

# Sexual Harassment



# Agenda

- Describe Sexual Harassment
- Identify the Sexual Harassment Questions on the DEOCS
- Recognize Indicators of Sexual Harassment
- Identify Strategies to Eliminate Sexual Harassment

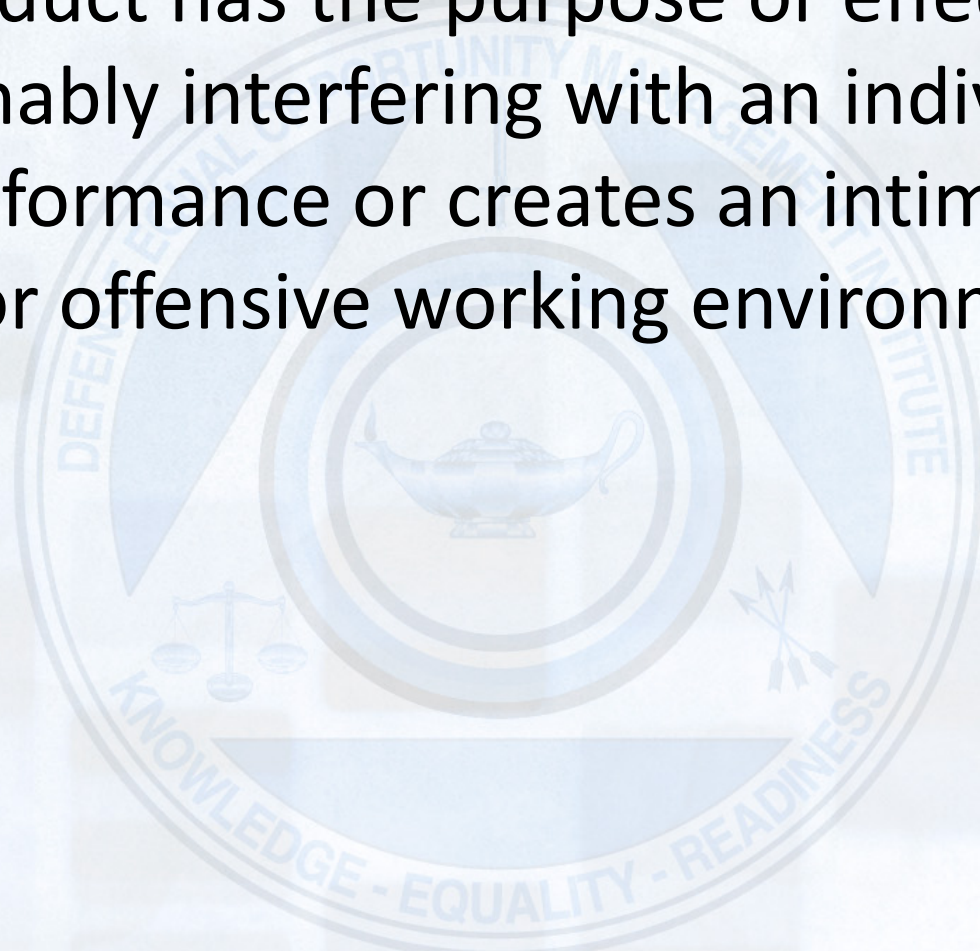
# Sexual Harassment

Involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

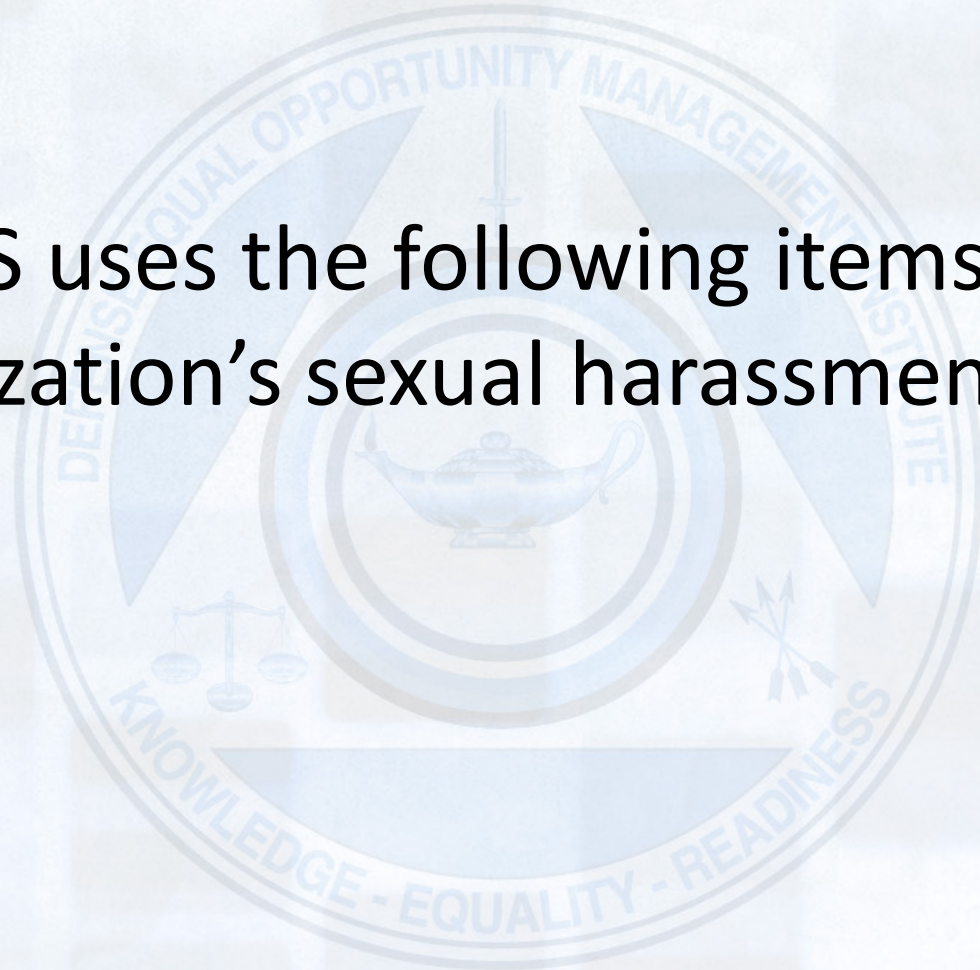
# Sexual Harassment (cont.)

- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.



# Questions on the DEOCS

The DEOCS uses the following items to gauge the organization's sexual harassment climate:



# Questions on the DEOCS

- My chain of command/supervision adequately responds to allegations of sexual harassment.
- My chain of command/supervision plays an active role in the prevention of sexual harassment.
- Individuals from my workplace use offensive gestures that are sexual in nature.
- Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.

# Indicators of Sexual Harassment

The following examples may be indicators of a potential sexual harassment environment:

- Acceptance of violence/inappropriate behaviors
- Members denied opportunities (gender inequality)
- Sexist behaviors frequently displayed
- Sexual assault reports
- Polarization of the sexes
- Weak, or lack of enforcing laws/policies
- Hypermasculinity

# Proactive Strategies

- Teach skills to prevent sexual harassment:
  - Social-emotional learning approaches (open communication, problem solving, empathy, emotional regulation, conflict management)
  - Reinforce positive social norms—hold members accountable to police each other’s behaviors
  - Empowerment based training for women to reduce risk for victimization
  - Promote healthy sexuality (communication, sexual respect and consent)



# Proactive Strategies (cont.)

- Empower members by endorsing bystander intervention techniques that discourage/stop sexually-inappropriate behaviors
- Recognize members in public for accomplishments
- Select members for leadership positions equally
- Demonstrate how an inclusive and diverse workforce enhances mission readiness

# Proactive Strategies (cont.)

- Reinforce positive alcohol behaviors:
  - Decision making
  - Self-control/self-accountability
  - Conscious Consumption
  - Designated driver(s)
- Promote mentorship programs:
  - New members sponsorship program
  - Peer-to-peer
  - Supervisor-to-subordinate

# Reactive (short term) Strategies

- Ensure Sexual Harassment investigations are conducted in objective and timely manner
- Hold offenders appropriately accountable for their behaviors
- Review high risk areas; implement mitigation reduction measures
- When appropriate, publicize leadership's corrective actions for substantiated sexual harassment complaints

# Reactive (long term) Strategies

- Develop future training sessions based on:
  - Actual case histories
  - Incident patterns (locations, circumstances, etc.)
  - Trends (frequency of reports, outcomes)
- Conduct a follow-up with the victim and the perpetrator to ensure no subsequent:
  - Incidents of sexual harassment
  - Retaliation by perpetrator

# Summary

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# References

- Stop Sexual Violence: *A Technical Package to Prevent Sexual Violence*, CDC. 2016 p19
- Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) <https://www.deocs.net>