



Video: Physical Training 2024

Physical Training: Facilitation Guide



Overview

This facilitation guide and accompanying video have been developed to assist equal opportunity (EO) and equal employment opportunity (EEO) professionals and practitioners in discussing *Harassment Prevention and Response in the Armed Forces*.

Additional information on how to conduct a facilitation can be found in *The Leader's Conversation* guide available at deomi.mil.

This guided discussion is focused on the *Physical Training* video. The video demonstrates potential behaviors one could see or hear in many environments. The facilitator can use the video and guide to discuss the demonstrated problematic behaviors and how the unit members and leaders can prevent, mitigate, or address them. Adherence to this facilitation guide is encouraged to ensure consistency in training delivery.

However, this guide is not all-inclusive and may be expanded based on the facilitator's experience. Throughout this guide, questions are framed to stimulate the facilitator's thoughts on areas to explore and consider in this process and the specific topic. Users should provide a controlled, safe, and non-attributional environment where individuals will be willing to share their perspectives. EO and EEO professionals, practitioners, and leaders can use this event to review and educate their members on policy and acceptable and unacceptable behaviors. Sexual harassment is covered in Department of Defense Instruction (DoDI) 1020.03, *Harassment Prevention and Response in the Armed Forces*.



Purpose

The objectives for this discussion:

- Define sexual harassment.
- Discuss the video and the behaviors seen within it.
- Grasp how the fear of harassment can affect the individual and the organization.
- Understand the escalation sexual harassment behaviors can take if not addressed.
- Discuss sexual harassment prevention strategies.

Preparation

This guide has been developed assuming that users have some basic facilitation skills and understand the facilitation process. Users should also review *The Leader's Conversation* guide for additional parameters, techniques, and information on facilitation (available at deomi.mil). *The Leader's Conversation* guide provides areas to consider, including the following:

- Site selection
- Ground rules the facilitation may use
- Question development
- How to conduct the discussion

Definitions

DoDI 1020.03 defines these terms as the following:

- Harassment is defined as behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment.
- Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
 - Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person's job, pay, or career.
 - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
 - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.
 - Such conduct is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.
 - Such conduct is used or condoned by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense.
 - Such conduct includes any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense.



What Is Sexual Harassment?

Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature. According to DoDI 1020.03, Section 2.5b, the DoD will hold leaders at all levels appropriately accountable for fostering a climate of inclusion that supports diversity, is free from harassment, and does not tolerate retaliation against those filing harassment complaints. It is also important to note that DoDI 1020.03 states there is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as hostile or offensive. Sexual harassment that goes unreported can affect the individual and the organization:

Individual	Organization
Fear of reporting	Passive Bystanders
Low self-esteem	Lack of trust and morale
Depression or anxious	Hostile work environment
Socially exclusion	Culture of exclusion
Low productivity	Decreased readiness

Strategies to Prevent Sexual Harassment

As leaders, it is critical to be aware of our surroundings whether in the office or out in the field. Being able to create a healthy command climate where Service members feel heard and understood can make a great impact when it comes to reporting harassment. Some principles of prevention/ strategies are:

Video: Physical Training 2024

- Discuss avenues (including anonymously) for reporting inappropriate behaviors.
- Discourage social media that supports harassment and inappropriate behaviors. Policies and reporting procedures are clearly posted for Service members.
- Hold members accountable for leading/ participating in inappropriate behaviors.

Notes:

b



Video: Physical Training 2024

Process

Before the participants' arrival, determine and prepare the setting for the guided discussion. Ensure the video is prepared to view (direct from https://digitalcommons.deomi.mil/sc_videos/42/ or may be predownloaded).

Video Description

Physical Training

FOR FACILITATOR USE ONLY: The video opens with a female on an exercise bike in the gym. A male approaches the female and asks if she is getting ready for the physical training test coming up. She responds that she needs to get in shape, and he responds, "Your shape looks fine to me." She feels uncomfortable with his comment and moves to another area in the gym. The male follows her over and continues to make sexually suggestive comments and invites her over to his place. She then declares that she has expressed her lack of interest repeatedly and tell him to leave her alone. She then exits the scene, and the video continues with the roles being reversed.

Video Participants

- **Target:** Female/Male
- **Perpetrator:** Male/Female
- **Bystanders:** None



Directions

1. Introduce yourself.
2. Validate: explain the purpose or objective of the discussion/training.
3. Set expectations and establish ground rules.
4. Introduce the topic (using the notes you created based on the topic).
5. Define sexual harassment.
6. Provide the handout (if used) to the participants.
7. **Read instructions:** You are about to watch a video that is made for awareness purposes only.
8. **Read instructions:** Answer the questions in your handout individually after watching the video. Then later, we will share your answers with the group.
9. Show the video.
10. Have participants answer the handout questions (5–10 minutes). Please encourage them to use critical thinking as they view the questions.
11. Lead a discussion based on the questions used.

Facilitator Notes

Suggestions: Display the questions on a bulletin board, butcher paper, or PowerPoint, or prepare them in a handout. Explain to the participants that they will need a pen and paper (or handout) to answer the questions you will use during the guided discussion. **The anticipated responses (ARs) after each question can assist the EO professional in identifying potential discussion points.**

**Facilitator Note:* The facilitator should be prepared to discuss the questions (or similar questions) with the participants.

**Give students ample time to answer the questions.*

Reflection Questions

Think about questions you may wish to ask the participants.

Question and AR:

Question and AR:



Facilitator- Developed Questions

Below are potential questions and ARs for use in guiding the discussion. Before the session, the facilitator should review them and may develop their own. The provided handout matches the questions provided below. If you modify or add additional questions, modify the handout accordingly.

**Facilitator Note:* The facilitator should be prepared to discuss the questions (or similar questions) with the participants. The below questions address both scenarios.

- What did you observe in the video?

AR: The targeted individual was approached by a service member of the opposite sex who made suggestive comments and invited the target to their home. The targeted member is uncomfortable with the comments made by the other person. They move to another part of the gym, only to be followed by the perpetrator. They also reiterate that they have asked them to stop on multiple occasions, expressing a lack of interest. The perpetrator does not seem to care or respect the individual's wishes.

- Based on the behavior shown in the scenario, can the comments be perceived as sexual harassment?

AR: According to DoDI 1020.03, the comments made are considered sexual harassment. Harassment is defined as behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment. As noted, such conduct includes any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense.

- If you were a bystander in this scenario, how would you approach the targeted member?

AR: As a bystander in this scenario, after you have identified that the behaviors you have witnessed could be potentially sexual harassing behavior, you could remove the targeted member from the situation. Tell them that the behavior they are experiencing is due to no fault of their own. If they have stated this has happened multiple times, let them know that this could become a hostile situation and it is important to let the command know what is occurring.

- If you were a bystander in this scenario, how would you approach the offender?

AR: As a bystander in this scenario, you can pull the offender to the side and inform them that, while they may find these comments to be funny or flirtatious, they can actually be perceived as sexual harassment. Let them know that from your perspective the other individual is uncomfortable because of the comments that they are making.

- What are risk or protective factors that may come into play in this scenario?

AR: One risk factor that is shown in the scenario is that each individual looks to be by themselves during each encounter from the harasser. A protective factor could be a friend who provides support or advice when encountering this situation. As an organization, make sure Service members understand that all allegations of sexual harassment will be taken seriously and will not be tolerated.

- As a leader, how can you empower your team to intervene if they witness someone being sexually harassed?

AR: Leaders can educate team members on ways to identify sexual harassment. Understand that behaviors can be overt or subtle and can even come in the form of electronic means. Educate members on how they can intervene in similar scenarios, such as pulling the targeted member aside and removing them from the situation.



Video: Physical Training 2024

Leaders can create a climate where individuals should feel support when reporting sexual harassment claims and that the report will be taken seriously.

Lead the Discussion

Open the discussion by asking volunteers to share their responses with the group based on the questions used. As you do so, keep in mind:

General Considerations

- Ensure all participants have an opportunity to share their thoughts.
- Encourage open communication among participants.
- When applicable, ask clarifying questions.
- Use anticipated responses to help the group when needed.
- Avoid “why” and closed-ended questions.
- Remind participants of the ground rules when necessary.
- Remember to let participants know that you are listening.
- Take notes for your summary and conclusion.
- Paraphrase when participants are unclear with their answers/assist them in reaching the objectives.
- Let the discussion be fluid with little to no disruptions or corrections.

Examples of Other Questions That Can Be Asked

- In your own words, how would you describe sexual harassment?

Potential Closing Comments

Some might consider the behaviors exhibited in this scenario as harmless or simply dating-type (approach) behaviors, but they are not. Pursuing an individual for a relationship after being told to stop can constitute sexual harassment. Targeted individuals should clearly inform an offender in these types of situations that they are not interested in pursuing a relationship. Potential offenders should be attuned to others’ comments and actions; if someone tells you that they are not interested, back off and stop.

Both men and women can be potential offenders and/or targets. An individual’s sex should have no bearing on the appropriateness or inappropriateness of the behavior towards them. Inappropriate behavior, no matter the

- What are some ways your organization can support individuals who report harassment?
- Where can a Service member go to report sexual harassment?
- As a leader, what behaviors can you show to create an environment where others feel open to report harassment?

Close the Session

**Facilitator Note:* During the conclusion, paraphrase participant comments to show that they were heard. The provided conclusion is an example on how to close out the guided discussion.

End your discussion by restating the objectives covered at the beginning and provide closing comments.

Summary:

Restate the initial objectives:

- Define sexual harassment.
- Discuss the video and the behaviors seen within it.
- Grasp how the fear of harassment can affect the individual and the organization.
- Understand the escalation sexual harassment behaviors can take if not addressed.
- Discuss sexual harassment prevention strategies.



Video: Physical Training 2024

sex of the offender, should not occur and must be addressed. Any corrective actions should also not be influenced by the sex of either the offender or the target.

If allowed to continue, these behaviors can escalate and foster a variety of individual and organizational climate changes, such as a lack of trust in leadership, low unit cohesion, and low morale, in addition to becoming a potential sexually harassing event, etc. Identifying inappropriate behaviors and intervening early are crucial to developing a cohesive and professional environment.



Video: Physical Training 2024

Handout

Video: Physical Training

1. What did you observe in the video?
2. Based on the behavior shown in the scenario, can the comments be perceived as sexual harassment?
3. If you were a bystander in this scenario, how would you approach the targeted member?
4. If you were a bystander in this scenario, how would you approach the offender?
5. What are risk or protective factors that may come into play in this scenario?
6. As a leader, how can you empower your team to intervene if they witness someone being sexually harassed?