

## **A Review of Organizational Strategies for Reducing Sexual Harassment: Insights from the U. S. Military**

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*Sexual harassment is a form of sexual victimization with its roots in sexism. Despite efforts to reduce its prevalence, it continues to be one of the most common forms of workplace mistreatment. This article examined best practices in system-level interventions to reduce sexual harassment in the workplace and presents data from the U.S. Armed Forces to demonstrate the roles of organizational leadership, and sexual harassment policies and training, on reducing sexual harassment and improving outcomes when it does occur. We assert that a clear and consistent antiharassment message from organizational leaders is essential. This is communicated via a written, widely disseminated policy on sexual harassment; regular educational training for all members of the organization; formal and informal reporting, investigation, and remediation procedures. Finally, we suggest that organizations conduct regular self-assessments of sexual harassment and perceptions of the organizational climate as proactive efforts to effectively intervene and eliminate its occurrence.*

Sexual harassment continues to be one of the most common forms of workplace mistreatment with nearly half of all working women experiencing harassment over the course of their work lives (Ilies, Hauserman, Schwochau, & Stibal, 2003). Research on stopping sexual harassment has largely focused on either the individual responsibility of targeted victims to confront and report their harassers, or on characteristics of men who harass. A smaller body of research has focused on the ways in which organizations can reduce the incidence of sexual harassment via training and policy implementation (e.g., Goldberg, 2007; Perry, Kulik, & Schmidtke, 1998; Reese & Lindenberg, 2004). We review the literature on

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# Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994

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*Sexual Harassment of Military Women and Improving the Military Complaint System* United States. Congress. House. Committee on Armed Services, 1994      Task Force report on care for victims of sexual assault , 2004 The Department of Defense is unequivocal in its commitment to ensure that victims of sexual assault be protected treated with dignity and respect provided proper medical and psychological care and that the perpetrators of such assaults be held accountable Task Force Charter On February 5 2004 Secretary of Defense Donald Rumsfeld directed the Under Secretary of Defense for Personnel and Readiness Dr David S C Chu to undertake a 90 day review of all sexual assault policies and programs among the Services and DoD and recommend changes necessary to increase prevention promote reporting enhance the quality and support provided to victims especially within combat theaters and improve accountability for offender actions Review Methodology On February 13 2004 the Under Secretary of Defense for Personnel and Readiness established an eight member Department of Defense Care for Victims of Sexual Assaults Task Force The Task Force formulated a review plan which included the following Request and analyze sexual assault incidence and demographic data from the Services Request and assess current DoD wide Service wide and Combatant Command wide sexual assault policies and programs Perform literature review on sexual assault including review of prior studies and reports on DoD sexual assault and related programs Discuss sexual assault prevention reporting response and disposition issues with commanders non commissioned officers junior enlisted personnel service providers medical mental health victim advocate victim witness advocate chaplains law enforcement investigative agencies and legal personnel and victims Consult with subject matter experts within the Department of Defense other federal agencies civilian experts and sexual assault support organizations about matters that should inform our review with respect to prevention reporting response and disposition of sexual assault cases      *Report on the Activities of the Committee on Armed Services* United States. Congress. House. Committee on Armed Services, 1994

**Sexual Harassment** V. P. Argos, 1999 The topic of sexual harassment is a real threat to society in spite of its downplaying by a large segment of society including the 42nd President of the United States This book presents analyses designed to help shed light on it and a bibliography sorted for ease of use      **Monthly Catalogue, United States Public Documents** , 1995      Monthly Catalog of United States Government Publications , 1995      Monthly Catalog of United States Government Publications United States. Superintendent of Documents, 1995      Hearings Before and Special Reports Made by Committee on Armed Services of the House of Representatives on Subjects Affecting the Naval and Military Establishments , 1994      *Congressional Record* United States. Congress, 1994 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the

Congressional Globe 1833 1873      *Women and the Law* Joan A. Brathwaite,1999      **PAIS International in Print** Gwen Sloan,1996-03      *Sexual Harassment of Military Women and Improving the Military Complaint System* United States. Congress. House. Committee on Armed Services,1994      **The Secretary of the Army's Senior Review Panel Report on Sexual Harassment: Without separate title** United States. Secretary of the Army's Senior Review Panel on Sexual Harassment,1997      CIS Index to Publications of the United States Congress Congressional Information Service,1996  
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