

79. (ALL) Please provide any information addressing the development of DoD or Service-specific sexual assault prevention programs from 2007 to the present. Please address:

79a. The training methods and materials deemed most successful for each Service,

DoD	<p>DoD SAPRO 2007 Prevention Summit</p> <ul style="list-style-type: none"> • Background: At the request of DoD SAPRO, the National Sexual Violence Resource Center, a project of the Pennsylvania Coalition Against Rape (PCAR), was contracted to recommend experts and resources in the field of sexual violence prevention in order to suggest key elements for a comprehensive sexual assault prevention strategy for the US Military. In July 2007, SAPRO hosted a summit meeting, involving the recommended experts, military SAPR program managers, and DoD leadership. Much of the information provided was later incorporated into the 2008 Prevention Strategy. <p>DoD SAPRO 2008 Prevention Strategy</p> <ul style="list-style-type: none"> • Guiding Principles for Primary Prevention of Sexual Assault: A strengths based model was used to create this strategy. The recommendations included are centered on primary prevention activities. Guiding principles focused on changing norms, engaging leadership, fostering collaboration and emphasizing the role of bystanders. • 2008 Prevention Strategy: Sexual Assault Primary Prevention Framework. The Spectrum of Prevention was adopted by the Department of Defense. The Spectrum of Prevention is a multilayered tool used to develop comprehensive strategies for prevention that focuses on individual and environmental change. This framework is comprised of six interconnected intervention categories: individual skill development, community education, service provider training, coalition building, organizational practice and policy development. Extensive investigation of the literature and promising practices were reviewed in order to provide priority action steps to be considered. Specific policy, organizational practice, coalition building, service provider training, education programming and individual skill development recommendations were provided. <p>The DoD SAPR Strategy (May 2013) directed an update to the 2008 Prevention Strategy. DoD SAPRO has established a four phase process to gather, assess and share promising practices in preventing Sexual Assault in order to develop a comprehensive prevention strategy. We have completed two of the four phases -- Phase 1, Planning and Research (Completed April 2013) and Phase 2 -- Deploy Innovation and Assessment Teams (Completed Nov 2013). Through site visits, web and teleconferences, literature reviews, and ideas shared from within DoD and by civilian partners regarded as subject matter experts, we have categorized more than 200 practices, ideas, or concepts in combating sexual assault. We are evaluating a variety of new programs, training recommendations, and communication techniques.</p> <p>Phase 3 is our Prevention Strategy Revision Phase, the end state of which is the publication of our revised DoD-wide Prevention Strategy, projected for April 2014 in</p>
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	<p>conjunction with Sexual Assault Awareness Month. As a part of this phase we are considering a variety of methods, for sharing this sexual assault prevention and response information with the Services. The method and timing has not been finalized and we are actively working that process now. Our long-term intent -- Phase 4, Sustain -- is to institutionalize this process across DoD.</p>
USA	<ul style="list-style-type: none"> • In 2013, the Army continued to develop and utilize training featuring victims of sexual assault. The Chief of Staff of the Army, General Raymond T. Odierno, opened the SHARP Summit for senior commanders with one of these training videos to highlight the failures of commands to respond appropriately to victims, the challenges faced by victims in our system, and how to develop the critical trust between Soldiers and leaders. These videos have proven very effective, particularly for command teams. Three of these videos are provided separately. • Additionally, in 2009, the Army initiated training that employed an experiential decision-making model. Designers developed the training after conducting Soldier focus groups and seeking guidance and input from national subject matter experts in the field of sexual assault prevention. Through realistic scenarios, learners face situations that require them to make choices, and those choices lead to consequences and outcomes, some of which also require decision-making. This learning experience mimics a typical Army environment, promotes enhanced understanding of Army expectations, culture, and policy, and is intended to improve decision-making skills, especially where sexual harassment and sexual assault are concerned. • In 2008, then Secretary of the Army, Pete Geren, and then Chief of Staff, Army (CSA), GEN George W. Casey, Jr., directed a change to the Army's approach to sexual assault prevention and response. The focus for prevention shifted from a victim-focused, risk-aversion model to one that focused on the actions of the offender and how to disrupt them. Significant emphasis was placed on cultural change, including the need for bystanders to actively engage to shape the climate and culture around them. This included the need to address sexual harassment, as well as sexual assault. The Army's linkage of these two behaviors was addressed throughout annual sexual assault prevention and response (SAPR) training, professional military education (PME), responder training, and leader training. This was done because external research results and Army Research Institute (ARI) surveys revealed that sexual harassment and sexual assault prevalence were related (e.g., see Sadler, Anne G., Brenda M. Booth, Brian L. Cook, and Bradley N. Doebbeling, "Factors Associated with Women's Risk of Rape in the Military Environment," American Journal of Industrial Medicine, Vol. 43, No. 3, July 2003). By teaching leaders, supervisors, and Soldiers to address sexual harassment, the Army began reshaping its Service culture into one less conducive to sexual assault and addressed behaviors with the potential to escalate to serious misconduct and crimes. Examples of video vignettes available for Army-wide use can be found at www.sexualassault.army.mil. • In 2008, the Army implemented Sex Signals training. This training involves a series of improvisational skits that explore subjects like dating, rape, consent, body language, alcohol, and intervention. The interactive and entertaining aspects of the

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training are very effective in holding the audience's attention. At the same time, the captivating and practical nature of the skits teaches learners, in memorable ways, concrete pragmatic skills for handling common situations related to sexual harassment and sexual assault. Additionally, interactive training, like this, that teaches and provides feedback on communication skills and cue decoding are believed to be potentially helpful in addressing perpetrator deficiencies at properly interpreting negative communications and related cues (see Abbey, Antonia, Tina Zawacki, and Philip O. Buck, "The Effects of Past Sexual Assault Perpetration and Alcohol Consumption on Men's Reactions to Women's Mixed Signals," Journal of Social and Clinical Psychology, Vol. 24, No. 2, March 2005).

- Over the course of the past four to five years, the Army has shifted sexual assault prevention and response assets from installations to commanders, as commanders hold primary responsibility for sexual assault prevention. The Army's increased emphasis on accountability for commanders has resulted in training that promotes better understanding among leaders of sexual assault and sexual harassment dynamics, an ability to discern the difference between sexual assault myths and facts, keen awareness of command sexual assault prevention and response responsibilities, and clarity about senior leader expectations. Special emphasis has occurred at the annual Sexual Harassment and Assault Prevention Summit and senior leader meetings, during PME, and in courses that prepare command team members for their responsibilities. Also, Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) now receive training on how to support commanders' efforts to prevent sexual harassment and sexual assault.

- More recently, the current Secretary of the Army, John McHugh, and the current Chief of Staff, Army, GEN Raymond T. Odierno, have increased emphasis on accountability among senior leaders, bystanders, offenders, and responders (in addition to commanders). Training, therefore, not only addresses the bystander intervention in annual and entry-level training, but also reinforces this concept through a variety of training venues in which messages are tailored to specific audiences (e.g., responders, commanders, Soldiers, leaders, supervisors, and command team members) so that they know how to carry out their sexual harassment/assault prevention and response duties for their given level and role within the Army profession. This brings clarity to the individual that he or she is expected to intervene as appropriate for their level of responsibility and what that intervention looks like. It also fosters a comprehensive effort to shape culture and climate.

- Educating learners about rape myths is a fundamental requirement of Army training not just because DOD requires it, but because it affects the efficacy of every line of effort in the Army's campaign to stop sexual assaults in the ranks. Advocacy, prevention, assessment, accountability, and investigation are all influenced by whether those who execute a particular line of effort to prevent or respond to sexual assault reject these common myths. How one responds to a victim; how seriously the victim's account of events is taken; the willingness or reluctance of a victim to report; the ability of the victim to recover; identifying and addressing insider risks; assessment of the programs and initiatives; investigations; Article 32 hearings; court-martial

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	<p>proceedings; case adjudication; clemency reviews; and oversight are all influenced by whether those involved adhere to rape myths. The Army's efforts are focused on results; therefore, across various Sexual Harassment/Assault Response and Prevention (SHARP) training, concerted effort is made to address myths.</p>
USAF	<p>Without exception bases report interactive/guided discussions to be the most effective approach, especially when coupled with "outside the box" activities (e.g. role plays, games, use of dry erase paddle boards, theater group scenarios, etc.). This allows for a cross-flow of information and ideas and offers a comfort level which allows for open and honest communication. One particularly popular and effective training event was Bystander Intervention Training (BIT), which created gender specific safe environments for members to be transparent and allowed for differences of opinions. One base wrote that the method that they deemed most successful was established a "Leadership in the System Campaign". This is a new leader program that promotes leadership involvement and support. The best materials are ones that engage members and are authentic and realistic.</p>
USN	<p>In addition to Service-specific activities, and in coordination with them, the Department of the Navy (DON) has separately been active in Sexual Assault Prevention and Response (SAPR) efforts. In 2009, the Secretary of the Navy created the Department of the Navy Sexual Assault Prevention and Response Office (DON-SAPRO) as a Secretariat-level entity reporting directly to him. Departmental priorities have since included (1) engaging senior leadership in a consistent, top-down leadership message of intolerance for sexual assault; (2) developing improved training tools suitable for Service-wide or Department-wide use (including DON civilians); (3) piloting sexual assault prevention concepts at specific sites; and (4) developing a foundation of objective information about sexual assault circumstances and effectiveness of prevention efforts.</p> <p>Since 2010, DON-SAPRO has collaborated with local commanders and senior Navy leaders in pilot initiatives to prevent sexual assault among Sailors in post-recruit training at Training Support Command (TSC) Great Lakes, located north of Chicago in Illinois. Almost three years of experience suggest that multiple simultaneous initiatives can reduce the risk of sexual assault among a concentrated population of high-risk (by virtue of their age) young Sailors. It is difficult to assess the impact of any single intervention or training tool – instead, our insight is that strong leadership engagement and multiple dimensions of sustained effort are necessary. The most effective modalities include live interaction and small-group settings.</p> <p>Our metrics of effectiveness at TSC Great Lakes have included (1) careful tracking of reported sexual assaults among the student population; (2) anonymous sexual assault surveys of departing TSC students; and (3) subjective insights from follow-on site visits and focus groups. The trend in sexual assault reports has a dramatic reduction. Initial results from student surveys were inconclusive, primarily due to logistical difficulties in conducting paper-based surveys with a meaningful number of students. In September 2013, DON-SAPRO collaborated with the Naval Education and Training Command (NETC) to begin continuously ongoing, anonymous, web-based, sexual assault surveys of all departing students at TSC Great Lakes. Initial results are</p>

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	<p>encouraging and that effort continues. Repeat site visits have consistently demonstrated a dramatic improvement in command climate and reduced risk of sexual assault.</p> <p>Navy leadership has worked in the last two years to elsewhere apply concepts learned at TSC Great Lakes. DON-SAPRO staff have served as consultants in that effort.</p> <p>Supporting Documents appended: Yokosuka Site Visits Notes, DON-SAPRO, 2013-07-25 Great Lakes Initiative Notes, DON-SAPRO, 2012-11-15 Great Lakes Pilot Initiatives Slides, DON-SAPRO Department of the Navy Secretariat Outreach Slides, DON-SAPRO</p> <p><i>Methods</i></p> <p>The Navy pursues a variety of methods to train servicemembers in sexual assault prevention and response. The primary method is through scenario-based, face-to-face, facilitated small group (20-25 Sailors) discussions using a detailed instructor guide. This method was used successfully during Navy-wide “Don’t Ask, Don’t Tell” and applied to SAPR training thereafter. This method has been used since late 2012 for formal, fleet-wide SAPR training, namely our SAPR-Fleet and SAPR-Leader modules (training DVDs and Facilitator Guides enclosed). We used this same method during this year’s SECDEF-mandated SAPR Stand-down, emphasizing open discussion of key SAPR-related issues (Facilitators Guide enclosed).</p> <p>In addition to this formal training which covers every demographic from new accessions (i.e., recruits and students) through fleet Sailors, Navy leadership - namely Commanding Officers continually message SAPR themes and key points such as bystander intervention and access to resources through command-level venues such as daily/weekly quarters, monthly training, Plans of the Day/Week, all hands calls, and through posters/informational pamphlets prominently displayed throughout the command.</p>
USMC	<p>In 2011 the USMC SAPR office began revising and standardizing all previously established SAPR training and developing new training products that can be utilized at the appropriate time in a service member’s career. The less effective lecture accompanied by PowerPoint model being used previously has been and is being replaced with a participant-centered training model that encourages audience interaction which can improve information retention. Training products are now professionalized, developed using adult learning theory, and feature cutting edge multimedia instruction tools. While the effectiveness of previous training materials were unmeasured, all new SAPR training products will have pre and post surveys incorporated into the curriculums. The Marine Corps continues to explore alternate training strategies and tools that will maximize the effectiveness of SAPR training.</p>
USCG	<p>The following training programs have been developed for sexual assault</p>

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	<p>prevention (and response) within the Coast Guard:</p> <p>*Annual SAPR Mandated Training is required for all CG personnel (addresses prevention, response, and bystander intervention);</p> <p>*A Sexual Assault Prevention Workshop (SAPW) is currently being implemented Coast Guard-wide to increase awareness amongst Coast Guard personnel of the issues, policies, and procedures associated with sexual assault. This four-hour Workshop is co-facilitated by the SARC, a Coast Guard Investigative Service (CGIS) agent, and an attorney, and includes large group discussion (up to 80 personnel) as well as small, gender-separated discussion, video clips, actual case studies, and audience participation. The SAPW facilitators engage in an open dialogue about the perceived problems, potential misperceptions, and solutions ;</p> <p>*All Coast Guard accession points include course information on sexual assault prevention and response. The Coast Guard Academy employs a multi-faceted approach over the four-year period that cadets are in attendance. Additionally, the recruit training center in Cape May, NJ includes a brief online introduction (reporting options and who to contact for help) within one day of the recruits' arrival, information in the "pocket guide" recruits carry during their seven week training, and recruits receive a SARC-facilitated course;</p> <p>*All Coast Guard leadership courses include a module on sexual assault prevention and response;</p> <p>*Coast Guard-specific Victim Advocate (VA) training is offered throughout the Coast Guard annually, and includes prevention, response, and bystander intervention segments;</p> <p>*Coast Guard-specific SARC training is offered annually and includes prevention, response, and bystander intervention education.</p>
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79b. Note the training approaches that were not as effective and have been replaced since 2007,

DoD	See consolidated answer a.
USA	<ul style="list-style-type: none"> In the early days of the Army's SHARP efforts, the Army faced a significant challenge in trying to train a large number of responders in a short amount of time. Initially, the Army used virtual training for SARCs/VAs and investigators; however, with time, the Army shifted to face-to-face training, even though a large number of persons still required training. Army leaders made this decision because it was better to "look the learner directly in the eye" and to address their questions in person. This had several added benefits. As an example, in the SARC/VA training, trainers could observe the skills of the candidates and provide feedback to the SHARP Program Office if they observed a student who lacked the requisite skills and rapport for being a SARC or VA and persons who attended the training who had been victims of sexual assault or had a family member who was a victim of sexual assault could approach an instructor for assistance. Face-to-face training was provided by seasoned mobile

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	<p>training teams (MTTs) comprised of persons with expertise in the subject matter. The Army is in the process of hiring civilian instructors to replace the contract MTTs who teach the 80-hour SARC/VA certification course.</p> <ul style="list-style-type: none"> The Army has improved efforts to address male victimization. Initially, efforts to address them involved writing scenarios that were gender-neutral; however, with the realization that more effective programs exposed males to information about male sexual assault victims (see Schewe, P.A. & Bennett, L., Evaluating Prevention Programs: The Challenges in Measuring Outcomes, 2002; and Foubert, J.D., Creating Lasting Attitude and Behavior Change in Fraternity Members and Male Student Athletes: The Qualitative Impact of an Empathy-Based Rape Prevention Program, 2007), the Army began incorporating specifically male victim scenarios in its training, often introducing such scenarios ahead of female victim scenarios. Foubert and Schewe revealed that male empathy toward female sexual assault victims was affected by whether males were exposed to male-on-male sexual assault scenarios or only female-victim scenarios. Additionally, there is a growing awareness of a need to reach out to male victims so that support can be provided and perpetrators can be held appropriately accountable. This has helped to dissuade leaders and Soldiers from dismissing sexual assault as a “female problem” and encourage them to see it as a “Soldier problem.” In the long run, this awareness affects strategy choices for preventing and responding to sexual assault and the tactics undertaken.
USAF	Power Point and large group lectures were reported as the least effective training approaches. In addition, handouts were not necessarily appreciated by younger airmen.
USN	Navy transitioned to the scenario-based, face-to-face, facilitated small group approach from our legacy, online training approach to ensure servicemembers are personally informed of the commander’s intent with respect to behavior, reporting, and care of shipmates.
USMC	See consolidated answer a.
USCG	The fully dedicated SAPR Program inception occurred in September of 2008, so all training approaches/developments have occurred since that time.

79c. How the Services determine whether training is successful or effective,

DoD	See consolidated answer a.
USA	<ul style="list-style-type: none"> End-of-course critiques are a mainstay of Army training, so this is a valuable tool for assessing the quality of the learning experience during SHARP training sessions. After Action Reports from instructors play a critical role in identifying challenges students encountered with the material during training. Additionally, it provides instructors with an opportunity to provide feedback and suggestions. Practical exercises provide instructors with immediate feedback on whether the students are grasping the subject matter, where better explanations could be offered, and whether overall training outcomes are being achieved. Professional Instructional Systems Designers (ISDs) lead the effort to create these feedback mechanisms. They

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	<p>apply industry standard principles and techniques, so the techniques used to assess learner mastery of the subject matter are based on sound educational assessment standards and procedures.</p> <ul style="list-style-type: none"> • Survey data (e.g., Human Relations Operational Troops Surveys or the Human Relations Initial Military Training Enlisted Soldier Surveys) asks questions intended to reveal participant perceptions about certain topics. This data can be revealing as to whether the Army’s training efforts are affecting those perceptions. • Surveys are also administered to initial entry Soldiers to gauge attitudes prior to and after they complete SHARP training. Changes in attitudes and the Soldiers’ baseline knowledge are informative about the efficacy of the training. • Focus groups have been conducted by Army Senior Leaders, the Chief of Staff’s Army Red Team, the VCSA and others. These focus groups are helpful in identifying where progress has been made, where more work needs to occur, and Soldier suggestions for improvement. • Inspector General visits can include inquiries into training. The findings of the Office of the Inspector General can also be helpful in identifying training areas in need of improvement and areas of strength. Currently, The Inspector General is conducting a focus group investigation of SHARP training. • Site visits can allow for direct interface among senior leaders, command teams, and Soldiers to identify areas of strength and areas in need of improvement. This includes the overall SHARP Program training experience and its effectiveness in meeting the needs of commands and Soldiers. • Periodically, the SHARP Program Office goes to training locations and observes the training as it is being delivered. Oversight of the execution of training affords the SHARP Program Office with direct observations about what is or is not working in training, awareness of whether certain blocks of instruction need to be shortened or lengthened, and how students are processing the information imparted to them. • Before Army SARCs/VAs were certified and credentialed, the SHARP Program Office submitted the curriculum for review by the National Advocate Credentialing Program through the National Organization of Victim Advocates (NOVA). Having this external authority review the training ensured that an experienced but dispassionate eye could evaluate the training content to ensure essential information was imparted.
USAF	<p>Success is determined through participant and leadership feedback, surveys, focus groups, small group discussions, classroom observation, etc. As metrics are developed and data becomes more consistently available we will attempt to correlate training effectiveness with shifts in metric assessments.</p>
USN	<p>We use a variety of measurement instruments to know our training is effective, including formal training feedback, DOD and Department of Navy-wide surveys and internal Navy polls across all demographics (recruits, “A” school students, and fleet</p>

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	Sailors).
USMC	See consolidated answer a.
USCG	The number of victim reports received have steadily increased since 2007, and we do believe this is due to victims better understanding their reporting options and where to get help. It is difficult to measure “prevention” as to how many potential sexual assaults did NOT occur, but all the services are constantly considering ways in which this could be best accomplished. The Coast Guard has recently begun collecting 6-month post-surveys from participants of the SAPW to establish some metrics regarding attitudes and behavior modification (e.g., bystander intervention strategies), but those surveys have not been fully evaluated at this time.

79d. Information on particular commands or types of commands where sexual assaults have risen or fallen and whether that has been attributable to training techniques.

DoD	Naval Station Great Lakes, Training Support Command and Recruit Training Center implemented a multi-faceted approach to SAPR training for recruits and A-School participants. Over the last three years the training program has been in place, and they have seen a 60% decrease in sexual assaults. The multi-pronged approach includes; leadership involvement, Mentors in Violence Prevention Program (peer-to-peer training sessions), live presentations with audience participation discussing sexual relations “Sex-Signals”, Sex Signals “after burner” sessions, pre and post surveys, Coalition of Sailors Against Destructive Decisions program CSADD SAPR programs, and Quarterly SAPR Drum Beats (where leadership meets with key stakeholders to communicate challenges, opportunities and successes in the prevention of military sexual assault). Preliminary results have shown an increase in reporting.
USA	The Army has not empirically connected a particular training technique to a decline or increase in reports of sexual assaults at a specified command. In 2013, The US Army Research Institute for the Behavioral and Social Sciences (ARI) began conducting focus groups and individual interviews on 11 Army installations to further understand perceptions of sexual harassment and sexual assault and related issues such as reporting, retaliation, SHARP training, unit climate, and leadership. The results of these focus groups, correlated with reporting data, may identify training techniques with significant impacts on reporting. The data and feedback are currently being analyzed, however, Army-wide, suggest that command emphasis and prevention training developments have contributed to a projected 51% increase in reports of sexual assaults.
USAF	We have not collected enough data to make an analysis to determine if training techniques attribute to the rise or fall of reports or incidences of sexual assault.
USN	Training is uniform across Navy commands and tracked to ensure compliance. As a result, we do not have statistics to correlate command sexual assault levels to training techniques.
USMC	See consolidated answer a.
USCG	Sexual assault reports have increased across the board in the Coast Guard, and we do believe that increased training efforts have had an impact on that as it is common for a member to disclose immediately after a SAPR training or event. For

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	example, after the four-hour SAPW is held, there will often be a disclosure of a sexual assault to the facilitator.
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79e. Other initiatives directed at sexual assault prevention, how those initiatives are implemented, and how their success or lack thereof is measured.

DoD	See consolidated answer a.
USA	<ul style="list-style-type: none"> • In 2008, the Army launched a comprehensive sexual assault prevention campaign called the I. A.M. Strong Campaign. The Campaign was launched at the first Army Sexual Harassment/ Assault Prevention Summit. Information about the Campaign was disseminated: in training sessions; at conferences; via direct mail to units; through senior leader email, speeches, and face-to-face conversations; through the SHARP Website and Army Knowledge Online; distribution of posters and handouts; via unit meetings; and through sexual assault awareness events. The current Campaign aligns all of the Army’s efforts to address sexual assault along five lines of effort: Advocacy, Prevention, Assessment, Accountability, and Investigation, giving primary emphasis at this time to advocacy. The Campaign also prescribes the Army’s approach to cultural change and employs a bystander intervention model for disrupting offender actions. The Campaign is undergoing revision, but its original metrics for success for each of its previously identified phases were as follows: <ul style="list-style-type: none"> • Phase I: Establish Army-wide commitment to eliminate sexual harassment and sexual assault. Increase the propensity to report sexual offenses from 33 percent to 50 percent, and decrease the actual number of offenses by 15 percent from the Fiscal Year 2008 estimate of 4,752 sexual assaults. • Phase II: Achieve cultural change within the Army. Increase the propensity to report sexual offenses to 70 percent, and decrease the actual number of offenses by 25 percent from Fiscal Year 2008. • Phase III: Sustain, refine, and share best practices on eliminating sexual harassment and sexual assault, and serve as “Blueprint for the Nation.” Increase the propensity to report sexual offenses to 90 percent and decrease the actual number of offenses by 50 percent from Fiscal Year 2008. • Phase IV: Increase the propensity to report sexual offenses to 100 percent, and decrease the actual number of offenses by 75 percent from Fiscal Year 2008. • While still under development, current metrics for a new more expansive, SHARP Campaign Plan that encompasses both the “I. A.M. Strong” prevention campaign as well as the Army’s lines of effort, which synchronizes and harmonizes with guidance promulgated in the SECDEF’s Sexual Assault Prevention and Response Strategic Plan, dated 30 Apr 13, include the following: <p>Prevention:</p> <ul style="list-style-type: none"> • Percent of Soldiers who report receiving training within the past year • Percent of Soldiers who report that SHARP training is high quality and value

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	<p>added</p> <ul style="list-style-type: none"> • Percent of commanders in compliance with command climate survey requirements • Percent of Soldiers who report high trust in command to take appropriate action in responding to sexual assaults • Percent of Soldiers who report high level of respect within their unit • Percent of Soldiers who report high safety within the unit • Percent of Soldiers who report high motivation to intervene • Percent of Soldiers who report barriers to sexual assault reporting • Percent of change in number of sexual assault reports <p>Investigation:</p> <ul style="list-style-type: none"> • Percent of reports assigned to off-site Criminal Investigation Command (CID) sexual assault investigation support • Average time until CID contacts the victim • DNA laboratory testing metrics • Percent of reports in which SAFE kit is used • Percent of incidents reported within three days • Percent of CID investigation findings sent to the commander within a TBD number of days from report of incident • Disposition of substantiated reports <p>Accountability:</p> <ul style="list-style-type: none"> • Percent of substantiated reports adjudicated through General Courts-Martial, nonjudicial punishment, or other • Percent of command dispositions not following CID/judge advocate recommendation • Percent of command dispositions recorded on DA Form 4833, Commanders Report of Disciplinary or Administrative Action • Percent of substantiated offenders receiving adverse paperwork in personnel record • Percent of offenders discharged from service • Percent of victims using restricted reporting option <p>Advocacy – Victim Care:</p> <ul style="list-style-type: none"> • Percent fill full-time SARCs/ VAs • Percent of tested 24/7 victim access numbers responding within one hour • Percent of incidents reported to civilian medical authorities • Percent of installations with a memorandum of understanding/ memorandum of agreement (MOU/MOA) with local civilian medical facility • Percent of installations with MOU/MOA with local crisis hotlines • Percent of commanders issuing no-contact orders • Percent of commanders issuing need-to-know orders • Percent of requested Military Protective Orders (MPOs) fulfilled • Percent of MPO violations recorded in Centralized Operations Police Suite (COPS) and National Crime Information Center (NCIC) • Percent of sexual assault reporters requesting transfer (temporary, PCS, intra-post)
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	<ul style="list-style-type: none"> • Percent of sexual assault reporters receiving transfer within six days • Percent of collateral misconduct violations adjudicated prior to sexual assault investigation findings • Percent of unrestricted/ restricted reports with improper disclosure • Percent of victims receiving monthly update from their commander on the status of their case • Percent of command disposition reported to sexual assault reporters within 45 days • Percent of sexual assault reporters reporting satisfaction with response effort • Percent of victims administratively separated within one year of report • Percent of victim administrative separations reviewed by the General Court-Martial Authority • The Army continues to carry out the following initiatives to further enhance awareness and outreach efforts. The efficacy and effectiveness of these initiatives are assessed through periodic surveys and material distribution rates. The Army will continue to integrate these initiatives into its overall assessment strategies. • The SHARP Program Office maintains a partnership with the Army Better Opportunities for Single Soldiers (BOSS) Program. This partnership is an effective way to spread the sexual assault prevention and “I. A.M. Strong” messaging at local events as BOSS Soldiers immediately connect with community members and other Soldiers to reinforce peer-to-peer accountability and bystander intervention. The Army SHARP Program partners with Installation Management Command to promote the SHARP Program during events such as the Army Concert Tour and the Army Soldier Show. The Army Concert Tour is a summer concert series that brings top name artists to Soldiers, their families, and people from the surrounding community. Local SHARP Program Managers and Better Opportunities for Single Soldiers assist in manning SHARP exhibits and distributing SHARP informational/awareness materials at Army Soldier Show events and Army concert tours. The Soldier Show is a high-energy ensemble production, offering a wide range of popular music and stage spectacle to Soldiers and families. Soldier Show personnel also distribute SHARP literature and educational items. • The SHARP Program Office leverages existing strategic communications and public affairs channels to disseminate SHARP Program information. • Army Installation Management Command (IMCOM) personnel at several installations provide sexual assault awareness and prevention classes to Family Readiness Groups and at community events.
USAF	<ul style="list-style-type: none"> • Presentations and briefings (group and individual) • Leadership in the System Wing Campaign Plan • Outreach to base and community agencies • Mandated trainings • Commanders’ Calls • Sexual Assault Awareness Month initiatives • Wingman Day activities • Command Orientations • Wing Warrior Runs • Volunteer Victim Advocate Recruitment, Training and Monthly Meetings • SASH (Students Against Sexual Assault and Harassment) • Teal Rope Program Airmen helping Airmen • Special events- Girl’s Night Out, Guys Night Out, Color Race, and SARC Challenge •

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	<p>Prevention information posted throughout the installation- pop up banners, stall talks, table tents in dining facility, magnets in dorm rooms, and posters posted throughout base. • During SAAM posted 120 signs along with the troop walk and dorm areas with sexual assault prevention tips and stats. • 101 Ways to Ask for Consent during Wing Safety Day • SAPR awareness training for bartenders • Women’s Empowerment Socials started Jan 2013 • Wing/Group female leadership coordinate/facilitate monthly themed events giving focus to education and empowerment • Personal self- defense classes • Book discussion • Professional women's panel • Peer-to-peer SAPR training for FTAC</p> <p>See response to 1c above regarding measures of effect.</p> <p>Please see attached spreadsheet, “RSP SAPR Ops data”, Question 2 and referenced attachments.</p>
USN	<p>In addition to the formal training program described above, we utilize a multi-faceted, multi- disciplinary approach to sexual assault prevention across the force. Our focus is: building a responsible and professional work environment, also referred to as command climate; deterrence; and bystander intervention. These efforts are underpinned by Commanding Officer accountability and holding individuals accountable for their actions.</p> <p>Command Climate</p> <p>The focus of our command climate efforts is ensuring that all individuals are contributing to the creation of a responsible, professional work environment. We believe that command climates that tolerate gender bias, offensive language, and unprofessional behavior such as hazing and bullying foster a permissive environment for sexual assault.</p> <p>To get at this problem, we charge all hands to do their part to create professional and responsible work environment. All personnel are evaluated annually and at other intervals on their individual contribution to command climate through the Navy’s formal personnel evaluation process. Each unit’s command climate is evaluated annually through an anonymous survey and results are debriefed command wide. Through these measures we both hold individuals accountable and ensure regular measurement of command climate.</p> <p>Commanding Officers, in particular, are responsible for ensuring they foster an environment where behaviors that could lead to sexual assault are not condoned, tolerated or ignored. Results from the above-mentioned command climate surveys are fully debriefed with the Commanding Officer’s next most senior officer in their chain of command – also known as the Immediate Superior in Command.</p> <p>To empower and enable Commanding Officers to be successful in sexual assault prevention, they are provided tailored SAPR training at Command Leadership School and equipped with a SAPR Commander’s Guide during their command tour.</p>

Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

Commanders also have a variety of resources to draw upon while in command including SARCs, SAPR Victim Advocates, the command or base Victim's Legal Counsel, and associated SAPR-focused legal, investigative, and medical personnel.

Deterrence

Our deterrence approach is focused on addressing safety and contributing factors to sexual assault such as alcohol use. This year, we implemented a comprehensive series of best practices

from our regional SAPR pilot programs. These include:

- Comprehensive alcohol de-glamorization campaign, including the implementation of Alcohol Detection Devices throughout the fleet and changes to the sale of distilled spirits in on-base stores co-located with barracks and ships.
- Roving barracks patrols with the intent of increasing the visible presence of leadership to deter behavior that may lead to sexual assault or other misconduct
- Indoctrination training for barracks residents and Resident Advisors
- Physical surveys of facility lighting and visibility to identify needed safety improvements to reduce the vulnerability of Sailors in transit on bases

In addition to these best practices, this year we began publishing results of courts-martial online, including publishing the names of offenders. Monthly courts-martial results are available online at the following location: www.navy.mil. The Department of the Navy also increased sexual assault investigative capacity by hiring an additional 54 Special Agents, forensic scientists, and investigators effectively doubling the number of resources dedicated to adult sexual assault crimes.

Bystander Intervention (BI)

In addition to formal training described above, we have partnered with the Department of Navy Sexual Assault Prevention and Response Office to provide bystander intervention training to all Training Support Center / "A" schools. This interactive training is focused on the most vulnerable demographic, young Sailors and has reached over 44,000 students to date.

SECDEF Prevention Initiatives

In addition to the approach described above, Navy has completed and is in compliance with all of SECDEF's 2013 prevention initiatives. These initiatives include:

- A Sexual Assault Stand-Down that included all-hands training, SARC/VA and recruiter refresher training and recertification, assessments of recruiting organizations
- A Visual Inspection of all DoD Workspaces
- A Department of the Navy Sexual Assault Prevention and Response Office assessment of Navy recruiting environments (including Military Entrance Processing Stations) and ROTC sites

Measurement Instruments

We use a variety of measurement instruments to know our SAPR program initiatives are effective, including DOD and Department of Navy-wide surveys and internal Navy

Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

	polls across all demographics (recruits, “A” school students, and fleet Sailors), reporting, Command Climate surveys, and feedback.
USMC	See consolidated answer a.
USCG	<p>Other initiatives employed by the Coast Guard aimed at prevention include blog series postings, senior leadership conferences, all-hands messaging, and events during Sexual Assault Awareness Month (SAAM), such as the Chiefs’ Service Dress Blues Day. These efforts appear to have increased awareness and reporting as Coast Guard reports of sexual assault continue to increase each year, but no specific metrics exist on how to measure each initiative.</p> <p>Furthermore, in May 2013, the Coast Guard established the Sexual Assault Prevention and Response Military Campaign Office (SAPR MCO). The SAPR MCO is a strategically focused office responsible to rapidly operationalize and implement the Coast Guard’s Sexual Assault Prevention and Response Strategic Plan. The SAPR MCO is responsible for the rapid implementation of near-term strategies that will create the processes, training regimens, measurements, and support system integrity that will best position the service to achieve the ultimate goal of eliminating sexual assault from the Service.</p>

Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

DEATH SCHEDULE } VICTIM
SCHMIDT } VIDEOS
Guerrilla - link to video

Provided by S. Army

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RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
Beale	0	0	0	0	0	0	
Davis Monthan	0	0	N/A	N/A	N/A	0	DM has not had any requests for Expedited Transfer.
Dyess	4	0	0	4	0	0	
Ellsworth	1	0	0	1	0	0	
Holloman	8	0	0	8	0	0	
Langley	4	0	0	4	0	0	
Moody	2	0	0	2	0	0	Specific POC should track ET status and determine if additional information is required and/or received
Mountain Home	2	0	0	2	0	0	
Nellis	5	0	0	4	1	0	Commander was on R&R after a deployment and delayed response to sign letter. Issue of not adhering to 72 hr policy was discussed with 99 ABW/CV. Signature took 5 days to sign for a PCA. Additional issue with another case - Victim asked for a PCA - this was granted by the commander on the Commander's memo, but what really happened was CC was willing to allow the victim to move to a new work location, but retained administrative control over the victim to pursue discharge action against her.
Offutt	2	0	0	2	0	0	
Seymour Johnson	0	0					
Shaw	1	0	0	1	0	0	One approved ET, after approval, member turned down ET and decided to separate
Tyndall	2	0	0	2	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
Beale	Required trainings, outreach, CC Calls, mass trainings	34	AF Issued	Briefings, newspaper articles, emails, flyers, CC Calls	Annual Awareness Trng, First Responder Trng, FTAC, CC Calls, Focus Groups, Newcomers, Info on Base Home Page	N	
Davis Monthan	Prevention Activities: Outreach/info booths, Commander courtesy calls, UCA Outbriefs, commanders' calls SAAM activities (i.e. Clothesline Project) Training: First Term Airmen Center (FTAC), First Responder Training, Right Start, Professional Enhancement Seminar (PES), Predeployment Briefings, First Sergeant Symposium, Comprehensive Airmen Fitness (CAF)/Wingman Day seminars, SAPR Stand Down seminars, motivational speakers, Annual SART, and Key Spouse training Misc: Trifolds, flyers, DoD Safe Helpline products, base paper articles, website.	5 total: 2- 12 AF (AFSOUTH), 1- 355 FW, 1- 943 RQG, 1- 309 AMARG	Life Skills/Channing Bete etc. educational materials Locally developed guided discussion guide for less experienced small group discussion leaders Videos (identified in CONOPS and local research)	SAPR Website, flyers/handouts, commanders' calls, training, promotional items, briefings, media interviews	SAPR Website, flyers/handouts, commanders' calls, training, promotional items, briefings, media interviews		No, however, we will begin using Agent of Change "game" by We End Violence in FTAC classes with 2 Dec 13 class. A trend analysis will be available after each class participates that we will be able to use to emphasize culture change/ attitude/and values and potential conflict if they don't mesh with AF Core Values.
Dyess	FTAC, ALS, Base newcomers, and key spouse meetings	2	AF Issued	Email/base flyers	Base flyers/briefings	N	Working on a spouse/dependent briefing
Ellsworth	Provided a SAPR topic every CAF day which happens quarterly	1		Briefings, newspaper articles			

<p>Holloman</p>	<p>CC calls, 2xs 1st and Command Chief luncheon to participate in "Welcome to the Party", 24 and under participate in "Welcome to the Party Training" when mandated by CCs, Holloman inprocessing. Key Spouse training, Spouse info day, showing of Invisible War, County Sexual Assault Response team, VA Clinic, VFW ladies Auxiliary, Alamogordo Rotary, Stand Down Day Facilitator Training all 118 facilitators received 8 hours of training. Airman's Counsel, 24/7 Response magnets in every dorm room + all bathroom stalls on Installation + billeting, Reintegration briefings, Long weekend marketing blitzes + marketing material given out at gates + marketing material in the club, Take back the night, Training for life Single and Families, German Oktoberfest marketing material handouts, Thanks team Holloman marketing Material Handout, Hand out marketing material at other base wide events, prevention walk for SAAM with statistical data on signs for participants, Chrysalis room ribbon cutting, Sex Signals 2xs, Bernie McGranhan, V-day Video on Valentines day, Wing CC push to have VAs in all units, Airman Leadership briefing, First Term Airman briefing, Traveling Banners, EO Unit Climate Assessment, Local SA prevention Conference for Holloman and surrounding community.</p>	<p>1</p>	<p>Wing CC call, Squadron CC calls, training per DoDI requirements, trained facilitators in units, groups trained in min 10 max 30, VA available as SMEs and response, scenarios based discussions.</p>	<p>Web link on Holloman af.mil page, mobile banners, VA in units with marketing material, facilitators given marketing material to hand out, briefings, CC calls, training events.</p>	<p>Briefings, CC calls, training, mobile banners</p>	<p>yes briefed quarterly at CMG</p>	
<p>Langley</p>	<p>Personal Safety Classes and awareness; marketing tools promoting RESPECT and awareness; Dystander Intervention</p>	<p>50</p>	<p>See attached documents</p>	<p>SharePoint (Web), trifold, posters, newsletters, resource cards (with reporting options and local resource contact numbers: distributed at all new comers briefs, FTAC, Immersion and survivors folder; IDS, Response Folders). Briefs: Right Start, FTAC, Immersions; SSCOPE, ALS. Outreach: Information fairs, community activities, marketing materials (give-a-ways), Motorcycle rides during prevention month— Standing Together Against Rape (S-T-A-R); Poetry Slams/Writing Contest; Traveling Silhouettes (with stories and shoes representing victims); Table Tents (with reporting/ prevention/safety information).</p>	<p>SharePoint (Web), trifold, posters, newsletters, resource cards, Table tents, squadron Information monitors. Briefs: Annual Training, Right Start, FTAC, SSCOPE, ALS, Immersions. Outreach: Information fairs, community activities on and off base.</p>	<p>y</p>	
<p>Moody</p>		<p>1</p>	<p>Info provided by USAF SAPRPO</p>	<p>During CC Calls; Handouts</p>	<p>Face to face training; handouts; emails;</p>	<p>y</p>	<p>Quarterly/annual totals are reviewed and compared to document trends.</p>
<p>Mountain Home</p>	<p>1. We have had several focus group meetings with different rank groups to include Civilian employees to discuss preventative training. The main complaint we have gotten with annual training feedback is that the directed training is reactive rather than preventative in nature. We are in the final stages of reviewing proposals suggested by the focus groups prior to developing preventative training. 2. We have designed business card like hand out cards that are given out at our front gate during major holiday weekends. These cards have our contact information as well as tips of what to do should they or someone they know be assaulted. 3. A local news station also interviewed our Base Commander and SAPR office about the sexual assault program and services available to military members and their families. 4. One of our clients who is a survivor published their story on our PA website.</p>	<p>2</p>	<p>Videos, VA developed Skit, Small group discussions Male and Female all calls</p>	<p>1. Annual training, Commanders calls, Right start/FTAC briefings, Share Point Web site with links to Assigned VAs, DoD SafeHelp Line, Wing FB page with video. We are also linked to the Wing web page with all our links and resource documents available. 2. We also did a Sexual Assault awareness breakfast and a 5K run during SAAM.</p>	<p>1. We have added to our annual training information on Supervisor/peer reporting responsibility and how the process of reporting happens from first contact to when a client says they no longer need our services. 2. We have added how a report of Sexual assault goes from the SAPR office to ACC. This was added due to concerns that client demographics could be leaked especially in the case of unrestricted reporting. Showing them what a report that leaves base looks like reinforces the privacy that we stress is maintained by our office.</p>	<p>y</p>	

Nellis	Awareness events, articles in base paper, commanders calls, stand-down day, unit-specific focus groups, unit-specific Airman's Calls.	1	Asked for volunteers - NCO and Officers who were mature and had an interest in prevention. Provided face to face training for 2 days; members were put in groups of 2 or 3 to practice and we watched them facilitate a section. Additional supervision was provided to the individuals who needed assistance. Some co-facilitated with SAPR office staff and some were not approved to teach.	SAPR Resources are advertised on the Nellis homepage, during special events information is posted on the computer pop-ups, SAPR office maintains a SharePoint page, various displays and posters are located around the installations, and face-to-face SAPR briefings are given for annual training, FTAC, NCO PES, SNCO PES, Commander's Calls, Installation Right Start, Reserve Group Right Start, Medical Group Newcomer's Orientation. SAPR Staff also participates in the deployment process and provides information on local resources as well as resources in the AOR.	Newcomers, FT AC, NCO/SrNCO PES, CC Calls, Key Personnel Briefing, UCAs, Annual Trng - all give out promotional items with contact info for 24/7 base line and DoD SafeHelpline. Also go over reporting types, who and how to report and location; physical and 24/7 contact.	Yes. We track and discuss current trends quarterly during the Case Management Group meeting with the Vice Commander.
Offutt		We had a Stand Down Day in Jun 2013, and then on each CAF Day there is at least one hour that is devoted to SAPR briefings/materials/discussions	Trained facilitators to conduct discussion groups on the topics of Sexual Assault Prevention, Respectful Sexual Relationships, Drug Facilitated Assault, When No One Helps, Frank the Undetected Rapist, Rape Culture and Climate, Victims and Trauma, Offenders, Bystanders, Consent. Annual Training was offered on the Down Day for those that had not completed yet.	We have Visual Aids that are posted in each unit bulletin board. Flyers and informational materials are available and handed out at Right Start, FTAC, ALS, in the clinic waiting areas, in the Legal office, Mental Health, A&FRC, EO, OSI, SFS, the Fitness Center, in the Women's and Men's Locker rooms, and other place we can place our brochures. We brief at CC/Calls, Key Spouses training, Spouse Groups, and at any other event we are asked.	See Column E, as well as any trainings we conduct we talk about the reporting options and how to get ahold of the SARC office 24/7.	Y
Seymour Johnson	Pamphlets distro, Wing CC Lion Talks, "Got Consent" training	Nine Wing CC, multiple Sq/CC Calls and multiple small group discussions	VAs, poster boards, pull-up posters, handouts, pamphlets	SAPR handouts distro by VAs in units, SharePoint site, poster boards, DFAS, Clinic, MSG Support Center, HAWC, gate handouts, wing runs, PES	Electronic marquee, SAPR mouse pads, briefings (Newcomers, FTAC, Reintegration, Heartlink, PES), CC Calls, Chiefs and Shirts Groups	No
Shaw	Self-Defense, SARC Training, Warrior Run, Information Fairs, SARC Drop-Ins. Collaboration with Stakeholders	Two 6 months apart	First Stand down: The Invisible War with introduction and Q&A by Wing CC, JA and CV	One-on-one, briefings, internet, Apps, information fairs	One-on-one, briefings, internet, Apps, information fairs	Not currently
Tyndall	Annual Awareness Trng, First Responder Trng, FTAC, CC Calls, Focus Groups, Computer Pop Ups, Various Briefings to include Newcomers, Info on Base Home Page	1	CC Briefing Slides for CC Call, Down Day Guide, videos, scenarios	Annual Awareness Trng, First Responder Trng, FTAC, CC Calls, Focus Groups, Computer Pop Ups, Various Briefings to include Newcomers, Info on Base Home Page	Annual Awareness Trng, First Responder Trng, FTAC, CC Calls, Focus Groups, Computer Pop Ups, Various Briefings to include Newcomers, Info on Base Home Page	Yes

QUESTION: Where is the guidance for an ET when the victim (1) is on the control roster or (2) has a referral EPR? Is the MPS the POC for this? Is there any written guidance? How does the information flow to the gaining base?

What type of trends are you tracking and why:
 MH: We are tracking number of assaults over the current CY quarter/year (not specified by restricted/unrestricted, severity of the case and no dates associated) and briefing at wing staff meeting. We use this data to keep commanders aware that assaults are still happening and to keep the focus on the issue. We are also keeping an eye on the age groups so that we can look at developing preventative training that will be effective for our highest risk group.
 DM: We will begin using Agent of Change "game" by We End Violence in FTAC with the 2 Dec 13 class. A trend analysis will be available after each class participates in "game" that we will be able to use to emphasize culture change/attitude/ and values and potential conflict if they don't align with AF Core Values.
 HOLLOWMAN: Age of victims, alcohol involved, on installation or off installation, knowledge of subject, number of victims, status of victim, status of subject.
 NELLIS: Types of report, location, alcohol/drug use. This is done to indicate target areas and identify additional prevention methods to address those areas.
 TYNDALL: Alcohol usage to determine if more focus needs to be given.
 MOODY: Alcohol involvement, on/off base, male victims/female predators.

What training materials and methods do you deem most successful and why:
 MH: Personal accounts seem to be most effective. A majority of our feedback concerning scenarios is that the students can not relate to the subjects in the scenarios. Additionally they don't want to hear anymore statistics even though they might be relevant they feel they just don't give any value. I have used the "what would you do TV videos" and a 20/20 type video about how easy it is for an individual to be drugged in my training that was well received. The feedback was that it was more realistic and easier to connect to.
 DM: We have found interactive/guided discussions to be most effective when coupled with "outside the box" activities (role plays, games, use of dry erase paddle boards, etc.) especially with our FTAC students.
 HOLLOWMAN: Small group discussion with positive peer reinforcement, use of video and interactive discussion work best.
 NELLIS: Face-to-face, small group discussions. This allows for a cross-flow of information and ideas. Also offers a comfort level which allows for open and honest communication.
 TYNDALL: Small group discussions and focus groups facilitated by VAs/Resiliency Trainers because you receive better interaction and feedback; commercially produced scenario based videos because they are current.
 SHAW: Bystander Intervention training because it was interactive and gender specific creating safe environments for members to be open and allowed for differences of opinions.
 SJ: Interactive training is best. Eliminate as much of PowerPoint as possible.
 MOODY: 1) Base specific incidents/statistics ;2) Rule changes affecting active duty members potential discharge - Why? These items garner the most discussion and disagreements which indicates training attendees are actually listening.
 OFFUTT: We track alcohol use by victim and perpetrator in sexual assault allegations. We track where sexual assaults are happening to see if there is a pattern or location that needs addressing. We track age groups of victims. We track if sexual assault occurred prior to military service.

How do you determine what is least effective and most effective; Has least effective been replaced:	<p>MH: Feedback from students, since some training is ACC directed we kept the material but added to the training what students felt was more applicable.</p> <p>DM: We rely heavily on both formal and informal feedback to evaluate the effectiveness of our programs. If people are "tuning us out" because of too many slides, we aren't being effective. We have all but eliminated PowerPoint slides from our training.</p> <p>HOLLOMAN: feed back from participants. "Welcome to the party" has had positive feedback, but only conduct rounds of training with this program every couple of years to not have participants attend this training more than one time. Part pants do not like see the same type or info in trainings over and over again.</p> <p>NELLIS: This is gained through collective feedback. Not all "least effective" measures have been changed due to mandatory policy.</p> <p>TYNDALL: Determination made on empirical data from feedback, least effective was last year's annual awareness training but did not replace since it was mandated.</p> <p>SHAW: Most effective by feedback from members. Has least effective been replaced: We are constantly working to improve our process.</p> <p>SJ: By verbal feedback of VAs and attendees. Yes, stopped showing video portion of training and use more discussion instead.</p> <p>MOODY: Least effective: "Made up" sexual assault scenarios - Replaced with actual events and outcomes whether positive/negative</p>
What specific training is conducted to reach male victims:	<p>MH: We discuss the number of male cases (no specifics just numbers) that have occurred here at Mountain Home. In addition we discuss community issues such as the fact that we have had males drugged within our town and surrounding cities. Since we recently had a male on male case go to trial and got convicted we discuss the MO of the suspect and the fact that they had been previously identified but no action came from the previous case. We also talk about the higher number of cases being seen at deployed locations. We discuss the need for them to take a closer look at ways to prevent themselves from becoming a victim.</p> <p>LANGLEY: Personal Safety Classes for Men.</p> <p>MOODY: Display photos/articles of female predators/male victims; Males role play scenarios with males victims, female predators.</p>
What method is used to ensure all service members receive training:	<p>MH: We track our training in ADLS, a system that all members here at Mountain Home utilize. Unfortunately we do have a few that do not receive training due to the high deployment OPS tempo. However that number is less then .003% of our personnel not trained due to deployments.</p> <p>DM: Unit Training Monitors (UTMs) are responsible for annotating personnel attendance at Annual SART training in ADLS. UTM's sign -up personnel on SAPR SharePoint site. After class, the attendance roster is uploaded for UTM's to verify and document attendance in ADLS.</p> <p>NELLIS: We pull training numbers through ADLS and report this information to commanders to ensure mandatory training is accomplished.</p> <p>TYNDALL: UTM's monitor in ADLS.</p> <p>SHAW: SARC working with Unit Training Managers to schedule and track SAPR training along with other ancillary training requirements.</p> <p>SJ: ADLS and UTM's are utilized. I send listing of attendees to UTM's to update in ADLS and then I receive quarterly listing from ADLS to ensure updates have been accomplished.</p> <p>MOODY: Tracking training in ADLS with Unit Training Managers (UTM) updating roster weekly and identifying deployers, TDY's, extended leave, etc.</p> <p>OFFUTT: We work closely with the Base UTM as well as the individual UTM's on tracking annual training and looking at how many have been trained vs. those still needing training.</p>
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	<p>DM: Although we have not had anyone request an expedited transfer from DM, we have received a victim due to expedited transfer. It is very important that all pertinent information be shared between SARC's to ensure proper transition and continued support of victim.</p> <p>HOLLOMAN: Expedited Transfers are important and a need for victims to have a fresh start, but maybe after case has some sort of disposition or at least require transfer of client to gaining SARC when case is open and FYI to SARC if case is closed.</p> <p>SHAW: It is a great resource for victims.</p> <p>MOODY: Gaining bases SHOULD be notified of in-coming ET's. If new unit contacts SARC regarding members requiring travel to/from Art 32 hearings/court martials, it indicates there is NO coordination.</p>

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
Beale		
Davis M		
Dyess		
Ellsworth		
Holloman	No, do not track but if victim identifies civilian authority involvement on a UR case OSI would be informed.	
Langley		
Moody	Work very closely with local Rape Crisis Center (RCC) staff. Prior active duty members do not provide info unless ID card is used for	
Mountain Home	2 of our cases that happened prior to entering the military were reported to civilian authorities.	
Nellis		
Offutt		
Seymour J		
Shaw	Yes, however this doesn't happen often.	
Tyndall	2 cases prior to service, 0 reported to civilian authorities, yes this would routinely be ascertained during intake	Looking back over the past 8 years, I have 2 reports in this category.

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

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RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)							
BASES	# ET Approved	# ET Disapproved	Requested Review by G/F	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
ALTUS	4	0	0	3	1	0	CC had problems accessing information in ET system
COLUMBUS	2	1	None	2	1	0	The one case not acted upon within 72 hours was due to investigative issues - case was found to be unsubstantiated.
GOODFELLOW	3 (+ 3 more under trainee reclassification process) 1 (+ 2 more under trainee reclassification process)	0	0	3	0	0	Gov't Shutdown impacted ET timeline in regards to how quick ET was approved
PRESIDIO of MONTEREY	4	0	0	1	0	0	
LACKLAND	1	1	0	5	0	0	
RANDOLPH	1	0	0	1	0	1	
KEESLER	1	1	0	0	2	0	
LAUGHLIN	2 (+1 more pending)	0	0	2	1	0	
LUKE	0	0	0	0	0	0	victims have considered options but none applied
MAXWELL	0	0	0	0	0	0	
SHEPPARD	2	0	0	2	0	0	
VANCE	0	0	0	0	0	0	
JB Ft Sam Houston	1	1	0	2	0	0	

2. PREVENTION & TRAINING							
BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
ALTUS		2	videos, power point, discussion				
COLUMBUS	SARC Roadshow/Professional Trainers/Briefings/Wingman Day	1	CC all calls/Small Group Discussions	email and webpage	Posters/Flyers/Briefings	Y	Current trend of sexual harassment leading to SA cases

GOODFELLOW	<p>SASH (Students Against Sexual Assault and Harassment)/ Teal Rope Program-- Airmen helping Airmen, Special events- Girl's Night Out, Guys Night Out, Color Race, and SARC Challenge. Prevention information posted throughout the installation- pop up banners, stall talks, table tents in dining facility, magnets in dorm rooms, and posters posted throughout base. During SAAM posted 120 signs along with the troop walk and dorm areas with sexual assault prevention tips and stats. 101 Ways to Ask for Consent during Wing Safety Day, Participate in all holiday send-offs—one-on-one personal contact with all Airmen giving the Wingman Card with SARC contact information.</p>	10 sessions	<p>Airmen attended a SAPR Stand Down Commander's Call where the Wing Commander, SARC, and legal addressed the audience about the reality of sexual assault in the military and how as a whole we need to come together to help combat sexual assault. After the CC Call all members disseminated into small groups where they received bystander intervention education from a victim advocate. The small group sessions were an open discussion forum where Airmen discussed and came up with ways to effectively intervene.</p>	<p>Available resources are briefed at formations, In-processing, Wingman Day, and Commander's Calls. Posters are available in every building and in every dorm for the students to look up resources and Teal Ropes also make themselves available to do resource referral.</p>	<p>Service Members are briefed at Formations, In-Processing, Wingman Day and Commander's Calls about reporting options and ways to make a report. Posters are available in every building and dorm rooms with reporting options, phone numbers and individuals who can take a report. Reporting options and phone numbers are available on their Wingman Card and by calling 325-654-CARE. MTL's are briefed regularly on reporting options so they can effectively advise the students. We also have a SAPR Facebook page and are on the MyMC2 app.</p>	<p>We currently track the students Squadron, age, status and length of time between incident and report.</p>
PRESIDIO of MONTEREY	<ul style="list-style-type: none"> • 3 Part Hard Target Training/Boundary Setting Course (6 Hours) • Self-Defense Classes • Dating 101 • SASH/Teal Ropes • Joint Student Council 	2 sessions	<p>PoM used a Media Literacy approach. Students were educated in small groups about Respect and Dignity and what it means to them and what it looks like when it is apparent in their world. We then showed them multiple advertisements pulled from magazines and read them the lyrics from the top three songs on iTunes that week, (Selena Gomez "Come and Get It"/Robin Thicke "Blurred Lines"/ Daft Punk "Get Lucky") and each group discussed what perception that creates of men, women and relationships and the impression that is left when you let yourself and your actions be influenced by pop culture. They then discussed how they can break through those barriers and not fall victim to social pressure</p>	<p>Available resources are briefed at Formations, In-processing, Wingman Day, and Commander's Calls. Posters are available in every building and in every dorm for the students to look up resources and Teal Ropes also make themselves available to do resource referral.</p>	<p>Service Members are briefed at Formations, In-Processing, Wingman Day and Commander's Calls about reporting options and ways to make a report. Posters are available in every schoolhouse and dorm with reporting options, phone numbers and individuals who can take a report. Reporting options and phone numbers are available in the 517 TRG Airman's Handbook and on their Airman's Card. MTL's, MLI's and ATA's are briefed regularly on reporting options so they can effectively advise the students.</p>	<p>We currently track the students Squadron, age, schoolhouse, status and length of time between incident and report.</p>
LACKLAND	See attached Word and PowerPoint Documents	85	See attached Word and PowerPoint Documents	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Yes

RANDOLPH	See attached Word and PowerPoint Documents	58	See attached Word and PowerPoint Documents	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Yes	
KEESLER	Teal Rope Program "Live Fire" Exercises w/ Hot Wash Accessions 2.1 & beyond Warrior Ethos	Entire Installation (81 TRW including all 83 tenant commands conducted SA Stand-down)	videos small group discussion w/ realistic scenarios games	In-person peer-to-peer trendy marketing items briefings trainings visual media & articles	various marketing techniques are utilized to ensure widest dissemination of services	Yes	Trends tracking: # occurring & reported at same base # of victim # blue/blue # alcohol related #on-base
LAUGHLIN	SAPR awareness training for bartenders	1	CC Call, small group discussions, optional videos separate submission will send	Email, Facebook page, base paper, briefings	Email, Facebook page, base paper, briefings	Yes	
LUKE	Annual & targeted	4 (2 w/split audiences)	videos & power point-brochures brochure, flyers, newspaper	variety of approaches	at every briefing	yes	separate submission for specifics
MAXWELL	AHAF*	10			website, brochures, bulletin boards	Yes	
SHEPPARD							
VANCE	See Attachment	3	See Attachment	See Attachment	See Attachment	See Attachment	
JB Ft Sam Houston	See attached Word and PowerPoint Documents	15	See attached Word and PowerPoint Documents	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Email, location newspaper, web site, CC Call, annual training, wingman day, stand down day	Yes	

What type of trends are you tracking and why:

GOODFELLOW: We began tracking the status of the student when we launched the Updated TPG Program. It provides more liberties and freedoms to the students than they had in the past and we want to be able to effectively provide the commander with command climate if we see a problem. We took note that all of the reports in the 1st & 2nd Quarters of FY12 occurred within 30 days of the student entering ATP Status. We also track the squadron they are in. If we see a trend we may be able to help the commander identify a climate that could be attributed to a cultural issue within the unit.

KEESLER: Trends above being tracked to examine the possible correlation between alcohol, curfews/lack thereof and sexual assaults.

COLUMBUS: Sexual Harassment in the workplace - 3 out of last 6 cases on base involved Sexual Harassment leading to Sexual Assault.

MAXWELL: Anonymous reports by unit- info shared at case management meetings

What training materials and methods do you deem most successful and why:

GOODFELLOW: The students love things that are engaging and leave them with a feeling. The Hard Target's training leaves them feeling something they never want to feel again, and also feeling empowered to do something about it. The Media Literacy training was relevant, fresh and true to life, we were able to meet them where they were and design something around what they already know. This gave them the opportunity to walk away from the training and have the tools to look at what society accepts as "standard" differently. They recognize that they are different and when they put on the uniform, they choose to rise above what is 'acceptable' and do what is right. Dating 101 has given the students a forum to ask the hard questions that do not fit into any other program. They are able to learn about Healthy dating in a fun and relatable way. The SASH/Teal Rope Program has also been very effective at the 17 TRW. It gives students a peer-to-peer outlet that can help them with seeking referrals and assistance when they need it.

KEESLER: incremental, additive learning that occurs throughout the year in small group formats. Consistent messages delivered in various methods that combine sexual assault with concepts surrounding dignity and respect in realistic situations can shift the paradigm of normative behaviors.

COLUMBUS: "SARC Roadshow" - Comprehensive training with SARC, EO, and Legal in a variety of situations: annual training, CC calls, requested unit training.

MAXWELL: Retractable banners, business card sized brochure, personalized playing cards.

How do you determine what is least effective and most effective; Has least effective been replaced:

GOODFELLOW: The least effective methods were identified when the students could not remember taking the training or what they learned when questioned by the MTL's. It has been replaced with interactive and engaging formats, reference above. The effectiveness of the new formats was determined via survey. Each time a new program is launched a prototype training session is completed for feedback. When officially launched, feedback forms are done and the program is altered as necessary to meet the greatest need.

KEESLER: Yes.

COLUMBUS: Less effective is PowerPoint briefing - replaced with more of a discussion based training.

MAXWELL: Role plays, relevant cases in the news, videos, interactive power point.

What specific training is done to reach male victims:	<p>GOODFELLOW: All Training is conducted in a very gender neutral manner. We do a Guy's Night Out event which strictly for men only. Here we have male speakers share experiences in dealing with sexual assault, domestic violence, finances issue, etc. We also do a program for females only--Girl's Night Out.</p> <p>KEESLER: None</p> <p>COLUMBUS: No specific training in place.</p> <p>MAXWELL: Relevant info shared in non-threatening manner, use of male advocates, gender sensitive terminology</p>
What method is used to ensure all service members receive training:	<p>GOODFELLOW: All members are tracked by their MTLs and if they do not attend their assigned session for training, they may attend with another squadron. All students receive Accessions 2.1 and an In-Processing briefing upon arrival.</p> <p>KEESLER: ADLS TAFT accountability by squadron/group with report out at Installation level staff meeting.</p> <p>COLUMBUS: Tracking in ADLS, SARC request monthly roster from base training manager to monitor training requirement.</p> <p>MAXWELL: Base training manager.</p>
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	<p>JBSA: We've had numerous initiatives aimed at prevention. Some include the "Wet Paint," "ENOUGH," & "Take Back the Night" campaigns, skits, mock trials, golf tournaments, Peer Advisors for Change, and others. We've also had SAPR summits for leaders, special guest speakers, exercises, and we've developed a special group of Victim Advocates called "Community Advocates" to help with education and awareness.</p> <p>* AHAF is airmen helping airmen forum - 18 to 29 year olds who are helping to set the tone of Respect via skits, videos, etc.</p>

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
ALTUS	0	
COLUMBUS	0	
GOODFELLOW	yes	
PRESIDIO of MONTEREY	yes	
LACKLAND	Yes	Track whether the incident was prior to service
RANDOLPH	Yes	Have not had prior to service case, but capable of tracking
KEESLER		yes, a small number of victims choose to report incident to civilian authorities
LAUGHLIN	Yes	
LUKE	yes	
MAXWELL	0	question is asked with all victims
SHEPPARD	No; victims are informed when filing a case via SARC or OSI of reporting the case to civilian authorities	
VANCE	No information available	
JB Ft Sam Houston	Yes	Track whether the incident was prior to service

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

COLUMBUS: If prior service information is being provided to another agency (i.e., mental health, legal, chapel) I don't think there is any tracking system in place to ensure that information is forwarded to the SARC. In addition, I think because of this obstacle reporting information also remain unknown.

LUKE: Progress is being made in "awareness" however – the media, i.e. Hollywood; music videos; television programming; video games, all-----need to be examined and confronted for the pollution they are responsible for. Ignoring the impact of media, in my opinion, is due to it being part of the military; industrial complex (including entertainment industry) that is not being adequately confronted in all efforts of prevention. We are being manipulated by powerful interests to keep society polarized and unaware of the real resistance – resulting in control; dis-education; and economic gains for some.

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DEFENSE SYSTEM
1. EXPEDITED TRANSFER
(ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	Not acted on in 72 Hrs	Perpetrator ET	Comments
ARNOLD	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	DATA FROM ARNOLD INCLUDED IN EGLIN NUMBERS
BROOKS	N/A	N/A	N/A	N/A	N/A	N/A	BASE CLOSED IN 2011; ET'S ESTABLISHED AFTER BASED CLOSED
EDWARDS	1	0	0	1	0	0	ET outside 72 hrs disposition took 17 days
EGLIN	3	0	0	3	0	0	
HANSCOM	N/A	N/A	N/A	N/A	N/A	N/A	
HILL	2	0	0	1	0	0	one currently in the works. Requested 20 Nov 13. waiting AFPC orders
KIRTLAND	3	0	0	3	0	0	Kirtland AFB has had a total of 3 Expedited Transfers to date.
ROBINS	1	N/A	N/A	1	N/A	N/A	Zero ET requested from AF members. The one request noted is from a Marine stationed at Robins. We did have 1 AF ET request in FY 12. It was approved. However, member was put on hold for a medical board. She was subsequently retired from the AF.
TINKER	3	0	0	3	0	0	AFPC takes too long to make a decision once the request reaches them
WRIGHT-PATTERSON	3	0	0	3	0	NA	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
ARNOLD	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	GSU FROM EGLIN	DATA FROM ARNOLD INCLUDED IN EGLIN NUMBERS
BROOKS	N/A	N/A	N/A	N/A	N/A	N/A	BASE CLOSED IN 2011
EDWARDS	Annual Training	Multiple sessions	Sr Ldrs/SARC short video,		SARC brief mult. Venues	Yes	
EGLIN	Guest speakers (Anne Munch/Mary Lauterbach) / Training programs (Sex Signals/Drunk Sex Date Rape Pgm), Katy Koestner		Locally developed slides/Wg/CC video/chalk talks for small gp discussions	Educational briefings (FTAC, Civ & mil newcomers, NCOPE, ALS, Pre & Post Deployment briefings, CC calls, and Invitational briefings at units)	Educational briefings, annual training, bulletin board flyer, trifold, marketing materials, face to face walk around outreach, first responder training.	Y (tracking reporting rates)	
HANSCOM	SAPR presence at base events	16	Videos/exercises	SARC SharePoint site	yes/protocol checklist	yes	
HILL	Quarterly sexual assault prevention events, targeted briefings in units upon request, robust annual training, focus groups with Junior Airmen Identify areas which need attention.	Four official stand down "days", but we held multiple, consecutive trainings each day and throughout the next month for a total of 60+ classes in the space of a couple weeks.	We briefly discussed the basics (definitions, consent, reporting options, etc.), played two short videos (to show both good and bad ways to respond as a leader if someone says they have been sexually assaulted), had audience draw stereotypical victims and perpetrators (to facilitate discussions on stereotypes vs. real world, risk reduction vs. rape prevention, the frequency and effects of victim blaming, etc.), and had an empathy exercise at the end to make sure participants got the message.	Through official channels (CC's, 1st Sgt's, Chiefs), numerous briefings (CC calls, newcomers briefings, FTAC, ALS, etc.), promotional items and posters, as well as regular "check-ins" with leaders and unit members by SARCs and VA's.	Through official channels (CC's, 1st Sgt's, Chiefs), numerous briefings (CC calls, newcomers briefings, FTAC, ALS, etc.), promotional items and posters, as well as regular "check-ins" with leaders and unit members by SARCs and VA's.	Yes	
KIRTLAND	Specialized training for dorm population utilizing the film, The Line with high concentration on Bystander Intervention, offer information to Circleof6 App. Also have teamed up with JAG and presented segments of The Invisible War to over 1000 airmen for Wingman Day and other CC Calls and mandated training venues, integrating local information of convictions of perpetrators of SA. SARC spoke on the effects of SA on the victim as well as families, JAG focused on what happens to someone who is accused of sexual assault all the way through the Court Martial and sentencing. We made it a point to focus also on the male sexual assault segments of the film to emphasize that there is actually a higher number of males assaulted in the military and again used the Bystander focus to watch out for each other and intervene at all times.		Videos, hand outs, links to all materials provided through share drive for POCs. Videos and small group activities were very effective.	Through CC Calls and every training opportunity, bathroom stalls, posters in dorms and bulletin boards as well website and base newspaper.	SARC engages audience through training and CC calls with question and answer and quizzes handing out prizes for those that participate. Posters and tri-folds are provided at all training and CC Calls.	Yes, dorm population and underage drinking as well as the common thread as to when assaults occur.	Because of our tracking of assaults that occurred in the dorms and underage drinking associated with the assaults we implemented new locks, segregation of male/female population and Safety Walks through the dorms by First Sgts during the times that were indicated as high risk.

ROBINS		WRIGHT-PATERSON		TINKER	
BIT, Annual TIE, Wingham Day, Walk-Around, TIE Campaign	AW = 8 classes 601 ACW = 4 classes Total = 12 classes	Video Clips provided with Stand-Down Materials Health "Type" fairs, Base Newspapers, Briefings, etc.	ABW/CC plus local video clip of Briefings, etc.	Not formally - Informally, we know alcohol is a factor in both the victim and offender the vast majority of the time a SA occurs.	
We are planning a recurring self-defense class, we support Junior Support Council in their awareness efforts such as their mystery dinner that featured sexual assault, we supported Stand Strong de Strong which brought community agencies together to hear speakers related to domestic violence and sexual assault and to network towards collaboration, we give out informational toys such as cards, stress balls	1	Guidance Videos, As required by	Banners are up across base and at all the bases listing the most important program information, New Employee Orientation, Med Group new member orientation, Term Airman center briefing to new airman, briefing for all new CCOs, base website listing into, we set up booths at every possible event, participate in Wing working groups, attend WG staff meeting weekly and brief tends to commanders.		
You tracking and why: Alcohol involvement, Correlation of reporting activity to Quarter/month, Alleged Assault Status, Acquaintance vs. Stranger, rape vs. Non-rape, Assault setting, EDWARDS: We track the commonalities of the assaults that are reported, who reports, was alcohol involved, was the alleged offender a stranger/off-stranger location of the assault, sleeping and intoxicated victim. I bring this up in training because this situation illustrates the power of bystanders to intervene and protect the potential victim. EDWARDS: From all cases reported - Age group of victim and alleged perpetrator, military status and alcohol involvement for the purpose of determining how to best work with the identified population. HILL: We are tracking the percentages of on vs. off base incidents, those that involve alcohol, and the units that have the highest incident rates. By tracking these items, we can target our training to address the ever-changing needs of our installation.	What training materials and methods do you deem most successful and why: TINKER: Group discussions broken down by gender with same sex facilitator. I thought I was really good at facilitating male BIT until I stood outside and heard the group open up to the male who was facilitating. EDWARDS: Interactive face-to-face training works best. PowerPoint slides do not hold the attention of many of the personnel required to be trained.	How do you determine what is least effective and most effective? Has least effective been replaced: TINKER: "political correctness" I had a Ron Paul quote about "honest rape" that caused more than one participant to turn off to the whole message. HILL: The more interactive the better, small groups with a relaxed and open atmosphere, and encourage discussion-DONT shut anyone down! Be respectful and address their concerns, and talk about it offline later if the discussion starts getting completely detailed.	What specific training is conducted to reach male victims: TINKER: Use male facilitators to reach men. We are conducting gender specific Dorm Forums for our dorm residents to discuss assault, harassment and bullying in the dorms. We use same sex victim advocates to facilitate. HILL: Bystander intervention training, specifically talking about how media portrays stereotypical victims/perpetrators and how they actually look and behave; addressing the issue as a problem for all of us to solve instead of "man bashing".	What method is used to ensure all service members receive training: ATMC ALL: This is a problem - AF mandates SA training, however it is NOT coordinated with people whose job it is to track the training. It is so hard to get a listing of training managers. We rely upon training managers to ensure their people are trained; however, we know not everyone is trained. There is no one system to track the training that each MAJCOM recognizes, so it is difficult to get. We require all our facilitators to furnish us with paper rosters. All trainings are advertised through the training mgrs on base. Unfortunately we don't know how many completions ever get entered into ADLS. HILL: We require all our facilitators to furnish us with paper rosters. All trainings are advertised through the training mgrs on base. Unfortunately we don't know how many completions ever get entered into ADLS. HILL: We require all our facilitators to furnish us with paper rosters. All trainings are advertised through the training mgrs on base. Unfortunately we don't know how many completions ever get entered into ADLS.	What you care to share about expedited transfers, including recommendations): AFMC ALL: WRT ETs and other transfers, we desperately need clear guidance on what information is shared between losing and gaining commanders (and others), especially when the victim elects NOT to continue with SAPR services at the new location. Victims report feeling intruded upon by too many in their new chain of command that thus feel the reason for the ET is sometimes negated.
3. CASE MANAGEMENT					
BASES					
Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?					
COMMENTS					
ARNOLD IS A GSU FROM EGUN -- EGUN RESPONSE INCLUDES ARNOLD DATA					
BASES CLOSED IN 2011					
SARC asks this question during initial visit, if applicable.					

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RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
Dobbins							
Grissom							
Homestead							
March							
Minn-St Paul							
Ft Worth							
Niagara Falls							
Pittsburgh							
Pope							
Youngstown							
Westover							

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
Dobbins							
Grissom							
Homestead							
March							
Minn-St Paul							
Ft Worth							
Niagara Falls							
Pittsburgh							
Pope							
Youngstown							
Westover							

What type of trends are you tracking and why:
 What training materials and methods do you deem most successful and why:
 How do you determine what is least effective and most effective; Has least effective been replaced:
 What specific training is conducted to reach male victims:
 What method is used to ensure all service members receive training:
 COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
Dobbins		
Grissom		
Homestead		
March		
Minn-St Paul		

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Ft Worth	
Niagara Falls	
Pittsburgh	
Pope	
Youngstown	
Westover	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

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RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
BARKSDALE	1	0	0	0	0	0	
FE WARREN	0	0	0	0	0	0	
MALMSTROM	2	0	0	2	0		Transfer took longer due to Sequestration and then AFSC location numbers
MINOT	3	1	0	3	0	0	Victim's allegation did not meet the threshold of threat to his life. Victim was PCA'd
WHITEMAN	8/2 Spouses	0	0	6	1	0	The approval didn't flow and got stuck in commanders virtual MPF approval inbox

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
BARKSDALE		25					provided on word document
FE WARREN							provided on word document
MALMSTROM		1					provided on word document
MINOT	Resiliency days, Wingman Days, SAAM and collaboration with other awareness months, articles, attend enlisted airman council, dorm management meetings, etc.	105	Materials provided from HAF, AFGSC	Live briefs, news, flyers, info fairs, email	Live briefs, commander calls, info fairs, media	Yes	
WHITEMAN							provided on word document

What type of trends are you tracking and why: Tracking client contacts where an official report is not made. AFI and DoDI do not require victims to sign a DD Form 2910, therefore the known alleged sexual assault is not reported. Other contact documented includes family members/friends of victims who are looking for resources and assistance in helping with coping mechanisms and 18 and younger dependents/parents who need resources.

What training materials and methods do you deem most successful and why: Interactive training with an activity and/or group participation. Assists in retaining the information better and makes the learning environment enjoyable.

How do you determine what is least effective and most effective; Has least effective been replaced: Feedback from units/leadership/VAs.

What specific training is conducted to reach male victims: There is no current training just for that topic. We incorporate information about male victims at all briefings/trainings.

What method is used to ensure all service members receive training: SAPR office provides training and gets rosters to UTM's. We work with UTM's and leadership to address mandatory training.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
BARKSDALE		
FE WARREN		

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MALMSTROM		
MINDT	No, we do not currently track that specific information. We do ask if the assault occurred prior to service.	
WHITEMAN	We have had no prior to service reports to date	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):



RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)							
BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	
Hurlburt	0	0	0	0	0	0	
Cannon	1	1	1	2	0	0	
2. PREVENTION & TRAINING							
BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
Hurlburt	Training as many VAs as possible to help spread the word about culture change from within the units	1	those provided on the AF Portal	CC Calls, Newcomer's Briefings, First Term Airmen Briefings, ALS briefings, NCO/SNCO Briefings, 1st Sgt Briefings, SharePoint, Facebook	CC Calls, Newcomer's Briefings, First Term Airmen Briefings, ALS briefings, NCO/SNCO Briefings, 1st Sgt Briefings, SharePoint, Facebook	Y	another Stand-down is planned for April 2014
Cannon	briefings, getting buy in from leadership, visit units around base, bring in experts to talk to base	1	slides, scenarios, group discussion	share point, emails, victim advocates	briefings, posters, business cards, commanders calls,	n/a	
What type of trends are you tracking and why:							Increased reporting - awareness campaigns/materials are working
What training materials and methods do you deem most successful and why:							The take a stands and class participation works the best. Small group discussion - gives members a chance to share thoughts, feelings, biases, myths
How do you determine what is least effective and most effective; Has least effective been replaced:							class feedback Least effective - outdated videos (no longer used)
What specific training is conducted to reach male victims:							We use the same "gender-sensitive" training for everyone
What method is used to ensure all service members receive training:							We track the training in ADLS.
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):							
3. CASE MANAGEMENT							
BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?					COMMENTS	
Hurlburt	Yes - any prior-service victims are asked if they reported their assault to civilian authorities.					n/a	
Cannon							
COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):							

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AFDW

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
Joint Base Andrews	7	0	0	7	0	0	
Pentagon	0	0	0	0	0	0	
JBAB (totals)	0	0	0	7	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
AFDW	Annual SAPR Training, Leadership Response Training, Risk Reduction- Safe Talks	346	CSAF SAPR Video, Invisible War, AFDW CONOPS,	Face to Face training, SharePoint, SAPR website, brochures, building marquee	Face to Face training, SharePoint, SAPR website, brochures, building marquee	yes	

What type of trends are you tracking and why:
 Number of incidents that occur on/off the installation

What training materials and methods do you deem most successful and why:
 Researched material from Dr. David Lisak, Dr. Dean Kilpatrick, National Violence Center,

How do you determine what is least effective and most effective; Has least effective been replaced:
 By offering focus groups, Pre and Post Evaluations of Educational material.

What specific training is conducted to reach male victims:
 All training and education awareness briefings are designed to encourage all male and female victims to come and seek help.

What method is used to ensure all service members receive training:
 Training is offered in several venues.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):
 N/a

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
JBAB	n/a	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

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Amc

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
CHARLESTON	1	0	0	0	1	0	
DOVER	1	0	0	1	0	0	
FAIRCHILD	3	0	0	3	0	0	
GRAND FORKS	0	0	0	0	0	0	
MCCHORD	1	0	0	1	0	0	
							Member not eligible for PCS under Humanitarian Transfer Rules
MCCONNELL	0	1	0	YES	0	0	
MCGUIRE	0	0	0	0	0	0	no ET requests at JB MDL
LITTLE ROCK	3	0	0	3	0	0	None
MACDILL	1	0	0	1	0	0	
SCOTT	0	0	NA	NA	NA	NA	NA
TRAVIS	2	0	0	2	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
CHARLESTON	Self Defense Class/Education/ Info Fairs	1	Standard AF CONOPS	Displays/Newsletter/CC	Annual Training/CC Briefings	Yes	

DOVER	<ul style="list-style-type: none"> • Presentations and Briefings (group and individual) • Leadership in the System Wing Campaign Plan • Outreach to base and community agencies • Mandated Trainings • Commanders' Calls • Sexual Assault Awareness Month • Wingman Day • Command Orientations • Wing Warrior Runs • Children's Mobility Line • Volunteer Victim Advocate Recruitment, Training and Monthly Meetings • Leadership Pathways 	<ul style="list-style-type: none"> • 2013 - 1 "All Call" SA Stand Down Day • 2007 - 2013 - 1 each April (SAAM) • 2007 - 2013 - 2 Wingman Days per year <p>Total events: 22</p>	<ul style="list-style-type: none"> • Audio Visual Materials: Power Points and DVD from SAPR DVD Library • Promotional Items (Providing contact information and access to services) • Educational Brochures • Lesson Plans (Guided small group discussions) • Role Play Scenarios 	<ul style="list-style-type: none"> • Outreach - Visits to units on installation offering promotional items and brochures • Electronically (to include office, 24/7 hotline, DOD Safe Helpline telephone #'s) • Mandatory postings (to include office, 24/7 hotline, DOD Safe Helpline telephone #'s) • Base Newspaper articles (The Airlifter) • AW/CC Newsletter (The Eagle Express) • Briefings • Mandatory Trainings • Volunteer Victim Advocates • Wing Stand Up • Dover AFB home page 	<ul style="list-style-type: none"> • Outreach information disseminated with contact numbers and brochures regarding Dover AFB specific resources and who to contact when individual wants to make a report • Mandatory Trainings • Leadership in the System risk reduction activities approved and monitored by Wing/CC, Col Moore • Articles in Base Newspaper • Posters required in sections with 24/7 contact phone number • Briefings • Dover AFB home page 	Yes	
FAIRCHILD	Events/Speakers	1	Training materials provided	Promotional Items	Training (Flyers/Trifolds)	Noted	
GRAND FORKS	Community and team building; Interactive programming	1	AF-issued training materials were used due to the short lead-time before the event; added in EO prevention as requested by units.	Shared Drive	First Term Airman's Course, Wingman Days, NCOPME, SNCOPME, Newcomers Orientation, Spouses groups, Key spouse mentoring	Y	There was not enough planning time to adequately train facilitators for the SA Stand-Down. The facilitation in a wing-sized event is key when you are not using subject matter experts to guide discussions.
MCCHORD	Bystander Inter Trng	2	Small group discuss, activities	Website, at the gate, etc.	Flyers in the units & trainings	Y	Please see additional comments below.

MCCONNELL	Dorm Events - saturate dorms with Prevention/Education Materials, Reporting Option Poster throughout base common areas, Grass roots prevention through Recruiting Dorm Residents for VA program, VA Program goal is one VA per squadron; Wing Fun Run events; Dangers of Social Networking created for Wingman University	FY2013: 2 - 22 ARW; 1 - 931 ARG; 1 - 10 ASOS; 1 - Local Recruiters; FY2012: BIT Marathon Day	CSAF Video Message; Wing/Group Commander Message; Question/Answer Session with Panel Members from OSI, SARC, JA, local LE, local SA support center; small group discussions with facilitators; misc. videos addressing bystander intervention and changing the culture regarding SA. BIT materials also utilized.	Through Dorm Rush Events; FTAC; Right Start; Heartlink; Spouse Groups; First Sergeants; all IDS events; Prevention Material Displays located at the HAWC, Lodging, MPS, Finance, Med Group, Airman and Family Readiness Ctr, and DFAC.	In all the ways mentioned in Column E.	Yes	
MCGUIRE	Team Teal Theatre group, Teal Rope Program (no accoutrement), partnering with local community resources to get speakers and additional training free of charge		Interactive Scenarios and small group role play; video message from CSAF and CMSgt AF; briefings; promotional items	social media, briefings, promotional items	formal PME, CC calls, social media, professional club meetings	Y	The development of a Sexual Assault Theatre Group and a Joint Service Teal Rope Program has received enthusiastic interest from individuals who are getting involved to spread Sexual Assault Prevention information as well as reporting information.
LITTLE ROCK	Briefings, training, focus groups, printed materials	June 2013 all Wing in Team Little Rock, multiple sessions-6K	All materials and facilitator guides provided by HAF including videos	Share Point, emails, in person	Written materials, briefings, posters, training, CC Calls, roll call, focus groups	Yes	None
MACDILL	Trainings, briefings, videos, guest trainers (i.e. Sex Signals, Can I Kiss You, etc.); small group discussions; posters/pamphlets/web sites; Bystander Intervention Training	One in 2013 as directed by SECDEF for Wing and 36 tenant units	For those tenant units that are joint, utilized materials prepared by Army for Army personnel, by Navy for Navy personnel, and by Marine Corps for Marines. For Air Force personnel, used the materials provided by SAPR HAF as a starting point to build Commander's Call presentation and small group discussion guidance. Three videos (Unidentified Offender and two "what would you do" videos) utilized to jump start small group discussions.	Posters, pamphlets, websites, Commanders' Calls, briefings, trainings, walk arounds within the units, victim advocates within units	Posters, pamphlets, websites, Commanders' Calls, briefings, trainings, walk arounds within the units, victim advocates within units	Yes	Training should be consistent across installations and developed early enough to spread it out throughout the FY.

SCOTT	Annual training to include opportunities to watch recorded DVD of training to enable 100% capture, guest speakers covering current relevant issues in Mil SA (NDAA 2012 Legal changes), Small groups discussion, Dorm focused initiatives (Potlucks, FTAC, Skits) Brochures, Cmdrs Calls, etc.	Stand-Down accomplished on five different days in June to accommodate 375 AMW and Tenant Units. 115 Facilitators trained for small group discussions.	Facilitators guide developed and distributed to installation facilitators as well as other AMC bases. Video recording made available for individuals who were not present on the day of training. 115 Facilitators trained for small group discussion. Training pamphlets given to participants describing services available through SAPR program and Legal assistance.	Scott SAPR Facebook page has resource information and current SAPR activities. Pamphlets with SAPR pertinent info are available and distributed throughout the installation. Scott Base Bulletin is sent via email to "Scott All" advertising events and available resources.	Scott SAPR Facebook page, weekly Newcomers Orientation, bi-weekly FTAC class, brochures and pamphlets, small SAPR cards distributed through A&FRC with contact information and reporting procedures, commanders calls.	Yes	A formula or process needs should be developed/research that defines a healthy SAPR program. How do we measure success? Amt of reports are not an indicator. Scott has collaborated with other agencies (FAP, ADAPT) to try to identify trends that would help direct efforts that would positively impact climate. Additionally, HAF development and distribution of annual training prior to FY would provide consistency and enable SAPR offices to start annual training prior to CY.
TRAVIS	FTAC, CC Calls, ROTC, stand-down, annual training, reintegration, & newcomer's briefings, Leadership Pathways classes	1	Icebreakers, statistics, Wingman training videos, role playing, Take a Stand! exercise, DoD & AF policy, scenarios w/ questions, guided brainstorming sessions	Briefings, handouts, marketing tri-folds, bulletin boards, and verbally via phone or in-person	Briefings, handouts, marketing tri-folds, bulletin boards, and verbally via phone or in-person	Y	

Charleston:

What type of trends are you tracking and why: Tracking male vs. female reporting, restricted vs. unrestricted, at risk age groups, collateral misconduct
What training materials and methods do you deem most successful and why: Out and abouts, meeting face to face provides a level of trust and knowing their SAPR Staff

How do you determine what is least effective and most effective; Has least effective been replaced: Meeting with the individual/group population will tell you what needs work or what they would like to be put in place

What specific training is conducted to reach male
What method is used to ensure all service members receive training: None at present
 Conduct as many training sessions as needed and as requested per Commanders/First Sergeant

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

Dover:	SA Incidents and Alcohol Use in order to educate about the positive relationship between these two and to increase understanding of alcohol use and vulnerabilities as part of risk reduction.
What type of trends are you tracking and why:	The method I deem most successful is what the 436 AW/CC has established with his Leadership in the System Campaign. This is a leadership program and the best method is leadership involvement and support. The best materials are ones that engage members, are authentic and realistic.
What training materials and methods do you deem most successful and why:	Use of Critiques, self-reports, verbal feedback and request from Members, Victim Advocates and Command. Goal is to replace least effective when more effective training materials and methods are identified
How do you determine what is least effective and most effective; Has least effective been replaced:	Leadership in the System risk reduction activities include small group discussion for males living in the dorms. Power Point presentation targeting males; OPR for this is the 436 AW/CCX. This campaign plan, elements and activities are approved and monitored by Wing/CC, Col Moore.
What specific training is conducted to reach male victims:	Annual Training (Unit Training Manager and ADLS tracking) Predeployment Training (Unit Training Manager, ADLS, and certificate tracking) Bystander Intervention Training 2011 (Sign-in rosters and Unit Training Manager tracking)
What method is used to ensure all service members receive training:	
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	
Fairchild:	
What type of trends are you tracking and why:	Trend noted: victims alleged perpetrator has been an acquaintance, friend, or ex-relationship.
What training materials and methods do you deem most successful and why:	Small groups where people can discuss/challenge others perceptions about sexual assault.
How do you determine what is least effective and most effective; Has least effective been replaced:	Less interaction in large groups utilizing power point. Smaller classes of 30 people without PowerPoint appear to engage more (BIT).
What specific training is conducted to reach male victims:	I clarify all genders are victims of this crime & our office has worked with male victims.
What method is used to ensure all service members receive training:	Working with UTM's, Squadron Leadership, and displaying monthly completion rates at Wing Stand Up.
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	
Grand Forks	
What type of trends are you tracking and why:	We have not had been able to deduce any visible trend in our sexual assaults.
What training materials and methods do you deem most successful and why:	Small group discussions, interactive programming. These methods foster more participant involvement than traditional PowerPoint presentations
How do you determine what is least effective and most effective; Has least effective been replaced:	Based on participant feedback as well as participation levels during classes, the least effective are dated videos and PowerPoint briefings laden with statistics and studies. These have been replaced with more small group discussions and interactive programming. Statistics are still woven in to the training or discussion but not the focal point necessarily.
What specific training is conducted to reach male victims:	Each training and discussion talks about those survivors of sexual assault and the barriers they face for reporting or seeking assistance; there is no need for specific training when you talk of victims being anyone. We make it a strong point that victims can be either gender!
What method is used to ensure all service members receive training:	Annual training requirements are coordinated through unit training managers and has been since BIT; the processes have not changed.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

If we want to be taken seriously by the community members we need to be less reactive as a program and more thoughtful in prevention materials. The video we were required to show as part of the annual training for FY13 had out of date uniforms--that shows we are not in tune with the active duty members we are providing service and support for.

Annual training requirements are taking far too long to get to the installation level. We should be loaded and ready to go with the start of a new fiscal year. There are units that are deployed 6 months and home for 6 months--if we are not getting annual training requirements until 1 quarter into that fiscal year, we are not set up to succeed.

SAAM is in April every year; information from DOD/HAF on theme and activities would suit bases better if we had more lead time rather than the info coming out mid-March. We have used the civilian theme because our planning starts in the fall for booking guest speakers and organizing the wing calendar to support our events. What eventually comes from DOD and HAF is too late to effect change in our theme.

Little Rock

What type of trends are you tracking and why:
types of incidents, victim groups, where incidents occur

What training materials and methods do you deem most successful and why:
No real method available to judge or measure.

How do you determine what is least effective and most effective; Has least effective been replaced:
We have tried a range of materials and methods in eight years and try to change out and try new things when they become available.

What specific training is conducted to reach male victims:
Nothing geared to male victims only, but a part of all training.

What method is used to ensure all service members receive training:
ADLS is all that is available.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):
None, but very pleased they are available and working.

MacDill

What type of trends are you tracking and why:
Alcohol/drug involvement as risk factor, where assaults are occurring (to look for risky locations), age of offender and victim (to target prevention efforts); track all trends that are put into DSAIDS

What training materials and methods do you deem most successful and why:

How do you determine what is least effective and most effective; Has least effective been replaced:
Training evaluations and discussions with personnel; it is difficult to know what has truly been effective when we are trying to prove a negative (what didn't happen). Least effective has always been "death by PowerPoint" -- while PowerPoint may be used during a training or briefing it is used as a backdrop to guide discussions.

What specific training is conducted to reach male victims:

What method is used to ensure all service members receive training:

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):
While the transfers are approved quickly, the actual moves tend to take too much time. There needs to be a faster system in place to identify locations and make the move happen. A systematic process should be in place to notify gaining SARC and Commander that an expedited transfer is coming -- occasionally that is not known until the individual arrives.
The capabilities of the gaining base (i.e. mental health resources and SARC case load) should be taken into account when approving moves. Our installation seems to receive a large number of incoming expedited transfers. Depending what is happening on the installation at the time, it can be difficult to take on additional cases midstream.

McChord

What type of trends are you tracking and why:	Required USAF/AMC reports. Ensure our prevention efforts are tailored to any increase in reports.
What training materials and methods do you deem most successful and why:	Focus groups, realistic videos downloaded from YOUTUBE and small group discussions. Audience is able to connect with material and it's a discussion verses lecture.
How do you determine what is least effective and most effective:	Power Point Presentations/Large Group Lectures
What specific training is conducted to reach male victims:	Annual SAPR training
What method is used to ensure all service members receive training:	ADLS tracks all annual SAPR training
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	Guidance is needed on expedited transfers coming inbound to the gaining installation. To date, the 62AW has received 4 inbound Expedited Transfers. Also, McChord Field does a lot on community outreach: Wingman Day (Skit, Survivor Presentation, etc.), Sex Signals Performances, Stand Down Plenary Session and it (small) discussions, R.A.D. Self Defense Program (this can be argued as risk reduction vs.
McConnell	
What type of trends are you tracking and why:	AF directed to review sexual assaults occurring in dormitories and alcohol involvement (in line with national statistics related to alcohol and victimization).
What training materials and methods do you deem most successful and why:	Bystander Intervention Training conducted in 2010-2012. Small group discussions held on Stand-down days and the expert panels to answer audience questions.
How do you determine what is least effective and most effective; Has least effective been replaced:	Based on feedback from base populous. PowerPoint training deemed least effective. Interactive discussions most effective in small groups.
What specific training is conducted to reach male victims:	All training conducted by McConnell SAPR includes reaching both male and female victims.
What method is used to ensure all service members receive training:	SAPR conducts training and unit UTMs update in ADLS. SAPR does not have access to ADLS.
COMMENTS (Any other info you care to share about expedited transfers, including recommendations):	None.
McGuire	
What type of trends are you tracking and why:	Location; alcohol use; and rank of victims tracked to reveal areas for targeted training
What training materials and methods do you deem most successful and why:	Scenario based interactive training holds attention
How do you determine what is least effective and most effective; Has least effective been replaced:	PowerPoint heavily supplemented with scenarios
What specific training is conducted to reach male victims:	Theatre group scenarios
What method is used to ensure all service members receive training:	Tracking in ADLS
COMMENTS:	The Teal Rope Program at JB MDL is a group which uses creative ways to get information on Sexual Assault Prevention out to the community. In just the first month, we have had 17 military members join the group. Events already scheduled include a sidewalk chalk drawing contest, and a theatre presentation for SAAM.
Scott:	
What type of trends are you tracking and why:	Sexual Harassment behaviors associated with assaults, alcohol involvement.
What training materials and methods do you deem most successful and why:	Small group discussions because it enables the facilitator to identify and address misconceptions, myths and cultural attitudes about victims and rape culture.
How do you determine what is least effective and most effective; Has least effective been replaced:	Training evaluations, audience participation and feedback forms.

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What specific training is conducted to reach male victims:
 FTAC and all training include male statistics to include videos depicting male victims.

What method is used to ensure all service members receive training:
 Scanning CAC cards and capturing unit specific demographic info. This is then forwarded to unit training managers who are responsible for reporting completion rates to the SAPR ofc.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):
 A systematic process should be in place to notify gaining SARC and Commander that an expedited transfer is coming -- occasionally that is not known until the individual arrives.

Travis

What type of trends are you tracking and why:
 Location of sexual assault, whether alcohol was involved, age, gender, and rank of victim, and subject demographics.

What training materials and methods do you deem most successful and why:
 The in-person briefings and Leadership Pathways courses as the face-to-face interaction leads to discussion on the topic which provides a more personal response to the topic.

How do you determine what is least effective and most effective; Has least effective been replaced:
 We receive both verbal and written feedback on all events and trainings that we execute. We have found that through feedback we can tailor our briefings to meet the needs of various demographic populations and the general population as a whole. Our training is living, and therefore the least effective methods are constantly revised.

What specific training is conducted to reach male victims:
 None to reach only the male population. Instead, we include information on both male and female cases and demographics during every event/training.

What method is used to ensure all service members receive training:
 Briefings are utilized to complete the annual training requirements. We have every member sign-in, and with the sign-in sheets UTMs update ADLS.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):
 A "cheat sheet" on expedited transfers for both the victims and their commanders should be standardized. We have our own version but believe a standardized form would be helpful so that both the losing and gaining SARCs are on the same page. We are concerned with inconsistencies in notification and lack of guidance to ensure gaining commander is notified and aware of expedited transfer.

3. CASE MANAGEMENT		COMMENTS
BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	
CHARLESTON	None	
DOVER	None	
FAIRCHILD	Yes we have one case where the victim was assaulted prior to joining. She notified civilian law enforcement after it occurred, but nothing happened. Recently AFOSI has contacted the civilian law enforcement agency about proceeding forward with her complaint.	
GRAND FORKS	None	
MCCHORD	None	
MCCONNELL	Yes. Victims are asked whether they reported the crime to law enforcement/civilian authorities.	
MCGUIRE	None	
LITTLE ROCK	None	
MAGDILL	None	
SCOTT	None	
TRAVIS	None	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

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AFSPC
Self

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
BUCKLEY	1	0	0	1	0	0	ET approved as a PCS
CAVALIER							
CHEYENNE							
LOS ANGELES	N/A	N/A	N/A	N/A	N/A	N/A	LA had no ET requests in FY13 to present
PATRICK	1	0	0	1	0	0	to date, 1 ET transferred to Patrick from Holloman and 1 ET transferred from Patrick to LA AFB in FY13/FY14
PETERSON	3	0		3			
SCHRIEVER	2	0	0	2	0	0	
THULE							
VANDENBERG	1	0	0	0	1	0	ET complicated due to AD victim married to another AD - ET granted

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
BUCKLEY	1) - Women's Empowerment Socials started Jan 2013 - Wing/Group female leadership coordinate/facilitate monthly themed events giving focus to education and empowerment - events have been conducted monthly except during government shut down- events have included personal self defense classes, book discussion, professional women's panel, hike, making blankets for local women/children's shelter ; 2) Peer-to-peer SAPR training for FTAC: younger	1 WG session facilitated by WG/CC, SARC, and JA; 14 make-up sessions facilitated by SARC/VA and unit CC	1) slide presentation developed by WG/CC and SARC; 2) presentation by Ms. Anne Munch, national SME on SA; 3) videos supplied by HAF; 4) small group breakdown at squadron and unit levels, facilitated by sq. commanders and SARC/VAs	1) base and community helping agencies information materials displayed at all briefings/training sessions; 2) marketing/info items distributed at briefings (pens, shopping totes, magnet clips, etc.); 3) VA conduct "walk-through" their individual units, minimum of bi-monthly; 4) SARC/VAs participate in information/medical fairs across installation;	1) All training presentations include information on reporting options, how to report and an individual's responsibility upon learning of a SA; 2) SARC/SAPR Program info poster posted in work centers; 3) participation in base/unit events and walk-abouts done by SARC/Alt SARC/VAs; 4) SARC/Alt SARC/VAs brief at FTAC, Newcomer's Orientation, New Hire Orientation for NAF personnel, Heartlink, CC calls, First Sergeants and Chief's meetings, WG Standup, CAIB; 5) SARC and SAPR Program introduced to all base tenant organization leadership; 6) group specific training for leaders (e.g. commanders, supervisors, senior enlisted); 7) distribution of information materials (SAPR 24/7 Helpline number, DoD Safe Helpline, Continuum of Harm tri-fold, SAPR info Deployment Card)	Yes	

	Wing/Group female leadership coordinate/facilitate monthly themed events giving focus to education and empowerment - events have been conducted monthly except during government shut down- events have included personal self defense classes, book discussions						
CAVALIER CHEYENNE							
LOS ANGELES	Annual SAPR Training, First Responder Training, On-Boarding Briefing, Reintegration, SAAM, Heartlink, Outreach booths, VA Training, Commander's training, Wingman Day	1 (Occurred in July 13)	Screening of Invisible War, First Responder Panel Discussion, Small Group Discussion, Video Clips,	Outreach Booths, Training, Display cases located throughout the base, Staff Bulletin,	Outreach Booths, Training, Display cases located throughout the base, Staff Bulletin,	Y	
PATRICK	Please see comments	1	Please see comments	Please see comments below	Please see comments below	yes	
PETERSON		15					Please see enclosed word doc for comments
SCHRIEVER	Partner with Fitness Center for various events: Runs (i.e. Race to eliminate Sexual Violence), Dodgeball Tournament (Violence is never the Answer), Triathlon (Take a Bite out of Sexual Assault). Provide outreach tables in front of the main dining facility on base; provide outreach tables at all major base events. Brief at Newcomers, FTAC, and Key Spouse trainings and at Administrative Assistant Day. Work with PA on articles for base paper.	1- AD Wing and 16 sessions for Reserve Wing. Also provided GSUs with materials needed to conduct down day.	For AD Wing- brought Sex Signals: "Hook-up" and used AF/AFSPC videos. Also partnered with EO for Sexual Harassment briefing at CC Call; For Reserve Wing-used Annual Training and AF/AFSPC Videos	Conduct walk abouts (at times with EO/IG) to ensure units are of resources. At all outreach events pamphlets are available with information. All SARC give always have hotline and/or SAFE line information. All unit bulletin boards have CC SAPR guidance letter and SAPR flyer with base hotline and SAFE line. At all trainings and briefings this information is reiterated.	At all annual trainings and briefings RR and UR are discussed as well as who members can report to and keep it restricted. SAPR information is located on base home page and base Facebook.	Yes	We track alcohol/drug involvement, on base vs. off base occurrences and status of victim and perpetrator. Training materials that are the most effective are ones that engage the audience, videos that use humor appropriately and that are current and relevant. We determine effectiveness by both formal and informal surveys. Least effective training materials have been replaced as allowed by AF guidance. During all trainings/briefings it is specified victims can be either female or male and discuss why it might be difficult for men to report. ADLS tracks our annual training.

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THULE							
VANDENBERG	SAPR walk/talk	1	Info tables, promo items, etc.	websites, SharePoint, etc.	In person, on webpages, etc.	No	R.E.A.L. walk/talk = Respect, Equality, Accountability, Leadership

What type of trends are you tracking and why:

Patrick--SAs both restricted and unrestricted so we know if victims are coming forward and if the problem appears to be getting worse or better
 Buckley--1) Trend being tracked: number of times OSI is mandated to conduct investigation, even though it is expressly against the survivors wish. Concern is that this will inadvertently deter victims from making an Unrestricted report for fear that her/his wishes will not be honored in cases where they do not want the incident investigated (e.g. incident occurred years before the report/alleged offender may/may not still be in military) but do wish to make leadership aware of a situation, wants leadership support and/or may want more time to consider having an investigation. There is additional concern that a forced investigation does not encourage victims to participate in the investigation or cooperate with the investigative agency.
 LA--Reports of SA

What training materials and methods do you deem most successful and why:

Patrick--BIT was well received and most personnel seemed to buy in to it. Scenario videos with group discussion are also effective.
 Vandenberg--websites, SharePoint, etc.
 Buckley--2) Most successful training materials and methods: (a) FTAC briefing was developed and is delivered by younger VAs. This education/training has proved to be received much better by FTAC attendees because the message is delivered in their language by a member of their peer group. Delivery of the message concentrates on discussion about the definition of SA, reporting options, how to report, being a Wingman and what consent looks like, including a short comedic video about consent. Feedback has been positive, with attendees stating that they like the delivery system that encourages discussion rather than an overload of PP slides. Plans are in motion to change the delivery to co-facilitation of the briefing by a male and female VA. (b) Cross training for area SARCs: Installation SARC and Alt SARC have been trained in Army SHARP Program while Joint Force HQ SARC for Colorado National Guard (CONG) received training on AF SAPR Program as well as delivery of AF Annual Training. This cross training allows SARCs to provide better response to military members of other services, assist one another in conducting service specific SAPR training, and provide joint services initial and refresher VA training. In FY 13, Buckley SAPR Program collaborated with CONG SAPR Program, co-facilitating four - 40 Hr VA Certification courses for Guard and Active Duty personnel of all military branches.
 LA--small group, interactive/scenario based training. Individuals feel more comfortable sharing their opinions in a small setting compared to a large group.

How do you determine what is least effective and most effective; Has least effective been replaced:

Patrick--Least effective is using basically the same PP slides annually. Unfortunately the USAF requires that we cover basically the same info annually.
 Vandenberg--Handouts not appreciated by younger Airmen. Replaced with web info for young Airmen.
 Buckley--3) Determining what is least/most effective: Feedback forms are designed by SARC for specific educational venues such as VA training courses, Wingman Day SAPR briefings, and cross service training/briefings. SARC utilizes feedback received from other agency briefings such as Newcomer's Orientation, FTAC, Heartlink and CC calls. Ineffective and/or least effective methods are changed/deleted as necessary and new efforts/materials re-evaluated.
 LA--The feedback that is received after a training. Large group and PowerPoint presentation has been replaced

What specific training is conducted to reach male victims:

Patrick--Unit visits talking one on one with all members, no specific training just for males except for BIT
 Vandenberg--Discussed at FTAC and male VAs provided to male victims.
 Buckley--4) Specific training to reach male victims: (a) As many SAPR briefings as possible are conducted or co-facilitated by male VAs. (b) male VA conducts FTAC briefing. (c) video(s) addressing male victimization were included in SAPR Stand Down and annual training.

What method is used to ensure all service members receive training:

Patrick-- The SARC developed a spreadsheet from ADLS with all members names/units and uses it to track training. He sends sign in sheets to UETMs and Commanders showing who attended and who needs to attend. He developed spreadsheets to track both numbers and names and also works with UETMS to ensure all members complete training before suspense.
 Vandenberg--Training is tracked by Base UTM via ADLS.
 Buckley--5) Methods used to ensure all service members receive training: SAPR Office works with Unit Training Managers (UTM) to identify personnel requiring training; training is conducted for individual units or on a schedule established by SARC for all WG/base personnel; completion of training is tracked and annotated in ADLS by UTM's for all personnel; regular updates of trained/untrained personnel are sent to SARC and reported to WG leadership.
 LA--Annual Training will include a discussion on male victims.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

Patrick-- Only had 1 member transfer out and 1 transfer in. It seems to be a good policy that helps survivors.
 Buckley--ITEM 2 "Types of efforts/initiatives aimed at prevention." (continued) - Wing/Group female leadership coordinate/facilitate monthly themed events giving focus to education and empowerment - events have been conducted monthly except during government shut down- events have included personal self defense classes, book discussion, professional women's panel, hike, making blankets for local women/children's shelter; 2) Peer-to-peer SAPR training for FTAC: younger Victim Advocates have developed and conduct briefings at FTAC classes

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
BUCKLEY	No FY 13 cases had prior service victims	
CAVALIER		
CHEYENNE		
LOS ANGELES	No	

PATRICK	negative- In FY13-to date not aware of any.
PETERSON	Yes -see comments below
SCHRIEVER	This question is always asked during the initial meeting with the victim.
THULE	
VANDENBERG	Yes. The VAFB SARC attends monthly Case Management Meetings with the local Santa Barbara County Sexual Assault Response Team

It is helpful to work with the local helping agencies.

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

Peterson--3 of our cases in FY 13 reported to civilian authorities. One case the assault occurred prior to AD service by a civilian offender. The 2 other cases the offender was civilian. AFOSI is sharing jurisdiction on those 2 cases. AFOSI is doing most of the investigating with the agreement of the civil authorities.

PATRICK AFB

#2B:

Installed CAC reader locks on all dorm rooms and common areas; produced SAPR prevention video "What would you do?" in which local airmen answered questions about SAPR such as: What would you do if someone was trying to hook up with your intoxicated friend? How can we eliminate SA from the military? Is it OK for 2 drunk people to have sex?...; Developed and distributed wallet tri-folds with SAPR resources, contacts and info; Conducted 6 hrs. of SAPR training for leaders; developed and disseminated SAPR Talking Points for Commanders to use during safety briefings; conducting Heart Math training for Shirts, Commanders, VAs, and others; visiting all units to meet one on one with all members to assess SAPR effectiveness and discuss reporting options and SAPR issues; Conducted annual SAPR training for 100% of base and AOR population; conducting SAPR training on Wingman Days, CC Calls, for Newcomers, First Term Airmen, and other groups on and off base

#2 D:

SAPR Stand Down Day 21 June 13, agenda: CC Call, Guest Speaker Jeff Bucholtz "Culture of Respect and Media Literacy", Annual SAPR Training from base SARC, breakout sessions: Leaders met with Mr. Bucholtz, squadrons/units watched 2 videos "Got Consent" (SA) and "Amateur Night (sexual harassment) followed by group discussion led by commanders and shirts

#2 E:

Info is disseminated to members via numerous channels: Wallet tri-folds with QR codes, brochures, posters, newspaper articles, SARC Share Point Page, Patrick AFB Webpage, handouts, briefings, training, SAAM info/awareness tables, flyers, word of mouth

#2 F:

Please see 2 E answer above

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
Ft Meade	0	0	0	0	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
Ft Meade	Specified training developed for each audience; collaboration with SART members; All levels of leadership consistent messaging	1 in last year	SARC developed: large group intro with SART presentation and then small group break-out sessions lead by leaders and Vas	brief in trainings, commander's calls, Q&A from all SART programs	Through briefs, VA's publicize their availability, Leadership and SART reinforcement in different venues	Yes	

What type of trends are you tracking and why: We have tracked offender status as most of our cases do not involve our wing's service members

What training materials and methods do you deem most successful and why: Interactive, discussion based training is most effective as it allows individuals to personalize meaning.

How do you determine what is least effective and most effective; Has least effective been replaced: Feedback forms and discussions after training sessions

What specific training is conducted to reach male victims: Nothing specific and separate but all trainings address male victims and males as critical components of this issue

What method is used to ensure all service members receive training: UTM's work with SAPR to record training in ADLS

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
Ft Meade		

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
ANDERSEN	2	0	0	2	2	0	Additional 2 returns to home stations (1 deployed & 1 TDY)
DIEGO GARCIA	N/A						
EIELSON	0	0	0	0	0	0	
ELMENDORF	1	0	0	1	0	0	
HICKAM	1	0	0	1	0	0	
KADENA	6	1, then later approved	1 (I believe)	6	0	0	1 ET was initially denied by AFPC, reviewed by MG Woodward, then approved
KUNSAN	0	0	0	0	0	0	
MISAWA	1	0	0	1	0	0	Member withdrew ET after approval
OSAN	3	0	0	3	0	0	
YOKOTA	0	0	0	0	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
ANDERSEN	SAPR Annual Trng-fulfilled reqmts for USMC/USA deployed to AAFB; SAAM-Awareness Walk, Denim Day, & Self-Defense Class; SAPR Down Day-Wing Awareness Run, WG/CC & SQ/CC Calls, & Small Group Instruction; Base In-Processing/FTAC Ed; Inter-Svc Reception Processing Line; Collaborative Event w/ End Domestic Violence Month; Spouse Day Outreach; Deployed/Single Amn BBQ Outreach; Edutainment Event-Sex Signals; Expert Spkr-Ms Munch	2 AF AD Sexual Assault Awareness Month/SAPR Stand Down; 1 AF Reserve Stand Down; & 1 AF National Guard Stand Down	PACAF SAPR Annual Trng Guide; PACAF Small Group Discussion Facilitating Guides; and Health Masculinity Action Project Exercises	Outreach Materials-magnets, pens, etc.; Annual Trng Trifold & Activity where audience lists helping agencies; & DOD Safe Helpline Number & Smart Phone Application	Listen to them (how you respond is critical, do not victim blame); believe them (rarely do people falsely report this crime); attend to immediate needs (safety, medical, etc.); & call the SARC to coordinate care and/or to start the investigative process (unrestricted). If the person is in your chain-of-command, you are a mandatory reporter (immediately unrestricted). The first 72-hour window is critical in collecting evidence, ensure that the person does not eat/drink/use the restroom, & get them to the Naval Base ER, the only military facility that collects SAFE kits on island.	Yes	
DIEGO GARCIA	N/A	N/A	N/A	N/A	N/A	N/A	

EIELSON	SAPR Down Day-Wing/CC briefing, Squadron/CC calls, & small group discussions in units; Multiple community outreach- tables and SAPR promotional items set-up at the BX; COMPACAF/CC VTCs-participated in VTCs & discussed various SAPR trends & prevention efforts; VA certification-acquired 12 NOVA certifications; & SAPR Dodgeball Tournament-theme "Don't Dodge the Issue."	1 SA Down Day	Began with a Wing run in which sexual assault stats were displayed for people to read & discuss. Thereafter, Commanders briefed each unit with info from the SAPR Down Day website. Showed the CSAF and COMPACAF videos, & held small group discussions on bystander intervention using the Steubenville Rape, TED Talks: A Call to Men, and The Bystander Effect and No One Helped videos.	SAPR info & svcs are disseminated at ALS, IDS, Weekly Wing Staff Roll Call, Right Start Briefings, FTAC, and CGOC. Flyers & SAPR brochures/literature are spread throughout high-traffic areas on base.	All personnel are informed of ways to make & response to sexual assault through Right Start, FTAC, ALS, SAPR Down Days, & IDS. Flyers and hotline numbers are posted throughout the base. The SARC is available 24/7 to respond to care.	Yes	
ELMENDORF	Rape Aggression Defense Program-started at JBER and will be carried out in full force in FY 14; Monthly promotional/informational campaign-tables set-up in different agencies in high traffic areas; SAPR Down Day; Other briefings-FTAC, newcomers, etc.	1 SAPR Down Day		Through promotional/informational tables; during annual trng & SAPR Stand Down sessions; flyers posted all over the installation; base paper; base webpage; through other agencies; & additional briefings at FTAC, newcomers, etc.	Through briefings	Yes	
HICKAM	Bystander Intervention Education Prgm; Unit/Commander's Call Briefings; Health & Welfare Inspection; Unit Climate Assessments; One Centralized Alcohol Sales Location; & SAPR Dorm Outreach Event	4 SAPR Down Days		SharePoint; Facebook Webpage; Flyers; Handouts; Newcomers Orientation; FTAC; Commanders Calls; Public Affairs; & Annual Trng	SharePoint; Facebook Webpage; Flyers; Handouts; Newcomers Orientation; FTAC; Commanders Calls; Public Affairs; & Annual Trng	Yes	

KADENA	Bystander Intervention Prgm; Healthy Relationships; Wing Commander & Command Chief Dorm Residence Forum for E-4 & Below; etc.	1 SAPR Down Day + 2012 Winter Holiday Safety Briefings with a SAPR focus; Wing Commander & Command Chief SAPR Spring Forums for Men & Women; & Commanders Calls which often involved the SAPR Team attending.	Role Play/Scenarios; Videos-invisible War, TED Talks, Dr Davis Usak "Frank", etc.; Small group discussion questions; AF & PACAF Leaders SAPR Zero Tolerance videos	Weekly newcomers briefings; weekly pre/post deployment briefings; bi-monthly FTAC classes; monthly ALS & NCOA classes; victim advocate unit outreach; articles/broadcasts through PA & AFN; Commander's access channel; posters; Commander's immersion briefings; gate giveaways; booths around the base with VAs answering questions; SAPR team at CC Calls; Annual First Responder Trng (Legal, SFS, Fire, Chaplain, Medical, etc.); UCA outbriefs; key spouse orientation briefings; briefings at spouses meetings; Flight Commanders trng; & phone consults	Weekly newcomers briefings; weekly pre/post deployment briefings; bi-monthly FTAC classes; monthly ALS & NCOA classes; victim advocate unit outreach; articles/broadcasts through PA & AFN; Commander's access channel; posters; Commander's immersion briefings; gate giveaways; booths around the base with VAs answering questions; SAPR team at CC Calls; Annual First Responder Trng (Legal, SFS, Fire, Chaplain, Medical, etc.); UCA outbriefs; key spouse orientation briefings; briefings at spouses meetings; Flight Commanders trng; & phone consults	Yes	
KUNSAN	SAPR Down Day-6 events; 2 Community Outreach-SARC set-up promo items @ BX, & contacted 1K+ folks; SA Theater Gp- Kunsan's trademark prgm. SATG performed 25+ skits at FTAC, SNCO/NCO PME, Newcomer Orientation, Focus Gps, & CC Calls; AF/CVS Focus Prgm-hosted 6 focus gps. 150+ folks discussed SAPR prevention efforts; USFK/CC Monthly/Quarterly VTCs-discussed SAPR trends & prevention efforts specific to the Korea; & SARC visited Sq lounges/ E-Club/etc. on weekends/holidays.	1 SA Down Day-6 events over 9 hours of SA education & prevention. Another SA Stand Down Day is scheduled for 6 Dec.	Showed the "The Invisible War" film to instill empathy/ sympathy for victims. There were separate breakout sessions for males/females along with a joint session. In addition, PowerPoint slides were used to show DoD, AF, & Kunsan SA stats & specific demographics that were more at risk. Executed a "Silent Walk" where stanchions with a helmet and hypothetical scenario card were used to represent the 87 SA cases in the past 9+ years. This unique event allowed everyone to visually see the number of reported SA cases over a 1/4 mile long track. Personnel were allowed to read the SA scenario cards at each stanchion, write comments/ reactions, & place them on a whiteboard. The comments showed that the majority were moved by the event.	Community Outreach Prgms, IDS, Weekly Wing Staff Meetings, Newcomer Orientation, FTAC briefings, SNCO/NCO PME sessions, flyers, & SAPR brochures/literature spread throughout high-traffic areas on base, & AFN television & radio.	Newcomers Orientation, FTAC, SNCO/NCO PME courses, SAPR Down Days, Outreach, IDS, flyers, hotline numbers posted throughout the base, & AFN television & radio. The SARC is also available 24/7 to respond to a case or consultation.	Yes	

301615

MISAWA	<p>SAF & CSAF Health & Welfare inspections conducted this yr., initiated inspections of govt wk areas & removal of materials deemed sexually suggestive or derogatory that would create a hostile/offensive environment. This reinforced the commitment of zero tolerance pertaining to sexual harassment & SA, & highlighted the continuum of harm; Shifted our approach to organizational prevention-based practices by having a top-down approach with active leadership engagement. Created "Find Your Voice" videos on SAs & DUIs that are shown on TV here. The take-away msg is that if you seem something going on that needs to be fixed, "find your voice" & correct it; Established SAPR QoL Dorm Council with 35 FW/CCC, First Sergeant Council, Dorm Council, & Community Svc Coordinator to implement initiatives towards reducing/preventing SA in the dorms.</p>	<p>1 SAPR Stand Down-had 4 guest instructors that conducted 13 trng sessions in 3 different locations.</p>	<p>Videos from General Walsh & Chief Cody, General Carlisle, & Colonel Williams; trng slides; scenario handouts for Commanders; & discussion handouts.</p>	<p>Publicizes the prgm, reporting options, support svcs & the hotline number through flyers, promo items, briefings, & AFN commercials.</p>	<p>Briefings/trng initiatives; publicizing the prgm through flyers in every facility; maintaining the highest level of confidentiality regarding the victim cases; & being available 24/7 to respond regardless.</p>	Yes	
OSAN	<p>SAPR Down Day-7 CC Calls during 9-hr duty day; 2 Community Outreach-SARC office set-up promo items @ BX & contacted 2K+ folks regarding SAPR svcs; AF/CVS Focus Gp-hosted 6 breakout sessions. 150+ personnel discussed SAPR prevention efforts; Monthly/Quarterly USFK/CC VTCs -VTCs discussed various SAPR trends & prevention efforts specific to the Korean Peninsula; & VA Certification Courses-completed 1 VA course to spread the VA pool on base & promote victim care.</p>	<p>1 SA Down Day-conducted 7 CC Calls over 8 hrs. of SA education & prevention</p>	<p>SA videos & reading materials; PowerPoint presentations & videos such as "The Invisible War" to generate discussion</p>	<p>Community Outreach Prgms, IDS, Weekly Wing Staff Meetings, Newcomers Orientation, FTAC, SNCO/NCO PME sessions; flyers & SAPR brochures/literature spread through high-traffic areas on base; and AFN television & Radio.</p>	<p>Newcomers Orientation, FTAC, SNCO/NCO PME courses; SAPR Down Day; Outreach; IDS, flyers, hotline numbers posted throughout the base; & AFN television & radio. The SARC is available 24/7 to respond to a case.</p>	Yes	
YOKOTA	<p>Squadron CC Calls/ Unit Climate Assessment</p>	<p>1 SA Down Day</p>		<p>Briefings-Right Start, FTAC, Squadron CC Calls, & Heartlink</p>	<p>Trng</p>	Yes	

301616

What type of trends are you tracking and why:

Andersen: Alcohol-related sexual assaults-all but one case in FY 13 involved alcohol; examining policies for alcohol sales & perhaps dry contingency dorms; & Deployed/TDY personnel sexual assaults-examine/ensure outreach to large contingency of rotating personnel at this base.

Eielson: Alcohol usage on behalf of the victim and/or perpetrator.

JBBER: Younger enlisted personnel & alcohol related offenses.

JBPHH: Alcohol involvement; date rapes; high risk populations; & holidays/summer numbers.

Kadena: Tracking all info that is collected on the PACAF intake sheet to see if there are any overarching similarities between cases in determining what areas may need more or better prevention & education of sexual assault.

Kunsan: We are not seeing any particular trends. Our cases continue to vary with no particular alarming trends.

Misawa: Number of cases per FY, number of restricted turned unrestricted, rank of victims, age of victims, alcohol consumption either by victim and/or perpetrator; did the victim & perpetrator know each other; did incident occur on- or off-base; & what type of support svcs are being utilized.

Osan: We are not seeing any particular trends.

Yokota: We are not seeing any particular trends.

What training materials and methods do you deem most successful and why:

Andersen: Guide discussions, where you make the attendees think about victim blaming, continuum of harm, & real bystander intervention; diversified attendees (mixed squadrons, genders, & ranks) opened-up different perspectives; & video & guidance questions provided during Stand Down Day.

Eielson: SAPR briefings & newcomer orientation.

JBBER: Interactive presentations that include visual aids, scenarios, & exercises that encourage active participation. Participants seem to respond best when they are encouraged to be part of the learning process.

The exchange rather than delivery of educational material through lectures provides a better learning atmosphere.

JBPHH: Bystander materials & face-to-face contact.

Kadena: Scenario based trng gives members a picture of events leading up to the incident as well as predatory behavior of perpetrators. This helps quell the negative myths or stereotypes members have of what is the "typical" sexual assault incident. Small groups give members the chance to express their opinions, frustrations, confusion, etc. with SA & the SAPR prgm in the military. Additionally, small groups are more successful in changing the opinions of the outliers in the group. It is more common in small peer prgms for one person to "correct" or communicate how another's negative thoughts or disbelief of victims are part of the problem & help them to understand the severity of the crime. Facts/Stats/End Results-Members want to see numbers & materials that relate to them.

Kunsan: The SA Theater Gp remains one of the most successful prgms that educates & trains personnel about SA prevention & education. The "Show and Awe" effect gained during these scenarios are valuable. Additionally, skit players remain in character during Q&A sessions & sympathy/empathy is gained for victims. Kunsan is also successful using the SAPR briefings & all newcomers orientation. This ensures all Amn get off on the right foot as soon as they arrive. The Silent Walk utilized during the SA Down Day was another successful trng method because it helped all Amn to "see" the magnitude of the SA problem & the number of cases.

Misawa: Passionate, knowledgeable, interactive, engagement-focused trng has proven to be the most successful. SA in general is a very hard topic to discuss, let alone brief, so to create a more comfortable environment we always open with a disclaimer and then ask true-false, terminology, & follow-up based questions. Participants are rewarded with promo items.

Osan: Incorporate open discussions in regards to misconceptions in SA. Through this open forum, it allowed Amn to speak their mind & engage in honest discussions. Osan is also successful using the SAPR briefing & all newcomers orientations. This ensures all Amn get off on the right foot as soon as they arrive.

How do you determine what is least effective and most effective; Has least effective been replaced:

Andersen: Most effective-when a victim directly contacts me. This ensures that the victim is open to the types of reporting options available & is the best case scenario besides having a friend come with them vs. leadership directing a victim to me. In addition, quizzing the audience at refresher briefs validates the audience's knowledge. Least effective-reading the definitions. Though it is a necessary part of the trng, I've kept it as it is per the Annual Trng.

Eielson: Amn most frequently complain about the volume of trng rather than the content.

JBBER: Trng is most effective when you have active participation. Participants seem to want to continue the discussion even after the time is up. They also approach the facilitator after class to elaborate.

JBPHH: Feedback.

Kadena: Stnd PowerPoint briefings & CBTs. CBTs are AF mandated & have good info, but members do not take the time to learn & are more concerned with just finishing the trng. The military overuses PowerPoint & usually will turn off an audience, however, have the visual info on the screen & talking about it does help individuals retain the info. We are looking into other avenues that can accomplish this, however stnd briefings such as newcomers is probably the best option. Every aspect of trng is impt to cover.

Kunsan: We find that PowerPoint presentations may be the least effective. As a result, we've replaced most PowerPoint methods with SA Theatre Gp presentation, Silent Walk, & breakout sessions where open SA cross-talk occurs.

Misawa: Feedback via critiques/input from participants; & tailored briefings/trainings.

Osan: Rotating presenters have been most effective. They bring a different presentation style & outlook which greatly enhances engagement from audience.

Yokota: Feedback.

301617

What specific training is conducted to reach male victims:

Andersen: During the annual trng, the "What does the typical victim/perpetrator look like?" exercise illustrates that there is no typical victim. Additionally, we will have small group male & female discussion forums next year, addressing healthy masculinity, bystander intervention, & male survivor trng aids. We also train everyone on what to do if someone confides in you about being sexually assaulted which teaches men how to react to women & men victims.

Eielson: Male issues are addressed in all trng. It is particularly helpful to show people the stats (number of male victims/yr.) so they realize it is a man's issue too.

JBER: We address male victimization in all briefings. We also tailor presentations to the specific audience we are addressing.

JBPHH: Every briefing has a portion targeting male victims. Kadena: The Wing Commander & Command Chief held a male forum & the Navy SARC on Okinawa opened up their male symposium to the AF male population.

Kunsan: The SA Theatre Gp skits are tailored for both male & female. Most males also commented on the "Silent Walk" which was utilized during the SA Down Day. The "visualization" helped most males process the magnitude of the problem. We've found that males have also done very well & receptive to male only breakout sessions & open cross-talk about SA.

Misawa: All SAPR trng highlights both males & females victims of SA. Additionally, we have increased the number of male VAs.

Osan: No specific trng was tailored to only a male audience. However, our annual trng highlights that males can become victims.

Yokota: In FTAC briefings, discuss gender roles & barriers for male victims to come forward.

What method is used to ensure all service members receive training:

Andersen: Annual trng is tracked by squadron UTM's & all members must have their trng signed off by the SARC before a contingency TDY. We also have great support from Wing leadership to make edutainment & expert speaker events mandatory for different demographics across the Wing.

Eielson: Newcomer's orientation & annual trng. The SARC works with unit trng mgrs to ensure all trng is documented.

JBER: We coordinate with base Unit Trng Mgrs in order to track our population & update as necessary.

JBPHH: ADLS, SharePoint; & Newcomers Orientation.

Kadena: We are holding Commanders, supervisors, UTM's, & each member of the military or civilians supervising military accountable. After each trng session, a roster of those who attended is uploaded to our SharePoint where the UTM gathers that info to input into ADLS. We then request a report that was pulled from ADLS to identify members that are missing trng. The FY 13 SAPR trng was advertised through KTSM, e-mailed to all leadership & UTM's, PA FB page, & an additional requirement for everyone that was deploying.

Kunsan: We've ensured all members receive trng at Newcomers Orientation & annual trng classes. The SARC works with unit trng mgrs to ensure all trng is documented in ADLS and/or unit trng methods.

Misawa: Annual trng is tracked via ADLS; & Right Start & FTAC are tracked via sign-in sheets.

Osan: All trng is tracked & documented under ADLS. SAPR office ensures all members receive trng via sign-up through our SARC website & also conducted annual trng through FTAC classes.

Yokota: ADLS tracked by unit trng monitors.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations): JBPHH and Yokota-SARCs are currently on deployment. To the best of their knowledge, new/alternate SARCs completed this report.

Misawa: We have revised our SAPR trngs/briefings to standardize the material that was being delivered in an effort to comply with DoD. Even though DoD SAPR core competencies exist, there are a lot of disparities regarding the delivery of this information & it would be extremely beneficial for SARCs & volunteer instructors to have some type of "Train the Trainer" trng.

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
ANDERSEN	No	
DIEGO GARCIA	N/A	
EIELSON	No	
ELMENDORF	No	
HICKAM	No	
KADENA	No	
KUNSAN	No	
MISAWA	No	
OSAN	No	
YOKOTA	No	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

301618

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
AL DHAFRA	0	0	0	0	0	0	Since this is a deployed environment, the AF does not utilize the ET system.
AL UDEID	0	0	0	0	0	0	Commanders have the option of sending the victims home early without needing ET.
ALI AL SALEM	0	0	0	0	0	0	
BAGRAM	0	0	0	0	0	0	
KANDAHAR	0	0	0	0	0	0	
MANAS	0	0	0	0	0	0	

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
AL DHAFRA	Newcomers' briefings, Commander's calls, Briefings for 5/6 group and First Sergeants council, Out and abouts - SARC and EO in uniform at the pavilion late on weekend nights, Monthly Newsletter,	1	CFACC Mutual Respect Video	Monthly Newsletters, Flyers posted at many common areas and units all over base, Info booth at newcomer's inprocessing, Wing's Public Website	Wing's Public Website, Monthly Newsletter, Commander's Calls, Flyers around base, various briefings	Y	
AL UDEID	Right Start briefings, Out and Abouts to units w/EO, CC Calls, SAPR Down Day Discussions, SARC Website, Monthly Newsletter, Monthly events such as 12 days of kindness, 5ks etc.	2 official sessions, but 11K personnel watched the recordings due to limited space at events.	CFACC "Commitment to Mutual Respect" video/CC Call/What would you do-ABC News	Monthly Newsletters, Flyers, Right Start, unit briefings, out and abouts with units, Base SAPR Website	Monthly Newsletters, Flyers, Right Start, unit briefings, out and abouts with units, Base SAPR Website, Victim Advocate's within their units talking about SAPR	Yes	
ALI AL SALEM	Self Defense Classes/risk reduction training for all personnel	9 sessions	AFCENT Mutual Respect Video FY12 SAPR report	Right Start briefs/Share Point/unit visits/CC's Calls	Right Start briefs/Share Point/unit visits/CC's Calls	Y	
BAGRAM	Newcomer's Orientation; Unit Visits; CC Calls; SAPR Down Day Discussions; SK events/Ruck March; teaming with local MWR to ensure SARC has table at events; teaming with EO to conduct "Out/Abouts" (Sexual Harassment/Assault Prev/Awareness), *SARC SharePoint, *SARC Homepage; *Collaborating w/sister services for victim support/response services in AoR; *Focus Groups to identify top concerns from deployed Airmen (*recent/new)	1	Mutual Respect Video/ Small Group Discussions based on key issues	In person during visits; newcomers orientation; MWT events; SK events; Ruck March	Newcomers Orientation; unit visits; SARC SharePoint/Homepage	Yes	Focus Group initiative: "Be Part of the Solution" will begin Dec 2013; SARC will hit areas with high concentration of Airmen. Goal is to get honest feedback from deployed Airmen on Culture/Environment, Intervention, Prevention of Sexual Harassment and Assault in AoR and Improving Support in the AoR; turn feedback into actionable items to address Airmen's concerns.
KANDAHAR	Orientation briefings, unit visits, SA Review Board (case/info sharing w/in AoR), Wg Stand-up Announcements, self defense classes, video & mall group discussions.	5	CFACC "Commitment to Mutual Respect" video	Briefings/Chain of Command	Inprocessing briefings	Yes	KAF SAPRO preparing to close as part of 451 AEW deactivation
MANAS	Explaining Consent	1	small group discussion, slides, CC Call	SARC office, MAAB portal site, CC calls, Sq Meet and Greets	reporting options posters, bulletin boards	Y	Trends: Local Nationals making lewd comments to military members. Issue was addressed through Escort leadership.

What type of trends are you tracking and why:

What training materials and methods do you deem most successful and why:

How do you determine what is least effective and most effective; Has least effective been replaced:

What specific training is conducted to reach male victims:

What method is used to ensure all service members receive training:

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

301619

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
AL DHAFRA	No prior service victim reports received.	
AL UDEID	Not aware of any such cases.	
ALI AL SALEM	No 'prior service' cases during FY13	
BAGRAM	No	
KANDAHAR	Not aware of any such cases for KAF.	
MANAS	None reported their cases to civilian authorities.	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

USAFE
AF, W. 79
80
82
103

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	Not Acted Upon in 72 Hrs	# Perpetrator ET	COMMENTS
BASES	1	0	0	1	0	0	
501 CSW	1	0	0	1	0	0	
AVIANO	1	0	0	1	0	0	
INGIRLIK	1	0	0	1	0	0	
LAJES FIELD	N/A	N/A	N/A	N/A	0	N/A	Lajes field did not have ET requests
LAKENHEATH	1	0	0	1	0	0	
MILDENHALL	1	0	0	1	0	0	
RAMSTEIN	2	0	0	2	0	0	not sure what # perpetrator ET is or refers to as currently only victims of SA are authorized to request an expedited transfer
SPANAGARLEM	0	0	0	0	0	0	There were no ET in FY13

2. PREVENTION & TRAINING

Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used # SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
Annual training/Small discussion groups	1	Power Point Presentations/ Videos	Briefings/Broadcasts/Carols/Annual Training/Posters	Briefings/Broadcasts/Carols/Annual Training/Posters	N	We are not currently tracking trends, but did so for 6 months as we conducted annual training
small group discussions to be started soon	1	SA videos utilized in small group discussion forums	SARC office information posted on unit safety boards, promotional items handed out, handed out at FTAC/Commanders Calls/In-Processing briefings/more, quarterly appearances on AFN radio	SARC office information posted on unit safety boards, promotional items handed out, handed out at FTAC/Commanders Calls/In-Processing briefings/more, quarterly appearances on AFN radio	Y	
1. During FTAC, the SARC provides 1 hour of training. Then, the students participate in a mock drill in the classrooms. 2. Attend SARC AFN focus group on launched Advanced Bystander Intervention that allows discussion of intervening and preventing sexual assaults from occurring. We are currently trying to collect bystander intervention stories. 4. They provide briefings at Newcomers Orientation, weekly wing staff meetings, and commanders calls.	1 SA stand down has occurred (summer 2013).	1. Wing Run and Wing Commanders Call. 2. Discussion topics for Squadron Commander engagement. 3. Videos and presentations were used. 4. Discussion panel consisting of subject matter experts.	Information is disseminated during presentations via video, PowerPoint, flyers, and trifold. Members are informed during presentations via video, PowerPoint, flyers, and trifold.		N	
Guest speakers (The Green Dot, Bernie McGrenahan, Sex Signals), Airman initiatives (poetry, self-defense) during SAMM/annual training	1, with 2 sessions (2013) Prior to 2013 was BIT and annual training	Briefing, videos, facilitator cards, small group discussions	Right start, FTAC, Lajes PA website, CC Call, IDS/CAIB, Wing Standup, AFN Commcrush, Commanders Access Channel	Right start, FTAC, annual training Walk throughs, CC in brief, base flyers, AF websites	N	

301621

LAKENHEATH	weekly briefing/CC Calls/adv bystander/ CQ for Dorms	4	Video/Discussion/subject matter experts	email/base webpage/ helping agencies advertisement in Bldg/Bathrooms/ At Ease/ Official Visual	All new personnel are briefed by the SARR office as a part of their in processing. Every briefing covers reporting options, how to report to, who to report to, and helping agencies available.	N
MILDENHALL	5	1	1	Briefings, trainings, website, printed materials, other media	Briefings, trainings, website, printed materials, other media	
	Every briefing given by the SARR office or SARR VAs includes contact numbers and eligibility information. Further, fliers, pamphlets and posters are distributed with contact information and eligibility information. Briefings include Annual Training, Commander's Calls, base newcomers and other venues as requested by the base leadership and population. Further information dissemination venues are through the base paper, AFN and other outreach activities (Info booths, providing SAPR information and representation at other helping agency venues and Sexual Assault Awareness Month events).		Wram-ws02.zramstein.us.af.mil/s SAPR/index.html	http://www.zramstein.af.mil/sapr.asp	The leadership at Ramstein AB in addition to the SARR office consistently briefs and reinforces that sexual assault is not tolerated, condoned and will not be ignored. Further, the leadership within the 86 AW has created a pledge to the Airmen within the 86 AW on their commitment to this program in combating sexual assault within our Air Force. Ramstein consistently briefs the same message at Commanders calls, annual training and other training events (Stand Down Day, First Responder training and SAPR VA training). Ramstein AB will continue to push briefings and education/training opportunities at Commander's calls, TIC and other small group discussions at the installation. Prevention is the top emphasis on a culture of respect and educating Airmen on bystander intervention and ways to avoid situations where they are at a higher risk of being assaulted. Every briefing given by the SARR office or SARR VAs includes contact numbers and eligibility information. Further, fliers, pamphlets and posters are distributed across the installation with contact information and eligibility information. Briefings include Annual Training, Commander's Calls, base newcomers and other venues as requested by the base leadership and population. Further information dissemination venues are through the base paper, AFN and other outreach activities (Info booths, providing SAPR information and representation at other helping agency venues and Sexual Assault Awareness Month events).	Y
RAMSTEIN						
SPANGDAHLEM	SAPR Annual Trng, Got Consent?, Reintegration, TIC, Wing Stand Up	1	1	Video materials provided by USAF SARR team used	Supervisor and leadership trng & currently working on a response to SA talking paper for all leaders to have on hand	

What type of trends are you tracking and why:

1-Alcohol Related, because most of the time, alcohol is a factor. In Italy for example, members can drink at 18 yrs old and tracking alcohol will also help us know the popular locations where alcohol consumption and parties take place. 2-Victim/offender relationships, because victims almost always know their offenders; 3-Training by similar rank, to find out if member responded differently to training when surrounded by their peers; 4-Victim status, 86 DASS, to understand who is more vulnerable and being targeted more often and to know who to target for training; 5-Numbers of days between assault and report of assault, to get an understanding on how victims trust the SARR Office to report sooner rather than later; 6-Number of males vs female victims, type of report (restricted or unrestricted), and prior to military service, these trends are tracked to determine whether prevention methods and reporting options have an effect on known trends regarding the program. For example-We have seen an increase in males coming forward and reporting which may be attributed to a better climate in which men are more comfortable in reporting.

What training materials and methods do you deem most successful and why:

1-Discussion based briefings, because it is like talking to the audience, as opposed to talking at them. It allows individual to express opinions and provide solutions and they enjoy that. Airmen do not respond as well with PowerPoint presentations; 2-Stories from survivors, because they resonate well with the audience. It helps them see and hear directly from someone who was a victim; 3-Videos with actors from our own community, because the scenarios occurred in familiar locations and the actors were familiar faces. It made the experience more realistic than other training in the past. Also, the videos incorporated in the PowerPoint presentations. 4-The Wing Commander and Command Chief highlight the importance of this program at Newcomers Orientation and re-emphasize the importance of building a culture of trust and respect and eliminating sexual assault and harassment from our Air Force. 5-In-briefs w/leadership, especially 1st Sgts has also been successful because they are the key to setting the tone and are able to observe their Airmen. If every Airman is expected to be a sensor, it also means we rely heavily on leadership to be sensors as they are able to keep a pulse on the unit. 6-Collaborative efforts with other awareness activities have been successful and receive positive feedback in increasing the visibility within the community besides main efforts during SAAM. 7-Having alcohol awareness because most cases involve the use of alcohol by the victim or the perpetrator.

How do you determine what is least effective and most effective; Has least effective been replaced:

1-We have noticed a change in USAF, more people are stepping in. They are answering the SARR related questions correctly and favorably. 2-Feedback forms are usually filled out to assess the reaction of the participants; we then use the feedback forms to gather suggestions for improvement for future training sessions. When a method or activity is deemed ineffective, it is simply eliminated or only used with those who want it. They want to include it in their session. 3-Classroom participation is a big factor in determining effectiveness. 4-Part of determining effectiveness is to determine if the initiative is sustainable. Sustainable methods reinforce the same importance because it is done consistently versus just for a short period of time. Initiatives that are done for a short period of time but then abandoned are counterproductive in promoting an environment in which individuals believe the program is important. Instead, short lived initiatives come across as not well thought and haphazard. Although PowerPoint briefings are not always well received, it still is an effective method to train an installation population of 10K personnel. 5-In order to balance between over-saturation and effective/concise training, the installation determines how often to conduct "additional" initiatives such as core groups discussions and Stand Down Day type events. Initiatives that were deemed as not sustainable or ineffective have been altered or stopped. 6-Information sharing among SARR channels/HQOC best practices by former SARRCs/more experienced SARRCs. As SARRCs we face similar challenges/concerns, plus we cater to the same audience (AF Airmen), therefore, information-sharing on what's been proven effective or not is useful in deciding what methods to use at your base.

What specific training is conducted to reach male victims:

The training and statistics tend to relate more to women being the victims and males being the perpetrators. It's important to remind the audience that males can also be victims and females can also be perpetrators. However, most of the bases are not conducting specific training to reach male victims. One exception is at Ramstein, where small group discussions are often split between genders in order to foster open discussions within the group. In addition, the installation has a program that is independent from the SARR office but specifically targets both men and women separately and its primary focus is on professional and personal development. Their initiatives indirectly impact our program and have been extremely well received.

What method is used to ensure all service members receive training:

The methods used to track training are Alpha Rosters and ADS via UTM. SAPR office works with the base training office to help disseminate instructions on how to update ADS as well as collaborate in providing training recerts and number of training completed to the attention of Commanders, and ensure training is available to the installations (including their GSUs). Also, SAPR offices brief Commanders at the Community Action Information Board as well as Wing Standup regarding percentage trained across the installation.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

Clearer guidance must be provided regarding how Commanders are to handle expedited transfers once a victim has been approved. Many victims specifically request an expedited transfer in order to start over at a new location where no one knows about the sexual assault, however, Commanders may call ahead to the gaining unit to provide a "thank-up." As a losing SARC, we are not authorized to transfer a case to the gaining SARC without the victim's permission; however, no guidance exists for Commanders on how to handle an expedited transfer. A balance must be found between protecting a victim's privacy and confidentiality while also allowing Commanders to ensure good order and discipline is maintained.

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
501 CSW	None of our current cases have incidents that occurred prior to military service or victims who reported the incident to civilian authorities.	
AVIANO	No records of any victims or reports to civilian authorities.	
INCIRLIK	No. All files do not show any indication that a victim reported their case to civilian authorities.	
LAKES FIELD	No	
LAKENHEATH	No	
MILDENHALL	No	
RAMSTEIN	1, not reported	
SPANGDAHEM	Unk	

If a victim is reporting a sexual assault that occurred prior to military service, we will ask if it was reported to civilian authorities.

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

RESPONSE SYSTEM PANEL - DATA CALL (Expedited Transfer & Prevention and Training)

1. EXPEDITED TRANSFER (ET)

BASES	# ET Approved	# ET Disapproved	Requested Review by G/FO	Acted Upon in 72 Hrs	*Not Acted Upon in 72 Hrs	# Perpetrator ET	* COMMENTS
USAFA	2	0	0	1	1	0	USAFA's first Expedited Transfer (ET) request was made in the beginning of March 2013 based on records provided by the SVC (exact date is not known). This ET was not acted upon in 72 hours due to lack of AF SAPRO or DoD guidance on how to proceed with expedited transfer requests. Despite lack of clear guidance from HHQ, and in attempt to respond as expeditiously as possible, the USAFA SARC, VA, and the SVC appointed to represent the victim contacted other SARC's and AFPC to obtain a format to make the request. The SVC was able to obtain a template that was drafted and being used by the Peterson AFB SARC. To clarify, the ET process was established late 2012. Limited guidance on ET process was included when the DoDI 6495.02 was revised in March 2013; however, specific guidance on how the ET should be formally requested was not included in this revision. Installation SARC's were informed that further guidance regarding the ET process would follow. In Jul 2013, SARC's received the template for ET requests and in August 2013, installation SARC's received a separate letter containing instructions and guidance related to the template.

2. PREVENTION & TRAINING

BASES	Types of efforts/initiatives aimed at prevention	# SA Stand Downs conducted	Training materials used at SA Stand Down	How is info disseminated to members re available resources	How are service members informed of ways make and response to sexual assault	Are you currently tracking trends Y/N	COMMENTS
USAFA	Annual training/in-service trainings	1	See attached	Training/posters/website	Training/posters/website	Y	

What type of trends are you tracking and why:

Alcohol use by subject and victim; involvement in intercollegiate teams by subject and victim; prior enlistment; previous attendance at USAFA/other preparatory school. Alcohol trends are tracked AF-wide – it is included in the AFI as one of the areas that we are allowed to disclose in both restricted and unrestricted reports to commanders, etc. It is also included in the template for OP REPs. We began tracking involvement by intercollegiate teams, prior enlistment, and previous attendance at preparatory schools per a request from the Superintendent (Gould) during APY11 and APY12 at which time there was a large investigation by OSI into spice use which involved a number of cadets that had all completed a year at the USAFA Preparatory School which has a large number of recruited athletes and prior enlisted cadet-candidates.

What training materials and methods do you deem most successful and why:

Training is most effective in small groups (under 30) with interactive, facilitated discussion. Airman/cadets prefer trainings without PowerPoint and that allow them to have a conversation about the issue of sexual assault.

How do you determine what is least effective and most effective; Has least effective been replaced:

The least effective training occurs in large groups/mass briefings with PowerPoint. USAFA is working to implement a Cadet Bystander Intervention Training (CBIT) that leverages the use of small groups. The CBIT program was beta tested in Fall AY13/14 and is pending a final implementation plan in AY 14/15. We are waiting for guidance from AF SAPRO regarding annual training for FY14.

What specific training is conducted to reach male victims:

Our training intentionally discusses the statistics regarding male victims and uses scenarios that involve male victims.

What method is used to ensure all service members receive training:

Our office tracks annual training for Airman through the Base Training Manager. We also ensure that we have specific training for each cadet class year.

COMMENTS (Any other info you care to share about expedited transfers, including recommendations):

3. CASE MANAGEMENT

BASES	Do you have information on whether prior service victims (mil or civ) reported their case to civilian authorities?	COMMENTS
USAFA	Our prior service victims for FY13 did not report their cases to civilian authorities.	

COMMENTS (use this space to provide any additional info you care to share on either of the 3 items above):

301625

NAVY 079



DON Process Overview



- **Starting Points (2009)**
 - Sexual assault prevention = high-priority strategic objective
 - No documented precedent anywhere
 - SAVI/SAPR since 2005 did not reduce sexual assaults
 - Need a baseline of local success to build from
- **Build a Foundation of Credible Insight (2009-10)**
 - Background of ongoing site visits & periodic surveys
 - Visited cross-section of Navy-Marine training sites
 - Studied location & settings of NCIS cases
 - Identified tentative Risk Concentration sites
- **Work with Leadership (2010)**
 - Secretariat support and DON Strategic Plan
 - Service-level & regional Navy leadership
 - Focus of attention & resource commitment



Process Overview (continued)



- **Baseline Local Assessments (2010-11)**
 - Met with local stakeholders
 - Focus groups
 - Sexual assault survey of departing students
- **Structured Planning Forum (2011)**
 - 2-day, facilitated, on-site “Stakeholder Planning Summit on Sexual Assault Prevention Strategies”
 - CNRMW, DON-SAPRO, OPNAV, HQE, CDC Representative, local commanders, senior enlisted, local SARC
 - Identified numerous efforts in various categories
- **Implement, Adjust & Assess (2011-Present)**
 - Quarterly regional “Drumbeat” meetings
 - DON-SAPRO surveys & visits
 - Tracking reported cases via local SARC



Outcomes



- **Sustained reduction in reported sexual assaults**
 - 59% reduction over 34-month period
 - During stable or increasing trend Navy-wide
 - Impacts preceded major new training by 6-12 months
 - Student surveys hinted at high local reporting rate
 - More prior-event and male reports
- **Visible changes in command climate**
 - Aggressive “Bystander Intervention” program
 - Active “Coalition of Sailors Against Destructive Decisions”
 - Coordination across local organizations
 - Reported parallel decrease in alcohol incidents
- **Student surveys impacted by logistical issues**
 - Navy improved assignment process for graduates
 - Too few now on hand for intermittent paper-based process



Lessons



- **Sexual assault prevention is possible but difficult**
 - Not the same as sexual assault victim support
- **Local ownership is crucial**
 - Engaged senior leadership = most critical factor
 - Stakeholder collaboration at several levels
- **Synergy of efforts, not all specific to sexual assault**
 - Consistent and unambiguous leadership message
 - Effective discipline
 - Genuine leadership concern and student mentoring
 - Aggressive anti-alcohol efforts
 - Multiple “doses” of training tailored to young audience
- **Impacts preceded specific training programs**
- **Candid self-assessment better than most metrics**



Unknowns

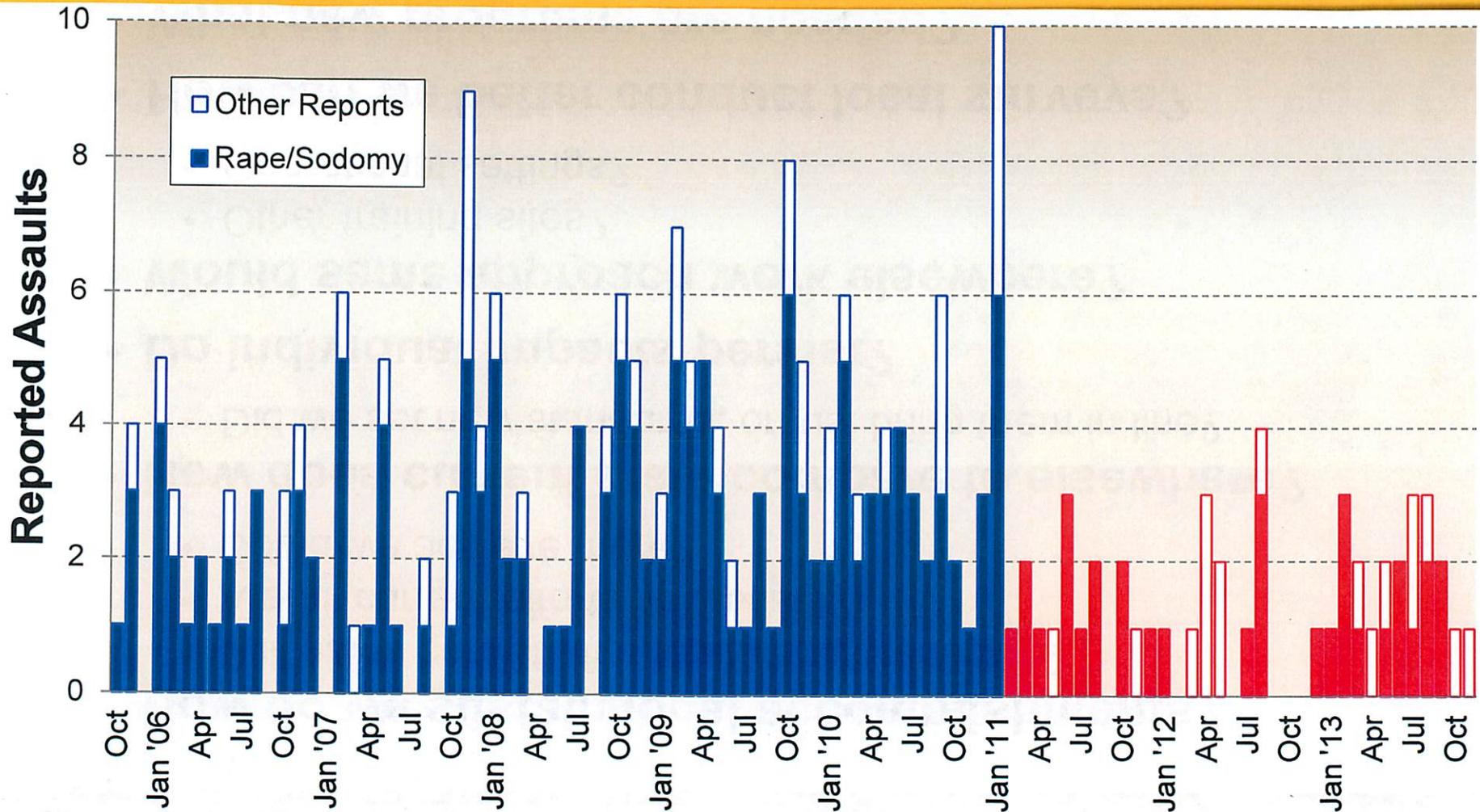


- **How do we sustain local accomplishments?**
 - Will gains persist after leadership transition?
 - Are all current efforts necessary?
 - Could we achieve more?
- **How does current state compare to elsewhere?**
 - Did we set new standards, or just bring them in line?
- **Do individual impacts persist?**
- **Would same approach work elsewhere?**
 - Other training sites?
 - Operational settings?
- **How can we better conduct local surveys?**
- **What new programs are needed?**
 - Support for prior victims?



TSC-GLAKES Reported Sexual Assaults

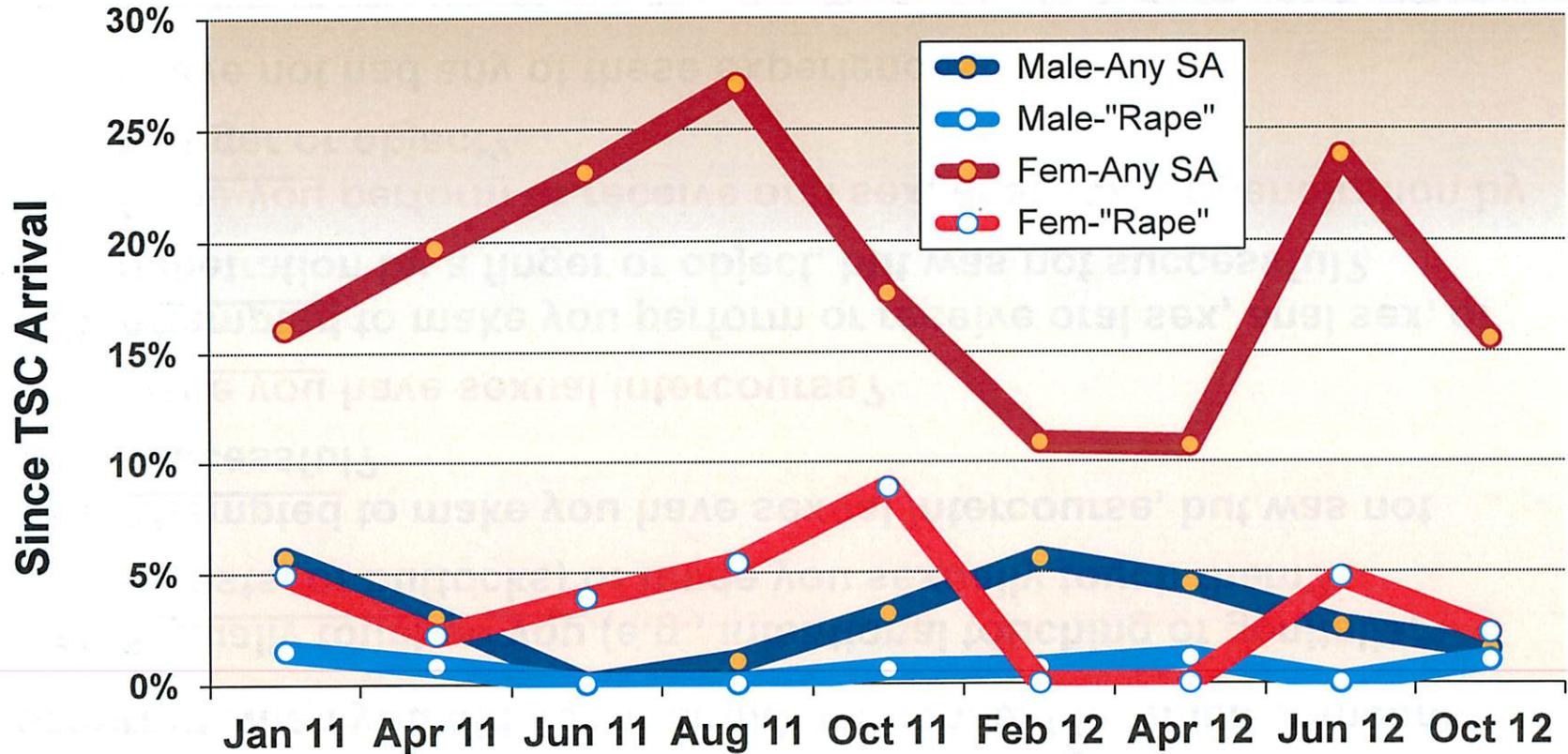
Restricted & Un-Restricted Reports, Male & Female Victims, By Reported Month of Assault Occurrence thru November 2013



← Compares to Multi-Year Increasing Trend in Total # Navy-Wide Reports
← Compares to Stable # Reports FY-09 thru FY-11 Navy-Wide
← Multiple Initiatives Since Feb 2011 Compares to ↑↑↑ Navy-Wide Reports



Survey Data From Departing Students On Sexual Assault Experiences at TSC



Female:	81	137	26	37	34	46	28	21	45
Male:	334	369	69	100	160	143	90	79	200

Survey Date and Number of Survey Takers



TSC Great Lakes Survey Question



Since you were assigned to TSC, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent in which someone

- a) Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
- b) Attempted to make you have sexual intercourse, but was not successful?
- c) Made you have sexual intercourse?
- d) Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?
- e) Made you perform or receive oral sex, anal sex, or penetration by a finger or object?
- f) I have not had any of these experiences

Any combination of (a) thru (e) = "Any Sexual Assault (SA)"

Responses (c) and/or (e) = "Rape"



Training Support Command (TSC) Great Lakes



- **Located on Naval Station Great Lakes, Illinois**
 - Remote setting about 90 minutes north of Chicago
 - Distinct from adjacent Recruit Training Center
 - Largest and most compact of several Navy TSC's
- **Supports 5 major post-recruit training commands**
 - Student housing, non-academic student management
 - Initial orientation and Navy Military Training
 - Students live in 13 barracks buildings, organized as "ships"
 - Some barracks use video monitors
- **Unique concentration of young Sailor students**
 - 10,300 annually, 4000 average (varies), ~25% female
 - 93 different courses including 32 entry-level "A" Schools
 - Most students are straight out of Recruit Training
 - Away from home for first time; they earn progressive liberty



NCIS Navy Cases Closed in FY's 2009-10

(By Location and Rank of Victim)



LOCATION	TOTAL CASES	CIV VICTIM	UNK VICTIM	UNK MIL VICTIM	KNOWN RANKS OF MILITARY VICTIMS												
					E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Mid	O-1	O-2	O-3
AFLOAT	40			3	3	2	15	8	8	1							
Groton	3	2						1									
Newport	9	3						1	4					1			
NATIONAL CAPITAL	32	9	1		1	3	9	3	1					5			
TIDEWATER	113	11		1	12	24	33	15	11	4				1	1		
Charleston	7	4			1			2									
JAX / MAYPORT / KB	48	16		3	4	6	8	5	5						1		
Pensacola	33	3		1	13	9	6	1									
Great Lakes	52	3		1	27	13	7								1		
GULF COAST	21	4			5	3	3	5		1							
Corpus Christie	7	1				1	3		2								
PUGET SOUND	45	15			1	8	11	6	3	1							
Lemoore	12	3		1		2	3	2	1								
Pt Hueneme	4	2				1			1								
SD / PENDLETON	59	12	1	2	5	11	18	2	6	1				1			
HAWAII	22	6				3	5	6	2								
Guantanamo	11					1	1	7		2							
EUROPE	38	9		3		4	8	4	10								
IRAQ / AFGHANISTAN	7			1			2	2		2							
PERSIAN GULF	22	1		1	1	2	4	7	2	3					1		
ASIA / PACIFIC	14	2		1	1	5	3	2									
Guam	9	1				3	3	2									
JAPAN / KOREA	55	11		2	2	8	16	9	5	1	1						
OTHER	63	19		2	4	7	6	13	6	3				2			1
UNKNOWN	19	3			4	4	4	2						1	1		
TOTAL:	745	140	2	22	84	120	168	105	67	19	1			11	5		1



Great Lakes NCIS Sexual Assault NAVY Cases Closed in FY09 and FY10



	# Cases	% On-Base	% Subj/Vict Alcohol	% Vag-Anal -Oral-DP	CIV VICTIM	UNK MIL VICTIM	KNOWN RANKS OF MILITARY VICTIMS				
							E-1	E-2	E-3	O-1	
Sexual Assault "Setting"	Stranger Assault	2	100%		50%			1	1		
	Abuse of Position	4	100%		50%	1		1	1	1	
	Workplace SA	3	100%	33%	67%			2	1		
	Repeated Episodes	4	100%					4			
	Intimate Partner Violence	1			100%			1			
	Social or Small Group	6	50%	50%	50%		1	3	1	1	
	Barracks	3	100%	33%	67%			1	1	1	
	Party	1		100%	100%				1		
	Bar	3		100%	100%	1		1		1	
	Hotel	15		53%	80%	1		10	2	1	1
	Escalated Consensual	2			100%			1	1		
	Unknown	8	13%		63%			3	4	1	
	TOTAL	52	38%	33%	65%	3	1	27	13	7	1

	# Cases	CIV	UNK MIL	E-1	E-2	E-3	O-1	
Rank of Alleged Offender (Subject)	E-1	11	1	7	2	1		
	E-2	3		2	1			
	E-3	6		4		2		
	E-4							
	E-5	2	1			1		
	E-6	4	1		2		1	
	E-7	1				1		
	O-1	1						1
	Unk MIL	9		1	7	1		
	Civilian	3			2	1		
	Unknown	12			3	6	3	

% Blue-on-Blue (Excludes Unknown Subjects)	100%	92%	86%	100%	100%
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Multiple Activities



Feb 2011: On-site, 2-day “Stakeholder Planning Summit on Sexual Assault Prevention Strategies”

Commanding Officer Initiatives:

- Unambiguous message of intolerance for SA at orientation week
- Overhauled CNIC orientation-week SAPR presentation and introduced smaller-group format (later transitioned into CPPD Bystander Intervention program – see next page)
- Restructured overnight liberty policies
- Senior students tasked to look after juniors at on-base club (impacted alcohol sales there !!)
- Worked with NCIS to break up high-risk, hotel-room parties
- Punishments publicized on-base
- Also ... CO is highly visible participant in many student activities

Coalition of Sailors Against Destructive Decisions (CSADD):

- Series of You-Tube videos and posters on Bystander Intervention
- SAPR Resources and other POC info pasted everywhere
- Awarded Shore Chapter of the Year



Activities (Continued)



CNRMW: Quarterly “Drumbeat” meetings of local stakeholders to review activities and underscore importance of sexual assault prevention

2011: Bernie McGrenahan “Happy Hour” comedy show (with specific modifications per HQE) sponsored by Safety Dept.

2011: Steve Thompson “No Zebras, No Excuses ...” presentation to all students at Heritage Training weekend

2011 (October): CPPD Bystander Intervention program:

- All A-School students during orientation week
- Three consecutive nights 1600-1730
- Intense curriculum delivered in small-group settings (gender-specific at GLAKES, but not elsewhere)
- Instructors are local staff taught by CPPD

2011 (Late): Catharsis “Sex Signals” program:

- Large-group interactive “edutainment” program customized for GLAKES
- Most students get follow-on, small-group “Afterburner” session
- Usually during week 5-6, just before first overnight liberty



DON Secretariat Engagement: Direct Outreach



Sep 2009 – DON Sexual Assault Prevention Summit

- 2-day agenda led throughout by SECNAV
- Brought senior military and civilian leaders together with 10 outside experts
- Announced new DON-SAPRO reporting directly to SECNAV

Mar 2010 – DON Sexual Assault Response Coordinator's Summit

- 2 ½ -day agenda attended by SARCs from across Navy & Marine Corps
- Presentations by leadership, civilian experts, and Navy & Marine victims

May 2011 – DON Sexual Assault Prevention Summit

- 3-day agenda attended by SARCs from across Navy & Marine Corps along with their shore installation and regional commanders
- Presentations by SECNAV, UNDER, CNO, MCPON, ACMC, SgtMajMC, White House Staff, civilian experts, and Navy & Marine male victims

Mid-2012 – SAPR Forums at Operational Concentration Sites

- 5,000 Navy and Marine officers and senior enlisted attended ½ -day leadership sessions at 8 Navy & Marine Corps sites world-wide
- Included civilian expert on criminal investigation and offender profiling
- Also staged live-acted, vignette-based programs for Sailors and Marines



DON Secretariat Engagement: Direct Outreach



Ongoing Since 2009 – Departmental Site Visits

- Too-many-to-count site visits to Navy & Marine Corps sites world-wide, including remote, overseas, and in-theater locations – including leadership meetings, stakeholder interviews, and focus groups

Mid 2013 – “No Zebras, No Excuses ...” Training

- Live-acted, vignette-based programs emphasizing bystander responsibility
- Large-audience programs at over 30 Navy & Marine Corps visits world-wide
- Recorded program in 2012 on Navy ship now ready for distribution

Mid-2013 – Commander and Stakeholder Presentations

- Mr. Steve Thompson, civilian expert on sexual assault criminal investigations and offender profiling
- Large-audience programs at 8 Navy and Marine Corps sites

Planned in 2014 – Continued Special Training

- Regular schedule of “No Zebras ...” or equivalent at Navy “A” Schools
- New & updated live-acted training at diverse Navy & Marine Corps sites



DON Secretariat Engagement: Develop New Tools



Mar 2012 – SAPR Commander's Guide

- Distributed over 15,000 copies of new 22-page, glossy-format booklet
- Summarizes Departmental priorities, background data, and specific suggestions on command management of local sexual assault cases

May 2013 – Civilian Employee Training Tool

- Developed professional quality SAPR training video and discussion guides appropriate for both military and civilian audiences
- Facilitates NDAA-12 training requirements for civilians

Early 2014 – Pre-Command & Pre-Commissioning Training Tools

- Contract awarded for separate SAPR training videos and guides targeting Command Leadership School and officer pre-commissioning programs

Planned in 2014 – Updated SAPR Commander's Guide

- Review & update summary insights, data, and policy references
- Add sections by Legal & NCIS



DON Secretariat Engagement: Special Projects



Ongoing Since 2010 – TSC Great Lakes Collaboration

- On-site summit Feb 2011 & numerous simultaneous efforts since have achieved sustained 30-month 63% reduction in sexual assaults
- Sailor students more comfortable reporting much-prior assaults
- Working with Navy to apply insights in different settings elsewhere

Ongoing Since 2012 – Victim Support Milestones

- Goal is to identify key victim-experience milestones in SAPR support and develop measurable performance standards for each
- Sequential & ongoing audits, written standards, and re-engineered processes dramatically improved 24/7 access to SARCs and SAPR-VAs

Ongoing Since 2012 – Dept of Justice Tele-Medicine Partnership

- DON is the only military partner in DOJ project to explore tele-medicine support for Sexual Assault Forensic Exams at remote sites
- DON-SAPRO working closely with DOJ and BUMED
- Preparatory work began May 2013 at NavHosp Twentynine Palms pilot site
- NavHosp Jacksonville now added as second pilot site



DON Secretariat Engagement: Departmental Assessments



Jan 2010 – Forensic Exams and Restricted Reporting in California

- Visited large and small Navy and Marine Corps locations (4 total) in Southern California to assess impacts of State law mandating sexual assault reporting by healthcare providers

May 2010 – Training Environments Assessment

- Visited 6 diverse Navy & Marine Corps training locations nation-wide to assess unique SAPR issues. Interviewed leaders and program stakeholders. Conducted 17 focus groups including 240 individuals.
- Resulting insights focused our attention on young Sailors and Marines in immediate post-recruit training.

Mid-2011 – DON-Wide Sexual Assault Survey

- Web-based anonymous survey taken by 115,000 Sailors and Marines
- Navy and Marine Corps leaders actively promoted voluntary participation
- Results highlighted high-risk young populations and individual male victims
- Insights added to those from DON-SAPRO reviews of 1900 NCIS sexual assault case synopses for Navy and Marine Corps from FYs 2009-2011



DON Secretariat Engagement: Departmental Assessments



Late 2012-2013 – Initial Military Training Assessment

- DON-SAPRO team visited 23 Navy & Marine Corps training sites in comprehensive response to SECDEF tasking
- Met with commanders, interviewed stakeholders, conducted 180 separate focus groups totaling over 2,570 participants

Mar 2013 – SAPR Program Review at USNA

- Extensive DON-SAPRO review recommended manpower and process changes to improve sexual assault victim support

May 2013 – USNA Midshipman Sexual Assault Survey

- Paper-based anonymous survey of all Midshipmen – just completed and results now being tabulated
- Developed and conducted by DON-SAPRO with USNA participation
- Explored impressions of command climate, circumstances associated with sexual assault, and reasons for reporting or non-reporting



DON Secretariat Engagement: Departmental Assessments



Mid-2013 – Recruiting Environment Assessment

- DON-SAPRO team visited 30 Navy & Marine Corps recruiting locations including headquarters, local sites, MEPS processing centers
- Reviewed pre-recruit applicant training & oversight of recruiter conduct
- Focus groups with recruits explored recent interactions with recruiters
- Final report anticipated in September 2013

Mid-2013 – Case Adjudication Review at USNA

- DON-SAPRO review of Command action in all known reports of sexual assault involving Midshipmen during the past five academic years
- Final report anticipated in September 2013

Ongoing Since 2012 – “A” School Sexual Assault Survey

- Partnered with Navy Education and Training Command to develop an anonymous web-based survey tailored for young Sailor students
- Approved for continuous use at multiple post-recruit “A” Schools
- Initial startup began August 2013 for all graduating students at Pensacola
- Expansion to Great Lakes and several other sites planned in 2013



DON Secretariat Engagement: Departmental Assessments



Ongoing Since 2012 – Reserve Component SAPR Issues

- Site visits to 12 Navy & Marine Corps reserve locations nation-wide included headquarters, large reserve centers, and isolated small locations
- Goal is to summarize sexual assault circumstances and victim support challenges unique to the reserve environment
- Navy and Marine reserve leadership both engaged

Planned in Late 2013 – Repeat DON-Wide Sexual Assault Survey

- Reprises successful web-based anonymous survey process used in 2011
- Goals are to update estimates of sexual assault incidence among Sailors and Marines, and expand insights into circumstances surrounding sexual assaults and factors that influence victim reporting



DON Secretariat Engagement: Additional Activity



Ongoing Since 2009 – Other Activities

- Interface with civilian academic experts (including CDC) to share insights on sexual assault prevention
- Initial resource support for Service-level initiatives including:
 - Bystander Intervention curricula development
 - Special training for NCIS agents and JAG officers
 - Improved NCIS sexual assault victim interview rooms
 - NCIS data analysis capability
 - Pilot peer-support program for prior victims of sexual assault

Experience at TSC-GLAKES demonstrates that it is possible to objectively reduce the incidence of “serious” sexual assault in a high-risk population (young Sailors just after recruit training). Nobody anywhere else has accomplished that.

Three core factors appear to acting together:

LEADERSHIP: CNRMW was uncertain at first, and imposed a productive rigor on early processes and assessments, but he quickly became a key supporter/enabler, and made that visible through quarterly “Drumbeat” meetings with key stakeholders. The CO of TSC-GLAKES has been tireless in his personal engagement, and the base CO was also an active supporter. CPO leaders promoted CSADD as a Sailor mentoring and self-development tool. Local efforts were underscored by the knowledge that activities were highly visible and of interest to DON and Navy senior leaders, with periodic visits by DON-SAPRO, N-135, and others. The local SARC, the local NCIS agents, and more recently the Naval Hospital have also all played important supporting roles.

REPEATED DOSES OF SEXUAL ASSAULT PREVENTION TRAINING: Sailors get numerous exposures to updated and consistent messages about our intolerance of sexual assault and their dual responsibilities for their own behavior and for the safety of shipmates. The training formats are diverse – some of the sessions are intense; several are conducted in small-group formats; and some utilize age-relevant vignettes or even intertwined comedy. Special programs were supported by DON-SAPRO, NETC and/or N-135, and even the local Safety Department.

AGGRESSIVE ANTI-ALCOHOL STRATEGIES: Liberty policies have been adjusted. The CO of TSC frequently visits local bars and even asks taxi drivers where Sailors are going. NCIS helps break up alcohol-fueled hotel room parties. Senior students monitor misbehavior at the on-base club. NJPs are well publicized.

Within each category, it’s hard to assess to relative value of any specific item. But the three major areas of activity seem to overlap and synergize. No one area is probably adequate alone.

The downward trends in SA cases and ARIs began well before the two biggest outside-sponsored programs (3-session Bystander Intervention program, and the Catharsis/Sex-Signals large-group + “Afterburner” format) came online. They may be having additive effects, and are probably important to maintaining gains, but were not in themselves the critical initial factors.

The experience at TSC-GLAKES is a work in progress, and many unknowns remain:

- Is the impact at TSC GLAKES sustainable across changes in key leadership? Experience has been consistent for 21 months, but RDML Payne has left, RDML Steindl leaves soon, and CAPT Lintner leaves afterward.
- How does the current incidence of sexual assault at TSC GLAKES compare with that elsewhere – did we set new standards or just bring it in line with other comparable settings? The most obvious risk factors are gender and age – fair comparisons either require (a) direct sampling through anonymous surveys or (b) compare known cases at similar locations with adjustment for different gender and age distributions.
- Would the same activities in use at TSC GLAKES have benefit elsewhere – especially in lower-risk populations? Older Sailors may not have exactly the same risk factors or respond to the same approaches as the young cohort at TSC-GLAKES.

Other Notes:

In 2009, SECNAV told DON-SAPRO to find ways to reduce the number of sexual assaults involving Sailors and Marines, whether reported or not. CDC and other SME's continue to confirm no documented precedent anywhere for achieving that.

DON-SAPRO spent some time in recognizing GLAKES as an ideal pilot site due to its (a) concentration of high-risk Sailors, (b) discrete setting uniquely conducive to pilot interventions and outcomes assessment, and (c) supportive leadership. Site visits for information gathering and an initial student survey began well before the kickoff "summit" in February 2011. The conscious goal was to develop experience without risking the expense and counter-productivity of Navy-wide initiatives that might ultimately not work.

A facilitated 2-day summit in Feb 2011 combined local leaders & stakeholders with SME's, DON-SAPRO, and N-135 to compare insights and identify possible strategies. First ground rule was that local commands would not be asked to fund expensive new initiatives "out of hide" themselves. Results included numerous ideas that could be done locally without new resources, along with several that did require outside support. CNRMW (RDML Payne) imposed rigor but was also a critical champion of local efforts.

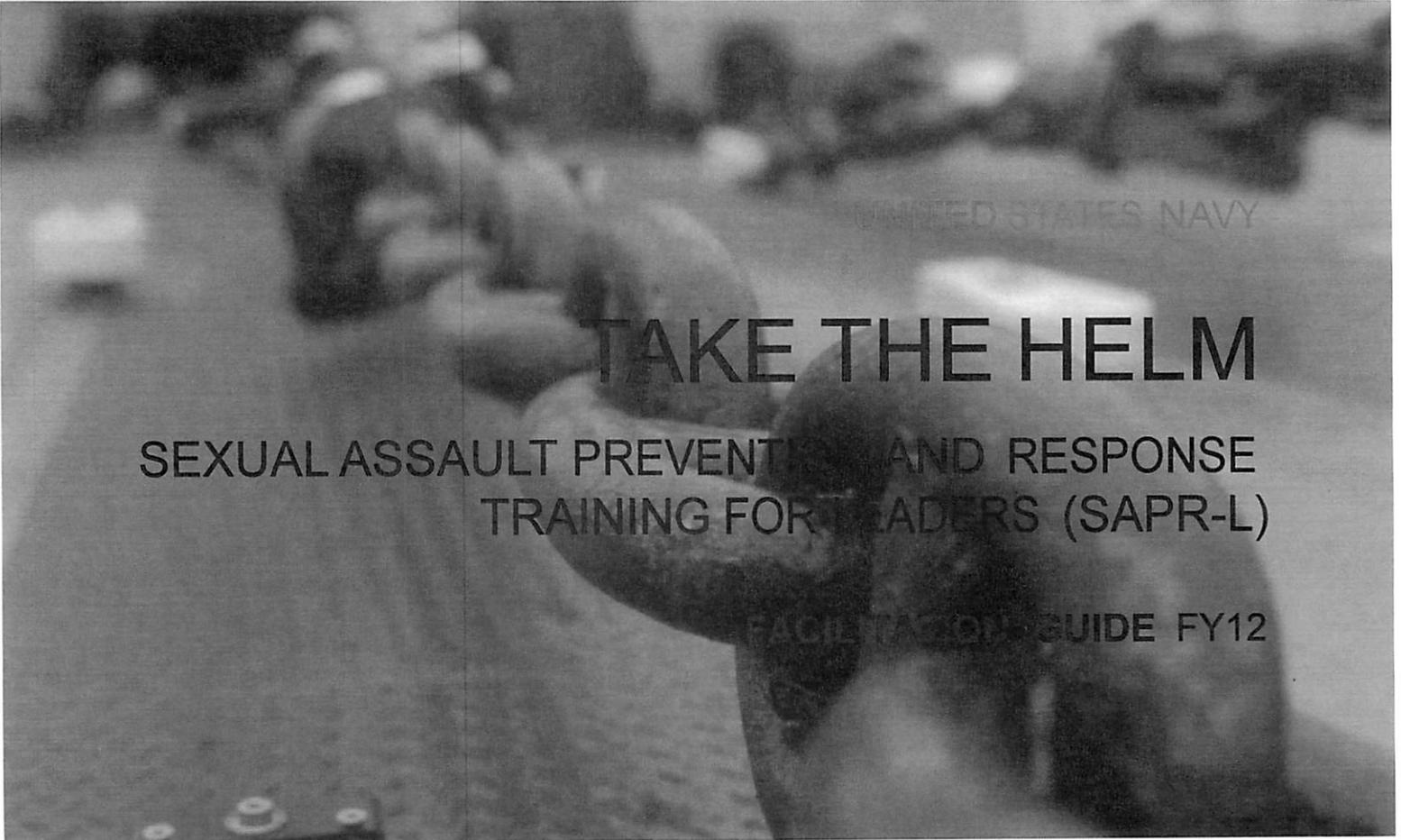
Our most objective evidence of change at TSC-GLAKES comes from trends in sexual assaults reported to the SARC there. She has good visibility over all known cases there. A number of individuals have recently been comfortable reporting sexual assaults in the more distant past, which adds to our confidence in tracking reported cases by date of occurrence. Sailors are clearly not more reluctant to report sexual assaults. Subjective impressions of the changed

command climate, and reported (unconfirmed) downward trends in alcohol incidence also support our confidence. Results from student surveys have not been useful due to the low number of students available for paper-based survey efforts. This is not all bad, and mostly results from the Navy doing a much better job of getting graduated Sailors more quickly to their intended duty stations. Better survey methods are needed, and DON-SAPRO is working with NETC on exactly that (see below).

The target group of GLAKES pilot projects is A-school students, but a key concept has been to not interfere with A-school curriculum training. The most-engaged agent in day-to-day implementation of pilot initiatives has been TSC-GLAKES, whose “full-time” job involves managing and mentoring Sailor students – outside of their “workday” classes. Fleet commanders do not all enjoy this level of dedicated supplemental Sailor support.

Next Steps for DON-SAPRO:

Early visits have been made to Pensacola. That setting is different; the commands are aware of what GLAKES has been doing; and CSADD seems well-established there. DON-SAPRO is about to finalize plans with NETC for electronic sexual assault surveys of all graduating A-school students at both Pensacola and GLAKES, and DON-SAPRO has also worked with CNIC and the local SARC at Pensacola to start representing & tracking case-report data similarly to the trend-chart they developed at GLAKES. In addition, they are working with the SARC at GLAKES to isolate the same trend information for RTC-GLAKES.



UNITED STATES NAVY

TAKE THE HELM

SEXUAL ASSAULT PREVENTION AND RESPONSE
TRAINING FOR LEADERS (SAPR-L)

PLANNING GUIDE FY12

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OVERVIEW

This facilitation guide is designed to prepare command triad teams to conduct “Take the Helm,” the Navy’s SAPR Training for Leaders (SAPR-L), as well as introduce the Command’s responsibilities in receiving and facilitating follow-on “Take the Helm” SAPR Training for the Fleet (SAPR-F). Contained within are instructions for setting up and playing the SAPR-L course video, and questions to guide facilitated discussions about the reality of sexual assault in the Navy and leaders’ roles in preventing and responding to sexual assault.

Course Goals

This course is designed for the Navy’s khaki leadership—E7 and above. This audience plays a significant role in sexual assault prevention and response, particularly in the creation and sustainment of command climates that hold the line on a zero-tolerance policy for sexual misconduct. This course is designed to raise leaders’ **awareness** about the reality of sexual assault in the Navy, provide leaders with tools and techniques to **prevent** sexual assaults, and educate leaders about their **response** roles in the event that a sexual assault allegation is made.

Course Objectives

- ▶ Raise **awareness** among Navy leaders that sexual assault is a very real problem in the Navy by:
 - Educating leaders about the nature of the problem;
 - Imparting upon leaders the real and lasting impact that sexual assault has on victims, commands, and the Navy; and,
 - Informing leaders about the myths and misperceptions that make eradicating the crime so challenging.
- ▶ Educate leaders about their ability to **prevent** sexual assault in their commands by:
 - Setting and modeling the standards for appropriate behavior;
 - Establishing a command climate in which sexual assault is never tolerated and where Sailors feel safe reporting all inappropriate behavior, including sexual assaults;
 - Recognizing and not permitting “continuum of harm” behaviors that may increase the likelihood that sexual assaults will occur;
 - Being a “deckplate leader” who is engaged, involved, aware, and available to Sailors; and
 - Educating Sailors about sexual assault, including the influence and power of alcohol, the importance of Bystander Intervention, and the availability of resources in the event that a sexual assault takes place.
- ▶ Remind leaders about their responsibilities pertaining to sexual assault **response** following an alleged incident, including:
 - Knowing and utilizing the available SAPR resources;
 - Caring for the victim and the alleged perpetrator in a fair, non-judgmental manner;

- Minimizing the impact on the command's mission readiness;
- Avoiding revictimization;
- Enabling the official investigative process to proceed without command interference; and,
- Understanding that the command's role is to "support - report - initiate an NCIS investigation."

Course Format

This course is comprised of two primary elements: video and facilitated discussion. Through modeling and experiential learning, this course will prepare command triads to facilitate the SAPR-L course, and prepare commands to train E6 and below in the follow-on SAPR-F.

The estimated length of this training is 2.0 hours.

- ▶ Course Video: 36 min
- ▶ Facilitated Discussion: ~84 min

Set-Up and Equipment Needs

All training locations must have audiovisual equipment to play the course video (data DVD), including:

- ▶ laptop or desktop computer with a DVD drive
- ▶ projector (that can be connected to a computer)
- ▶ projection screen or surface
- ▶ speakers/audio system
- ▶ classroom in which lights can be dimmed or turned off for maximum visibility

NOTE: The disc is a data DVD, and will only play in computers. The DVD will not play in a DVD player. To ensure that the DVD plays correctly, please follow these instructions:

1. Insert the DVD into the computer.
2. The DVD will not launch on its own. Go to "My Computer" and double click on the DVD icon (TTH_SAPR-L).
3. Drag the "TakeTheHelm" .wmv file to the desktop.
Note: It may take up to 10 minutes for the file to save to the desktop. Playing directly from the DVD is not recommended because there may be visual or audio delays.
4. Double click on the "TakeTheHelm" file on the computer desktop to launch the course.

Training Guidance

Size of Training Group

A group of 10-20 training participants is ideal for maximum participation in the facilitated discussions. The class size should not exceed 30 participants; groups that are too large may stifle discussion.

Instructors

The course is designed to be facilitated by command triad teams—the commanding officer, executive officer, and command master chief. All command triad teams will be trained by Master Trainers. Facilitators should familiarize themselves with the course objectives and the facilitated discussions in this guide, as well as with other reference material pertaining to sexual assault. See **Appendix A** for a Glossary and **Appendix B** for a list of Additional Resources.

Prior to facilitating the course, command triads should determine who will lead the facilitation on which discussions, and who will be responsible for starting and pausing the video. All members of the triad should participate in the facilitated discussions.

Format of the Facilitation Guide

The facilitation guide is not designed to be a rigid script; rather, it is designed to equip command triad teams with thought-provoking questions about sexual assault prevention and response to engage their command's leadership in meaningful discussion. The guide is comprised of five sections: Drama, Awareness, Prevention and Intervention, Response, and the Challenge (conclusion). Each section includes the following prompts:

- ▶ **Suggested Script:** The script provides facilitators with informative and compelling transition statements into the course videos.
- ▶ **PLAY/PAUSE Video:** These prompts indicate when the video should be played, and when it should be paused for discussion.
- ▶ **Questions:** The questions in each segment are designed to elicit thoughtful discussion from the group. Facilitators should use these questions to explore their leaders' awareness and levels of understanding about sexual assault, identify topics or beliefs that may need to be addressed, and determine areas in which further education may be beneficial.
- ▶ **What to Listen For:** These bullets include responses that facilitators should be hearing and encouraging from the group. The group may provide responses that are not listed in this guide. Facilitators should let the group members generate original ideas and responses, and *use the bullets simply as a guide*.
 - The anchor is provided to remind the training team that if any discussion goes out of scope, facilitators can refer back to the anchor to re-focus the group:
 - » Support – Report – Initiate Investigation
 - » Consult with a JAG

“Do’s and Don’ts” of Facilitation

- ▶ **Do** ensure that everyone in the room can hear the discussion; repeat questions and comments that may have been spoken too quietly for others to hear.
- ▶ **Do** be alert to statements that reveal stigma or a myth about sexual assault. Correct these statements.
- ▶ **Do** refer to the video to emphasize speaking points; the video is a useful tool for providing examples from a shared point of reference.
- ▶ **Do not** allow only a few participants to dominate the conversation.
- ▶ **Do not** lose track of time or lose sight of the of the discussion objectives. It's important that you cover the entire course during the two hour session.

- ▶ **Do not** attempt to guess if you do not know how to answer a question about statistics, resources, or policy. Offer to research the question and provide an answer later.
- ▶ **Do not** discuss details of current sexual assault investigations or disclose details about alleged or suspected incidents. Confidentiality of Sailors is paramount.
- ▶ **Do not** discuss your personal opinions about sexual assault, its causes, or the Navy's system for resolution.

List of Key Players in the Drama

- ▶ **ENS Kristin Wyatt, Division Officer**
- ▶ **CMDCM Joe Rivera**
- ▶ **FCC Tony Hart, Division Chief**
- ▶ **FC1 Colin Beck, LPO (perpetrator)**
- ▶ **FC1 Brett Conway (narrator)**
- ▶ **FC2 J.P. Pope**
- ▶ **FC3 Erica Walsh (sexual assault victim)**

FACILITATION GUIDE

PART 1: DRAMA

SUGGESTED SCRIPT

- ▶ *Sexual assault prevention is a top priority for the DoD, the Navy, and the CNO.*
- ▶ *Over the next two hours, you will come to understand the severity of this problem and the devastating impact that sexual assault is having on our Sailors, on morale and mission readiness, and on the Navy's reputation.*
- ▶ *We'll begin with a message from the CNO and the MCPON. Pay close attention to the CNO's thoughts on sexual assault and to what he expects of each of us.*
- ▶ *Then we will see a short drama. The main characters are played by actors and the ship is fictitious.*
- ▶ *As you watch the drama, pay attention to the characters and their roles. Do they remind you of people you have known during your career? Can you pick out subtle behaviors that may not be appropriate in a professional environment?*

VIDEO

PLAY "DRAMA" Video

PAUSE Video

FACILITATED DISCUSSION (10 MIN)

Question: As you heard, the CNO is asking each of us to focus on eliminating this crime. That means we have to be alert for behaviors that might not be appropriate in a professional environment. Thinking back to the movie, what actions or behaviors jumped out at you as potential warning signs?

What to Listen For:

- ▶ Beck's behavior (he "groomed" Walsh, he made inappropriate physical contact, he used his position of influence/authority as LPO)
- ▶ Presence of inappropriate magazines in the shop
- ▶ Inappropriate conversations and comments ("DTF" and "fresh meat")
- ▶ Laundry room incident
- ▶ CMC seeming unconcerned or too busy to properly address the situation
- ▶ Failure by leaders to sufficiently address and correct inappropriate behavior (the Chief who walked past Beck as he was cornering Walsh against the bulkhead; Chief Hart dismissing the issue after a brief, informal talk with Beck)

Question: We saw inappropriate behavior in the video that was indicative of sexual misconduct. While “continuum of sexual harm” behaviors—such as sexual harassment, sexism, and inappropriate jokes—don’t constitute sexual assault, they can foster a command climate in which sexual assaults may be more likely to occur. Have you seen any of these behaviors during your career in the Navy? In your opinion, have things improved, stayed the same, or become worse? (Remind attendees to maintain confidentiality of third parties.)

What to Listen For:

- ▶ Let the group provide stories and examples of “continuum of sexual harm” behaviors, such as harassment, sexism, and lewd jokes.
- ▶ Encourage the group to discuss any perceived shift in acceptance and behaviors over the course of their careers.
- ▶ Ensure no identifying third party information is provided.

Note: Have an example from your own career prepared for discussion in case no one immediately volunteers.

FACILITATION GUIDE

PART 2: AWARENESS

SUGGESTED SCRIPT

- ▶ *We, as the leadership of the Navy, have an important role in ensuring the safety of all of our shipmates. This includes paying attention to subtle behaviors that may be indicative of a serious problem.*
- ▶ *Many times, because we don't hear about sexual assault or sexual misconduct, we wrongly assume that it doesn't happen—OR—we think, "it will never happen in MY command."*
- ▶ *Statistics show that none of us are immune to this issue.*
- ▶ *Sometimes we find ourselves caught in the trap of misplaced loyalties; our loyalty to each other sometimes makes us act in ways disloyal to the Navy. Remember, our Core Values dictate commitment to the Navy (not to protecting our buddies) and the courage to do the right thing.*
- ▶ *In this video segment, you will hear from a number of Navy leaders who will define sexual assault, assess its impact, and talk about a few myths and misperceptions.*

VIDEO

PLAY "AWARENESS" Video

PAUSE Video

FACILITATED DISCUSSION (15 MIN)

WE NEED TO FACE THE FACTS:

- ▶ In FY11, there were 408 unrestricted reports and 174 restricted reports.
- ▶ This is a crime that affects everyone in the Navy; we have offenders in all ranks.
- ▶ 2/3 of all reports were blue on blue; 1/3 of all reports were superiors abusing subordinates.

(These statistics can be found in the published annual reports at DOD SAPRO's website - www.sapr.mil)

CASE STUDIES

- ▶ *CO of USS MOMSEN (DDG-92) was relieved last year for "loss of confidence in his ability to command stemming from allegations of misconduct."*
 - *He was sentenced to 10 years confinement (which was reduced to 42 months by a pre-trial agreement).*
 - *During court-martial, the CO plead guilty to one count of rape, three counts of aggravated sexual assault and contact, and three counts of conduct unbecoming an officer for sexually assaulting two women under his command - one female junior officer (Ensign) and one female enlisted sailor (E-3).*
- ▶ *XO of USS ROOSEVELT (DDG-80) was sentenced during court-martial to 1 year confinement.*
 - *The XO was convicted of 3 counts of wrongful sexual contact, assault consummated by battery and conduct unbecoming an officer*
 - *XO was found guilty of committing misconduct against officers in the command.*

Question: What are some things that make the crime of sexual assault so difficult to eradicate in our commands? Can you give some examples? (Encourage the group to think about common misperceptions.)

What to Listen For:

- ▶ **Myth: This is a male-on-female crime.**
 - **Fact: Anyone can be a victim, and anyone can be a perpetrator.** Anyone can be a victim or a perpetrator, regardless of age, race, gender, rank, etc.
 - **Fact: The stigma is significant.** Male-on-male, female-on-female, and female-on-male assaults DO happen. They are much less likely to be reported when they do happen, because the stigma can be even more powerful in these cases.
- ▶ **Myth: Perpetrators are usually strangers motivated by sexual attraction or desire.**
 - **Fact: Sexual assault is usually not about sex.** Usually, sexual assault is about having power and control over another person.
 - **Fact: Perpetrators are usually not strangers.** Victims usually know, and often times trust, the people who sexually assault them.
 - **Fact: Perpetrators use a variety of techniques to single out the victim and carry out an assault.**
 - » Substances (alcohol or drugs – over the counter, illicit, or synthetic)
 - » Position of influence, power, or authority
 - » Isolation
 - » Physical strength
 - » Coercion or manipulation of trust

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- **Fact: Perpetrators tend to look for victims who are socially vulnerable. This can be based on:**
 - » Gender
 - » Social awkwardness
 - » Reputation
 - » Appearance
 - » Impairment by alcohol or drugs
 - » Desire to fit in/new to a command
- ▶ **Myth: Most of the time two people agree to have “drunk sex” and then one person claims it was sexual assault the next morning.**
 - **Fact: Many times an assault is the result of both parties indulgence in alcohol which limits one’s ability to give and/or receive consent.**
 - » Collateral misconduct can be a complicating factor.
 - » Underage drinking can prevent victims from reporting and receiving the care they really need.
- ▶ **Myth: The victim was to blame.**
 - **Fact: No person “asks” to be sexually assaulted.** The way someone dresses, speaks, or acts never justifies an assault.
 - **Fact: A relationship doesn’t justify an assault.** There is no implied consent just because there is or was a dating, social, or sexual relationship.
 - **Fact: Victims are not “weak.”** Some people think that because a victim did not fight or yell for help means that they were willing participants or simply too weak to fight back. However, psychological “fight, flight, and freeze” responses are automatic. Physiological reactions may cause a person to become immobile and silent in traumatic situations, especially if they fear for their lives. “Scared to death” is a figurative translation as if fighting for your life. Also keep in mind—alcohol and drugs can incapacitate even the strongest of Sailors.
- ▶ **Myth: Sexual Assault is strictly rape.**
 - **Fact: Sexual violence offenses include rape, sexual assault, aggravated sexual contact, abusive sexual contact, and attempts to commit these offenses.** They range from any offensive touching to the most egregious forms of sexual assault, which includes rape.





**UNRESTRICTED
REPORT**

Your obligation is to support the victim, ensure a report is filed, and initiate an official investigation by NCIS.

▶ **Myth: Most sexual assault allegations are false.**

- **Fact: It is not your place to make a judgment as to whether or not an allegation is true or false.** Your obligation is to support the victim, ensure a report is filed, and initiate an official investigation by the appropriate authorities. Just because the case is dropped, the victim's story changes, or the victim decides to drop the charge—it does NOT mean it didn't happen. It does not mean it DID happen, either. It is not your job to judge.

Question: Our loyalty is to the Navy and our Core Values, not our buddies.

How did the drama demonstrate this decisional dilemma faced by Petty Officer Conway?

What to Listen For:

- ▶ Conway had to decide whether or not he should confront Beck, or ignore what he was seeing.
- ▶ Encourage the group to discuss the dilemma of loyalty to one's peers versus loyalty to the Navy.

FACILITATION GUIDE

PART 3: PREVENTION AND INTERVENTION

SUGGESTED SCRIPT

- ▶ *The mainstay of prevention is Bystander Intervention. In the follow-on “Take the Helm” course for the fleet (SAPR-F), you will be reinforcing this concept with your E6s and below.*
- ▶ *The training will emphasize sexual assault awareness and prevention, and in particular, emphasize the importance of Bystander Intervention in getting left of the event.*
- ▶ *As the Navy’s leaders, we have the power and the obligation to proactively take measures to prevent sexual assault.*
- ▶ *It’s going to take more than simply “checking the box” by taking the annual refresher trainings.*
- ▶ *There are several tangible Bystander Intervention techniques that we, and our Sailors, can employ to prevent sexual assault.*
- ▶ *In the next video segment, you will hear a variety of Navy leaders and experts describe ways to prevent sexual assault in their commands. Think about ways you can use their advice in your own interactions with your Sailors.*

VIDEO

PLAY “PREVENTION” Video

PAUSE Video

FACILITATED DISCUSSION (17 MIN)

Question: This is about prevention. It requires leadership skills that not only apply to sexual assault, but also suicide prevention and other wellness areas. What can we do in our command—and what tangible things can YOU do as a leader of sailors—to actively prevent sexual assault?

What to Listen For:

- ▶ **Discuss this problem openly:** We need to be frank and discuss this issue. Talking about sexual assault prevention brings the issue to the forefront as a command priority. This is an uncomfortable topic, but it is one that must be addressed.
- ▶ **Be clear and united in our position:** We need to communicate a top-down leadership message that sexual assault is never acceptable. Sexual assault is a crime and it cannot be tolerated in a professional organization such as the Navy.
- ▶ **Set and model the standards for appropriate behavior:** Our actions need to support our words. We need to set the standards for appropriate actions, and model those behaviors for our Sailors.

- ▶ **Let our actions indicate that we take this seriously:** As leaders we each have a responsibility to take the issue of sexual assault seriously and to adhere to policy and law. When there are allegations of sexual assault, we must ensure the allegations are thoroughly investigated so the facts relevant to the case can be determined and offenders can be held accountable.
- ▶ **Set the right command climate:** We need to foster a command climate built upon trust, respect, and open communication. Ensure that everyone collectively creates a culture in which disrespect, in any form, is not allowed. Environmental factors in the military associated with an increased likelihood of sexual assault include:
 - Unwanted sexual advances or remarks (“continuum of sexual harm” behaviors)
 - Environments where superiors engage in quid pro quo behaviors, such as when a superior makes inappropriate demands of a subordinate
 - Environments where irresponsible consumption of alcohol is glamorized
- ▶ **Be alert to unacceptable behavior:** “Continuum of harm” behaviors—things like sexual jokes, innuendo, sexism, and sexual harassment—when left unaddressed, foster an environment in which a perpetrator may feel he or she has leeway to push boundaries, and perhaps, get away with a sexual assault. When we notice unsatisfactory behaviors, we must swiftly address and correct them. Sailors should be called on inappropriate jokes, unequal treatment of Sailors based on gender or other factors, and any behaviors that could offend an individual or group.
- ▶ **Be engaged:** We need to be “deckplate” leaders who are engaged and present. We should walk around, pay attention to what is going on, and get to know our Sailors. This not only keeps us in-tune with what is going on, but our Sailors will be more likely to come to us with concerns or problems if they know we are approachable.
- ▶ **Educate our Sailors:** We need to ensure our Sailors are educated about the reality of sexual assault. This includes mentoring them, advising them, communicating with them, and providing training.
- ▶ **Encourage Bystander Intervention:** Remind your Sailors that it is every Sailor’s responsibility to step in and intervene whenever a situation is not right. Set a command climate in which all Sailors know they can come forward to report inappropriate behavior without fear of retaliation. It’s better to step in and risk being wrong than to do nothing and learn later that something occurred because we didn’t act.
- ▶ **Deglamorize alcohol use and misuse:** Remind your Sailors about the risks of alcohol misuse and the consequences of compromised decision making. Consent is a key discriminating factor in the difference between sexual assault and consensual sex.

Question: A key aspect of sexual assault prevention is education. Sailors need to know the facts about sexual assault, such as what it is and what to watch for. In particular, they need to know that stepping in and intervening is ALWAYS the right thing to do for a fellow Sailor, regardless of rank. All of our Sailors are being taught Bystander Intervention strategies in “A” school, and we need to reinforce them. What important points should you emphasize to your Sailors about Bystander Intervention?

What to Listen For:

- ▶ **The Bystander Intervention process:**
 - Notice the event.
 - Interpret the event as an emergency.
 - Take responsibility to act—don’t assume someone else will.
 - Decide how you will act (listed below).
 - Choose to act.
- ▶ **How to intervene:**
 - VCNO wants Bystander Intervention out in the Fleet, and we’re responsible for reinforcing it. We should ensure that we, and our Sailors, know the Bystander Intervention strategies:
 - » **Direct:** Talk to the person who is acting inappropriately, or to the potential victim.
 - » **Distraction:** Utilize creative options to distract the people involved in order to de-escalate the situation. This may involve humor or appealing to other interests of the people involved.
 - » **Indirect:** Suggest that someone observing the situation might be concerned about the person’s conduct.
 - » **Protocol:** Report what you observed “up the chain” or to other authorities and seek guidance on how to respond.

Question: In the drama, where could various crew members have intervened to prevent the assault? Use the four intervention methods to generate ideas about how someone could have safely and effectively intervened.

What to Listen For:

- ▶ **Direct:** (Conway could have told Walsh to stay away from Beck at the party.)
- ▶ **Distraction:** (Someone at the party could have distracted Beck with a conversation.)
- ▶ **Indirect:** (Someone at the party could have told Beck, “I know you probably didn’t mean it this way, but Conway overheard you talking to Walsh and he might think you were harassing her.”)
- ▶ **Protocol:** (Conway could have re-engaged the chain of command.)

Question: Why are individuals often reluctant to intervene? How can you promote Bystander Intervention?

What to Listen For:

- ▶ People are often afraid to intervene because:
 - They think they're the only ones who notice a problem, therefore they think there is no problem.
 - They don't want to do something unpopular.
 - They don't want to "cock block" their friend.
 - They fear for their safety.
 - They think it isn't their problem.
 - They think they're misreading the situation.
- ▶ You can promote Bystander Intervention by:
 - Reminding Sailors that it is their responsibility to protect one another.
 - Educating Sailors about the lasting impact of sexual assault.
 - Equipping Sailors with intervention tactics and techniques.

FACILITATION GUIDE

PART 4: RESPONSE

SUGGESTED SCRIPT

- ▶ *Unfortunately, we can do everything right and an assault may still happen.*
- ▶ *Our response to a sexual assault can do more harm than good, despite our best intentions, if we're not aware of what our roles are: Support, Report, Initiate the Official Investigation.*
- ▶ *The video segment you are about to see stresses the importance of knowing what to do BEFORE you are faced with a reported incident.*
- ▶ *But you need to know your role, your responsibilities, and the resources available so you can respond swiftly and appropriately if a sexual assault allegation is made.*

VIDEO

PLAY "RESPONSE" Video

PAUSE Video

FACILITATED DISCUSSION (40 MIN)

Question: We have talked about staying left of the event, but if a sexual assault happens, how should we respond?

What to Listen For:

- ▶ **Know our SAPR resources:** Resources include the Sexual Assault Response Coordinator (SARC), Unit SAPR Victim Advocate (VA), medical officer, and chaplain.
- ▶ **Maintain good order and discipline:** After an assault, we need to ensure that we address and disallow rumors, gossip, speculations, and side-taking.
- ▶ **Ensure the victim has access to proper care:** Ensure the victim has access to appropriate resources, including medical services and SAPR resources.
- ▶ **Treat the victim and the alleged offender with fairness:** It is not your responsibility to pass judgment. Everyone is innocent until proven guilty.
- ▶ **Ensure a rigorous investigation is conducted by the proper authorities:** Every case must be thoroughly investigated by law enforcement so that the facts relevant to that case can be determined. It is not a command's place to investigate sexual assault allegations; doing so could severely impede the official investigation.

SUGGESTED SCRIPT

- ▶ *Sexual assault cases can be incredibly complicated, and as we've discussed, command leaders must limit their involvement in the cases and simply "support – report – and initiate an official NCIS investigation."*
- ▶ *However, it is important for you to understand the current policy and protocol—much of which is relatively new.*

For JAG facilitators only.

▶ ***Article 120***

- *Changes to Article 120 took effect on 28 Jun 12.*
- *Key is that commanders need only be alert specifically to the changes:*
 - » *Sexual assault offenses include rape, sexual assault, aggravated sexual contact and abusive sexual contact (from Article 120). Additionally, it includes forcible sodomy (Article 125) and attempts to commit these offenses (Article 80).*

▶ ***Sexual Assault Initial Disposition Authority (SA-IDA) within the Navy***

- *Who it applies to: All commanders who are not an O-6 with special court-martial convening authority*
- *What offenses it applies to: rape, sexual assault, forcible sodomy and attempts to commit these offenses*
- *What other offenses are affected? Collateral misconduct. All other offenses arising from or relating to the same incident(s), whether committed by the alleged perpetrator or the alleged victim.*

Question: Leaders in all commands should have a fundamental understanding of certain legal procedures following a sexual assault allegation. What do you know about expedited transfers? Military protective orders? Pre-trial confinement?

What to Listen For:

▶ ***Expedited transfers***

- *Servicemembers who have made a credible allegation of sexual assault may request to transfer from their command.*
- *The servicemember's request must be acted upon within 72 hours of receipt by the Commanding Officer.*
- *Commands should be familiar with the complete process (see MILPERSMAN 1300-1200).*

▶ ***Military protective orders***

- *Commanding officers should assess whether it is necessary to issue a military protective order after notification of a sexual assault.*
- *CO's should consult with a JAG and refer to DD Form 2873.*

▶ ***Pre-trial confinement/restraint***

- *Commanding Officers should assess whether pre-trial restraint or confinement is necessary.*
- *CO's should consult with a JAG and refer to Rules for Court-Martial (RCM) 304 and 305.*

FACILITATION GUIDE

PART 5: THE CHALLENGE

SUGGESTED SCRIPT

- ▶ *Eliminating sexual assault from our ranks is an all-hands effort that is leadership-driven.*
- ▶ *Any claim to leadership we have is founded on the trust and confidence that our Sailors, and the American People, have in us.*
- ▶ *We KNOW what's right, and we have the strength to DO what's right.*
- ▶ *Furthermore, we have the responsibility—it's a charge of command to develop stronger character in our subordinates, and to build depth in our Navy now and into the future.*
- ▶ *We need to make sure our Sailors know that we will intervene early and swiftly in the continuum of sexual harm.*
- ▶ *As leaders we must be truly committed to prevention and we must respond deliberately and appropriately when an unrestricted report is made.*
- ▶ *This is our charge to act!*

VIDEO

PLAY "the CHALLENGE" Video

End of Training

APPENDIX A

GLOSSARY

1. **Assault** – The use of unlawful force or violence either as an overt act with the intent of inflicting bodily harm, or as an unlawful demonstration of violence, through an intentional or culpably negligent act or omission, either of which creates in the mind of another a reasonable apprehension of receiving immediate bodily harm.
2. **Consent** – Words or overt acts indicating a freely given agreement to the sexual conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved in the sexual conduct at issue shall not constitute consent. There is no consent where the person is sleeping or incapacitated (due to age, alcohol or drugs, or mental incapacity). A person cannot consent to force causing or likely to cause death or grievous bodily harm or to being rendered unconscious.
3. **Domestic Abuse**
 - a. Domestic violence; or
 - b. A pattern or behavior resulting in emotional/psychological abuse, economic control, and/or interference with personal liberty when such violence or abuse is directed toward a person of the same sex or opposite sex who is:
 - (1) A current or former spouse;
 - (2) A person with whom the abuser shares a child in common; or
 - (3) A current or former intimate partner with whom the abuser shares or has shared a common domicile.
4. **Domestic Violence** – An offense under the United States Code, the UCMJ, or State law that involves the use, attempted use, or threatened use of force or violence against a person of the same sex or opposite sex, or the violation of a lawful order issued for the protection of a person of the same sex or opposite sex, who is:
 - a. A current or former spouse;
 - b. A person with whom the abuser shares a child in common; or,
 - c. A current or former intimate partner with whom the abuser shares or has shared a common domicile.

5. **Healthcare Personnel** – All healthcare providers are considered healthcare personnel. This also includes persons assisting or otherwise supporting healthcare providers in providing healthcare services (e.g., administrative personnel assigned to a MTF).
6. **Healthcare Provider** – Those individuals who are employed or assigned as healthcare professionals, or credentialed to provide healthcare services, at a military medical or military dental treatment facility or military family support center, or who provide such care at a deployed location or in an official capacity. This includes military personnel, DoD civilian employees, and DoD contractors who provide healthcare at an occupational health clinic for DoD civilian employees or DoD contractor personnel. The definition includes Fleet and Family Support program clinicians that function in a government oversight and/or supervisory capacity.
7. **Reporting**
 - a. **Restricted Reporting** – Reporting option that allows sexual assault victims to confidentially disclose the assault to specified individuals (i.e., SARC, SAPR VA, or healthcare personnel), and receive medical treatment, including emergency care, counseling, and assignment of a SARC and SAPR VA, without triggering an official investigation. The victim's report provided to healthcare personnel (including the information acquired from a SAFE Kit), SARCs, or SAPR VAs will NOT be reported to law enforcement or to the command to initiate the official investigative process unless the victim consents or an established EXCEPTION applies. The Restricted Reporting Program applies to Service members and their military dependents 18 years of age and older. Only a SARC, SAPR VA, or healthcare personnel may receive a Restricted Report, previously referred to as Confidential Reporting; however, it may not be an option if the sexual assault occurs outside of the military installation or the victim first reports to a civilian facility and/or a civilian authority or if prohibited by law. This will vary by State, territory, and/or overseas local agreements. See DoD Directive 6495.01.
 - b. **Unrestricted Reporting** – A process by which the sexual assault victim discloses, without requesting confidentiality or restricted reporting, that he/she has been the victim of a sexual assault. Under this circumstance, the victim's report and any details provided to healthcare personnel, SARC, SAPR VA, command authorities, or other persons are reportable to law enforcement and may be used to initiate the official investigative process. The victim's command is required to report the incident to NAVCRIMINSERV. However, nothing in DoD policy requires a victim to participate in any criminal investigation. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

8. **Sexual Violence Offenses** – Sexual violence offenses include rape, sexual assault, aggravated sexual contact, abusive sexual contact, and attempts to commit these offenses.
9. **Sexual Assault Response Coordinator (SARC)** – A military or DoD civilian at an installation who serves installation, tenant and operational commanders as the SAPR subject matter expert and central POC with responsibility for ensuring that training and responsive care is properly coordinated, provided to victims of sexual assault, and tracked from the initial report through final disposition and resolution.
10. **Sexual Assault Prevention and Response Victim Advocate (SAPR VA)** – A military service member or DoD civilian, at an installation, who provides non-clinical crisis intervention, referral, and ongoing non-clinical support to adult sexual assault victims. Support will include providing information on available options and resources to victims. The SAPR VA, on behalf of the sexual assault victim, provides liaison assistance with other organizations and agencies on victim care matters and reports directly to the SARC when performing victim advocacy duties. Personnel who are interested in serving as a SAPR VA are encouraged to volunteer for this duty assignment.
11. **Sexual Harassment** – A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or,
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.
12. **Victim** – For purposes of this guide, a victim is any person who reports the commission of a sexual offense upon him/herself, or is identified, based upon the report of another person or other information, as a person who has been subjected to a sexual offense.

APPENDIX B

ADDITIONAL RESOURCES

DoD Sexual Assault Prevention and Response Office (SAPRO):

www.sapr.mil

Navy SAPR Program:

www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAndFamilySupportProgram/SexualAssaultPreventionandResponse

SAPR-Leadership web resources:

www.sapr.navy.mil

MyDuty.mil:

www.myduty.mil

DoD Safe HelpLine:

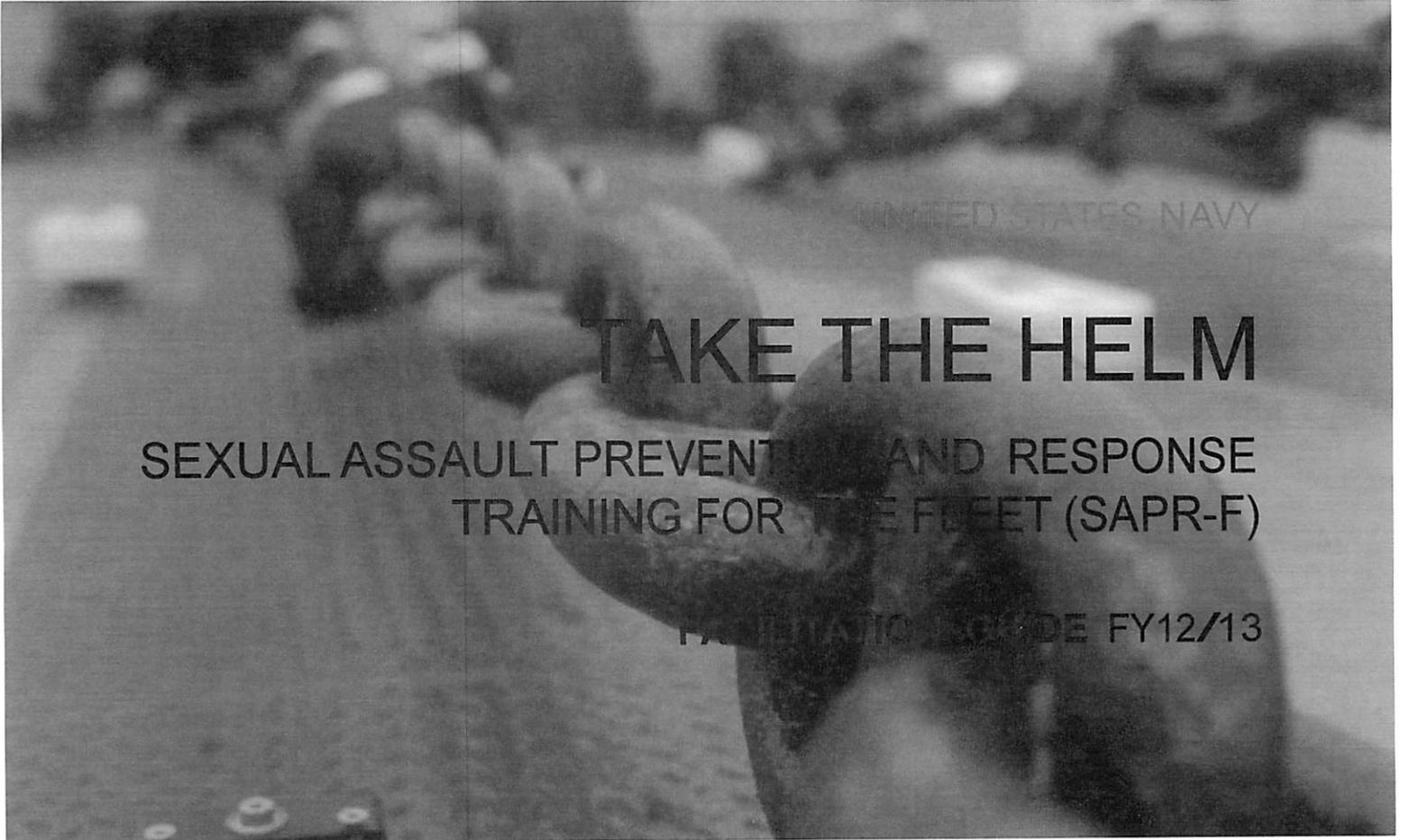
www.safehelpline.org

Phone Number: 877-995-5247

Text: 55-247 CONUS or 202-470-5546 OCONUS (international fees apply)

Policy, Guidance, and Directives:

- ▶ OPNAVINST 1752.1B, Sexual Assault Victim Intervention (SAVI) Program (revision currently enroute for signature)
- ▶ SECNAV 1752.4A, Sexual Assault Prevention and Response
- ▶ DOD Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures
- ▶ DOD Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program



UNITED STATES NAVY

TAKE THE HELM

SEXUAL ASSAULT PREVENTION AND RESPONSE
TRAINING FOR THE FEET (SAPR-F)

FISCAL YEAR FY12/13

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OVERVIEW

This facilitation guide is designed to prepare facilitators to conduct “Take the Helm” Sexual Assault Prevention and Response training for the Fleet (SAPR-F). This course is designed to be command-delivered training for the Navy’s Fleet—E6 and below. All Commanders are charged with ensuring that this training is delivered with the utmost quality and professionalism.

Contained within are instructions for setting up and playing the SAPR-F course video, as well as questions to guide discussions about the reality of sexual assault in the Navy, Sailors’ roles in preventing sexual assault through responsible decision-making and Bystander Intervention, reporting options, and available resources for victims of sexual violence.

Course Goals

This training is designed to emphasize that the eradication of sexual assault, and overall positive change in individual commands and in the Navy, is every Sailor’s responsibility. In particular, this course aims to educate Sailors about Bystander Intervention and encourage responsible decision-making.

Course Objectives

At the conclusion of the course, Sailors should be able to:

- ▶ Recognize the nature and magnitude of the problem of sexual violence in the Navy.
 - Understand that behaviors such as sexism, inappropriate jokes, and sexual harassment are elements of the continuum of sexual harm and have no place in a professional working environment and the Navy.
 - Recognize the negative impact of sexual assault on victims, shipmates, and the Navy.
 - Be aware of the prevalence of myths and misperceived norms that contribute to a culture in which sexual misconduct is ignored, downplayed, or accepted, and in which victims are afraid to report.
- ▶ Articulate the role that responsible decision-making has on sexual assault prevention.
 - Recognize that professional relationships with shipmates should be based on trust and respect, and always align with the Navy’s Ethos and Core Values.
 - Understand that preventative decision-making plays an integral role in personal safety.
 - Be aware of the pervasive role that alcohol plays in many sexual assaults, and recognize the difference between responsible drinking versus alcohol abuse.
- ▶ Understand the importance of Bystander Intervention and learn to apply techniques to real-life situations.
 - Recognize that Navy leadership expects all Sailors to intervene on behalf of another Sailor, and understand that Bystander Intervention aligns directly with the Navy’s Core Values of Honor, Courage, and Commitment.

- Know how to apply Bystander Intervention strategies: direct, indirect, distraction, and protocol.
- Be aware that loyalties should always be to the Navy and to the mission, especially in situations in which loyalty to shipmates would go against the Navy's Core Values.
- ▶ Understand the reporting options available to victims of sexual assault, as well as the resources available for assistance.
 - Understand that the Navy encourages all victims of sexual assault to report and seek help.
 - Articulate the two reporting options, restricted and unrestricted, and understand the definitions of each.
 - Be aware of available sexual assault prevention and response resources, including Sexual Assault Response Coordinators (SARC), Victim Advocates (VA), and healthcare personnel.

Course Format

This course is composed of two primary elements: video and facilitated discussion. The video includes CNO and MCPON introduction and concluding messages, as well as a dramatization of a sexual assault incident. The video is designed to be played with intermittent breaks for discussion. **Success of the training rests entirely on the command's commitment to delivering quality, professional training that engages Sailors in the discussion about sexual assault.**

The estimated length of this training is 90 minutes. However, please do not feel you must end the training at 90 minutes. Encourage productive discussion for as long as time is allowed.

- ▶ Course Video: 26 min
- ▶ Facilitated Discussion: 64 min

Set-Up and Equipment Needs

All training locations must have audiovisual equipment to play the course video (data DVD), including:

- ▶ laptop or desktop computer with a DVD drive
- ▶ projector (that can be connected to the computer)
- ▶ projection screen or surface
- ▶ speakers/audio system
- ▶ classroom in which lights can be dimmed or turned off for maximum visibility

NOTE: The course video is on a data DVD and will only play on computers.

The DVD will not play in a DVD player. To ensure that the DVD plays correctly, please follow these instructions:

1. Insert the DVD into the computer.
2. Navigate to "My Computer" and double click on the DVD icon (TTH_SAPR-F).
3. Drag TakeTheHelm_SAPR-F.wmv to the desktop. (It may take up to 15 minutes for the file to save to the desktop. DO NOT PLAY DIRECTLY FROM THE DVD. Playing directly from the DVD may cause visual or audio delays.)
4. Double click on TakeTheHelm_SAPR-F.wmv on the computer desktop to launch the course.

Instructors

This course is designed to be introduced by a member of the command triad and then facilitated by a mid-level leadership team composed of one Officer and one Chief Petty Officer. Whenever practicable, the Commanding Officer should choose a Lieutenant or Lieutenant Commander accompanied by a Chief Petty Officer (E-7 or E-8) with no more than 15 years of service. As much as possible, the team should be of the same department or division. At smaller commands, facilitators should have enough time onboard to be familiar with command and crew.

Commanding Officers shall choose facilitators for this course who are dynamic, mature, possess good judgment, and have the ability to engage their Sailors. The success of this training depends on prepared and respected leaders who have the skill and talent to get Sailors to communicate and speak openly and frankly about this difficult topic.

Size of Training Group

This training is meant to be delivered at the department/division/workcenter levels where attendance should not exceed more than 20-30 Sailors. This training is intended to help leadership connect with the workforce, instill trust that the chain of command will take appropriate action, and ensure that everyone has the opportunity to discuss their own experiences with command climate.

Preparation

Format of the Facilitation Guide

This guide is not designed to be a rigid script; rather, it is designed to equip leaders with thought-provoking questions about sexual assault prevention and response to engage Sailors in meaningful discussion. The guide is composed of four acts that correspond with the video: SHIPMATES, ON LIBERTY, THE AFTERMATH, and THE CHALLENGE. Each section of the guide includes the following prompts:

- ▶ **Suggested Script:** The script provides facilitators with informative and compelling statements to transition between the course video and discussion segments.
- ▶ **VIDEO: Play and pause:** These indicate when the video should be played; prompts in the video indicate when the movie should be paused for discussion. Facilitators should pause the video when there is no text on the screen (between the "Pause Video for Discussion" prompt and the title of the next act).
- ▶ **Questions:** The questions in each segment are designed to elicit thoughtful discussion from the group. Facilitators should use these questions to explore their Sailors' awareness and levels of understanding about sexual assault, identify topics or beliefs that may need to be addressed, and determine areas in which further education may be beneficial.

Bolded questions marked with an arrow (➤) must be asked. Questions without arrows are provided in the event that additional discussions are desired.

- ▶ **What to Listen For:** These are responses that facilitators should be hearing and encouraging from the group. The group may provide responses that are not listed in this guide. Facilitators should let Sailors generate original ideas and responses, and *use the bullets simply as a guide.*

Supporting Materials DVD

To help you prepare for SAPR-F facilitation, a “Supporting Materials” DVD has been included. This DVD includes:

- ▶ Facilitated Session Video (video of a modeled training session)
 - This was produced at Center for Personal and Professional Development (CPPD). The training is reflective of what is expected out in the fleet: A member of the command triad kicks-off the session, and the facilitators lead the group through the course following the Facilitation Guide. Note that the participants in this particular video are not in the same command as the facilitators. In this case, it is completely natural for the group to take a little time to get comfortable with both the facilitators and the material—but it is up to those facilitators to continue to drive the message and illicit conversation from the group.
- ▶ Trainer Orientation Video (helpful tips and techniques for facilitators)
- ▶ Facilitation Guide (PDF)
- ▶ Tri-Fold Brochure (PDF)
 - Facilitators should print this and distribute it to session participants

Facilitators are strongly encouraged to watch both videos on the Supporting Materials DVD prior to facilitating the course. Again, facilitators are strongly encouraged to save the .wmvs to the computer desktop and launch the videos from the computer, NOT the DVD. Time spent reviewing the videos and Facilitation Guide will be rewarded with engaged Sailors who fully recognize the tragedy and corrosive impact of sexual violence.

“Do’s and Don’ts” of Facilitation

- ▶ **Do** ensure that everyone in the room can hear the discussion; repeat questions and comments that may have been spoken too quietly for others to hear.
- ▶ **Do** be alert to statements that reveal stigma, misperception, or a myth about sexual assault. Correct these statements.
- ▶ **Do** refer to the video to emphasize speaking points; the video is a useful tool for providing examples from a shared point of reference.
- ▶ **Do not** allow only a few participants to dominate the conversation.

- ▶ **Do not** let the class stray off topic. Keep the conversation focused.
- ▶ **Do not** attempt to guess if you do not know how to answer a question about statistics, resources, law, or policy. Offer to research the question and provide an answer later, and explain your plan for doing so.
- ▶ **Do not** discuss current sexual assault investigations or disclose details about alleged or suspected incidents. Confidentiality of Sailors is paramount. Discussing confidential information undermines the Navy's objective of encouraging reporting by establishing trust.
- ▶ **Do not** discuss your personal opinions about sexual assault, its causes, or the Navy's system for resolution.

IMPORTANT: Visual media is a powerful training device and can evoke strong emotional reactions. It is essential for facilitators to be sensitive to the fact that this training might upset some Sailors. Some affected Sailors may get visibly emotional, while others may conceal their feelings. Recognize that it is possible that a victim of sexual assault may be in attendance. Some Sailors may have been victimized in the Navy; some may have been victimized prior to joining. Let attendees know that it is acceptable to leave the room; however, do so in a way that does not draw attention to anyone who leaves as a "victim."

Either a SAPR Victim Advocate, chaplain, or healthcare personnel is REQUIRED to attend this training. This support person is charged with observing the training and watching for anyone who might be having an emotional reaction. Facilitators should advise this individual, prior to the training session(s), to discreetly check on any Sailor who leaves the room during the training. Introduce this individual to the class prior to playing the movie.

The benefit of including one of these individuals is threefold: the class understands that their leadership is engaged and committed to supporting victims of sexual assault; any victim attending the training has an immediately identifiable resource available to speak with if the training becomes overwhelming; and, all of the attendees can put a face to a name and will leave the class knowing one of their first-responders.



A SAPR Victim Advocate, chaplain, or healthcare personnel MUST attend this training.

List of Key Players in the Drama

- ▶ FC1 Colin Beck, LPO (perpetrator)
- ▶ FC1 Brett Conway (narrator)
- ▶ FC2 J.P. Pope (shipmate)
- ▶ FC3 Erica Walsh (sexual assault victim)
- ▶ OS2 Gerrad Caldwell (Walsh's shipmate and female friend)
- ▶ Lauren (Beck's Key West target)

FACILITATION GUIDE

ACT 1: SHIPMATES

SUGGESTED SCRIPT

- ▶ *Welcome!*
- ▶ *I want to introduce you to someone. This is your (victim advocate/ chaplain/healthcare personnel). He/she is going to sit in on this class with us today, because he/she is one our unit's best resources when it comes to this topic: sexual assault.*
- ▶ *Shipmates, sexual assault is a problem that we've heard a lot about.*
- ▶ *We attend training on it. We have stand-downs to discuss it.*
- ▶ *But we're still talking about it because it remains a very, very serious problem. Actually, it's more than a problem—it's a crime.*
- ▶ *We're going to watch a movie and let it guide our conversations for the next 90 minutes. It's important that we talk frankly about sexual assault so that we can tackle this problem head-on.*
- ▶ *We want everyone to participate in these conversations—but if you are a victim of sexual assault or know a shipmate who has been sexually assaulted, this is not the place to tell that story. However, you CAN privately share that information with the VA or SARC.*
- ▶ *Please turn all cell phones off. If you need to step out at any point, please do so quietly but we expect you to return promptly.*
- ▶ *The ship in this movie is fictitious, and the characters you'll see are primarily actors.*
- ▶ *As you watch, pay attention to inappropriate behaviors and think about whether you've ever witnessed similar behaviors by your shipmates.*

VIDEO: Play and pause

FACILITATED DISCUSSION (suggested discussion period: 20 minutes)

QUESTION: In the video introduction, the CNO says that we have to "get to the left of this problem." What does he mean by that?

What to listen for:

- ▶ We need to work on preventing sexual assaults before they occur and create an environment where they are less likely to occur

- ▶ In FY11 there were 408 unrestricted reports and 174 restricted reports.
- ▶ This is a crime that affects everyone in the Navy; we have offenders in all ranks.
- ▶ 2/3 of all reports were blue on blue; shipmates are committing crimes against shipmates.

(These statistics can be found in the published annual reports at DOD SAPRO's website: www.sapr.mil)

QUESTION: *If you were watching closely, you'd know that Beck behaved inappropriately with Walsh on more than one occasion. What were some of those inappropriate behaviors?*

What to listen for:

- ▶ He made the bet with Pope
- ▶ He pulled her close while helping with the firefighting suit
- ▶ He was inappropriate with her personal belongings in the laundry area
- ▶ He pinned her against the bulkhead to talk to her
- ▶ He let his hand linger on her shoulder while she was in the CIWS workcenter
- ▶ He checked her out as she climbed the ladder

QUESTION: *What might Beck have been thinking?*

What to listen for:

- ▶ He uses his role as “mentor” to get close to Walsh and make others doubt their perceptions
- ▶ Perhaps he feels “entitled”
- ▶ He downplays his actions as “just joking around”
- ▶ He says Walsh was being “too sensitive” considering she works around guys
- ▶ He may not think what he is doing is inappropriate
- ▶ He was looking to score
- ▶ He saw Walsh as a challenge; he had a “reputation” to uphold

QUESTION: *As Sailors, we live together and work together, oftentimes in close quarters. How should we keep our relationships with our shipmates professional?*

What to listen for:

- ▶ Foster relationships that are based on professionalism, trust, respect, and communication
- ▶ Default to the Navy’s Core Values of Honor, Courage, and Commitment, and to Navy Ethos characteristics of Integrity, Discipline and Teamwork
- ▶ Know your boundaries and respect other people’s boundaries
- ▶ Always put the Navy, and the mission, first

QUESTION: *Conway seems to think Beck is crossing a line with Walsh, but he doesn’t address the issue immediately, or perhaps as directly as he should. This is pretty common. Why do people often hesitate to intervene?*

What to listen for:

- ▶ They are worried about harming a friendship
- ▶ They feel uncomfortable/awkward talking about the situation
- ▶ They don’t want to be perceived as a “snitch”

- ▶ They may be confused about where their loyalties should be
- ▶ They are afraid of misreading the situation
- ▶ They don't know the people very well
- ▶ They are worried about their safety

QUESTION: *Why do you think Walsh was hesitant to speak up and tell Beck—or anyone—that she was uncomfortable?*

What to listen for:

- ▶ She was new to the ship and was afraid to look like she was complaining
- ▶ She knew Beck was highly regarded by peers and leaders
- ▶ She appreciated that Beck was helping her with her quals
- ▶ She didn't want to create awkwardness or tension in the CIWS workshop; she wanted to fit in
- ▶ She was afraid that she was over-reacting, or that others might perceive it that way



Think about it:
In the movie,
the motto of the
USS RUPERT
WHEELING is
"Courageous in
Conflict."

QUESTION: *Sometimes we place our loyalties to our buddies before our loyalty to the Navy and the Navy's values. Maybe we turn a blind eye to an inappropriate situation, or join in behavior that we know we shouldn't. Have you ever seen or experienced this?*

What to listen for:

- ▶ Let Sailors share their stories. Remind Sailors not to share information that is confidential or could be harmful to others. Have your own story prepared in case no one contributes.
- ▶ Inform Sailors that:
 - Your dedication should always be to the Navy, and align with the Navy's Core Values of Honor, Courage, and Commitment
 - If you're really loyal to your buddies, you should step in and prevent them from doing something they shouldn't be doing
 - Intervening could save your shipmate from committing a crime and, at minimum, stepping over the line

FACILITATION GUIDE

ACT 2: ON LIBERTY

SUGGESTED SCRIPT

- ▶ *As Sailors in the United States Navy, we are part of a warfighting team—but the strength and performance of our team depends entirely on our commitment to one another.*
- ▶ *If we have conflict in our own ranks—including unprofessionalism, disrespect, or misplaced loyalties—we jeopardize trust and confidence in one another.*
- ▶ *We need to be able to trust one another. That includes trusting that our fellow Sailors will “have our back” to protect us from ANY harmful situation. Trust is given once; if violated it must be re-earned, often at significant cost.*
- ▶ *As we return to the video, pay particular attention to opportunities for someone to step in and stop a situation from going too far.*
- ▶ *Also, think about personal responsibility and safe decision-making. At the most fundamental level, we are always responsible for ourselves. Think about whether the people in the movie made thoughtful and safe decisions.*

VIDEO: Play and pause

FACILITATED DISCUSSION (suggested discussion period: 20 minutes)

❧ **QUESTION: What exactly is Bystander Intervention?**

What to listen for:

- ▶ Let Sailors provide their own definitions, THEN
- ▶ Provide the definition of Bystander Intervention:

Bystander Intervention is a strategy that motivates and mobilizes people to act when they see, hear, or otherwise recognize signs of an inappropriate or unsafe situation, to act and prevent harm.

❧ **QUESTION: We just saw several opportunities for Bystander Intervention. Some interventions were successful, some not so much, and some intervention opportunities were completely missed. Which were successful? Unsuccessful? Missed entirely?**

What to listen for:

- ▶ Successful Bystander Intervention:
 - Friend at Key West bar: successful intervention between Pope and the girl he was making uncomfortable
- ▶ Unsuccessful Bystander Intervention Attempts:
 - Conway: despite the fact that he spoke with his chain, he still noticed problems continuing between Beck and Walsh and should have pursued further—perhaps mentioned the bet to his chain
 - Leadership: failed to build a cohesive, shared awareness of the situation

- ▶ Missed entirely:
 - Walsh's friend Caldwell: she had some idea that Walsh was uncomfortable and could have done something to intervene, or she could have encouraged Walsh to confide in her so she could have given her some support or advice
 - Conway: could have spoken up faster when Beck left with Lauren
 - Hotel partiers: anyone at the party could have stepped in if they had noticed Beck feeding Walsh drinks or leaving the party with her

🔗 **QUESTION: There are four intervention techniques—"direct," "indirect," "distraction," and "protocol." Using each strategy, how might someone have intervened at the hotel party?**

What to listen for:

- ▶ Direct: Someone could have pulled Walsh aside and asked her if she was uncomfortable; or someone could have told her that she was too drunk and needed to go back to her room
- ▶ Indirect: Someone could have said, "That girl over there thinks you're being a little too pushy with Walsh and she's talking about going to the Chief, so you should probably chill out."
- ▶ Distraction: Someone could have challenged Beck to a card game or engaged him in a conversation about the song playing to give Walsh enough time to move away
- ▶ Protocol: Someone could have gone to the front desk, called the police, or called the Chief

🔗 **QUESTION: Conway seemed more prepared to intervene with Pope and the girl at the bar than he was with Beck and Lauren, the young girl Beck left the table with. Why do you think that was?**

What to listen for:

- ▶ The girl with Pope was very clearly uncomfortable, whereas Lauren seemed like she was enjoying the attention (although she was drunk and it may have been difficult for Conway to know for sure)
- ▶ It can be easier to intervene when it's a guy like Pope, as opposed to a confident, natural leader and the "cool" guy like Beck
- ▶ Conway was much more intoxicated when Beck/Lauren left the table than when Pope was disturbing the girl at the bar
- ▶ Conway had a closer friendship with Beck than he did with Pope
- ▶ Beck is louder and more outgoing, and much more likely to make Conway feel bad/embarrassed about intervening than Pope
- ▶ Pope is lower in rank than Conway, whereas Beck is the same rank and LPO

QUESTION: Alcohol played a role in the incident at the hotel party. How does alcohol play into sexual assault incidents?

What to listen for:

- ▶ Alcohol plays a role in the majority of reported sexual assault cases
- ▶ It can lower inhibitions
- ▶ It can cloud judgment
- ▶ It can impact a person's ability to consent
- ▶ It can be used to incapacitate someone (through intoxication)
- ▶ It can be used to drug someone (date-rape drugs)
- ▶ It can impede the judgment and awareness of bystanders

QUESTION: What does it mean to drink responsibly?

What to listen for:

- ▶ Know your limits
- ▶ Drink in moderation (don't binge drink)
- ▶ Don't drink underage (underage drinking is illegal and a violation of the UCMJ)
- ▶ Watch your drink to prevent someone from putting something in it

QUESTION: We did not hear Walsh say "no" or fight back when Beck closed and locked the hotel room door because the video cut to black. However, according to Walsh's allegation, whatever took place was not consensual. What is consent, and when do and don't you have it?

What to listen for:

- ▶ Let Sailors explain consent in their own words. Listen for:
 - Consent is freely given permission to engage in an act
 - Alcohol can impair a person's ability to consent; alcohol use does not preclude the ability to give or receive consent, but having sex with a person who has been drinking is legally risky
 - A person's silence does not imply consent
 - Consent should be clear and certain
 - You should never assume you have consent
 - A current or former relationship does not give a person automatic permission
 - Definition of consent (provided for background information):
A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue shall not constitute consent. A sleeping, unconscious or incompetent person cannot consent.

QUESTION: We don't know exactly what happened to Walsh in the hotel room. Is sexual assault more than just rape?

What to listen for:

- ▶ Yes. Sexual violence offenses include rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses.

QUESTION: In this video, the victim is female and the alleged perpetrator is male. Many people believe sexual assault is strictly a male-on-female crime. But is that true?

What to listen for:

- ▶ NO. Sexual assault is a GENDER NEUTRAL crime.

QUESTION: I'm going to read a statement, and you tell me if it is true or false.

- ▶ Statement: Only males commit sexual assaults. True or False?
 - False. Sexual assault is a gender neutral crime. Just as males and females can be victims of sexual assault, so too can males and females commit sexual assault.
- ▶ Statement: The victim was "asking for it" if he/she was wearing provocative clothing at the time of the assault. True or False?
 - False. No person "asks" to be sexually assaulted. The way someone dresses, speaks, or acts never justifies an assault.
- ▶ Statement: You CAN be sexually assaulted by someone you are in a relationship with. True or False?
 - True. A previous dating or sexual relationship doesn't justify an assault. There is no implied consent just because there is or was a dating, social, or sexual relationship.
- ▶ Statement: If a person doesn't fight off his/her attacker, he/she probably wanted it. True or False?
 - False: Failure to fight back does not imply consent. People react differently to threats or trauma. Some people think that because a victim did not fight or yell for help, it means that they were willing participants or simply too weak to fight back. However, psychological studies tell us that "fight, flight, or freeze" responses are automatic. Physiological reactions may cause a person to become immobile and silent in traumatic situations, especially if they fear for their lives. "Scared to death" is a figurative translation as if fighting for your life—some victims may feel like they are going to die and will choose to remain still, hoping the traumatic event will end quicker. Also keep in mind—alcohol and drugs can incapacitate even the strongest Sailors.
- ▶ Statement: The offender is usually a stranger. True or False?
 - False: Perpetrators are usually not strangers. Victims usually know, and often trust, the people who sexually assault them.



During WWII, a study was conducted with 277 wounded combat veterans. 65% admitted that even when confronted by a life or death situation they were unable to pull the trigger. They literally were "scared to death" and froze.

— Samuel A. Stouffer and others, *The American Soldier: Combat and Its Aftermath*

Note: If a Sailor asks about the prevalence of false reporting, facilitators should explain that there is no data to suggest that "many" or "most" sexual assault allegations are false. Each case must be evaluated based on the individual facts of that case—which is why NCIS investigates every case.

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FACILITATION GUIDE

ACT 3: THE AFTERMATH

SUGGESTED SCRIPT

- ▶ *Sexual assault is a traumatic, frightening, life-altering experience for victims.*
- ▶ *Sexual assault wounds victims physically and emotionally.*
- ▶ *And the impact of sexual assault doesn't stop there. Shipmates are affected. The command is affected. The mission is affected.*
- ▶ *As you watch the final piece of the drama, listen to the impact that the sexual assault had on Walsh, her shipmates, and on her chain of command; think about the impact to the Navy's mission readiness.*

VIDEO: Play and pause

FACILITATED DISCUSSION (suggested discussion period: 18 minutes)

❧ **QUESTION:** *We've seen throughout the movie that Walsh is dealing with a range of emotions, as many victims do. What emotional impact does she experience?*

What to listen for:

- ▶ Anger
- ▶ Guilt
- ▶ Shame
- ▶ Self-blame
- ▶ "Shoulda, Coulda, Woulda"

QUESTION: *We also saw that Walsh was not the only Sailor affected by the sexual assault. What happened to her shipmates and to the command?*

What to listen for:

- ▶ There was gossip, anger, and distrust among shipmates; Pope blamed Walsh
- ▶ The chain of command's attention was diverted and not devoted entirely to the mission
- ▶ Beck was removed from the ship
- ▶ Walsh asked to be transferred
- ▶ The entire Department experienced increased workload

QUESTION: *If there is a sexual assault allegation, how should we, as shipmates, treat the parties involved?*

What to listen for:

- ▶ Don't take sides
- ▶ Don't re-victimize by asking questions or conducting a self-appointed investigation
- ▶ Don't gossip or spread rumors
- ▶ Let the chain of command and appropriate authorities handle the situation

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QUESTION: How do sexual assaults harm the Navy as a whole?

What to listen for:

- ▶ They result in decreased mission readiness
- ▶ They lower morale
- ▶ They increase transfers, which decreases manning levels
- ▶ They erode trust
- ▶ They tarnish the Navy's reputation
- ▶ Even if one Sailor commits a crime—the message that often resonates is it's the "U.S. Navy" or a "U.S. Sailor"

QUESTION: Walsh had a difficult decision to make—make an unrestricted report and potentially get into trouble for underage drinking, make a restricted report, or not report and continue working alongside Beck. Did she make the right decision? Why?

What to listen for:

- ▶ Let Sailors offer their opinions, THEN
- ▶ Inform them that:
 - Getting help for victims after a sexual assault is one of the Navy's top priorities
 - The Navy encourages victims of sexual assault to get help and report, although ultimately that is always the victim's decision
 - Collateral misconduct takes a temporary backseat to the sexual assault allegation—not that the other offense will be ignored, but the Commanding Officer will take into account the ongoing investigation and circumstances in determining when and how to address the collateral misconduct. While underage drinking is a violation of the UCMJ and goes back to responsible decision-making, that shouldn't deter people from reporting if they have been sexually assaulted.



It is OK
to get help!



A sexual assault forensic exam (also known as a sexual assault kit or SAFE Exam), which is performed at medical, is the choice of the victim, regardless of the reporting option chosen.

QUESTION: Walsh filed an unrestricted report, meaning she chose to open up the case to investigation. What is the other reporting option? How does that differ from unrestricted?

What to listen for:

- ▶ Restricted:
 - The victim can get medical attention and can get counseling
 - No investigation will be initiated
 - The chain of command will only know that there was an allegation; they will not know the identities of the parties involved
 - To file a restricted report, you can only report to someone who can maintain confidentiality (not a friend, not the chain of command)
- ▶ Unrestricted:
 - An investigation is initiated
 - The chain of command is notified
 - A military protective order can be put into place
 - The victim can request an expedited transfer

QUESTION: *Why might a victim choose not to come forward, or choose to file a restricted rather than an unrestricted report?*

What to listen for:

- ▶ Want to keep it private; not comfortable with others knowing about it
- ▶ Guilt, shame, self-blame
- ▶ Fear of retaliation
- ▶ Fear of not being believed
- ▶ Fear of repercussions to career (especially if engaged in collateral misconduct, such as underage drinking)

QUESTION: *Who can a victim speak with to file a restricted report?*

What to listen for:

- ▶ Sexual Assault Response Coordinator (SARC)
- ▶ Victim Advocates (VA)
- ▶ Healthcare personnel

QUESTION: *Where might Walsh have gone to seek help prior to deciding on a restricted or unrestricted report, if she was only looking for care and support?*

What to listen for:

- ▶ Chaplain
- ▶ Hotlines (DoD SAfe Helpline; RAINN)
- ▶ Websites (sapr.navy.mil)
- ▶ Legal Assistance Attorney

QUESTION: *Think about where the characters from the movie might be in three years. Where do you think Beck is? Would you want a person like Beck to be your Chief?*

What to listen for:

- ▶ Let Sailors speculate:
 - Perhaps Beck was convicted at court martial and did not make Chief
- ▶ Let Sailors discuss their views on having someone like Beck as their Chief

QUESTION: *Where do you suppose Petty Officer Pope would be? What about Petty Officer Walsh? And Petty Officer Conway?*

What to listen for:

- ▶ Let Sailors speculate:
 - Perhaps Pope changed his attitude or is out of the service
 - Perhaps Walsh is now a first or second class; maybe she became a VA
 - Perhaps Conway became a Chief



Chaplains offer confidentiality, but Sailors can't file a report through a Chaplain.



Although in this scenario it appears that FC1 Beck went to court-martial, every case must be determined based on its specific facts; there is no one pre-determined outcome for sexual assault cases.

FACILITATION GUIDE

THE CHALLENGE: TAKE THE HELM

SUGGESTED SCRIPT

- ▶ *Thank you for your participation today.*
- ▶ *We hope that the video and our discussions have made you think hard about this crime, and the responsibility that each of us has in eradicating it from our Navy.*
- ▶ *We're going to play a message from the CNO and MCPON to conclude this course—when the video is done, you are dismissed.*
- ▶ *But when you leave, please ask yourselves the question that the CNO asked us in the beginning:*
 - *Do YOU have the COURAGE to step up and do what is right?*

VIDEO: Play

CNO/MCPON video messages conclude the course.

Dismiss the class but remain in the room until all Sailors have left in case a Sailor wishes to approach you with a question or concern.

APPENDIX A

GLOSSARY

1. **Assault** – The use of unlawful force or violence either as an overt act with the intent of inflicting bodily harm, or as an unlawful demonstration of violence, through an intentional or culpably negligent act or omission, either of which creates in the mind of another a reasonable apprehension of receiving immediate bodily harm.
2. **Consent** – A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue shall not constitute consent. A sleeping, unconscious or incompetent person cannot consent.
3. **Domestic Abuse**
 - a. Domestic violence; or
 - b. A pattern or behavior resulting in emotional/psychological abuse, economic control, and/or interference with personal liberty when such violence or abuse is directed toward a person of the same sex or opposite sex who is:
 - (1) A current or former spouse;
 - (2) A person with whom the abuser shares a child in common; or
 - (3) A current or former intimate partner with whom the abuser shares or has shared a common domicile.
4. **Domestic Violence** – An offense under the United States Code, the UCMJ, or State law that involves the use, attempted use, or threatened use of force or violence against a person of the same sex or opposite sex, or the violation of a lawful order issued for the protection of a person of the same sex or opposite sex, who is:
 - a. A current or former spouse;
 - b. A person with whom the abuser shares a child in common; or,
 - c. A current or former intimate partner with whom the abuser shares or has shared a common domicile.
5. **Healthcare Personnel** – All healthcare providers are considered healthcare personnel. This also includes persons assisting or otherwise supporting healthcare providers in providing healthcare services (e.g., administrative personnel assigned to a Medical Treatment Facility [MTF]).

6. **Healthcare Provider** – Those individuals who are employed or assigned as healthcare professionals, or credentialed to provide healthcare services, at a military medical or military dental treatment facility or military family support center, or who provide such care at a deployed location or in an official capacity. This includes military personnel, DoD civilian employees, and DoD contractors who provide healthcare at an occupational health clinic for DoD civilian employees or DoD contractor personnel. The definition includes Fleet and Family Support program clinicians that function in a government oversight and/or supervisory capacity.

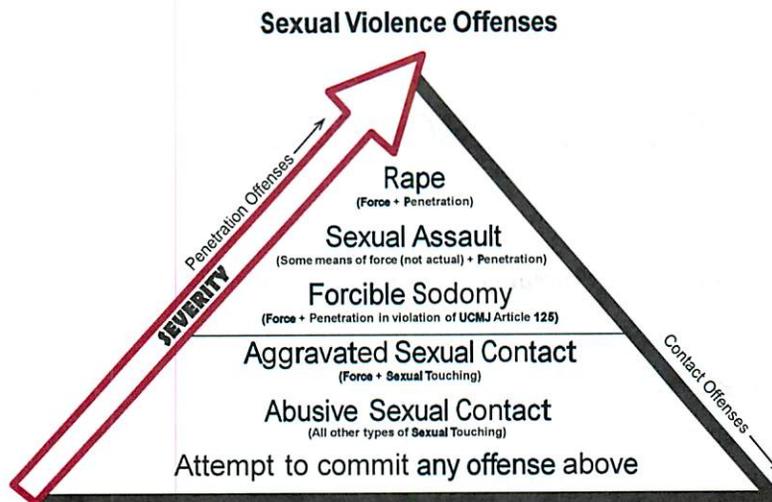
7. **Reporting**

a. **Restricted Reporting** – Reporting option that allows sexual assault victims to confidentially disclose the assault to specified individuals (i.e., SARC, SAPR VA, or healthcare personnel), and receive medical treatment, including emergency care, counseling, and assignment of a SARC and SAPR VA, without triggering an official investigation. The victim's report provided to healthcare personnel (including the information acquired from a SAFE Kit), SARCs, or SAPR VAs will NOT be reported to law enforcement or to the command to initiate the official investigative process unless the victim consents or an established EXCEPTION applies. The Restricted Reporting Program applies to Service members and their military dependents 18 years of age and older. Only a SARC, SAPR VA, or healthcare personnel may receive a Restricted Report, previously referred to as Confidential Reporting; however, it may not be an option if the sexual assault occurs outside of the military installation or the victim first reports to a civilian facility and/or a civilian authority or if prohibited by law. This will vary by State, territory, and/or overseas local agreements. See DoD Directive 6495.01.

b. **Unrestricted Reporting** – A process by which the sexual assault victim discloses, without requesting confidentiality or restricted reporting, that he/she has been the victim of a sexual assault. Under this circumstance, the victim's report and any details provided to healthcare personnel, SARC, SAPR VA, command authorities, or other persons are reportable to law enforcement and may be used to initiate the official investigative process. The victim's command is required to report the incident to NAVCRIMINSERV. However, nothing in DoD policy requires a victim to participate in any criminal investigation. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

8. **Sexual Violence Offenses** – Sexual violence offenses include rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses.

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9. **Sexual Assault Response Coordinator (SARC)** – A military or DoD civilian at an installation who serves installation, tenant and operational commanders as the SAPR subject matter expert and central POC with responsibility for ensuring that training and responsive care is properly coordinated, provided to victims of sexual assault, and tracked from the initial report through final disposition and resolution.
10. **Sexual Assault Prevention and Response Victim Advocate (SAPR VA)** – A military service member or DoD civilian, at an installation, who provides non-clinical crisis intervention, referral, and ongoing non-clinical support to adult sexual assault victims. Support will include providing information on available options and resources to victims. The SAPR VA, on behalf of the sexual assault victim, provides liaison assistance with other organizations and agencies on victim care matters and reports directly to the SARC when performing victim advocacy duties. Personnel who are interested in serving as a SAPR VA are encouraged to volunteer for this duty assignment.
11. **Sexual Harassment** – A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or,
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.
12. **Victim** – For purposes of this guide, a victim is any person who reports the commission of a sexual offense upon him/herself, or is identified, based upon the report of another person or other information, as a person who has been subjected to a sexual offense.

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APPENDIX B

ADDITIONAL RESOURCES

DoD Sexual Assault Prevention and Response Office (SAPRO):

www.sapr.mil

Navy SAPR Program:

www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAndFamilySupportProgram/SexualAssaultPreventionandResponse/

SAPR-Leadership web resources:

www.public.navy.mil/BUPERS-NPC/SUPPORT/SAPR/Pages/training.aspx

MyDuty.mil:

www.myduty.mil

DoD Safe HelpLine:

www.safehelpline.org

Phone Number: 877-995-5247

Text: 55-247 CONUS or 202-470-5546 OCONUS (international fees apply)

Policy, Guidance, and Directives:

- ▶ OPNAVINST 1752.1B, Sexual Assault Victim Intervention (SAVI) Program (revision currently enroute for signature)
- ▶ SECNAV 1752.4A, Sexual Assault Prevention and Response
- ▶ DOD Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures
- ▶ DOD Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program

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Yokosuka Site Visit Notes
 DON-SAPRO
 July 25, 2013

1. INTRODUCTION.

a. At the invitation of Commander Navy Region Japan (CNRJ), a three-person team from the Department of the Navy Sexual Assault Prevention and Response Office (DON-SAPRO) visited Commander Fleet Activities Yokosuka (CFAY) during June 3-7, 2013 to review and offer advice on strategies to prevent sexual assaults involving Sailors. We met with senior leaders and local commanders, including those from three ships (USS MUSTIN, USS LASSEN, and USS GEORGE WASHINGTON); we toured facilities and the local community; and we held discussions with stakeholders including groups of Sailors.

b. Since our visit to Japan, we have re-visited Great Lakes, met with academic experts, and discussed prevention strategies with counterparts at the Department of Defense Sexual Assault Prevention and Response Office. There remains no documented precedent of achieving sexual assault prevention on any meaningful scale, and certainly none comparable to a military community. Academic experts look now to the military to break new ground.

2. BACKGROUND.

a. TSC GREAT LAKES. Experience at Training Support Command (TSC) Great Lakes since 2011 suggests it is possible to achieve sustained reductions in sexual assault among young Sailors in a highly controlled and relatively isolated Navy environment. Nobody anywhere else has accomplished that.

1) In general, key features of the efforts at TSC Great Lakes include the following:

- active, visible engagement of the most-senior leadership
- consistent, repeated, top-down message of intolerance for sexual assault
- multiple “doses” of varied, refined, age-tailored, SAPR training
- aggressive, multi-dimensional, anti-alcohol efforts
- visible discipline, NJP consequences, NCIS investigations, and criminal convictions
- expanded “deck plate” leadership presence, Sailor mentoring, and CSADD

2) Within each category, it’s hard to assess the relative value of any specific item. The major areas of activity seem to overlap and synergize, and no one area is probably adequate alone. Downward trends in sexual assault cases began well before the two biggest outside-sponsored programs began (Bystander Intervention and Sex-Signals/Afterburners). They may be having additive effects, and are probably important to maintaining gains, but were not in themselves the critical initial factors.

3) The most useful metrics at Great Lakes have been trends in victim reports and subjective inputs from stakeholders and Sailors. Attached separate notes summarize thoughts on key sexual assault assessment tools.

a) Restricted and unrestricted reports to the SARC, from students at TSC Great Lakes only, and for both genders combined, are represented by the month of alleged assault (not reporting date) and by two subjective categories of severity. "Rape/Sodomy" includes descriptions of assaults involving vaginal penetration (including by a finger or object), sodomy, or forced oral sex. All other reports of sexual assault, including all reports of attempted but uncompleted penetrating assault, are categorized as "Other Assaults." Tracking is based on initial information available to SARCs with no attempt to interrogate victims or investigate reports. For this purpose, reports are assumed to be true and are represented in tracking, except rarely in the most obvious cases of false or recanted reports. Data available since October 2005 demonstrate a substantial and sustained decrease in reported sexual assaults since multiple simultaneous efforts began in February 2011.

b) Periodic site visits, multiple stakeholder interviews, and meetings with Sailors (including focus groups conducted by DON-SAPRO) give a subjective but consistent impression of multiple-level engagement in a positive command climate.

c) We undertook paper-based anonymous sexual assault surveys of departing TSC students on nine occasions from January 2011 through October 2012. The initial experience and results were encouraging, but the process became logistically difficult as Navy got better at moving graduates more quickly to follow-on assignments, leaving fewer available at any one time to take a survey. We are working with Naval Education and Training Command to soon implement continuous application of a brief web-based sexual assault survey targeting (voluntarily) all departing A-school students at Pensacola, Great Lakes, and the Norfolk area.

d) Although DON-SAPRO has not verified the data, we are told that positive (downward) trends in Alcohol Related Incidents among TSC students paralleled reductions in reported sexual assaults, but that a similar correlation was not seen for various other forms of student misconduct.

4) Numerous questions and unknowns remain.

a) Is the impact at TSC Great Lakes sustainable across changes in key leadership?

b) How does the now-reduced incidence of sexual assault at TSC Great Lakes compare with that elsewhere? Did we set new standards, or just bring it in line with other comparable settings?

c) Would the same activities have benefit elsewhere – especially in lower-risk populations? Older Sailors may not have exactly the same risk factors or respond to the same approaches as the young cohort at TSC-GLAKES.

b. SERVICE-LEVEL INSIGHTS. Navy service-level sexual assault data is complicated. Key insights are summarized below.

1) Both restricted and unrestricted reports of sexual assault to SARCs and SAPR-VAs have generally increased since 2005, with a 17% increase from FY11-FY12 after little change during FY09-FY11. The vast majority of reports are from females, and most allege completed “penetrating” assaults, rather than less egregious acts. Multiple sources say that people are now more comfortable reporting sexual assaults, and this impression seems partially validated by an increasing trend in victims reporting sexual assaults in their more distant past. About 16% of all reports are restricted reports. The events & circumstances reported via restricted reporting look similar to those reported via unrestricted reporting.

2) Survey data suggests the risk of sexual assault is closely linked to age. The annual risk of penetrating sexual assault is MUCH higher for females aged 17-19, 20-22, and 23-25 (in declining order) than for older groups. This is equally true for survey estimates of all forms of “unwanted sexual contact” and for survey estimates of “penetrating” assaults, although the total magnitude of all forms of unwanted sexual contact is much higher than for its sub-component of penetrating assaults. By comparing the survey estimates of penetrating assaults with the number of actual NCIS cases for rape, sodomy, and aggravated sexual assault, we roughly estimate the Navy-wide reporting rate for penetrating sexual assaults may be as high as 27% for female Sailor victims but only 1.4% for males. In some places, the largest concentration of young and at-risk female Sailors is corpsmen at the Naval Hospital.

3) It is hard to assess Navy trends in the true incidence of sexual assault. Data from five different surveys spanning 2006-2012 shows a confusing down and up pattern for all forms of “unwanted sexual assault” (combined) among female Sailors. However, component data from those same five surveys shows a much smoother pattern for penetrating assaults experienced by female Sailors, with a substantial progressive increase in those penetrating assaults from 2010-2011-2012. Some sources suggest this apparent survey trend reflects changes after training in how survey participants interpret language about “against my will and without my consent” in pertinent survey questions. Across numerous site visits, most Sailors and SARCs tell us they believe the underlying overall problem of sexual assault in the Navy has not changed much in recent years – an obviously different picture than the survey data, but still not good news in view of our emphasis on reducing sexual assault. One obvious but often-missed realization is that the typical activities of the SAVI/SAPR program since 2005 have made important improvements in victim care, but they have not reduced the number of sexual assaults.

4) Our reviews of many-hundred NCIS case synopses suggest that most known cases involve junior enlisted women who allege sexual assault by another enlisted person – usually of the same rank or 1-2 enlisted ranks senior. Most assaults occur in off-duty settings among peers or acquaintances. Alcohol is a common co-factor, but it is unclear whether the assaults occur after two people both drink irresponsibly, or from alcohol being used as a weapon by a predator. On-base and off-base scenarios are both common. The common image of violent assault by a stranger is actually rare. We believe the highest risk groups are young Sailors newly arrived from recruit training or A-school. While the Navy’s SAPR victim-support infrastructure is

mostly shore-based, SARCs consistently tell us that most victims belong to deployable commands.

5) Our experience with intensive Bystander Intervention and other SAPR training is revealing a surprising number of young Sailors (as high as 25%) who have experienced previous sexual assault or severe emotional trauma, and experts believe these individuals are at especially high risk for re-victimization. We also know that some Sailors are unrecognized prior perpetrators of sexual assault. Experts believe that serial perpetrators account for the vast majority of penetrating sexual assaults, although the picture we get from known Navy cases is less clear.

6) According to research by the Centers for Disease Control, the risk of sexual assault for females in uniform may be no different than for civilians of the same age. That's partially encouraging, but not really the point. Every level of national leadership expects that Sailors and Marines should be more protected from sexual assault than their civilian counterparts. Nobody thinks we have achieved that yet.

7) Survey data suggests that many males are also victims of sexual assault. Their risk of sexual assault is lower than for females, but most people in uniform are male, so the individual number of male victims may be similar or even greater. Males are much less likely to report sexual assaults, and we know less about their circumstances.

3. SITE OBSERVATIONS AT YOKOSUKA.

a. Several organizational structures already exist at different levels to address sexual assault at Yokosuka. These include a Flag-level oversight group, an installation commander committee, and a mixed-gender working group of 11 Sailors and 6 civilians. The newly-arrived Sexual Assault Response Coordinator (SARC) at Yokosuka is assigned as the primary coordinator of sexual assault prevention efforts and liaison with leadership.

b. We heard frequent mention of a bottom-up approach ("Sailors are the solution") emphasizing the role of junior Sailors in the working group to develop relevant sexual assault prevention strategies. Much (not all) of their work thus far has focused on sexual assault general awareness and victim support processes, including a widely-distributed SAPR contact information card.

c. Available data on sexual assaults among Navy personnel in Japan mostly confirms general trends seen elsewhere. Most Sailor victims allege assault by another Sailor; alcohol is a common but not universal co-factor; the specific locations of alleged assaults are diverse (though mostly on-base or aboard ship in this instance); most victims are young and junior-ranking females (E3-4); most alleged offenders are slightly older and more senior (E4-5). About 26% of reported assaults are "penetrating," a lower proportion than we have seen elsewhere thus far, but probably reflecting changes in Navy-wide investigation practices.

d. Trends in sexual assault reporting by month during FY13 are difficult to assess and are hard to distinguish from seasonal variation. Anecdotal insight from the SARC suggests that

local cases at Yokosuka may tend to involve relatively more experienced enlisted Sailors allegedly assaulting more junior newcomers, especially from afloat commands.

e. CFAY has experienced an increase in victims utilizing support mechanisms. Within the last year, clinical counselors at Fleet and Family Support Center (FFSC) Yokosuka have seen an increase in requests for individual counseling by sexual assault victims, while Naval Hospital Yokosuka has recorded a significant increase in overall number of sexual assault forensic exams conducted there.

f. We encountered a number of very positive activities underway at Yokosuka, though mostly on a small scale, and we were impressed by the local presence of resources that might be leveraged and developed in a multi-dimensional SAPR strategy.

1) FFSC Counselors will soon begin using Eye Movement Desensitization and Reprocessing (EMDR) with sexual assault victims at Yokosuka. This is a therapeutic method of addressing acute stress and Post Traumatic Stress Disorder. The American Psychiatric Association has recognized this method has an effective treatment of trauma.

2) Mental Health offers a sexual assault survivor group facilitated by a Navy Officer who is a Licensed Clinical Social Worker.

3) RLSO is experiencing improved sexual assault victim coordination and retention as a result of an added VWAP component. Specifically, RLSO uses a civilian paralegal to contact victims, lend support during interviews, and coordinate witness logistics.

4) Similar to our recent San Diego Assist Visit, NCIS resources are overwhelmed by new NDAA-imposed demands for formal criminal investigations of all unrestricted reports of sexual assault, regardless of severity.

5) There have been multiple, small-scale, sexual assault prevention initiatives in the area. Most take the form of small gender-specific mentoring groups that discuss individual risk-reduction and responsibilities associated with sexual activity, alcohol use, and protecting your fellow sailor. The prevention entity with the most potential appears to be the locally created theatrical production known as SCREAM which engages audience with a series of skits focused on raising awareness and offering prevention strategies. The performance reaches about 600 sailors a year.

g. Junior Sailors appear to be highly engaged in local SAPR initiatives via CSADD, SAPWG, SCREAM production, and gender-specific mentoring groups found aboard multiple ships. These committed Junior Sailors efforts would have the highest impact on preventing and reducing incidents of sexual assault with coordinated concentrated support from the highest level of CFAY leadership.

h. Command Fleet Activities Yokosuka has a multitude of resources for sexual assault victims. The range of services doesn't appear to be common knowledge by the CFAY community. It is possible that those being victimized by sexual assault are not aware of the

spectrum of services available to them. Improve upon outreach efforts by marketing the full capacity of victim support mechanisms.

5. SUGGESTIONS.

a. Assign a military officer who reports directly to CFAY as the local and/or regional POC for coordinating sexual assault prevention efforts. The SARC is a key resource, but not a substitute for direct leadership engagement and ownership of sexual assault prevention.

b. Engage key stakeholders (including mid-level leadership) in a structured process to summarize local known information, discuss known high risk-groups and behaviors, and identify multiple potential strategies to intervene. While we endorse the concept of engaging junior Sailors as important resources in parts of the process, they are no substitute for direct leadership engagement in problem definition, information gathering, the development of feasible strategies, and assessment of progress.

c. Use the SARC to summarize key insights and incidence trends about reported cases (both restricted and unrestricted) without compromising individual victim privacy. We have found SARCs to have extremely valuable summary insights. Separately, would engage Sailors in building subjective perspectives on command climate and actual progress (or lack thereof) in preventing sexual assault. For the moment, local surveys directly addressing actual sexual assault experiences are not advised – the restrictions on “human subject research” are real and detailed, and you would incur risk by ignoring them. More importantly, they are probably not necessary in the short run. If you are successful in impacting sexual assault, you will know it in other ways.

d. Use a structured process to identify potential efforts to address specific parts of a broader spectrum of issues and target populations. You don’t need to solve every possible issue all at once, but the overall strategy most likely to succeed may require multiple simultaneous specific efforts – each tailored to local circumstances and sustainable – that together have an impact and send a leadership message that none would accomplish alone. Potential items or targets might include the following:

1) Potential victims. Where are the largest concentrations of newly-arrived young Sailors? Where are the largest concentrations of female Sailors? What mentoring programs already exist and how are working? How could they be scaled to reach more people? Where could shore and afloat resources be coordinated or combined in new partnerships? Is there specific information on risky locations or behavior that could be shared in a manner that avoids the appearance of victim-blaming?

2) Potential offenders. What do we know (in summary only) about alleged offenders in known cases? Could focused leadership training or alcohol prevention or bystander intervention concepts be applied to prevent perpetration?

3) Prior victims. Can we create programs to help prior victims build personal tools to succeed in the Navy and avoid becoming repeat victims? An ideal approach would be voluntary, very confidential, not label participants with medical diagnoses, and not disrupt normal duty performance expectations. The FFSC is probably a key resource in any such effort. How could activity be scaled to reach as many Sailors as possible, and how could partnership be established with Fleet units?

4) Potential bystanders. Every Sailor and Marine is responsible for a command climate that does not tolerate sexual assault, and that is supportive of sexual assault victims. Every Sailor and Marine has an obligation to protect each other from harm. Repeated and consistent leadership messages, in diverse settings, are probably necessary to instill these concepts. What mechanisms and formats are most effective in delivering such messages at CFAY? What visible actions are necessary to underscore their credibility?

5) Alcohol. What is the role of alcohol in known sexual assault cases at CFAY? What strategies are available to combat alcohol abuse?

6) Mentoring. Who do Sailors at CFAY look to as role models and sources of mentoring? How can activities be developed to emphasize consistent messages that reflect our core values and concern for Sailor success? How can efforts be scaled to reach more people? Does anybody do weekly liberty briefs?

7) Accountability. How do we enforce our rules and expectations? What consequences does most misconduct have? How do young Sailors learn about the consequences of misconduct?

8) Training. What training is best conducted in large-group forums? Where do we think small-group formats might work better? What level of effort and resourcing would be needed to sustain various new training ideas? Who would the most effective target groups be, if it is not feasible to reach everybody? What is the right frequency and format of various training tools? How can we get maximum leverage from SCREAM – how many people can we spare to develop it; how often does it need to be changed; who needs to see it the most; how often should we make them attend?

ADDENDUM – DON-SAPRO GENERAL NOTES ON METRICS

We ultimately seek to eliminate sexual assaults completely. A necessary interim goal in sexual assault prevention is thus to reduce the number of assaults, expressed as the rate of occurrence per person per year, whether they are reported or not. The most important programmatic question is also the hardest to answer. Are current efforts collectively reducing the number of sexual assaults, or must we try something different? Since their origins in 2005, the Sexual Assault Victim Intervention (SAVI) and Sexual Assault Prevention and Response (SAPR) programs have importantly improved victim support, but their activities do not appear to have reduced the number of sexual assaults. Our experience is hardly unique, as there are no documented precedents elsewhere. Academics now look to the military as the best chance of future success.

We do not immediately need to know the exact number of sexual assaults. Instead, we want methods that are sufficiently valid and repeatable to help us decide if we are having an impact over time. We currently rely on insights from three sources: victim reports (both restricted and unrestricted), survey results, and subjective inputs. Each has limitations, and no one is adequate in itself. There is no perfect answer.

- Trends in victim reporting are useful in well-understood local settings, but hard to interpret across large populations and changing environments. A rising number of individual victim reports could reflect more actual assaults (obviously bad), or improved reporting (good, but not equal to prevention), or just a growing population size (neither good nor bad). Group comparisons are complicated by differences in gender or age. Women are more likely to be sexually assaulted than men, and they are also more likely to report an assault. All else equal, mixed-gender groups with proportionally more women will experience more actual assaults and more victim reports. Similarly, young adults are more likely to be sexually assaulted than their elders. Clues to improved reporting include reports from male victims (who are notoriously reluctant to come forward) and reports from either gender about assaults further in the past. For program trending purposes, we assume victim reports are true, recognizing that restricted reports are not investigated and many unrestricted reports cannot be proven.
- Sexual assault surveys provide a confidential or anonymous mechanism for sharing sensitive personal information. They overcome population differences by generating statistical rates for important subgroups like gender and age. Important caveats apply, however. In most settings, sexual assault surveys are subject to prescriptive safeguards on human subject research. We believe participants are truthful, but their responses cannot be verified or equated with reported assaults. Valid results depend on participation by a representative cross section of the population, which we assess by comparing gender and age responses with manpower data. We do not know if sexual assault victims are more likely than others to participate (thus over-estimating the risk of assault) or less likely to participate (thus under-estimating the risk), but this concern is mitigated by sequentially using the same process to focus on trends. On complex aspects of sexual assault, honest participants may also interpret survey language differently than we presume, leading us to subsequently misinterpret their responses.

- Subjective inputs from site visits are hard to quantify but useful if collected systematically from enough people. We use leadership conversations, stakeholder interviews, and focus groups of Sailors and Marines at locations world-wide to gather insights on sexual assault circumstances, victim reporting, and SAPR training. We ask virtually all whether, from their own perspective, the problem of sexual assault is getting better, or getting worse, or staying about the same.