



Sexual Harassment

Involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

*Note: The following questions are the actual DEOCS questions.

1. My chain of command/supervisor adequately responds to allegations of sexual harassment.
2. My chain of command/supervisor plays an active role in the prevention of sexual harassment.
3. In my workplace, individuals use offensive gestures that are sexual in nature.
4. In my workplace, individuals have been offered rewards or special treatment in return for engaging in sexual behavior.

The following questions can assist in conducting focus groups and interviews.

- What sexist behaviors have you observed in your organization?
- How would your chain of command respond to incidents of sexual harassment?
- How do you believe your chain of command would react if you informed them you were being sexually harassed?
- When conducting sexual harassment training, how does your chain of command ensure everyone is aware they will not tolerate inappropriate behaviors?
- How often do you observe sexually explicit materials, comments or gestures in your work environment?
- What strategies would you implement to prevent occurrences of sexual harassment in your organization?