

THE TAILHOOK LEGACY

Below is the text of a one-page bulletin "What is Sexual Harassment" by the Navy to all Commanding Officers in a quarterly packet called the "Captain's Call Kit" to attempt to define sexual harassment. This document was generated by the "TAILHOOK" incident of 1991 and was released in mid-1993. This flyer was designed to be posted on bulletin boards for educational viewing by all Navy personnel.

GREEN -- GO

These actions do not constitute sexual harassment. They are typical interactions and common courtesies that happen regularly in an office environment. Some examples:

- Performance counseling
- Touching which could not be perceived in a sexual way, such as placing a hand on a person's elbow
- Counseling on military appearance
- Everyday social interaction such as saying, "Hello, how are you?" or "Did you have a good weekend?"
- Expressing concern or encouragement
- A polite compliment or friendly conversation

YELLOW -- Slow down to stop

Many of these behaviors fall into the gray areas but others are obvious examples of sexual harassment. Examples:

- Violating "personal space"
- Whistling
- Questions about personal life
- Lewd or off-color jokes
- Leering or staring
- Repeated requests for a date after being told no
- Suggestive posters or calendars
- Foul language
- Unwanted letters or presents
- Sexually suggestive touching
- Sitting or gesturing sexually

RED -- Stop

These behaviors are always considered to be sexual harassment and if they continue, punitive actions will be taken. Examples are:

- Sexual favors in return for employment rewards and threats if sexual favors are not provided
 - Sexually explicit pictures, including calendars or posters
 - Sexually explicit remarks
 - Using office status to request a date
 - Obscene letters or comments
 - Grabbing, forced kissing, fondling
 - Sexual assault or rape
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In July, 1992, Navy Lt. Paula Coughlin, one of the twenty-six women who were sexually harassed and assaulted at the Tailhook convention, reported that the civilian investigator assigned to her case had pressured her for dates and for a romantic involvement. Her specific allegations were that Naval Investigative Service Agent Laney S. Spigener pressured her to date him and called her "Sweet Cakes" while she was reviewing photographs of Navy and Marine aviators to identify those who had assaulted her. Spigener had been assigned to investigate charges from women who said they had been fondled and disrobed while being pushed down a gauntlet of drunken aviators at the Tailhook convention.

from **SHOCK WAVES, The Global Impact of Sexual Harassment**
by **Susan L. Webb, MasterMedia Limited, New York, 1994**



OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.