

# Miss Molly

Target Audience: **Leaders**

## Training Objectives

- To identify indicators of inappropriate actions of other unit members
- 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 the members to observe the 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 female Service Member in her male supervisor's office when he explains dreams he has been having. 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 actions to share with the entire group. You will have 15 minutes to discuss your responses.

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

# Miss Molly

## Discussion Key

- What actions and/or behaviors did you witness? Were they appropriate? Why or why not?
  - a. The male talked inappropriately to the female outlining his sexual dreams and fantasies.
  - b. The continued actions establish a sexually hostile environment
  - c. No, he told her she was awesome and explained his dreams were about her
  - d. No, the officer was directing his comments to an officer whom he supervises
- Name some possible effects the female may have felt after the incident.
  - a. Frustration
  - b. Sick/anxious
  - c. Disgusted with the comments
  - d. Fear/threatened by potential future escalation or action against her if she doesn't reciprocate.
  - e. Fear of reprisal/retaliation if she makes a complaint or reports the behavior or won't be believed if she does.
- As a leader, explain how you could possibly address and correct this issue.
  - a. Counseling/corrective training
  - b. Let male know his actions will not be tolerated
  - c. Direct the male to apologize for his actions
- How would you prevent further occurrences such as these in your unit?
  - a. Establish policies and enforce regulations/guidelines
  - b. Hold offenders accountable
  - c. Conduct training

This scenario is inappropriate on several levels. The sharing of intimate sexual dreams and fantasies has no place in a professional workplace, especially between a senior and a subordinate. Sexual banter may make many feel uncomfortable, be offensive, or even be threatening. Implied sexual fantasies and actions can also foster an environment of blurred lines, confusion, and lead to an offensive, hostile, and sexually harassing environment. Unchecked, this leader may feel emboldened to take his actions further, potentially leading to a sexual assault. Lastly, this type of interaction between a leader and a subordinate they supervise also crosses other lines of unacceptability, unprofessionalism, possible fraternization and could lead to quid pro quo sexual harassment. Senior leaders need to address this type of behavior immediately before it becomes more serious.

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.

# Miss Molly

Target Audience: Unit Members

## Training Objectives

- To identify indicators of inappropriate actions of other unit members
- 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 female Service Member in her male supervisor's office when he explains dreams he has been having. 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 actions to share with the entire group. You will have 15 minutes to discuss your responses.

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

# Miss Molly

## Discussion Key

- What actions and/or behaviors did you witness? Were they appropriate? Why or why not?
  - a. The male talked inappropriately to the female outlining his sexual dreams and fantasies.
  - b. The continued actions establish a sexually hostile environment
  - c. No, he told her she was awesome and explained his dreams about her
  - d. No, the leader was directing his comments to a junior officer whom he supervises
- Name some possible effects the female may have felt after the incident.
  - a. Frustration
  - b. Sick/anxious
  - c. Disgusted with the comments
  - d. Fear/threatened by potential future escalation or action against her if she doesn't reciprocate
  - e. Fear of reprisal/retaliation if she makes a complaint or reports the behavior or won't be believed if she does.
- As a unit member, explain how you could possibly address and correct this issue.
  - a. Advise that male that his actions are inappropriate and offensive
  - b. Ask to the male to reflect on his actions and to stop them
  - c. Inform commander/supervisor of the situation
  - d. Discuss your observation with the female. Ask her if she wished to do anything about it and if she knows who to contact if she does
  - e. Seek EO/EEO assistance
- How would you prevent further occurrences such as these in your unit?
  - a. Assist commander to establish policies and enforce regulations/guidelines
  - b. Recommend recurring professional development training
  - 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

This scenario is inappropriate on several levels. The sharing of intimate sexual dreams and fantasies has no place in a professional workplace, especially between a senior and a subordinate. Sexual banter may make many feel uncomfortable, be offensive, or even be threatening. Implied sexual fantasies and actions can also foster an environment of blurred lines, confusion, and lead to an offensive, hostile, and sexually harassing environment. Unchecked, this leader may feel emboldened to take his actions further, potentially leading to a sexual assault. Lastly, this type of interaction between a leader and a subordinate they supervise also crosses other lines of unacceptability, unprofessionalism, possible fraternization and could lead to quid pro quo sexual harassment.

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.