



## SEXUAL HARASSMENT

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DoDI 1020.03, Harassment Prevention and Response in the Armed Forces, 8 February 2018, and AFI 36-2706 provides that Sexual Harassment is conduct that 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 made either explicitly or implicitly 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 environment; *and* is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

Individuals subject to sexual harassment may display a variety of symptoms of distress. Absenteeism, obvious discomfort at work, decreased job satisfaction, declines in job performance, decreased motivation or changes in work habits may become apparent as the individual tries to cope with a hostile work environment.

### Signs Wingmen Should Know/Look For

- Personnel who exhibit unexplained changes in demeanor or performance or who show signs of distress.
- Junior personnel may be at greater risk to be subjected to sexual harassment.

### Recommended Wingman Action

- Be aware of behaviors that might be considered as sexually harassing in nature.
- Create an environment that is free of sexual harassment and in which sexually harassing behaviors are not condoned.
- Inform leadership of concerns.
- Contact your local Equal Opportunity Office.

### Leadership Considerations

IAW 10 USC §1561, Complaints of sexual harassment: investigation by commanding officers. When Commanders receive a complaint of sexual harassment, they must:

- Consult with the local Equal Opportunity Office and Staff Judge Advocate Office.
- Forward the complaint to the General Court-Martial Convening Authority within 72 hours.
- Advise individual who submitted the complaint that an investigation has been initiated.
- Ensure investigation is completed within 14 duty-days of initiation.
- Communicate the expectation that sexual harassment will not be tolerated.
- Create an environment that allows for communication throughout the unit/community.
- Support alleged victims and alleged perpetrators.
- Ensure Investigative Interview Hand-Offs if there is an investigation.
- Be attentive to the potential risk of violence if the harassment continues or worsens, or if a complaint is made.
- Assist, when possible, with any safety plan/strategy developed (e.g., assignment to a new supervisor or duty section, implementation of no contact orders, etc.).