

# Pretty Weekend

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 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 employee is at work on the weekend and runs into her male leader. 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 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.**

# Pretty Weekend

## Discussion Key

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
  - a. Female wore beach clothing to work on weekend (*comment may be stated*)
  - a. Both individuals at work when not supposed to be there (*comment may be stated*)
  - b. Comments made by male leader
  - c. Male places himself in the doorway “blocking” her exit
- Name some possible effects the female may have felt after the incident.
  - a. Violated
  - b. Offended
  - c. Embarrassed
  - d. Trapped/Feeling Threatened
  - 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. Ensure all employees wear proper clothing in building
  - b. Establish work hours and ensure facility is well lit
  - c. Discuss the situation individually with both individuals to determine the facts
  - d. Hold the offender accountable for perceptions and actions
  - e. Assist the victim with receiving care/counseling (mental health/spiritual) if needed
- 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

The actions of the male leader were clearly inappropriate and his statements implied he might be looking for more from her. She was clearly uncomfortable with his actions. As such, he established a sexually harassing and potentially a sexual assault environment. And, he did so at a time when no other observers were around to witness or verify his actions; he clearly ensured it would be a he-said, she-said situation if all went wrong.

Some observers may mention the appropriateness of attire and being at work during off duty hours. But, many people drop by the office during these periods. What is the organization policy for doing so? What protocols and safety mechanisms are in place? While we would hope we could depend on our leaders to be professional at all times, some are not and they may use these “relaxed” times (weekends, off duty times/locations) to explore areas that will quickly get them in trouble. Lastly, this type of interaction between an officer and a subordinate also crosses other lines of unacceptability, unprofessionalism, and possible fraternization or lead to a quid pro quo sexual harassment incident.

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.

# Pretty Weekend

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 video**

**Facilitator reads:** The video you are about to view depicts a situation where a female employee is at work on the weekend and runs into her male leader. 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 female may have felt after the incident.
- As a unit member, 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.**

# Pretty Weekend

## Discussion Key

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
  - b. Female wore beach clothing at work on weekend (*comment may be stated*)
  - a. Both individuals were at work when not supposed to be there (*comment may be stated*)
  - b. Comments made by male leader
  - c. Male placed himself in the doorway “blocking” her exit
- Name some possible effects the female may have felt after the incident.
  - a. Violated
  - b. Offended
  - c. Embarrassed
  - d. Trapped/Feeling Threatened
  - 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. Encourage the female to let someone know of the incident
  - b. Inform the commander/supervisor of the situation
  - c. Assist the female as necessary
- How would you prevent further occurrences such as these in your unit?
  - a. Assist the commander in establishing realistic policies and enforce regulations/guidelines
  - b. Assist commander in creating/teaching realistic training
  - c. Be observant to behaviors and issues that can contribute to the problem and bring them to leaders attention for action/redress

The actions of the male leader were clearly inappropriate and his statements implied he might be looking for more from her. She was clearly uncomfortable with his actions. As such, he established a sexually harassing and potentially a sexual assault environment. And, did so at a time when no other observers were around to witness or verify his actions; he clearly ensured it would be a he-said, she-said situation if all went wrong.

Some observers may mention the appropriateness of attire and being at work during off duty hours. But, many people drop by the office during these periods. What is the organization policy for doing so? What protocols and safety mechanisms are in place? While we would hope we could depend on our leaders to be professional at all times, some are not and they may use these “relaxed” times (weekends, off duty times/locations) to explore areas that will quickly get them in trouble. Lastly, this type of interaction between an officer and a subordinate also crosses other lines of unacceptability, unprofessionalism, and possible fraternization or lead to a quid pro quo sexual harassment incident.

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