

USAREC Vignette 4 – Hostile Environment

Topic: Sexual harassment

SCENE - SGT Snyder arrives to his Recruiting Station for his first day. He is immediately introduced to his new Station Commander, SFC Stark, who takes him around the station to show him the layout and introduce him to all his fellow Recruiters. SFC Stark ends the tour in her office to conduct an informal initial counseling session but does not shut the office door.

SFC Stark: “So, Sergeant Snyder, you have seen the layout of the Station, met all your fellow Recruiters, and been assigned a desk. Tell me a little about yourself and if there is anything you think I need to know before you get started.”

SGT Snyder: “Yes, Sergeant. Right before I went to school my wife and I divorced. She is also in the Army, and has PCSd with my child. Being here in Texas is going to be very difficult since my son is so far away. I am a bit raw emotionally but that won’t stop me from giving 110% while I am here.”

SFC Stark: “Where did your ex-wife get stationed?”

SGT Snyder: “She went to Germany, Sergeant.”

SFC Stark: “Oh wow!! That really is going to be difficult!”

SGT Snyder: Nods his head and looks down at his feet feeling emotional.

SFC Stark: “Don’t worry Sergeant Snyder, we are a close station, we take care of our own here.”

SGT Snyder: “Thank you Sergeant.”

SFC Stark: “Is there anything I can do for you?”

SGT Snyder: “No Sergeant, I just miss my wife and kid.”

SCENE - SSG Blank walks down the hall to use the restroom and hears:
SFC Stark (looking SGT Snyder up and down), say “Well SGT Snyder, let me know if you want me to help you forget about your ex-wife. Not only am I good at Recruiting, but I am DAMN good at helping men forget AAALLLL about their problems...”

SSG Blank can see SGT Snyder’s eye get wide before he looks back down at his feet and hears Snyder say, “I’m good Sergeant, but thank you for the offer.”

SCENE - Later that day, SSG Blank can see that SGT Snyder is still shocked by SFC Stark’s words but has not said anything to him. Having been treated in a similar manner

when he arrived just two months ago, he decides use his personal cell phone to call his SARC and anonymously report the sexual harassment.

Instructor/Facilitator:

ASK: *What type of sexual harassment happened?*

Answer: After the discussion, the correct answer is hostile environment.

ASK: *What was the category of sexual harassment?*

Answer: After the discussion, the correct answer is verbal and nonverbal.

Ask: *Who else could SSG Blank have anonymously reported the sexual harassment to?*

Answer: After the discussion, the correct answer is a SARC or VA, anyone in the NCO Support Channel, or any Commander.