

# C3R Sexual Harassment and Assault Program Brief

Bianca Dodson  
Facility Security Officer  
[bianca.dodson@cccrllc.com](mailto:bianca.dodson@cccrllc.com)

What is the difference between sexual harassment and sexual assault?

Sexual Harassment

Sexual Harassment involves verbal, nonverbal, and physical behaviors

Sexual Assault

Sexual Assault involves sexual contact characterized by use of force

# Sexual Harassment

- Sexual harassment is a form of sex discrimination.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - Submission to or rejection of is made a term or condition of a person's job, pay, career
  - Submission to or rejection of is used as a basis for career or employment decisions
  - Conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment

# Sexual Assault

- **Sexual assault:** intentional sexual contact characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot **consent**; sexual assault can occur without regard to gender, spousal relationship, or age of victim
  - **Consent** will not be deemed or construed to mean the failure by the victim to offer physical resistance.
  - **Consent** is not given when a person uses force, threat of force or coercion, or when the victim is asleep, incapacitated, or unconscious.

# Understanding the Magnitude of the Problem

- Sexual Harassment is not an Industry Specific Problem
- Shame, fear, and cultural norms all allow sexual harassment to go underreported
- One in five Americans reported experiencing sexual harassment in the workplace
- One 2003 study found that 75% of employees who spoke out against workplace mistreatment faced some form of retaliation
- Formal reporting is the “least common response” among men and woman who have experienced harassment in the workplace — “approximately 30% of individuals who experienced harassment talked with a supervisor, manager, or union representative
- On average, anywhere from 87% to 94% of individuals did not file a formal complaint
- Victims often won't report out of fear they won't be believed, or will receive blame or be subject to professional retaliation — like being fired from their jobs
- When acts of harassment are specifically defined, more individuals will report

# Understanding the Magnitude of the Problem Cont.....

- 1 out of every 6 women has been the victim of an attempted or completed rape in her lifetime (14.8% completed, 2.8% attempted).
- About 3% of men—or 1 in 33—have experienced an attempted or completed rape in their lifetime
- 12% of victims were at work when they became a victim of sexual harassment or sexual assault
- Victims will often become withdrawn, experience anxiety or become depressed often resulting in poor work ethic

# Effects of Sexual Harassment/Assault

## Individual

- Isolation
- Depression
- Degrading of individual
- Difficulty with trust
- Excessive absenteeism
- Loss of career
- Post Traumatic Stress Disorder

## Company/ Community

- Inability to accomplish goals/mission
- Low morale
- Excessive absenteeism
- Loss of personnel
- Loss of safety
- Diminishes community relations
- Instability
- Higher rates of violent crime
- Degradation to community

# Why is this so important?

- ❑ If we know that sexual harassment and sexual assault are wrong, why do these behaviors continue?
- ❑ Answer. Because we as a society allow it to happen.
- ❑ As leaders, why is it important for us to stop sexual harassment and sexual assault?
- ❑ Answer. We all have a responsibility to take action to change our culture to eliminate an “enemy that lies within our workplaces.” (CSA General Casey, SHARP Summit 2010)

***We are all leaders, and as leaders there is no such thing as a passive bystander. Each of us is either enabling sexual harassment and sexual assault or standing up to stop it.***

# Your Role is Critical

- ❑ To defeat sexual harassment and sexual assault, it's up to C3R employees to take a stand. We need you to:
  - Treat all colleagues with dignity and respect
  - Recognize that the Army's SHARP and C3R's policies apply without regard to a person's rank, age, gender and sexual orientation neutral. A person's sexual orientation is a personal and private matter
  - Intervene to prevent sexual harassment and sexual assault
  - Encourage colleagues to report incidents

# How it Starts...

Intentional, forced, non consensual sexual contact.

**Sexual Assault**

A form of discrimination that contains sexual undertones.

**Sexual Harassment**

Generally starts out with a rude or indirect remark, often sexual in nature.

**Sexual Innuendo**

# Why we don't intervene?

- Fear
- Inability to accurately identify potential sexual harassment/assault behavior
- Peer pressure
- Impact of hierarchy or chain of command
- Conflict avoidance
- Perception of social norms, peers' attitudes, and standards of behavior

# Why you Should Intervene

- It is your responsibility as a civilian
- To prevent a criminal act
- To protect your co-workers
- Safety of all civilians
- To maintain company readiness and cohesion
- It is the right thing to do!

# Leaders Intervene....

- ❑ No “passive bystander”
- ❑ When you see the warning signs of sexual violence, you are either a:

## **FOLLOWER**

Support

Encourage

Enable

Stay Silent

Ignore

or

or

or

or

or

or

## **LEADER**

Deter

Discourage

Condemn

Speak Up

Intervene

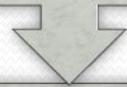
- ❑ ALL EMPLOYEES must be Leaders and Intervene, Act, and Motivate!

# How to Intervene....

Notice the event along a continuum of behaviors



Interpret it as a problem



Feel responsible for solving it



Choose how to intervene



Build the culture to eliminate it

# C3R's Sexual Harassment Policy

- Sexual harassment is unacceptable and will not be tolerated.
- Sexual harassment destroys teamwork and negatively affects the workplace as a whole.
- C3R leadership at all levels will be committed to creating an environment conducive to maximum productivity and respect for human dignity.
- The success of the mission can be achieved only in an environment free of sexual harassment for all personnel.
- The C3R's SHARP policies apply without regard to a person's rank, age, gender, and are sexual orientation neutral. A person's sexual orientation is a personal and private matter.

# Types of Sexual Harassment

- ❑ **Quid Pro Quo/Sexual Coercion**: (“This for That”) Conditions placed on an individual’s career in return for sexual favors
  
- ❑ **Hostile Environment**: Subjected to offensive, unwanted and unsolicited comments, or behaviors of a sexual nature. If these behaviors unreasonably interfere with an individual’s performance then the environment is classified as hostile
  - Crude/Offensive behavior
  - Unwanted sexual attention

# Sexual Harassment Behaviors

## □ Verbal

- Jokes, sexually explicit profanity, describing physical appearance, terms of endearment

## □ Nonverbal

- Staring, licking lips suggestively
- Displaying sexually explicit pictures or screen savers
- Sexually oriented e-mail, notes, printed material, etc.

## □ Physical

- Cornering or blocking an individual
- Rubbing against someone or causing someone to brush against them in order to pass by

# Sexual Harassment Indicators

- Is the behavior sexual in nature?
- Is the behavior unwelcome?
- Have sexual favors been demanded, requested, or suggested?
- Does the behavior create a hostile or offensive environment?
- Would a reasonable person react the same way to this incident or behavior?

# Response Mode

- All employees have a responsibility to protect individuals from sexual harassment. Everyone has a responsibility to inform their Human Resources Office. We can all take action using the following techniques:
- Direct approach
- Indirect approach
- Third party assistance
- Chain of command
- File a complaint:
  - Informal complaint
  - Formal complaint
- All complaints of harassment and discrimination based on sexual orientation will be referred to the Human Resource Director.

# Let's Review.....

- What are the two types of sexual harassment?
- What are the three categories of sexual harassment behaviors?
- What are the five response techniques for sexual harassment?

# C3R Policy on Sexual Assault

- ❑ Sexual assault is a criminal offense.
- ❑ It degrades mission readiness.
- ❑ Individuals who are aware of a sexual assault incident should report it immediately (within 24 hours).
- ❑ The C3R's policies apply without regard to a person's rank, age, gender and sexual orientation neutral. A person's sexual orientation is a personal and private matter.
- ❑ All victims of sexual assault will be treated with dignity, fairness, and respect.

# Warning Signs

- Be alert for any of these behaviors and prepare to intervene:
- Sexually charged comments and gestures
- Disrespectful behavior
- Treating people like things or objects
- Encouraging someone to drink too much
- Inappropriate touching or intimacy
- Targeting someone who is vulnerable
- Attempting to isolate someone
- Using alcohol or drugs to increase vulnerability

# Intervention Techniques

- Confront the inappropriate behavior.
- Involve others to help you remove the potential victim from the situation.
- Create a distraction to separate the potential victim from the potential offender.
- Inform a manager of the potential incident and intervention actions taken.
- Employees should contact a supervisor, security guard, or call 911 if they encounter a situation where intervention could result in immediate physical harm to them.

# Available Resources

- Human Resource Office- (703)670-8770 x307
- 911
- DOD SAFE Helpline: 1-877-995-5247
- SHARP Specialist



# Individual Responsibilities

- Listen to the victim and take the allegations seriously.
- Make no judgments about the victim or the alleged perpetrator.
- Encourage the victim to report the crime.
- Support the victim and show respect.

# Consequences of Not Reporting

- The offender may repeat behavior
- Reduction in victim and community safety
- Impedes ability of authorities to conduct an investigation
- Inability to provide medical care and counseling
- Improper care provided to the victim
- Inability to discipline offenders
- Degradation of company morale and readiness

# Let's Review.....

- What is sexual assault?
- What are the possible effects of not reporting sexual assault?
- What is the difference between a restricted and unrestricted report?

# Your role in preventing Sexual Assault

- Strongly condemn sexual harassment/assault.
- Take ownership for eliminating sexual harassment and sexual assault within the workplace.
- Recognize the risk factors when you see them.
- Intervene to prevent sexual harassment/assault.
- Encourage others to report incidents.



END