

**[Provided to Jr. Enlisted/Jr. Officers and Mid-Level Leaders in Section C of the Focus Group Protocols:
"Discussion of Gender Discrimination and Sexual Harassment Behaviors"]**

Below are examples of gender discrimination and sexual harassment behaviors. To be considered a Military Equal Opportunity (MEO) violation as specified by specified by DoD Directive 1350.2, these behaviors must either continue after the perpetrator has been asked to stop (i.e., persistence) or the behavior must be perceived as severe enough to offend most reasonable service members (i.e., severity).

Gender discrimination:

- Mistreated, ignored, excluded, or insulted you because you are a [man][woman]
- Said that [men][women] are not as good as [men][women] at your particular job, or that [men][women] should be prevented from having your job

Sexual harassment:

- Repeatedly told sexual "jokes" that made you uncomfortable, angry, or upset
- Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset
- Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset
- Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset
- Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset
- Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to
- Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset
- Intentionally touched you in a sexual way when you did not want them to
 - Repeatedly touched you in any other way that made you uncomfortable, angry, or upset
- Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset
- Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset
- Sexual Quid Pro Quo Behaviors
 - Made you feel as if you would get some workplace benefit in exchange for doing something sexual
 - Made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual

References

Army Command Policy 600-20 (July 24, 2020): https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN32931-AR_600-20-004-WEB-6.pdf

Breslin, Rachel A., Lisa Davis, Kimberly Hylton, Ariel Hill, William Klauberg, Mark Petusky, and Ashlea Klahr, 2018 Workplace and Gender Relations Survey of Active-Duty Members: Overview Report, Alexandria, Va.: Office of People Analytics, U.S. Department of Defense, OPA Report No. 2019-027, May 2019.

Department of Defense Directive 1350.02, *DoD Military Equal Opportunity Program*, Washington, DC: U.S. Department of Defense. As of September 9, 2022: <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/135002p.pdf>.

SHARP: Sexual Harassment. As of September 9, 2022: https://rdl.train.army.mil/catalog-ws/view/SHARP_GTA_SUPPLEMENT/harassment.html