

A Major Concern

Target Audience: Leaders

Training Objectives

- To identify indicators of unequal treatment
- To explore possible effects of unequal treatment and sexist behaviors
- Generate thoughts and ideas about how to best address this situation as a leader
- To understand different approaches in addressing complaints

Physical Setting

- Participants seated at tables viewing monitors and transitioning into groups assigned by facilitator to discuss a possible COA. Then, sharing group's decision amongst all class members.

Procedures:

- Facilitator will arrange room for participants to observe monitor
- Facilitator will read the training objectives to the participants
- Facilitator will show the video

Facilitator reads: The video you are about to view is based on a real life situation. It depicts one situation where an individual experiences differential treatment from her coworkers. After the video, you will answer some individual questions and then discuss the situation with the group.

Facilitator will now play the video.

Facilitator reads: Now that you have viewed the scenario, you have 5 minutes to individually answer the following questions:

- What behaviors did you observe? How were the members treated?
- Name some possible effects the female officer may have felt after the incident.
- As a leader, explain how you could possibly address and correct this issue.
- How would you prevent further occurrences such as these in your unit?
- What were the reactions of the men present? What did you perceive them to mean?

After the 5 minutes, the facilitator reads the following:

Facilitator reads: Now that you have had the opportunity to come up with your own responses, as a group (5-10), share your responses with each other and come up with a consensus on corrective strategies to share with the entire group. You will have 15 minutes to discuss your responses.

After the 15 minutes, ask a few small groups to share their responses with the large group.

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Discussion Key

- What were the indicators you saw of unequal treatment and/or sexist behaviors?
 - a. All the men were introduced first
 - b. All the male individuals at the table are introduced by their rank and last name until it came to the female officer who is introduced by her first name “Donna”
 - c. The female officer showed non-verbally her disapproval of the introductions
- Name some possible effects the female officer may have felt after the incident.
 - a. Disrespected
 - b. Disappointment
 - c. Decreased job satisfaction
 - d. Decreased motivation
 - e. Decreased morale
 - f. Impaired relationships between coworkers
- As a leader, explain how you could possibly address and correct this issue.
 - a. Stop inappropriate behaviors immediately by letting everyone know this was inappropriate
 - b. Pull the individual aside and explain how he treated males and females differently
 - c. Ask others in the room if the comments made were inappropriate and if so, ask why they allowed the comments to be said and didn’t say anything afterwards.
- How would you prevent further occurrences such as these in your unit?
 - a. Provide realistic ongoing developmental training
 - b. Address/correct inappropriate behavior as it occurs but do so in a polite respectful manner
 - c. Inform subordinates that you will not allow/accept any unequal treatment towards members
 - d. Hold offenders accountable for their actions
 - e. Create policy letters to clearly define expectations, working relationships, and conduct
- What were the reactions of the men present? What did you perceive them to mean?
 - a. Some of the reactions (looks and scoffs) could be perceived as “here we go again” or “she’s making a big deal of nothing”
 - b. Don’t understand what the issue is

The unequal treatment and sexist behaviors exhibited in this scenario may seem simple in nature. However, if uncorrected these types of behavior can become more pervasive and lead to bigger issues. Unchecked these behaviors can foster undue familiarity between members, strained relationships, show a lack of mutual respect, and potentially lead to a harassing, hostile, or an offensive work environment. Identifying inappropriate behaviors and intervening early are crucial to developing a cohesive and professional workplace.

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Referring to males in a formal sense (using rank and name) while referring to females in an informal sense (first names) can give the perception that the female has less authority or responsibility than the males. It can also, if done by a senior leader, possibly impart the perception that there is a personal/informal relationship between the senior male and female leader that doesn't exist between the senior leader and the male leaders. This belief can reinforce perceptions of favoritism, power imbalances, and other dynamics within the workforce. Whether an informal or formal form of address is used, its use should be consistent towards all team members, especially when involving members of equal rank.

This is not an all-inclusive list of observations or strategies. The intent of this training is to start a discussion between unit members on potential behaviors that can effect individuals in and outside the workplace and potential strategies to address these occurrences.

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Target Audience: [Unit Members](#)

Training Objectives

- To identify indicators of unequal treatment
- To explore possible effects of unequal treatment and sexist behaviors
- Generate thoughts and ideas about how to best address this situation
- To understand different approaches in addressing complaints

Physical Setting

- Individuals seated at tables viewing monitors and transitioning into groups assigned by facilitator to discuss a possible COA. Then, discussing group's decision amongst all class members.

Procedures:

- Facilitator will arrange room for members to observe monitor
- Facilitator will read the training objectives to the participants
- Facilitator will show the video

Facilitator reads: The video you are about to view depicts a situation where an individual experiences differential treatment from her coworkers. After the video, you will answer some individual questions and then discuss them with the group.

Facilitator will now play the video.

Facilitator reads: Now that you have viewed the scenario, you have 5 minutes to individually answer the following questions:

- What behaviors did you observe? How were the members treated?
- Name some possible effects the female officer may have felt after the incident.
- As a contemporary, explain how you could you address and correct this issue.
- How would you prevent further occurrences such as these in your unit?
- What were the reactions of the men present? What did you perceive them to mean?

After 5 minutes, the facilitator reads the following:

Facilitator reads: Now that you have had the opportunity to come up with your own responses, as a group (5-10) share your responses with each other and come up with a consensus on corrective strategies to share with the entire group. You will have 10 minutes to discuss your responses.

After 10 minutes, ask a few small groups to share their responses with the large group.

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Discussion Key

- What were the indicators you saw of unequal treatment and/or sexist behaviors?
 - a. All the male individuals at the table are introduced by their rank and last name until it came to the female officer she was introduced by her first name “Donna” instead of Major Smith
 - b. Men introduced first
 - c. The female officer showed non-verbally her disapproval of the introductions
- Name some possible effects the female officer may have felt after the incident.
 - a. Disrespected
 - b. Disappointment
 - c. Decreased job satisfaction
 - d. Decreased motivation
 - e. Decreased morale
 - f. Impaired relationships between coworkers
- As a unit member, explain how you could possibly address and correct this issue.
 - a. Make on-the-spot corrections in a polite, respectful manner
 - b. Pull the individual aside and explain how he treated males and females differently
 - c. Let supervisor know what you saw (eyes and ears) and recommend a course of action
- How would you prevent further occurrences such as these in your unit?
 - a. Follow guidelines/regulation and let others know where to find them
 - b. Become an active bystander- let individuals know when they are doing something inappropriately
 - c. Become a mentor to subordinates
 - d. Do not encourage inappropriate behaviors
- What were the reactions of the men present? What did you perceive them to mean?
 - a. Some of the reactions (looks and scoffs) could be perceived as “here we go again” or “she’s making a big deal of nothing”
 - b. Don’t understand what the issue is

The unequal treatment and sexist behaviors exhibited in this scenario may seem simple in nature. However, if uncorrected these types of behavior can become more pervasive and lead to bigger issues. Unchecked these behaviors can foster undue familiarity between members, strained relationships, show a lack of mutual respect, and potentially lead to a harassing, hostile, or an offensive work environment. Identifying inappropriate behaviors and intervening early are crucial to developing a cohesive and professional workplace.

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