Unwanted Workplace Experience

This measures the sexual harassment risk within the organization. The items contain behaviors associated with the increased probability that sexual harassment could be occurring.

The following items are used to assess Unwanted Workplace Experience on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. While under your current senior leader **and** within the last 12 months, did someone from your workplace:
    a. Repeatedly tell sexual jokes <u>that made you uncomfortable, angry, or upset?</u>
    b. Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to? *For example, if you are a male, being called a "fag" or "gay," if you are a female, being called a "dyke" or "butch."*
    c. Make repeated sexual comments about your appearance or body that made you uncomfortable angry or upset?
    d. Make repeated attempts to establish an unwanted romantic or sexual relationship with you? *These could range from repeatedly asking you out for coffee to ask you for sex or a "hook-up."*
    e. Intentionally touch you in a sexual way when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*

	Favorable	**Unfavorable**

Indicators	• When these behaviors are not occurring:
	   o Higher perceptions that all members are treated respectfully, fairly, and equitably
	   o Men and women openly treat each other with dignity and respect
		• A culture that tolerates demeaning jokes, stereotypes, and the use of language that has sexual undertones
		• Microaggressions allowed towards individuals based on their sex
		• Individuals are not corrected when they abuse their power or authority to engage in inappropriate conversations or physical contact
		• Leaders do not establish their position against behaviors that could result in harmful outcomes

Outcomes	• Evidence of positive and effective working relationships between men and women • Demonstrated and expressed respect for individuals across sexual lines • Increased trust and respect for each other • High performing teams and high individual and team commitment and motivation to excel	• Culture of low morale • Impaired relationships among unit members • Lack of trust in the organization's leaders • Undermined commitment to the organization and its mission

For more information go to Assessment to Solutions on deomi.org. You will find:
- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor