

Quid Pro Quo

Topic: sexual harassment

Situation: Staff Duty

SPC Humble is working staff duty when SFC Dunn approaches with a work-related question. When SPC Humble answers the question, SFC Dunn proceeds to wink and ask if they would like to pull some “fun duty” to get out of staff duty. SPC Humble replies, “I’m not sure what you mean by that, but I am fine with my present tasks Sergeant.” When SFC Dunn is exiting the area, they slowly look Humble up and down and state, “I will be back later for your real answer. It would be a shame if the 1SG found out that you weren’t doing your job”.

Discussion Questions:

1. What did you notice was happening in this vignette?
2. What is your reaction to what is happening here?
3. If confronted with a similar situation, what would you do?
4. What Army values have been violated and how could you use the Army Values to address/intervene in this situation?

Solution: The vignette demonstrates how a superior could use power and position to coerce a subordinate into doing something they don’t want to do. By threatening SPC Humble’s career progression, SFC Dunn is committing sexual harassment (Quid Pro Quo). SPC Humble can file a complaint with the SARC or the command.