

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.