationals among family and close friends, with 80% stating that they feel effective or very effective at implementing this aspect of Goal Three.
- **Professional and linguistic challenges were found to be the greatest impediments to respondents' perceived effectiveness in implementing the Peace Corps strategic goals.** Regardless of how they rated their effectiveness, 42% of all respondents reported that language barriers and professional challenges —such as differences related to work styles or lack of resources— prevented them from being more effective at implementing Peace Corps' strategic goals. Those who reported ineffectiveness in at least one aspect of goal implementation (about 42%) also cited logistical difficulties with counterparts and lack of community receptiveness to change as notably greater obstacles to goal implementation than respondents that did not report ineffectiveness in any area.



*Table 1. Motivation for Peace Corps Service*

q06. How important were the following factors in accepting your Peace Corps invitation?	Average Rating	Very Unimportant (1)	Unimportant (2)	Neither Unimportant nor Important (3)	Important (4)	Very Important (5)	Number of Respondents
Exposure to other cultures	4.65	1%	< 0.5%	3%	24%	72%	1022
Personal growth	4.57	1%	1%	5%	26%	68%	1022
Opportunity to serve others	4.56	1%	< 0.5%	5%	31%	64%	1023
Gaining international experience	4.45	2%	2%	8%	27%	62%	1020
Travel/adventure	4.34	2%	2%	8%	36%	52%	1019
Learning other language(s) or enhancing skills in other language(s)	4.23	2%	4%	13%	30%	51%	1023
Gaining work experience	3.98	3%	9%	12%	37%	39%	1022
Financial, educational, and career benefit programs available to current and returned Volunteers	3.79	6%	10%	16%	36%	32%	1022
Opportunity to serve my country	3.14	15%	17%	25%	24%	19%	1022
Challenging U.S. job market	3.08	15%	20%	24%	25%	16%	1022
Earning a professional certificate	3.04	12%	21%	33%	23%	12%	1019
Other	3.90	2%	2%	38%	19%	38%	156

Average rating: 1 = Very Unimportant; 5 = Very Important.

*Table 2. Overall Satisfaction*

	Average Rating	Very Unsatisfied (1)	Unsatisfied (2)	Neither Unsatisfied nor Satisfied (3)	Satisfied (4)	Very Satisfied (5)	Number of Respondents
q01. How would you rate your overall satisfaction with your Peace Corps service experience?	3.73	3%	7%	18%	56%	16%	1022

Average rating: 1 = Very Unsatisfied; 5 = Very Satisfied.

*Table 3. Assessment of Peace Corps Service*

q02. How personally rewarding do you find your:	Average Rating	Very Unrewarding (1)	Unrewarding (2)	Neither Unrewarding nor Rewarding (3)	Rewarding (4)	Very Rewarding (5)	NA / Don't Know	Number of Respondents
Overall Peace Corps service	3.95	1%	6%	13%	52%	24%	3%	1025
Primary assignment/project (Goal 1)	3.70	3%	10%	18%	46%	18%	5%	1022
Other development activities	3.77	2%	6%	20%	44%	16%	13%	1021
Goal 2 & 3 activities	3.84	1%	5%	20%	45%	19%	9%	1021
Work with counterparts/ community partners	3.80	3%	8%	18%	42%	25%	4%	1023
Experiences with other host country individuals	4.14	2%	4%	12%	43%	39%	1%	1023

Average rating: 1 = Very Unrewarding; 5 = Very Rewarding.

*Table 4. Recommendation of the Peace Corps and Commitment To Serve*

	Average Rating	Definitely Not (1)	Probably Not (2)	Undecided (3)	Probably Yes (4)	Definitely Yes (5)	Number of Respondents
q03. Today, would you still make the same decision to serve with the Peace Corps?	4.12	3%	8%	11%	31%	48%	1024
q04. Would you recommend Peace Corps service to others?	3.86	3%	8%	19%	40%	30%	1022

Average rating: 1 = Definitely Not; 5 = Definitely Yes.

*Table 5. Interest In Completing Or Extending Peace Corps Service*

	Average Rating	Definitely Not (1)	Probably Not (2)	Undecided (3)	Probably Yes (4)	Definitely Yes (5)	Might Extend (5)*	Number of Respondents
q05. Do you intend to complete your Peace Corps service?	4.81	1%	2%	5%	18%	55%	19%	1021

Average rating: 1 = Definitely Not; 5 = Definitely Yes / Might Extend.

\*Responses for "Might extend" were combined with "Definitely Yes" (5) to create a five-point scale; the assumption being that those who are considering an extension intend to complete Peace Corps service.

**Table 6. Effectiveness In Building Local Capacity (Goal One)**

q16. How effective are you in transferring knowledge and skills to help the following individuals or organizations?	Average Rating	Very Ineffective (1)	--- (2)	--- (3)	--- (4)	Very Effective (5)	NA	Number of Respondents
Counterpart(s)/community partner(s)	3.49	4%	11%	31%	35%	15%	4%	1000
Your host institution/organization	3.37	4%	12%	33%	31%	11%	9%	998
Group(s) with which you work closely	3.59	2%	7%	31%	37%	14%	11%	998
Members of your host community	3.41	3%	11%	35%	34%	11%	5%	998

Average rating: 1 = Very Ineffective; 5 = Very Effective.

**Table 7. Effectiveness In Sharing America With The World (Goal Two)**

q17. How effective are you in promoting a better understanding of U.S. Americans among the following host country individuals or groups of individuals?	Average Rating	Very Ineffective (1)	--- (2)	--- (3)	--- (4)	Very Effective (5)	NA	Number of Respondents
Counterpart(s)/community partner(s)	3.94	1%	5%	22%	41%	29%	2%	1003
Host institution/organization	3.77	2%	6%	25%	39%	20%	8%	1001
Group(s) with which you work closely	3.85	1%	6%	22%	40%	23%	9%	1002
Members of your host community	3.82	2%	7%	23%	40%	26%	2%	997

Average rating: 1 = Very Ineffective; 5 = Very Effective.

**Table 8. Effectiveness In Bringing The World Back Home (Goal Three)**

q18. How effective are you in promoting a better understanding of host country nationals among the following U.S. American individuals or groups of individuals?	Average Rating	Very Ineffective (1)	--- (2)	--- (3)	--- (4)	Very Effective (5)	NA	Number of Respondents
Your family and close friends	4.22	1%	2%	15%	38%	42%	2%	1002
Your match program (e.g., Global Connections/World Wise Schools)	3.34	4%	5%	11%	10%	7%	64%	996
Other groups with which you work closely	3.75	2%	4%	18%	22%	15%	41%	996
Your social network in the United States	3.89	2%	5%	20%	36%	27%	10%	1000
Individuals on social media	3.60	5%	6%	20%	24%	18%	26%	994
New people you have met since starting service	3.87	2%	3%	20%	34%	20%	22%	1001

Average rating: 1 = Very Ineffective; 5 = Very Effective.

*Table 9. Challenges Preventing Effective Peace Corps Goal Implementation (All Respondents)*

q19. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Language barriers	42%	997
Professional challenges (work style, lack of resources, etc.)	42%	997
Logistical difficulties with counterparts (turnover, limited availability, etc.)	36%	997
Cultural barriers	27%	997
Community/organization is not receptive to change	23%	997
Limited access to technology	22%	997
Insufficient support from Peace Corps staff	19%	997
Lack of a counterpart or community partner	18%	997
Emotional health concerns	16%	997
Isolation, including limited means of communication	15%	997
Personal differences with counterparts (personality conflict, disagreements, etc.)	13%	997
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	13%	997
Community/organization does not need a Volunteer	11%	997
My skills did not match the needs of the community/organization	11%	997
Physical health concerns	11%	997
“Too soon to tell” (early in my service)	26%	997
Other	12%	997

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 10 . Challenges Preventing Effective Peace Corps Goal Implementation  
(Respondents Who Cited Ineffectiveness In At Least One Goal)*

q19. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Professional challenges (work style, lack of resources, etc.)	51%	417
Language barriers	47%	417
Logistical difficulties with counterparts (turnover, limited availability, etc.)	45%	417
Cultural barriers	34%	417
Community/organization is not receptive to change	32%	417
Insufficient support from Peace Corps staff	26%	417
Lack of a counterpart or community partner	25%	417
Limited access to technology	24%	417
Emotional health concerns	19%	417
Community/organization does not need a Volunteer	18%	417
Personal differences with counterparts (personality conflict, disagreements, etc.)	17%	417
My skills did not match the needs of the community/organization	17%	417
Isolation, including limited means of communication	17%	417
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	15%	417
Physical health concerns	13%	417
“Too soon to tell” (early in my service)	20%	417
Other	12%	417

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

Data is inclusive of respondents who indicated ineffectiveness in one of the 12 goal elements listed in Tables 6 through 8.

## II. Peace Corps Training

This section presents Volunteers' assessments of various Peace Corps training components. Peace Corps training consists of two parts: pre-service training (before Volunteers are sworn in) and in-service training (after Volunteers are sworn in). The survey mostly focused on training overall, without differentiating between pre-service and in-service training. The exception being four questions that gauge whether selected safety/security skills were taught during pre-service training, were learned, and were applied.

### Key Findings

- **The majority of respondents reported that their training was effective or very effective in preparing them to interact with cultural differences/similarities (65%) and to communicate with host country nationals in local languages (64%).** Training for more technical skills, such as utilizing PACA and monitoring/reporting on activities, were generally among the lowest rated in terms of effectiveness, with 40% or less of respondents finding training in these areas to be effective or very effective.
- **Respondents felt that Peace Corps training was most effective at preparing them to maintain their physical health, but notably less effective at preparing them to maintain their mental/emotional health.** Seventy percent of respondents indicated that the training provided by the Peace Corps had been effective in preparing them to prevent/manage common health conditions. Only 38% felt that their training was effective in preparing them to maintain their mental/emotional health.
- **Respondents felt that their training had been least effective at preparing them to build awareness of and access to opportunities that connect the U.S. and their host country.** Only 28% of respondents felt that their training was effective in preparing them to implement this competency related to Strategic Goals Two and Three, whereas 38% felt that training was ineffective in this regard. This was the only area of measured competencies where negative sentiment regarding training effectiveness appeared to outweigh positive sentiment.
- **The vast majority of respondents (88% – 94%) report having learned/developed and retained safety and security skills taught during their Pre-Service Training; more than half indicate that they have applied some of these skills to mitigate risk in the past 12 months.** More than three out of every five respondents (62%) state that they have developed and used personal safety and securities strategies in the last 12 months, and half of respondents (50%) report having used RADAR within the same period. Most respondents state that they learned but have not needed to use mitigation strategies for sexual assault awareness (65%) and bystander intervention (71%) within the last 12 months.

Table 11. Overall Training Effectiveness

q08. How effective do you think the training and learning experiences provided by the Peace Corps were in preparing you to:	Average Rating	Very Ineffective (1)	--- (2)	--- (3)	--- (4)	Very Effective (5)	NA / No Training	Number of Respondents
Prevent and manage common health conditions	3.83	2%	8%	20%	45%	25%	< 0.5%	1019
Interact effectively and appropriately with cultural differences and similarities	3.73	2%	7%	25%	45%	20%	1%	1020
Communicate with host country nationals in local language(s)	3.73	3%	9%	23%	41%	23%	0%	1021
Create meaningful connections with members of the local community	3.47	3%	16%	28%	36%	16%	1%	1021
Apply technical knowledge, skills, and attitudes related to your assigned project	3.38	6%	16%	26%	36%	15%	1%	1019
Transfer technical knowledge, skills, and attitudes to others	3.14	7%	20%	32%	32%	8%	1%	1019
Utilize Participatory Analysis and Community Action (PACA) to facilitate community-led development	3.13	9%	20%	31%	29%	11%	1%	1019
Maintain your mental/emotional health	3.12	8%	19%	33%	29%	9%	1%	1021
Monitor, learn, adapt, and report on activities	3.08	10%	19%	32%	28%	9%	2%	1017
Build awareness of and access to opportunities that connect the U.S. and Host Country	2.86	12%	26%	28%	20%	8%	6%	1015

Average rating: 1 = Very Ineffective; 5 = Very Effective.

*Table 12. Using Safety And Security Skills Learned At Pre-Service Training (a)*

	I developed strategies to keep myself safe and used them to mitigate risk	I developed strategies but did not need to use them	I developed strategies but was unable to apply them when I needed it	I learned about strategies but did not develop any of my own	I was not trained to develop strategies	Number of Respondents
q9. Have you used personal safety and security strategies that you developed in the past 12 months?	62%	30%	1%	6%	1%	1010

*Table 13. Using Safety And Security Skills Learned At Pre-Service Training (b)*

	Used this skill	Learned but did not need to use this skill	Learned this skill but was unable to apply it when needed	Learned this skill but don't remember what it involves	Was not trained on this skill	Number of Respondents
q10. Have you used "RADAR" in the past 12 months?	50%	38%	1%	9%	1%	1012
q11. Have you used mitigation strategies from the Sexual Assault Awareness training in the past 12 months?	25%	65%	3%	5%	2%	1008
q12. Have you used Bystander Intervention in the past 12 months?	23%	71%	1%	5%	1%	1011



### III. Life as a Volunteer

This section presents Volunteer feedback regarding their current work and everyday life as a Peace Corps Volunteer.

#### Key Findings

- **About two out of every three respondents feel that their site placement (70%) and assigned projects (66%) were consistent with the descriptions provided by the Peace Corps.** A little more than one out of every three (37%) feel that the information they were provided before arriving in country adequately prepared them for the expectations and conditions of service.
- **Four out of every five respondents (80%) live in rural towns or villages, yet most are still able to communicate frequently with friends and family back home.** Despite the majority of Volunteers living in rural towns and areas, 88% of respondents still communicate with friends and family back home at least once a week if not daily. Roughly three out of every five also report that they communicate daily with other PCVs (57%) and/or host country nationals other than their counterparts (63%).
- **A little less than half of respondents feel that they receive helpful feedback from post staff on their work reports.** Only about two out of every five respondents (43%) state that the feedback they receive on their work reports helps them learn, adapt, and grow. A notable portion of respondents chose the option “NA / Don’t Know” when asked about the quality of feedback on their work reports (15%), which may suggest that a little more than one out of ten respondents either do not create work reports or do not receive feedback on them.
- **A majority of respondents feel that their assigned projects address community-defined priorities (60%) and can be implemented at their site (73%).** About one out of three (37%) felt that community partners were not knowledgeable about their assigned projects when they arrived at site, but most report that community partners collaborated with them in nearly every aspect of project development and facilitation. Respondents receive the most partner/counterpart collaboration identifying locally defined priorities (59%) and developing relationships with community stakeholders (58%). They receive the least partner support monitoring and reporting on project activities (27%).
- **About three out of every four respondents feel that they can effectively engage with differences and similarities across complex environments and in ways that contribute to a culture of inclusion and belonging.** Slightly more respondents feel effective at contributing towards a culture of inclusion and belonging with Peace Corps Staff/Volunteers (80%) than at their site (73%). Half of respondents (50%) feel that they can effectively use the local language and intercultural communication skills to engage meaningfully with host country nations.
- **On average, respondents have lived with a host family for five months and have spent about five nights away from their community in the past 30 days prior to the survey.** The most common reason for spending a night away from their site was for Official Peace Corps activities (2-3 nights, on average).

*Table 14. Accuracy of Peace Corps Service Expectations and Descriptions*

q07. To what extent do you disagree or agree with each of the following statements?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
The information provided by the Peace Corps prior to my arrival in country adequately prepared me for the expectations and conditions of service.	2.95	11%	27%	24%	31%	6%	< 0.5%	1024
My site placement was consistent with the description provided to me by the Peace Corps.	3.73	4%	10%	16%	50%	20%	1%	1024
My primary assignment/project was consistent with the description provided to me by the Peace Corps.	3.64	5%	12%	15%	46%	20%	2%	1023

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

*Table 15. Site Urbanization*

q15. Please choose the best description of your assigned site.	Percentage of Respondents	Number of Respondents
Capital of the country	3%	1012
City (population over 25,000) - not the capital	16%	1012
Rural town (population of 2,000 to 25,000)	40%	1012
Village/rural area (population under 2,000)	40%	1012
Outer island (regardless of size)	< 0.5%	1012
Prefer not to answer	1%	1012

*Table 16. Communication with People*

q36. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?	At Least Once a Day	At Least Once a Week, but Less Than Daily	At Least Once a Month, but not Every Week	Less Than Once a Month	Never	NA / Don't know	Number of Respondents
Peace Corps Volunteers (PCVs)	57%	33%	9%	1%	< 0.5%	< 0.5%	990
Other U.S. Americans in host country (who are not PCVs)	4%	10%	9%	24%	45%	8%	988
Counterpart(s)	40%	44%	9%	2%	1%	3%	986
Other host country nationals (who are not your counterparts)	63%	23%	7%	3%	2%	1%	990
Friends or family in the United States	39%	49%	10%	1%	< 0.5%	1%	993
Other groups in the United States that you work with, such as educators and classrooms	1%	6%	10%	18%	46%	19%	986
Third country nationals (i.e., people in host country who are neither U.S. Americans nor host country nationals)	4%	10%	15%	22%	36%	13%	992

Table 17. Work Projects

q13.To what extent do you disagree or agree with each of the following statements?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
Community partner(s)/ counterpart(s) were knowledgeable about my assigned project when I arrived at site.	3.06	15%	22%	16%	32%	13%	1%	1011
Activities in my assigned project address community-defined priorities.	3.58	4%	11%	22%	44%	16%	4%	1009
Activities in my assigned project can be implemented at my site.	3.86	3%	5%	15%	51%	22%	3%	1010
The feedback that I receive from post staff on my work reports helps me learn and adapt.	3.37	7%	10%	25%	30%	13%	15%	1009

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

Table 18. Community Partner Collaboration

q14. To what extent do you disagree or agree with each of the following statements?  <i>My community partner(s)/counterpart(s) collaborate with me to...</i>	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
...develop relationships with community stakeholders.	3.53	6%	14%	20%	38%	20%	2%	1010
...identify locally defined priorities.	3.56	4%	14%	21%	42%	17%	2%	1007
...identify local resources and assets that can support community projects (human, financial, material, etc.).	3.39	5%	17%	23%	38%	14%	3%	1008
...design activities that address locally defined priorities.	3.36	6%	17%	22%	37%	13%	5%	1008
...implement project activities.	3.48	6%	14%	20%	38%	17%	6%	1001
...monitor and report project activities to Peace Corps staff and local stakeholders.	2.82	11%	26%	24%	20%	7%	12%	1003

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

*Table 19. Integration Into Community*

q35. How effectively are you able to perform the following activities?	Average Rating	Very Ineffectively (1)	--- (2)	--- (3)	--- (4)	Very Effectively (5)	NA / Don't Know	Number of Respondents
Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging <i>with Peace Corps staff and Volunteers.</i>	4.11	1%	2%	13%	48%	32%	3%	994
Interact appropriately with cultural differences and similarities across complex environments.	3.95	1%	3%	22%	51%	23%	1%	993
Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging <i>at site.</i>	3.93	1%	4%	20%	50%	23%	2%	994
Use local language and intercultural communication skills for meaningful/successful engagement with host country nationals.	3.49	3%	12%	34%	33%	17%	< 0.5%	994

Average rating: 1 = Very Ineffectively; 5 = Very Effectively.

*Table 20. Time Spent Away From Site—Average And Median Time Spent In The Last 30 Days*

	Average Number of Months	Median Number of Months	Number of Respondents
q34. How long have you lived with a host country individual or family in total?	5.31	5	971

*Table 21. Time Spent Away From Site—Average And Median Time Spent In The Last 30 Days*

q37. In the last 30 days, how many nights were you away from your community for the following reasons?	Average Number of Nights	Median Number of Nights	Number of Respondents
Official Peace Corps activities (e.g., Peace Corps sponsored training, safety and security issue, medical leave, annual leave, etc.)	2.66	1	902
Primary or secondary assignment work (e.g., visiting health clinics, visiting agricultural cooperatives, participating in a camp for youth, training not sponsored by Peace Corps, etc.)	0.57	0	821
Taking care of personal needs and/or visits with friends	1.71	1	922
Other reasons	2.54	0	177
COMBINED (All Reasons)	4.98	4	980

## IV. Peace Corps In-Country Services

This section presents Volunteer feedback on in-country Peace Corps staff support, including perceptions about country directors and the usefulness of potential COS transition services.

### Key Findings

- **Respondents are most satisfied with the medical and safety/security services provided by in-country Peace Corps staff, and least satisfied with services related to emotional health and project-specific technical skills.** About four out of five respondents are at least satisfied with the medical (80%) and safety/security services (78%) they receive from in-country Peace Corps staff. The lowest percentages of satisfaction were for services related to project-specific skills (57%) and emotional health (53%).
- **More than two out of every three respondents feel that their country director fosters open communication between themselves and Volunteers (68%).** Roughly 3 out of 5 feel that their country director enforces policies in a consistent manner (63%) and are aware of the issues Volunteers face in service (58%). Less than one out of five respondents (14%) feel that their country director does not facilitate the resolution of issues that Volunteers face in service.
- **The vast majority of respondents (95%) have had Peace Corps representatives visit their site in the past 12 months.** Program-specific staff (i.e. program managers, program specialists) were the most frequently cited visitors. DMO's, DPT's, and Peace Corps Volunteer Leaders were among the least frequently noted site visitors.
- **Respondents generally feel that information about federal jobs and educational opportunities would be the relatively most useful transition services to receive prior to their close of service (COS) conference.** Roughly half of respondents (51%) felt that these two types of services would be either the most useful or second most useful of the options presented. Most respondents felt that access to live virtual events and information about other service opportunities within the Peace Corps (e.g. Peace Corps Response) and outside of the Peace Corps (e.g. AmeriCorps) would be the least useful to receive prior to their COS conference.

*Table 22. Satisfaction With In-Country Peace Corps Staff Support*

q20. How satisfied are you with the following types of services provided by in-country Peace Corps staff?	Average Rating	Very Dissatisfied (1)	Dissatisfied (2)	Neither Dissatisfied nor Satisfied (3)	Satisfied (4)	Very Satisfied (5)	NA / Don't Know	Number of Respondents
Medical	4.08	2%	7%	11%	41%	39%	< 0.5%	1006
Safety and security	4.00	3%	6%	12%	44%	34%	1%	1006
Adjustment and integration	3.77	4%	10%	17%	43%	26%	< 0.5%	1007
Site selection/preparation	3.65	8%	12%	16%	35%	29%	1%	1005
Administrative/logistical	3.58	5%	14%	18%	42%	20%	1%	1006
Project-specific technical skills	3.48	6%	14%	22%	40%	17%	1%	1005
Emotional	3.47	7%	13%	25%	36%	17%	2%	1006

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 23. Volunteer Perceptions Of Their Country Director*

q21. To what extent do you disagree or agree with each of the following statements?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
My country director fosters open communication between themselves and Volunteers.	3.92	7%	6%	12%	30%	38%	7%	1001
My country director enforces post policies in a consistent manner.	3.88	6%	5%	11%	34%	29%	14%	1005
My country director is aware of the issues that Volunteers face in service.	3.69	6%	10%	14%	33%	25%	12%	1005
My country director facilitates the resolution of issues that Volunteers face in service.	3.68	6%	8%	14%	27%	24%	20%	1004

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 24. Site Visits In The Last 12 Months*

q22. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?	Percentage of Respondents	Number of Respondents
Program manager/APCD or program assistant/program specialist	69%	976
Regional manager, housing coordinator, language/cultural facilitator	45%	976
Safety and Security Manager	37%	976
PCMO	36%	976
Country Director	22%	976
DMO, DPT	17%	976
Peace Corps Volunteer Leader	7%	976
Other Peace Corps representatives	13%	976
Peace Corps representatives did not visit my site during the past 12 months	5%	976

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 25. Transition Services*

q23. Please rank the following types of transition services that you feel would be most (to least) useful to you PRIOR to your COS conference.	Most Useful (1)	---	---	---	---	---	---	Least Useful (8)	Number of Responses
	(2)	(3)	(4)	(5)	(6)	(7)			
Information about federal jobs and how to apply to them	28%	23%	16%	11%	8%	6%	4%	4%	967
Information about educational opportunities and programs	30%	21%	13%	11%	10%	7%	4%	6%	967
Career mentoring or career pathing services from RPCVs	16%	17%	19%	19%	10%	11%	5%	3%	967
Access to RPCV networking opportunities	10%	13%	18%	19%	17%	10%	8%	7%	967
On-demand resources for career transition or career planning (e.g. videos on interview strategies)	5%	8%	14%	14%	19%	14%	14%	12%	967
Access to live virtual events (e.g. virtual career fairs or employer spotlights)	3%	6%	7%	13%	16%	17%	18%	20%	967
Information about other service opportunities within Peace Corps (e.g. Peace Corps Response, Virtual Service)	6%	5%	7%	7%	11%	18%	24%	21%	967
Information about service opportunities outside of Peace Corps (e.g. AmeriCorps)	2%	6%	7%	7%	10%	16%	23%	28%	967

*Table 26. Transition Services - Ranked*

q23. Please rank the following types of transition services that you feel would be most (to least) useful to you PRIOR to your COS conference.	Mean Response Value	Median Response Value	Number of Respondents
Information about federal jobs and how to apply to them	3.02	2	967
Information about educational opportunities and programs	3.15	2	967
Career mentoring or career pathing services from RPCVs	3.58	3	967
Access to RPCV networking opportunities	4.16	4	967
On-demand resources for career transition or career planning (e.g. videos on interview strategies)	4.93	5	967
Access to live virtual events (e.g. virtual career fairs or employer spotlights)	5.54	6	967
Information about other service opportunities within Peace Corps (e.g. Peace Corps Response, Virtual Service)	5.65	6	967
Information about service opportunities outside of Peace Corps (e.g. AmeriCorps)	5.98	7	967

Response Value: 1 = Most Useful; 8 = Least Useful

## V. Health of Volunteers

This section presents the distribution of responses to questions about the physical and emotional health of Volunteers as well as their stress levels and health-related habits.

### Key Findings

- **In general, most respondents feel that their health has slightly decreased or remained about the same since first arriving at their site.** While 42% of respondents did state that their health has decreased since arriving at their site, the median health rating remained an 8 out of 10, and the mean health rating only decreased by less than half a point between periods. Nearly half of respondents (49%) indicated that local diet was a factor limiting their ability to maintain their health and wellbeing, which was cited much more frequently than any of the other factors listed.
- **Respondents felt less stressed when they took the survey than when they first arrived at their site.** More than half of respondents (56%) report a reduction in their average stress level. This is also reflected in the mean and median stress levels, which both decreased by a full point on a scale from 1 to 10. Respondents most frequently cited communicating in the local language (53%) and work (46%) as factors contributing to greater stress. About two out every five respondents cited isolation/loneliness (41%) and/or cultural adjustments (40%) as contributing factors.
- **The majority of respondents (62%) feel that it does not take them long to recover from stressful events.** Listening to music, socializing, exercising, and reading are the top ways that respondents manage their stress. Only a small fraction use drinking (12%) or smoking (6%) as a way to manage stress. Attending counseling sessions was also one of the least cited stress management activities at just 6%.
- **The majority of respondents are getting at least 7 hours of sleep most nights out of the month.** Nine out of every ten respondents (92%) report that they get at least 7 hours of sleep 15 days out of the months or more; 30% report getting 7 hours of sleep each night. More than half of respondents are exercising (65%), eating fruits (58%), and eating vegetables (68%) 15 times per month or more. Only 5% state that they use tobacco products 15 times per month or more.
- **Of the approximately 77% of respondents who drink alcohol, nearly half (46%) reported consuming four or more drinks in one sitting on at least one occasion in the past 30 days prior to the survey.** However, only 6% report having done so five or more times in the past 30 days. The most common reasons cited for drinking were social events with other Volunteers (69%), followed by community events (50%), and personal enjoyment (49%).



*Table 27. Health Assessment*

q24. How would you rate your physical health when you first arrived at your site, and during the last 30 days? [Categorized]	Percentage of Respondents	Number of Respondents
Health deteriorated	42%	987
Health remained the same	28%	987
Health improved	30%	987

*Table 28. Health Assessment - Average And Median Ratings*

q24 How would you rate your physical health when you first arrived at your site, and during the last 30 days?	Mean Response Value	Median Response Value	Number of Respondents
Health when first arrived	7.61	8	994
Health in last 30 days	7.32	8	988

Response Value: 1 = Not at all healthy; 10 = Exceptionally healthy

*Table 29. Factors Limiting Personal Health*

q29. Do any of the following factors currently limit your ability to maintain your physical health and well-being?	Percentage of Respondents	Number of Respondents
Local diet	49%	975
Inability to freely exercise outside	31%	975
Stress level	30%	975
Lack of a sense of purpose	27%	975
Environmental factors (e.g., pollution)	24%	975
Lack of exercise	23%	975
Financial stress	23%	975
Social identity-based stress (e.g., race, ethnicity, gender, sexual orientation, age, etc.)	22%	975
Lack of social support	19%	975
Safety and security issues	12%	975
Distance from Peace Corps health center/health care	7%	975
Lack of access to clean drinking water	7%	975
Unavailability of a place to worship	4%	975
Other factors	11%	975
None of the above	14%	975

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 30. Stress Level Assessment*

q25. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days? [Categorized]	Percentage of Respondents	Number of Respondents
Stress Elevated	28%	991
Stress Level Remained the Same	16%	991
Stress Reduced	56%	991

*Table 31. Stress Level Assessment - Average And Median Ratings*

q25. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?	Mean Response Value	Median Response Value	Number of Respondents
Stress Level when first arrived	5.95	6	996
Stress Level in last 30 days	4.95	5	991

Response Value: 1 = Little to no stress; 10 = A great deal of stress

*Table 32. Factors Contributing To Greater Stress*

q31. Which of the following factors contribute to elevating your stress level?	Percentage of Respondents	Number of Respondents
Communicating in the local language	53%	994
Work	46%	994
Isolation/loneliness	41%	994
Cultural adjustments	40%	994
Transportation	37%	994
Interactions with counterparts/community partners	33%	994
Interactions with host country nationals	33%	994
Boredom	32%	994
Family, friends, loved ones back home	32%	994
Lack of work	32%	994
Close of service, or your future after the Peace Corps	28%	994
Personal health maintenance	25%	994
Interactions with your host family	22%	994
Interactions with Peace Corps staff	21%	994
Harassment (non-sexual)	19%	994
Sexual harassment	18%	994
In-country dating/relationships	17%	994
Interactions with other Volunteers	17%	994
Personal safety	13%	994
Race/ethnicity-based stress	12%	994
Sexual orientation-based stress	11%	994
Gender Identity/Expression-based stress	9%	994
Age-based stress	8%	994
Religious-based stress	6%	994
Other sources of stress	10%	994
None of the above	2%	994

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 33. Ability To Recover From Stressful Events Self-Assessment*

	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	Number of Respondents
q26. It does not take me long to recover from a stressful event.	3.58	2%	14%	23%	47%	15%	997

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 34. Involvement In Health-Related Activities—Average/Median Time Spent Per Month*

q27. During a typical month in your service, how many days do you engage in the following activities?	Mean - number of days	Median - Number of days	Number of Respondents
Eat two or more servings of fruits per day	15.08	15	987
Eat two or more servings of vegetables per day	18.02	20	987
Exercise (aerobic, and/or resistance training, and/or stretching)	16.75	18	984
Get at least 7 hours of sleep	23.43	25	986
Drink alcohol	3.83	3	983
Use tobacco products (including cigarettes, electronic cigarettes, vaping, chewing tobacco, etc.)	1.64	0	982

*Table 35. Involvement In Health-Related Activities - Categorized Frequency*

q27. During a typical month in your service, how many days do you engage in the following activities?	Once per Month or more	4 Times per Month or more	15 Times per Month or more	Every day	Number of Respondents
Eat two or more servings of fruits per day	92%	85%	58%	16%	987
Eat two or more servings of vegetables per day	93%	89%	68%	24%	987
Exercise (aerobic, and/or resistance training, and/or stretching)	93%	90%	65%	15%	984
Get at least 7 hours of sleep	99%	98%	92%	30%	986
Drink alcohol	77%	42%	4%	< 0.5%	983
Use tobacco products (including cigarettes, electronic cigarettes, vaping, chewing tobacco, etc.)	15%	9%	5%	3%	982

*Table 36. Stress Management Activities*

q32. Which of the following activities do you do to help manage stress?	Percentage of Respondents	Number of Respondents
Listen to music, podcasts, audiobooks or other audio	83%	993
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	80%	993
Exercise, walk, or otherwise make an effort to stay fit	77%	993
Read	76%	993
Pursue creative hobbies (write or journal, arts and crafts, play a musical instrument, sing or dance, cook, or bake, etc.)	68%	993
Sleep, nap, or rest	68%	993
Spend time with PCVs	67%	993
Watch movies or TV	67%	993
Leave your community/travel	56%	993
Surf Internet, use the computer, or play video games	55%	993
Get involved in additional projects, work, or studying	44%	993
Spend time with host country nationals	43%	993
Mindfulness/Meditation	40%	993
Eat more or less than usual	27%	993
Pray or attend religious services	14%	993
Shop	13%	993
Drink alcohol	12%	993
Smoke cigarettes, or use tobacco products like electronic cigarettes, vaping, etc.	6%	993
Attend counseling session(s)	6%	993
Other	4%	993
None of the above	0%	993

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 37. Pandemic-related Stress*

q33. Which of the following pandemic factors contributed to elevated levels of stress?	Percentage of Respondents	Number of Respondents
Uncertainty about government COVID-19 restrictions (such as travel restrictions, stay at home restrictions, border closing, etc.)	20%	966
Worry and concern about others getting COVID-19 (could be host family, co-workers, host community, or it could be PCV's friends and family back home)	18%	966
Isolation (as a result of COVID-19)	16%	966
Personal infection of COVID-19 (PCV has been infected with the virus)	11%	966
Personal fear of contracting COVID-19	10%	966
Grief related to COVID-19	4%	966
Stress related to vaccination status	4%	966
None of the above	60%	966

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 38. Frequency of Occasions Involving the Consumption of Four (if Female)/Five (if Male) Alcoholic Drinks Among Volunteers that Drink*

q28. How many times during the past 30 days did you have 4 or more drinks on an occasion (if female), or 5 or more drinks on an occasion (if male)?	Percentage of Respondents	Number of Respondents
At least once:	46%	758
Five times or more:	6%	758

Table includes only Volunteers who indicated in Q27 that they drink alcohol at least once per month

*Table 39. Reasons for Alcohol Consumption as Reported by Volunteers*

q30. What are some of the reasons why you might drink alcohol during your Peace Corps service?	Percentage of Respondents	Number of Respondents
Social events with other Volunteers	69%	994
Social events with community members	50%	994
Personal enjoyment	49%	994
In-country cultural norms	31%	994
Drinking habits of fellow Volunteers	18%	994
Stress reduction	16%	994
Boredom	12%	994
Easy availability of alcohol	10%	994
Continued my pre-service drinking habits here	10%	994
Isolation/loneliness	7%	994
Other reasons	2%	994
I do not drink	15%	994

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

## VI. Volunteer Safety

This section presents Volunteer feedback on safety and security in their host country. It includes questions on how safe Volunteers feel in different environments, their exposure to discrimination and harassment, and perceptions on the prevalence/usage of unauthorized drugs in their community.

### Key Findings

- **Respondents generally feel safe or very safe where they work (95%) and live (92%), and a bit less so - but still safe - when traveling elsewhere.** Nearly all respondents feel safe where they work and live, with the majority stating that they feel “very safe” in these environments. Respondents feel somewhat less safe when traveling in-country, in terms of both their personal security (74% feel safe or very safe), and transportation security (63%).
- **The most frequently cited occurrences of insensitive comments, harassment, or discrimination experienced by Volunteers in their host country have been related to sex, race/color/ethnicity, and/or U.S. American nationality.** Each were cited by about one out of every three respondents (33-34%). Nearly three out of ten (27%) state that they have not experienced any insensitive comments, harassment, or discrimination in the last 12 months.
- **The vast majority of respondents believe that unauthorized drug use is not at all prevalent in their host country/community or do not know about its prevalence.** Responses were mostly divided between “not at all prevalent” (45%) and “don’t know” (41%). About one in ten respondents reported that it was only slightly prevalent (9%). When asked about reasons for unauthorized drug use in their host country, 53% of respondents stated that they do not know, and another 26% stated that Volunteers in their host country do not use unauthorized drugs.
- **“Catcalling” appears to be the most frequent form of sexual harassment experienced by Volunteers, with half of respondents (50%) stating that this occurs at least monthly, and 15% experiencing it daily.** Strangers were cited as the most common offenders of sexual harassment among respondents, with it occurring most frequently on streets and sidewalks. Volunteer sentiment about Peace Corps services regarding sexual harassment range from 73% of respondents that feel the Peace Corps provides adequate training on identifying and reporting sexual harassment, to 52% that express confidence in the Peace Corps' ability to effectively address reported occurrences.

*Table 40. Perception of Safety*

q38. How safe do you feel in the following environments?	Average Rating	Very Unsafe (1)	Unsafe (2)	Neither Safe nor Unsafe (3)	Safe (4)	Very Safe (5)	Number of Respondents
Where you work	4.48	< 0.5%	1%	4%	40%	55%	992
Where you live	4.41	1%	1%	6%	41%	51%	991
In the city where your country's main PC office is located	3.9	1%	6%	20%	48%	25%	993
When you travel in-country: personal security	3.87	1%	5%	20%	55%	19%	995
When you travel in-country: transportation safety	3.59	3%	13%	22%	48%	15%	996

Average rating: 1 = Very Unsafe; 5 = Very Safe

*Table 41. Exposure To Insensitive Comments, Harassment, Or Discrimination*

q39. In the last 12 months, have you experienced insensitive comments, harassment, or discrimination toward you in your host country based on any of the following characteristics?	Percentage of Respondents	Number of Respondents
Sex	34%	972
Race/color/ethnicity	33%	972
U.S. American nationality	33%	972
Marital status	29%	972
Weight	24%	972
Age	14%	972
Gender identity/expression	9%	972
Religion	8%	972
Sexual orientation	5%	972
Disability	1%	972
Other	4%	972
Did not experience	27%	972

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

*Table 42. Awareness Of The PC SAVES Helpline*

	Yes	No	Number of Respondents
q40. Are you aware of the PC SAVES Helpline for obtaining information related to sexual assault services?	96%	4%	992

*Table 43. Prevalence of Unauthorized Drug Use Among Volunteers*

q41. How prevalent is unauthorized drug use amongst Volunteers in your host country/host community?	Percentage of Respondents	Number of Respondents
Extremely prevalent	1%	996
Considerably prevalent	1%	996
Moderately prevalent	3%	996
Slightly prevalent	9%	996
Not at all prevalent	45%	996
Don't know	41%	996

*Table 44. Perceived Reasons for Unauthorized Drug Use Among Volunteers*

q42. What are some of the reasons for unauthorized drug use by Volunteers in your host country?	Percentage of Respondents	Number of Respondents
Volunteers do not use unauthorized drugs in my host country	26%	983
Personal enjoyment	13%	983
Continuation of pre-service drug use practices	9%	983
Stress reduction	8%	983
Loneliness and/or boredom	7%	983
Social relationships with other Volunteers	6%	983
Unauthorized drugs are readily available in my host country	5%	983
Peer pressure	2%	983
Host country norms and laws	2%	983
Likelihood of no disciplinary action in my host country	2%	983
Treatment for a medical condition	1%	983
Other reasons	1%	983
Don't know	53%	983
Prefer not to answer	5%	983

The percentage of respondents in a column may not add to 100 due to multiple responses provided.



*Table 45. Frequency of Sexual Harassment (by Type)*

q44. Approximately how frequently have you personally experienced the following types of sexual harassment since arriving in country?	Daily	Weekly	Monthly	Less Than 4 Times per Year	4 Times per Year	Never	Don't Know	Number of Respondents
Catcalling you, such as by whistling, making kissing noises, or by saying phrases like “hey baby,” “give me a smile,” “mmm sexy” or local cultural equivalents.	15%	20%	15%	6%	5%	36%	3%	993
Making unwelcome sexual advances towards you either in-person or electronically (such as by phone, social media, or email).	3%	11%	16%	11%	8%	45%	5%	994
Sharing unwelcome jokes, discussion topics, or pictures/images of a sexual nature.	4%	8%	15%	11%	9%	49%	5%	993
Making derogatory comments, slurs, or insults related to your sex, sexual orientation, or gender-identity.	2%	6%	8%	8%	5%	63%	8%	991
Exposing their genitalia, buttocks, or breasts to you in a sexual manner without your permission, including masturbating in view of you.	0%	< 0.5%	1%	5%	1%	91%	3%	991

*Table 46. Perpetrators of Sexual Harassment*

q45. Who was the most common offender when you were sexually harassed?	Percentage of Respondents	Number of Respondents
Stranger(s)	47%	726
Other Host Country National(s)	33%	726
Did Not See	8%	726
Co-worker/Counterpart(s)	5%	726
Host Family Member(s)	2%	726
Peace Corps Volunteer(s)	1%	726
Other Third Country National(s)	< 0.5%	726
Peace Corps Staff Member(s)	< 0.5%	726
Intimate partner(s)	< 0.5%	726
Other	3%	726

*Table 47. Locations of Sexual Harassment*

q46. Where was the most common location when you were sexually harassed?	Percentage of Respondents	Number of Respondents
Streets and sidewalks	65%	692
Worksite or office (where you work)	8%	692
Public transportation	6%	692
Other residences	3%	692
Nightclubs, bars, or entertainment venues	3%	692
Home residence (where you live)	3%	692
Online platforms or social media	2%	692
Parks and recreational areas	2%	692
Shopping centers or malls	1%	692
Other	7%	692

*Table 48. PC Services Regarding Sexual Harassment*

q47. To what extent do you disagree or agree with each of the following statements?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
The Peace Corps provides adequate training on identifying and reporting sexual harassment.	3.89	3%	7%	15%	47%	26%	3%	991
I feel comfortable asking Peace Corps staff for support or advice regarding sexual harassment.	3.73	6%	11%	14%	38%	27%	4%	992
The Peace Corps provides adequate resources and support to those who are affected by sexual harassment.	3.72	4%	7%	16%	34%	20%	18%	991
Peace Corps training has provided me with useful strategies for mitigating and responding to sexual harassment.	3.70	4%	9%	21%	43%	20%	4%	994
I am confident in the Peace Corps' ability to effectively address reports of sexual harassment.	3.47	7%	14%	18%	33%	19%	8%	994

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

## VII. Peace Corps Culture and Diversity

This section presents Volunteer perceptions of Peace Corps' organizational culture, both at large and between Volunteers at each respondents' post. Most of the related survey questions focused on the topics of diversity and inclusion to provide insight as to how these aspects are being fostered within Peace Corps' Culture.

### Key Findings

- **About three out of every five respondents feel that PCVs at their post follow Peace Corps policy (61%) and/or effectively manage their physical health (62%).** However, a small percentage of respondents feel that PCVs at their post do not report their whereabouts according to Peace Corps policy (15%), do not drink alcohol responsibly (14%), and/or do not effectively manage their mental/emotional health (12%).
- **Most respondents feel that PCVs at their post help each other be effective Volunteers (82%) and are inclusive of and sensitive to the different identities of other Volunteers (80%).** More than two out of every three respondents feel that the organizational culture of the Peace Corps is inclusive of diverse backgrounds (68%) and nearly three out of every five (58%) feel comfortable expressing opinions that are different from Peace Corps staff.
- **The most frequently cited gaps in the culture of inclusion within the Peace Corps are related to race/color/ethnicity, socioeconomic status, and disability.** Three out of every ten respondents (30%) cited gaps related to race/color/ethnicity. About a quarter of respondents cited gaps related to socioeconomic status (26%) and a quarter also cited gaps related to disability (24%). At the same time, a similarly sized portion of respondents (27%) stated that they do not see any gaps in Peace Corps' culture of inclusion.

*Table 49. Post Culture*

q48. To what extent do you disagree or agree with each of the following statements?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
<b><i>Peace Corps Volunteers at my Post...</i></b>								
...are inclusive of and sensitive to the different identities of other PCVs	4.19	1%	4%	10%	40%	40%	4%	995
...help each other be effective Volunteers	4.17	1%	3%	11%	45%	37%	4%	994
...follow Peace Corps policy	3.77	1%	7%	18%	45%	16%	13%	995
...effectively manage their physical health	3.77	1%	5%	21%	50%	12%	12%	991
...report their whereabouts according to Peace Corps policy	3.60	4%	11%	14%	37%	15%	19%	995
...drink alcohol responsibly	3.55	3%	11%	21%	43%	12%	11%	994
...effectively manage their mental/emotional health	3.52	1%	11%	25%	39%	10%	13%	993

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 50. Inclusion In Peace Corps' Organizational Culture*

	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	Number of Respondents
q49. To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse backgrounds?	3.68	5%	10%	17%	46%	22%	994

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 51. Expressing Opinions*

q50. To what extent do you disagree or agree with the following statement?	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	Number of Respondents
I am comfortable expressing opinions that are different from Peace Corps staff.	3.46	7%	14%	20%	42%	16%	992

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree

*Table 52. Gaps In The Culture Of Inclusion At The Peace Corps*

q51. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of Respondents	Number of Respondents
Race/color/ethnicity	30%	914
Socioeconomic status	26%	914
Disability	24%	914
Gender identity/expression	22%	914
Personal viewpoints or beliefs	22%	914
Sexual orientation	19%	914
Age	18%	914
Religion	12%	914
National origin	11%	914
Sex	9%	914
Language	8%	914
Family structures	7%	914
Veteran status	5%	914
Other	5%	914
None of the above	27%	914

The percentage of respondents in a column may not add to 100 due to multiple responses provided.

## VIII. Participant Profile

A total of 1,031 Volunteers across 49 countries participated in the 2023 Annual Volunteer Survey, representing 83% of all eligible Volunteers and 100% of all eligible countries. Of the Volunteers who participated, 40% were serving in the Africa region, 23% in the Europe, Mediterranean, and Asia region, and 38% were serving in the Inter-America and Pacific region. Survey participants closely reflected the Volunteer population (within 4%) in terms of sex, age, race, ethnicity, marital status, education level, geographic location, work sector, and length of service.

This section compares basic demographic information about survey participants with that of the entire population of Volunteers who served while the survey was administered.

### Key Findings

- Survey respondents were predominantly female (55%), white (73%), unmarried (96%), and held at least an undergraduate degree (98%). These demographics, however, are consistent with the Peace Corps Volunteer population overall.
- About four in ten respondents (40%) were assigned to the education sector and 18% to the health sector, which closely reflects the proportion of the Volunteer population assigned to the Peace Corps' two largest project sectors.
- The typical respondent was around 26 years old<sup>1</sup> and six to seven months into service at the time of the survey. Respondent age and length of service track closely with that of the Volunteer population during the survey period.

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<sup>1</sup> Median age of respondents, rounded

*Table 53. Respondents compared to Population*

<b>Group</b>	<b>Number of Eligible Volunteers</b>	<b>Percent of All Eligible Volunteers</b>
PCV Population on Survey Close Date	1243	100%
Fully Completed Survey	999	80%
Partially Completed Survey	33	3%
<b>Total Survey Respondents</b>	<b>1032</b>	<b>83%</b>

*Table 54. Peace Corps Administrative Region*

<b>Region</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
Africa (AF)	40%	36%
Europe, Mediterranean, and Asia (EMA)	23%	25%
Inter-America and Pacific (IAP)	38%	39%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 55. Primary Sector*

<b>Sector</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
Agriculture	13%	13%
Community Economic Development	11%	11%
Education	40%	41%
Environment	8%	8%
Health	18%	16%
Youth in Development	11%	11%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 56. Sex*

<b>Gender</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
Female	55%	54%
Male	45%	46%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 57. Marital Status*

<b>Marital Status</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
Single	96%	95%
Married	4%	5%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 58. Age*

<b>Age</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
20 -29	79%	80%
30 - 39	11%	11%
40 - 49	3%	3%
50 or older	7%	6%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>
Mean	29.28	28.99
Median	26	26

Calculated as the number of years between the respondent's date of birth and the date in which the respondent completed the survey. The survey close date (August 11, 2023) was used instead of survey completion date for Volunteers that did not take the survey.

*Table 59. Time Spent In Host Country*

<b>Months in County</b>	<b>Respondents</b>	<b>All Eligible Volunteers</b>
3 months or shorter	35%	33%
4-6 months	18%	19%
7-9 Months	34%	35%
10-12 Months	10%	10%
13-16 Months	3%	3%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>
Mean	6.24	6.35
Median	7	7

Calculated as the number of months between the respondent's oath date and the date in which they completed the survey. The most recent "start dates" were used, instead of oath dates, for reinstated Volunteers with oath dates prior to 2022. The survey close date (August 11, 2023) was used instead of survey completion date for Volunteers that did not take the survey.



*Table 60. Race*

<b>Race</b>	<b>Respondents</b>	<b>All</b>
White	73%	71%
Black or African American	8%	8%
Two or more races	7%	7%
Asian or Pacific Islander	6%	7%
American Indian or Alaskan Native	1%	1%
*No Data*	5%	5%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 61. Ethnicity*

<b>Ethnicity</b>	<b>Respondents</b>	<b>All</b>
Not Hispanic	83%	82%
Hispanic	15%	15%
*No Data*	2%	2%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

*Table 62. Education*

<b>Education Level</b>	<b>Respondents</b>	<b>All</b>
Graduate Degree	15%	14%
Graduate Study	1%	2%
College Graduate	82%	82%
A.A. Degree or equivalent	0%	0%
One or two years of College completed	2%	2%
High School Graduate/GED	0%	0%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

## IX. Methodology

From June 20 to August 11, 2023, the Peace Corps conducted a survey of currently serving Peace Corps Volunteers—the Annual Volunteer Survey. The 2023 survey is the 25th in a series of studies designed to collect feedback from all Volunteers globally. The first global survey of Volunteers was administered 44 years ago, in 1975. Since 2009, the survey has been administered on an annual basis to meet agency performance requirements.

The objective of this study is to obtain Volunteers’ perspectives on the current state of the Peace Corps program in order to help the agency improve its performance by better understanding how practices in the field contribute to program outcomes and affect the Volunteer experience. The scope of the study includes Volunteers who joined the Peace Corps to serve abroad for two years, were sworn in, and had served for one month or longer as of August 11, 2023. Trainees and Volunteers who had been at their site for less than one month were not eligible to participate. Peace Corps Response Volunteers, and Virtual Service Pilot Participants were also not eligible for this particular survey.

The survey population includes 1,243 eligible Peace Corps Volunteers serving in a two-year program across 49 Peace Corps posts worldwide. By the response cut-off date, a total of 1,032 Volunteers had taken the survey (an 83% overall response rate). Out of these participants, 999 Volunteers completed the entire survey (80%).

### Survey Administration and Instrument

The 2023 Annual Volunteer Survey was distributed to Volunteers through a direct link specific to each respondent, sent via email. The distribution process was centrally managed by the Peace Corps’ Office of Strategic Information, Research, and Planning (OSIRP). This is a continuation of a fundamental change in the way that the survey is administered to Volunteers that was implemented in 2017. In prior years, the survey was distributed to Volunteers through country directors at each Peace Corps post. This change in the distribution process helps to ensure that survey administration is uniform across all eligible respondents, allowing all eligible Volunteers an equal opportunity to respond.

The 2023 Annual Volunteer Survey questionnaire contains 51 detailed questions—although some questions may not have been applicable to all respondents. It covers the following broad topics:

- Overall assessment of Peace Corps service
- Training for Peace Corps assignment
- Work activities
- Peace Corps goals and impact
- Peace Corps in-country services for Volunteers
- Health of Volunteers
- Everyday life as a Volunteer
- Safety and Security
- Peace Corps Culture and Diversity

The 2023 survey questionnaire is built off the 2019 Annual Volunteer Survey. Edits were made to minimize survey respondent burden while ensuring that each question still satisfies a specific data need. A copy of the survey instrument is available in the appendix.

The Annual Volunteer Survey continues to be confidential. Respondents were informed that their name and email address would be removed from their responses, with individual responses being accessible only to survey analysts at Peace Corps headquarters in order to facilitate data preparation, incorporate supporting data from existing Peace Corps information systems, and report aggregate results. All questions were voluntary. The survey was conducted online, accessible on mobile devices, and could be completed in multiple sessions.

## Data Analysis

Findings reported in this publication are based on survey responses from participating Volunteers who represent a high percentage of, but not all, Volunteers (83% took the survey, 80% completed it). Nothing is known about the sentiments of the 17% that did not participate in the survey, but it can be concluded that the majority of Volunteers were aligned with the sentiments in this report. The data may also be impacted by bias introduced by variations in incentives offered to respondents designed to boost participation at the post level.

Data was collected using Qualtrics and analyzed using Microsoft Power BI and Excel. Percentages in tables may not add to 100 either due to multiple responses provided by respondents or due to rounding.

## Limitations

Three major limitations of the study are: 1) an unknown nonresponse bias; 2) inconsistent practices surrounding incentivizing survey participation employed by posts; and 3) the tracking at some posts of individual survey completion status, which may introduce unintended response biases impacting the accuracy or truthfulness of individual survey responses.

The survey was distributed to all eligible two-year Peace Corps Volunteers, not to a probability-based sample of Volunteers. Although a relatively high percentage of Volunteers responded, there is nothing known about the opinions of the 17% who did not respond. The change in methodology incorporating direct distribution to Volunteers now allows for a study of non-response and the exploration of potential remedies such as survey weighting and imputation. In the interim, conservative population estimates should still be employed. These estimates should include a range resulting from assigning all nonrespondents to the most positive ratings on a given scale, to assigning all nonrespondents to the most negative ratings on a given scale—a process that essentially redistributes survey results based on the population totals.

While the distribution of the survey itself was centralized, posts still had latitude in messaging and incentivizing participation. Furthermore, some posts independently tracked respondent participation via formal and informal means. Therefore, differences in responses among geographic locations may be attributable to these potential differences in survey support policies and strategies.

## IIX. Key Survey Definitions

The following definitions explain terms that appeared in the survey questionnaire and in this report.

*Administrative/Logistical staff:* Peace Corps staff who perform routine administrative duties, records management, and a range of support functions, including accounting. Positions grouped into this category may include administrative officer, administrative assistant, cashier, executive assistant, general services officer, general services assistant, or receptionist.

*Associate Peace Corps director (APCD)/Program manager:* Peace Corps staff member responsible for programming, administration, or support of Volunteer projects in their country of assignment.

*Bystander Intervention Training:* Training that is offered during pre-service training and is aimed at teaching Volunteers how to intervene, if necessary, to keep other Volunteers safe.

*Community Partner / Counterpart:* A host country national who generally serves as a Volunteer's work partner.

*Country director (CD):* Senior Peace Corps official in the country of assignment; responsible for all aspects of the Peace Corps' program in that country.

*Director of management and operations (DMO):* Peace Corps staff member who manages the budget and administrative functions in the country of assignment.

*Director of programming and training (DPT):* Peace Corps staff member who provides technical assistance and guidance to overseas staff in the development, management, and evaluation of projects and oversight of a post's training program.

*Diversity:* A collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, sex, age, religion, sexual orientation, gender expression, socioeconomic status, veteran status, and family structures.

*Language/cultural facilitator (LCF):* Peace Corps staff member, often contracted, who helps Peace Corps Volunteers and trainees acquire the language and cross-cultural skills needed to successfully live and work in the host country.

*Match program:* A program that is meant to promote the Peace Corps' Third Goal of teaching Americans about the world by facilitating communication among U.S. contacts and current and returned Peace Corps Volunteers.

*Official Peace Corps activities:* In the context of defining Volunteer time away from their site, Official Peace Corps activities include training and conferences sponsored by the Peace Corps, time away for safety and security issues, Volunteer medical leave, and Volunteer annual leave.

*PACA:* Acronym for *Participatory Analysis for Community Action*.

*Participatory Analysis for Community Action (PACA):* Peace Corps' unique approach to partnering with local counterparts and communities, and empowering them to determine their own assets, needs, development priorities, and paths for community action—rather than dictating an agenda from the outside. It is a gender sensitive participatory methodology designed to communicate information, identify needs, and lay the groundwork for community action to solve problems. Volunteers and their project partners use PACA to facilitate the development of relationships, and the subsequent brainstorming, design, iteration, implementation, adjustment and improvement of each and every project Volunteers support throughout their entire service.

*PCV:* Acronym for Peace Corps Volunteer.

*Peace Corps administrative region:* The Peace Corps divides its operations into three regions. In the summer of 2023, the Africa region included Volunteers posted Benin, Botswana, Cameroon, Eswatini, Ghana, Guinea, Kenya, Lesotho, Madagascar, Namibia, Rwanda, Senegal, Sierra Leone, South Africa, Tanzania, The Gambia, Togo, Uganda, and Zambia. The Europe, Mediterranean, and Asia region (EMA) included Volunteers posted in Albania, Armenia, Cambodia, Georgia, Indonesia, Kosovo, Kyrgyz Republic, Macedonia, Mongolia, Morocco, Philippines, Thailand, Timor-Leste, and Vietnam. The Inter-America and Pacific region (IAP) included Volunteers posted in Belize, Colombia, Costa Rica, Dominican Republic, Ecuador, Fiji, Guatemala, Guyana, Jamaica, Mexico, Panama, Paraguay, Peru, Samoa, Tonga, and the Eastern Caribbean (Dominica, Saint Lucia, St. Vincent & the Grenadines, and Grenada).

*Peace Corps medical officer (PCMO):* Peace Corps staff member responsible for assisting Volunteers in maintaining their health while in their country of assignment.

*Peace Corps Sexual Assault Volunteer Education and Support (PC SAVES) Helpline:* A helpline that provides anonymous confidential crisis intervention, support and information to Peace Corps Volunteers and trainees who have been affected by sexual assault.

*Peace Corps Volunteer (PCV):* A U.S. citizen 18 years of age or older who applied and was selected for voluntary service abroad by satisfying the standards of enrollment and who swore or affirmed to the Peace Corps Volunteer Oath and Pledge administered by the Peace Corps Director, regional director, or country director.

*Personal security training:* Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize and mitigate risk in their host countries by “turning on their RADAR.”

*Post:* The principal office and any sub-offices of the Peace Corps in any host country. In some instances, the principal office and sub-offices may encompass Peace Corps operations in more than one host country.

*Pre-service training (PST):* Any Peace Corps training that Trainees receive before they are sworn in as Volunteers.

*Primary assignment/project:* The specific project work to which Volunteers are assigned.

*Project:* A Peace Corps project is a set of Volunteer activities in a country, undertaken to meet defined goals and objectives, collaboratively planned with the host country to advance the country’s progress toward achieving defined benefits.

*RADAR:* RADAR stands for **R**ecognize the danger, **A**ssess the situation, **D**ecide what is best for you, **A**ct when the timing is right, and **R**eassess as the situation changes. Trainees learn RADAR in the Personal Security and Risk- Reduction module of pre-service training.

*Safety and Security (S&S) Coordinator:* Peace Corps staff member who assists the country director in carrying out the responsibility for maintaining the safety and security of Volunteers, in part by implementing a post’s safety and security program.

*Secondary project/community service activities:* Activities other than a Volunteer’s primary project assignment.

*Sexual Assault Awareness Training:* Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize cultural and gender-based “sex signals” as well as the tactics of sexual predators or potential assailants in Volunteers’ host country.

*Site:* The community where a volunteer lives or works. A community is a broad area such as a town or village.

*Site selection and preparation:* A number of collaborative responsibilities of Peace Corps staff, with the active participation of host country representatives that are undertaken before Volunteers arrive at their sites. This includes, but is not limited to, site visits, housing checks, safety and security assessment, and community orientation.

[Text Node]

## Welcome to the 2023 Annual Volunteer Survey The Voice of the Volunteer Since 1975!

**Your thoughtful participation in this confidential survey is a key element in advancing the mission of the Peace Corps.**

Learning about your experience as a Volunteer is extremely important to the Peace Corps' Director, as well as to other members of the Peace Corps staff worldwide. What we learn from you will help both to improve the Peace Corps' ability to meet the needs of the communities in which you serve and to enrich your service as a Volunteer.

### About the 2023 Annual Volunteer Survey

- **The survey should take you approximately 30 minutes to complete.** You will be able to save your responses and continue from where you left off at any time between June 20 and August 11, 2023.
- **Aggregate survey results will be publicly available.** Each year the Peace Corps publishes survey reports on its Open Government Internet site and shares the global results with Congress. A variety of other reports based on the results may also be made public.
- **Your individual feedback is confidential, so you should feel comfortable expressing your honest opinions.** Once the survey has closed, your name and email address will be automatically removed from your responses. Once these identifiers are removed, individual responses will be made available only to survey analysts at Peace Corps headquarters in order to facilitate data preparation, incorporate supporting data from existing Peace Corps information systems, and report aggregate results. No one—including your country director or any other post staff—will see survey results unless they are combined in a way that prevents Volunteers from being personally identified. We encourage you to respond to all questions so that your valuable viewpoint can help to make a difference in how the Peace Corps operates. While your participation is confidential, if you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.
- **Confidentiality starts with you. Do not share your survey link!** As you take the survey, please avoid mentioning any individuals, organizations, or site locations by name. Please use generic references instead, such as “another Volunteer,” “the organization I work with,” or “the town where I live.”
- **Your feedback really does make a difference!** In the past, AVS results have helped to guide many Peace Corps improvements, including better training and enhanced site preparation. Please provide your honest, thoughtful opinions in order to help us to further improve Peace Corps operations in your community and around the world.

## Navigation Instructions

- If you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.
- Please use the "<< Back" or "Next >>" button at the bottom of each page to navigate through the survey. Please do not use your web browser's "back" button, which may lead to errors.
- Your responses will be saved automatically as you proceed through the survey. If you are unable to complete the survey in one session, you may simply close your browser. When you wish to re-enter the survey and continue from where you left off, simply use the original link for the survey.
- You can track your progress via the survey status bar at the top of each screen.
- Some survey questions have an answer choice "NA," which means "Not Applicable".

## [Text Node] Opening

To begin, we would like to ask you a few questions about your Peace Corps service.

### 1. How would you rate your overall satisfaction with your Peace Corps service experience?

- a. Very unsatisfied
- b. Unsatisfied
- c. Neither satisfied nor unsatisfied
- d. Satisfied
- e. Very satisfied

### 2. How personally rewarding do you find your:

[SCALE: Very unrewarding, Unrewarding, Neither unrewarding nor rewarding, Rewarding, Very rewarding, NA/Don't know]

a. Overall Peace Corps service	[SCALE]
b. Primary assignment/project (Goal 1)	[SCALE]
c. Other development activities	[SCALE]
d. Goal 2 & 3 activities	[SCALE]
e. Work with counterparts/community partners	[SCALE]
f. Experiences with other host country individuals	[SCALE]

### 3. Today, would you still make the same decision to serve with the Peace Corps?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes

### 4. Would you recommend Peace Corps service to others?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes

### 5. Do you intend to complete your Peace Corps service?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes
- f. Might extend



**6. How important were the following factors in accepting your Peace Corps invitation?**

*[SCALE: Very unimportant, Unimportant, Neither unimportant nor important, Important, Very important]*

a. Exposure to other cultures	[SCALE]
b. Gaining work experience	[SCALE]
c. Opportunity to serve others	[SCALE]
d. Gaining international experience	[SCALE]
e. Learning other language(s) or enhancing skills in other language(s)	[SCALE]
f. Personal growth	[SCALE]
g. Challenging U.S. job market	[SCALE]
h. Opportunity to serve my country	[SCALE]
i. Travel/adventure	[SCALE]
j. Financial, educational, and career benefit programs available to current and returned Volunteers	[SCALE]
k. Earning a professional certificate	[SCALE]
l. Other (please specify): <b>[OPEN ENDED RESPONSE]</b>	[SCALE]

**7. To what extent do you disagree or agree with each of the following statements?**

*[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]*

a. The information provided by the Peace Corps prior to my arrival in Country adequately prepared me for the expectations and conditions of service.	[SCALE]
b. My site placement was consistent with the description provided to me by the Peace Corps.	[SCALE]
c. My primary assignment/project was consistent with the description provided to me by the Peace Corps.	[SCALE]

**[END OF SECTION]**

**[Text Node] Training**

Now, we would like to ask you a few questions about your Peace Corps training overall.

**8. How effective do you think the training and learning experiences provided by the Peace Corps were in preparing you to:**

[SCALE: 1 - Very ineffective 2 3 4 5 - Very Effective; N/A/No training]

a. Interact effectively and appropriately with cultural differences and similarities	[SCALE]
b. Communicate with host country nationals in local language(s)	[SCALE]
c. Create meaningful connections with members of the local community	[SCALE]
d. Prevent and manage common health conditions	[SCALE]
e. Maintain your mental/emotional health	[SCALE]
f. Apply technical knowledge, skills, and attitudes related to your assigned project	[SCALE]
g. Transfer technical knowledge, skills, and attitudes to others	[SCALE]
h. Utilize Participatory Analysis and Community Action (PACA) to facilitate community-led development	[SCALE]
i. Monitor, learn, adapt, and report on activities	[SCALE]
j. Build awareness of and access to opportunities that connect the U.S. and Host Country	[SCALE]

**[Text Node] PRE-SERVICE TRAINING**

The next few questions in this section are about pre-service training (PST), which refers to the training that you received before being sworn in as a Volunteer.

**9. Training and materials providing instruction on personal safety and security strategies (such as the MySafetyGuide) are included as part of pre-service training (PST).**

**Have you used personal safety and security strategies that you developed in the past 12 months?**

- a. I developed strategies to keep myself safe and used them to mitigate risk
- b. I developed strategies but did not need to use them
- c. I developed strategies but was unable to apply them when I needed it
- d. I learned about strategies but did not develop any of my own
- e. I was not trained to develop strategies

**9a. (asked if option “c” - unable to apply them when I needed it - is selected)**

**Please briefly describe any situation in which you were unable to use personal safety and security strategies when needed.**

**[OPEN-ENDED TEXT RESPONSE]**

**10. Personal Security Training, included in pre-service training (PST), provides guidance on RECOGNIZING danger, ASSESSING options, DECIDING what to do, ACTING when the time is right, then REASSESSING. This is referred to as “turning on your RADAR”.**

**Have you used your “RADAR” in the past 12 months?**

- a. I have used this skill to keep myself safe by recognizing and mitigating risk
- b. I learned but did not need to use this skill
- c. I learned this skill but was unable to apply it when I needed it
- d. I learned this skill but don't remember what it involves
- e. I was not trained on this skill

**10a.** (if option “c” - unable to apply it when I needed it - is selected)

**Please briefly describe any situation in which you were unable to use RADAR when needed.**

[OPEN-ENDED TEXT RESPONSE]

**11. Sexual Assault Awareness Training, which is aimed at teaching you the tactics used by perpetrators of sexual assault, is offered during pre-service training (PST).**

**Have you used mitigation strategies from the Sexual Assault Awareness training to evade or deescalate a potential perpetrator of sexual assault in the past 12 months?**

- a. I have used this skill to keep myself safe by recognizing and mitigating risk
- b. I learned but did not need to use this skill
- c. I learned this skill but was unable to apply it when I needed it
- d. I learned this skill but don't remember what it involves
- e. I was not trained on this skill

**11a.** (if option “c” - unable to apply it when I needed it - is selected)

**Please briefly describe any situation in which you were unable to use what you learned in Sexual Assault Awareness Training when needed.**

[OPEN-ENDED TEXT RESPONSE]

**12. Bystander Intervention Training, aimed at teaching you how to safely distract, deflect, or stop potentially dangerous situations of sexual or physical violence to prevent situations from escalating and help keep other Volunteers safe, is offered during pre-service training (PST).**

**Have you used Bystander Intervention in the past 12 months to keep other Volunteers safe from potentially dangerous situations of sexual or physical violence?**

- a. I have used this skill to keep Volunteers safe by recognizing and mitigating risk
- b. I learned but did not need to use this skill
- c. I learned this skill but was unable to apply it when I needed it
- d. I learned this skill but don't remember what it involves
- e. I was not trained on this skill

**12a.** (if option "c" - unable to apply it when I needed it - is selected)

**Please briefly describe any situation in which Bystander Intervention was needed to keep another Volunteer safe from potential situations of sexual or physical violence and you were unable to use it.**

**[OPEN-ENDED TEXT RESPONSE]**

**[END OF SECTION]**

**[Text Node] CURRENT WORK**

Please answer the following questions about the work you are currently doing in your community.

**13. To what extent do you disagree or agree with each of the following statements?**

*[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]*

a. Community partner(s)/counterpart(s) were knowledgeable about my assigned project when I arrived at site.	[SCALE]
b. Activities in my assigned project address community-defined priorities.	[SCALE]
c. Activities in my assigned project can be implemented at my site.	[SCALE]
d. The feedback that I receive from post staff on my work reports helps me learn and adapt.	[SCALE]

**14. To what extent do you disagree or agree with each of the following statements?**

[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]

**My community partner(s)/counterpart(s) collaborate with me to...**

a. Develop relationships with community stakeholders.	[SCALE]
b. Identify locally defined priorities.	[SCALE]
c. Identify local resources and assets that can support community projects (human, financial, material, etc.).	[SCALE]
d. Design activities that address locally defined priorities.	[SCALE]
e. Implement project activities.	[SCALE]
f. Monitor and report project activities to Peace Corps staff and local stakeholders.	[SCALE]

**15. Please choose the best description of your assigned site.**

- a. Capital of the country
- b. City (population over 25,000)—not the capital
- c. Rural town (population of 2,000 to 25,000)
- d. Village/rural area (population under 2,000)
- e. Outer island (regardless of size)
- f. Prefer not to answer

**[End of Section]**

**[Text Node] PC GOAL EFFECTIVENESS**

For the next few questions, please let us know your thoughts on how effective you feel you are in different aspects of your service.

**16. How effective are you in transferring knowledge and skills to help the following individuals or organizations? (PC Goal 1)**

[SCALE: 1-Very ineffective, 2, 3, 4, 5 – Very effective; NA]

a. Your counterpart(s)/community partner(s)	[SCALE]
b. Your host institution/organization	[SCALE]
c. Group(s) with which you work closely	[SCALE]
d. Members of your host community	[SCALE]

**17. How effective are you in promoting a better understanding of U.S. Americans among the following host country individuals or groups of individuals? (PC Goal 2)**

[SCALE: 1-Very ineffective, 2, 3 4, 5 – Very effective; NA]

a. Your counterpart(s)/community partner(s)	[SCALE]
b. Your host institution/organization	[SCALE]
c. Group(s) with which you work closely	[SCALE]
d. Members of your host community	[SCALE]

**18. How effective are you in promoting a better understanding of host country nationals among the following U.S. American individuals or groups of individuals? (PC Goal 3)**

[SCALE: 1-Very ineffective, 2, 3 4, 5 – Very effective; NA]

a. Your family and close friends	[SCALE]
b. Your match program (e.g., Global Connections/World Wise Schools)	[SCALE]
c. Other groups with which you work closely	[SCALE]
d. Your social network in the United States	[SCALE]
e. Individuals on social media	[SCALE]
f. New people you have met since starting service	[SCALE]

**19. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?**

*Please check all that apply.*

- a. Language barriers
- b. Cultural barriers
- c. Personal differences with counterparts (personality conflict, disagreements, etc.)
- d. Logistical difficulties with counterparts (turnover, limited availability, etc.)
- e. Lack of a counterpart or community partner
- f. Insufficient support from Peace Corps staff
- g. Community/organization does not need a Volunteer
- h. Harassment or discrimination at workplace or in the community (sexual or non-sexual)
- i. Community/organization is not receptive to change
- j. My skills did not match the needs of the community/organization
- k. Professional challenges (work style, lack of resources, etc.)
- l. Physical health concerns
- m. Emotional health concerns
- n. Isolation, including limited means of communication
- o. Limited access to technology
- p. "Too soon to tell" (early in my service) **[EXCLUSIVE OPTION]**
- q. Other (please specify): **[OPEN-ENDED RESPONSE]**

**[END OF SECTION]**

**[Text Node] – PC Services**

Now we would like to ask you a few questions about different types of services that the Peace Corps provides.

**20. How satisfied are you with the following types of services provided by in-country Peace Corps staff?**

*[SCALE: Very dissatisfied, Dissatisfied, Neither satisfied nor dissatisfied, Satisfied, Very satisfied; NA/Don't Know]*

a. Administrative/logistical (e.g., banking, allowances, reimbursements)	[SCALE]
b. Adjustment and integration (e.g., host family, counterpart, and community relations)	[SCALE]
c. Medical (e.g., training on preventive care, interactions with PCMOs, health care and treatment)	[SCALE]
d. Emotional (e.g., building strong networks, peer support and volunteer committees)	[SCALE]
e. Project-specific technical skills (e.g., training for your sector work or primary assignment, hands-on activities)	[SCALE]
f. Safety and security (e.g., RADAR, travel precautions, whereabouts reporting, addressing PCV questions/concerns)	[SCALE]
g. Site selection/preparation (e.g., taking your preferences into account, how to prepare your site from arrival onward)	[SCALE]

**21. To what extent do you disagree or agree with each of the following statements?**

*[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]*

a. My country director enforces post policies in a consistent manner.	[SCALE]
b. My country director is aware of the issues that Volunteers face in service.	[SCALE]
c. My country director fosters open communication between themselves and Volunteers.	[SCALE]
d. My country director facilitates the resolution of issues that Volunteers face in service.	[SCALE]

**22. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?**

*Please check all that apply.*

- a. Peace Corps Volunteer Leader
- b. Regional manager, housing coordinator, language/cultural facilitator
- c. PCMO
- d. Safety and Security Manager
- e. Country Director
- f. DMO, DPT
- g. Program manager/APCD or program assistant/program specialist
- h. Other Peace Corps representatives (please specify): **[OPEN-ENDED RESPONSE]**
- i. Peace Corps representatives did not visit my site during the past 12 months **[EXCLUSIVE OPTION]**

**23. Please rank the following types of transition services that you feel would be most (to least) useful to you PRIOR to your COS conference.**

*Place most useful on top by dragging and dropping options*

a. Access to live virtual events (e.g. virtual career fairs or employer spotlights)	Rank
b. Access to RPCV networking opportunities	Rank
c. Career mentoring or career pathing services from RPCVs	Rank
d. On-demand resources for career transition or career planning (e.g. videos on interview strategies)	Rank
e. Information about other service opportunities within Peace Corps (e.g. Peace Corps Response, Virtual Service)	Rank
f. Information about service opportunities outside of Peace Corps (e.g. AmeriCorps)	Rank
g. Information about educational opportunities and programs (e.g. Coverdell Fellows Program)	Rank
h. Information about federal jobs and how to apply to them (e.g. positions at USDA or CDC)	Rank

**[END OF SECTION]**



**[Text Node] WELL-BEING**

Now, please answer a few questions about your physical health and emotional well-being.

**24. How would you rate your physical health when you first arrived at your site and during the last 30 days?**

*[SCALE (End-points only): 1 = Not At All Healthy, 10= Exceptionally Healthy]*

a. When first arrived	[SCALE]
b. Last 30 days	[SCALE]

**25. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?**

*[SCALE (End-points only): 1 = Little to No Stress, 10= A Great Deal of Stress]*

a. Month when first arrived	[SCALE]
b. Last 30 days	[SCALE]

**26. To what extent do you disagree or agree with the following statement?**

**It does not take me long to recover from a stressful event.**

- a. Strongly disagree
- b. Disagree
- c. Neither disagree nor agree
- d. Agree
- e. Strongly agree

**27. During a typical month in your service, how many days do you engage in the following activities?**

*Please indicate the average number of days per month. Enter "0" if none. Enter "30" for every day.*

a. Eat two or more servings of fruits per day	[OPEN-ENDED NUMERIC]
b. Eat two or more servings of vegetables per day	[OPEN-ENDED NUMERIC]
c. Drink alcohol	[OPEN-ENDED NUMERIC]
d. Exercise (aerobic, and/or resistance training, and/or stretching)	[OPEN-ENDED NUMERIC]
e. Get at least 7 hours of sleep	[OPEN-ENDED NUMERIC]
f. Use tobacco products (including cigarettes, electronic cigarettes, vaping, chewing tobacco, etc.)	[OPEN-ENDED NUMERIC]

**[ASKED IF RESPONDENT DRINKS ALCOHOL MORE THAN 0 DAYS/MONTH DURING SERVICE]**

**28.** One drink is equivalent to a 12-ounce beer, a 5-ounce glass of wine, or a mixed drink with one shot of liquor. A 40-ounce beer would count as 3 drinks, or a cocktail drink with 2 shots would count as 2 drinks.

**[TEXT IF RESPONDENT IS FEMALE]**

**Considering all types of alcoholic beverages, how many times during the past 30 days did you have 4 or more drinks on an occasion? Enter "0" if none.**

**[TEXT IF RESPONDENT IS MALE]**

**Considering all types of alcoholic beverages, how many times during the past 30 days did you have 5 or more drinks on an occasion? Enter "0" if none.**

**[RESPONSE OPTIONS FOR ALL RESPONDENTS]**

- a. [OPEN-ENDED NUMERIC] times

**29. Do any of the following factors currently limit your ability to maintain your physical health and well-being?**

*Please check all that apply.*

- a. Distance from Peace Corps health center/health care
- b. Lack of exercise
- c. Local diet
- d. Lack of access to clean drinking water
- e. Environmental factors (e.g., pollution)
- f. Stress level
- g. Inability to freely exercise outside
- h. Safety and security issues
- i. Lack of social support
- j. Unavailability of a place to worship
- k. Lack of a sense of purpose
- l. Financial Stress
- m. Social identity-based stress (e.g., race, ethnicity, gender, sexual orientation, age, etc.)
- n. Other factors (please specify): [OPEN-ENDED RESPONSE]
- o. None of the above [EXCLUSIVE OPTION]

**30. What are some of the reasons why you might drink alcohol during your Peace Corps service? Please check all that apply.**

- a. Easy availability of alcohol
- b. Continued my pre-service drinking habits here
- c. Drinking habits of fellow Volunteers
- d. In-country cultural norms
- e. Isolation/loneliness
- f. Personal enjoyment
- g. Stress reduction
- h. Boredom
- i. Social events with community members
- j. Social events with other Volunteers
- k. Other reasons (please specify): **[OPEN-ENDED RESPONSE]**
- l. I do not drink **[EXCLUSIVE OPTION]**

**31. Which of the following factors contribute to elevating your stress level?**

*Please check all that apply*

- a. Boredom
- b. Race/ethnicity-based stress
- c. Sexual Orientation-based stress
- d. Gender Identity/Expression-based stress
- e. Religious-based stress
- f. Age-based stress
- g. Communicating in the local language
- h. Interactions with counterparts/community partners
- i. Cultural adjustments
- j. Family, friends, loved ones back home
- k. Isolation/loneliness
- l. In-country dating/relationships
- m. Interactions with other Volunteers
- n. Interactions with Peace Corps staff
- o. Personal health maintenance
- p. Personal safety
- q. Work
- r. Interactions with your host family
- s. Close of service, or your future after the Peace Corps
- t. Sexual harassment
- u. Harassment (non-sexual)
- v. Transportation
- w. Interactions with host country nationals
- x. Lack of work
- y. Other sources of stress (please specify): **[OPEN-ENDED RESPONSE]**
- z. None of the above **[EXCLUSIVE OPTION]**

### 32. Which of the following activities do you do to help manage stress?

*Please check all that apply*

- a. Exercise, walk, or otherwise make an effort to stay fit
- b. Get involved in additional projects, work, or studying
- c. Listen to music, podcasts, audiobooks or other audio
- d. Read
- e. Contact others by phone, text, email, etc. (in your country of service, or in the United States)
- f. Spend time with PCVs
- g. Spend time with host country nationals
- h. Eat more or less than usual
- i. Pray or attend religious services
- j. Mindfulness/Meditation
- k. Drink alcohol
- l. Leave your community/travel
- m. Shop
- n. Smoke cigarettes, or use tobacco products like electronic cigarettes, vaping, etc.
- o. Attend counseling session(s)
- p. Watch movies or TV
- q. Pursue creative hobbies (write or journal, arts and crafts, play a musical instrument, sing or dance, cook or bake, etc.)
- r. Sleep, nap, or rest
- s. Surf Internet, use the computer, or play video games
- t. Other (please specify): **[OPEN-ENDED RESPONSE]**
- u. None of the above **[EXCLUSIVE OPTION]**

### 33. Which of the following pandemic factors contributed to elevated levels of stress?

*Please check all that apply*

- a. Personal fear of contracting COVID-19
- b. Uncertainty about government COVID-19 restrictions (such as travel restrictions, stay at home restrictions, border closing, etc.)
- c. Isolation (as a result of COVID-19)
- d. Personal infection of COVID-19 (PCV has been infected with the virus)
- e. Worry and concern about others getting COVID-19 (could be host family, co-workers, host community, or it could be PCV's friends and family back home)
- f. Grief related to COVID-19
- g. Stress related to vaccination status
- h. None of the above **[EXCLUSIVE OPTION]**

**[END OF SECTION]**

**[Text Node] EVERYDAY LIFE**

The next few questions will focus on your everyday life in your community.

**34. How long have you lived with a host country individual or family in total?**

**[OPEN-ENDED NUMERIC]** year(s)  
**[OPEN-ENDED NUMERIC]** month(s)

**35. How effectively are you able to perform the following activities?**

[SCALE: 1-Very ineffectively, 2, 3 4, 5 – Very effectively; NA/Don't know]

a. Use local language and intercultural communication skills for meaningful/successful engagement with host country nationals.	[SCALE]
b. Interact appropriately with cultural differences and similarities across complex environments	[SCALE]
c. Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging <i>at site</i> .	[SCALE]
d. Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging <i>with Peace Corps staff and Volunteers</i> .	[SCALE]

**36. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?**

[SCALE: At least once a day; At least once a week, but less than daily; At least once a month, but not every week; Less than once a month; Never; NA/Don't Know]

a. Peace Corps Volunteers (PCVs)	[SCALE]
b. Other U.S. Americans in host country (who are not PCVs)	[SCALE]
c. Counterpart(s)	[SCALE]
d. Other host country nationals (who are not your counterparts)	[SCALE]
e. Friends or family in the United States	[SCALE]
f. Other groups in the United States that you work with, such as educators and classrooms	[SCALE]
g. Third country nationals (i.e., people in host country who are neither U.S. Americans nor host country nationals)	[SCALE]

37. Volunteers spend time overnight away from their communities for a wide variety of reasons.

**In the last 30 days, how many nights were you away from your community for the following reasons?** Please indicate the number of nights. Enter "0" if none.

a. Official Peace Corps activities (e.g., Peace Corps sponsored training, safety and security issue, medical leave, annual leave, etc.)	[#]
b. Primary or secondary assignment work (e.g., visiting health clinics, visiting agricultural cooperatives, participating in a camp for youth, training not sponsored by Peace Corps, etc.)	[#]
c. Taking care of personal needs and/or visits with friends	[#]
d. Other reasons (please specify): <b>[OPEN-ENDED RESPONSE]</b>	[#]

**[END OF SECTION]**

**[Text Node] SAFETY & SECURITY**

Now we would like to ask you a few questions related to Volunteer safety and security in your country. As with all questions on the Annual Volunteer Survey, your responses to these questions are confidential. Your answers will only be reported in combination with those of other Volunteers in a way that ensures that you will not be personally identifiable by the answers that you provide.

**38. How safe do you feel in the following environments?**

[SCALE: Very unsafe, Unsafe, Neither unsafe nor safe, Safe, Very safe]

a. Where you live	[SCALE]
b. Where you work	[SCALE]
c. When you travel in-country: transportation safety	[SCALE]
d. When you travel in-country: personal security	[SCALE]
e. In the city where your country's main PC office is located	[SCALE]

**39. In the last 12 months, have you experienced insensitive comments, harassment, or discrimination toward you in your host country based on any of the following characteristics?**

*Please check all that apply.*

- a. Age
- b. Disability
- c. Sex
- d. Race/color/ethnicity
- e. U.S. American nationality
- f. Religion
- g. Sexual orientation
- h. Gender identity/expression
- i. Weight
- j. Marital status
- k. Other (please specify): **[OPEN-ENDED RESPONSE]**
- l. Did not experience **[EXCLUSIVE OPTION]**

**40. Are you aware of the PC SAVES Helpline for obtaining information related to sexual assault services? 001-408-844-HELP(4357)**

- a. Yes
- b. No

**41. How prevalent is unauthorized drug use amongst Volunteers in your host country/host community? (testing 'host community' with half of the respondents for Q41)**

*Unauthorized drug use can refer to the use of illegal drugs, legal drugs not authorized by the Peace Corps, or authorized drugs used for unauthorized purposes.*

- a. Not at all prevalent
- b. Slightly prevalent
- c. Moderately prevalent
- d. Considerably prevalent
- e. Extremely prevalent
- f. Don't know

**42. What are some of the reasons for unauthorized drug use by Volunteers in your host country? Please check all that apply.**

- a. Personal enjoyment
- b. Treatment for a medical condition
- c. Continuation of pre-service drug use practices
- d. Social relationships with other Volunteers
- e. Peer pressure
- f. Loneliness and/or boredom
- g. Stress reduction
- h. Unauthorized drugs are readily available in my host country
- i. Host country norms and laws
- j. Likelihood of no disciplinary action in my host country
- k. Other reasons (please specify): **[OPEN-ENDED RESPONSE]**
- l. Volunteers do not use unauthorized drugs in my host country **[EXCLUSIVE OPTION]**
- m. Don't know **[EXCLUSIVE OPTION]**
- n. Prefer not to answer **[EXCLUSIVE OPTION]**

**43. Do you have any thoughts that you would like to share on the topic of unauthorized drug use by Volunteers?**

[OPEN-ENDED RESPONSE]

The next set of questions relates to sexual harassment and sexual harassment training. Please keep in mind that your responses to the questions below are strictly confidential.

*Sexual harassment is defined as unwanted, unwelcomed, or uninvited deliberate attention of a sexual nature that annoys, intimidates, or alarms an individual and creates an intimidating, hostile, or offensive environment. **Sexual harassment excludes physical contact that would meet Peace Corps’ definition of assault.** Sexual harassment may include, but is not limited to, the following actions when combined with sexual overtones: derogatory comments, slurs, vulgar propositions, visual insults, unwanted calls or messages. Sexual harassment can occur in person, electronically, on social media, or in any other manner.*

**44. Approximately how frequently have you personally experienced the following types of sexual harassment since arriving in country?**

[SCALE: Daily, Weekly, Monthly, 4 times per year, Less than 4 times per year, Never ; Don’t Know

a. Catcalling you, such as by whistling, making kissing noises, or by saying phrases like “hey baby,” “give me a smile,” “mmm sexy” or local cultural equivalents	[SCALE]
b. Making unwelcome sexual advances towards you either in-person or electronically (such as by phone, social media, or email).	[SCALE]
c. Sharing unwelcome jokes, discussion topics, or pictures/images of a sexual nature.	[SCALE]
d. Making derogatory comments, slurs, or insults related to your sex, sexual orientation, or gender-identity.	[SCALE]
e. Exposing their genitalia, buttocks, or breasts to you in a sexual manner without your permission, including masturbating in view of you.	[SCALE]

[Q45 & Q46 shown only to respondents that chose a response option other than “Never” for any prompt in Q44]

**45. Who was the most common offender when you were sexually harassed?**

- a. Stranger(s)
- b. Intimate partner(s)
- c. Co-worker/Counterpart(s)
- d. Peace Corps Volunteer(s)
- e. Peace Corps Staff Member(s)
- f. Host Family Member(s)
- g. Other Host Country National(s)
- h. Other Third Country National(s)
- i. Did Not See
- j. Other (please explain) [OPEN-ENDED RESPONSE]



**46. Where was the most common location when you were sexually harassed?**

- a. Public transportation
- b. Streets and sidewalks
- c. Parks and recreational areas
- d. Nightclubs, bars, or entertainment venues
- e. Shopping centers or malls
- f. Worksite or office (where you work)
- g. Home residence (where you live)
- h. Other residences
- i. Online platforms or social media
- j. Other (please explain) **[OPEN-ENDED RESPONSE]**

**47. To what extent do you disagree or agree with each of the following statements?**

*[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]*

a. The Peace Corps provides adequate training on identifying and reporting sexual harassment.	[SCALE]
b. Peace Corps training has provided me with useful strategies for mitigating and responding to sexual harassment.	[SCALE]
c. I feel comfortable asking Peace Corps staff for support or advice regarding sexual harassment.	[SCALE]
d. I am confident in the Peace Corps' ability to effectively address reports of sexual harassment.	[SCALE]
e. The Peace Corps provides adequate resources and support to those who are affected by sexual harassment.	[SCALE]

**[END OF SECTION]**

**[Text Node] PC Culture and Diversity**

Now we would like to ask you a few questions about the Peace Corps' culture at your post and in your country.

**48. To what extent do you disagree or agree with each of the following statements?**

*[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]*

**Peace Corps Volunteers at my Post...**

a. Follow Peace Corps policy.	[SCALE]
b. Help each other be effective Volunteers.	[SCALE]
c. Are inclusive of and sensitive to the different identities of other PCVs.	[SCALE]
d. Report their whereabouts according to PC policy.	[SCALE]
e. Drink alcohol responsibly.	[SCALE]
f. Effectively manage their physical health.	[SCALE]
g. Effectively manage their mental/emotional health.	[SCALE]

**49. To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse backgrounds?**

*Diversity is a collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, sex, age, religion, sexual orientation, gender identity/expression, socioeconomic status, veteran status, and family structures.*

- a. Strongly disagree
- b. Disagree
- c. Neither disagree nor agree
- d. Agree
- e. Strongly agree

**50. To what extent do you disagree or agree with the following statement?**

**I am comfortable expressing opinions that are different from Peace Corps staff.**

- a. Strongly disagree
- b. Disagree
- c. Neither disagree nor agree
- d. Agree
- e. Strongly agree

**51. Where do you see gaps in the culture of inclusion in the Peace Corps?**

*Please check all that apply.*

- a. National origin
- b. Language
- c. Race/color/ethnicity
- d. Disability
- e. Sex
- f. Age
- g. Religion
- h. Sexual orientation
- i. Gender identity/expression
- j. Socioeconomic status
- k. Veteran status
- l. Family structures
- m. Personal viewpoints or beliefs
- n. Other (please specify): **[OPEN-ENDED RESPONSE]**
- o. None of the above **[EXCLUSIVE OPTION]**

**[END OF SURVEY]**