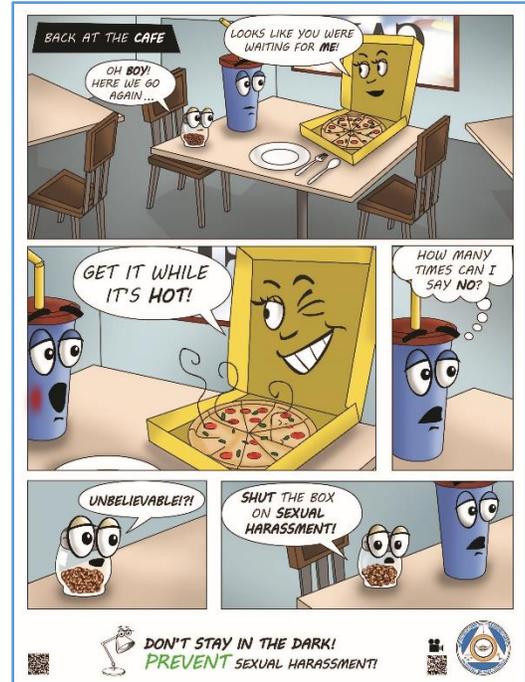


# Sexual Harassment Prevention

## Consider:

1. Do you feel that this situation depicts sexual harassment? What makes you believe this is/is not sexual harassment?
2. Does this scenario reflect harmless flirtation or does it reflect a sexually hostile environment?
3. How do you make sure your area isn't adversely affected by these types of behaviors?



## Discussion:

This situation depicts **verbal sexual harassment**. The comment made coupled with the manner in which it was delivered demonstrates a hostile environment. As indicated by the recipient's expression, the sexual advance was unwanted (see the soda cup's pink cheeks and open-mouthed expression). The recipients' comments reflect that this is a deliberate and recurring behavior and it is unwelcomed.

Another key element to consider when determining whether sexual harassment occurred is the intent of the behavior versus the impact it has on others. In evaluating an incident that occurred, the impact the behavior had on the recipient is the primary basis in making a determination.

Behaviors that some might consider flirtatious can actually foster a sexually hostile environment, especially if they are unsolicited or unwelcomed. Challenge these recurring behaviors and tell the offender they are unappreciated. If an individual expresses a desire for this type of behavior to cease, the behaviors must stop. If it doesn't report it.

Our environment must be a place where members are able to live and interact without being subjected to unwanted, unsolicited, or inappropriate comments. Don't let this type of behavior persist. Take it seriously, discuss it with your members, and stop these type behaviors.

Members must ensure they remain professional and observe interactions between others. Watch for signs and work together to eliminate sexual harassment.

**This poster, related animation, and discussion page are available for download at the Defense Equal Opportunity Management Institute (DEOMI) website at: <https://www.deomi.org>, then select the Human Relations Toolkit tab, then Harassment Prevention.**