

Handout: Definitions of Gender Discrimination and Sexual Harassment

Study Title: Understanding Soldier Experiences with Sexual Harassment and Gender Discrimination

**[Provided to Jr. Enlisted/Jr. Officers, Mid-Level Leaders, Senior-Level Leaders in Section B of the Focus Group Protocols: "Understanding Gender Discrimination and Sexual Harassment" Definitions; also provided to Installation Commanders in Section A]**

Army Command Policy (AR 600-20, 24 JUL 2020) defines discrimination and sexual harassment as follows:

**Discrimination:** "The act, policy, or procedure that arbitrarily denies EO or EEO because of race, color, sex (including gender identity), national origin, religion, or sexual orientation to an individual or group of individuals."

*"Sex discrimination"* (or what is sometimes referred to as gender discrimination): "Occurs when an individual is deprived of an opportunity because of their sex (including gender identity and pregnancy) or when decisions are made based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex."

**Sexual harassment:** "Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments of a general nature when: Submission to such conduct is either explicitly or implicitly a term or condition of a person's job, pay or career; or submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment and is so severe or pervasive that a reasonable person would perceive and the victim does perceive, the environment as hostile or offensive. Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence or affect the career, pay, or job of a member of the armed forces or a DA Civilian employee. Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature related to the work environment by any member of the Armed Forces or DA Civilian employee."