

Ear Muffs

Target Audience: **Leaders**

Training Objectives

- To identify indicators of inappropriate leader actions
- To explore possible effects of sexist/sexual harassment/inappropriate behaviors
- 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 male officer talking on the phone in a private conversation with his wife, as he enters the elevator with another member. 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 female 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.

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Discussion Key

- What actions and/or behaviors did you witness? Were they appropriate? Why or why not?
 - a. No, the male officer was having a personal, possibly intimate conversation and it should have been conducted in private
 - b. No, the male officer called the female “sweetheart”
- Name some possible effects the female may have felt after the incident.
 - a. Anger, from being called “sweetheart”
 - b. Disbelief, she was called “sweetheart”
- As a leader, explain how you could possibly address and correct this issue.
 - a. Let the male officer know his conversation and comment were not appropriate. Explain the impact these comments may have upon others in the hearing area.
 - b. Inform the leader how this comment could be considered as sexist and how it could be perceived as leading to more serious issues if used regularly
 - c. Educate members on proper workplace comments and etiquette
- How would you prevent further occurrences such as these in your unit?
 - a. Recommend recurring professional development training
 - b. Use this situation as a learning example for others
 - c. Ensure others are aware of proper workplace etiquette and the effects of inappropriate comments

The officer was having a potentially intimate conversation in a public area which may have made others uncomfortable. The officer inappropriately used a term of endearment, which could be considered sexist, by calling the young lady “sweetheart.” Other terms of this type are honey, sweetie, baby, etc. While some would argue these terms are a cultural thing (e.g., used by everyone in the south for example), they are not acceptable in a professional, working environment. And, their continued use can potentially foster an offensive or sexually harassing environment.

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 inappropriate leader actions
- To explore possible effects of sexist/sexual harassment/inappropriate behaviors
- 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 male officer talking on the phone in a private conversation with his wife, as he enters the elevator with another member. 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 female 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 10 minutes to discuss your responses.

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

Ear Muffs

Discussion Key

- What actions and/or behaviors did you witness? Were they appropriate? Why or why not?
 - a. The male officer was having a personal, intimate conversation and it should have been conducted in private
 - b. No, the male officer called the female “sweetheart”
- Name some possible effects the female may have felt after the incident.
 - a. Anger from being called “sweetheart”
 - b. Disbelief she was called “sweetheart”
- As a unit member, explain how you could possibly address and correct this issue.
 - a. Let the male officer know his comment and conversation may be offensive to others. Explain the impact these comments may have upon others in the hearing area.
 - b. Educate members on proper workplace comments
 - c. Inform your supervisor/commander and offer recommendations to address the situation
- How would you prevent further occurrences such as these in your unit?
 - a. Recommend recurring professional development training
 - b. Use this situation as a learning example for others
 - c. Ensure others are aware of proper workplace etiquette and the effects of inappropriate comments
 - d. Assist commander in creating/teaching realistic training educating others of proper workplace etiquette
 - e. Ensure you and others are aware of policies, regulations and guidelines

The officer was having a potentially intimate conversation in a public area which may have made others uncomfortable. The officer inappropriately used a term of endearment, which could be considered sexist, by calling the young lady “sweetheart.” Other terms of this type are honey, sweetie, baby, etc. While some would argue these terms are a cultural thing (e.g., used by everyone in the south for example), they are not acceptable in a professional, working environment. And, their continued use can potentially foster a sexually harassing environment.

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.