



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.



The following items are used to assess Sexual Harassment Climate on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

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

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> • When these behaviors are not occurring • Higher perceptions that men and women are treated respectfully, fairly, and equitably across sexual lines • Men and women treat each other with dignity and respect 	<ul style="list-style-type: none"> • Lack of mission readiness • Mental distress • Engaging in activities not related to the command • Engaging in activities that have no legitimate purpose
Outcomes	<ul style="list-style-type: none"> • Men and women openly speak up against and confront sexually harassing behaviors • Higher team cohesion • Increased trust and respect between men and women 	<ul style="list-style-type: none"> • Erodes mission readiness • Is prohibited in all circumstances and environments, including off-duty or in “unofficial” unit functions • Can cause psychological injury and extreme mental stress • Breaches trust • Destroys morale

For more information go to Assessment to Solutions on deomi.org. You will find:

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