



Stalking: The Female Stalker

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 holding discussions on 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 at: deomi.mil

This guided discussion is focused on the female stalking video. The associated 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 on 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 as an opportunity to review and educate members on policy and acceptable and unacceptable behaviors. Stalking is a form of harassment which is covered in DoD Instruction 1020.03.

Purpose

The objectives for this discussion:

- Define stalking as a form of 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 stalking behaviors can take if not addressed
- Discuss stalking prevention strategies

Preparation

This guide has been developed with the assumption 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 at: deomi.mil. The Leader's guide provides areas to consider, including:

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

Definitions

It is important to note that stalking is a form of harassment. DoDI 1020.03 defines these terms as follows:

- 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.
- Stalking includes but is not limited to a person who:
 - Wrongfully engages in a course of conduct directed at a specific person that would cause a reasonable person to fear death or bodily harm, including sexual assault, to himself or herself, to a member of his or her immediate family, or to his or her intimate partner;
 - Has knowledge, or should have knowledge, that the specific person will be placed in reasonable fear of death or bodily harm, including sexual assault, to himself or herself, to a member of his or her immediate family, or to his or her intimate partner;
 - Induces reasonable fear of death or bodily harm in the specific person, including sexual assault, to himself or herself, to a member of his or her immediate family, or to his or her intimate partner.
(For further information, refer to Section 930 of Title 10 USC.)

Based on the objectives provided to you, what is your purpose for this discussion?

What do you hope to gain from having this discussion?

Use this space to write down important names of participants or leadership.

What is Stalking?

Stalking is a form of harassment outlined in the Department of Defense Instruction 1020.03. There are two types of stalking: traditional stalking and cyberstalking. Both can evolve into dangerous situations if allowed to escalate and go unreported. Behaviors of the two types are outlined in the table below.

TABLE 1. EXAMPLES OF TRADITIONAL VS. TECHNOLOGY-ASSISTED STALKING, OR CYBERSTALKING (Morgan & Truman, 2019)

| Traditional Stalking | Technology-Assisted Stalking (Cyberstalking) |
|---|---|
| <ul style="list-style-type: none">• Following and watching• Sneaking into a place• Waiting at a place• Showing up at a place• Leaving or sending unwanted items• Harassing friends and family about the target's whereabouts | <ul style="list-style-type: none">• Making unwanted phone calls, leaving voice messages, or sending texts• Spying using technology• Tracking the targets whereabouts with an electronic tracking device or application• Posting or threatening to post unwanted information on the internet• Monitoring activities using social media |

Notes:

Impacts of Stalking

Victims of stalking may experience depression and anxiety about the situation. They may fear for themselves and their family members' safety. From an organizational standpoint, mission readiness will decline from these effects. The victim will not be able to focus on the mission, thus decreasing productivity. To help prevent stalking, senior leaders should instill a command climate that encourages reporting of stalking behaviors. All reports should be taken seriously and resolved in a timely manner. Appropriate action should be taken when necessary.



Process:

Before the participant's arrival, determine and prepare the setting for the guided discussion. Ensure the video is prepared to view ([Harassment Prevention and Response \(deomi.mil\)](https://deomi.mil)).

Video Description

FOR FACILITATOR USE ONLY: The video displays two enlisted Army members, one male and one female. SFC Torres keeps running into SFC Joseph in an attempt to create conversation, even though he has told her to stay away. SFC Joseph starts receiving gifts from SFC Torres, who also starts to harass his wife by flattening her tires and leaving a note on her car. The video displays stalking behaviors that occur in the workplace and eventually involve people outside of the organization. SFC Joseph finds himself in a hostile work environment unsure of what to do to keep SFC Torres away from him and his family.

Video Participants

- **Victim:** SFC Joseph
- **Perpetrator:** SFC Torres
- **Bystanders:** SFC Race

Directions:

1. Introduce yourself.
2. Validate: Explain the purpose or objective of discussion/training.
3. Set expectations and establish ground rules.
4. Introduce the topic (Use the notes you create based on the topic).
5. Show and explain how stalking is a form of 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. As you watch the video, understand that stalking is a form of harassment. Someone that is experiencing stalking behaviors may cause a reasonable person to fear for themselves and their families.
8. **Read Instructions:** After watching the video, answer the questions in your handout individually. Then later, we will share your answers with the group.
9. Show the video.
10. Have participants answer the handout questions (5-10 minutes). Encourage them to use critical thinking as they view the questions.
11. Lead a discussion based on the questions used.

Facilitator Notes:



Facilitator Notes



Suggestions: Display the questions on a bulletin board, butcher paper, PowerPoint, or prepare them in a handout. Explain to the participants that they will need 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 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.*

→ Facilitator- Develop Questions ←

Below are potential questions and ARs for use in guiding the discussion. Prior to 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.

- Describe the behaviors SFC Torres displays and how they relate to stalking.

AR: SFC Torres uses an app to find SFC Joseph after he told her to stay away. She went into his office and put presents in the drawers and a photo of herself up on the wall. The targeted member's wife also becomes involved with her tires being flattened and a threatening note left on her car.

- What assumptions could be made about the interactions between the male and female?

AR: It is clear that there was a prior relationship between them. The female was still contacting the male via text message after the relationship was over, and he asked her to stop. She disregards his request and keeps harassing him anyway. He clearly becomes uncomfortable with every interaction with her.

- What are the potential impacts of this harassing behavior? What if they are allowed to persist?

AR: Mission readiness can decline with the male being distracted at work having to deal with the harassing behaviors. Individually, the male may experience feelings of anxiety about the behavior. If allowed to persist, the work environment may become hostile, and he and his family could be in danger.

- Who could be impacted by these behaviors?

AR: Everyone, the whole unit, the victims and the witnesses, and the organization.

- SFC Race is a bystander in this situation. As a bystander, what can he do in this situation?

AR: SFC Race can advise SFC Joseph to tell his chain of command on what has been occurring. If he notices that SFC Joseph becomes hesitant to tell his command, SFC Race can explain to him how this situation may escalate if he doesn't.

- If you were a bystander in this situation addressing the behaviors, would your approach differ if the person doing the harassing was a peer or a senior/subordinate member?

AR: Regardless of the Service members rank doing the harassing, the situations should be handled the same.

- What could happen if the behavior is not reported?

AR: If the behavior is not reported, the perpetrator could become violent. The longer the targeted member waits to report, the more dangerous it could become. As DoDI 1020.03 states, stalking must be reported to the appropriate military criminal investigative organization.

- How can you prevent further occurrences of similar behaviors in your unit? As a leader, what appropriate action can you take to address and correct this issue?

AR: Develop different types of training to raise awareness on the issue. Provide research resources and training to all DoD personnel. Hold discussions in a controlled environment where all can speak freely. Use the DEOMI website to gather more information about the Principles of Prevention and create a zero-tolerance environment for such behaviors in the organization. Hold each other accountable and encourage leaders to correct the issue.

Think about other questions you may wish to ask the participants.

Reflection Questions

| | |
|-------------------------|--|
| Question and AR: | |
| Question and AR: | |
| Question and AR: | |

Lead the Discussion

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

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 close-ended questions.
- Remind participants of the ground rules when necessary.
- Remember to let participants know that you are listening.
- Take notes when necessary for your summary and conclusion.
- Paraphrase when participants are not clear with their answers/assist them in reaching the objectives.
- Let the discussion be fluent with little to no disruptions or corrections.



** Facilitator Note: During the conclusion, the facilitator can paraphrase some of the comments made by the participants, showing them that they were heard. The conclusion provided is just an example of how to close out the guided discussion.*

Close the Session:

You should end your session by reiterating the objectives covered at the beginning and provide closing comments.

Summary:

Restate the initial objectives:

- Define stalking as a form of 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 stalking behaviors can take if not addressed
- Discuss stalking prevention strategies

Examples of other questions that can be asked during the discussion:

1. In your own words, how would you define stalking?
2. Where have you seen these behaviors in your organization?
3. What are some preventive measures to avoid a hostile environment from occurring?
4. As a bystander, what can you do to encourage someone to report stalking behaviors?
5. How can these behaviors, if gone unreported, affect mission readiness?

Facilitator’s Conclusion

Potential Closing Comments:

During this discussion, we explored how stalking can impact the individual being harassed, their family, and the organization as a whole. Stalking can instill fear in the person being harassed in the workplace and outside of the workplace if allowed to escalate. If harassing behaviors are not addressed, mission readiness can decline, and a hostile work environment may occur.

To mitigate harassing behaviors, we must be proactive in prevention, address allegations without bias, and take appropriate actions if necessary. Some might consider the behaviors exhibited in this scenario harmless, but they are not. They bring division, a lack of trust, and low morale. As leaders and members, it is important that we be aware of these behaviors and impacts and do what we can to proactively prevent, diffuse, negate, and address concerns if they appear.

Handout

Video: Stalking Female

1. Describe the behaviors SFC Torres displays and how they relate to stalking.
2. What assumptions could be made about the interactions between the male and female?
3. What are the potential impacts of this harassing behavior? What if they are allowed to persist?
4. Who could be impacted by these behaviors?
5. SFC Race is a bystander in this situation. As a bystander, what can he do in this situation?
6. If you were a bystander in this situation addressing the behaviors, would your approach differ if the person doing the harassing was a peer or a senior/subordinate member?
7. What could happen if the behavior is not reported?
8. How can you prevent further occurrences of similar behaviors in your unit? As a leader, what appropriate action can you take to address and correct this issue?