

HEALTHY UNIT CLIMATE

RFI #5

DACOWITS BRIEF

Presented by Carolyn Hunter

March 20, 2018

DEOCS CLIMATE FACTORS

Organization Effectiveness

- Organizational Commitment
- Senior Leadership
- Organization Performance
- Group Cohesion
- Trust in Leadership
- Connectedness
- Job Satisfaction
- Organization Processes
- Engagement

Retaliation

- SH Retaliation Climate
- SA Retaliation Climate

EEO/EO/Fair Treatment

- Inclusion at Work
- Hazing
- Bullying
- Unlawful Discrimination
- Unwanted Workplace Experience

Sexual Assault Prevention & Response

- SA Prevention
- Bystander Intervention
- SA Reporting Knowledge
- SA Response Climate

EO REVIEW CLIMATE FACTORS

EO Climate

- Harassment/Discrimination
- Racist/Sexist Behavior
- Awareness

Unit Effectiveness

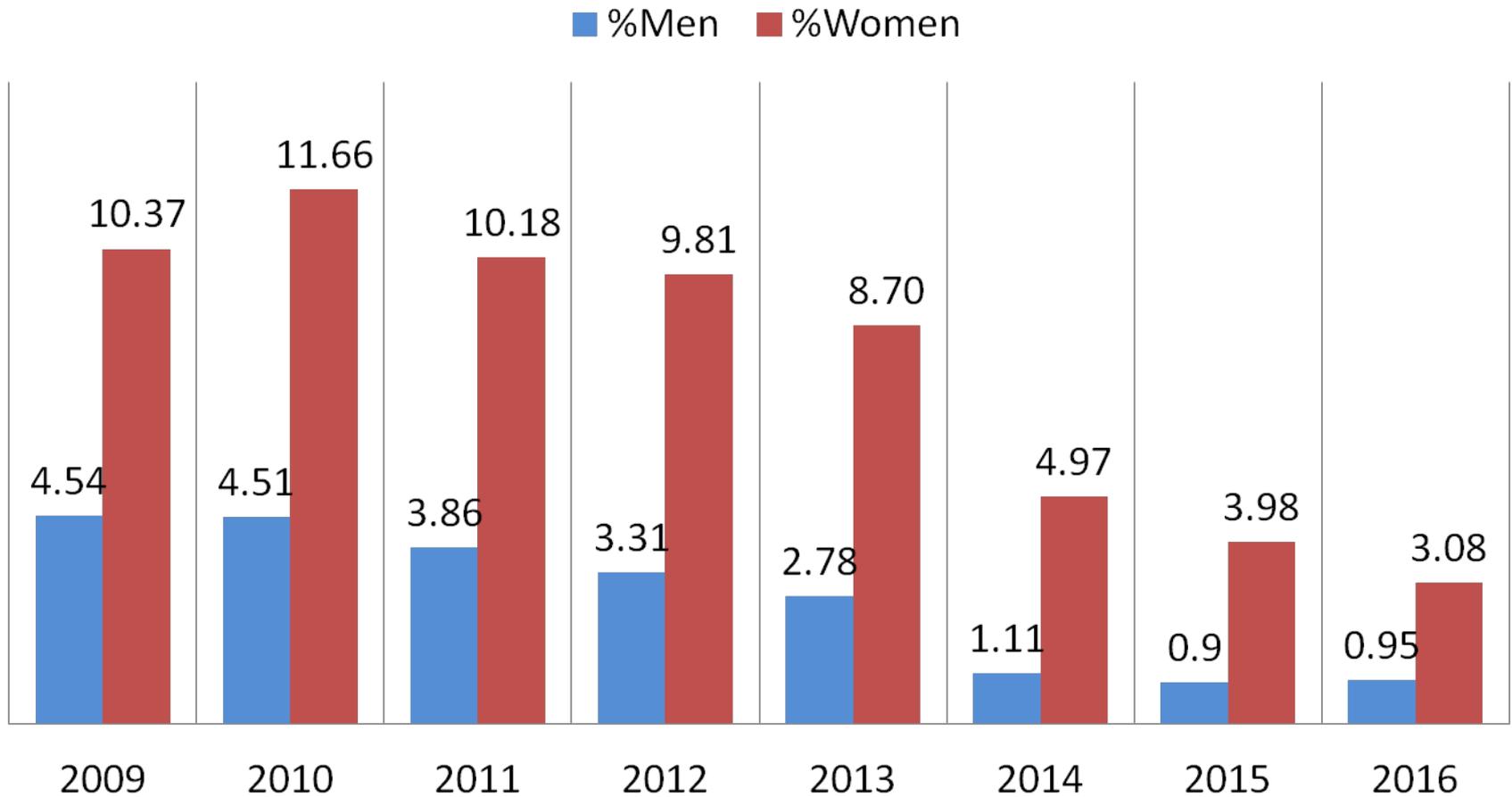
- Trust in Command Leadership
- Fair Treatment
- Unit Morale

CG POLICIES AND PROCEDURES

- Equal Opportunity Policy Statement
- Anti-Discrimination and Anti-Harassment Policy Statement
- Diversity and Inclusion Policy Statement
- Anti-Harassment and Hate Incident Policies and Procedures
- Hazing and Bullying Policy
- Civil Rights Manual, COMDINT M5350.4 (series)
- Sexual Assault and Prevention Response Instruction, COMDTINT M1754.10E
- Sexual Assault Prevention & Response (SAPR) Tactics, Techniques and Procedures (GGTTP-1-16-1)

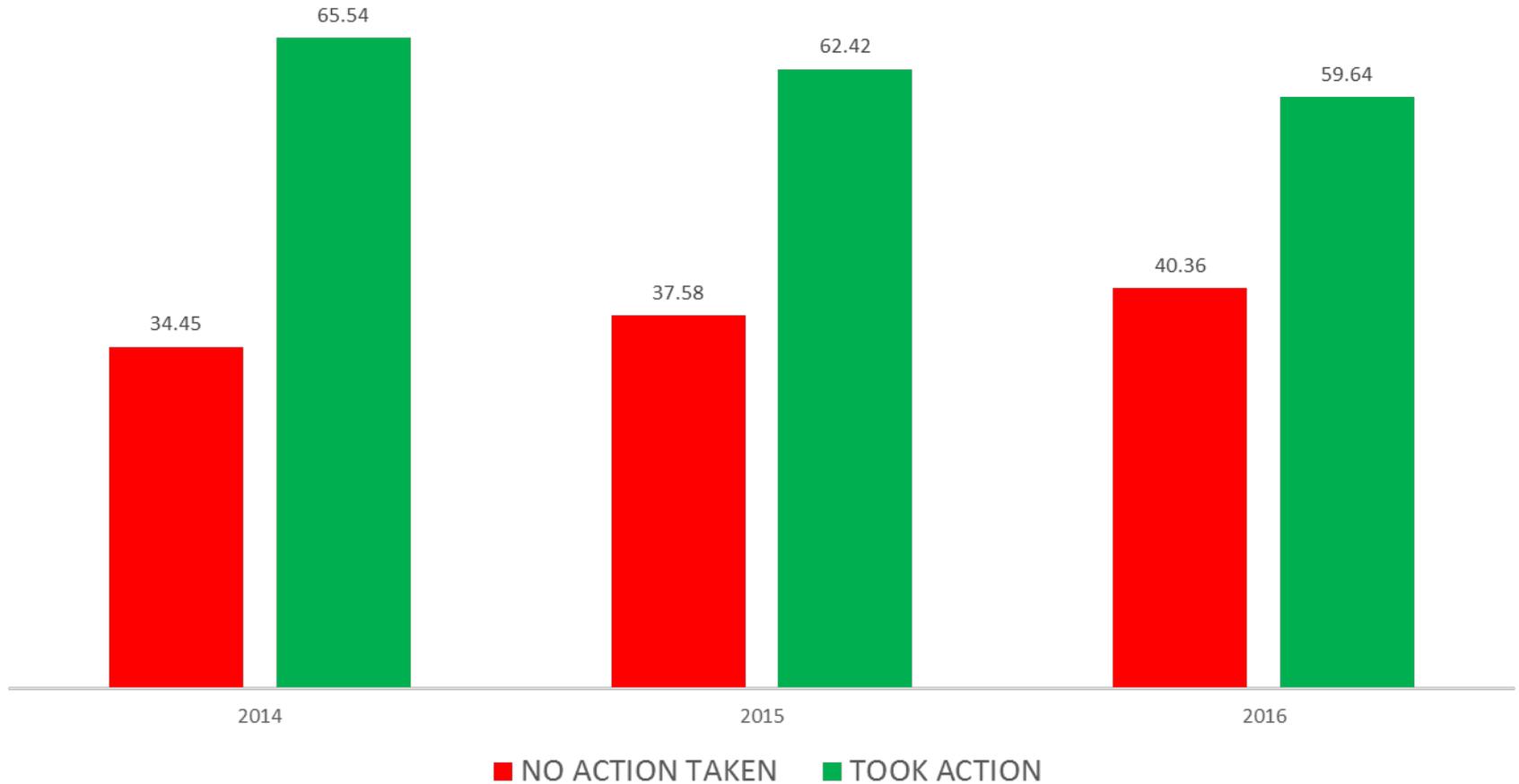
Experienced Sexual Harassment

Comparison Reported by Percentage



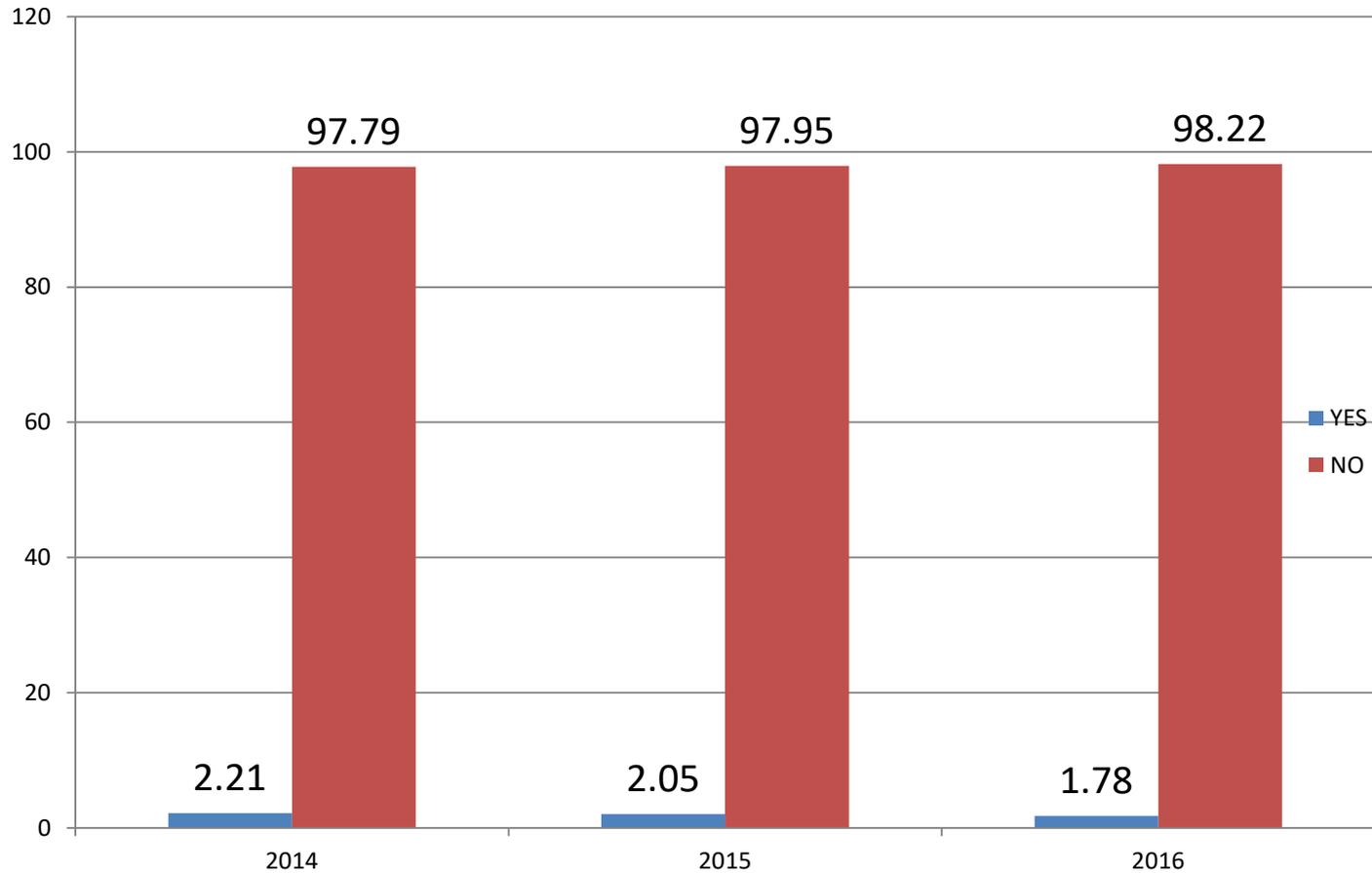
Action Taken Following an Incident of Sexual Harassment

Percentage by Type of Action



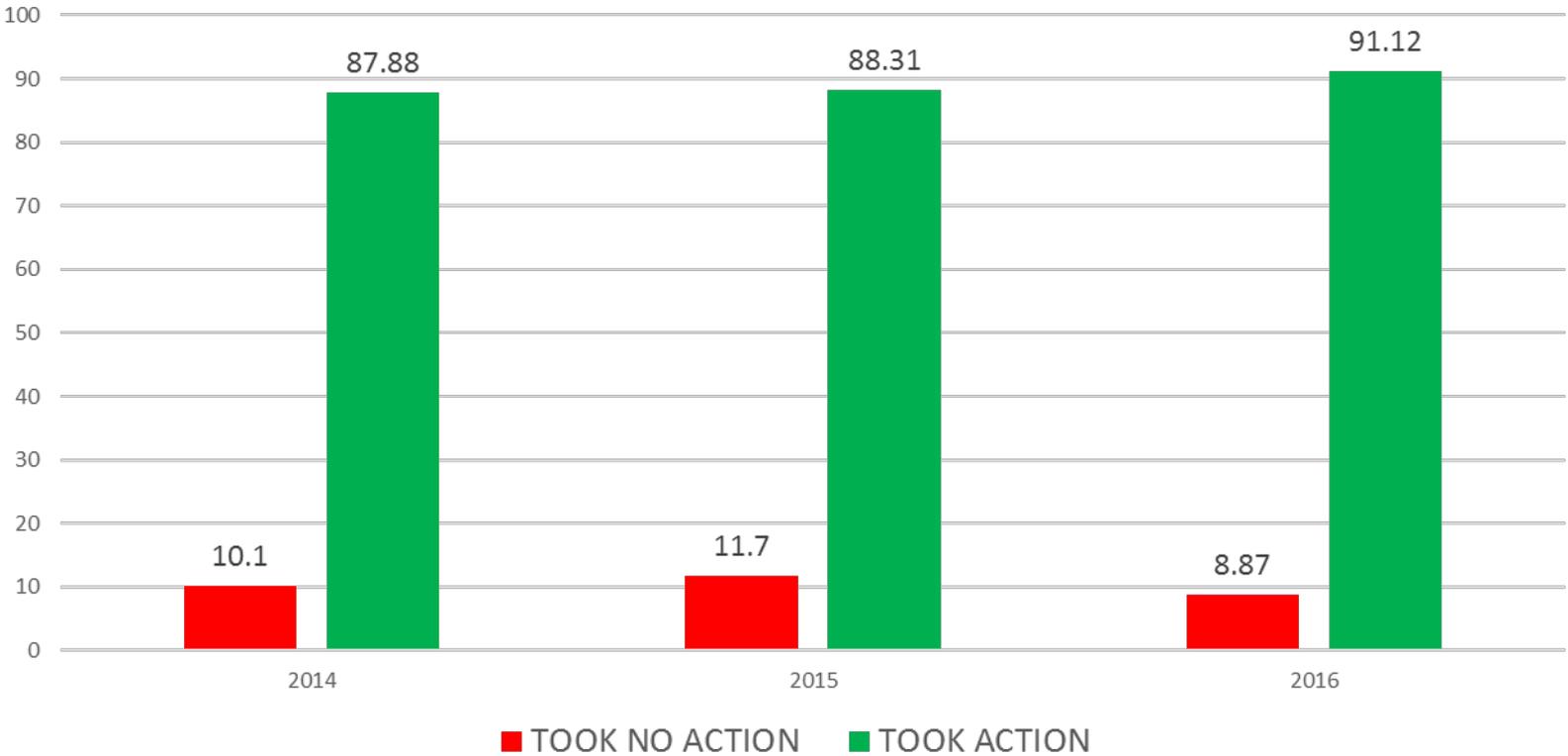
Observation of High Risk Situation

Percentage Observed



Action Taken After Observing a High Risk Situation

Percentage by Type of Action



CG PROTOCOL IN DEALING WITH INAPPROPRIATE BEHAVIOR

1. Confront the person unless the situation/behavior is so severe that it is dangerous or unreasonable to do so.
2. If the inappropriate behavior continues or is severe enough to warrant immediate command attention the individual should report the incident to their supervisor or CO/OIC.
3. If the supervisor is the harasser, the harassment will be reported to the CO/OIC.
4. If the CO/OIC is the harasser, then the report should be given to the official at the next higher level in the chain of command.
5. If the behavior continues despite confronting the harasser and discussing it with the leadership, an individual has the right to file a complaint