Engaged worldwide with ready units and soldiers.
DEFINITION OF SEXUAL HARASSMENT

A FORM OF GENDER DISCRIMINATION THAT INVOLVES UNWELCOMED SEXUAL ADVANCES, REQUESTS FOR SEXUAL FAVORS, AND OTHER VERBAL OR PHYSICAL CONDUCT OF A SEXUAL NATURE WHEN:

• A PERSON’S JOB, PAY, OR CAREER PLACED AT RISK

• AN EMPLOYEE’S EMPLOYMENT OR CAREER PLACED IN JEOPARDY

• IT CREATES AN INTIMIDATING, HOSTILE,
QUID PRO QUO

• LATIN TERM MEANING, “THIS FOR THAT”

• CONDITIONS PLACED UPON A PERSON’S CAREER OR TERMS OF EMPLOYMENT IN RETURN FOR SEXUAL FAVORS

• PROMISES OF CAREER ADVANCEMENT, PROMOTIONS, AND OTHER BENEFITS, SHOULD THE VICTIM GIVE IN TO THE
HOSTILE ENVIRONMENT

• OFFENSIVE

• UNWANTED

• UNSOLICITED COMMENTS AND/OR BEHAVIORS OF A SEXUAL NATURE
RELATED ELEMENTS OF SEXUAL HARASSMENT

- IMPACT Vs INTENT
- REASONABLE PERSON STANDARD
SEXUAL HARASSMENT BEHAVIORS

- VERBAL COMMENTS
- NONVERBAL GESTURES
- PHYSICAL CONTACT
SEXUAL HARASSMENT CHECKLIST

• IS THE BEHAVIOR SEXUAL IN NATURE?

• IS THE BEHAVIOR UNWELCOME

• DOES THE BEHAVIOR CREATE A HOSTILE OR OFFENSIVE ENVIRONMENT?

• HAVE SEXUAL FAVORS BEEN DEMANDED, REQUESTED, OR SUGGESTED?
VICTIM IMPACT

• INTERFERES WITH WORK PERFORMANCE
• CREATES A HOSTILE ENVIRONMENT
• STRESS
• FEAR AND ANXIETY (QUID PRO QUO)
• LESS PRODUCTIVE
TECHNIQUES TO DEAL WITH SEXUAL HARASSMENT

- DIRECT APPROACH
- INDIRECT APPROACH
- THIRD PARTY
- A LETTER OR MEMORANDUM
- CHAIN OF COMMAND
- FILE A FORMAL COMPLAINT
REPERCUSSIONS OF SEXUAL HARASSMENT

- ADMINISTRATIVE ACTIONS
- MANDATORY COUNSELING
- ADDITIONAL TRAINING
- DENIAL OF CERTAIN PRIVILEGES
- REHABILITATIVE TRANSFER
- LETTER OF ADMONISHMENT/REPRIMAND
- RELIEF FOR CAUSE (OER/NCOER)
- ADVERSE PERFORMANCE EVALUATION
- BAR TO REENLISTMENT
- SEPARATION
TRATEGIES FOR COMBATING SEXUAL HARASSMENT

• BE PROACTIVE!
• KEEP SOLDIERS / CIVILIANS INFORMED AND EDUCATED
• CONDUCT TRAINING
• OUTLINE PROCEDURES AND POLICIES
• BE FAMILIAR WITH REGULATIONS AND POLICIES