PREVENTION OF SEXUAL HARASSMENT
Overview

- Define Sexual Harassment
- Define the Army’s Policy on Sexual Harassment
- Explain the Categories of Sexual Harassment
- Explain the Elements of Sexual Harassment
- Define Sexual Harassment Behaviors
- Explain the Sexual Harassment Checklist
- Explain the Techniques to Deal with Sexual Harassment
- Explain Administrative Actions
A form of sex discrimination that involves unwelcome 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 created an intimidating, hostile, or offensive work environment
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 sexual advances
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
- Non-verbal 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
- Chain of Command
- File a formal complaint
- Report the harassment to the Chain of Command
Repercussions of Sexual Harassment

- Administrative Actions
- Mandatory Counseling
- Additional Training
- Denial of Certain Privileges
- Rehabilitative Transfer
- Letter of Admonishment/Reprimand
Repercussions of Sexual Harassment Cont.

- Relief for Cause
- Adverse Performance Evaluation
- Bar to Reenlistment
- Separation
Strategies to Combat Sexual Harassment

- Be proactive
- Keep soldiers/civilians informed and Educated
- Conduct training
- Outline procedures and policies
- Be familiar with regulations and policies
Summary

- Define Sexual Harassment
- Define the Army’s Policy on Sexual Harassment
- Explain the Categories of Sexual Harassment
- Explain the Elements of Sexual Harassment
- Define Sexual Harassment Behaviors
- Explain the Sexual Harassment Checklist
- Explain the Techniques to Deal with Sexual Harassment
- Explain the Administrative Actions