

# Sexual Harassment Retaliation Climate

Military member's/employees perception of whether retaliation would occur if a sexual harassment complaint was made in their unit/organization.



**The following item is used to assess Sexual Harassment Retaliation Climate on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.**

In my workgroup, members who file a sexual harassment complaint would be:

- a. Excluded from the social interactions or conversations
- b. Subjected to insulting or disrespectful remarks or jokes
- c. Blamed for causing problems
- d. Denied career opportunities (e.g., denied training, awards or promotions)
- e. Disciplined or given other corrective action
- f. Discouraged from moving forward with the complaint

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> <li>Members are observed discouraging retaliatory behaviors without leadership direction/guidance</li> <li>Policy letters are displayed encouraging members to report all incidents of inappropriate behaviors</li> <li>All members are aware of the effects of reprisal/retaliation and the consequences of actions</li> </ul>	<ul style="list-style-type: none"> <li>Existence of gossip/rumors about sexual harassment allegations/complaints</li> <li>Observing members no longer spending time together with peers</li> <li>Identifying negative comments through social media</li> <li>Leadership displaying signs of reprisal, ostracism, maltreatment or criminal acts for retaliatory purposes</li> </ul>
Outcomes	<ul style="list-style-type: none"> <li>Observers of retaliation will immediately address the inappropriate behavior</li> <li>Members remain confident in their leadership; and are confident they will be treated appropriately when/if reporting sexual harassment instances</li> <li>Increases in active bystander behaviors, preventing violence against men and women</li> </ul>	<ul style="list-style-type: none"> <li>Undermined unit cohesion and lack of trust in unit leadership</li> <li>Organizational climate that fosters inappropriate behaviors leading to sexual assaults</li> <li>Members apprehensive to reporting harmful behaviors against members who file complaints</li> <li>Increased in acceptability of sexual violence and criminal activities</li> </ul>

For more information, go to <https://www.deomi.org/DRN/AssessToSolutions/index.html>. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor