

# Sexual Harassment Retaliation Climate

Military member's/employees perception of whether retaliation would occur if a sexual harassment complaint was made in their unit/organization.

**\*Note: The following DEOCS question uses a 7-point response scale from strongly disagree to strongly agree.**

In my workgroup, members who file a sexual harassment complaint would be:

- a. Excluded from the social interactions or conversations
  - b. Subjected to insulting or disrespectful remarks or jokes
  - c. Blamed for causing problems
  - d. Denied career opportunities (e.g., denied training, awards or promotions)
  - e. Disciplined or given other corrective action
  - f. Discouraged from moving forward with the complaint
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The following questions can assist in conducting focus groups and interviews to learn more about members' perceptions regarding this area.

- If a member of your organization was to file a sexual harassment complaint (formal/informal), would they have to worry about retaliation? Please explain.
- What types or examples of retaliation, or perceived retaliation have you seen?
- Who typically demonstrates the retaliatory type behavior?
- How would your chain of command respond to an allegation of retaliation?
- If a level of leadership is engaged in acting out reprisal, at what level does it occur, i.e, immediate work group, section/work center, squad/department, platoon/division, company/squadron, or levels above those named?
- How do other leaders respond to acts of reprisal?
- Do leaders recognize acts of reprisal?
- Are members of your organization encouraged to report retaliation (reprisal, ostracism maltreatment)? Please explain.
- In what way does your leadership demonstrate their commitment to ensure all members are treated equitably especially after reporting an allegation of sexual harassment?
- What strategies would you recommend to ensure sexual harassment retaliation does not occur in your organization?