



## Strategies to Prevent Sexual Harassment

After completing your Organizational Assessment, you may find sexual harassment is an issue in your organization that requires your attention. This paper will assist you with strategies to address, prevent, and stop Sexual Harassment.

**How Sexual Harassment is measured on the DEOCS:**

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

## Strategies

Establish policies and procedures for responding to sexual harassment complaints.

- Clearly explain the sexual harassment complaint policy and reporting procedures
- Encourage members to report all sexist behaviors and sexual harassment.
- Educate members on the complaint process using real-life examples.
- Provide multiple options for reporting incidents such as anonymous comment boxes, third party submittal, first line supervisor notification, etc.
- Provide easily-accessible resources for victims and encourage members to seek help.
- Follow up with all victims after the complaint has been closed to ensure the issue has been effectively resolved.

Discourage and actively intervene if you observe any sexist behaviors

- Clearly communicate that sexist attitudes and behavior will not be tolerated
- Discourage sexual jokes, gestures, etc. in the workplace
- Immediately interrupt others engaging in sexist behaviors or jokes

Demonstrate fair and equal practices

- Identify and correct any personnel offering sexual favors for advancement, award, or assignment
- Demonstrate through your actions and words that you will not tolerate a hostile work environment

Manage the sexual harassment awareness and prevention program

- Leverage DEOCS results and climate assessment findings to monitor, track and evaluate the effectiveness your sexual harassment awareness and prevention
- Establish, publicize, and enforce your prevention policy; engage leaders at every level to create a culture where sexist behaviors are not tolerated.



## **Additional Resources**

Army: AR 600-20, SHARP  
Marine Corps: MCO 1000.9A  
Navy: SECNAVINST 5300.26D  
All: SAPR, RAINN

Air Force: AFI 36-2706  
Coast Guard: SECNAVINST 5300.26D  
Civilian Personnel: ARI Contractor  
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