



APPLY SEXUAL HARASSMENT INTERVENTION TECHNIQUES

TASK: Apply Sexual Harassment intervention techniques

CONDITIONS: Discussion

STANDARDS: Develop a strategy to Intervene on behalf of a fellow Soldier, Family Member, or DA Civilian.

REFERENCE(S): <http://www.preventsexualassault.army.mil>



APPLY SEXUAL HARASSMENT INTERVENTION TECHNIQUES

- Categories of Sexual Harassment
 - Verbal
 - Telling sexually explicit jokes, profanity, threats, cadences or comments, whistling in a sexually suggestive manner or using terms of endearment, etc..
 - Nonverbal
 - Staring, blowing kisses, displaying inappropriate material and sending sexually oriented letters, notes, e-mails, etc..
 - Physical Contact
 - Touching, patting, pinching, bumping, grabbing, or cornering.
 - Touching any of the following is considered sexual contact: Genitalia, Breast, Anus, Inner Thigh, Groin or Buttocks.
 - Quid pro quo (“This for that”)
 - Hostile Environment
 - When Soldiers, Family Member or DA Civilian are subjected to offensive, unwanted and unsolicited comments, or behaviors of a sexual nature.



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- Sexual Harassment checklist
 - Is the behavior sexual in nature?
 - Verbal, non-verbal or physical.
 - Is the behavior unwanted?
 - Unsolicited, undesirable, unasked for or uninvited.
 - Do the elements of power, control or influence exist?
 - Does the harasser have real or perceived authority over the victim?
 - Does the behavior create a hostile or offensive environment?
 - Offensive, unwanted, and unsolicited comments or behaviors of a sexual nature that interfere with duty performance.
 - Is the behavior inappropriate?
 - Inappropriate behavior is determined by the person who perceives the behavior.
 - How would a reasonable person respond?
 - How would the average person under similar circumstances react to or be affected by such behavior?



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- **Intervention process**
 - Notice the event / behavior.
 - Verbal, nonverbal or physical contact.
 - Avoid minimizing or justifying negative behavior.
 - Interpret it as a problem.
 - Sexual Harassment checklist
 - Feel responsible for solving it.
 - Do not minimize the problem.
 - Do not look to someone else to act – take responsibility.
 - Choose how to intervene.
 - Direct approach includes: confront the harasser and inform them the behavior is inappropriate and must stop.
 - Indirect approach includes: third party assistance, Chain of Command or file a complaint.
 - Build the culture to eliminate it.
 - Act according to Army Values and hold each other accountable.