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# **DACOWITS RFI 17**

## **Program Manager, Navy Survey, Strategist, Diversity, Equity, and Inclusion, & Equal Opportunity Specialist, Prevention and Response**

# **September 2022**



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## GENDER DISCRIMINATION

In accordance with DACOWITS' Terms of Reference, the WB&T Subcommittee will examine existing Defense Department and Military Services' institutional policies and procedures to identify gaps that enable gender discrimination to occur unconstrained and recommended necessary policy changes.

The Committee has addressed the topic of gender bias and discrimination in past reports and commented on the importance of leadership in establishing a culture of respect in all work settings. Although there has been progress, the Committee remains concerned about the continuing matter of gender bias and the corrosive impact it can have on unit cohesion and on servicewomen's mental health, full integration and retention. The Committee requests a briefing from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard on the following:

- a. Identify all current policies, regulations, training, and other directives or policy sources that address the issue of gender bias/discrimination and summarize the key provisions.
- b. When training began to educate Service members that gender discrimination is prohibited, to include the nature and fora of trainings/education given to commanders, non-commissioned officers, basic training recruits, and their drill instructors, and the Service member population generally about the issue of gender discrimination. Does this training include how to prevent and mitigate negative attitudes and bias toward servicewomen?
- c. How will the Services monitor, track and enforce policy compliance?
- d. Does your Service have any measures in place to track career progression and promotion of servicewomen? If so, what are they and what are the trends?
- e. Has your Service conducted or commissioned any surveys, studies, or taken other measures to solicit feedback from servicewomen about gender discrimination and its impact on their workplace and career experiences? If so, what were the findings



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- **17a. Identify all current policies, regulations, training, and other directives or policy sources that address the issue of gender bias/discrimination and summarize the key provisions.**

**Navy Policy:** The Navy Harassment Prevention and Military Equal Opportunity Program Manual, OPNAVINST 5354.1H, defines prohibited discrimination and the potential resolution options. The policy includes processing and reporting procedures for informal, formal and anonymous complaints.

**Navy Recruiting Command:** A Recruiter's training covers equal opportunity, such as non-discrimination based on race, gender, age, creed, etc. We Also train future recruiters on recruiting prohibited practices regarding future Sailors (discriminatory behaviors, unduly familiar relationships, etc.). Recruiters depart NORU with reinforced knowledge of the Navy's policy to not discriminate against anyone, whether current or future Sailor or their families. This is reinforced with annual General Military Training (GMT) and respective command policies.

**US Naval Academy:** All training is derive from the below regulations mainly the Overarching guidance provided by OPNAV to address Gender Bias and Discrimination.

- Overarching Guidance: OPNAVINST 5354.1H Navy Harassment Prevention and Military equal Opportunity Program Manual
- Local Guidance: USNA Instruction 5354.1C Command Managed Equal Opportunity (CMEO) Program - DTD 15 Mar 2022
- USNA Instruction 5354.5C Prevention and Deterrence of Sexual Harassment, Misconduct and Assault – DTD 23 JUN 2011
- Commandant of Midshipmen Instruction 5354.1C Change Transmittal 1 Command Equal Opportunity and Sexual Harassment Program for the Brigade of Midshipmen



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- **17b. When training began to educate Service members that gender discrimination is prohibited, to include the nature and fora of trainings/education given to commanders, non-commissioned officers, basic training recruits, and their drill instructors, and the Service member population generally about the issue of gender discrimination. Does this training include how to prevent and mitigate negative attitudes and bias toward servicewomen?**

Current training begins during the accession/ initial training for Recruits, Midshipmen, Officer Candidates. Training includes prevention and mitigation methods for negative behavior and discriminatory bias towards all service members.

Service member training is delivered through the Equal Opportunity, Harassment and Resolution Options general military training.



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### Recruits at Basic Military Training

Week 1: Military Equal Opportunity (MEO) (OPNAVINST 5354.1) & The Commanding Officer's Top Six. The CO's top six is relayed from the Recruit Training Command (RTC) CO directly to all recruits during their first few days (P-days) at RTC:

1. No sexual assault/harassment
2. No racism/discrimination/sexism
3. No fraternization
4. No recruit-to-recruit contact
5. No hazing
6. No substance abuse

Week 7: Bystander Intervention 1-strategies to prevent violence against anyone (including sexual violence)

Week 8: Bystander Intervention 2-strategies to prevent violence against anyone (including sexual violence)

Week 9: Party Time Scenario-application of strategies learned in Bystander Intervention 1 & 2



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Recruit Training Command (continued)

Recruit Division Commanders (RDCs) at RTC receive the following training/reviews:

Indoctrination brief about the CMEO program

Before their shadow push they receive a lesson on MEO (OPNAVINST 5354.1). Conducted before they interact with recruits.

Military Equal Opportunity policies and expectations are reinforced daily (if not hourly) and the CO's Top Six are in the first pages of their trainee guide & posted throughout all training ships (barracks).

Officer Candidates:

Officer Candidate School receive the following training: Navy Harassment Prevention and Military Equal Opportunity ( Formerly Command Managed Equal Opportunity)

Officer Instructors receive: INDOC brief about the CMEO program



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- **17c. How will the Services monitor, track and enforce policy compliance?**

The OPNAVINST 5354.1H provides oversight and guidance to the harassment prevention and military equal opportunity program. The policy outlines programmatic responsibilities and requirements. It directs that a commander ensures his or her subordinate commands equal opportunity programs are assessed every two years.



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- **17d. Does your Service have any measures in place to track career progression and promotion of servicewomen? If so, what are they and what are the trends?**

The Navy is committed to ensuring equal opportunity and fair treatment of all its Sailors. Using both Objective and Subjective methods, the Navy is able to study career progression of men and women to determine if any unequal treatment exists, and to ask Sailors' opinion on whether they believe unequal treatment exists.

In general, career opportunities are just as available to men as they are to women, and survey results are also generally favorable. As an example, from the Health of Force survey, the percentage of total respondents agreeing that "Sailors who report sexual harassment and/or discrimination do not have to worry about retaliation" has increased from 42% in 2020 to 62% in 2021. The Navy will continue monitoring these trends into the future.





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- **17e. Has your Service conducted or commissioned any surveys, studies, or taken other measures to solicit feedback from servicewomen about gender discrimination and its impact on their workplace and career experiences? If so, what were the findings?**

While not directly addressing gender discrimination, in the 2021 Health of the Force Survey asked participants to agree or disagree with the following two statements relating to gender discrimination: “Sexual harassment is not a problem in the Navy.”

“Sailors who report sexual harassment or discrimination do not have to worry about retaliation.”

In 2021, 75% of women and 47% of men disagreed with the statement that sexual harassment is not a problem in the Navy. Only 12% of men and 33% of women disagreed with the statement that those reporting sexual harassment or discrimination do not have to worry about retaliation. This second statement was also asked in 2020 and at the time 27% of male participants and 60% of female participants disagreed with the statement that retaliation is not a concern when reporting harassment.