

## 4. Sex (Biological)

- a. Sex privilege is a term used to describe the perceived freedoms granted to a person (normally heterosexual) based upon their biological sex (e.g. public displays of affection, etc.).
- b. Transsexual, transgender, and sometimes homosexual populations, are denied the freedom enjoyed by heterosexual couples.

## 5. Religion

- a. Religious privilege is seen in a society that provides its dominant religion special status. The favoring of religious beliefs and religious figures is predominating within a society.
- b. Many societies privilege religions by providing official sanction and support for their holy days. Religious holy days have become official state holidays.

The U.S. Constitution proscribes Congress from enacting any law prohibiting the free exercise of religion.

## c. Religious Accommodation in the DoD

As described in DoDI 1300.17, *Accommodation of Religious Practices Within the Military Services*, the DoD places a high value on the rights of members of the military services to observe the tenets of their respective religions. It is DoD policy that requests for accommodation of religious practices should be approved by commanders when accommodation will not have an adverse impact on mission accomplishment, military readiness, unit cohesion, standards, or discipline.

**Note:** Federal government employees may file claims of discrimination under the Part 1614 EEO process on any of the bases covered under the laws EEOC enforces, and/or may also utilize additional complaint procedures described in EEO law.

**F. Recall Social Dominance Theory (Dominate Group Privilege)**

In your role as an EOA, specifically when assessing the organizational climate or even processing a complaint, you should be aware of some potential privileges associated with dominant groups. These privileges cause concern when they influence discriminatory practices or lead to inequality within the organization, which can impact mission readiness.

The theory behind social dominance in our society will help shed light on some issues and concerns seen by an EOA.