

Evaluation of the Banana River Walkthrough Video



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES

Dr. Richard Oliver Hope Human Relations Research Center
Directed by Dr. Daniel P. McDonald, Executive Director
366 Tuskegee Airmen Drive Patrick AFB, FL 32925
321-494-2747

Prepared by
Hope Research Center
for Dr. Daniel P. McDonald



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DEOMI Hope Research Center

Purpose: On October 4, 2018, the Hope Research Center conducted a programmatic evaluation session examining reactions to the “On and About the Banana River” video module. The video module is comprised of 16 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 Banana 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 elicited from the EOAC 18-3 course. A total of 88 students provided feedback. Due to technical difficulties caused by a failure of the student network on the day of data collection, 23 of those responses were recorded using paper and pencil while the remaining 65 were recorded electronically using a Qualtrics survey.

Procedure: Though the “On and About the Banana 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 regards 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: Vogel talks to a subordinate about the length of time needed to process a report.

Summary: The vast majority of respondents identified no negative behaviors but did think that positive behaviors, such as leadership involvement and (to a lesser degree) inclusion at work, were displayed. There was a mix of opinions on whether the clip was effective or engaging, though it was found realistic.



Observed Positive Behaviors (n = 88)		
Answer	%	Count
Bystander Intervention	1.14%	1
Leader Involvement	55.68%	49
Informal Reporting	6.82%	6
Formal Reporting	2.27%	2
Inclusion at work	34.09%	30
None of the above	23.86%	21

Is it a hostile work environment?		
Answer	%	Count
Yes	3.41%	3
No	92.05%	81
Unsure	4.55%	4

Is the situation in the video realistic?		
Answer	%	Count
Yes	71.59%	63
Somewhat	21.59%	19
No	6.82%	6

Is the video effective for demonstration?		
Answer	%	Count
Yes	48.28%	42
Somewhat	34.48%	30
No	17.24%	15

Is the video engaging?		
Answer	%	Count
Yes	32.18%	28
Somewhat	40.23%	35
No	27.59%	24

Observed Positive Behaviors (n = 85)		
Answer	%	Count
Harassment	0.00%	0
Discrimination	0.00%	0
Sexism	0.00%	0
Sexual Harassment	1.18%	1
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	0.00%	0
Leader Inaction/Ambivalence	0.00%	0
Toxic Leadership	0.00%	0
Abuse of Power	0.00%	0
Unprofessional Workplace Behavior	2.35%	2
None of the above	96.47%	82

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: Logan uncomfortably overhears an intimate conversation in the elevator

Summary: The clip was found to be engaging, effective, and realistic, and, while the most common answer identified unprofessional workplace behavior as being showcased, a large number of respondents also felt that this represented sexism/sexual harassment.



Observed Positive Behaviors(n = 86)		
Answer	%	Count
Bystander Intervention	1.16%	1
Leader Involvement	1.16%	1
Informal Reporting	0.00%	0
Formal Reporting	0.00%	0
Inclusion at work	3.49%	3
None of the above	94.19%	81

Is it a hostile work environment?		
Yes	59.09%	52
No	20.45%	18
Unsure	20.45%	18

Is the situation in the video realistic?		
Yes	61.36%	54
Somewhat	27.27%	24
No	11.36%	10

Is the video effective for demonstration?		
Yes	79.55%	70
Somewhat	17.05%	15
No	3.41%	3

Is the video engaging?		
Yes	53.41%	47
Somewhat	36.36%	32
No	10.23%	9

Observed Negative Behaviors (n = 88)		
Answer	%	Count
Harassment	20.45%	18
Discrimination	4.55%	4
Sexism	40.91%	36
Sexual Harassment	44.32%	39
Bullying	2.27%	2
Hazing	1.14%	1
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	2.27%	2
Leader Inaction/Ambivalence	0.00%	0
Toxic Leadership	6.82%	6
Abuse of Power	2.27%	2
Unprofessional Workplace Behavior	68.18%	60
None of the above	5.68%	5

Observed Form of Discrimination		
Race	0.00%	0
Age	0.00%	0
Sex	100.00%	4
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 3: Two enlisted discuss the possibility that the selection to the acknowledgement board might be racially motivated.



Summary: The majority of respondents found the clip realistic, effective, and engaging. The most popularly selected observed negative behavior was discrimination (based on race/color). Others felt that the clip demonstrated unprofessional work behavior; it was unclear if this referred to the promotion criteria or the hallway gossip.

Observed Positive Behaviors (n = 86)		
Answer	%	Count
Bystander Intervention	2.33%	2
Leader Involvement	1.16%	1
Informal Reporting	3.49%	3
Formal Reporting	1.16%	1
Inclusion at work	8.14%	7
None of the above	87.21%	75

Is it a hostile work environment?		
Answer	%	Count
Yes	42.05%	37
No	34.09%	30
Unsure	23.86%	21

Is the situation in the video realistic?		
Answer	%	Count
Yes	72.73%	64
Somewhat	23.86%	21
No	3.41%	3

Is the video effective for demonstration?		
Answer	%	Count
Yes	76.14%	67
Somewhat	20.45%	18
No	3.41%	3

Is the video engaging?		
Answer	%	Count
Yes	70.45%	62
Somewhat	19.32%	17
No	10.23%	9

Observed Negative Behaviors (n = 88)		
Answer	%	Count
Harassment	1.14%	1
Discrimination	62.50%	55
Sexism	2.27%	2
Sexual Harassment	1.14%	1
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	1.14%	1
Leader Inaction/Ambivalence	2.27%	2
Toxic Leadership	15.91%	14
Abuse of Power	3.41%	3
Unprofessional Workplace Behavior	43.18%	38
None of the above	18.18%	16

Observed Form of Discrimination		
Form of Discrimination	%	Count
Race	81.82%	45
Age	0.00%	0
Sex	3.49%	3
Disability	0.00%	0
Religion	0.00%	0
Color	65.45%	36
National Origin	3.64%	2

Clip 4: “Jackal” introduces himself to a new subordinate in the DFAC.

Summary: The majority of respondents found the clip realistic, effective, and engaging. For this first segment, the majority of respondents identified unprofessional workplace behavior in the clip, while about half as many still see sexual harassment in Fontenot’s behavior.



Observed Positive Behaviors (n = 82)		
Answer	%	Count
Bystander Intervention	4.88%	4
Leader Involvement	6.10%	5
Informal Reporting	0.00%	0
Formal Reporting	2.44%	2
Inclusion at work	6.10%	5
None of the above	85.37%	70

Is it a hostile work environment?		
Answer	%	Count
Yes	47.67%	41
No	27.91%	24
Unsure	24.42%	21

Is the situation in the video realistic?		
Answer	%	Count
Yes	70.93%	61
Somewhat	23.26%	20
No	5.81%	5

Is the video effective for demonstration?		
Answer	%	Count
Yes	68.60%	59
Somewhat	24.42%	21
No	6.98%	6

Is the video engaging?		
Answer	%	Count
Yes	66.28%	57
Somewhat	26.74%	23
No	6.98%	6

Observed Negative Behaviors (n = 86)		
Answer	%	Count
Harassment	24.42%	21
Discrimination	2.33%	2
Sexism	17.44%	15
Sexual Harassment	26.74%	23
Bullying	3.49%	3
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	19.77%	17
Bystander Inaction/Ambivalence	3.49%	3
Leader Inaction/Ambivalence	3.49%	3
Toxic Leadership	17.44%	15
Abuse of Power	20.93%	18
Unprofessional Workplace Behavior	61.63%	53
None of the above	13.95%	12

Observed Form of Discrimination		
Answer	%	Count
Race	50.00%	1
Age	0.00%	0
Sex	50.00%	1
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 5: “Jackal” comments on subordinate’s “squats” in the gym.



Summary: The respondents found the clip realistic, effective, and engaging, and the majority of respondents identified sexual harassment in the clip. Other popularly identified behaviors included harassment and unprofessional workplace behavior. The environment was identified as being hostile.

Observed Positive Behaviors (n = 83)		
Answer	%	Count
Bystander Intervention	8.43%	7
Leader Involvement	1.20%	1
Informal Reporting	1.20%	1
Formal Reporting	2.41%	2
Inclusion at work	2.41%	2
None of the above	87.95%	73

Is it a hostile work environment?		
Answer	%	Count
Yes	82.76%	72
No	6.90%	6
Unsure	10.34%	9

Is the situation in the video realistic?		
Answer	%	Count
Yes	80.23%	69
Somewhat	13.95%	12
No	5.81%	5

Is the video effective for demonstration?		
Answer	%	Count
Yes	83.72%	72
Somewhat	11.63%	10
No	4.65%	4

Is the video engaging?		
Answer	%	Count
Yes	72.09%	62
Somewhat	18.60%	16
No	9.30%	8

Observed Negative Behaviors (n = 87)		
Answer	%	Count
Harassment	35.63%	31
Discrimination	2.30%	2
Sexism	21.84%	19
Sexual Harassment	85.06%	74
Bullying	1.15%	1
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	1.15%	1
Bystander Inaction/Ambivalence	9.20%	8
Leader Inaction/Ambivalence	0.00%	0
Toxic Leadership	24.14%	21
Abuse of Power	19.54%	17
Unprofessional Workplace Behavior	44.83%	39
None of the above	2.30%	2

Observed Form of Discrimination		
Answer	%	Count
Race	0.00%	0
Age	0.00%	0
Sex	100.0%	2
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 6: Rankin doesn't feel included, and he says work feels like just repeating the same routine.



Summary: The majority of respondents did not find that this clip was effective for demonstrating behavior. The majority of respondents indicated that there were no positive or negative behaviors to identify.

Observed Positive Behaviors (n = 81)		
Answer	%	Count
Bystander Intervention	0.00%	0
Leader Involvement	8.64%	7
Informal Reporting	1.23%	1
Formal Reporting	0.00%	0
Inclusion at work	11.11%	9
None of the above	80.25%	65

Is it a hostile work environment?		
Yes	9.41%	8
No	54.12%	46
Unsure	36.47%	31

Is the situation in the video realistic?		
Yes	30.95%	26
Somewhat	32.14%	27
No	36.90%	31

Is the video effective for demonstration?		
Yes	21.43%	18
Somewhat	25.00%	21
No	53.57%	45

Is the video engaging?		
Yes	27.06%	23
Somewhat	27.06%	23
No	45.88%	39

Observed Negative Behaviors (n = 79)		
Answer	%	Count
Harassment	1.27%	1
Discrimination	6.33%	5
Sexism	2.53%	2
Sexual Harassment	1.27%	1
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	0.00%	0
Leader Inaction/Ambivalence	11.39%	9
Toxic Leadership	10.13%	8
Abuse of Power	3.80%	3
Unprofessional Workplace Behavior	13.92%	11
None of the above	64.56%	51

Observed Form of Discrimination		
Race	80.00%	4
Age	0.00%	0
Sex	0.00%	0
Disability	0.00%	0
Religion	0.00%	0
Color	40.00%	2
National Origin	0.00%	0

Clip 7: A female major is addressed by first name rather than by rank; her male colleagues are addressed by rank.



Summary: A high number of respondents identified sexism in the clip as well as unprofessional workplace behavior. Most of those who identified discrimination viewed this as sex-discrimination.

Observed Positive Behaviors (n = 83)		
Answer	%	Count
Bystander Intervention	1.20%	1
Leader Involvement	3.61%	3
Informal Reporting	0.00%	0
Formal Reporting	1.20%	1
Inclusion at work	10.84%	9
None of the above	85.54%	71

Is it a hostile work environment?		
Yes	54.02%	47
No	31.03%	27
Unsure	14.94%	13

Is the situation in the video realistic?		
Yes	67.82%	59
Somewhat	21.84%	19
No	10.34%	9

Is the video effective for demonstration?		
Yes	72.41%	63
Somewhat	20.69%	18
No	6.90%	6

Is the video engaging?		
Yes	58.62%	51
Somewhat	27.59%	24
No	13.79%	12

Observed Negative Behaviors (n = 86)		
Answer	%	Count
Harassment	0.00%	0
Discrimination	22.09%	19
Sexism	83.72%	72
Sexual Harassment	3.49%	3
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	1.16%	1
Bystander Inaction/Ambivalence	10.47%	9
Leader Inaction/Ambivalence	12.79%	11
Toxic Leadership	12.79%	11
Abuse of Power	6.98%	6
Unprofessional Workplace Behavior	58.14%	50
None of the above	3.49%	3

Observed Form of Discrimination		
Race	0.00%	0
Age	0.00%	0
Sex	94.74%	18
Disability	0.00%	0
Religion	0.00%	0
Color	15.79%	3
National Origin	0.00%	0

Clip 8: Dillard solicits Rankin's advice in converting storage into meeting room.

Summary: Most respondents indicated no negative behaviors in the clip but picked up on positive behaviors such as inclusion and leader involvement. The video was seen as realistic, engaging, and effective.



Observed Positive Behaviors (n = 88)		
Answer	%	Count
Bystander Intervention	0.00%	0
Leader Involvement	50.00%	44
Informal Reporting	0.00%	0
Formal Reporting	0.00%	0
Inclusion at work	68.18%	60
None of the above	13.64%	12

Is it a hostile work environment?		
Answer	%	Count
Yes	3.41%	3
No	92.05%	81
Unsure	4.55%	4

Is the situation in the video realistic?		
Answer	%	Count
Yes	64.77%	57
Somewhat	20.45%	18
No	14.77%	13

Is the video effective for demonstration?		
Answer	%	Count
Yes	66.67%	58
Somewhat	17.24%	15
No	16.09%	14

Is the video engaging?		
Answer	%	Count
Yes	54.55%	48
Somewhat	26.14%	23
No	19.32%	17

Observed Negative Behaviors (n = 84)		
Answer	%	Count
Harassment	0.00%	0
Discrimination	0.00%	0
Sexism	2.38%	2
Sexual Harassment	0.00%	0
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	0.00%	0
Leader Inaction/Ambivalence	0.00%	0
Toxic Leadership	0.00%	0
Abuse of Power	0.00%	0
Unprofessional Workplace Behavior	3.57%	3
None of the above	95.24%	80

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 9: Brown introduces individuals as slackers during on-boarding of Nkansah

Summary: The students agreed that there were no positive behaviors to report and commonly identified toxic leadership and unprofessional workplace behaviors. This was one of the two most engaging clips based on responses.



Observed Positive Behaviors (n = 80)		
Answer	%	Count
Bystander Intervention	0.00%	0
Leader Involvement	2.50%	2
Informal Reporting	0.00%	0
Formal Reporting	1.25%	1
Inclusion at work	7.50%	6
None of the above	91.25%	73

Is it a hostile work environment?		
Yes	90.80%	79
No	4.60%	4
Unsure	4.60%	4

Is the situation in the video realistic?		
Yes	68.97%	60
Somewhat	24.14%	21
No	6.90%	6

Is the video effective for demonstration?		
Yes	82.76%	72
Somewhat	13.79%	12
No	3.45%	3

Is the video engaging?		
Yes	77.01%	67
Somewhat	17.24%	15
No	5.75%	5

Observed Negative Behaviors (n = 88)		
Answer	%	Count
Harassment	32.95%	29
Discrimination	4.55%	4
Sexism	2.27%	2
Sexual Harassment	0.00%	0
Bullying	50.00%	44
Hazing	11.36%	10
Retaliation	1.14%	1
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	17.05%	15
Leader Inaction/Ambivalence	6.82%	6
Toxic Leadership	75.00%	66
Abuse of Power	30.68%	27
Unprofessional Workplace Behavior	68.18%	60
None of the above	4.55%	4

Observed Form of Discrimination		
Race	75.00%	3
Age	0.00%	0
Sex	25.00%	1
Disability	0.00%	0
Religion	0.00%	1
Color	25.00%	0
National Origin	0.00%	0

Clip 10: Unit-members approaches supervisor regarding Aloyo’s behavior.

Summary: Most respondents saw this as an example of bystander intervention, while a smaller majority also felt it exemplified leader involvement. No negative behaviors were strongly identified.



Observed Positive Behaviors (n = 87)		
Answer	%	Count
Bystander Intervention	83.91%	73
Leader Involvement	67.82%	59
Informal Reporting	17.24%	15
Formal Reporting	4.60%	4
Inclusion at work	18.39%	16
None of the above	4.60%	4

Is it a hostile work environment?		
Yes	3.41%	3
No	89.77%	79
Unsure	6.82%	6

Is the situation in the video realistic?		
Yes	73.86%	65
Somewhat	18.18%	16
No	7.95%	7

Is the video effective for demonstration?		
Yes	81.82%	72
Somewhat	12.50%	11
No	5.68%	5

Is the video engaging?		
Yes	71.59%	63
Somewhat	20.45%	18
No	7.95%	7

Observed Negative Behaviors (n = 79)		
Answer	%	Count
Harassment	1.27%	1
Discrimination	1.27%	1
Sexism	2.53%	2
Sexual Harassment	0.00%	0
Bullying	1.27%	1
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	5.06%	4
Leader Inaction/Ambivalence	2.53%	2
Toxic Leadership	1.27%	1
Abuse of Power	0.00%	0
Unprofessional Workplace Behavior	1.27%	1
None of the above	91.14%	72

Observed Form of Discrimination		
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 11: Airmen comment on the efforts of women who are stacking boxes in a storeroom



Summary: Most students identified sexism and no positive behaviors in the clip.

Observed Positive Behaviors (n = 80)		
Answer	%	Count
Bystander Intervention	6.25%	5
Leader Involvement	1.25%	1
Informal Reporting	2.50%	2
Formal Reporting	1.25%	1
Inclusion at work	2.50%	2
None of the above	91.25%	73

Is it a hostile work environment?		
Yes	70.45%	62
No	12.50%	11
Unsure	17.05%	15

Is the situation in the video realistic?		
Yes	68.18%	60
Somewhat	22.73%	20
No	9.09%	8

Is the video effective for demonstration?		
Yes	77.27%	68
Somewhat	15.91%	14
No	6.82%	6

Is the video engaging?		
Yes	65.91%	58
Somewhat	20.45%	18
No	13.64%	12

Observed Negative Behaviors (n = 88)		
Answer	%	Count
Harassment	35.23%	31
Discrimination	14.77%	13
Sexism	90.91%	80
Sexual Harassment	10.23%	9
Bullying	20.45%	18
Hazing	2.27%	2
Retaliation	1.14%	1
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	2.27%	2
Leader Inaction/Ambivalence	1.14%	1
Toxic Leadership	2.27%	2
Abuse of Power	2.27%	2
Unprofessional Workplace Behavior	51.14%	45
None of the above	3.41%	3

Observed Form of Discrimination		
Race	15.38%	2
Age	0.00%	0
Sex	92.31%	12
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 12: Unit-mates threaten a newcomer with “Mr. Glove” unless he drinks with the unit



Summary: The majority of the class identified both bullying and hazing behaviors in the clip; this suggests the clip might have value as a teaching tool for distinguishing between the two. The video was found realistic, effective, and engaging.

Observed Positive Behaviors (n = 80)		
Answer	%	Count
Bystander Intervention	1.25%	1
Leader Involvement	0.00%	0
Informal Reporting	0.00%	0
Formal Reporting	2.50%	2
Inclusion at work	3.75%	3
None of the above	93.75%	75

Is it a hostile work environment?		
Answer	%	Count
Yes	67.82%	59
No	22.99%	20
Unsure	9.20%	8

Is the situation in the video realistic?		
Answer	%	Count
Yes	72.73%	64
Somewhat	20.45%	18
No	6.82%	6

Is the video effective for demonstration?		
Answer	%	Count
Yes	79.55%	70
Somewhat	17.05%	15
No	3.41%	3

Is the video engaging?		
Answer	%	Count
Yes	72.73%	64
Somewhat	18.18%	16
No	9.09%	8

Observed Negative Behaviors (n = 88)		
Answer	%	Count
Harassment	50.00%	44
Discrimination	0.00%	0
Sexism	3.41%	3
Sexual Harassment	11.36%	10
Bullying	71.59%	63
Hazing	76.14%	67
Retaliation	11.36%	10
Reprisal	1.14%	1
Bystander Inaction/Ambivalence	35.23%	31
Leader Inaction/Ambivalence	1.14%	1
Toxic Leadership	2.27%	2
Abuse of Power	9.09%	8
Unprofessional Workplace Behavior	18.18%	16
None of the above	1.14%	1

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 13: The unit leader wants to compete only with male members of his unit—the females to be graders.



Summary: The clip was found to be one of the two most engaging of the series, as well as the most realistic and effective by most respondents; most respondents indicated that there were no positive behaviors to observe, and most respondents reported observing sexism and unprofessional work behaviors.

Observed Positive Behaviors (n = 76)		
Answer	%	Count
Bystander Intervention	1.32%	1
Leader Involvement	2.63%	2
Informal Reporting	0.00%	0
Formal Reporting	1.32%	1
Inclusion at work	6.58%	5
None of the above	90.79%	69

Is it a hostile work environment?		
Yes	83.72%	72
No	8.14%	7
Unsure	8.14%	7

Is the situation in the video realistic?		
Yes	72.09%	62
Somewhat	22.09%	19
No	5.81%	5

Is the video effective for demonstration?		
Yes	82.56%	71
Somewhat	13.95%	12
No	3.49%	3

Is the video engaging?		
Yes	77.91%	67
Somewhat	17.44%	15
No	4.65%	4

Observed Negative Behaviors (n = 87)		
Answer	%	Count
Harassment	9.20%	8
Discrimination	55.17%	48
Sexism	95.40%	83
Sexual Harassment	8.05%	7
Bullying	5.75%	5
Hazing	2.30%	2
Retaliation	2.30%	2
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	34.48%	30
Leader Inaction/Ambivalence	18.39%	16
Toxic Leadership	50.57%	44
Abuse of Power	42.53%	37
Unprofessional Workplace Behavior	67.82%	59
None of the above	1.15%	1

Observed Form of Discrimination		
Race	2.08%	1
Age	0.00%	0
Sex	97.92%	47
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 14: Supervisor approaches Aloyo to discuss potential self-harm



Summary: Most respondents indicate that this clip demonstrated leader involvement and was effective, realistic, and engaging in doing so. It is important to note that a computer error caused a small number (~6) of the Qualtrics respondents to confuse items 13 and 14; this explains the “sexism” and “sex discrimination” responses.

Observed Positive Behaviors (n = 83)		
Answer	%	Count
Bystander Intervention	21.69%	18
Leader Involvement	71.08%	59
Informal Reporting	4.82%	4
Formal Reporting	1.20%	1
Inclusion at work	21.69%	18
None of the above	21.69%	18

Is it a hostile work environment?		
Yes	25.00%	21
No	69.05%	58
Unsure	5.95%	5

Is the situation in the video realistic?		
Yes	73.81%	62
Somewhat	19.05%	16
No	7.14%	6

Is the video effective for demonstration?		
Yes	72.62%	61
Somewhat	17.86%	15
No	9.52%	8

Is the video engaging?		
Yes	69.05%	58
Somewhat	23.81%	20
No	7.14%	6

Observed Negative Behaviors (n = 75)		
Answer	%	Count
Harassment	2.67%	2
Discrimination	8.00%	6
Sexism	22.67%	17
Sexual Harassment	5.33%	4
Bullying	5.33%	4
Hazing	1.33%	1
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	8.00%	6
Leader Inaction/Ambivalence	1.33%	1
Toxic Leadership	10.67%	8
Abuse of Power	8.00%	6
Unprofessional Workplace Behavior	10.67%	8
None of the above	76.00%	57

Observed Form of Discrimination		
Race	0.00%	0
Age	0.00%	0
Sex	100.0%	5
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 15: Levelles is not sure why he hasn't seen Watford's application to airborne school



Summary: Most respondents saw this as an example of leader involvement, identifying no negative behaviors and few other positive behaviors. About a quarter of the class identified no positive behaviors.

Observed Positive Behaviors (n = 86)		
Answer	%	Count
Bystander Intervention	1.16%	1
Leader Involvement	73.26%	63
Informal Reporting	2.33%	2
Formal Reporting	0.00%	0
Inclusion at work	19.77%	17
None of the above	24.42%	21

Is it a hostile work environment?		
Yes	7.14%	6
No	84.52%	71
Unsure	8.33%	7

Is the situation in the video realistic?		
Yes	76.19%	64
Somewhat	14.29%	12
No	9.52%	8

Is the video effective for demonstration?		
Yes	73.81%	62
Somewhat	17.86%	15
No	8.33%	7

Is the video engaging?		
Yes	66.67%	56
Somewhat	22.62%	19
No	10.71%	9

Observed Negative Behaviors (n = 81)		
Answer	%	Count
Harassment	1.23%	1
Discrimination	2.47%	2
Sexism	2.47%	2
Sexual Harassment	0.00%	0
Bullying	0.00%	0
Hazing	0.00%	0
Retaliation	0.00%	0
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	0.00%	0
Leader Inaction/Ambivalence	2.47%	2
Toxic Leadership	2.47%	2
Abuse of Power	0.00%	0
Unprofessional Workplace Behavior	0.00%	0
None of the above	95.06%	77

Observed Form of Discrimination		
Race	50.00%	1
Age	0.00%	0
Sex	50.00%	1
Disability	0.00%	0
Religion	0.00%	0
Color	0.00%	0
National Origin	0.00%	0

Clip 16: Levells wants to know why Gray is dismissing applications without command group.

Summary: The vast majority of respondents identified leader involvement as the positive behavior in the clip, but there was less agreement on negative behaviors: Students identified a mix of toxic leadership, abuse of power, and unprofessional behavior in Gray's conduct, while others saw no negative behaviors. This clip was viewed as the most realistic of the series.



Observed Positive Behaviors (n = 83)		
Answer	%	Count
Bystander Intervention	6.02%	5
Leader Involvement	85.54%	71
Informal Reporting	2.41%	2
Formal Reporting	1.20%	1
Inclusion at work	9.64%	8
None of the above	13.25%	11

Is it a hostile work environment?		
Answer	%	Count
Yes	28.92%	24
No	45.78%	38
Unsure	25.30%	21

Is the situation in the video realistic?		
Answer	%	Count
Yes	84.34%	70
Somewhat	8.43%	7
No	7.23%	6

Is the video effective for demonstration?		
Answer	%	Count
Yes	81.93%	68
Somewhat	12.05%	10
No	6.02%	5

Is the video engaging?		
Answer	%	Count
Yes	78.31%	65
Somewhat	13.25%	11
No	8.43%	7

Observed Negative Behaviors (n = 79)		
Answer	%	Count
Harassment	1.27%	1
Discrimination	6.33%	5
Sexism	2.53%	2
Sexual Harassment	0.00%	0
Bullying	2.53%	2
Hazing	0.00%	0
Retaliation	1.27%	1
Reprisal	0.00%	0
Bystander Inaction/Ambivalence	0.00%	0
Leader Inaction/Ambivalence	3.80%	3
Toxic Leadership	25.32%	20
Abuse of Power	44.30%	35
Unprofessional Workplace Behavior	15.19%	12
None of the above	35.44%	28

Observed Form of Discrimination		
Answer	%	Count
Race	0.00%	0
Age	33.33%	1
Sex	66.67%	2
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 clips included in the “On and About the Banana 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 (64 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 Banana River” video was viewed largely positively: more than half of respondents indicated that they found the complete video to be realistic, similar to instances they had witnessed, relatable, and effective at demonstrating behaviors. The length was also viewed as appropriate (with no respondents indicating that the video was too long), as was the level of specificity.

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	6.25%	4	10.94%	7	14.06%	9	50.00%	32	18.75%	12	64
2	Similar to instances I've seen	3.13%	2	6.25%	4	18.75%	12	62.50%	40	9.38%	6	64
3	Relatable	3.13%	2	9.38%	6	17.19%	11	54.69%	35	15.63%	10	64
4	Effective for demonstrating behaviors	0.00%	0	7.81%	5	21.88%	14	51.56%	33	18.75%	12	64

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
9.38%	6	26.56%	17	62.50%	40	1.56%	1	0.00%	0	64

What did you think of the specificity of the video?

Not specific enough		Appropriate amount of specificity		Too specific		Total
23.81%	15	76.19%	48	0.00%	0	64