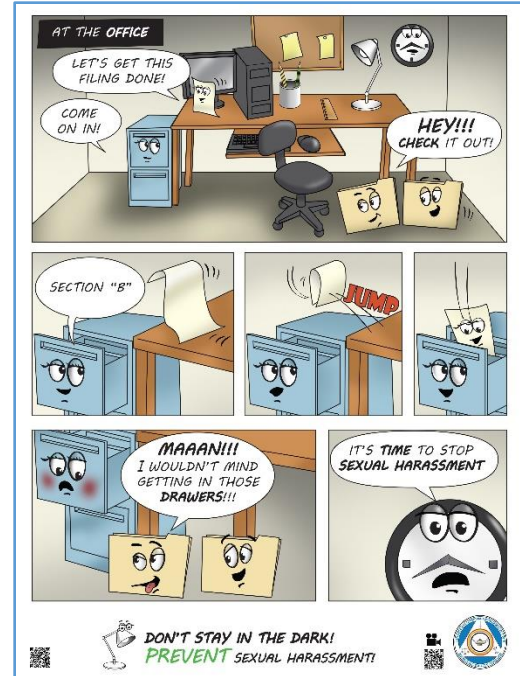


Sexual Harassment Prevention

Consider:

1. Do you feel this situation depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Should the second file folder have challenged the comment made?
3. What else could possibly happen if this behavior continues and is not immediately addressed?



Discussion:

This situation depicts verbal and non-verbal sexual harassment. The file folders implied a sexual connotation with the comment made and their visual gestures. The folders' actions created a **hostile environment**.

You may notice that the cabinet drawer is open. It's important to understand that no matter how far the drawer is open (what an individual is wearing – i.e., an unbuttoned shirt, muscle shirt, V-neck blouse, tight pants, or short shorts or short skirt), the folder is not permitted to harass the cabinet.

By witnessing without challenging the behavior, the second folder is also guilty in the inappropriate behavior. As a bystander, we have a professional and moral obligation (and potentially legal one) to challenge and stop the inappropriate behaviors.

If left unaddressed, this behavior has the potential to evolve into something more serious, such as a sexual assault. A recent study found women who were sexually harassed are 16 times more likely to be sexually assaulted. Men who were sexually harassed are 50 times more likely to be sexually assaulted.

We have an obligation to take care of each other. We can't afford to be inactive bystanders. Stop this type behavior in its tracks!

This poster, related animation, and discussion page are available for download at the Defense Equal Opportunity Management Institute (DEOMI) website at: <https://www.deomi.org>, then select the Human Relations Toolkit tab, then Harassment Prevention.