

The background features a large, semi-transparent seal of the Department of Defense Equal Opportunity Management Institute. The seal is circular and contains a central shield with a sword, a scale of justice, and a torch. The text around the seal includes "DEPARTMENT OF DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE" at the top and "KNOWLEDGE - EQUALITY - READINESS" at the bottom.

Eliminating a Sexual Harassment Retaliation Climate

Agenda

- Describe the DEOCS Factor Sexual Harassment Retaliation Climate
- Identify the DEOCS Sexual Harassment Retaliation Climate Questions
- Identify Indicators and Outcomes of a Sexual Harassment Retaliation Climate
- Recognize Proactive Strategies to Eliminate a Sexual Harassment Retaliation Climate
- Summary

Factor Description

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.

www.DEOCS.net

Questions on DEOCS

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

*Response scale is a 7-point (scale) from strongly disagree to strongly agree.

Indicators

Unfavorable

- Existence of gossip/rumors about sexual harassment allegations/complaints
- Observing members no longer spending time together with peers
- Identifying negative comments through social media
- Leadership displaying signs of reprisal, ostracism, maltreatment or criminal acts for retaliatory purposes

Favorable

- Members are observed discouraging retaliatory behaviors without leadership direction/guidance
- Policy letters are displayed encouraging members to report all incidents of inappropriate behaviors
- All members are aware of the effects of reprisal/retaliation and the consequences of actions

Outcomes

Unfavorable

- Observers of retaliation will immediately address the inappropriate behavior
- Members remain confident in their leadership; and are confident they will be treated appropriately when/if reporting sexual harassment instances
- Increases in active bystander behaviors, preventing violence against men and women

Favorable

- Undermined unit cohesion and lack of trust in unit leadership
- Organizational climate that fosters inappropriate behaviors leading to sexual assaults
- Members apprehensive to reporting harmful behaviors against members who file complaints
- Increased in acceptability of sexual violence and criminal activities

Prevention Strategies (1 of 3)

- Conduct realistic, interactive training with leaders demonstrating appropriate behaviors
- Explain the negative impact on members and the organization when retaliation is permitted
- Encourage positive behaviors
 - Intervening at the earliest and safest time
 - Reporting inappropriate behaviors
 - Remaining neutral throughout any reported sexual harassment complaint

Prevention Strategies (2 of 3)

Encourage positive behaviors

- Intervening at the earliest and safest time
- Demonstrate professional behaviors for subordinates and peers to emulate
- Reporting inappropriate behaviors
- Remaining neutral throughout any reported sexual harassment complaint

Prevention Strategies (3 of 3)

Discourage negative behaviors

- Blaming the person who reported being sexually harassed
- Turning a “blind eye” and acting as if you never saw anything
- Going along with the “in group” even when their actions are wrong
- Thinking “someone else will fix it”

Summary

- Describe the DEOCS Factor Sexual Harassment Retaliation Climate
- Identify the DEOCS Sexual Harassment Retaliation Climate Questions
- Identify Indicators and Outcomes of a Sexual Harassment Retaliation Climate
- Recognize Proactive Strategies to Eliminate a Sexual Harassment Retaliation Climate
- Summary