Civilian Vignette 9 – Business Meeting: Part 1

Topic: Sexual Harassment, online conduct

Situation: Workspace and Inappropriate behavior

Cameron and Sam have worked together for 10 years. Over that time, they have developed an excellent working relationship. This has also led to them having lunch together, walking the office halls discussing their projects, and discussing their lives outside of work. One day, while waiting for their group TEAMs meeting, Cameron and Sam begin joking. Their comments are sexual in nature, but both are fine with each other's banter. There is a third person, Alex, who signed in mid-discussion. While Alex knows that Cameron and Sam have a good relationship, the banter between them is inappropriate for the workplace and Alex is uncomfortable.

Discussion Questions:

1. What can Alex do?
2. What if Alex is subordinate to Cameron and/or Sam?
3. Should Alex wish to file a complaint, what options are available?
4. What is your reaction to what is happening here?
5. If confronted with a similar situation, what would you do?
6. What Army values have been violated and how could you use the Army Values to address/intervene in this situation?
7. What is the responsibility of those who know of inappropriate conduct?
8. What could have been done?
9. Why do you think nobody intervened?

Solution:
Alex, who was obviously offended by the conversation, could address the behavior directly with Cameron and Sam or file a sexual harassment complaint with EEO or the chain of command. If Cameron and/or Sam are Alex's supervisor(s), Alex can choose to file a complaint with EEO or go to the next level of supervision in their chain of command.