

## Evaluation of the Indian River Walkthrough Video



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## **Evaluation of the Indian River Walkthrough Video**

DEOMI Hope Research Center

**Purpose:** On February 6, 2019, the Hope Research Center conducted a programmatic evaluation session examining reactions to the “On and About the Indian River” video module. The video module is comprised of 15 separate clips, most of which depict equal opportunity and organizational effectiveness relevant behaviors. This video will be incorporated into the Equal Opportunity Advisor Course (EOAC) curriculum as part of the Organizational Assessment Lesson. Students will be given the video in conjunction with DEOCS results to serve as the observation portion of a command climate assessment. The main goal of this report is to provide feedback to the DEOMI product development team on the extent to which the clips composing the “On and About the Indian River” video are perceived to be realistic, engaging, effective, and to provide a list of the perceived positive and negative behaviors depicted.

**Participants:** Responses were solicited from the EOAC 19-1 course. A total of 76 students provided feedback using a Qualtrics survey.

**Procedure:** Though the “On and About the Indian River” video is intended to be showcased as a single product, each segment was presented individually so that evaluations of each video clip could be collected. Students were shown the clips on the projector screens in the DEOMI auditorium. After each segment, the video was paused, and students were given approximately one minute to complete the survey questions before continuing to the next clip. Though each seems, on the surface, to be valid, this study will further validate the scenarios to ensure that students in the course find the performance in the videos is being correctly perceived with regard to the intended target behaviors. Students were asked to respond to the following questions regarding their impressions of each segment:

**1. What Positive behaviors did you observe? Select all that apply.**

- Bystander Intervention
- Leadership Involvement
- Informal Reporting
- Formal Reporting
- Inclusion at work
- None of the above (Exclusive if Selected)

**2. What Negative behaviors did you observe? Circle all that apply?**

- Harassment
- Discrimination
- Sexism
- Sexual Harassment
- Bullying
- Hazing
- Retaliation
- Reprisal
- Bystander Inaction/Ambivalence
- Leader Inaction/Ambivalence
- Toxic Leadership
- Abuse of Power
- Unprofessional Workplace Behavior
- None of the above (Exclusive if Selected)

**3. If you selected “Discrimination” in Question 2, indicate what form of discrimination you observed. Circle all that apply.**

- Race
- Age
- Sex
- Disability
- Religion
- Color
- National Origin

**4. Would you describe the environment in the video as a Hostile Work Environment?**

- Yes
- Unsure
- No

**5. Did you find the situation depicted in the video clip to be realistic?**

- Yes
- Somewhat
- No

**6. Is the video clip effective in demonstrating behaviors?**

- Yes
- Somewhat
- No

**7. Did you find the video clip to be engaging?**

- Yes
- Somewhat
- No

**Results:** For each clip, total counts for all positive (question 1) and negative (question 2) behaviors are provided. If a student indicated that the video displayed a form of discrimination, counts are also provided for the specific form of perceived discrimination (question 3). Total counts may differ between clips because participants were instructed to select “all that apply.” For this reason, percentages were calculated based on total respondents for each selection: this means that total percentage counts will often exceed 100%. Response counts and percentages are provided for the remaining questions about whether the work environment depicted in the video was hostile (question 4), realistic (question 5), effective (question 6), and engaging (question 7). A summary of findings/interpretation of each clip is provided.

**Note on Outliers:** In a few cases, there are responses that appear to be highly disconnected from the video segment for which they were provided (for example, observations of sexism in a video that displayed a seemingly professional exchange between two male coworkers). Because such responses were so infrequent that they did not appreciably affect the overall observed trends and because it cannot be determined whether these responses represent some form of measurement error or a genuine alternate interpretation, they were retained in the data and in this report.

**Clip 1:** Specialist Watford expresses that she will leave the army if she can't attend Airborne School. Vogel tries to dissuade her and suggests she approach her sergeant.

**Summary:** The vast majority of students saw this as an example of leader involvement with almost no negative behaviors exhibited. The majority found the clip to be realistic, effective, and at least somewhat engaging.



Observed Positive Behaviors (n = 75)		
Answer	%	Count
Bystander Intervention	6.67%	5
Leader Involvement	<b>90.67%</b>	<b>68</b>
Informal Reporting	4%	3
Formal Reporting	0%	0
Inclusion at work	13.33%	10
None of the above	6.67%	5

Is it a hostile work environment?		
Answer	%	Count
Yes	2.67%	2
No	<b>93.33%</b>	<b>70</b>
Unsure	4.00%	3

Is the situation in the video realistic?		
Answer	%	Count
Yes	<b>73.97%</b>	<b>54</b>
Somewhat	23.29%	17
No	2.74%	2

Is the video effective for demonstration?		
Answer	%	Count
Yes	<b>63.51%</b>	<b>47</b>
Somewhat	31.08%	23
No	5.41%	4

Is the video engaging?		
Answer	%	Count
Yes	<b>54.67%</b>	<b>41</b>
Somewhat	32.00%	24
No	13.33%	10

Observed Negative Behaviors (n = 75)		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	1.33%	1
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	1.33%	1
Reprisal	1.33%	1
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	1.33%	1
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	0%	0
None of the above	<b>92%</b>	<b>69</b>

Observed Form of Discrimination		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 2:** A male and a female coworker encounter one another in an after-hours workplace setting. She is made uncomfortable by his comments about her appearance.

**Summary:** More than 80% of respondents found this to be an example of unprofessional workplace behavior, sexual harassment, and a hostile work environment. Most found the clip engaging, realistic, and effective.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	1.35%	1
Leader Involvement	0%	0
Informal Reporting	0%	0
Formal Reporting	0%	0
Inclusion at work	1.35%	1
None of the above	<b>97.3%</b>	<b>72</b>

<b>Is it a hostile work environment?</b>		
Yes	<b>93.33%</b>	<b>70</b>
No	2.67%	2
Unsure	4.00%	3

<b>Is the situation in the video realistic?</b>		
Yes	44.00%	33
Somewhat	<b>46.67%</b>	<b>35</b>
No	9.33%	7

<b>Is the video effective for demonstration?</b>		
Yes	<b>77.33%</b>	<b>58</b>
Somewhat	21.33%	16
No	1.33%	1

<b>Is the video engaging?</b>		
Yes	<b>57.33%</b>	<b>43</b>
Somewhat	40.00%	30
No	2.67%	2

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	67.57%	50
Discrimination	1.35%	1
Sexism	29.73%	22
Sexual Harassment	90.54%	67
Bullying	2.7%	2
Hazing	1.35%	1
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	0%	0
Toxic Leadership	20.27%	15
Abuse of Power	24.32%	18
Unprofessional Workplace Behavior	<b>83.78%</b>	<b>62</b>
None of the above	0%	0

<b>Observed Form of Discrimination</b>		
Race	0.00%	0
Age	0.00%	0
Sex	<b>100%</b>	<b>1</b>
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 3:** Montgomery counsels Vogel to stay the course and consider all possible options and opportunities for getting the Airborne training she desires.

**Summary:** Nearly all respondents indicated that this clip showcased leader involvement and found the video to be realistic. A smaller majority also found the video effective and engaging.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	2.7%	2
Leader Involvement	<b>97.3%</b>	<b>72</b>
Informal Reporting	1.35%	1
Formal Reporting	0%	0
Inclusion at work	35.14%	26
None of the above	0%	0

<b>Is it a hostile work environment?</b>		
Yes	0.00%	0
No	<b>98.63%</b>	<b>72</b>
Unsure	1.37%	1

<b>Is the situation in the video realistic?</b>		
Yes	<b>80.82%</b>	<b>59</b>
Somewhat	12.33%	9
No	6.85%	5

<b>Is the video effective for demonstration?</b>		
Yes	<b>75.34%</b>	<b>55</b>
Somewhat	20.55%	15
No	4.11%	3

<b>Is the video engaging?</b>		
Yes	<b>65.75%</b>	<b>48</b>
Somewhat	24.66%	18
No	9.59%	7

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	1.35%	1
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	0%	0
None of the above	<b>94.59%</b>	<b>70</b>

<b>Observed Form of Discrimination</b>		
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 4:** Griffin witnesses an uncomfortable exchange between Perez and Franklin who formerly dated. Afterwards, Perez expresses to Griffin that Franklin is stalking her.

**Summary:** This clip was widely seen as representative of harassment and unprofessional workplace behavior, as well as leadership involvement and bystander intervention.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	59.46%	44
Leader Involvement	<b>68.92%</b>	<b>51</b>
Informal Reporting	24.32%	18
Formal Reporting	13.51%	10
Inclusion at work	4.05%	3
None of the above	5.41%	4

<b>Is it a hostile work environment?</b>		
Yes	<b>93.24%</b>	<b>69</b>
No	1.35%	1
Unsure	5.41%	4

<b>Is the situation in the video realistic?</b>		
Yes	<b>86.49%</b>	<b>64</b>
Somewhat	12.16%	9
No	1.35%	1

<b>Is the video effective for demonstration?</b>		
Yes	<b>90.54%</b>	<b>67</b>
Somewhat	8.11%	6
No	1.35%	1

<b>Is the video engaging?</b>		
Yes	<b>81.33%</b>	<b>61</b>
Somewhat	17.33%	13
No	1.33%	1

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	<b>91.89%</b>	<b>68</b>
Discrimination	0%	0
Sexism	2.7%	2
Sexual Harassment	10.81%	8
Bullying	8.11%	6
Hazing	0%	0
Retaliation	8.11%	6
Reprisal	0%	0
Bystander Inaction/Ambivalence	9.46%	7
Leader Inaction/Ambivalence	5.41%	4
Toxic Leadership	2.7%	2
Abuse of Power	0%	0
Unprofessional Workplace Behavior	70.27%	52
None of the above	1.35%	1

<b>Observed Form of Discrimination</b>		
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0



**Clip 5:** Rankin introduces new-to-the-organization Maree to Lay, who welcomes her and positively describes the environment as being great.

**Summary:** This clip was more ambiguous than others. Though a majority of students saw this as leader involvement and inclusiveness, about 40% of respondents were not sure if the clip was effective for demonstration.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	1.35%	1
Leader Involvement	59.46%	44
Informal Reporting	2.7%	2
Formal Reporting	2.7%	2
Inclusion at work	<b>67.57%</b>	<b>50</b>
None of the above	8.11%	6

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	1.39%	1
No	<b>94.44%</b>	<b>68</b>
Unsure	4.17%	3

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>75.68%</b>	<b>56</b>
Somewhat	21.62%	16
No	2.70%	2

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>59.46%</b>	<b>44</b>
Somewhat	32.43%	24
No	8.11%	6

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>51.35%</b>	<b>38</b>
Somewhat	32.43%	24
No	16.22%	12

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	0%	0
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	0%	0
None of the above	<b>100%</b>	<b>74</b>

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0



**Clip 6:** Henry, accused of misconduct, claims innocence. Luch, who is skeptical, suggests that the penalty will “disappear” if she “wears something nice” that evening.

**Summary:** This clip was almost universally seen as representative of sexual harassment, toxic leadership, and unprofessional workplace behavior. Less than 60% found the situation realistic.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	0%	0
Leader Involvement	0%	0
Informal Reporting	1.35%	1
Formal Reporting	0%	0
Inclusion at work	2.7%	2
None of the above	<b>91.89%</b>	<b>68</b>

<b>Is it a hostile work environment?</b>		
Yes	<b>95.95%</b>	<b>71</b>
No	2.70%	2
Unsure	1.35%	1

<b>Is the situation in the video realistic?</b>		
Yes	<b>59.46%</b>	<b>44</b>
Somewhat	33.78%	25
No	6.76%	5

<b>Is the video effective for demonstration?</b>		
Yes	<b>79.73%</b>	<b>59</b>
Somewhat	17.57%	13
No	2.70%	2

<b>Is the video engaging?</b>		
Yes	<b>70.67%</b>	<b>53</b>
Somewhat	26.67%	20
No	2.67%	2

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	21.62%	16
Discrimination	2.7%	2
Sexism	20.27%	15
Sexual Harassment	81.08%	60
Bullying	2.7%	2
Hazing	0%	0
Retaliation	4.05%	3
Reprisal	16.22%	12
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	8.11%	6
Toxic Leadership	75.68%	56
Abuse of Power	<b>83.78%</b>	<b>62</b>
Unprofessional Workplace Behavior	81.08%	60
None of the above	0%	0

<b>Observed Form of Discrimination</b>		
Race	0.00%	0
Age	0.00%	0
Sex	<b>100%</b>	<b>2</b>
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 7:** Mrs. March cautions restraint in her daughter's approach to dealing with someone who looked down her shirt.

**Summary:** This clip did not appear to be particularly representative of any one behavior to respondents. About half of respondents saw it has sexism or as bystander ambivalence. Despite this, more than 70% thought that it was effective for demonstration.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	2.7%	2
Leader Involvement	0%	0
Informal Reporting	4.05%	3
Formal Reporting	0%	0
Inclusion at work	4.05%	3
None of the above	<b>87.84%</b>	<b>65</b>

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	<b>39.73%</b>	<b>29</b>
No	28.77%	21
Unsure	31.51%	23

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>69.86%</b>	<b>51</b>
Somewhat	26.03%	19
No	4.11%	3

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>73.97%</b>	<b>54</b>
Somewhat	20.55%	15
No	5.48%	4

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>68.92%</b>	<b>51</b>
Somewhat	27.03%	20
No	4.05%	3

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	5.41%	4
Discrimination	2.7%	2
Sexism	52.7%	39
Sexual Harassment	25.68%	19
Bullying	5.41%	4
Hazing	1.35%	1
Retaliation	1.35%	1
Reprisal	1.35%	1
Bystander Inaction/Ambivalence	<b>54.05%</b>	<b>40</b>
Leader Inaction/Ambivalence	4.05%	3
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	50%	37
None of the above	5.41%	4

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	<b>100%</b>	<b>2</b>
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 8:** Watford submits a package to apply to Airborne school and Vogel estimates the speed with which it will be processed.

**Summary:** The majority of respondents saw this clip as an effective demonstration of leader involvement and inclusion. The percentages were far higher in Indian River compared to Banana River.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	0%	0
Leader Involvement	<b>77.03%</b>	<b>57</b>
Informal Reporting	1.35%	1
Formal Reporting	0%	0
Inclusion at work	59.46%	44
None of the above	12.16%	9

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	1.35%	1
No	<b>97.30%</b>	<b>72</b>
Unsure	1.35%	1

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>90.54%</b>	<b>67</b>
Somewhat	5.41%	4
No	4.05%	3

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>77.03%</b>	<b>57</b>
Somewhat	17.57%	13
No	5.41%	4

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>61.33%</b>	<b>46</b>
Somewhat	29.33%	22
No	9.33%	7

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	0%	0
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	0%	0
None of the above	<b>100%</b>	<b>74</b>

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Clip 9:** August wonders what action is needed to get on the quarterly awards boards. Nkansah suggests that the selection process is racially biased.

**Summary:** The most commonly observed behaviors were unprofessional workplace behavior and discrimination. Seventy-five percent of respondents thought the situation was realistic, and a smaller majority found the clip engaging and effective.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	4.05%	3
Leader Involvement	0%	0
Informal Reporting	1.35%	1
Formal Reporting	0%	0
Inclusion at work	4.05%	3
None of the above	<b>87.84%</b>	<b>65</b>

<b>Is it a hostile work environment?</b>		
Yes	<b>42.47%</b>	<b>31</b>
No	30.14%	22
Unsure	27.40%	20

<b>Is the situation in the video realistic?</b>		
Yes	<b>75.68%</b>	<b>56</b>
Somewhat	21.62%	16
No	2.70%	2

<b>Is the video effective for demonstration?</b>		
Yes	<b>67.57%</b>	<b>50</b>
Somewhat	25.68%	19
No	6.76%	5

<b>Is the video engaging?</b>		
Yes	<b>68.00%</b>	<b>51</b>
Somewhat	29.33%	22
No	2.67%	2

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	<b>63.51%</b>	<b>47</b>
Sexism	5.41%	4
Sexual Harassment	0%	0
Bullying	1.35%	1
Hazing	0%	0
Retaliation	2.7%	2
Reprisal	1.35%	1
Bystander Inaction/Ambivalence	8.11%	6
Leader Inaction/Ambivalence	6.76%	5
Toxic Leadership	20.27%	15
Abuse of Power	1.35%	1
Unprofessional Workplace Behavior	47.3%	35
None of the above	13.51%	10

<b>Observed Form of Discrimination</b>		
Race	<b>53.95%</b>	<b>41</b>
Age	0.00%	0
Sex	5.26%	4
Disability	0.00%	0
Religion	0.00%	0
Color	38.16%	29
National Origin	2.63%	2

**Clip 10:** Rankin doesn't feel included by his organization and is just "going through the motions."

**Summary:** The data for this clip is peculiar. Though the majority of respondents observed neither negative nor positive behaviors, 44% still felt that it was effective for demonstration.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	0%	0
Leader Involvement	0%	0
Informal Reporting	0%	0
Formal Reporting	0%	0
Inclusion at work	8.11%	6
None of the above	<b>90.54%</b>	<b>67</b>

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	16.44%	12
No	<b>47.95%</b>	<b>35</b>
Unsure	35.62%	26

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>51.35%</b>	<b>38</b>
Somewhat	29.73%	22
No	18.92%	14

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>44.59%</b>	<b>33</b>
Somewhat	28.38%	21
No	27.03%	20

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>49.33%</b>	<b>37</b>
Somewhat	29.33%	22
No	21.33%	16

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	2.7%	2
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	1.35%	1
Bystander Inaction/Ambivalence	6.76%	5
Leader Inaction/Ambivalence	10.81%	8
Toxic Leadership	9.46%	7
Abuse of Power	0%	0
Unprofessional Workplace Behavior	17.57%	13
None of the above	<b>62.16%</b>	<b>46</b>

<b>Observed Form of Discrimination</b>		
Form of Discrimination	%	Count
Race	<b>50.00%</b>	<b>1</b>
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	<b>50.00%</b>	<b>1</b>

**Clip 11:** Watford indicates that she has submitted a package to apply for Airborne school. Her CO indicates that he hasn't seen it but will look into it.

**Summary:** The overwhelming majority found that the clip realistically and effectively demonstrated leader involvement.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	1.35%	1
Leader Involvement	<b>90.54%</b>	<b>67</b>
Informal Reporting	5.41%	4
Formal Reporting	0%	0
Inclusion at work	31.08%	23
None of the above	8.11%	6

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	1.35%	1
No	<b>93.24%</b>	<b>69</b>
Unsure	5.41%	4

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>83.78%</b>	<b>62</b>
Somewhat	14.86%	11
No	1.35%	1

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>70.27%</b>	<b>52</b>
Somewhat	22.97%	17
No	6.76%	5

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>68.00%</b>	<b>51</b>
Somewhat	25.33%	19
No	6.67%	5

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	6.76%	5
Toxic Leadership	0%	0
Abuse of Power	0%	0
Unprofessional Workplace Behavior	0%	0
None of the above	<b>91.89%</b>	<b>68</b>

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0



**Clip 12:** Dillard intends to convert a closet into a meeting room and solicits Rankin's input on the conversion. Rankin accepts.

**Summary:** The clip was seen to represent leader involvement and inclusiveness. The majority found the video realistic, engaging, and effective.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	0%	0
Leader Involvement	56.76%	42
Informal Reporting	1.35%	1
Formal Reporting	0%	0
Inclusion at work	<b>72.97%</b>	<b>54</b>
None of the above	9.46%	7

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	1.35%	1
No	<b>94.59%</b>	<b>70</b>
Unsure	4.05%	3

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>68.92%</b>	<b>51</b>
Somewhat	24.32%	18
No	6.76%	5

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>68.92%</b>	<b>51</b>
Somewhat	21.62%	16
No	9.46%	7

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>60.81%</b>	<b>45</b>
Somewhat	27.03%	20
No	12.16%	9

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	0%	0
Discrimination	0%	0
Sexism	0%	0
Sexual Harassment	0%	0
Bullying	0%	0
Hazing	0%	0
Retaliation	0%	0
Reprisal	0%	0
Bystander Inaction/Ambivalence	0%	0
Leader Inaction/Ambivalence	0%	0
Toxic Leadership	0%	0
Abuse of Power	1.35%	1
Unprofessional Workplace Behavior	0%	0
None of the above	<b>95.95%</b>	<b>71</b>

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0



**Clip 13:** Levells asks his sergeant major why he hasn't seen Watford's package and learns that she unilaterally disapproved it. He reminds her that she does not have the final say in such matters.

**Summary:** This is one of the few clips found to showcase both positive (leader involvement) and negative (abuse of power) behaviors by the majority of respondents. A majority of respondents found the situation realistic.



Observed Positive Behaviors (n = 74)		
Answer	%	Count
Bystander Intervention	10.81%	8
Leader Involvement	<b>93.24%</b>	<b>69</b>
Informal Reporting	0%	0
Formal Reporting	4.05%	3
Inclusion at work	5.41%	4
None of the above	6.76%	5

Is it a hostile work environment?		
Answer	%	Count
Yes	30.14%	22
No	<b>52.05%</b>	<b>38</b>
Unsure	17.81%	13

Is the situation in the video realistic?		
Answer	%	Count
Yes	<b>90.41%</b>	<b>66</b>
Somewhat	9.59%	7
No	0.00%	0

Is the video effective for demonstration?		
Answer	%	Count
Yes	<b>87.84%</b>	<b>65</b>
Somewhat	12.16%	9
No	0.00%	0

Is the video engaging?		
Answer	%	Count
Yes	<b>81.33%</b>	<b>61</b>
Somewhat	16.00%	12
No	2.67%	2

Observed Negative Behaviors (n = 74)		
Answer	%	Count
Harassment	0%	0
Discrimination	10.81%	8
Sexism	4.05%	3
Sexual Harassment	0%	0
Bullying	4.05%	3
Hazing	0%	0
Retaliation	4.05%	3
Reprisal	2.7%	2
Bystander Inaction/Ambivalence	1.35%	1
Leader Inaction/Ambivalence	13.51%	10
Toxic Leadership	31.08%	23
Abuse of Power	<b>58.11%</b>	<b>43</b>
Unprofessional Workplace Behavior	35.14%	26
None of the above	24.32%	18

Observed Form of Discrimination		
Answer	%	Count
Race	22.22%	2
Age	0.00%	0
Sex	<b>66.67%</b>	<b>6</b>
Disability	0.00%	0
Religion	0.00%	0
Color	11.11%	1
National Origin	0.00%	0

**Clip 14-15:** Due to an A/V error, clips 14 and 15 were shown together. In these clips, Garaux forces his number on Johnson, implying that it will be useful after her “temporary” boyfriend; he then suggests that not calling his number was a poor decision.

**Summary:** The majority viewed this as harassment, sexual harassment, and unprofessional workplace behavior. The clip was seen as realistic, effective, and engaging.



<b>Observed Positive Behaviors (n = 74)</b>		
Answer	%	Count
Bystander Intervention	0%	0
Leader Involvement	5.41%	4
Informal Reporting	0%	0
Formal Reporting	0%	0
Inclusion at work	5.41%	4
None of the above	<b>82.43%</b>	<b>61</b>

<b>Is it a hostile work environment?</b>		
Answer	%	Count
Yes	<b>95.89%</b>	<b>70</b>
No	2.74%	2
Unsure	1.37%	1

<b>Is the situation in the video realistic?</b>		
Answer	%	Count
Yes	<b>72.60%</b>	<b>53</b>
Somewhat	23.29%	17
No	4.11%	3

<b>Is the video effective for demonstration?</b>		
Answer	%	Count
Yes	<b>89.04%</b>	<b>65</b>
Somewhat	9.59%	7
No	1.37%	1

<b>Is the video engaging?</b>		
Answer	%	Count
Yes	<b>82.43%</b>	<b>61</b>
Somewhat	14.86%	11
No	2.70%	2

<b>Observed Negative Behaviors (n = 74)</b>		
Answer	%	Count
Harassment	70.27%	52
Discrimination	5.41%	4
Sexism	16.22%	12
Sexual Harassment	62.16%	46
Bullying	8.11%	6
Hazing	1.35%	1
Retaliation	10.81%	8
Reprisal	13.51%	10
Bystander Inaction/Ambivalence	1.35%	1
Leader Inaction/Ambivalence	2.7%	2
Toxic Leadership	51.35%	38
Abuse of Power	59.46%	44
Unprofessional Workplace Behavior	<b>83.78%</b>	<b>62</b>
None of the above	0%	0

<b>Observed Form of Discrimination</b>		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	<b>100%</b>	<b>4</b>
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

**Additional Evaluations:** In addition to assessing each of the video segments included in the “On and About the Indian River” resource, there were a number of items presented that were used to assess student impressions of the video as a whole. These final items were only presented to those participants who responded to the survey via the Qualtrics survey (75 individuals); there was insufficient time to convert these items to paper-and-pencil, given the unexpected network failure.

**Major Themes:** As a whole, the “On and About the Indian River” video was viewed largely positively: nearly all respondents “Strongly Agreed” or “Somewhat Agreed” that the complete video was realistic, similar to instances they had witnessed, relatable, effective demonstration, appropriately long, and appropriately specific. Free-response comments were generally positive, but there were some that suggested that the videos could benefit from a number of changes. The suggested changes were primarily focused on increasing the context provided in the videos and minimizing the tone/volume of the music in the videos.

The results are presented below:

#	I found the video as a whole to be:	Strongly Disagree	Somewhat Disagree	Neither agree nor disagree	Somewhat Agree	Strongly Agree	Total
1	Realistic	1.33% 1	0.00% 0	10.67% 8	<b>53.33%</b> <b>40</b>	34.67% 26	75
2	Similar to instances I've seen	2.67% 2	5.33% 4	14.67% 11	<b>53.33%</b> <b>40</b>	24.00% 18	75
3	Relatable	1.33% 1	2.67% 2	18.67% 14	<b>49.33%</b> <b>37</b>	28.00% 21	75
4	Effective for demonstrating behaviors	2.67% 2	0.00% 0	8.00% 6	<b>48.00%</b> <b>36</b>	41.33% 31	75

What did you think of the length of the video?

Much too short	Slightly too short	Neither too short nor long	Slightly too long	Much too long	Total
6.67% 5	26.67% 20	<b>64.00%</b> <b>48</b>	0.00% 0	2.67% 2	75

What did you think of the specificity of the video?

Not specific enough	Appropriate amount of specificity	Too specific	Total
20.00% 15	<b>80.00%</b> <b>60</b>	0.00% 0	75

**Open-Ended Response: What do you think is missing from the videos?**

- Follow up actions
- Some videos felt dull and lacking that attention grabbing element.
- All the harassment was male-on-female. Maybe show female to male.
- More context
- More substance
- More blatant behaviors of sexual harassment, bullying, and sexism.
- Most need to be longer
- A little more context for some of the videos
- Nothing
- Just a little more context.
- More dialogue.

**Open-Ended Response: Do you have any other comments about this video product?**

- The music in some clips cues the response. Removing the music may make a better tool.
- Some of the videos were clear and direct. Others were harder to interpret.
- Background music was too loud in some clips which made it hard to hear dialogue
- Good Product
- Excellent quality and easy to follow