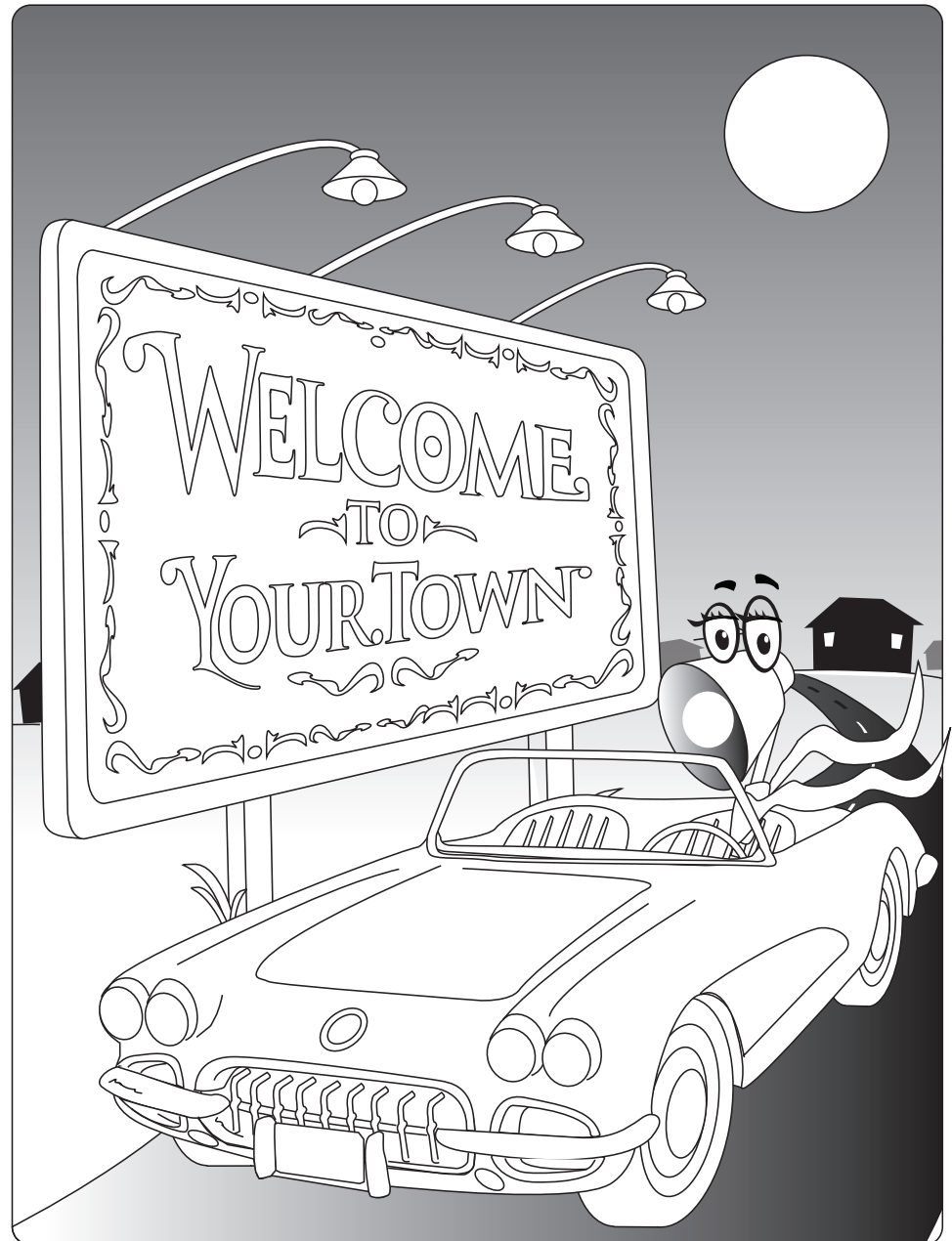




Original artwork created for DEOMI by Archie Delapaz

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DON'T STAY IN THE DARK!
PREVENT SEXUAL HARASSMENT!

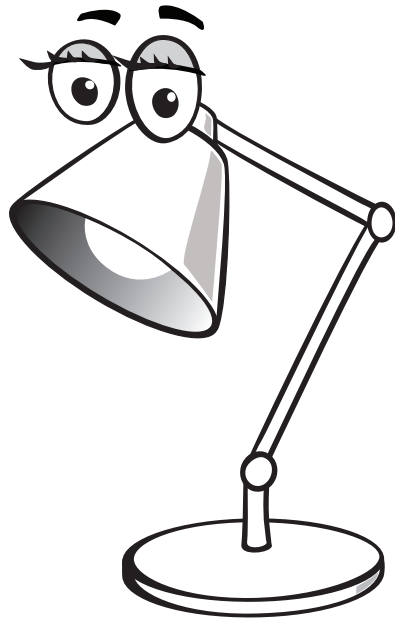


Prevention of Sexual Harassment

HI THERE!

I'M HERE TO GET US THINKING AND TALKING ABOUT AN IMPORTANT ISSUE THAT HAS AND CONTINUES TO AFFECT OUR WORK AND OFF-WORK ENVIRONMENTS - SEXUAL HARASSMENT.

ELIMINATING SEXUAL HARASSMENT REQUIRES CONSIDERABLE TIME AND EFFORT; HOWEVER, THE REWARDS IN TERMS OF IMPROVED MORALE, DISCIPLINE, TRUST, LOYALTY, PRODUCTIVITY, SATISFACTION, AND THE LIKE ARE INNUMERABLE.



Did you know?

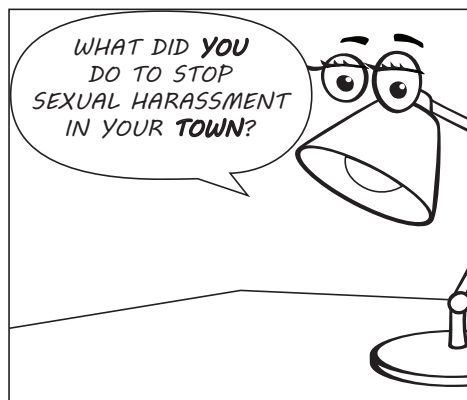
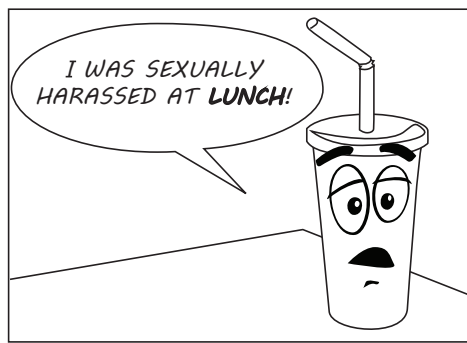
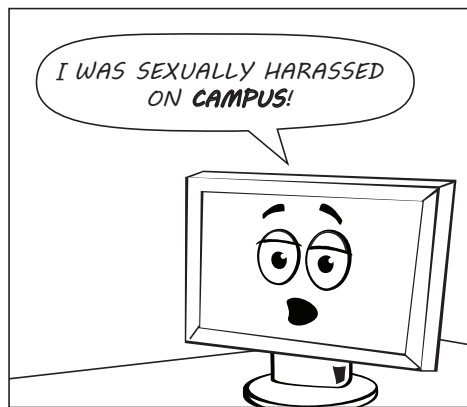
- Sexual harassment in the military is widely recognized by Service Members with 77% of women and 49% of men describing them as “common” or “very common” occurrences.
- The majority of sexual harassment violations involve experiences consistent with a sexually hostile environment.
- Male and female junior members (enlisted and officers) experience sexual harassment at a higher rate than senior members.
- In one survey 67% of men and 54% of women who experienced sexual harassment did not tell a supervisor, unit leader, or Equal Employment Opportunity/Military Equal Opportunity representative.

Discussion:

Sexual harassment can occur anywhere, on or off-duty. Each of us has a personal responsibility to eliminate sexual harassment, wherever it occurs. Many times we accept this type behavior because it is easier to excuse the behavior than identify there is a serious problem in our area. But, ignoring it helps no one. Only by recognizing and challenging these behaviors can we begin to make a change.

Think of this. What is the impact on your organization, your unit, your friends, or the mission? Ask yourself if you’ve seen any of these or like behaviors displayed in your surroundings?

And most importantly, ask yourself, what you are doing to correct them?



Discussion:

As we discuss sexual harassment and the harmful effects it has, individually and on mission readiness, each of us should begin to examine our own actions as well as those around us.

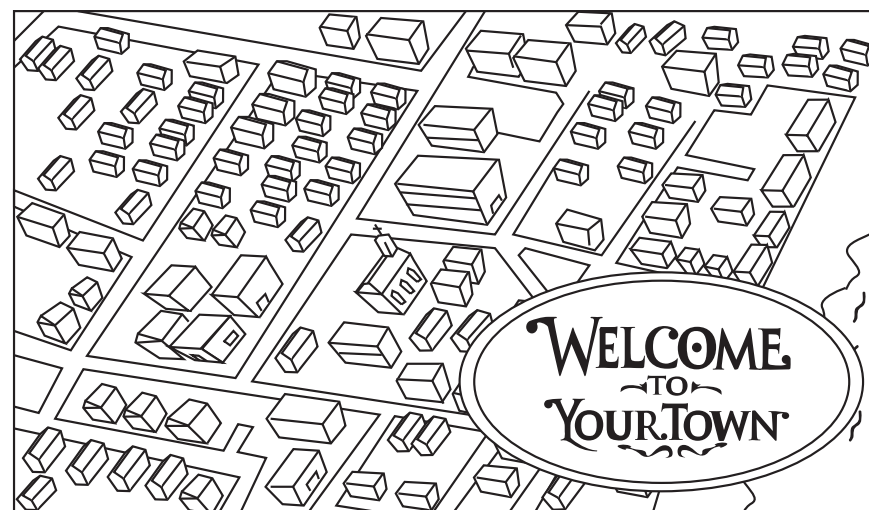
Do you know what sexual harassment looks like? Do you know how it manifests itself? Recognizing and understanding it is one of the first steps in its eradication.

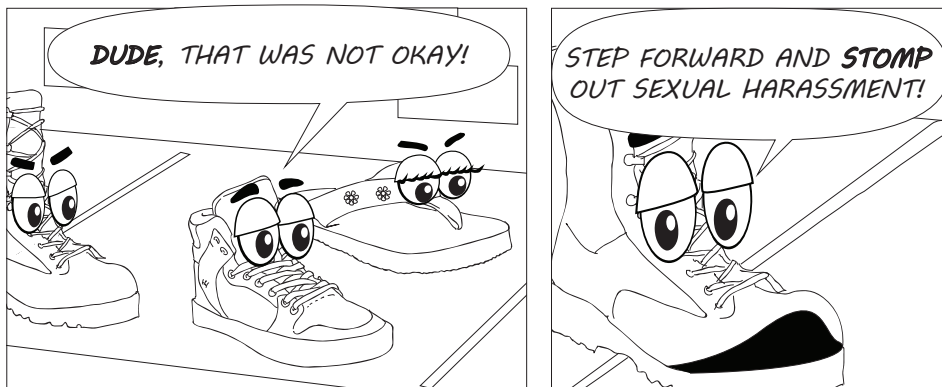
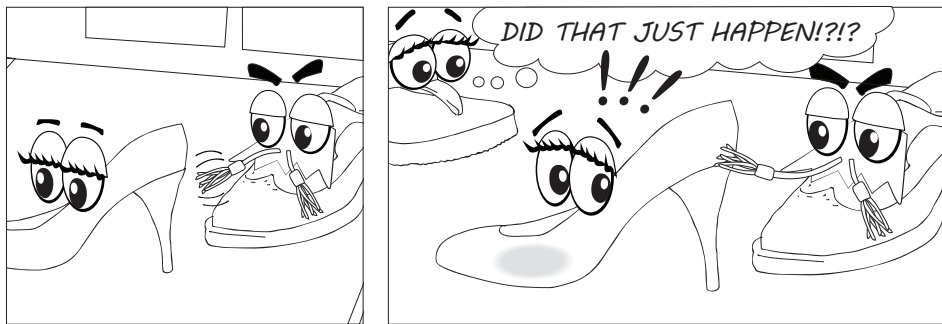
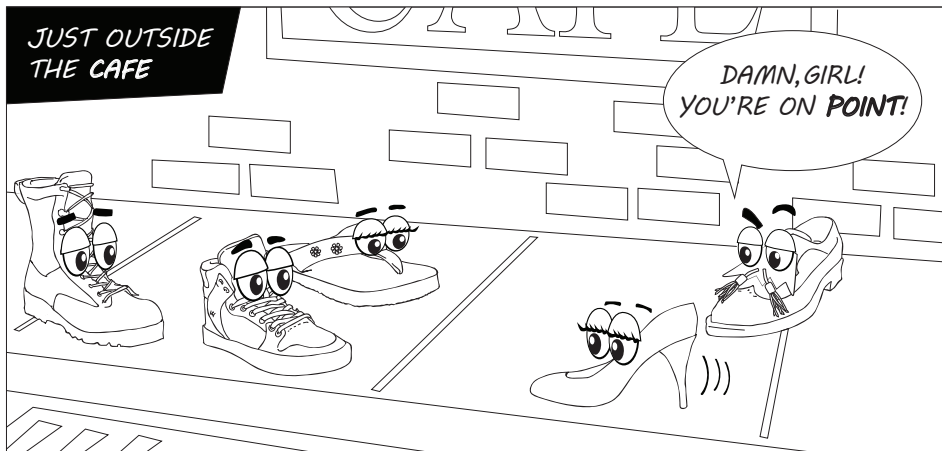
There are two types of sexual harassment: hostile environment and quid pro quo. The three categories of sexual harassment are: verbal, non-verbal, and physical contact.

When we see something that just isn't right, we must correct those behaviors that are inconsistent with our Service's core values.

We are all essential members of the team and must work together to eliminate sexual harassment in our neighborhoods. Let's get it done!

So, let's take a tour around town and see what what's going on.





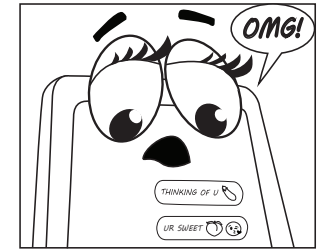
Prevention of Sexual Harassment

Consider:

1. Do you feel this situation depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Does this scenario reflect a compliment or does it reflect a sexually hostile environment?
3. How do you help prevent these types of behaviors from occurring in your immediate area?

Discussion:

This poster depicts non-verbal sexual harassment. Non-verbal sexual harassment refers to an individual's unspoken behavior, or actions taken, that create a hostile environment.



The phone is receiving texts that show repeated, unsolicited, and unwanted messages that create a sexually harassing environment. Displaying sexually oriented or disparaging material (the icons in the texts) is not acceptable and can be offensive to the recipient.

When determining if sexual harassment has occurred, one must ask whether a reasonable person would perceive an individual's actions as intimidating, hostile, or offensive.

The reasonable person standard has two components: the objective test and the subjective test. The objective test requires a hypothetical exposure of a "reasonable person" to the same sets of facts and circumstances – how would a reasonable person under similar circumstances react or be affected by the behavior? The subjective test requires that a victim perceives the harassing behavior as intimidating hostile, offensive, or creates an abusive environment.

Don't be the perpetrator of an unwanted sexting situation. Be sure about how another person truly feels before ever going down this path. Then think, before you hit the send button!





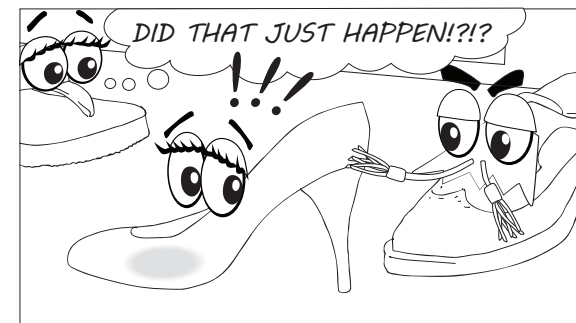
Prevention of Sexual Harassment

Consider:

1. Do you feel this poster depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Is this a harmless texting or does it create a sexually hostile environment?
3. How can you prevent sexual harassment?

Discussion:

This situation depicts physical sexual harassment. The loafer inappropriately touched the high heel's back with its tassels. The action was deliberate, unsolicited and unwanted. The shock and embarrassment displayed by the recipient indicates it was offended and felt sexually harassed. The behavior created a hostile environment.



Physical sexual harassment refers to an individual making inappropriate physical contact with another individual, and may include: touching, patting, pinching, bumping, grabbing, grazing, cornering, blocking a passageway, kissing, etc.

When determining whether sexual harassment occurred, one must ask whether a reasonable person would perceive an individual's actions as intimidating, hostile, or offensive. You must also consider the intent of the behavior versus the impact it has on others.

The loafer's comment also contributes to the sexually harassing environment by the use of sexist language - the term "girl" - and in the way that it was said. Nothing should prohibit polite, respectful, and cordial comments and compliments within the workplace, or elsewhere for that matter. Do not be afraid to compliment others; just make sure the comments are professional and respectful. But, keep your tassels to yourself.

In some instances the line between sexual harassment and sexual assault is very narrow. Individuals should contact a Sexual Assault Prevention and Response Victim Advocate or Sexual Assault Coordinator if they are uncertain about whether a sexual assault occurred.





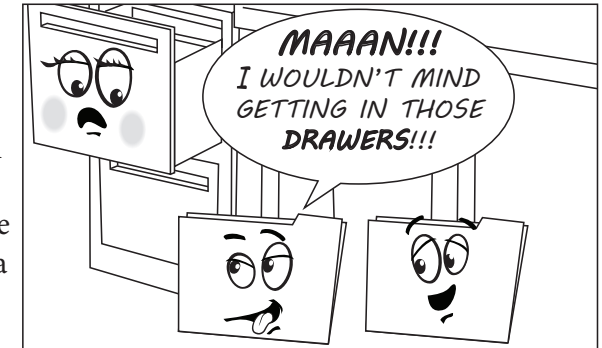
Prevention of Sexual Harassment

Consider:

1. Do you feel this situation depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Does this scenario reflect a harmless comment made by a superior or does it reflect a sexually hostile environment?
3. How do you make sure your workplace isn't adversely affected by these types of requests?

Discussion:

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



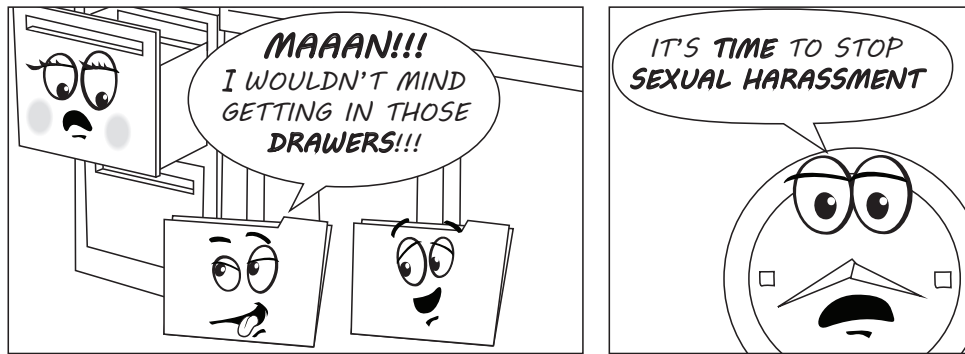
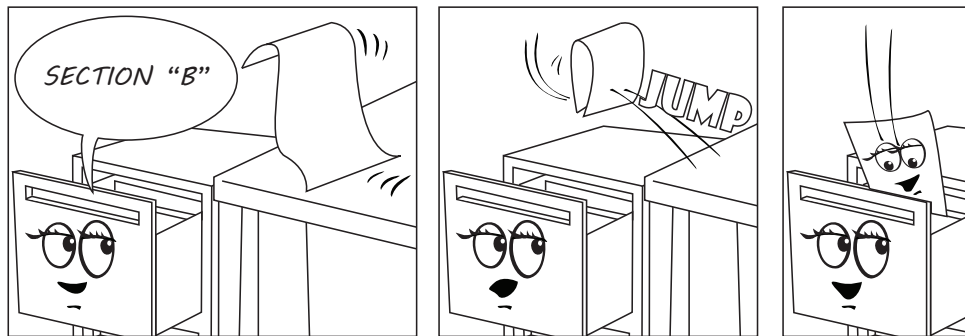
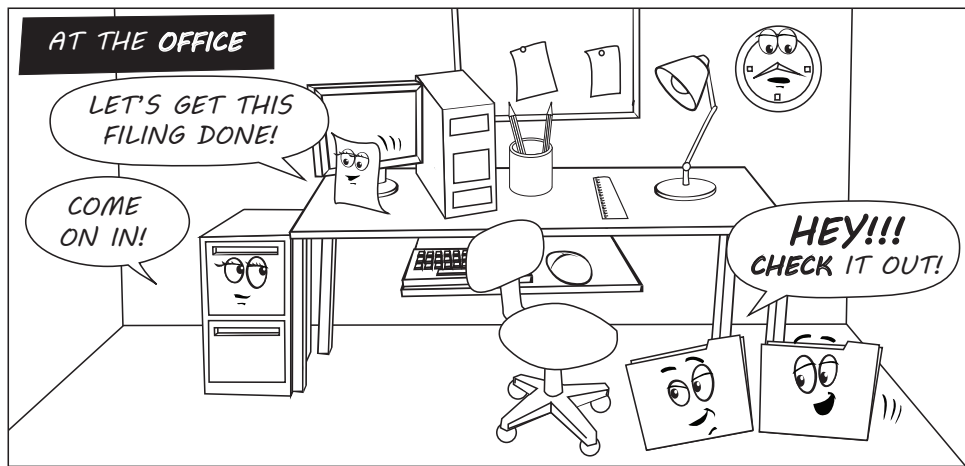
You may notice that the cabinet drawer is open. It's important to understand that no matter how far open the drawer is (what the drawer is wearing – i.e., an unbuttoned shirt, muscle shirt, V-neck blouse, tight pants, short shorts or short skirt), the folder is not permitted to harass the cabinet.

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

If left unaddressed, this type of 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!





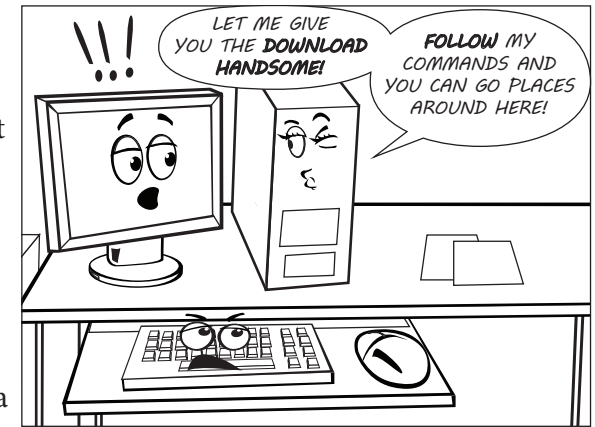
Prevention of Sexual Harassment

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. If this behavior continues and is not addressed immediately, where else can it possibly lead?

Discussion:

This situation depicts quid pro quo sexual harassment. Quid pro quo is a Latin term that means “this for that.” This type of sexual harassment occurs when submission to or rejection of sexual conduct is made explicitly or implicitly a condition or term of a person’s job, pay, or career.



Quid pro quo involves unwarranted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. It can involve threats of adverse action if the person does not submit, or promises favorable actions if the person does submit. It also includes conduct that excessively interferes with an individual’s performance or creates an intimidating, hostile, or offensive environment.

In a quid pro quo sexual harassment situation, the harasser is usually someone who is in a position of power. The victim is usually a person who feels they must respond to the sexual advances in order to gain something they need or want, or keep something negative from occurring.

The computer tower is clearly implying a senior-subordinate relationship and that more is expected from the computer monitor. And, it appears the tower targets newer members who may not know the system or be confident enough to challenge the inappropriateness. The keyboard’s comments show that this is a repeated behavior.

True leaders don’t abuse or take advantage of their subordinates. And, they stop those who do!





Prevention of Sexual Harassment

Consider:

1. Do you feel that this situation depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Does this scenario reflect harmless flirtation or does it contribute to a sexually hostile environment?
3. How do you make sure your area isn't adversely affected by these types of behaviors?

Discussion:

This situation depicts verbal sexual harassment. The comment made coupled with the manner in which it was delivered demonstrates a hostile environment.

As indicated by the recipient's expression, the sexual advance was unwanted (see the soda cup's pink cheeks and open mouthed expression - shock). The recipient's comments reflect that this is a deliberate and recurring behavior and it is unwelcomed.

Another key element to consider when determining whether sexual harassment occurred is the intent of the behavior versus the impact it has on others. In evaluating an incident that occurred, the impact the behavior had on the recipient is always the basis in making a determination.

Behaviors that might be considered flirtatious can actually foster a sexually hostile environment, especially if they are unsolicited or unwanted. If an individual expresses a desire for this type of behavior to cease, the behaviors must stop immediately.

Our environment must be a place where members are able to live and interact without being subjected to unwanted, unsolicited, or inappropriate comments. Don't let this type of behavior persist. Take it seriously, discuss it with your team members, and stop these types of behaviors.

