2024 Annual Volunteer Survey Results

Global Tabular Report

October 2024

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.

Content

List of Tables

Introduction

This report examines the results from the Peace Corps' 2024 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 objective of this study is to obtain Volunteers' perspectives on the current state of the Peace Corps program 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 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

- **Most respondents indicate being satisfied (75%) with their overall Peace Corps service.** Only 10% reported dissatisfaction; the remaining 16% reported neutral sentiments. Eighty-two percent report feeling personally rewarded with their service and 96% state they intend to complete their service commitment. One in five express interest to extend their service duration.

- **Most respondents report that their training was effective or very effective in preparing them to interact with cultural differences/similarities (64%), communicate with host country nationals in local language(s) (64%) and create meaningful connections with community members (54%).** Training in more technical skills, such as utilizing PACA or monitoring/reporting on activities, were generally among the lowest rated in terms of effectiveness, with 35% of respondents or less finding training in these areas to be effective or very effective.

- **Peace Corps training on the prevention and management of common health conditions had the highest rating of effectiveness out of the ten key training areas measured.** The training on preparing Volunteers to maintain their mental/emotional health received the lowest effectiveness rating (37%) for health-related trainings.

- **For accuracy of Peace Corps service expectations and descriptions, respondents found that their site placement (67%) and assigned projects (64%) were consistent with the descriptions provided by the Peace Corps.** However, more people disagreed (39%) than agreed (38%) that the information provided by the Peace Corps prior to in-country arrival had prepared them for the expectations and conditions of their service.

- **Respondents are most satisfied with the safety/security and medical services provided by in-country Peace Corps staff, and least satisfied with services related to emotional health and project-specific technical skills**. Three out of four respondents report being satisfied or very satisfied with the safety/security (78%) and medical (73%) services received from in-country Peace Corps staff. The lowest percentages of satisfaction were for services related to project-specific skills (54%) and emotional health (52%).

- **Over half of the respondents (54%) report feeling less stressed at the time of being surveyed than when they first arrived at their site.** On average, respondents rated site arrival stress as a six versus the last 30 days as a five from a 10-point scale. Stress-inducing factors most frequently cited are isolation/loneliness (47%), communicating in local language (46%), work (44%), cultural adjustment (40%) and transportation (40%).

- **Volunteer sentiment about Peace Corps services regarding sexual harassment training and response ranges.** Seventy-one percent feel the Peace Corps provides adequate training on identifying and reporting sexual harassment, and about half of respondents express confidence in Peace Corps' ability to effectively address reported occurrences.

- **In general, respondents feel that the Peace Corps is inclusive.** About three out of four respondents report that the organizational culture of Peace Corps is inclusive of diverse backgrounds (72%). Sixty-eight percent feel a sense of belonging and 61% feel comfortable expressing opinions that are different from Peace Corps staff.

Method

The Annual Volunteer Survey is an annual online survey. It allows users to self-administer the questionnaire with a direct link specific to respondents. For 2024, this survey was available from June 17th to August 9th. A total of 1,870 Volunteers participated out of an eligible population of 2,435 (a 77% overall response rate). Out of these participants, 1,801 Volunteers completed the entire survey (74%). Geographically, all 54 posts where eligible Volunteers served are represented in the results provided. A detailed description of the survey methodology is available in Section IX of this report.

About this Report

This Global Tabular Report primarily consists 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

- **Most respondents indicate being satisfied (75%) with their overall Peace Corps service.** Only 10% reported dissatisfaction; the remaining 16% reported neutral sentiments. Eighty-two percent report feeling personally rewarded with their service and 96% state they intend to complete their service commitment. One in five express interest to extend their service duration.

- **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 tied as the second most important factors, with 94% of respondents finding these factors to be important or very important. The opportunity to serve their country (41%) and earn a professional certificate (35%) were found to be the least important factors among respondents regarding why they accepted their Peace Corps invitation.

- **Four out of five (81%) respondents stated they would make the same decision to serve with the Peace Corps, and three out of four (72%) would recommend service to others.** Only 10% 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 they would recommend service to others (17%).

- **Experiences with other[1] host country individuals were reported to be the most personally rewarding aspect of service among Volunteers.** More than four out of five respondents (81%) reported that such experiences had been rewarding or very rewarding. This slightly differs from Volunteer experiences working with counterparts/community partners, which 69% of respondents found to be rewarding. Overall, primary assignments/work had the lowest average rating of 3.6 (on a scale from 1 to 5) among all measured aspects of service. Three out of 20 respondents (15%) indicate their primary assignments/work has not been personally rewarding.

- **In general, respondents felt more effective implementing Goal 3 than Goals 1 or 2.** The top reported effectiveness ratings for each goal are: 81% for promoting Goal 3 with family and friends, 73% for promoting Goal 2 with counterpart(s)/community partners and 56% for Goal 1 with close-working groups.

- **Professional and linguistic challenges were found to be the greatest impediments to respondents' perceived effectiveness in implementing the Peace Corps' strategic goals**. Roughly half of respondents felt that language barriers (47%) and/or professional challenges (52%)—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 44% of respondents) 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.

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[1] Host country individuals not identified as a counterpart or community partner.

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	4.62	0.5%	1%	2%	28%	68%	1847
Personal growth	4.56	1%	1%	4%	29%	65%	1853
Gaining international experience	4.48	1%	2%	7%	28%	62%	1853
Opportunity to serve others	4.47	1%	1%	5%	37%	57%	1853
Travel/adventure	4.36	1%	2%	7%	38%	51%	1853
Learning other language(s) or enhancing skills in other language(s)	4.16	2%	6%	14%	32%	47%	1853
Gaining work experience	3.97	4%	8%	14%	38%	37%	1852
Financial, educational, and career benefit programs available to current and returned Volunteers	3.71	6%	11%	19%	35%	29%	1853
Challenging U.S. job market	3.12	13%	20%	26%	25%	17%	1855
Opportunity to serve my country	3.11	15%	19%	25%	24%	17%	1853
Earning a professional certificate	2.99	13%	21%	31%	23%	12%	1853
Other	3.78	2%	1%	51%	11%	36%	281

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?	3.78	2%	8%	16%	60%	15%	1852

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
Experiences with other host country individuals	4.12	2%	5%	12%	43%	38%	1%	1853
Overall Peace Corps service	4.01	2%	5%	11%	56%	26%	2%	1857
Goal 2 & 3 activities	3.84	1%	5%	21%	48%	20%	5%	1850
Other development activities	3.82	1%	6%	18%	47%	19%	8%	1847
Work with counterparts/ community partners	3.78	3%	9%	18%	46%	23%	2%	1853
Primary assignment/project (Goal 1)	3.64	4%	11%	17%	49%	16%	3%	1857

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?	4.14	2%	8%	9%	36%	45%	1858
q04. Would you recommend Peace Corps service to others?	3.89	2%	9%	17%	42%	30%	1858

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 (6)*	Number of Respondents
q05. Do you intend to complete your Peace Corps service?	4.71	1%	1%	3%	18%	59%	19%	1858

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

*Responses for "Might Extend" (6) were combined with "Definitely Yes" (5) to create a five-point scale from which the average rating is formed; 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
Group(s) with which you work closely	3.63	3%	7%	27%	42%	14%	8%	1812
Counterpart(s)/community partner(s)	3.49	4%	10%	30%	39%	14%	2%	1817
Members of your host community	3.42	3%	13%	33%	36%	12%	3%	1811
Your host institution/organization	3.31	6%	13%	31%	32%	11%	8%	1813

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)	3.96	2%	5%	19%	44%	29%	1%	1819
Group(s) with which you work closely	3.87	1%	5%	22%	43%	23%	7%	1817
Members of your host community	3.85	2%	6%	22%	43%	26%	1%	1814
Host institution/organization	3.73	3%	7%	24%	39%	20%	7%	1816

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%	13%	38%	43%	2%	1818
New people you have met since starting service	3.92	2%	3%	18%	35%	23%	20%	1809
Your social network in the United States	3.88	2%	6%	20%	38%	26%	9%	1816
Other groups with which you work closely	3.74	2%	5%	17%	24%	15%	38%	1802
Individuals on social media	3.59	5%	8%	19%	26%	18%	24%	1810
Your match program (e.g., Global Connections/World Wise Schools)	3.37	4%	4%	11%	10%	7%	65%	1808

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
Professional challenges (work style, lack of resources, etc.)	52%	1788
Language barriers	47%	1788
Logistical difficulties with counterparts (turnover, limited availability, etc.)	43%	1788
Community/organization is not receptive to change	35%	1788
Cultural barriers	34%	1788
Limited access to technology	26%	1788
Insufficient support from Peace Corps staff	24%	1788
Lack of a counterpart or community partner	22%	1788
Isolation, including limited means of communication	22%	1788
Emotional health concerns	19%	1788
Personal differences with counterparts (personality conflict, disagreements, etc.)	18%	1788
Challenges related to my identity (age, gender, race, ethnicity, sexual orientation, etc.)	17%	1788
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	16%	1788
My skills did not match the needs of the community/organization	14%	1788
Physical health concerns	14%	1788
Community/organization does not need a Volunteer	12%	1788
"Too soon to tell" (early in my service)	13%	1788
Other	10%	1788

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.)	60%	793
Language barriers	53%	793
Logistical difficulties with counterparts (turnover, limited availability, etc.)	51%	793
Community/organization is not receptive to change	43%	793
Cultural barriers	41%	793
Insufficient support from Peace Corps staff	31%	793
Limited access to technology	30%	793
Lack of a counterpart or community partner	29%	793
Isolation, including limited means of communication	28%	793
Emotional health concerns	25%	793
Personal differences with counterparts (personality conflict, disagreements, etc.)	24%	793
My skills did not match the needs of the community/organization	21%	793
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	20%	793
Challenges related to my identity (age, gender, race, ethnicity, sexual orientation, etc.)	20%	793
Community/organization does not need a Volunteer	19%	793
Physical health concerns	15%	793
"Too soon to tell" (early in my service)	8%	793
Other	10%	793

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 questions 16 through 18 and answered question 19.

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

- **Peace Corps training on the prevention and management of common health conditions had the highest rating of effectiveness out of the ten key training areas measured.** The training on preparing Volunteers to maintain their mental/emotional health received the lowest effectiveness rating (37%) for health-related trainings.

- **Over one-third of respondents felt that their training on building awareness of and access to opportunities that connect the U.S. and their host country had been least effective (Goal 3).** This was the only area of measured competencies where negative sentiment regarding training effectiveness outweighed positive sentiment.

- **Most respondents report that their training was effective or very effective in preparing them to interact with cultural differences/similarities (64%), communicate with host country nationals in local language(s) (64%) and create meaningful connections with community members (54%).** Training in more technical skills, such as utilizing PACA or monitoring/reporting on activities, were generally among the lowest rated in terms of effectiveness, with 35% of respondents or less finding training in these areas to be effective or very effective.

- **Between 87%-91% of respondents report having learned, developed and retained safety and security skills taught during their Pre-Service Training.** Over half (58%) indicate they have applied some of these skills to mitigate risk, or used RADAR (52%), in the past 12 months. Two out of three respondents state that they have learned but have not needed to use sexual assault awareness or bystander intervention (69%) within this same period.

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	3.78	2%	8%	22%	43%	24%	1%	1846
Interact effectively and appropriately with cultural differences and similarities	3.70	2%	9%	25%	46%	18%	<0.5%	1844
Communicate with host country nationals in local language(s)	3.70	4%	9%	23%	40%	24%	<0.5%	1844
Create meaningful connections with members of the local community	3.52	3%	12%	31%	38%	16%	1%	1842
Apply technical knowledge, skills, and attitudes related to your assigned project	3.26	8%	16%	31%	33%	12%	1%	1844
Monitor, learn, adapt, and report on activities	3.07	9%	20%	34%	29%	8%	1%	1841
Transfer technical knowledge, skills, and attitudes to others	3.05	9%	20%	33%	28%	8%	1%	1844
Maintain your mental/emotional health	3.04	10%	21%	34%	26%	9%	1%	1845
Utilize Participatory Analysis and Community Action (PACA) to facilitate community-led development	2.99	12%	20%	33%	26%	9%	1%	1840
Build awareness of and access to opportunities that connect the U.S. and Host Country	2.83	14%	24%	29%	21%	7%	5%	1840

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
q09. Have you used personal safety and security strategies that you developed in the past 12 months?	58%	31%	2%	8%	1%	1826

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?	52%	35%	1%	11%	1%	1825
q11. Have you used mitigation strategies from the Sexual Assault Awareness training in the past 12 months?	23%	65%	3%	7%	2%	1822
q12. Have you used Bystander Intervention in the past 12 months?	22%	69%	2%	6%	2%	1827

III. Life as a Volunteer

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

Key Findings

- **For accuracy of Peace Corps service expectations and descriptions, respondents found that their site placement (67%) and assigned projects (64%) were consistent with the descriptions provided by the Peace Corps.** However, more people disagreed (39%) than agreed (38%) that the information provided by the Peace Corps prior to in-country arrival had prepared them for the expectations and conditions of their service.

- **Although 81% of respondents live in rural towns or villages, the majority (87%) report communicating with friends and family back home at least once a week.** Respondents report having daily correspondence most frequently with other Peace Corps Volunteers (PCVs) (52%), their counterparts (43%) and other host county nationals who are not their counterpart (63%).

- **About two-thirds (64%) of respondents report feeling their project(s) address community-defined priorities.** Around three-quarters (73%) of respondents agree their project can be implemented and two-fifths (41%) feel their work project feedback from post staff has helped them learn and adapt. However, in general respondents report not feeling that their community partner or counterpart was knowledgeable about Volunteer assigned projects (42%).

- **On average, respondents feel that their community integration has been effective with around four out of five respondents interacting appropriately with cultural differences and similarities across complex environments.** Over half (59%) report using local language and intercultural communication skills for meaningful and successful engagement with host country nationals. Additionally, about four out of five (78%) report engaging in differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging with Peace Corps staff and Volunteers.

- **About three out of every five respondents feel their community partner or counterpart(s) collaborate with them to develop community stakeholder relationships (60%), identify locally defined priorities (63%) and implement project activities (59%).** Yet, 43% disagree or strongly disagree that their community partner or counterpart(s) collaborate with them to monitor and report (M&R) project activities to Peace Corps staff and local stakeholders. Almost a quarter (24%) of respondents answered neither disagree nor agree for M&R activities.

- **At the time of this survey, respondents report on average having lived with a host family/individual for almost 9 months and have spent about seven 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 Official Peace Corps activities (3.5 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
My site placement was consistent with the description provided to me by the Peace Corps.	3.64	5%	12%	16%	50%	17%	1%	1852
My primary assignment/project was consistent with the description provided to me by the Peace Corps.	3.56	6%	15%	15%	46%	18%	1%	1850
The information provided by the Peace Corps prior to my arrival in-country adequately prepared me for the expectations and conditions of service.	2.93	11%	28%	23%	33%	5%	1%	1851

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	2%	1828
City (population over 25,000) - not the capital	16%	1828
Rural town (population of 2,000 to 25,000)	40%	1828
Village/rural area (population under 2,000)	41%	1828
Outer island (regardless of size)	1%	1828
Prefer not to answer	1%	1828

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
Other host country nationals (who are not your counterparts)	63%	22%	8%	3%	3%	1%	1788
Peace Corps Volunteers (PCVs)	52%	35%	11%	2%	1%	< 0.1%	1789
Counterpart(s)	43%	46%	6%	3%	1%	1%	1784
Friends or family in the United States	39%	48%	11%	2%	<0.1%	<0.5%	1790
Third country nationals (i.e., people in host country who are neither U.S. Americans nor host country nationals	5%	9%	15%	26%	36%	9%	1790
Other U.S. Americans in host country (who are not PCVs)	4%	8%	11%	24%	46%	6%	1790
Other groups in the United States that you work with, such as educators and classrooms	2%	4%	10%	20%	46%	19%	1787

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
Activities in my assigned project can be implemented at my site.	3.81	3%	7%	15%	52%	21%	2%	1820
Activities in my assigned project address community-defined priorities.	3.61	6%	10%	19%	47%	17%	2%	1824
The feedback that I receive from post staff on my work reports helps me learn and adapt.	3.21	9%	15%	25%	31%	10%	9%	1821
Community partner(s)/ counterpart(s) were knowledgeable about my assigned project when I arrived at site.	2.93	17%	25%	17%	30%	11%	<0.5%	1826

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? *My community partner(s)/counterpart(s) collaborate with me to…*	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
…identify locally defined priorities.	3.55	5%	14%	17%	47%	16%	1%	1819
…develop relationships with community stakeholders.	3.51	6%	17%	16%	42%	18%	1%	1820
…implement project activities.	3.5	7%	13%	18%	43%	16%	3%	1816
…identify local resources and assets that can support community projects (human, financial, material, etc.).	3.39	7%	17%	20%	39%	15%	2%	1820
…design activities that address locally defined priorities.	3.34	7%	19%	19%	40%	13%	3%	1816
…monitor and report project activities to Peace Corps staff and local stakeholders.	2.73	16%	27%	24%	22%	6%	6%	1812

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 *with Peace Corps staff and Volunteers.*	4.06	1%	3%	16%	47%	31%	2%	1792
Interact appropriately with cultural differences and similarities across complex environments.	4.04	0%	3%	16%	54%	26%	< 0.5%	1793
Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging *at site.*	3.98	1%	3%	19%	50%	26%	1%	1794
Use local language and intercultural communication skills for meaningful/successful engagement with host country nationals.	3.64	3%	10%	29%	38%	21%	< 0.5%	1796

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

Table 20. Time Living With Host Country Individual or Family

	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?	8.7	5	1691

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.)	3.46	2	1622
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.)	0.80	0	1454
Taking care of personal needs and/or visits with friends	2.50	2	1612
Other reasons	4.23	1	300
COMBINED (All Reasons)	6.50	0	1870

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 Section IV

- **Respondents are most satisfied with the safety/security and medical services provided by in-country Peace Corps staff, and least satisfied with services related to emotional health and project-specific technical skills.** Three out of four respondents report being satisfied or very satisfied with the safety/security (78%) and medical (73%) services received from in-country Peace Corps staff. The lowest percentages of satisfaction were for services related to project-specific skills (54%) and emotional health (52%).

- **In general, most respondents feel that their Country Director (CD) fosters open communication (62%), enforces post policies in a consistent manner (59%) and is aware of issues that Volunteers face (53%).** Nearly half of all respondents (47%) feel that their CD facilitates the resolution of issues that Volunteers face in service.

- **Ninety-six percent of respondents have had a Peace Corps representative visit their site in the past 12 months.** Program-specific staff (i.e., program managers, program specialists) were the most frequently cited visitors, whereas Director of Management & Training Officers (DMOs), Director of Programming and Training Officers (DPTs) and Peace Corps Volunteer Leaders were among the least cited.

- **Information about federal jobs and how to apply, as well as educational opportunities/programs (e.g., Coverdell) were rated as the most useful resources prior to close-of-service (COS).** 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. Respondents rated access to live events and on-demand resources as the least useful transition services 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	3.93	4%	10%	13%	37%	36%	1%	1816
Safety and security	3.95	3%	6%	14%	44%	32%	1%	1814
Adjustment and integration	3.72	4%	10%	20%	44%	23%	0%	1814
Site selection/preparation	3.64	7%	12%	17%	38%	26%	1%	1815
Administrative/logistical	3.53	6%	14%	20%	41%	19%	0%	1815
Project-specific technical skills	3.39	7%	16%	21%	39%	15%	1%	1815
Emotional	3.42	6%	13%	27%	38%	14%	2%	1814

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.	3.67	9%	9%	13%	33%	29%	7%	1808
My country director enforces post policies in a consistent manner.	3.68	7%	7%	14%	37%	22%	13%	1810
My country director is aware of the issues that Volunteers face in service.	3.45	10%	12%	15%	34%	19%	10%	1812
My country director facilitates the resolution of issues that Volunteers face in service.	3.43	9%	12%	16%	29%	18%	16%	1809

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	73%	1778
Regional manager, housing coordinator, language/cultural facilitator	39%	1778
Safety and Security Manager	35%	1778
PCMO	33%	1778
Country Director	27%	1778
DMO, DPT	16%	1778
Other Peace Corps representatives	11%	1778
Peace Corps Volunteer Leader	5%	1778
Peace Corps representatives did not visit my site during the past 12 months	4%	1778

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)	--- (2)	--- (3)	--- (4)	--- (5)	--- (6)	--- (7)	--- (8)	Least Useful (9)	Number of Responses
Information about educational opportunities and programs (e.g., Coverdell Fellows Program)	23%	15%	12%	10%	9%	7%	8%	7%	8%	1754
Information about federal jobs and how to apply to them (e.g., positions at USDA or CDC)	20%	18%	14%	12%	12%	10%	6%	5%	5%	1754
Career mentoring or career pathing services from RPCVs	16%	13%	10%	11%	12%	12%	11%	9%	5%	1754
Information about international positions and how to apply for them.	14%	15%	16%	12%	11%	8%	6%	6%	11%	1754
Access to RPCV networking opportunities	11%	13%	11%	11%	13%	13%	12%	9%	7%	1754
On-demand resources for career transition or career planning (e.g. videos on interview strategies)	5%	7%	8%	9%	11%	12%	14%	18%	17%	1754
Access to live virtual events (e.g. virtual career fairs or employer spotlights)	4%	5%	7%	8%	8%	13%	14%	18%	24%	1754
Information about non-profit jobs and how to apply for them	4%	10%	13%	13%	14%	12%	11%	13%	10%	1754
Information about private sector jobs and how to apply to them	3%	5%	9%	14%	11%	13%	17%	15%	13%	1754

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 (e.g., positions at USDA or CDC)	3.85	3	1754
Information about educational opportunities and programs (e.g., Coverdell Fellows Program)	4.03	3	1754
Information about international positions and how to apply for them.	4.35	4	1754
Career mentoring or career pathing services from RPCVs	4.43	4	1754
Access to RPCV networking opportunities	4.78	5	1754
Information about non-profit jobs and how to apply for them	5.29	5	1754
Information about private sector jobs and how to apply to them	5.86	6	1754
On-demand resources for career transition or career planning (e.g. videos on interview strategies)	5.98	6	1754
Access to live virtual events (e.g. virtual career fairs or employer spotlights)	6.43	7	1754

Response Value: 1 (Most Useful) - 9 (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

- **Although the current average health rating is relatively high (7 out of 10), 46% of respondents report a decline in their physical health since arriving at their site.** Respondents mainly attribute health declines to local diet (52%), the inability to freely exercise outside (34%) and stress levels (33%) as major factors limiting their ability to maintain physical health and wellbeing.

- **Over half of the respondents (54%) report feeling less stressed at the time of being surveyed than when they first arrived at their site.** On average, respondents rated site arrival stress as a six versus the last 30 days as a five from a 10-point scale. Stress-inducing factors most frequently cited are isolation/loneliness (47%), communicating in local language (46%), work (44%), cultural adjustment (40%) and transportation (40%).

- **Three out of every five respondents state it does not take long to recover from a stressful event.** Stress-management activities most frequently cited by respondents are listening to music, socializing, exercising, reading, and resting. A small percentage report drinking (12%) or smoking (8%) to manage stress. Attending counseling sessions was also one of the least cited stress management activities (9%).

- **About two-thirds of respondents report that their service is valued by their counterpart (68%), and that they can meet their personal well-being needs during Peace Corps service (66%).** Over one-third (38%) of respondents disagree that post staff has helped them meaningfully connect with their assignment and counterparts. However, over half report that post staff listen to and validate concerns (57%) as well as create a culture that reinforces desires to make a difference in their service (55%).

- **Nine out of 10 respondents (90%) report getting at least 7 hours of sleep most days out of the month. The mean number of days reported for receiving at least 7 hours of sleep is 23 days.** About two-thirds report exercising and eating two or more servings of vegetables a day at least 15 times a month. Tobacco use (4%) and drinking (6%) were reported to occur much less frequently.

- **Of the respondents who report drinking alcohol (75%) in the last 30 days, nearly half (46%) have consumed four or more drinks in one sitting at least once.** 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%), community events (51%), personal enjoyment (44%) and in-country norms (34%). Isolation/loneliness (7%), boredom (11%) and continuing pre-service drinking habits (7%) were the least stated reasons for drinking.

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	46%	1870
Health improved	28%	1870
Health remained the same	26%	1870

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	7.56	8	1802
Health in last 30 days	7.03	7	1797

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

Table 29. Factors Limiting Personal Health

q30. 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	52%	1764
Inability to freely exercise outside	34%	1764
Stress level	33%	1764
Financial Stress	29%	1764
Lack of a sense of purpose	29%	1764
Environmental factors (e.g., pollution)	28%	1764
Lack of exercise	26%	1764
Lack of social support	22%	1764
Social identity-based stress (e.g., race, ethnicity, gender, sexual orientation, age, etc.)	19%	1764
Safety and security issues	12%	1764
Distance from Peace Corps health center/health care	11%	1764
Lack of access to clean drinking water	7%	1764
Unavailability of a place to worship	5%	1764
Other factors	10%	1764
None of the above	11%	1764

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 Reduced	54%	1870
Stress Elevated	28%	1870
Stress Level Remained the Same	17%	1870

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	5.98	6	1802
Stress Level in last 30 days	4.99	5	1799

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

Table 32. Factors Contributing To Greater Stress

q32. Which of the following factors contribute to elevating your stress level?	Percentage of Respondents	Number of Respondents
Isolation/loneliness	47%	1791
Communicating in the local language	46%	1791
Work	44%	1791
Transportation	40%	1791
Cultural Adjustment	40%	1791
Close of service, or your future after the Peace Corps	38%	1791
Interactions with counterparts/community partners	37%	1791
Interactions with host country nationals	36%	1791
Lack of Work	35%	1791
Boredom	33%	1791
Family, friends, loved ones back home	33%	1791
Personal health maintenance	27%	1791
Interactions with Peace Corps staff	25%	1791
Harassment (non-sexual)	22%	1791
Interactions with Host Family	22%	1791
Sexual Harassment	19%	1791
Interactions with other Volunteers	18%	1791
In-country dating/Relationships	16%	1791
Personal Safety	13%	1791
Race/Ethnicity-based stress	11%	1791
Sexual Orientation-based stress	10%	1791
Gender Identity/Expression-based stress	8%	1791
Age-based stress	8%	1791
Religious-based stress	6%	1791
Other sources of stress	10%	1791
None	2%	1791

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.	3.55	2%	14%	24%	47%	13%	1804

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

Table 34. Meaningful Connections and Well-Being

q27. To what extent do you disagree or agree with 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 service is valued by my counterparts.	3.79	4%	9%	16%	43%	25%	4%	1798
I can meet my personal well-being needs during Peace Corps service.	3.68	3%	12%	19%	48%	18%	1%	1797
Post staff listen to and validate my concerns.	3.47	7%	12%	21%	42%	15%	4%	1797
Post leadership creates a culture that reinforces my desire to make a difference through my service.	3.44	7%	12%	23%	41%	14%	3%	1797
Post staff have helped me meaningfully connect with my assignment and counterparts.	3.10	9%	22%	28%	30%	9%	2%	1798

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

Table 35. Involvement In Health-Related Activities—Average/Median Time Spent Per Month

q28. 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
Get at least 7 hours of sleep	23	25	1787
Eat two or more servings of vegetables per day	18	20	1783
Exercise (aerobics, and/or resistance training, and/or stretching)	17	18	1784
Eat two or more servings of fruit per day	15	15	1783
Drink alcohol	4	2	1782
Use tobacco products (including cigarettes, electronic cigarettes, vaping, chewing tobacco, etc.)	2	0	1776

Table 36. Involvement In Health-Related Activities - Categorized Frequency

q28. 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
Get at least 7 hours of sleep	98%	98%	90%	27%	1783
Exercise (aerobics, and/or resistance training, and/or stretching)	95%	91%	67%	12%	1783
Eat two or more servings of vegetables per day	94%	89%	67%	22%	1782
Eat two or more servings of fruit per day	91%	83%	56%	15%	1784
Drink alcohol	75%	41%	4%	<.05%	1787
Use tobacco products (including cigarettes, electronic cigarettes, vaping, chewing tobacco, etc.)	19%	12%	6%	3%	1776

Table 37. Stress Management Activities

q33. 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	82%	1797
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	80%	1797
Exercise, walk, or otherwise make an effort to stay fit	78%	1797
Read	75%	1797
Sleep, nap, or rest	72%	1797
Spend time with PCVs	69%	1797
Pursue creative hobbies (write or journal, arts and crafts, play a musical instrument, sing or dance, cook or bake, etc.)	69%	1797
Watch movies or TV	68%	1797
Leave your community/travel	65%	1797
Surf Internet, use the computer, or play video games	56%	1797
Spend time with host country nationals	45%	1797
Get involved in additional projects, work, or studying	44%	1797
Mindfulness/Meditation	37%	1797
Eat more or less than usual	29%	1797
Shop	14%	1797
Pray or attend religious services	14%	1797
Drink alcohol	12%	1797
Attend counseling session(s)	9%	1797
Smoke cigarettes, or use tobacco products like electronic cigarettes, vaping, etc.	8%	1797
Other (please specify):	3%	1797
None of the above	0%	1797

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

q29. 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%	1352
Five times or more:	6%	1352

Table includes only Volunteers who indicated in Q28 that they drink alcohol at least once per month

Table 39. Reasons for Alcohol Consumption as Reported by Volunteers

q31. 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%	1787
Social events with community members	51%	1787
Personal enjoyment	44%	1787
In-country cultural norms	34%	1787
Drinking habits of fellow Volunteers	18%	1787
Stress reduction	16%	1787
I do not drink	14%	1787
Easy availability of alcohol	11%	1787
Boredom	11%	1787
Continued my pre-service drinking habits here	7%	1787
Isolation/loneliness	7%	1787
Other reasons	2%	1787

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

- **Between 93%-96% of respondents generally feel safe where they work and live.** Respondents feel somewhat less safe when traveling in-country, in terms of both their personal security (76% feel safe or very safe), and transportation security (63%).

- **Characteristics cited most frequently to be the focus of insensitive comments, harassment or discrimination experienced by respondents in their host country were nationality (38%), sex (35%), race/color/ethnicity (33%) and marital status (30%).** The least reported characteristics were religion (9%), sexual orientation (7%) and disability (1%)

- **Unauthorized drug use was mainly cited as not at all prevalent (35%) or the prevalence was not known (45%).** Extreme to moderate prevalence accounted for 8% of all responses, and slight prevalence was 13%. The most frequently reported reasons for unauthorized drug use, aside from "don't know," were personal enjoyment (17%), stress reduction (13%) and continuation of pre-service drug use practices (13%).

- **One-third of respondents stated "Catcalling" was the most frequent form of sexual harassment experienced at least once a month, while 13% reported experiencing this daily.** Strangers (51%) and other host country nationals (32%) were cited as the most common offenders of sexual harassment among respondents and typically occurring on streets and sidewalks (63%).

- **Volunteer sentiment about Peace Corps services regarding sexual harassment training and response ranges.** Seventy-one percent feel the Peace Corps provides adequate training on identifying and reporting sexual harassment, and about half of respondents express confidence in 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 Save (5)	Number of Respondents
Where you work	4.49	<0.5%	1%	4%	42%	54%	1789
Where you live	4.42	<0.5%	2%	5%	43%	50%	1793
When you travel in-country: personal security	3.92	1%	6%	17%	54%	22%	1793
In the city where your country's main PC office is located	3.91	1%	6%	18%	51%	24%	1793
When you travel in-country: transportation safety	3.56	4%	12%	22%	48%	15%	1790

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
U.S. American nationality	38%	1718
Sex	35%	1718
Race/color/ethnicity	33%	1718
Marital status	30%	1718
Weight	29%	1718
Age	14%	1718
Gender identity/expression	10%	1718
Religion	9%	1718
Sexual orientation	7%	1718
Disability	1%	1718
Other	3%	1718
Did not experience	24%	1718

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

Table 42. Prevalence of Unauthorized Durg Use Among Volunteers

q40. How prevalent is unauthorized drug use amongst Volunteers in your host country/host community?	Percentage of Respondents	Number of Respondents
Not at all prevalent	35%	1786
Slightly prevalent	13%	1786
Moderately prevalent	5%	1786
Considerably prevalent	2%	1786
Extremely prevalent	1%	1786
Don't know	45%	1786

Table 43. Perceived Reasons for Unauthorized Drug Use Among Volunteers

Q41. What are some of the reasons for unauthorized drug use by Volunteers in your host country?	Percentage of Respondents	Number of Respondents
Don't know	56%	1745
Volunteers do not use unauthorized drugs in my host country	19%	1745
Personal enjoyment	17%	1745
Stress reduction	13%	1745
Continuation of pre-service drug use practices	13%	1745
Social relationships with other Volunteers	11%	1745
Loneliness and/or boredom	9%	1745
Unauthorized drugs are readily available in my host country	7%	1745
Peer pressure	3%	1745
Host country norms and laws	3%	1745
Likelihood of no disciplinary action in my host country	3%	1745
Treatment for a medical condition	1%	1745
Other reasons	1%	1745
Prefer not to answer	4%	1745

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

Table 44. Frequency of Sexual Harassment (by Type)

Q43. Approximately how frequently have you personally experienced the following types of sexual harassment since arriving in country?	Daily	Weekly	Monthly	4 Times per Year	Less Than 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.	13%	20%	15%	6%	10%	35%	2%	1782
Making unwelcome sexual advances towards you either in-person or electronically (such as by phone, social media, or email).	3%	11%	15%	10%	15%	43%	3%	1783
Sharing unwelcome jokes, discussion topics, or pictures/images of a sexual nature.	3%	12%	15%	9%	13%	45%	3%	1781
Making derogatory comments, slurs, or insults related to your sex, sexual orientation, or gender-identity.	3%	7%	11%	7%	9%	58%	5%	1780
Exposing their genitalia, buttocks, or breasts to you in a sexual manner without your permission, including masturbating in view of you.	<0.5%	< 0.5%	1%	2%	6%	90%	2%	1779

Table 45. Perpetrators of Sexual Harassment

Q44. Who was the most common offender when you were sexually harassed?	Percentage of Respondents	Number of Respondents
Stranger(s)	51%	1341
Other Host Country National(s)	32%	1341
Did Not See	7%	1341
Co-worker/Counterpart(s)	6%	1341
Host Family Member(s)	1%	1341
Peace Corps Volunteer(s)	1%	1341
Other Third Country National(s)	< 0.5%	1341
Intimate partner(s)	< 0.5%	1341
Peace Corps Staff Member(s)	(-)	1341
Other	3%	1341

The (-) indicates an absence of respondents selecting this option and is a true 0%.

Table 46. Locations of Sexual Harassment

q45. Where was the most common location when you were sexually harassed?	Percentage of Respondents	Number of Respondents
Streets and sidewalks	63%	1275
Worksite or office (where you work)	7%	1275
Public transportation	7%	1275
Other residences	3%	1275
Nightclubs, bars, or entertainment venues	5%	1275
Home residence (where you live)	2%	1275
Online platforms or social media	3%	1275
Parks and recreational areas	2%	1275
Shopping centers or malls	1%	1275
Other	**6%**	1275

Table 47. PC Services Regarding Sexual Harassment

q46. 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.	3.84	3%	5%	17%	50%	21%	4%	1769
Peace Corps training has provided me with useful strategies for mitigating and responding to sexual harassment.	3.67	4%	8%	21%	45%	17%	5%	1768
The Peace Corps provides adequate **resources** and **support** to those who are affected by sexual harassment.	3.63	4%	7%	19%	32%	17%	22%	1767
I feel comfortable asking Peace Corps staff for support or advice regarding sexual harassment.	3.63	5%	12%	17%	40%	21%	6%	1766
I am confident in the Peace Corps' ability to effectively address reports of sexual harassment.	3.41	7%	14%	22%	33%	16%	10%	1766

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

Table 48. Awareness of the PC SAVES Helpline

	Yes	No	Number of Respondents
q47. Are you aware of the PC SAVES Helpline for obtaining information related to sexual assault services?	92%	8%	1781

VII. Peace Corps Culture and Diversity

This section presents Volunteer perceptions of the 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

- **Most respondents feel PCVs help each other to be effective Volunteers (84%).** Four out of five (81%) report feeling that PCVs are inclusive of/sensitive to the different identities of other Volunteers.

- **Two out of three (66%) respondents agree that their fellow PCVs follow Peace Corps policy.** A small percentage disagree that PCVs report their whereabouts according to Peace Corps policy (19%), drink alcohol responsibly (16%), and/or effectively manage their mental/emotional health (14%).

- **In general, respondents feel that the Peace Corps is inclusive.** About three out of four respondents report that the organizational culture of the Peace Corps is inclusive of diverse backgrounds (72%). Sixty-eight percent feel a sense of belonging and 61% feel comfortable expressing opinions that are different from Peace Corps staff.

- **A little over one-third of respondents (35%) cited gaps related to race, color and/or ethnicity.** Socioeconomic status (30%), personal viewpoints or beliefs (24%) and disability (22%) were the next most cited gaps.

Table 49. Post Culture

q48. To what extent do you disagree or agree with each of the following statements? *Peace Corps Volunteers (PCVs) at my Post…*	Average Rating	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	NA / Don't Know	Number of Respondents
…help each other be effective Volunteers	4.13	2%	3%	10%	49%	35%	2%	1783
…are inclusive of and sensitive to the different identities of other PCVs	4.12	2%	5%	9%	44%	37%	2%	1781
…effectively manage their physical health	3.68	1%	8%	20%	50%	11%	10%	1782
…follow Peace Corps policy	3.60	3%	10%	20%	44%	12%	11%	1779
…effectively manage their mental/emotional health	3.47	2%	12%	25%	41%	9%	11%	1781
…drink alcohol responsibly	3.45	3%	13%	24%	41%	9%	10%	1782
…report their whereabouts according to Peace Corps policy	3.44	5%	14%	16%	37%	13%	15%	1782

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

Table 50. Inclusion In Peace Corps' Organizational Culture

q49. 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)	NA / Don't Know	Number of Respondents
The organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse backgrounds. *	3.80	4%	8%	15%	49%	23%	2%	1781
I feel a sense of belonging within the Peace Corps.	3.17	5%	7%	20%	48%	20%	1%	1784
I am comfortable expressing opinions that are different from Peace Corps staff.	3.5	8%	14%	16%	43%	18%	2%	1783

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

* 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.

Table 51. Gaps In The Culture Of Inclusion At The Peace Corps

q50. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of Respondents	Number of Respondents
Race/color/ethnicity	35%	1596
Socioeconomic status	30%	1596
Personal viewpoints or beliefs	24%	1596
Disability	22%	1596
Age	21%	1596
Gender identity/expression	18%	1596
Sexual orientation	17%	1596
Religion	13%	1596
National origin	11%	1596
Sex	9%	1596
Language	9%	1596
Veteran status	8%	1596
Family structures	7%	1596
Other	6%	1596
None of the above	22%	1596

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

VIII. Participant Profile

A total of 1,870 Volunteers across 54 countries participated in the 2024 Annual Volunteer Survey, representing 77% of all eligible Volunteers and 100% of all eligible countries. Of the Volunteers who participated, 32% were serving in the Africa region, 30% 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 3%) 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 Section VIII

- Survey respondents were predominantly unmarried (96%), held a college degree (98%), identified as non-Hispanic (83%), White (74%), and female (57%), which are consistent with the overall Peace Corps Volunteer population.

- Most respondents were from the education (40%) or health (17%) sectors. This closely reflects the proportion of the Volunteer population assignment, as these are the Peace Corps' two largest project sectors.

- The typical respondent was around 25 years old[2] and seven to eleven 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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[2] Median age of respondents, rounded

Table 52. Respondents compared to Population

Group	Number of Eligible Volunteers	Percent of All Eligible Volunteers
PCV Population on Survey Close Date	2435	100%
Fully Completed Survey	1801	74%
Partially Completed Survey	69	3%
Total Survey Respondents	**1870**	**77%**

Table 53. Peace Corps Administrative Region

Region	Respondents	All Eligible Volunteers
Africa (AF)	32%	33%
Europe, Mediterranean, and Asia (EMA)	30%	30%
Inter-America and Pacific (IAP)	38%	37%
TOTAL	**100%**	**100%**

Table 54. Primary Sector

Sector	Respondents	All Eligible Volunteers
Agriculture	11%	11%
Community Economic Development	11%	11%
Education	40%	41%
Environment	7%	7%
Health	17%	17%
Youth in Development	13%	13%
TOTAL	**100%**	**100%**

Table 55. Sex

Gender	Respondents	All Eligible Volunteers
Female	57%	55%
Male	43%	45%
TOTAL	**100%**	**100%**

Table 56. Marital Status

Marital Status	Respondents	All Eligible Volunteers
Single	93%	94%
Married	6%	6%
TOTAL	100%	100%

Table 57. Age

Age	Respondents	All Eligible Volunteers
< 30	78%	80%
30 - 39	11%	11%
40 - 49	3%	2%
50 or older	8%	7%
TOTAL	100%	100%
Mean	29.6	29.0
Median	25	25

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 9, 2024) was used instead of survey completion date for Volunteers that did not take the survey.

Table 58. Time Spent In Host Country

Months in County	Respondents	All Eligible Volunteers
6 months or shorter	23%	20%
7 to 11 months	36%	37%
12 to 17 months	20%	19%
18 to 23 months	21%	22%
24 months or longer	1%	2%
TOTAL	100%	100%
Mean	11.4	11.7
Median	10	10

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 9, 2024) was used instead of survey completion date for Volunteers that did not take the survey.

Table 59. Race

Race	Respondents	All
White	74%	73%
Black or African American	7%	8%
Two or more races	7%	7%
Asian or Pacific Islander	6%	6%
American Indian or Alaskan Native	1%	1%
No Data	5%	5%
TOTAL	100%	100%

Table 60. Ethnicity

Ethnicity	Respondents	All
Not Hispanic	83%	83%
Hispanic	15%	15%
No Data	2%	2%
TOTAL	100%	100%

Table 61. Education

Education Level	Respondents	All
A.A. Degree or equivalent	< 1%	< 1%
College Graduate	79%	80%
Graduate Degree	17%	16%
Graduate Study	2%	2%
High School Graduate/GED	< 1%	< 1%%
One or two years of college completed	1%	1%
TOTAL	100%	100%

IX. Methodology

From June 17th to August 9th, 2024, the Peace Corps conducted a survey of currently serving Peace Corps Volunteers—the Annual Volunteer Survey. The 2024 survey is the 26th in a series of studies designed to collect feedback from all Volunteers globally. The first global survey of Volunteers was administered 49 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 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 9th, 2024. 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 2,435 eligible Peace Corps Volunteers serving in a two-year program across 54 Peace Corps posts worldwide. By the response cut-off date, a total of 1,870 Volunteers had taken the survey (a 77% overall response rate). Out of these participants, 1,801 Volunteers completed the entire survey (74%).

Survey Administration and Instrument

The 2024 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 2024 Annual Volunteer Survey questionnaire contains 50 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 and well-being of Volunteers
Everyday life as a Volunteer
Safety and Security
Peace Corps Culture and Diversity

The 2024 survey questionnaire is built off the 2023 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 (77% took the survey, 74% completed it). Nothing is known about the sentiments of the 23% 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 possible 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 23% who did not respond. Conservative population estimates should be used when assessing the results. 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.

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.

Peace Corps administrative region: The Peace Corps divides its operations into three regions. In the summer of 2024, the Africa region included Volunteers posted in Benin, Botswana, Cameroon, Eswatini, Ghana, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, 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, Moldova, Mongolia, Morocco, Nepal, Philippines, Sri Lanka, Thailand, Timor-Leste, and Viet Nam. The Inter-America and Pacific region (IAP) included Volunteers posted in Belize, Colombia, Costa Rica, Dominican Republic, the Eastern Caribbean (Dominica, Saint Lucia, St. Vincent & the Grenadines, and Grenada), Ecuador, Fiji, Guatemala, Guyana, Jamaica, Mexico, Panama, Paraguay, Peru, Samoa, and Tonga.

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) Manager: 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.

Appendix: 2024 Annual Volunteer Survey Questionnaire

[Text Node]

Welcome to the 2024 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.

[Text Node—IF UNABLE TO ACCESS SURVEY]
Thank you for taking the time to access the 2024 AVS! Unfortunately, it appears that there is a problem with the link. Please contact the Office of Strategic Information, Research, and Planning (volunteersurvey@peacecorps.gov) and we will send you a new one.

[Text Node—IF FIRST TIME ACCESSING SURVEY]

About the 2024 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 17th and August 9th, 2024.

- **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 <u>not</u> use your <u>web browser's</u> "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 <u>personally rewarding</u> 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): **[OPEN ENDED RESPONSE]**	[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 <u>Peace Corps training overall</u>.

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 <u>pre-service training (PST)</u>, 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 My Safety Guide) are included as part of pre-service training (PST).*

Have you used personal safety and security strategies that <u>you</u> developed in the past 12 months?

a. I developed strategies 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 and Risk Reduction Training, included in pre-service training (PST), provides guidance on RECOGNIZING dangers, ASSESSING options, DECIDING what to do, ACTING when the time is right, then REASSESSING. This is referred to as "using your RADAR".*

Have you used your "RADAR" in the past 12 months?

a. I have used this skill to recognize and mitigate 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 offenders of sexual assault, is offered during pre-service training (PST).*

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

a. I have used this skill to recognize and mitigate 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 to intervene on behalf of other Volunteers who are at risk of harassment, physical violence, or sexual violence, is offered during pre-service training (PST), is offered during pre-service training (PST).*

Have you used Bystander Intervention in the past 12 months to intervene on behalf of other Volunteers who were at risk of harassment, physical violence, or sexual violence?

a. I have used this skill to recognize and mitigate 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 intervene on behalf of other Volunteers who were at risk of harassment, physical violence, or sexual violence and you were unable to use it.

[OPEN-ENDED TEXT RESPONSE]

[END OF SECTION]

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 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.   Challenges related to my identity (age, gender, race, ethnicity, sexual orientation, etc.)
   j.   Community/organization is not receptive to change
   k.   My skills did not match the needs of the community/organization
   l.   Professional challenges (work style, lack of resources, etc.)
   m.   Physical health concerns
   n.   Emotional health concerns
   o.   Isolation, including limited means of communication
   p.   Limited access to technology
   q.   "Too soon to tell" (early in my service) **[EXCLUSIVE OPTION]**
   r.   Other (please specify): **[OPEN-ENDED RESPONSE]**

[END OF SECTION]

[Text Node] – PC Services

Now we would like to ask you a few questions about <u>different types of services</u> 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 matching/preparation (e.g., alignment with Volunteer skills/ competencies, 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 with 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 educational opportunities and programs (e.g. Coverdell Fellows Program)	Rank
f. Information about federal jobs and how to apply to them (e.g. positions at USDA or CDC)	Rank
g. Information about private sector jobs and how to apply to them	Rank
h. Information about non-profit jobs and how to apply for them	Rank
i. Information about international positions and how to apply for them	Rank

[END OF SECTION]

[Text Node] WELL-BEING
Now, please answer a few questions about <u>your physical health and emotional well-being</u>.

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. To what extent do you disagree or agree with the following statements?
[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]

a.	Post staff have helped me meaningfully connect with my assignment and counterparts.	[SCALE]
b.	My service is valued by my counterparts	[SCALE]
c.	Post staff listen to and validate my concerns	[SCALE]
d.	Post leadership creates a culture that reinforces my desire to make a difference through my service	[SCALE]
e.	I can meet my personal well-being needs during Peace Corps service	[SCALE]

28. 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]

29. 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

30. 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]**

31. 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]**

32. 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]**

33. 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]**

[END OF SECTION]

[Text Node] EVERYDAY LIFE
The next few questions will focus on your <u>everyday life</u> in your community.

34. How long have you lived with a host country individual or family since arriving in country
    [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 *at site.*	[SCALE]
d. Engage with differences and similarities in a way that appropriately contributes to a culture of inclusion and belonging *with Peace Corps staff and Volunteers.*	[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): **[OPEN-ENDED RESPONSE]**	[#]

[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 <u>confidential</u>. 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. How prevalent is unauthorized drug use amongst Volunteers in your host country?

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

41. 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]**

42. 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.*

43. 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]

[Q44 & Q45 shown only to respondents that chose a response option other than "Never" for any prompt in Q43]

44. 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]**

45. 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]**

46. 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	[SCALE]

harassment.	
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]

47. 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

[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 with each of the following statements?

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

a. The organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse backgrounds. *	[SCALE]
b. I am comfortable expressing opinions that are different from Peace Corps staff.	[SCALE]
c. I feel a sense of belonging within the Peace Corps.	[SCALE]

* 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.

50. 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]