



# Racially Harassing Behaviors



**Offensive behaviors based on race or ethnicity that create a workplace that is intimidating, hostile, offensive, or unreasonably intrusive.**

## **Examples:**

- Expressing stereotypes about racial/ethnic groups
- Using offensive racial/ethnic terms
- Excluding someone based on race/ethnicity
- Showing a lack of respect because of race/ethnicity
- Engaging in physical violence
- Name calling
- Belittling
- Using graffiti
- Telling racial or ethnic slurs or jokes
- Classifying people according to race

## **Consequences:**

- Linked to a higher likelihood of:
  - Sexual harassment
  - Racial/ethnic harassment and discrimination
  - Suicide
  - Lower levels of readiness and retention.
- Has a negative impact on interpersonal relationships and breed institutional racism



# Sexually Harassing Behaviors



**Unwelcome sexual advances, requests for sexual favors, and offensive comments or gestures of a sexual nature.**

## **Examples:**

- Telling sexual jokes
- Suggestions that one doesn't 'act' how a man/woman is supposed to
- Display or showing of sexually explicit materials
- Making sexual comments about one's appearance
- Intentional touching in an unwanted sexual way

*\* What you feel may not be a sexual inuendo can be taken as one by someone else\**

## **Consequences:**

- Linked to a higher likelihood of:
  - Sexual harassment
  - Racial/ethnic harassment and discrimination
  - Sexual assault
  - Suicide
  - Lower levels of readiness and retention



# Sexist Behaviors



**Prejudicial, stereotypical, or negative attitudes and opinions based on one's perceived sex or gender.**

## **Examples:**

- Catcalls
- Badmouthing
- Name calling
- Other nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on one's perceived gender
- Any expression (act, word, image, gesture) based on the idea that someone is inferior because of their sex
- Mistreating, excluding, or insulting one because of their gender
- Establishing all male/female clubs
- Basing awards or assignments on one's gender
- Engaging in physical violence

## **Consequences:**

- Produces feelings of worthlessness, self-censorship, changes in behavior, and a deterioration in health
- Sexism lies at the root of gender inequality
- Linked to a higher likelihood of:
  - Sexual harassment
  - Sexual assault
  - Lower levels of readiness and retention



# Mitigation Strategies



## **Set standards that create an environment for everyone to excel free of hostility, intimidation, and unfair treatment.**

- Invite local minority leaders to discuss the historical background of discrimination towards their group
- Offer different types of cultural events to raise awareness
- Arrange a group outing to an event, show, or cultural site to learn
- Use inclusive language such as team, Soldiers, and squad
- Train on how to recognize discrimination and intervention strategies
- Publicize hotlines and complaint channels
- Ensure assessments are based solely on knowledge, skill and abilities
- Have frequent discussions for members to express concerns
- Enforce policies to prevent offensive behaviors
- Fully utilize all personnel appropriately
- Ensure the chain of command is aware of concerns related to offensive behaviors
- Take steps, beyond mandatory requirements, to understand and correct underlying issues or problems
- Conduct Command Climate Assessments
- Encourage members to immediately address all inappropriate behaviors either directly or indirectly to the offender
- Protect complainants: ensuring reprisal/retaliation is not occurring
- Investigate allegations of offensive behaviors in a timely manner
- Administer appropriate actions against offenders and those who allow behaviors to continue

**Emphasize that everyone will be treated with dignity and respect and that any offensive behavior will not be tolerated**