

Sexual Harassment

Sexual Harassment is a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is made, 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 interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.



- DoDD 1350.2 Department of Defense Military Equal Opportunity (MEO) Program

Sexual Harassment in the Military

- 70.9 percent of active-duty women reported experiencing some type of sexually harassing behavior in the 12 months prior to being surveyed (Antecol & Cobb–Clark, 2001)
- 35.8 percent of male personnel said that they had experienced sexually harassing behavior(s) in the previous 12 months (Antecol & Cobb–Clark, 2001)
- Due to the difficulty in collecting information on this sensitive topic and the inconsistencies in reporting sexual harassment incidents, it is not known how the many factors can contribute to sexual harassment or sexual harassment environment

Antecedents

- Alcohol use/binge drinking (Lipari & Lancaster, 2003)
- Hostile attitudes toward women (Lipari & Lancaster, 2003)
- Negative attitudes regarding relationships between men and women (Olson & Merrill, 2000)
- Sexist beliefs
- Tolerance for sexual harassment (Fitzgerald, Drasgow, & Magley, 1999)

Consequences

The following consequences can result from the presence of sexual harassment:

- Increased intentions to leave the military
- Decreased job satisfaction (Fitzgerald, Drasgow, & Magley, 1999)
- Decreased organizational commitment (Fitzgerald, Drasgow, & Magley, 1999)
- Decreased trust in leadership (Lipari & Lancaster, 2003)
- Lack of trust in DoD programs, training and policies
- Psychological problems, for example, anxiety, depression (Fitzgerald, Drasgow, & Magley, 1999)
- Physical health problems, for example, sleeping difficulties (Fitzgerald, Drasgow, & Magley, 1999)
- Decreased unit cohesion (Williams, Fitzgerald, & Drasgow, 1999)

For more information, please contact (321) 494–3617

References

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