

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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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

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Table of Contents Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994

1. Understanding the eBook Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - The Rise of Digital Reading Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Advantages of eBooks Over Traditional Books
2. Identifying Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction

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- Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Personalized Recommendations
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 User Reviews and Ratings
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 and Bestseller Lists
- 5. Accessing Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 Free and Paid eBooks
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 Public Domain eBooks
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 eBook Subscription Services
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 Budget-Friendly Options
- 6. Navigating Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 eBook Formats
 - ePub, PDF, MOBI, and More
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 Compatibility with Devices
 - Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sexual Harassment Of Military Women And Improving The Military Complaint

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- System Hearing March 9 1994
 - Highlighting and Note-Taking Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Interactive Elements Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
- 8. Staying Engaged with Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
- 9. Balancing eBooks and Physical Books Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Setting Reading Goals Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Fact-Checking eBook Content of Sexual Harassment Of Military Women And Improving The Military Complaint System Hearing March 9 1994
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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