

What is Discrimination?

Discrimination that involves statements of racial, ethnic, religious, color, national origin, gender, *age & *qualifying disabilities and other verbal or physical conduct of a discriminatory nature when:

- Submission is made either explicitly or implicitly, a term or condition of an individual's employment,
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual, or
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.



** age & disability do not apply to military*

Unwelcome - Webster's Collegiate Dictionary defines this term as "not of a kind to be welcomed; undesired, unsought, unwanted and unwished."

Sexual nature - means "behavior with some sort of sexual connotation to it or behavior that occurs because of the alleged victim being male or female."

Explicit - means "full, precise expression in the form of verbal, nonverbal, or physical behavior."

Implicit - means "implied or inferred behaviors that are not clearly expressed, but are understood."

What does verbal mean?

Verbal examples

- Unwelcome pressure for sexual favors or dates.
- Racially, ethnic oriented teasing, jokes, questions or discussions.

What does nonverbal and physical conduct mean?

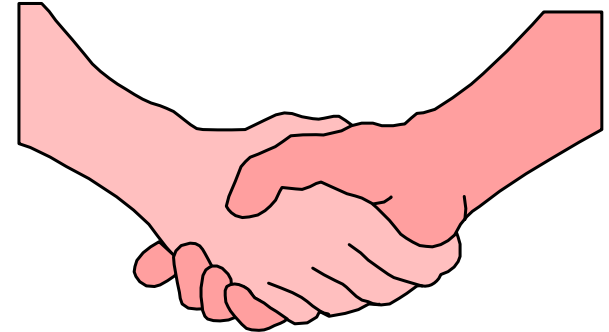
Nonverbal examples . . .

- Sexually suggestive looks, gestures, or wolf whistles.
- Displaying sexually suggestive visuals (centerfolds, calendars, cartoons, ashtrays, coffee cups, figurines, etc.)

Physical examples . . .

- Hanging around, standing near, or brushing against a person.
- Deliberate touching, leaning over, cornering, pinching, or caressing.

How can discrimination impact the workplace and mission effectiveness?



- Interferes with work performance
- Creates fear, anxiety, and stress
- Destroys cohesion/threatens retention
- Lowers morale
- Undermines readiness
- Detracts from mission accomplishment

How to prevent discrimination complaints:

Examine your own behavior to maintain an environment free of intimidation and hostility. Control social interactions so they do not interfere with productivity.

Whose responsibility is it to deal with discriminatory behavior?

Everyone in the organization has the responsibility for preventing and dealing with discrimination.



Answer these four questions:

1. Does my behavior contribute to work output and/or mission accomplishment?
2. Could my behavior offend or hurt others?
3. Could my behavior be misinterpreted as intentionally harmful or harassing?
4. Could my behavior be sending out signals that invite harassing behavior?

If you answered "yes" to any of the above; it is time to reevaluate your behavior before it hurts someone . . . or your career.

If you believe you are a victim of discrimination:

- Firmly, but in a pleasant manner (when possible), tell the harasser that the behavior is unwelcome.
- Report the behavior to your supervisor, or talk to an EEO Counselor. A **Federal technician** complaint must be filed within **45** days with an EEO counselor/EEO office (Technician status or applicant for technician employment) of the alleged incident or when you became aware of it. (A **military** complaint must be filed within **180** days through the chain of command.) See you EOA or EOR.

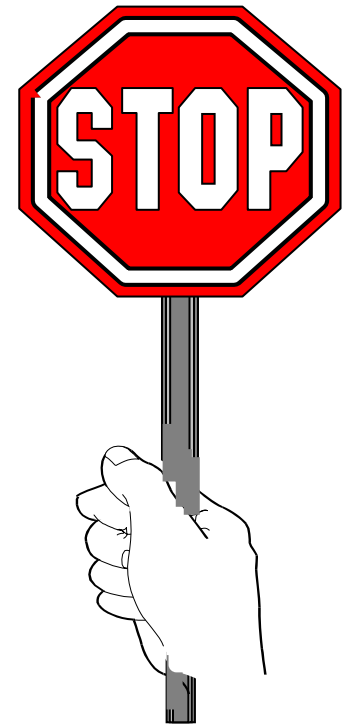
If you have any questions, need advice or direction on how to deal with a situation call



**Your
California National Guard
State Equal Employment
Opportunity Office**

**(916) 854 - 3421
DSN: 466 - 3421**

Discrimination IN THE California NATIONAL GUARD



**It's wrong!
It's illegal!
It won't be tolerated!
It is as simple as that!**