

Can We Date?

Target Audience: **Leaders**

Training Objectives

- To identify indicators of inappropriate leader actions
- To explore possible effects of sexist/inappropriate behaviors or potential sexual harassment
- To generate thoughts and ideas about how to best address this situation as a senior 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 depicts a situation where a female company commander approached a female lieutenant and asked if they can date. After the video, you will answer some individual questions and then discuss the situation as a 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 actions and/or behaviors did you witness? Were they appropriate? Why or why not?
- Name some possible effects the lieutenant 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?

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 15 minutes to discuss your responses.

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

Can We Date?

Discussion Key:

What actions and/or behaviors did you witness? Were they appropriate? Why or why not?

- a. The commander asked the lieutenant if she could date her after her retirement
- b. No, both the individuals were on duty and the commander was still in a supervisory position
- c. The situation could be interpreted as a potential quid pro quo relationship since one member has power over another
- Name some possible effects the lieutenant may have felt after the incident.
 - a. If the lieutenant said no to the commander, her evaluation might be altered or she may suffer other negative actions
 - b. She could have felt as if she had to agree to go out with the commander (possibly feels threatened)
 - c. Fear of reprisal or retaliation if she mentions to leadership
 - d. Loss of respect for the commander and unit
 - e. Fear of returning to work with the commander
 - f. Decreased morale
- As a leader, explain how you could possibly address and correct this issue.
 - a. Talk to both of them at the same time saying this is not allowed
 - b. Show the commander that this is not authorized and explain the potential effects of her behavior
 - c. Counsel the commander and hold her accountable for her actions
 - d. Contact EO or IG office
 - e. Receive guidance from legal office
- How would you prevent further occurrences such as these in your unit?
 - a. Recurring leader professional development
 - b. Clearly define expectations. Establish and enforce policies forbidding inappropriate relationships
 - c. Use this situation as a learning example for others

The commander is retiring, what's the big deal? This scenario reflects a potential conflict of interest and could be considered as a potentially sexually harassing environment, depending on how the lieutenant feels about the proposal. It might also be perceived as a quid pro quo offer since the commander hasn't yet retired and still has some power or control over the lieutenant. While the feelings and attraction between these two individuals may be mutual, it was unacceptable for the commander to make such a statement at this time.

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.

Can We Date?

Target Audience: **Unit Members**

Training Objectives

- To identify indicators of inappropriate leader actions
- To explore possible effects of sexist/inappropriate behaviors or potential sexual harassment
- To 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, sharing 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 a female company commander approached a female lieutenant and asks if they can date. After the video, you will answer some individual questions and then discuss it as a 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 actions and/or behaviors did you witness? Were they appropriate? Why or why not?
- Name some possible effects the lieutenant 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?

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 15 minutes to discuss your responses.

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

Can We Date?

Discussion Key:

- What actions and/or behaviors did you witness? Were they appropriate? Why or why not?
 - a. The commander asked the lieutenant out after her retirement.
 - b. No, both the individuals were on duty and the commander was still in a supervisory position.
 - c. The situation could be interpreted as a potential quid pro quo relationship since one member has power over another
- Name some possible effects the lieutenant may have felt after the incident.
 - a. If the lieutenant said no to the commander, her evaluation may be altered or she may suffer other negative actions
 - b. She could have felt as if she had to agree to go out with her (possibly feels threatened)
 - c. Loss of respect to commander and unit
 - d. Fear of returning to work with commander
 - e. Decreased morale
- As a unit member, explain how you could possibly address and correct this issue.
 - a. Talk to the commander letting her know this is unauthorized
 - b. Show the commander that this is not authorized and explain the effects of this behavior
 - c. Take “the heat” off the lieutenant by changing the subject and talking to the commander after letting her know the comment was inappropriate
 - d. Inform your higher commander as to what occurred and recommend a remedy to address situation
- How would you prevent further occurrences such as these in your unit?
 - a. Recommend reoccurring leader professional development
 - b. Use this situation as a learning example for others in further training
 - c. Ensure others are aware of policies and regulations/guidelines

The commander is retiring, what’s the big deal? This scenario reflects a potential conflict of interest and could be considered as a potentially sexually harassing environment, depending on how the lieutenant feels about the proposal. It might also be perceived as a quid pro quo offer since the commander hasn’t yet retired and still has some power or control over the female lieutenant. While the feelings and attraction between these two individuals may be mutual, it was unacceptable for the female officer to make such a statement at this time.

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.