

## Sexual Harassment Chronology

### 1979

- ❑ The Assistant Secretary of Defense for Manpower, Reserve Affairs and Logistics directs the military services to incorporate newly issued Office of Personnel Management (OPM) guidelines on sexual harassment into employee orientation and to provide employees with information on how to obtain redress from sexual harassment.

### 1980

- ❑ The first congressional hearings on sexual harassment in the military are held by the Subcommittee on Military Personnel of the House Committee on Armed Services.
- ❑ The DoD adopts Equal Opportunity Commission guidelines on sexual harassment and establishes an overall definition of sexual harassment.

### 1988

- ❑ The DoD conducts a survey on sexual harassment in the military services; it is usually referred to as the "1988 Sexual Harassment Survey."

### 1991

- ❑ The DoD issues "Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment."
- ❑ The Tailhook Association loses Navy sponsorship after widely reported incidents of alcohol abuse, destruction of private property, and sexual assault at the association's annual convention.

### 1995

- ❑ The DoD Task Force on Discrimination and Sexual Harassment convenes.
- ❑ The DoD conducts its second Sexual Harassment Survey.

### 1997

- ❑ Incidents of rape, sexual assault, and sexual harassment occurring at the Army's Aberdeen (Maryland) Proving Grounds are revealed. In the aftermath, several drill sergeants are convicted by courts-martial of rape or sexual harassment.
- ❑ As a result of the problems found at Aberdeen, the Army convenes a Senior Review Panel to look at the problem of sexual harassment Army-wide.
- ❑ The Army's top enlisted man, the Sergeant Major of the Army, is charged with sexual harassment.
- ❑ As a result of the incidents at Aberdeen, the Secretary of Defense appoints the Federal Advisory Committee on Gender-Integrated Training and Related Issues with former U.S. Senator Nancy Kassebaum-Baker as chair. The committee's report is issued in December 1997.

### 1998

- ❑ The Sergeant Major of the Army is court-martialed on five charges springing from the accusations of sexual harassment lodged against him. He is acquitted of all sexual harassment charges but convicted of one charge of obstruction of justice.
- ❑ In response to the incidents at Aberdeen, Congress orders its own commission—The Congressional Commission on Military Training and Gender-Related Issues—to review matters. Anita Blair of the Independent Women's Forum serves as chair.

### **1999**

- ❑ The Report of the Congressional Commission on Military Training and Gender-Related Issues is released.

### **2000**

- ❑ Lieutenant General Claudia J. Kennedy, the senior woman in the Army, brings sexual harassment charges against Major General Larry Smith after his nomination as the Deputy Inspector General of the Army. After investigating, the Army upholds Lieutenant General Kennedy's charges. The Navy renews official ties with the Tailhook Association.

### **2003**

- ❑ Investigations into charges of sexual assault at the Air Force Academy and retaliation against women cadets who report it are initiated by the Air Force and the DoD Inspector General. Congress also sponsors its own investigative panel chaired b

\