

# No Big Deal

Target Audience: **Leaders**

## Training Objectives

- To identify indicators of inappropriate 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 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 group members.

## Procedures:

- Facilitator will arrange room for participants to observe monitor
- Facilitator will read the goals of the lesson to the participants
- Facilitator will show the video

**Facilitator reads:** The video you are about to view depicts a female service member who calls her mother seeking advice about an incident that took place in her new unit. 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:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
- Name some possible effects the daughter 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 for groups to discuss their responses with the larger group.**

# No Big Deal

## Discussion Key

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
  - a. Yes, someone peeked down the daughter's blouse
  - b. The daughter slapped the individual (*comment may be stated*)
  - c. The mother seemed to accept the inappropriate behavior and felt it was "no big deal"
- Name some possible effects the daughter may have felt after the incident.
  - a. Offended
  - b. Violated
  - c. Embarrassed
  - d. Disappointed her family did not stick up more for her
- As a leader, explain how you could possibly address and correct this issue.
  - a. Discuss the situation individually with both individuals to determine the facts
  - b. Charge the offender for "peeking down her blouse"
  - c. Assist the victim with receiving care/counseling (mental health/spiritual)
  - d. Discuss with the mother her response on condoning the inappropriate behavior (looking down her daughter's blouse). Provide an approach of the daughter contacting a unit leader or the EO or EEO professional for assistance in the matter.
- 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

What really happened? It would be interesting to see if our perspective changed if we witnessed it personally versus overhearing the conversation. What would you advise the mother in this instance? Is what happened to her daughter really no big deal? Should the mother be more concerned? Would your advice to the daughter be different if she were your child? Furthermore, it appears the mother may be a government civilian. What if this happened to you in your work place? Would you be comfortable approaching her to help you resolve a similar issue seeing how she resolved this one? What would you advise the mother on her approach on the seriousness of the matter?

# No Big Deal

Target Audience: Unit Members

## Training Objectives

- To identify indicators of inappropriate 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 a 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 goals of the lesson.
- Facilitator will show video.

**Facilitator reads:** The video you are about to view depicts a female service member who calls her mother seeking advice about an incident that took place in her new unit. 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:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
- Name some possible effects the daughter 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 of (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 for groups to share their responses with the large group.**

# No Big Deal

## Discussion Key

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
  - a. Yes, someone peeked down the daughter's blouse
  - b. The daughter slapped the individual (*comment may be stated*)
  - c. The mother seemed to accept the inappropriate behavior and felt it was "no big deal"
- Name some possible effects the daughter may have felt after the incident.
  - a. Offended
  - b. Violated
  - c. Embarrassed
  - d. Disappointed her family did not stick up more for her
- As a unit member, explain how you could possibly address and correct this issue.
  - a. Discuss the situation individually with both individuals to inform commander of situation
  - b. Assist the victim with receiving care/counseling (mental health/spiritual)
  - c. Assist victim with filing report (if applicable) or escorting victim to proper agency
  - d. Attempt to treat the victim no differently than before the incident occurred
  - e. Discuss with the mother her response on condoning the inappropriate behavior (looking down her daughter's blouse). Provide an approach of the daughter contacting a unit leader or the EO or EEO professional for assistance in the matter.
- How would you prevent further occurrences such as these in your unit?
  - a. Recommend recurring 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

What really happened? It would be interesting to see if our perspective changed if we witnessed it personally versus overhearing the conversation. What would you advise the mother in this instance? Is what happened to her daughter really no big deal? Should the mother be more concerned? Would your advice to the daughter be different if she were your child? Furthermore, it appears the mother may be a government civilian. What if this happened to you in your work place? Would you be comfortable approaching her to help you resolve a similar issue seeing how she resolved this one? What would you advise the mother on her approach on the seriousness of the matter?