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# Department of Defense (DoD) Sexual Harassment Policy Overview

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Defense Equal Opportunity Management Institute Liaison  
Office of Diversity Management & Equal Opportunity**



# Pending Changes

## DoD Military Equal Opportunity (MEO) Program

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- Reissuing DoD Directive 1350.2 as a DoD Instruction to incorporate and cancel DoD Instructions 1350.3 and 1100.16 to establish policy, assign responsibilities, and implement policy and procedures for the DoD MEO Program
- Implementing public law to establish policy and procedures governing formal complaints alleging sexual harassment filed by active duty military personnel
- Implementing the Fair Housing Act to establish policies and procedures for nondiscrimination and equality of opportunity in off-base housing
- Updating the organization, functions and responsibilities of the Defense Equal Opportunity Management Institute (DEOMI)



# Pending Changes

## DoD Military Equal Opportunity (MEO) Program

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Incorporates DoD Policy that states: All Service members shall enjoy equality of opportunity in an environment free from

- Unlawful discrimination on the basis of race, color, national origin, religion, or sex
- Sexual harassment
- Other personal, social, or institutional barriers that prevent Service members from rising to the highest level of responsibility possible



# Pending Change

## DoD Military Equal Opportunity (MEO) Program

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Describes role for each DoD Component

- Not condone sexual harassment or unlawful discrimination against individuals or groups based on race, color, national origin, religion, or sex
- Use the chain-of-command to process and resolve complaints of unlawful discrimination or sexual harassment
- Provide periodic, mandatory education and training in MEO at installation and operational unit commands, during pre-commissioning programs and initial entry training, and throughout professional military education (PME) systems as part of the overall effort to achieve MEO within the DoD



# Pending Changes

## DoD Military Equal Opportunity (MEO) Program

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### Identifies Senior Leader Responsibilities

- USD(P&R)
  - Ensure sexual harassment complaints sent to SecDef and/or USD(P&R) are referred to respective Military Department
- Service Secretaries
  - Develop/maintain policies/procedures to prevent sexual harassment; require commanders to post/enforce policies /procedures
  - Establish, publish, maintain formal/informal complaint procedures for tracking, monitoring, resolving sexual harassment
  - Establish appeal criteria for administrative findings of formal sexual harassment complaints; toll-free/local advice line with info on how/where to file sexual harassment complaint
  - Hold commanders accountable for the equal opportunity climate in their commands
  - Ensure raters/reviewers evaluate a service member's compliance with directives prohibiting sexual harassment and document serious or repeated deviations; ensure support services are available for persons experiencing sexual harassment



# Pending Changes

## DoD Military Equal Opportunity (MEO) Program

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### Clarifies Sexual Harassment Formal Complaint Procedures

- Within 72 hours after receipt of complaint
  - Forward to next officer in chain with Court-Martial Convening Authority
  - Begin complaint investigation
  - Inform complainant of investigation
- Complete investigation within 14 days or provide interim status report
  - Submit final report with actions taken within 20 days after receipt of complaint
  - Or submit report on progress made to complete the investigation with follow-up reports every 14 days until investigation is complete



# Pending Changes

## DoD Military Equal Opportunity (MEO) Program

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Future collaboration with Service Military Equal Opportunity offices to implement Service “best practices” in several areas to include

- Developing strategies to hold leaders accountable for supporting DoD sexual harassment policies and programs
- Tracking compliance with requirements for commanders to periodically assess unit EO health through command climate assessments
- Developing guidance on how incidents of sexual harassment should be handled in joint service environments
- Establishing reporting requirements with uniform data elements for use when collecting and reporting formal sexual harassment complaints to DoD
- Developing oversight framework containing long-term goals, objectives, and milestones; strategies to accomplish goals; criteria for measuring progress; and results-oriented performance measures to assess effectiveness of DoD sexual harassment policies and programs



## Wellness Subcommittee Request for Info Publicizing Sexual Assault/Sexual Harassment Results

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- Installation commanding officers have publicized the summaries of formal complaints of sexual harassment as well as discrimination in base newspapers on occasion using non-specific information, general information similar to entries from police blotters
- Complaint case summaries could be presented during various staff meetings, town hall sessions, and/or unit all-hands and commander's calls in addition to orientations for new personnel and EO/Human Relations training sessions



## Wellness Subcommittee Request for Info Institutionalizing Leadership Accountability

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- Specific measures of what commanders have done in fostering a climate free of sexual harassment may be discussed as “best” practices in leadership programs, pre-command courses, professional military education programs, e.g., publications, climate surveys with follow-up focus group activity, remarks in evaluations, speaking up/speaking at observances
- Pending changes to new DoD Military Equal Opportunity instruction provides starting points for command or individual initiatives



# DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE



## DEOMI

— will —

*assist its customers in  
optimizing their combat readiness by  
promoting human dignity through*

• EQUITY EDUCATION •

• DIVERSITY •

• CULTURAL COMPETENCY •

• RESEARCH •

AND

• CONSULTATION WORLD-WIDE •



**Created in 1971 to  
improve race relations**

**Expanded in 1979 to  
incorporate gender and  
other areas**

**Currently expanding to  
incorporate diversity  
issues**



## **DEOMI Sexual Harassment**

- Executive Summary FY 2010 DEOCS Review: Reported Sexual Harassment
- Executive Summary of DEOMI Sexual Harassment Products since 2007
- DEOMI Annotated Bibliography for Sexual Harassment



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# Office of Diversity Management and Equal Opportunity

## Questions