

TOTAL FORCE READINESS





**LOYALTY, DUTY, RESPECT,
SELFLESS-SERVICE,
HONOR, INTEGRITY,
PERSONAL COURAGE**



**HONOR,
COURAGE,
COMMITMENT**



**INTEGRITY FIRST, SERVICE BEFORE
SELF, EXCELLENCE IN ALL WE DO**



**HONOR, RESPECT,
DEVOTION TO DUTY**

**THE DEPARTMENT OF DEFENSE'S
(DOD) MISSION IS TO PROVIDE
MILITARY FORCES NEEDED TO
DETER WAR AND TO PROTECT THE
SECURITY OF OUR COUNTRY.**

**THIS MISSION CAN NOT BE
CARRIED OUT WITHOUT THE
SUPPORT OF DOD'S SERVICE
MEMBERS AND CIVILIANS.**

**SEXUAL HARASSMENT NEGATIVELY
IMPACTS THE EFFECTIVENESS OF
THESE INDIVIDUALS AND
UNDERMINES MISSION READINESS.**

**SEXUAL HARASSMENT
CONTRADICTS ALL SERVICE CORE
VALUES AND HAS NO PLACE IN
THE DOD.**



USE A QRC READER TO VIEW A SUPPLEMENTAL VIDEO!

SEXUAL HARASSMENT OCCURS WHEN ONE OF THE FOLLOWING CONDITIONS EXIST:

SUBMISSION TO SUCH CONDUCT IS MADE EXPLICITLY OR IMPLICITLY A TERM OR CONDITION OF AN INDIVIDUAL'S EMPLOYMENT.



SUBMISSION TO OR REJECTION OF SUCH CONDUCT BY A PERSON IS USED AS A BASIS FOR CAREER OR EMPLOYMENT DECISIONS AFFECTING THAT PERSON.

SUCH CONDUCT INTERFERES WITH AN INDIVIDUAL'S PERFORMANCE OR CREATES AN INTIMIDATING, HOSTILE, OR OFFENSIVE ENVIRONMENT.



ANY PERSON IN A SUPERVISORY OR COMMAND POSITION, WHO USES OR CONDONES ANY FORM OF SEXUAL BEHAVIOR TO CONTROL, INFLUENCE, OR AFFECT THE CAREER, PAY, OR JOB OF A MILITARY MEMBER OR CIVILIAN EMPLOYEE, IS ENGAGING IN SEXUAL HARASSMENT.



ANY MILITARY MEMBER OR CIVILIAN EMPLOYEE WHO MAKES DELIBERATE OR REPEATED UNWELCOMED VERBAL COMMENTS, GESTURES, OR PHYSICAL CONTACT OF A SEXUAL NATURE IS ALSO ENGAGING IN SEXUAL HARASSMENT.



SEXUAL HARRASSMENT INVOLVES UNWELCOME SEXUAL ADVANCES REQUESTS FOR SEXUAL FAVORS AND OTHER VERBAL OR PHYSICAL CONDUCT OF SEXUAL NATURE.



SUCH CONDUCT, TO BE ACTIONABLE AS "ABUSIVE ENVIRONMENT" NEED NOT RESULT IN CONCRETE PSYCHOLOGICAL HARM TO THE VICTIM, BUT RATHER NEED ONLY BE SO SEVERE OR PERVASIVE THAT A REASONABLE PERSON WOULD PERCEIVE, AND THE VICTIM DOES PERCEIVE, THE ENVIRONMENT AS HOSTILE OR OFFENSIVE.



DID YOU KNOW?

A VICTIM MAY NOT BE THE ONLY PERSON AFFECTED BY THE HARASSMENT BEHAVIOR. THIRD PARTY SEXUAL HARASSMENT OCCURS WHEN ANYONE IS AFFECTED BY THE OFFENSIVE BEHAVIOR.

IMPACT VS INTENT



EVALUATION OF THE INCIDENT THAT OCCURRED IS BASED ON THE VICTIM'S PERSPECTIVE.

REASONABLE PERSON STANDARD



EVALUATION OF THE INCIDENT THAT OCCURRED IS BASED UPON WHAT A REASONABLE PERSON THINKS IS "OUT OF BOUNDS."

THERE ARE TWO DIFFERENT TYPES OF SEXUAL HARASSMENT

QUID PRO QUO

THIS IS A LATIN TERM MEANING "THIS FOR THAT." QUID PRO QUO OCCURS WHEN SOMEONE ABUSES HIS OR HER POSITION OF POWER FOR SEXUAL FAVORS.

IT MAY INVOLVE THREATS. THE HARASSER MAY THREATEN TO PUNISH OR WITHHOLD SOMETHING FROM THE INDIVIDUAL IF THEY DO NOT SUBMIT TO THEIR REQUESTS.

THIS MAY INCLUDE:

PREVENTING ATTENDANCE AT SPECIALIZED TRAINING



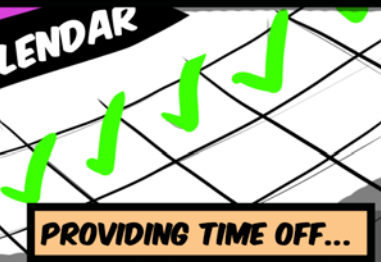
PROVIDING A NEGATIVE EVALUATION REPORT

PREVENTING A PROMOTION



IT MAY INVOLVE REWARDS. THE HARASSER MAY OFFER REWARDS IN EXCHANGE FOR YOUR SUBMISSION TO THEIR REQUESTS. THIS MAY INCLUDE:

LEAVE CALENDAR



PROVIDING TIME OFF...

RECOMMENDING AWARDS AND DECORATIONS



SELECTION TO A KEY POSITION WITHIN THE ORGANIZATION

HOSTILE ENVIRONMENT

THIS TYPE OF SEXUAL HARASSMENT NEED NOT RESULT IN CONCRETE PSYCHOLOGICAL HARM, BUT RATHER NEED ONLY BE SO SEVERE OR PERVERSIVE THAT A REASONABLE PERSON WOULD PERCEIVE THE ENVIRONMENT AS HOSTILE OR OFFENSIVE.

A HOSTILE ENVIRONMENT CAN BE DIFFICULT TO IDENTIFY. THIS TYPE OF SEXUAL HARASSMENT INVOLVES BEHAVIORS THAT ARE MOSTLY IMPLICIT OR SUBTLE, AND CAN RESULT FROM ONE OR MORE INCIDENTS.



**HEY GIRL!
COME HERE!**

HOWEVER, ON OCCASION, THIS TYPE OF SEXUAL HARASSMENT IS BLATANT, AND SHOULD BE EASILY RECOGNIZABLE AND ADDRESSED.



SEXUAL HARASSMENT COMES IN DIFFERENT CATEGORIES

VERBAL

VERBAL BEHAVIOR REFERS TO COMMENTS MADE TO, ABOUT, OR IN THE PRESENCE OF A PERSON AND MAY INCLUDE...

SEXUAL JOKES



SEXUALLY ORIENTED COMMENTS ABOUT CLOTHING AND/OR BODY PARTS



WHISTLING OR CAT CALLS



PASSING RUMORS OF SEXUAL INVOLVEMENT



ASKING ABOUT A PERSON'S SEXUAL LIFE, FANTASIES, PREFERENCES



SEXUAL HARRASSMENT IS GENDER NEUTRAL

...MALES ARE OFTEN THE
OFFENDER BUT NOT
ALWAYS...

NONVERBAL

THIS TYPE OF SEXUAL HARASSMENT REFERS TO AN INDIVIDUAL'S BEHAVIORS, AND MAY INCLUDE:

STARING



DISPLAYING SEXUALLY ORIENTED MATERIAL



EMAILING OR SENDING TEXT MESSAGES OF A SEXUAL NATURE

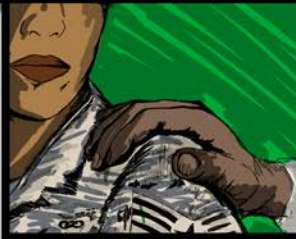


MAKING SEXUALLY SUGGESTIVE GESTURES

PHYSICAL

THIS BEHAVIOR REFERS TO AN INDIVIDUAL MAKING PHYSICAL CONTACT WITH ANOTHER INDIVIDUAL, AND MAY INCLUDE:

TOUCHING OR GRABBING



PATTING



BUMPING



CORNERING OR BLOCKING



STANDING CLOSE TO OR BRUSHING AGAINST



REMEMBER THAT PHYSICAL CONTACT CAN BE CONSIDERED SEXUAL ASSAULT - ARTICLE 120

EFFECTS OF SEXUAL HARASSMENT

SEXUAL HARASSMENT IS DETRIMENTAL TO MISSION READINESS AND MAY IMPACT VICTIMS, RELATED THIRD PERSONS, AND THE ORGANIZATION.

INDIVIDUAL/THIRD PERSONS

DECREASED JOB SATISFACTION



DECLINE IN JOB PERFORMANCE/PRODUCTIVITY

DECREASED MOTIVATION



DECREASED MORALE

INCREASED ABSENTEEISM



IMPAIRED WORK RELATIONSHIPS

ORGANIZATIONAL

LOWER PRODUCTIVITY



DAMAGED REPUTATION



ORGANIZATIONAL WITHDRAWAL



DECREASED UNIT MORALE/COHESION



UNHEALTHY ORGANIZATIONAL CLIMATE



WHAT CAN YOU DO TO PREVENT SEXUAL HARASSMENT?

ALWAYS TREAT ONE ANOTHER WITH DIGNITY AND RESPECT.

IF THIS IS COMMON PRACTICE, SEXUAL HARASSMENT WILL CEASE TO EXIST WITHIN THE DOD.



EVERYONE SHARES RESPONSIBILITY FOR PREVENTING AND ELIMINATING SEXUAL HARASSMENT.

IF YOU SEE AN INDIVIDUAL(S) ENGAGING IN SEXUAL HARASSMENT, TELL THE HARASSER TO STOP. YOUR INTERVENTION PROVIDES THE HARASSER AN OPPORTUNITY TO EVALUATE AND CORRECT THEIR INAPPROPRIATE BEHAVIOR.

REMEMBER, SOME INDIVIDUALS MAY NOT BE AWARE THAT THEY ARE ENGAGING IN SEXUAL HARASSMENT.



IF YOU DON'T BRING THEIR INAPPROPRIATE BEHAVIORS TO THEIR ATTENTION, HOW WILL THEY KNOW THE IMPACT THEY HAVE ON OTHERS AND MAKE NECESSARY ADJUSTMENTS?

COMMITMENT FROM SENIOR MANAGEMENT AND LEADERS AT ALL LEVELS MAKE A DIFFERENCE.

WHEN LEADERS MAKE SEXUAL HARASSMENT PREVENTION A PRIORITY, THE SAME ATTITUDE WILL BE PASSED TO ALL UNIT MEMBERS.

STRATEGIES TO COMBAT SEXUAL HARASSMENT INCLUDE:

KNOW AND UNDERSTAND THE ELEMENTS OF SEXUAL HARASSMENT.

PRACTICE WHAT WE PREACH; TAKE PROMPT ACTION WHEN YOU WITNESS SEXUAL HARASSMENT OR WHEN IT IS BROUGHT TO YOUR ATTENTION.

PARTICIPATE IN EFFECTIVE SEXUAL HARASSMENT PREVENTION TRAINING (I.E., SEMINARS, GUEST SPEAKERS, INFORMAL/FORMAL DISCUSSIONS, ETC.).

COMPLETE CLIMATE ASSESSMENTS AND ADDRESS BEHAVIORS THAT IMPACT MISSION READINESS.

ENSURE ORGANIZATIONAL POLICY LETTERS ARE UNDERSTOOD AND OUTLINE MEASURES FOR ADDRESSING OCCURRENCES OF SEXUAL HARASSMENT.

SUBMITTING SEXUAL HARASSMENT COMPLAINTS

SHOULD YOU FIND YOURSELF A VICTIM OF SEXUAL HARASSMENT, TWO REPORTING OPTIONS ARE AVAILABLE TO YOU:

INFORMAL COMPLAINT

THIS OPTION ALLOWS YOU TO HANDLE YOUR COMPLAINT AT THE LOWEST LEVEL...

YOU CAN CONFRONT THE HARASSER YOURSELF...

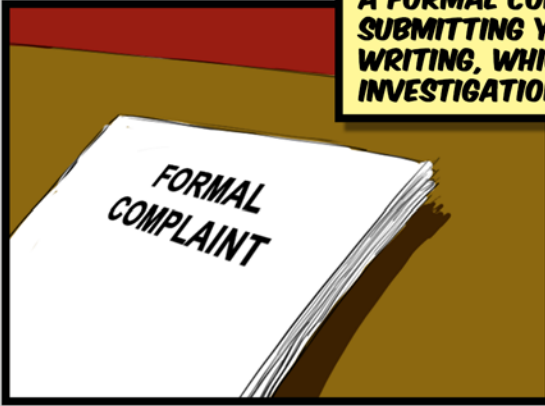


OR YOU CAN SEEK THE ASSISTANCE OF YOUR CHAIN OF COMMAND OR EQUAL OPPORTUNITY PRACTITIONER.

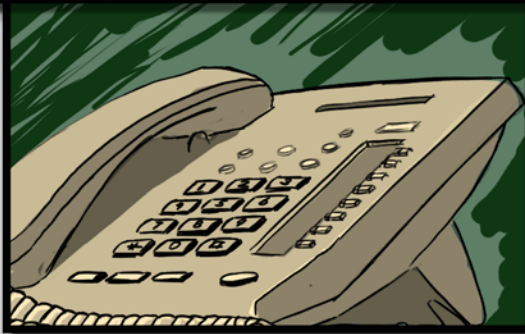


FORMAL COMPLAINT

A FORMAL COMPLAINT INVOLVES YOU SUBMITTING YOUR COMPLAINT IN WRITING, WHICH TRIGGERS A FORMAL INVESTIGATION.



FOR ASSISTANCE WITH FORMAL COMPLAINTS, CONTACT YOUR EQUAL OPPORTUNITY PRACTITIONER.



FOR MORE INFORMATION ABOUT INFORMAL AND FORMAL COMPLAINTS, PLEASE REFER TO YOUR SERVICE'S POLICY.

AND SHOULD YOU HAVE TO FILE AN INFORMAL OR FORMAL COMPLAINT, KNOW YOU HAVE THE RIGHT TO DO SO WITHOUT FEAR OF REPRISAL.

IF YOU HAVE BEEN SEXUALLY HARASSED, REMEMBER, YOU ARE NOT ALONE. IT IS THE DEPARTMENT OF DEFENSE POLICY TO PROMOTE AN ENVIRONMENT FREE FROM: UNLAWFUL DISCRIMINATION, SEXUAL HARASSMENT AND TO PROVIDE PROTECTION FROM REPRISAL.

IF YOU HAVE BEEN, OR YOU KNOW SOMEONE WHO HAS BEEN, SEXUALLY HARASSED USE THE STRATEGIES WITHIN THIS GUIDE TO ENSURE ALL INAPPROPRIATE BEHAVIORS ARE IMMEDIATELY ADDRESSED!

FOR MORE INFORMATION

VISIT:

WWW.DEOMI.ORG

OR

WWW.DEOCS.NET

SOLDIERS, SAILORS, AIRMEN, MARINES, COASTGUARDSMEN AND CIVILIANS ARE ESSENTIAL RESOURCES OF THE DOD, AND PLAY A VITAL ROLE IN THE SECURITY OF OUR NATION. SEXUAL HARASSMENT COMPROMISES MISSION READINESS AND HINDERS THE ARMED FORCES' EFFORTS IN CARRYING OUT THE DOD'S MISSION.



EACH MEMBER SHOULD IDENTIFY THAT SEXUAL HARASSMENT CONFLICTS WITH THEIR SERVICE'S CORE VALUES AND WORK TO PREVENT AND ELIMINATE ALL OCCURRENCES.