When it comes to the safety of our teammates, we all have the Watch.

The Watch List tool outlines specific behaviors associated with each of the Five Signals.

<table>
<thead>
<tr>
<th>The Watch List Top 5 Signals</th>
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These behaviors run counter to our high standards for performance and conduct. While some may seem unrelated to sexual assault, a permissive environment sends the signal that negative behaviors will be tolerated. If we do not challenge wrongdoers, they may take advantage, if conditions are right, and do even greater harm.

The Watch List describes common indicators and warnings that help us identify issues in our command climate that we must address.

By looking out for behaviors on the Watch List, we can recognize problems and take action. Using this tool is a tangible way to live our Core Values of honor, courage and commitment. Because we have known since that very first fire watch—when it comes to protecting our team—our duty never ends.
Analysis of the 2018 Workplace and Gender Relations Survey of Active Duty Members revealed the “Top Five Signals” identifying when Marines may be at higher risk of sexual assault. Many of these same areas can be assessed using the Defense Organizational Climate Survey (DEOCS). If a Marine experiences one of the measured behaviors below, their risk for sexual assault may increase.

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### Top 5 Signals of Risk for Sexual Assault

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#### If Marines Experience...

- **SEXUAL HARASSMENT**
  - Repeatedly tells sexual “jokes”
  - Embarrasses, angers or upsets the Marine by repeatedly suggesting they don’t act like their gender is supposed to
  - Displays, shows or sends sexually explicit materials (e.g., pictures, videos)
  - Repeatedly asks questions about their sex life or sexual interests that makes them uncomfortable, angry or upset
  - Repeatedly makes sexual comments about their appearance, body

- **GENDER DISCRIMINATION**
  - Mistreat, ignore, exclude, or insult them because of their gender

- **LACK OF RESPONSIBILITY & INTERVENTION**
  - Does not recognize and immediately correct incidents of sexual harassment
  - Does not promote a unit climate based on mutual respect and trust
  - Does not lead by example by refraining from sexist comments and behaviors

- **WORKPLACE HOSTILITY**
  - Intentionally interfere with their work performance
  - Do not provide information or assistance when they need it
  - Take credit for their work or ideas
  - Gossip/talk about them

- **LACK OF RESPECT & COHESION**
  - Low in unit cohesion
  - Low in respect from or for Chain of Command
  - Low in respect for others from diverse backgrounds
  - Low in ability to deal effectively with adversity or conflict when it occurs

#### A Marine is at higher risk of sexual assault when...

- A coworker does any of the following:
  - Takes or shares suggestive pictures or videos of them when they don’t want to
  - Repeatedly attempts to establish unwanted romantic or sexual relationship
  - Intentionally touches them in sexual way when they do not want them to
  - Makes them feel they would be punished/treated unfairly for not doing a sexual act

- A Marine’s career is hurt as coworkers:
  - Does not recognize and immediately correct incidents of sexual harassment
  - Does not encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors
  - Leaders did not publicize sexual assault report resources
  - Marines did not encourage victims to report sexual assault

- A Marine’s unit:
  - Low in gender respect: Women and men treat each other poorly
  - Low in support: Marines do not provide help to one another when personal problems arise

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