

91. (DoD) Please provide Defense Equal Opportunity Management Institute (DEOMI) curriculum materials, including integrated SAPR education. (See FY12 SAPRO Report, p.19.)

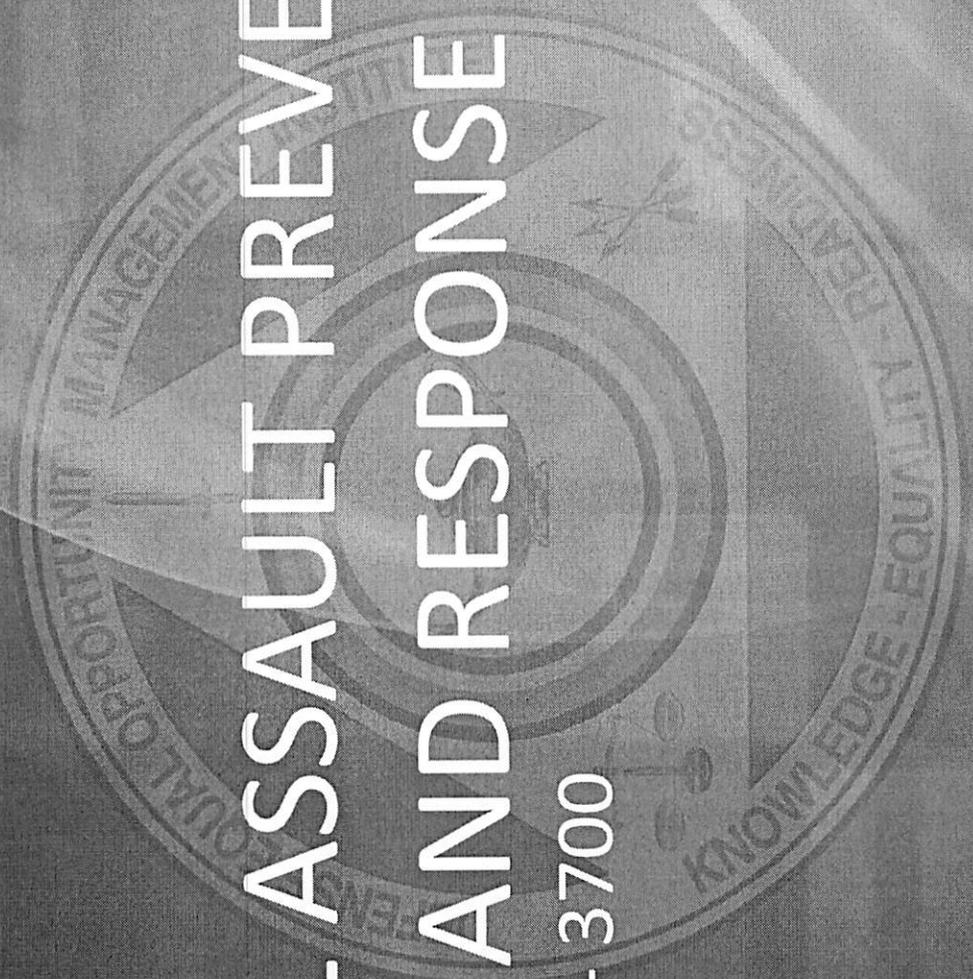
DoD	<p>*RSP Note* All documents provided through the non-publically accessible links have been downloaded and have been attached to the corresponding responses.</p> <p>Please find the Defense Equal Opportunity Management Institute (DEOMI) curriculum materials, including integrated SAPR education materials at Q#91 by using the following link: https://pmev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx</p> <p>Supplemental response from ODMEO: The Defense Equal Opportunity Management Institute (DEOMI) curriculum materials related to SAPR education were provided to the DoD Sexual Assault Prevention Response Office (SAPRO) for submission to the Response Systems Panel (RSP) as of Thursday, December 19, 2013.</p>
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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.

Doc 91

SEXUAL ASSAULT PREVENTION AND RESPONSE

EOAC - 3700



Terminal Learning Objective

Given examples, non-examples, and a study guide students will know the EOA's role and responsibility of handling sexual assault in military environments. Each student will achieve a minimum passing score on a criterion referenced test with no less than 70% accuracy.

Enabling Learning Objectives

- Recognize the differences between sexual harassment and sexual assault
- Describe negative effects of sexual assault on military readiness
- Describe SAPR policies in the DoD

Enabling Learning Objectives

- Recognize reporting options for sexual assault victims
- Recognize Strategies to Prevent Sexual Assaults
- Identify sexual assault referral agencies

Sexual Harassment Definition

Sexual Harassment - Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Sexual Assault Definition

Sexual Assault - Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority or when the victim does not or cannot consent. The term "sexual assault" includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.

--DoDD 6495.01

--USCG COMDTINST 1754.10C

Difference between Sexual Harassment and Sexual Assault

- Verbal comments
- Obscene or sexually explicit media
- Non-verbal actions
- Physical touching
- Unwanted requests to perform sexual acts or sexual favors
 - Harasser's conduct is unwelcome and uninvited, sexual in nature, creates an intimidating, hostile, or offensive working environment, Made explicitly or implicitly, Quid pro quo

Difference between Sexual Harassment and Sexual Assault

- Grabbing without permission
- Making someone give (or receive) oral sex
- Touching a person while incapacitated
- Threatening or coercing someone to have sex
- Touching with an object without consent
- Having sex with someone without consent
 - Use of force Threats, Intimidation, Abuse of Authority, A victim that does not or cannot consent

Sexual Harassment or Sexual Assault

- SH or SA: A female Soldier reports that another Soldier attempted to kiss her against her will.
- This falls under the definition of sexual harassment. It should be referred to an EO representative.
- SH or SA: A male Airman reports that he thinks he was sodomized when he was passed out following a night of drinking at a party.
- This falls under the definition of sexual assault and should be referred to SARC, SAPR VA.

Sexual Harassment or Sexual Assault

- SH or SA: The adult daughter of a military member reports that her active duty date had sexual intercourse with her while she was intoxicated. She believes she told him to stop.
- This falls under the definition of a sexual assault and should be referred to SARC, SAPR VA.
- SH or SA: A male Marine reports that his female commander has told several sexual jokes in his presence that have made him uncomfortable.
- This falls under the definition of sexual harassment and should be referred to an EO representative.

Sexual Harassment or Sexual Assault

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- Chief Patricia Singleton stops Petty Officer Christopher Hopkins at work one day and orders him to come to her office to talk. When they get there, Chief Singleton rubs herself against Petty Officer Hopkins and reaches out to stroke his genitals. Petty Officer Hopkins pulls away and asks the chief what she is doing. She tells Petty Officer Hopkins, “What happens here stays here,” corners the petty officer and continues to rub and stroke. She then asks, “You want to do well on your next evaluation, don’t you?” Is this sexual assault or sexual harassment?

Sexual Harassment or Sexual Assault

- Answer: Sexual assault. Sexual harassment crosses the line to sexual assault when it becomes physical, with the unwanted, inappropriate physical contact. And because this constitutes an abuse of authority, this meets the definition of sexual assault.

Sexual Harassment or Sexual Assault

Specialist Maria Thompson is in a work environment consisting mostly of men. Several of her coworkers have started commenting on her breasts and even started a poll to determine her bra size. She asked them to stop, but they insisted it was just good-natured ribbing. Maria loves her duty station and used to love her job, but now she hates going to work each day. Her Platoon Sergeant is also male and although he has not made any comments like the others, he seems to like talking to all the guys in the department. Maria is uncertain if her Platoon Sergeant will believe her if she went to him to complain. Is this sexual assault or sexual harassment?

Sexual Harassment or Sexual Assault

- Answer: Sexual harassment. Offensive, unwanted and unsolicited comments or behaviors of a sexual nature can constitute a hostile environment.

Sexual Harassment or Sexual Assault: Consent

Consent means:

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- Words or overt acts indicating a freely given agreement to the sexual conduct as issue by a competent person.
- An expression of lack of consent through words or conduct means there is no consent.

Sexual Harassment or Sexual Assault: Consent

- Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct as issue shall not constitute consent.

-DODD 6495.02

Sexual Harassment or Sexual

Assault: Consent

Tyler and Samantha and have been dating for a couple of months. On one date they go back to Tyler's apartment and things get heated. Samantha is fine with "fooling around" but doesn't want to have sex yet. She agrees to remove her blouse and bra but when Tyler starts pulling down her panties, she says, "No." He figures she is playing hard to get, so he stops momentarily and kisses her. She relaxes a bit, so he takes the opportunity to penetrate her .

Sexual Harassment or Sexual Assault: Consent

Answer: This is sexual assault. Consent was not given. Once a person says “no,” it does not matter what kind of sexual behavior has happened previously — even a previous sexual encounter. Samantha said no but Tyler penetrated anyway.

Sexual Harassment or Sexual Assault: Consent

- Marcus is celebrating his 21st birthday at a local bar. All of his friends buy him drinks. At the end of the evening his friend Patrick offers to drive him home. Marcus is pretty wasted and cannot remember where he parked his car, so he accepts the offer. He passes out on the drive home. He wakes up when Patrick pushes him out of the car. Before Marcus can react, Patrick has Marcus pinned to the ground and sodomizes him.

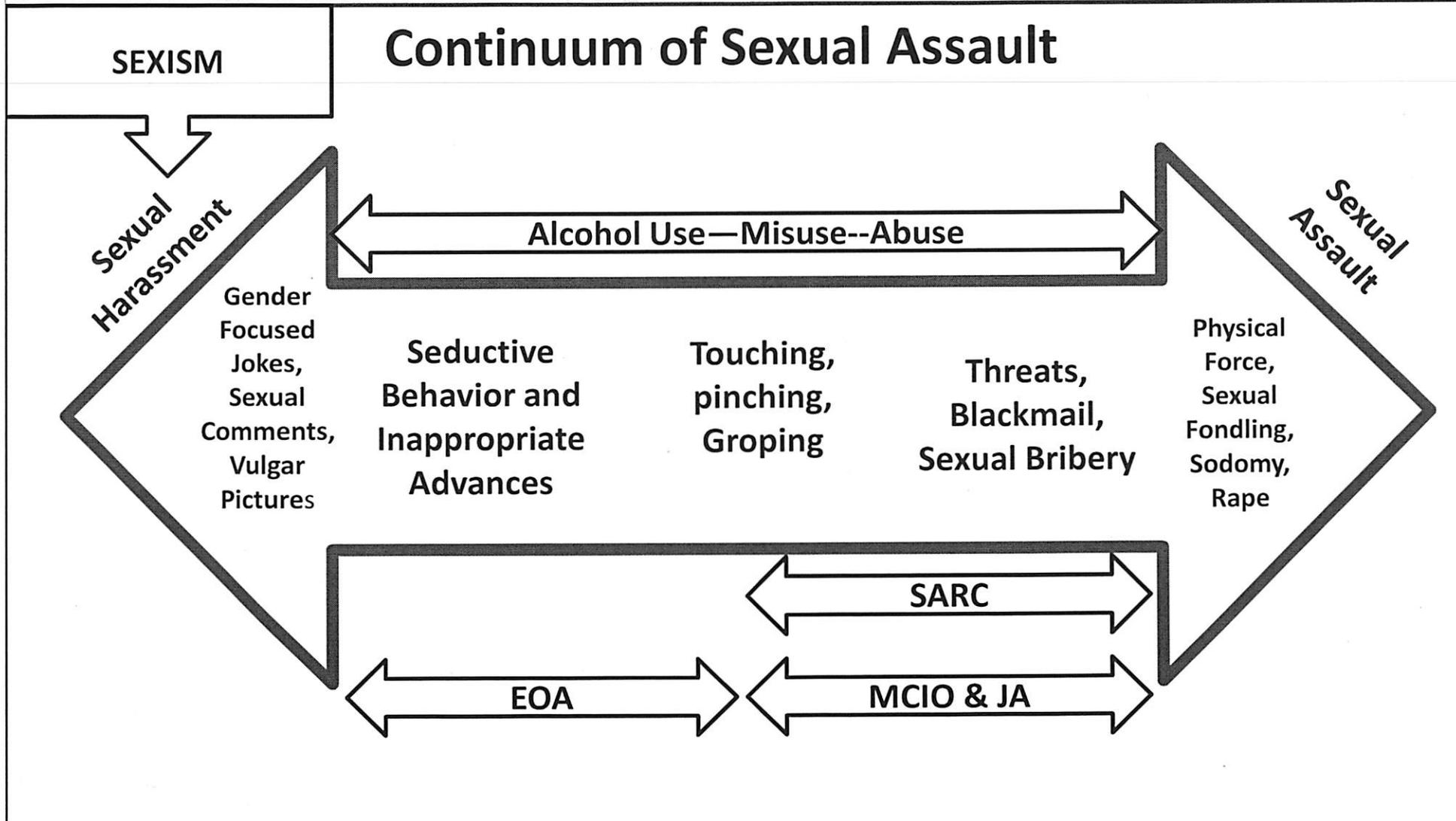
Sexual Harassment or Sexual Assault: Consent

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Answer: This is sexual assault. Marcus did not consent and because he was intoxicated and passed out, there is indication of substantial incapacitation and inability to consent. Force was used.

How Does Sexual Assault Occur?

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Negative effects of sexual assault

- Sexual assault fractures cohesion in military units by weakening critical bonds of trust and creating internal strife.
- Lack of unit cohesion creates a direct threat to mission readiness and effectiveness.

Negative effects of sexual assault

- Psychological, emotional, and/or physical, and they may be brief in duration or last a very long time.
- Sexual assault leads to high turnover in units and the potential loss of trained and experienced personnel.
- Sexual assault has negative impact on recruiting and retention in military services.

SAPR Policies in the DoD

- The Department of Defense Sexual Assault Prevention and Response Office serves as the single point of authority, program accountability, and oversight for sexual assault prevention and response in order to support victim recovery, enable military readiness, and reduce -with a goal to eliminate- sexual assault from the military.

SAPR Policies in the DoD

The Objectives of DoD's Sexual Assault Prevention and Response policy are to specifically:

- Improve sexual assault prevention through training and education programs
- Build a climate of confidence associated with reporting
- Enhance treatment and response to victims
- Ensure system accountability

SAPR Policies in the DoD

SAPRO's Priorities:

- Institutionalize prevention strategies in the military community
- Increase the climate of victim confidence associated with reporting
- Improve sexual assault response
- Improve system accountability
- Improve stakeholder knowledge and understanding of SAPR

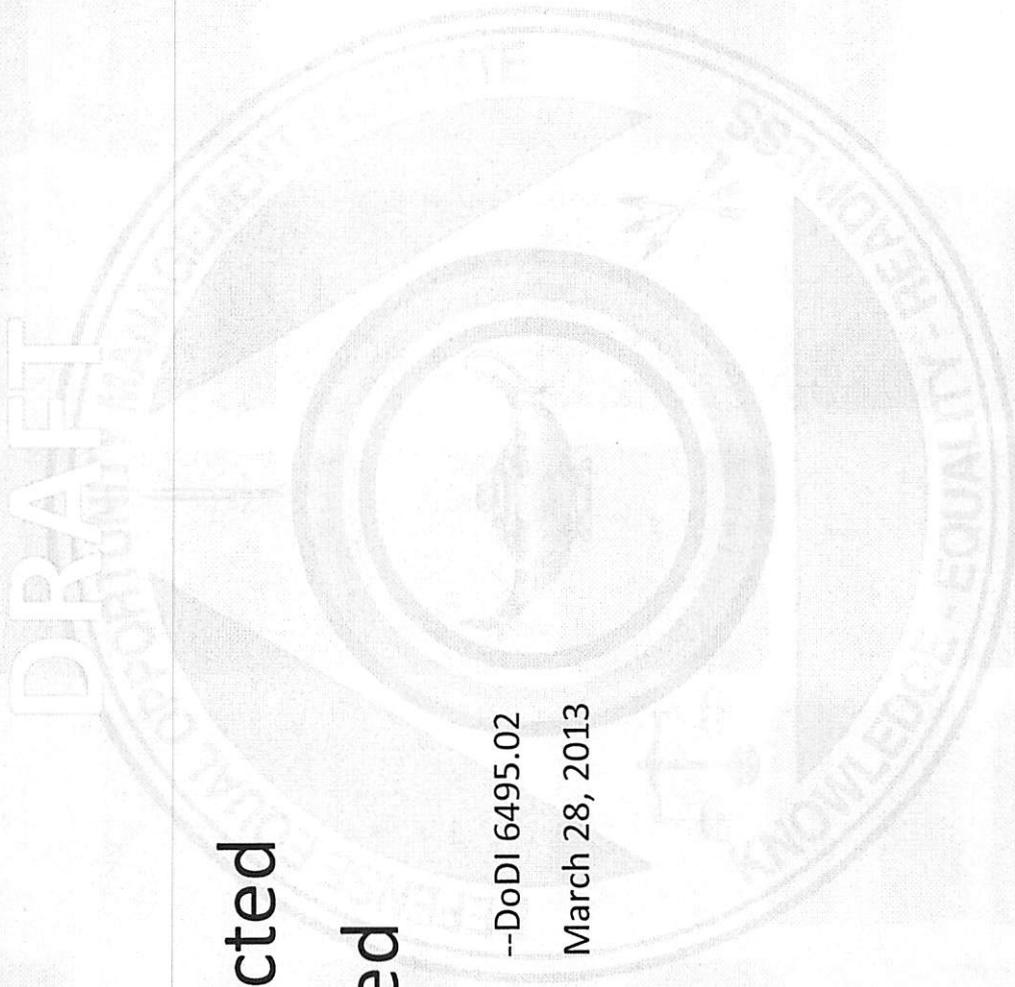
Reporting Options for Sexual Assault Victims:

- Unrestricted
- Restricted

--DoDI 6495.02

March 28, 2013

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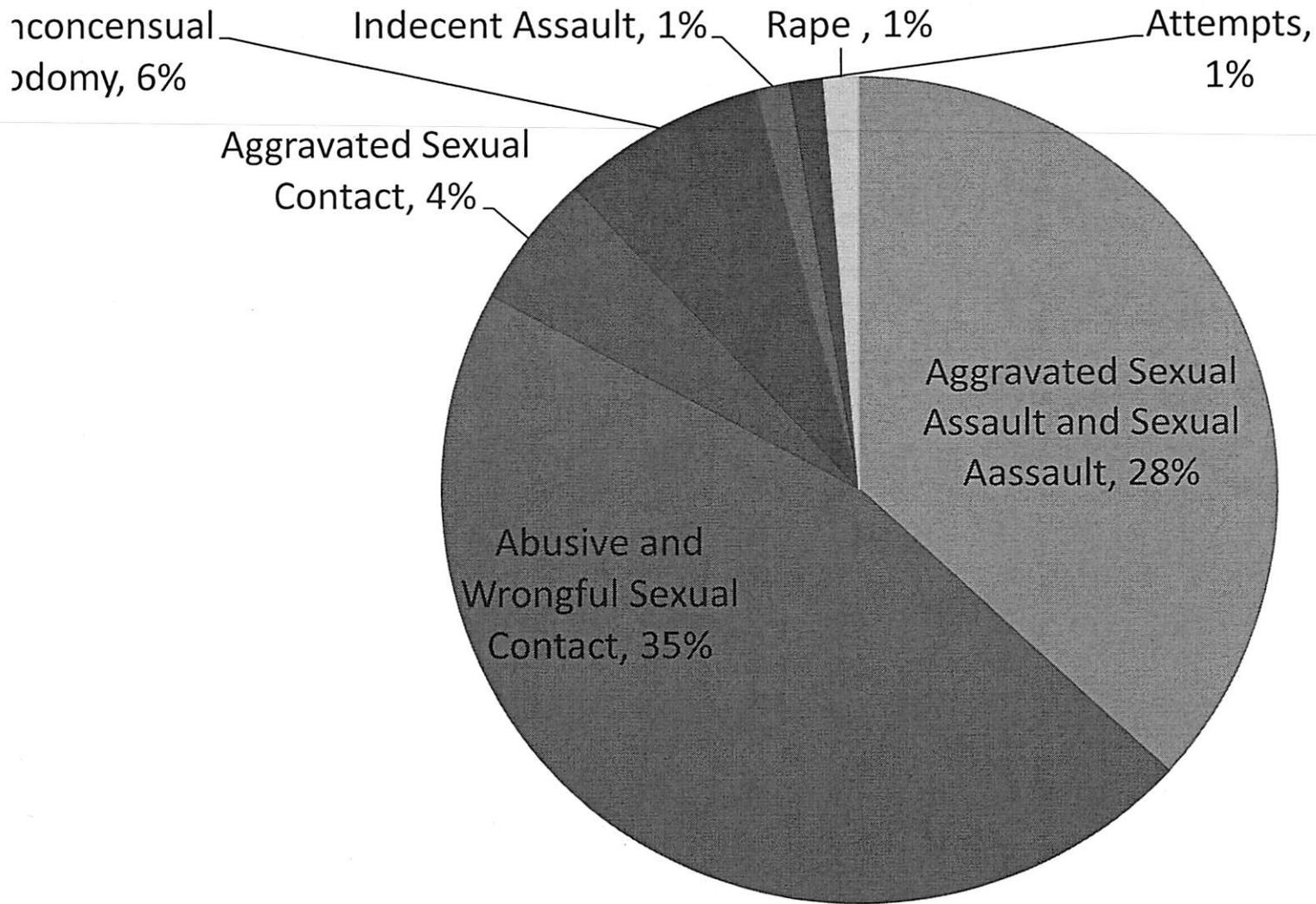
Unrestricted

- This reporting option triggers an investigation, command notification, and allows a person who has been sexually assaulted to access medical treatment and counseling.
- When a sexual assault is reported through Unrestricted Reporting, a SARC shall be notified, respond or direct a SAPR VA to respond, assign a SAPR VA, and offer the victim healthcare treatment and a SAFE.

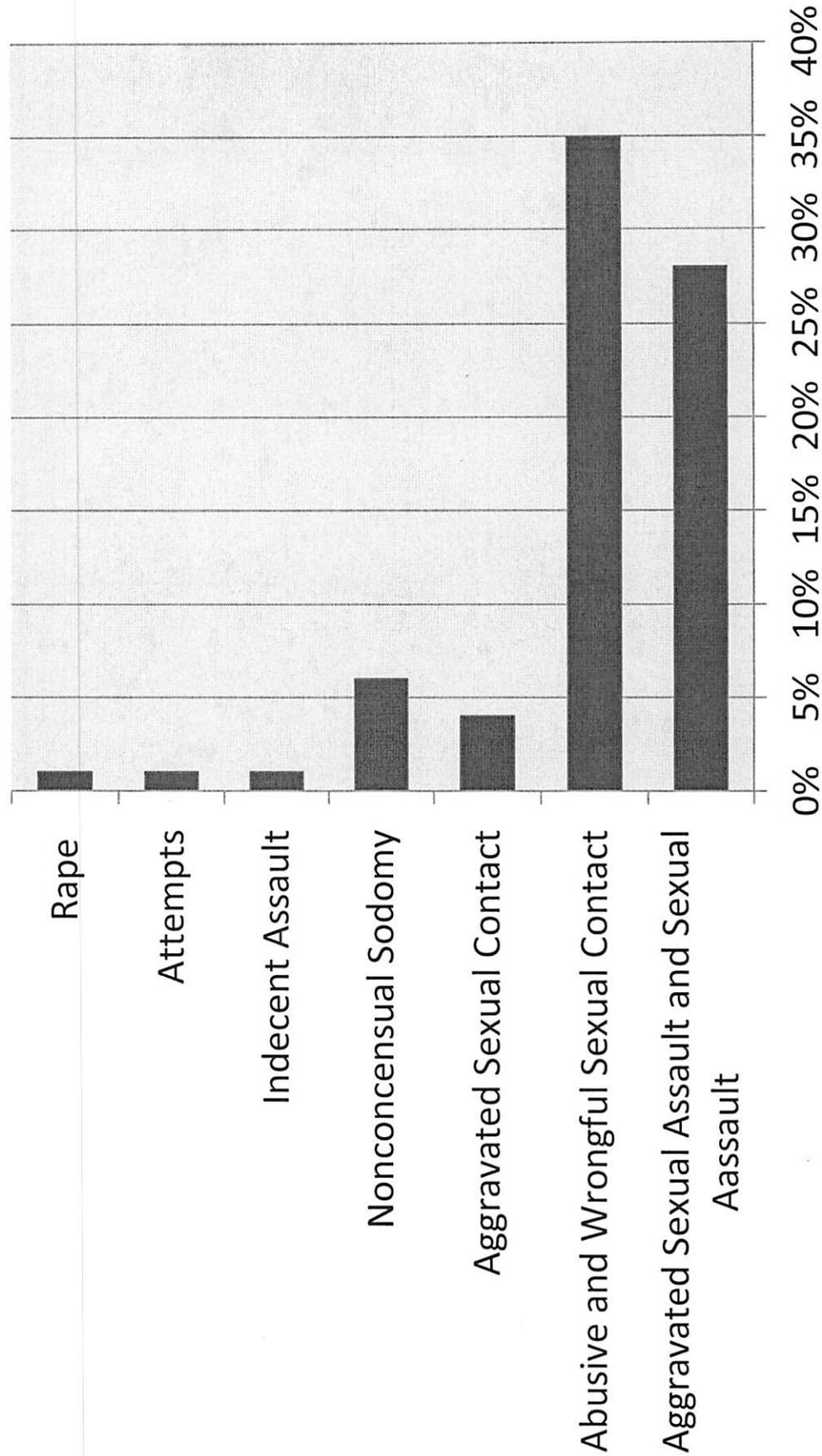
Unrestricted

- If a victim elects this reporting option, a victim may not change from an Unrestricted to a Restricted Report.

Offenses Originally Alleged in Unrestricted Reports of SA



Offenses Originally Alleged in Unrestricted Reports of SA



Restricted

- This reporting option does NOT trigger an investigation. The command is notified that “a sexual assault” occurred, but is not given the victim’s name or other personally identifying information.

Restricted

- Restricted Reporting allows Service members and military dependents who are adult sexual assault victims to confidentially disclose the assault to specified individuals (SARC, SAPR VA, or healthcare personnel) and receive healthcare treatment and the assignment of a SARC and SAPR VA.
- If a victim elects this reporting option, a victim may change from Restricted Report to an Unrestricted Report.

Strategies to Prevent SA

- Establish a command climate of prevention
- Emphasize that sexual assault violates the core values of being a professional in the Armed Forces
- Emphasize DoD and Military Service policies on sexual assault and the potential legal consequences for those who commit such crimes
- Keep a “finger on the pulse”

Strategies to Prevent SA

- Enhancing Commander Accountability
- Improving response and victim treatment
- Assessing military justice system
- Ensuring safety
- Ensuring appropriate command climate
- Ensuring victims rights
- Improving victims counsel

Strategies to Prevent SA

- Intervention at every level of military society – from the policy makers at the top to the individuals in the lowest ranks
- Periodic, mandatory education and training in SAPR at installation and fleet unit commands
- Protect sexual assault victims from coercion, discrimination, or reprisals.

Strategies to Prevent SA

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There are numerous myths and misconceptions regarding sexual assault. Most sexual assault myths shift blame from the perpetrator to the victim; as a result, victims are less likely to report assaults or receive adequate care.

Strategies to Prevent SA

- MYTH: Kissing or fondling implies consent for the acts to proceed to sexual intercourse.
- FACT: There are different types of intimacy. Different people will be willing to engage in different levels of intimacy and different acts of intimacy. Consent for one act does not constitute consent for all intimate acts.

Strategies to Prevent SA

- MYTH: You can tell a sexual offender by the way they look.
- FACT: Sex offenders are not physically identifiable. They may appear friendly, normal, and non-threatening. Many are viewed as “top performers.”

Strategies to Prevent SA

- MYTH: Non-stranger sexual assault victims are “sexually loose” individuals who are “asking for it.”
- FACT: The way a person dresses and/or acts does not influence the attacker’s choice of victim. Offenders are looking for available and vulnerable targets; the victim’s morals, lifestyle, dress and actions are put on trial.

Strategies to Prevent SA

- MYTH: Victims of marital/intimate partner sexual assault are not as traumatized as victims of other forms of non-stranger sexual assault.
- FACT: Marital/intimate partner sexual assault is extremely traumatic to the victim because it is not only an act of violence against the victim but a betrayal of the victim's trust by their spouse or partner.

Strategies to Prevent SA

- MYTH: Stranger sexual assault is random, is perpetrated by “crazy” people, and is the result of uncontrollable sexual urges.
- FACT: Most sexual assaults are planned. In some cases, the perpetrator may have observed his or her victim for some time. In other cases, the perpetrator plans to assault at a particular time, and he or she chooses the first person he/she perceives to be vulnerable.

Strategies to Prevent SA

The Department of Defense has launched a serious effort to get its people to engage in Active Bystander Intervention to prevent sexual assault.

- Active bystanders take the initiative to help someone who may be targeted for a sexual assault by a predator.

Strategies to Prevent SA

- Active bystanders also take the initiative to help friends who aren't thinking clearly from becoming perpetrators of crime.
- Intervention doesn't mean that you only step in to stop a crime in progress; rather, these steps are "early intervention" — before the crime begins.

--Adapted from www.myduty.mil

Strategies to Prevent SA

- EOAs can assist by:
- Ensuring Command Climate Surveys are conducted, assist if needed with the process.
- Conducting comprehensive visual inspection of department work places, to ensure DoD facilities promote an environment of dignity and respect and are free from materials that create a degrading offensive work environment.

Sexual Assault Referral



WWW.Safehelpline.org

Transitioning Service Members
(TSMs)

On Line HelpLine

Get Live Help Now

Safe Helpline

Live Help 24/7
Call 877-995-5247
VOIP 24/7

Info by Text

Text Zip Code or
Installation/Base Name to
55-247 (inside the US) or
202-470-5546 (outside US)

Safe Helpline

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Sexual Assault Referral

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- **Army SHARP**

<http://www.sexualassault.army.mil/>

- **Navy SAPR**

http://www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAndFamilySupportProgram/SexualAssaultPreventionandResponse/index.htm

- **Marine Corps Community Services**

https://www.manpower.usmc.mil/portal/page/portal/M_RA_HOME/MF/D_Sexual%20Assault%20Prevention

- **Air Force SAPR**

<http://www.afpc.af.mil/library/sapr/index.asp>

- **National Guard SAPR**

<http://www.nationalguard.mil/jointstaff/j1/sapr/>

- **Coast Guard SAPR (State Laws)**

<http://www.sapr.mil> or http://www.uscg.mil/worklife/rape_sexual_assault.asp

Sexual Assault Referral

EOAs have a responsibility, or course of action, when they are made of aware of a SA; involve and refer to:

- Sexual Assault Response Coordinator (SARC)
- Military Criminal Investigative Organization (MCIO), as applicable

Summary

- Recognize the differences between sexual harassment and sexual assault
- Describe negative effects of sexual assault on military readiness
- Describe SAPR policies in the DoD

Summary

- Recognize reporting options for sexual assault victims
- Recognize Strategies to Prevent Sexual Assaults
- Identify sexual assault referral agencies

Doc 91

DEOMI
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Patrick AFB, FL 32925

LESSON PLAN
EOA COURSE
November 2013

LESSON PLAN

EOAC-3700

SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR) 101

FOR TRAINING PURPOSES ONLY

DO NOT USE ON THE JOB

TABLE OF CHANGES

REVISION

PART 1: SYNOPSIS

LESSON OVERVIEW

The lesson is divided into two segments, lecture and scenarios. The lecture will provide information for participants to understand the definitions and differences between sexual assault and sexual harassment; to clarify EOAs role and to identify reporting options and requirements. The lesson incorporates a series of scenarios designed to elicit discussion with students (while remaining in the auditorium) to determine the required course of action for their role as EOAs.

STRATEGY:

The 1.5 hrs lecture begins the lesson by defining key terms associated with sexual assault, the difference between Sexual Harassment and Sexual Assault, preventive measures for Sexual Assault, the negative effects of Sexual Assault, SAPR policies in the DoD, reporting options and referral agencies. Approximately 30 minutes of the lecture is large group discussion.

INSTRUCTIONAL METHOD

Method	Time
• Formal Lecture	1.5 hrs
Total Time	1.5 hrs
Note: Break times are at the discretion of the Instructor/Facilitator. Recommend 10 minute breaks for every one hour of lecture/facilitation.	

RECOMMENDED READING

None

REFERENCES

1. Air Force Instruction (AFI) 36-6001, *Sexual Assault Prevention and Response (SAPR) Program*, September 2008
2. Air Force Policy Directive 36-60, *Sexual Assault Prevention and Response (SAPR) Program*, March 2008

3. Air Force, *Findings from the 2010 Prevalence/Incidence Survey of Sexual Assault in the Air Force* (Gallup), December 2010
4. Army Regulation (AR) 600-20, *Army Command Policy*, March 2008
5. Chief of Naval Operations Instruction (OPNAVINST) 1752.1B, *Sexual Assault Victim Intervention (SAVI) Program*, December 2006
6. DoD. (2010). *2010 Status of Forces Survey of Active Duty Members*. Washington, DC: DMDC.
7. DoD. (2011). *2010 Workplace and Gender Relations Survey of Active Duty Members (WGRA)*. Washington, DC: Defense Manpower Data Center (DMDC).
8. DoD. (2009). *Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS) Report*. Washington, DC: DoD.
9. DoD. (2011). *Department of Defense Annual Report on Sexual Assault in the Military: Fiscal Year 2010*.
10. Department of Defense Directive (DoDD) 6495.01. *Sexual Assault Prevention and Response (SAPR) Program*. Washington, DC. , JAN12
11. DoD Instruction (DoDI) 6495.02. *Sexual Assault Prevention and Response Program Procedures*. Washington, DC, MAR13
12. Marine Corps Order (MCO) 1752.5A, *Sexual Assault Prevention and Response (SAPR) Program*, February 2008
13. Secretary of the Navy Instruction (SECNAVINST) 1752.4A, *Sexual Assault Prevention and Response*, December 2005
14. <http://www.myduty.mil>
15. <http://www.sapr.mil>

STUDENT INSTRUCTIONAL MATERIAL

1. DEOMI EOA Study Guide
2. Handout of Service SAPRO links
3. Handout of Sexual Assault Flow Chart
4. Handout of Sexual Assault Advocacy and Support websites
5. Handout of Glossary of Terms and Definitions
6. Handout of Acronyms

AUDIOVISUAL AIDS AND EQUIPMENT

- A Power Point Slide Presentation –Sexual Assault Prevention Response
- B Computer, screen, and audio speakers

TERMINAL LEARNING OBJECTIVE

Given examples, non-examples, and a study guide students will know how sexual assault affects military readiness with no less than 70% accuracy on a criterion referenced test (CRT).

As part of cognitive development, each student must also develop their Interpersonal Skills by participating in discussions and activities while in-resident. It's important to note that activities are designed to elicit discussion which may enter the Affective Domain of learning. In these cases the objective is for each student to actively participate in various group activities and to "respond with interest" to material presented (i.e., express opinions, beliefs, etc.). To measure the Cognitive and Affective behaviors expected of the students during certain activities the Interpersonal Skills Development Evaluation (ISDE) form is used and each student must obtain a passing score (GO). If the ISDE is used it will be identified as a performance measure and align to a learning objective.

ENABLING LEARNING OBJECTIVE	Level of Learning	Performance Measure	Time
A. Recognize the difference between sexual harassment and sexual assault	K	CRT	25
B. Describe negative effects of sexual assault on military readiness	K	CRT	10
C. Describe SAPR policies in the DoD	K	CRT	10
D. Recognize reporting options for sexual assault victims	K	CRT	10
E. Recognize strategies to prevent sexual assault	K	CRT	25
F. Identify sexual assault referral agencies	K	CRT	10
Total Time:			1.5 hrs
K = Knowledge C = Comprehension A = Application CRT = Criterion Referenced Test W = Written Assignment SGE = Small Group Experience PE = Presentation Evaluation			

PART 2: LESSON

Discussion Point	Instructional Guidance
	<p>Note: <u>Instructors must refrain from providing opinionated answers throughout this lesson, and avoid presenting situational solutions as the preferred or recommended way to evaluate or resolve issues. Instead, instructors should exemplify application of statutory/regulatory guidance, use of case-by-case basis analysis and evaluation of the record as a whole (totality of the circumstances) in answering student's questions.</u></p> <p>Slide #1: Title</p> <p>Attention:</p> <p>Good afternoon, I am _____,</p> <p>Instructor Note: inform the class that there may be some language and discussion in this course they may find uncomfortable.</p> <p>NOTE: Instructors/facilitators must be aware that the content of this class may evoke strong emotional reactions from students who may have been victims of sexual assault.</p> <p>Instructor Note: Briefly introduce the learning objectives and ensure EO advisors know from the outset that they are in a tangential and supporting role regarding Sexual Assault Prevention and Response (SAPR). As EOAs they must know where to send a victim of SA. This is not to make them an expert in this area, but to inform them of</p>

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Discussion Point	Instructional Guidance
	<p>where to go, where their resources are and to assess the culture of their organization.</p> <p>Motivation: (Instructor Developed) Damage resulting from sexual harassment and sexual assault extends far beyond the victim. It weakens the very health and morale of our Soldiers and civilians by breaking the bond of trust within the military.</p> <p>Introduction: (Instructor Developed)</p>
<p>Terminal Learning Objective:</p> <p>Given examples, non-examples, and a study guide students will know how sexual assault affects military readiness with no less than 70% accuracy on a criterion referenced test (CRT)</p>	<p>Slide #2: Terminal Learning Objective:</p>
<p>Enabling Learning Objectives:</p> <p>A. Recognize the differences between sexual harassment and sexual assault</p> <p>B. Describe negative effects of sexual assault on military readiness</p> <p>C. Describe SAPR policies in the DoD</p>	<p>Slide #3: Enabling Terminal Objectives (ELO)</p>

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Discussion Point	Instructional Guidance
<p>D. Recognize reporting options for sexual assault victims E. Recognize strategies to prevent sexual assault F. Identify sexual assault referral agencies</p>	
	<p>Transition: Ask students, “What is the difference between sexual harassment and sexual assault?” The question should generate dialogue among the students. The facilitator should get a better sense of the students’ knowledge of the difference between sexual harassment and sexual assault.</p> <p>Instructor Note: Explain that sexual harassment involves behaviors verbal, nonverbal, and physical that are unwanted, unwelcomed and sexual in nature. Sexual assault is a crime that involves sexual contact.</p>
<p>A. Difference between Sexual Harassment and Sexual Assault</p>	<p>TIME: 25 MINS</p>
<p>1. Sexual assault and sexual harassment are not the same, although there are connections.</p>	

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Discussion Point	Instructional Guidance
	<p>Instructor Note: Allow students to read the definition and then the facilitator should give a one sentence summary.</p> <p>This definition emphasizes interaction and mutual influence. Interaction implies communication among people who belong to the group, and that the communication is perceived and responded to in such a way that each group member potentially affects each other's behavior, beliefs, opinions, and values (mutual influence).</p> <p>The study of groups may include large or small groupings. For our purposes, we will focus on small groups since this is the forum you will be training in at DEOMI.</p>
<p>2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.</p>	<p>Additional Information :</p> <p>2. Any person in a supervisory or command position who uses or condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a Service member or civilian employee is engaging in sexual harassment. Similarly, any service member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.</p>

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Discussion Point	Instructional Guidance
<p>3. Sexual Assault Defined</p> <p>Sexual Assault is defined as Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term "sexual assault" includes a broad category of sexual offenses consisting of the following specific UCMJ offenses:</p> <p>Rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.</p> <p>It is important to note that the continuum of harm from sexual harassment incident to crime of sexual assault is conceptual. The continuum is not an inclusive range identifying or explaining all aspects of sexism, sexual harassment, and sexual assault. The continuum is notional; however, useful to see a possible impact of certain behaviors.</p> <p>a. Sexual Harassment: Harasser's conduct is unwelcome and uninvited, creates an intimidating, hostile, or offensive working environment, Made explicitly or implicitly, Quid pro quo. Such as Verbal comments, Obscene or sexually explicit media. Non-verbal actions, Physical touching, Unwanted requests to perform sexual acts or sexual favors</p> <p>b. Sexual Assault: Use of force Threats, Intimidation, Abuse of Authority, A victim that does not or cannot consent. Grabbing without permission. Making someone give (or receive) oral sex, Touching a person while incapacitated, Threatening or coercing someone to have sex, Touching with</p>	<p>Additional Information :</p> <p>3. Definition comes from: DoDD 6495.01 and USCG COMDTINST 1754.10C; Sexual assault can occur without regard to gender, spousal relationship, or age of the victim. The Uniform Code of Military Justice, or UCMJ, lists a number of crimes under sexual assault. The DoD tracks seven of them for inclusion in its Annual Report on Sexual Assault in the Military.</p>

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Discussion Point	Instructional Guidance
<p>an object without consent, Having sex with someone without consent.</p>	
	<p>Transition: Now we are clear on the definitions, let's look at some differences between the two. Understanding the difference should allow you to choose what is SH and what is SA if you ever are presented with a situation. There are serious SH incidents that are also crimes of sexual assault.</p> <p>Instructor Note: Show each scenario and ask for feedback, this should solicit answers and question of what is SH and what is SA.</p>
<p>4. Sexual Assault: Consent 1) words or overt acts indicating a freely given agreement to the sexual conduct as issued by a competent person. 2) An expression of lack of consent through words or conduct means there is no consent. 3) Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct as issue shall not constitute consent.</p> <ul style="list-style-type: none"> • Consent is NOT given when a person uses force, threat of force, coercion or when the victim is asleep, incapacitated, or unconscious. Consent is a critical concept regarding sexual assault. 	<p>Instructor Note: Ask the students what is meant by consent.</p> <p>Additional Information : 4.Training programs primarily discussed what to do before or after an incident and placed the primary responsibility for action on the victim. One approach is to changes the attitude towards what constitutes consent. If Service members and civilians understand the meaning of consent they can help prevents SA.</p> <p>Instructor Note: Show each scenario and ask for feedback, this should encourage dialogue about what constitutes consent.</p>

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Discussion Point	Instructional Guidance
<p>The Sexual Assault (“S”) Continuum</p> <p>5. This continuum is very useful not only in identifying how assaults may occur, but also in giving some warning signals before they happen. This is important to you, as EOAs for several reasons- first and foremost, as we stated in the introduction, as EOAs you are not part of the Sexual Assault Response Team, so it is important for you to know when behaviors move from harassment into assault, and when and how to make a referral or report. But you have, as EOAs, responsibilities regarding sexual harassment. And it is in addressing sexual harassment that you can play a role in preventing sexual assault, and also be a strategic partner to your commanding officer in ensuring the climate is free of sexual harassment.</p>	<p>Additional Information :</p> <p>5. The continuum shows the progression of sexual violence, from sexual innuendoes and sexist behavior to possibly homicide. In this continuum, the victims are increasingly treated with less respect and value and increasingly like an object.</p>
<p>6. The continuum begins with sexism and sexist attitudes that many, if not most, of us learn in childhood and that are often reinforced by our society, environment, and culture in adulthood. Briefly defined, sexism is those attitudes or behaviors, based on stereotypes of traditional sexual roles that can lead to devaluation or discrimination against a person because of their sex or gender. There appears to be linkage with what is learned in our early stages of development concerning our sexist behaviors that perpetuate forms of sexual harassment or degradation of the opposite sex. Obviously, not everyone who grows up with sexist attitudes winds up sexually harassing or assaulting others. Many “outgrow” or control these attitudes, but for some, sexism can predispose them to harassment and even assault.</p>	

002290

Discussion Point	Instructional Guidance
<p>7. Sexual harassment can include jokes, comments, vulgar pictures, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. While sexual harassment can involve physical contact, it can also involve verbal or non-verbal manifestations of a sexual nature. Sexual harassment is handled by EOAs. That is clearly in your line of responsibility. You are trained to address it, and you are clear on the policies and regulations regarding it.</p>	<p>Additional Information : 7. Sexual harassment is a form of discrimination that is explicitly sexual or contains sexual overtones. If left unchecked, an environment that tolerates sexual harassment can lead to sexual assault. Sexual assault is defined as intentional, forced, non-consensual sexual contact. In its most extreme form, sexual assault can lead to death of the victim. This continuum is important because it shows how seemingly innocent and harmless sexual comments and gestures can set the stage for sexual assault.</p>
<p>8. Sexual harassment may involve unwanted touching; however, touching is the “middle area” of the continuum where sexual harassment moves towards sexual assault. That difference is non-consensual, physical contact or threat to force submission, sexual assault is characterized by use of force, physical threat, and or abuse of authority, or when the victim is unable to consent or incapacitated.</p>	
<p>9. On the far end of the spectrum, any of the behaviors that fall under sexual assault are the domain of the Sexual Assault Response Coordinator (SARC),) or the Sexual Assault Prevention and Response victim advocate (SAPR VA), and your best course of action is to hand off to the SARC.</p>	
<p>10. According to research, alcohol is a significant factor in sexual assault incidents in the military, similar to trends at colleges and universities. The link between extreme alcohol</p>	

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Discussion Point	Instructional Guidance
<p>use and sexual assault in the military is clear. In an article that summarizes numerous research efforts that were conducted for over a decade, the connection between excessive use of alcohol by college students and sexual assault is well documented. This research describes the connections between alcohol abuse and sexual assault among college students but is also applicable to the military. Abbey states that at least 50% of sexual assaults among college students are associated with alcohol use. She concludes that “because of the strong association of alcohol use and sexual assault, programming and intervention of these two areas should be coordinated.”</p>	
	<p>Transition: Ask what effects do they think SA assault has on military readiness?</p>
<p>B. Negative effects of sexual assault on military readiness</p>	<p>TIME: 10 MINS</p>
<p>Effects of Sexual Assaults on Recruiting, retention, and Readiness</p> <ol style="list-style-type: none"> 1. Readiness: A unit’s military readiness is highly dependent on the quality and quantity of its personnel. Sexual assault directly and indirectly diminishes readiness, adversely affecting the units of both victims and assailants. These impacted service members are frequently absent from duty because of medical, legal, investigative, and administrative matters. Their absences affect unit divisions of labor, productivity, teamwork, the co-workers and cohesion. 	

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Discussion Point	Instructional Guidance
<p>2. Physical Effects: Beyond the physical wounds of sexual assault, victims' psychological reactions can be prolonged and harmful. Common reactions include PTSD, fear and anxiety, difficulty sleeping, lack of concentration, depression, poor self-esteem, withdrawal and insecurity, and social adjustment issues.</p> <ul style="list-style-type: none"> Victims of sexual assault may be unable to perform their assigned duties due to medical treatment or counseling, or if relocated from the unit to ensure their safety. Victims who continue to serve in the same unit with their assailant are likely to have diminished abilities to perform their duty due to concerns over personal safety and potential re-victimization. 	<p>Additional Information :</p> <p>2. Sexual assault is a personal and destructive crime. Its effects can be psychological, emotional, and/or physical. While there is not one "normal" reaction to sexual assault, here are some of the more common effects that sexual assault victims may experience. (depression, eating disorder, PTSD, self harm, sleep disturbances, substance abuse, suicide)</p>
<p>3. Recruiting and Retention: Sexual assault also has a negative impact on recruiting and retention in the military services. Service members won't reenlist if they view the military as a hostile and non-supportive environment and fewer young people will join the military if they're concerned about a climate that tolerates sexual violence and assault.</p>	
	<p>Transition: Now knowing the definition of SA and the difference between SA and SH and recognizing how it effects military readiness ask the students if they know</p>

002293

Discussion Point	Instructional Guidance
	who has oversight and accountability of sexual assault policy matters.
C. SAPR policies in the DoD	TIME: 10 MINS
<p>Sexual Assault Prevention and Response Office (SAPRO)</p> <ol style="list-style-type: none"> 1. Policy and oversight of all the services Sexual Assault Prevention and Response programs is the responsibility of the Sexual Assault Prevention and Response Office, or SAPRO. SAPRO is the Department of Defense’s single point of authority, accountability, and oversight for all sexual assault policy matters and reports to the Office of the Under Secretary of Defense for Personnel and Readiness. 	
<ol style="list-style-type: none"> 2. SAPRO develops policy and programs to improve prevention efforts, set training standards and assesses whether those standards have been met, enhance treatment and response to victim’s, and ensure system accountability. They collaborate closely with services and numerous outside organizations to fully implement those policies and programs 	
<ol style="list-style-type: none"> 3. The Department of Defense Sexual Assault Prevention and Response Office serves as the single point of authority, program accountability, and oversight for sexual assault prevention and response in order to support victim recovery, 	

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Discussion Point	Instructional Guidance
<p>enable military readiness, and reduce -with a goal to eliminate- sexual assault from the military.</p>	
<p>4. The objectives of DoD’s Sexual Assault Prevention and Response policy are to specifically:</p> <ul style="list-style-type: none"> • Improve sexual assault prevention through training and education programs • Build a climate of confidence associated with reporting • Enhance treatment and response to victims • Ensure system accountability 	<p>Additional Information :</p> <p>4. The objectives and priorities of DoD’s sexual assault prevention and response policy are to specifically improve sexual assault prevention through training and education programs, institutionalize prevention strategies in the military community, build a climate of confidence associated with reporting, enhance treatment and response to victims, and ensure system accountability.</p>
<p>5. SAPRO’s Priorities are to:</p> <ul style="list-style-type: none"> • Institutionalize prevention strategies in the military community • Increase the climate of victim confidence associated with reporting • Improve sexual assault response • Improve system accountability • Improve stakeholder knowledge and understanding of SAPR 	
	<p>Transition: As an EOA, you are not involved in the reporting process; however, you must have an understanding of the Restricted and Unrestricted options to support your command.</p>

002295

Discussion Point	Instructional Guidance
<p>D. Reporting Options</p>	<p>TIME: 10 MINS</p>
<p>Overview of reporting options</p> <p>There are two types of reporting options, unrestricted and restricted.</p> <p>1. Reporting Options: Unrestricted</p> <ul style="list-style-type: none"> • In situations where a victim wants to participate in the military justice process, a victim makes an Unrestricted Report. When this kind of report is made, both command and law enforcement are notified of the sexual assault. An investigation follows, and if there is sufficient evidence, the matter typically goes to some kind of legal proceeding. The victim can access care and services without participating in the military justice system. • A SARC shall be notified, respond or direct a SAPR VA to respond, assign a SAPR VA, and offer the victim healthcare treatment and a SAFE. • If a victim elects this reporting option, a victim may not change from an Unrestricted to a Restricted Report. 	<p>Additional Information :</p> <p>D. Service members and military dependents 18 years and older who have been sexually assaulted have two reporting options: Unrestricted or Restricted Reporting. Unrestricted Reporting of sexual assault is favored by the DoD. However, Unrestricted Reporting may represent a barrier for victims to access services, when the victim desires no command or DoD law enforcement involvement. Consequently, the DoD recognizes a fundamental need to provide a confidential disclosure vehicle via the Restricted Reporting option. Regardless of whether the victim elects Restricted or Unrestricted Reporting, confidentiality of medical information shall be maintained in accordance with DoD 6025.18-R (Reference (ab)). DoD civilian employees and their family dependents and DoD contractors are only eligible for Unrestricted Reporting and for limited emergency care medical services at an MTF, unless that individual is otherwise eligible as a Service member or TRICARE beneficiary of the military health system to receive treatment in an MTF at no cost to them in accordance with Reference. <i>DoDI 6495.02, March 28, 2013 ENCLOSURE 4</i></p>

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Discussion Point	Instructional Guidance
<p>2. Reporting Options: Restricted</p> <ul style="list-style-type: none"> Restricted reporting is for victims of sexual assault who wish to confidentially disclose the crime to specifically identified individuals without triggering the official investigative process. Victims receive healthcare treatment and the assignment of a SARC and SAPR VA. Service Members who desire restricted reporting under this policy must use one of the following reporting avenues: SARC, SAPR VA, or healthcare personnel. Restricted reporting is not anonymous reporting. However, when a service member discloses the matter to anyone other than a Sexual Assault Response Coordinator, Victim Advocate, or medical provider, the communication is not protected. If the sexual assault is disclosed to a friend who is in law enforcement or in the chain of command, the report becomes Unrestricted. If a victim elects this reporting option, a victim may change from Restricted Report to an Unrestricted Report. 	<p>Additional Information :</p> <p>2. Students might not understand how the restricted reporting can help the command...explain that even if the victim chooses not to pursue an investigation, Restricted Reporting gives the installation commander a clearer picture of the reported sexual assaults within the command. The installation commander can then use the information to enhance preventive measures, to enhance the education and training of the command's personnel, and to scrutinize more closely the organization's climate and culture for contributing factors.</p> <p>¾ of victims tell friend or family member, if that friend goes to the command and says Sally or Joe was SA, the command does not go to victim and ask her/him how it happened, did it really happen, and do you have a witness. When a sexual assault is reported to a commander, the commander must report the incident to the MCIO. The commander cannot conduct a command directed investigation on sexual assault or delay immediately contacting the MCIOs while attempting to assess the credibility of the report.</p> <p>Additional Information : A victim's communication with another person (e.g., roommate, friend, family member) does not, in and of itself, prevent the victim from later electing to make a Restricted Report. Restricted Reporting is confidential, not anonymous, reporting. However, if the person to whom the victim confided the information (e.g., roommate, friend, family member) is in the victim's officer and non-commissioned officer chain of command or DoD</p>

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Discussion Point	Instructional Guidance
	<p>law enforcement, there can be no Restricted Report. <i>DoDI 6495.02, March 28, 2013 ENCLOSURE 4</i></p> <p>Additional Information : D.MEO/EOAs do not handle Sexual Assault issues; however, they are required to explain both Sexual Assault and Sexual Harassment definitions. If a complaint might involve a sexual assault, or if service members are not sure whether it is related to a sexual assault, MEO/EOAs need to refer them to the installation Sexual Assault Response Coordinator (SARC) in order to protect their right to explore their options for restricted (confidential) reporting of a sexual assault. The SARC will be able to provide assistance without prompting an investigation if the service member meets the criteria for making a restricted report. That determination must be made by the SARC, not by MEO/EOAs. If the SARC determines that the issue is not related to a sexual assault, the SARC may refer the service member back to the MEO/EOA office for continued assistance within the MEO/EOA purview.</p> <p>Additional Information : Independent investigations are not initiated by the victim. If information about a sexual assault comes to a commander's attention from a source other than a victim who has elected Restricted Reporting or where no election has been made by the victim, that commander shall report the matter to an MCIO and an official (independent) investigation may be initiated based on that independently acquired information. <i>DoDI 6495.02, March 28, 2013 ENCLOSURE 4</i></p>

002298

Discussion Point	Instructional Guidance
	<p>Transition: Sexual assault affects individuals, units, and the larger community. The stakes are high, so prevention is critical and consequential having strategies in place will provide a culture based on mutual respect and trust to prevent sexual assault.</p>
<p>E. Strategies to prevent SA</p>	<p>TIME: 25 MINS</p>
<p>The DoD Sexual Assault Prevention Strategy</p> <ol style="list-style-type: none"> 1. SAPRO plays a key role in developing DoD’s sexual assault prevention strategy. Sexual assault prevention is more than risk management, but commanders and senior enlisted leaders understand they are responsible for mitigating sexual assault risk. 	
<ol style="list-style-type: none"> 2. Risk management strategies that leaders have taken include ensuring gender separation in barracks or dormitories, installation of cameras and additional lighting, enacting curfews, and increasing the number of safety patrols. Commanders also recognize that social marketing campaigns, including the use of sexual assault prevention campaign posters, and consistent leadership messages on sexual assault are critical to prevention efforts. 	

Discussion Point	Instructional Guidance
<p>3. DoD’s sexual assault prevention strategy goes beyond risk management; it takes a broad community approach that emphasizes all personnel, at all levels, are responsible for ending sexual assault throughout the DoD.</p>	
<p>4. Commanders play a central role in this strategy, as they seek to establish command climates for their units where their subordinates are valued and treated fairly, where core values are upheld, and where diversity is embraced.</p>	
<p>5. EOAs can exert considerable influence in keeping commanders aware of their organization’s climate and in helping them foster a positive atmosphere of mutual respect, trust, and teamwork.</p>	<p>Additional Information :</p> <p>5. Equal opportunity professionals can exert considerable influence in keeping commanders aware of their organization’s climate and in helping them foster a positive atmosphere of mutual respect, trust, and teamwork by conducting “walk about” and ensuring command climate surveys are done. DoD initiatives deal with the command climate and enhancing commander accountability, requiring that the results of command climate surveys will be provided to the next higher echelon of command.</p>
<p>6. The DoD sexual assault prevention strategy also focuses on prevention knowledge, skills, and behaviors while teaching service members about active bystander intervention, the ability to recognize potential problems and intervene safely. An important message being conveyed is the duty of service members to prevent sexual assault and an obligation to report</p>	

Discussion Point	Instructional Guidance
when it occurs.	

RAFT
BOARD

Discussion Point	Instructional Guidance
<p>7. Myths and Misconceptions</p> <p>Most sexual assault myths shift blame from the perpetrator to the victim; as a result, victims are less likely to report assaults or receive adequate care.</p> <p>Another challenging myth involves male sexual assault. Male victims of sexual assault contend with myths of male strength and sexuality which lead many to believe that “real” men do not get raped and that males raped by another man must be homosexual. This is an example of victim-blaming. In fact, in the United States, five to ten percent of reported rapes are of males. With such low apparent numbers of male sexual assaults among the general population, civilian terminology and sexual assault prevention and response programs remain focused principally on female victims. This terminology and these programs have been adopted by the military with little consideration of the fact that the Armed Forces comprise 85% males and 15% females. This focus on female victims in a predominantly male environment makes it all the more difficult for male sexual assault victims to seek assistance; likewise, within the military, incidents involving male victims, as is also true of female victims, are under reported.</p> <ul style="list-style-type: none"> Historically and across all cultures, the act of sexual assault is more about power and control than sexual gratification. 	<p>Additional Information :</p> <p>5. Myths and misconceptions if left unchecked, paves the way to more violent incidents. If faulty attitudes and beliefs that lead to sexual assault can be stopped and awareness and education be introduced, sexual assault can decrease dramatically.</p> <p>Instructor Note: Show each scenario and ask for feedback, this should encourage dialogue about myths and misconceptions.</p>
<p>8. Bystander Intervention</p>	<p>Additional Information :</p>

Discussion Point	Instructional Guidance
<p>A bystander, or witness, is someone who sees a situation but may or may not know what to do, may think others will act, or may be afraid to do something. Bystander education programs teach potential witnesses safe and positive ways that they can act to prevent or intervene when there is a risk for sexual violence.</p>	<p>8. Sexual assault does not “just happen”; it grows out of an environment where the perpetrator thinks his actions, attitudes, and behaviors are being condoned. To shut down potential perpetrators, all we need to do is show by our own example that even SMALL behaviors or attitudes that COULD build a negative climate of sexual violence are absolutely unacceptable. So as a bystander, when you notice problem behaviors that may be creating a disempowering environment, it’s your responsibility to diffuse those behaviors before harm happens.</p> <p>NOTE: Intervening is a proactive approach to preventing sexual harassment and sexual assault. Intervention will assist in eliminating sexual harassment and sexual assault.</p>
<p>9. The education programs also teach individuals how to support a friend or loved one who discloses sexual assault, and also instructs individuals how to confront friends who express sexist attitudes and how they can potentially intervene with friends in risky situations (e.g., at a party where a friend has had too much to drink). Addressing individuals as potential bystanders to sexual assault has proven successful and can be implemented into existing prevention and intervention programs.</p> <p>The Department of Defense has launched a serious effort to get its people to engage in Active Bystander Intervention to prevent sexual assault.</p> <ul style="list-style-type: none"> • Active bystanders take the initiative to help someone 	

002303

Discussion Point	Instructional Guidance
<p>who may be targeted for a sexual assault by a predator.</p> <ul style="list-style-type: none"> • Active bystanders also take the initiative to help friends who aren't thinking clearly from becoming perpetrators of crime. • Intervention doesn't mean that you only step in to stop a crime in progress; rather, these steps are “early intervention” — before the crime begin. 	
<p>10. EOAs can assist their command with command climate survey and comprehensive visual inspections.</p>	<p>Instructor Note: Currently in DEOCS 4.0. for conducting command climate survey, there are a total of 9 questions (sometimes 10 questions, depending on responses) many of the questions contain multiple parts. This would be helpful in assessing the culture of the organization as it pertains to SA. (refer to handout of questions asked on DEOCS 4.0.)</p>
	<p>Transition: Underreporting poses a serious challenge to military readiness as the potential costs and consequences of sexual assault are extremely high. The first goal of Safe Helpline is to provide additional channels for adult Service members of the DoD community to seek one-on-one sexual assault assistance and crisis support securely and anonymously. The second goal is to increase victim reporting. Research indicates when sexual assault victims receive care, system confidence builds, which increases the</p>

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Discussion Point	Instructional Guidance
	likelihood victims will report to law enforcement.
F. SA referral agencies	TIME: 10 MINS
<p>1. Department of Defense (DoD) Safe Helpline is a groundbreaking crisis support service for members of the DoD community affected by sexual assault. Safe Helpline provides live, one-on-one support and information to the worldwide DoD community. The service is confidential, anonymous, secure, and available worldwide, 24/7 by click, call or text — providing victims with the help they need anytime, anywhere.</p>	<p>Additional Information : 1. All Safe Helpline staff members have been trained to answer questions relating to military-specific topics such as Restricted and Unrestricted Reporting and how to contact relevant military resources, such as your installation and base's Sexual Assault Response Coordinator (SARC), should those services be requested.</p>
<p>2. Safe Helpline services (click, call, text) are owned by the DoD Sexual Assault Prevention and Response Office (SAPRO) and are operated through a contract the Rape, Abuse, and Incest National Network (RAINN), the nation's largest anti-sexual violence organization. However, your information will remain confidential. RAINN will not share your name or any other personally identifying information with SAPRO or your chain of command, unless required by law.</p>	<p>Additional Information : 2. New, the Safe HelpRoom is a group chat service that will allow sexual assault survivors in the military to connect with one another in a moderated and secure online environment at SafeHelpline.org.</p> <p>Instructor Note: Show the video of safehelpline that is hyperlinked in the slide. The video is 1:32.</p>
<p>3. The SHL Mobile Application capability affords those Service members OCONUS or in deployed combat areas resources, self-care plans, and various coping exercises such as breathing and meditation. In addition, it provides a Voice-Over-Internet Provider (VOIP) feature that allows a survivor to connect to the DoD SHL 24/7 with no charge from anywhere in the world.</p>	

002305

Discussion Point	Instructional Guidance
<p>4. Transitioning Service Members (TSMs): Safe Helpline staff are specially trained to focus on the unique challenges faced by TSMs, which will allow them to provide appropriate resources to TSMs who are victims of sexual assault. A veteran-specific resource dashboard includes benefits, resources, and referrals available 24/7. Additionally, TSMs will be able to text their location to be connected with VA resources.</p>	
<p>5. Each service has their own website dedicated to assist in referring victims of sexual assault.</p>	
<p>6. There are two referral agencies an EOA can refer a victim of sexual assault to; they are the Sexual Assault Response Coordinator (SARC),) or the Sexual Assault Prevention and Response victim advocate (SAPR VA) and Military Criminal Investigative Organization (MCIO) as applicable .</p>	
	<p>Transition: Sexual assault in the military is a criminal offense that erodes mission readiness. As an equal opportunity professional, it is important to understand the difference between sexual assault and sexual harassment and when a referral to a sexual assault response coordinator, or SARC, is appropriate. If an equal opportunity professional encounters a victim of sexual assault, great care should be taken to preserve the victim's reporting options.</p>
<p>SUMMARY</p>	

002306

Discussion Point	Instructional Guidance
<p>The following topics were covered in this lesson:</p> <ul style="list-style-type: none"> A. Recognize the differences between sexual harassment and sexual assault B. Describe negative effects of sexual assault on military readiness C. Describe SAPR policies in the DoD D. Recognize reporting options for sexual assault victims E. Recognize strategies to prevent sexual assault F. Identify sexual assault referral agencies 	<p>Conclusion: (Instructor Developed) At this time this concludes this block of instruction.</p> <p>Summary: With the completion of this lesson, you know how sexual assault impacts mission effectiveness. You are able to recognize the difference between sexual harassment and sexual assault, describe negative effects of sexual assault on military readiness, describe SAPR policies in the DoD, recognize reporting options for sexual assault victims and identify appropriate referral agencies.</p> <p>Re-Motivation: Closure: (Instructor Developed) Transition: Ultimately, inadequate prevention and response to sexual assault in the military undermines military readiness. Sexual assault directly and indirectly diminishes readiness.</p>

END OF LESSON

Doc 91

DEOMI
366 Tuskegee Airmen Dr.
Patrick AFB, FL 32925

FACILITATOR GUIDE
EOA PROGRAM
DATE: October 2012

FILE

FACILITATOR GUIDE

EOAC-3700

SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR) 101

INSTRUCTOR NAME: _____

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PART 2: SYNOPSIS

2.10. LESSON OVERVIEW

The lesson is divided into two segments, lecture and cases. The lecture will provide information for participants to understand the definitions and differences between sexual assault and sexual harassment; to clarify their role in both cases; and to identify reporting options and requirements. The second half of the lesson is a series of cases and scenarios students will work on in small groups (while remaining in the auditorium) to determine the required course of action for their role as EOAs.

2.11. TERMINAL LESSON OBJECTIVE

Cognitive: Given examples, non-examples, required reading, and a study guide, students will comprehend the EO Advisors role and responsibility of handling sexual assault in the military environment with no less than 70% accuracy on a criterion referenced test.

2.12. STRATEGY;

The 2 hr lecture begins the lesson by defining key terms associated with sexual assault, the difference between Sexual harassment and sexual assault, preventive measures for sexual assault, the negative effects of sexual assault, SAPR policies in the DoD and Services, referral agencies and reporting options, and identifying appropriate behaviors form making sexual assault referrals. Approximately 30 minutes of the second hour of lecture is large group discussion/activity.

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2.13. INSTRUCTIONAL METHOD

Method	Time
• Formal Lecture and Activities	60 min
• Large Group Experience	60 min
Total Time	2 hrs

2.13.1. Formal Lecture

The instructor will:

1. Define sexual assault.
2. Explain the difference between sexual harassment and sexual assault.
3. Describe preventive measures.
4. Discuss negative effects on military readiness.
5. Describe SAPR policies in the DoD and Services.
6. Identify referral agencies and reporting options for sexual assault victims.
7. Identify appropriate behaviors for making sexual assault referrals.

2.13.2. Large Group Experience/Presentation Evaluation

After the lecture, students will form small groups of 5-7 to discuss a series of cases.

SUGGESTED READING

None

2.14. SELECT REFERENCES

1. Air Force Instruction (AFI) 36-6001, *Sexual Assault Prevention and Response (SAPR) Program*, September 2008
2. Air Force Policy Directive 36-60, *Sexual Assault Prevention and Response (SAPR) Program*, March 2008
3. Air Force, *Findings from the 2010 Prevalence/Incidence Survey of Sexual Assault in the Air Force* (Gallup), December 2010
4. Army Regulation (AR) 600-20, *Army Command Policy*, March 2008
5. Chief of Naval Operations Instruction (OPNAVINST) 1752.1B, *Sexual Assault Victim Intervention (SAVI) Program*, December 2006
6. DoD. (2010). *2010 Status of Forces Survey of Active Duty Members*. Washington, DC: DMDC.

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7. DoD. (2011). *2010 Workplace and Gender Relations Survey of Active Duty Members (WGRA)*. Washington, DC: Defense Manpower Data Center (DMDC).
8. DoD. (2009). *Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS) Report*. Washington, DC: DoD.
9. DoD. (2011). *Department of Defense Annual Report on Sexual Assault in the Military: Fiscal Year 2010*.
10. Department of Defense Directive (DoDD) 6495.01. *Sexual Assault Prevention and Response (SAPR) Program*. Washington, DC. , October 2005
11. DoD Instruction (DoDI) 6495.02. *Sexual Assault Prevention and Response Program Procedures*. Washington, DC, June 2006
12. Marine Corps Order (MCO) 1752.5A, *Sexual Assault Prevention and Response (SAPR) Program*, February 2008
13. Secretary of the Navy Instruction (SECNAVINST) 1752.4A, *Sexual Assault Prevention and Response*, December 2005
14. <http://www.myduty.mil>
15. <http://www.sapr.mil>

2.15. STUDENT INSTRUCTIONAL MATERIAL

1. Handout of Victim Stories
2. Handout of Service SAPRO links
3. Handout of Sexual Assault Flow Chart
4. Handout of Sexual Assault Advocacy and Support websites
5. Handout of Glossary of Terms and Definitions
6. Handout of Acronyms
7. Handout of the Role of the SARC

2.16. AUDIOVISUAL AIDS AND EQUIPMENT

1. Power Point Slide Presentation - Sexual Assault Prevention and Response (SAPR)
2. Computer, screen, and audio speakers

2.17. LESSON SYLLABUS

2.17.1. Level of Learning Objective

Given examples, non-examples, reading assignments, and a study guide know the theory behind Sexual Assault as found in military environments with no less than 70% accuracy on a criterion referenced test.

002313

Sample Behaviors	Level of Learning	Performance Measure	Time (minutes)
Define Sexual Assault	K	CRT	10
State the difference between Sexual Harassment and Sexual Assault	K	CRT	15
Describe preventive measures for Sexual Assault	K	CRT	15
Describe negative effects on military readiness	K	CRT	15
Describe SAPR policies in the DoD and Services	K	CRT	10
Identify referral agencies and reporting options for Sexual Assault victims	K	CRT	15
Identify appropriate behaviors for making sexual assault referrals	K	CRT	10
The activity will be a large group experience and embedded into the lecture			30
Total Time:			2 hrs
Knowledge = K Comprehension = C Application = A CRT = Criterion Referenced Test W = Written Assignment SGE = Small Group Experience PE = Presentation Evaluation			

2.17.2. Small Group Experience Timelines

Activity	Time
Large Group Activity	.5 hr
Total Activity Time	.5 hr

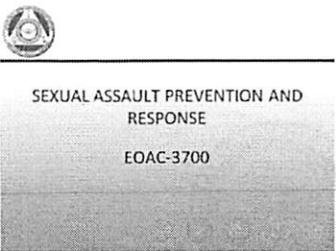
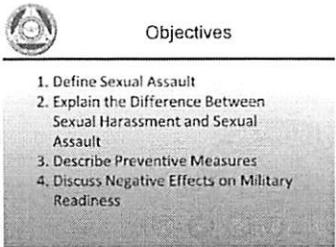
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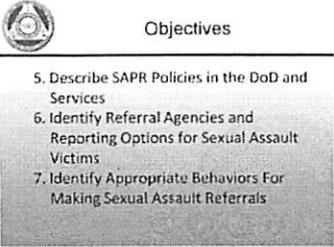
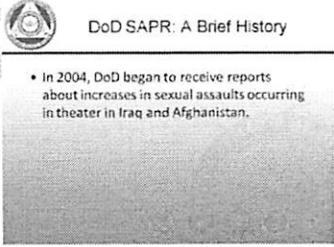
PART 3: LESSON

Discussion Point	Related Slide	Instructional Guidance
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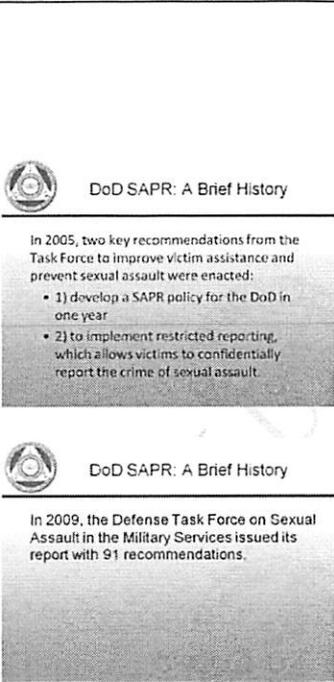
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Discussion Point	Related Slide	Instructional Guidance
<p>3.10. INTRODUCTION</p> <p>The focus of this training is to ensure that you have a working knowledge of the difference between sexual assault and sexual harassment, why sexual assaults are crimes, and the meaning of consent. Additionally, the training will provide you with information on the reporting options available to victims and the exceptions and/or limitations of each option. This training is primarily designed to focus on two elements: What your role is and isn't as an EOA.</p> <p>This class grew out of one of the findings in the Defense Task Force on Sexual Assault in the Military Services (2009), which noted that Service members often have difficulty understanding the complexity of the definitions, potential interrelationships, and different reporting and response mechanisms associated with sexual assault and equal opportunity. The report found that most Military Services discourage combining the equal opportunity and sexual assault functions and, accordingly, conduct separate training. Thus, the primary goal of the —SAPR 101 course was to increase awareness among EOAs about the SAPR Program, available resources, and reporting options available to victims of sexual assault, and to alleviate confusion regarding the differences between sexual harassment and sexual assault programs and policies.</p> <p>The following topics will be covered in this lesson:</p> <ol style="list-style-type: none"> 1. Define Sexual Assault 2. Explain the Difference Between Sexual 	 	<p>INSTRUCTOR NOTE: Briefly introduce the learning objectives and ensure EO advisors know from the outset that they are in a tangential and supporting role regarding Sexual Assault Prevention and Response (SAPR) and not part of the Case Management Team, which will be discussed later in the class.</p>

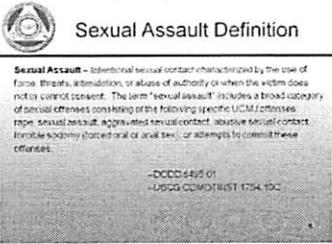
Discussion Point	Related Slide	Instructional Guidance
<p>Harassment and Sexual Assault</p> <ol style="list-style-type: none"> 3. Describe Preventive Measures 4. Discuss Negative Effects on Military Readiness 5. Describe SAPR Policies in the DoD and Services 6. Identify Referral Agencies and Reporting Options for Sexual Assault Victims 7. Identify Appropriate Behaviors For Making Sexual Assault Referrals 		<p>INSTRUCTOR NOTE: inform the class that there may be some language and discussion in this course they may find uncomfortable.</p>
<p>3.10.1. History and Context</p>		
<p>3.10.2. Introduction</p> <p>It is important to note that prior to 2004 (with the exception of the Navy) there was no SAPR policy or program in DoD (unlike prevention of sexual harassment training[POSH]).</p> <p>In 2004, DoD began to receive reports about increases in sexual assaults occurring in theater in Iraq and Afghanistan.</p> <p>Around the same time, several United States Air Force Academy cadets reported having been sexually assaulted.</p> <p>In response to these incidents, then Secretary Rumsfeld</p>		<p>Note: Sexual harassment and sexual assault were of course problems before 2004. However, the lesson begins here because the SAPRO was established in 2004.</p>

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<p>authorized the Care for Victims Task Force (90 days) to examine what the DoD was doing about sexual assault. The Task Force found each of the Services had policies regarding the care of victims, but DoD lacked a unified, coordinated, and standard approach.</p> <p>Two key recommendations from the Task Force to improve victim assistance and prevent sexual assault were to 1) develop a SAPR policy for the DoD in one year, and 2) to implement restricted reporting, which allows victims to confidentially report the crime of sexual assault. Both recommendations were enacted by the Department in 2005.</p> <p>In 2009, the Defense Task Force on Sexual Assault in the Military Services issued its report with 91 recommendations. Many have since been implemented by the DoD and the services.</p>	 <p>DoD SAPR: A Brief History</p> <p>In 2005, two key recommendations from the Task Force to improve victim assistance and prevent sexual assault were enacted:</p> <ul style="list-style-type: none"> • 1) develop a SAPR policy for the DoD in one year • 2) to implement restricted reporting, which allows victims to confidentially report the crime of sexual assault. <p>DoD SAPR: A Brief History</p> <p>In 2009, the Defense Task Force on Sexual Assault in the Military Services issued its report with 91 recommendations.</p>	<p>Note: EOAs currently do NOT have restricted reporting abilities unless they are also serving as the SARC.</p>
<p>3.11. SEXUAL HARASSMENT AND SEXUAL ASSAULT</p>		
<p>3.11.1. Sexual Harassment Defined</p> <p>Sexual assault and sexual harassment are not the same, although they are related to each other.</p> <p>In DoD surveys, for example, sexual harassment is involved (before and after) in about 30% of the sexual assaults.</p>		<p>Instructor Note: Students have already completed the SH Awareness class and activities. Review the SH definition through questioning.</p>

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<p>on or off duty, 24 hours a day.) Any person in a supervisory or command position who uses or condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a Service member or civilian employee is engaging in sexual harassment. Similarly, any service member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.</p>		
<p>3.11.2. What is Sexual Assault? Sexual Assault is defined as: Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term "sexual assault" includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.</p> <p>The DoD tracks 8 of them for inclusion in its Annual Report on Sexual Assault in the Military. <u>The descriptions of these categories are only examples and are not all inclusive.</u></p> <ol style="list-style-type: none"> 1. Aggravated Sexual Assault—Penetration by use of bodily harm, lesser threats than death, taking advantage of victim’s incapacitation. 2. Rape—Forcible penetration by use or threat of 	 <p>Sexual Assault Definition</p> <p>Sexual Assault – Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term "sexual assault" includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.</p> <p>– DODD 6495.01 – USC66 COMDTINST 1754.10C</p>	<p>INSTRUCTOR NOTE: read training definition of sexual assault, and cite the 8 categories that DoD lists in its Annual Report on Sexual Assault in the Military.</p>

Discussion Point	Related Slide	Instructional Guidance
<p>death, grievous bodily harm, rendering unconscious, or drugging the victim</p> <p>3. Wrongful Sexual Contact—Touching of the genitalia of another without permission</p> <p>4. Aggravated Sexual Contact—Forcible touching of the genitalia by use of threat of death, grievous bodily harm, rendering unconscious, or drugging the victim</p> <p>5. Abusive sexual contact—Touching of the genitalia by use of bodily harm, lesser threats than death, taking advantage of victim's incapacitation.</p> <p>6. Indecent Assault—Unlawful touching of the genitalia by use of force (discontinued under UCMJ after FY 2006)</p> <p>7. Non-consensual Sodomy—Forcible penetration of the mouth or anus</p> <p>8. Attempts to commit offenses—Any person who attempted to commit any sexual assault offense</p> <p>Consent means: 1) words or overt acts indicating a freely given agreement to the sexual conduct as issued by a competent person. 2) an expression of lack of consent through words or conduct means there is no consent. 3) lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct as issue shall not constitute consent.</p>	<p> The Meaning of Consent</p> <ul style="list-style-type: none"> • Words or overt acts indicating a freely given agreement to the sexual conduct as issued by a competent person. • An expression of lack of consent through words or conduct means there is no consent. <p> The Meaning of Consent</p> <ul style="list-style-type: none"> • Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct as issue shall not constitute consent. 	<p>INSTRUCTOR NOTE: These statistics are derived from the DoD Annual Report on Sexual Assault in the Military for FY 20XX (verify current statistics with J-71/J-9) .We'll discuss restricted and unrestricted reporting later in the class.</p> <p>INSTRUCTOR NOTE: as background for a discussion of sexual assault, consent, and the circumstances under which sexual assaults take place, see the excerpt below from the 2010 Gallup survey of sexual assault in the Air Force:</p> <p>Most assaults are a result of ignoring the victim's efforts to communicate, though many are also taking place while the victim is asleep or unconscious, or after the use or forced use of drugs or other intoxicants. Assaults occurring by force are less common, but not rare.</p>

Discussion Point	Related Slide	Instructional Guidance
<p>Consent is NOT given when a person uses force, threat of force, coercion or when the victim is asleep, incapacitated, or unconscious. Consent is a critical concept regarding sexual assault.</p> <p>Some Key Statistics from FY 2011:</p> <p>Total reports—2,439 (includes any report involving a service member—both restricted and unrestricted; some reports may be unfounded)</p> <p>These are the crimes investigated in fiscal year 2011:</p> <p>This chart displays crimes investigated in “unrestricted” reports of sexual assault. We’ll discuss the differences between unrestricted and restricted reports later in this lesson. For now, however, you should note that restricted reports do not involve a criminal investigation</p>		<p>The results show that most assaults against Air Force personnel are being committed by the perpetrator ignoring the victim’s nonverbal or verbal signs. This is the most often cited situation, regardless of whether the assault was attempted or completed, regardless of the gender of the victim, and regardless of whether it was unwanted sexual contact, oral or anal sex, or a sex act. However, a large proportion of assaults are taking place by force, especially for women experiencing unwanted sex acts (44.3%) or oral or anal sex (48.4%). Many assaults were committed or attempted while victims were asleep or unconscious or after the victim used drugs or other intoxicants.</p> <p>INSTRUCTOR NOTE: Briefly discuss the slide pointing out that it covers “unrestricted reports.” The 8 categories of Sexual Assault are listed below if you need to refer to them again <u>(The descriptions of these categories are only examples and are not all inclusive):</u></p> <p>Aggravated Sexual Assault—Penetration by use of bodily harm, lesser threats than death, taking advantage of victim’s incapacitation.</p> <p>Rape—Forcible penetration by use or threat of death, grievous bodily harm, rendering unconscious, or drugging the victim</p> <p>Wrongful Sexual Contact—Touching of the genitalia of another without permission</p> <p>Aggravated Sexual Contact—Forcible</p>

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Discussion Point	Related Slide	Instructional Guidance
		<p>touching of the genitalia by use of threat of death, grievous bodily harm, rendering unconscious, or drugging the victim</p> <p>Abusive sexual contact—Touching of the genitalia by use of bodily harm, lesser threats than death, taking advantage of victim’s incapacitation.</p> <p>Indecent Assault—Unlawful touching of the genitalia by use of force</p> <p>Non-consensual Sodomy—Forcible penetration of the mouth or anus</p> <p>Attempts to commit offenses—Any person who attempted to commit any sexual assault offenses.</p>
<p>3.11.3. The Sexual Assault (or “S”) Continuum</p> <p>Now we are clear on the definitions, let’s look at the sexual assault continuum. This continuum is very useful not only in identifying how assaults may occur, but also in giving some warning signals before they happen. This is important to you, as EOAs for several reasons- first and foremost, as we stated in the introduction, as EOAs you are not part of the Sexual Assault Response Team, so it is important for you to know when behaviors move from harassment into assault, and when and how to make a referral or report. But you have, as EOAs, responsibilities regarding sexual harassment. And it is in addressing sexual harassment that you can play a role in preventing sexual assault, and also be a strategic</p>	<p>How Does Sexual Assault Occur?</p> <p>Continuum of Sexual Assault</p> <p>Sexual Harassment: Sexual Harassment, Sexual Harassment</p> <p>Sexual Assault: Sexual Assault, Sexual Assault</p> <p>EOA, SARF, OS & JA</p>	

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<p>partner to your commanding officer in ensuring the climate is free of sexual harassment.</p> <p>The continuum begins with sexism and sexist attitudes that many, if not most, of us learn in childhood and that are often reinforced by our society, environment, and culture in adulthood. Briefly defined, sexism is those attitudes or behaviors, based on stereotypes of traditional sexual roles that can lead to devaluation or discrimination against a person because of their sex or gender. There appears to be linkage with what is learned in our early stages of development concerning our sexist behaviors that perpetuate forms of sexual harassment or degradation of the opposite sex. Obviously, not everyone who grows up with sexist attitudes winds up sexually harassing or assaulting others. Many “outgrow” or control these attitudes, but for some, sexism can predispose them to harassment and even assault. Turning to the graph, we see that sexual harassment can include jokes, comments, vulgar pictures, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. While sexual harassment can involve physical contact, it can also involve verbal or non-verbal manifestations of a sexual nature. Sexual harassment is handled by EOAs. That is clearly in your line of responsibility. You are trained to address it, and you are clear on the policies and regulations regarding it.</p> <p>You know that sexual harassment may involve</p>		

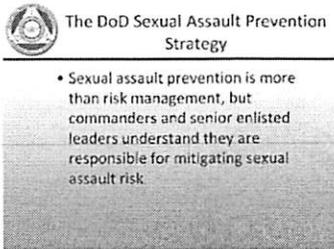
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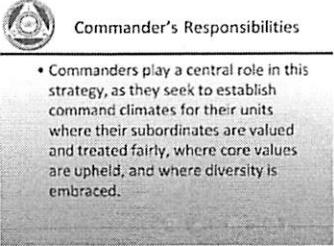
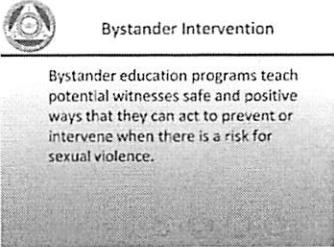
Discussion Point	Related Slide	Instructional Guidance
<p>unwanted touching; however, touching is the “middle area” of the continuum where sexual harassment moves towards sexual assault. There is clearly a difference between the unwanted touching of sexual harassment and the threat of violence, or actual violence, of sexual assault. That difference is non-consensual, physical contact or threat to force submission, sexual assault is characterized by use of force, physical threat, and or abuse of authority, or when the victim is unable to consent or incapacitated.</p> <p>As you see on the far end of the spectrum, any of the behaviors that fall under sexual assault are the domain of the Sexual Assault Response Coordinator (SARC), and your best course of action is to hand off to the SARC. This is where the 8 categories we discussed earlier become important- we’ll take another look at them in a minute, but let’s spend a minute on the impact of alcohol use on the movement from sexual harassment to sexual assault.</p> <p>According to research, alcohol is a significant factor in sexual assault incidents in the military, similar to trends at colleges and universities. The link between extreme alcohol use and sexual assault in the military is clear. In an article that summarizes numerous research efforts that were conducted for over a decade, the connection between excessive use of alcohol by college students and sexual assault is well documented. This research describes the connections between alcohol abuse and sexual assault among college students but is also applicable to the military.</p>		<p>Antonia Abbey, “Alcohol-Related Sexual Assault: A Common Problem among College Students,” <i>Journal of Studies on Alcohol</i> 14(2002), 118-128.</p>

Discussion Point	Related Slide	Instructional Guidance
<p>Abbey states that at least 50% of sexual assaults among college students are associated with alcohol use. She concludes that “because of the strong association of alcohol use and sexual assault, programming and intervention of these two areas should be coordinated.”</p>		

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Discussion Point	Related Slide	Instructional Guidance
<p>3.12. PREVENTIVE MEASURES</p> <p>3.12.1. The DoD Sexual Assault Prevention Strategy</p> <p>SAPRO plays a key role in developing DoD’s sexual assault prevention strategy. Sexual assault prevention is more than risk management, but commanders and senior enlisted leaders understand they are responsible for mitigating sexual assault risk. Risk management strategies that leaders have taken include ensuring gender separation in barracks or dormitories, installation of cameras and additional lighting, enacting curfews, and increasing the number of safety patrols. Commanders also recognize that social marketing campaigns, including the use of sexual assault prevention campaign posters, and consistent leadership messages on sexual assault are critical to prevention efforts.</p> <p>DoD’s sexual assault prevention strategy goes beyond risk management; it takes a broad community approach that emphasizes all personnel, at all levels, are responsible for ending sexual assault throughout the DoD.</p> <p>Mandatory training and education on sexual assault prevention and response begins with initial entry programs and is reinforced throughout a service member’s career.</p>	 <p>The DoD Sexual Assault Prevention Strategy</p> <ul style="list-style-type: none">• Sexual assault prevention is more than risk management, but commanders and senior enlisted leaders understand they are responsible for mitigating sexual assault risk.	

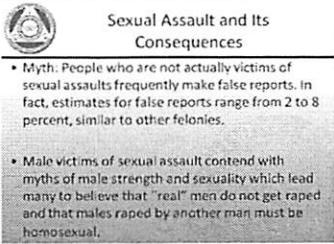
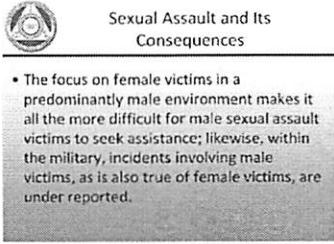
Discussion Point	Related Slide	Instructional Guidance
<p>3.12.2. Commander's Responsibilities</p> <p>Commanders play a central role in this strategy, as they seek to establish command climates for their units where their subordinates are valued and treated fairly, where core values are upheld, and where diversity is embraced. EOAs can exert considerable influence in keeping commanders aware of their organization's climate and in helping them foster a positive atmosphere of mutual respect, trust, and teamwork. The DoD sexual assault prevention strategy also focuses on prevention knowledge, skills, and behaviors while teaching service members about active bystander intervention, the ability to recognize potential problems and intervene safely. An important message being conveyed is the duty of service members to prevent sexual assault and an obligation to report when it occurs.</p>		<p>INSTRUCTOR NOTE: Commander's responsibilities are found in DoDI 6495.02, Subject: "Sexual Assault Prevention and Response Program Procedures," June 23 2006, incorporating Change 1, November 13 2008.</p>
<p>3.12.3. Bystander Intervention</p> <p>A bystander, or witness, is someone who sees a situation but may or may not know what to do, may think others will act, or may be afraid to do something. Bystander education programs teach potential witnesses safe and positive ways that they can act to prevent or intervene when there is a risk for sexual violence. The education programs also teach individuals how to support a friend or loved one who discloses sexual assault, and also instructs individuals</p>		<p>INSTRUCTOR NOTE: Students receive a lesson on Bystander Intervention. Review the definition through questioning. If they still require more background for group discussion, refer to the information below, which comes from the DoD website, myduty.com. Also,</p>

Discussion Point	Related Slide	Instructional Guidance
<p>how to confront friends who express sexist attitudes and how they can potentially intervene with friends in risky situations (e.g., at a party where a friend has had too much to drink). Addressing individuals as potential bystanders to sexual assault has proven successful and can be implemented into existing prevention and intervention programs.</p>		<p>provide participants the link to DEOMI's online Bystander Intervention training.</p> <p>There are three components to active bystander intervention, referred to as the ABCs:</p> <ul style="list-style-type: none"> • Assess for safety. Ensure that all parties are safe, and assess whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help. • Be with others. If safe to intervene, you're likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends who you know well. • Care for the victim. Ask if the victim of the unwanted sexual advance, attention, or behavior is okay. Does he or she need medical care? Does he or she want to talk to a Sexual Assault Response Coordinator (SARC) to see about reporting the matter? Ask if someone he or she trusts can help him or her get safely home. <p>Active bystander intervention takes a number of forms:</p> <ul style="list-style-type: none"> • Talking to a friend to ensure he or she is doing okay • Making up an excuse to help the friend

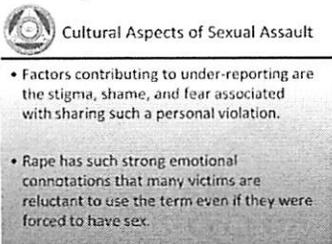
Discussion Point	Related Slide	Instructional Guidance
		<p>get away from someone</p> <ul style="list-style-type: none"> • Calling the police • Recommending to a bartender or party host that someone has had too much to drink • Pointing out someone's disrespectful behavior in a safe and respectful manner that tends to de-escalate the situation • Removing a friend from a risky situation quickly <p>Despite the fact that most of you wear a uniform, no one is asking you to take the part of the police. Your personal safety is key. Before you intervene, you should think about the following:</p> <ul style="list-style-type: none"> • How can you keep yourself safe in this situation? • What are all the options available to you? • Who else might be able to assist you in this situation? • What are the pros and cons of intervening? • Decide how to help • Approach everyone as a friend • Be firm • Avoid violence

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Discussion Point	Related Slide	Instructional Guidance
<p>3.13. SEXUAL ASSAULT AND ITS CONSEQUENCES</p>		
<p>3.13.1. Myths and Misconceptions</p> <p>Most sexual assault myths shift blame from the perpetrator to the victim; as a result, victims are less likely to report assaults or receive adequate care.</p> <p>Myth: People who are not actually victims of sexual assaults frequently make false reports. In fact, estimates for false reports range from 2 to 8 percent, similar to other felonies.</p> <p>Another challenging myth involves male sexual assault. Male victims of sexual assault contend with myths of male strength and sexuality which lead many to believe that “real” men do not get raped and that males raped by another man must be homosexual. This is an example of victim-blaming. In fact, in the United States, five to ten percent of reported rapes are of males. With such low apparent numbers of male sexual assaults among the general population, civilian terminology and sexual assault prevention and response programs remain focused principally on female victims. This terminology and these programs have been adopted by the military with little consideration of the fact that the Armed Forces comprise 85% males and 15% females. This focus on female victims in a</p>	 	<p>INSTRUCTOR NOTE: Myths and misconceptions are based on interviews and sensing sessions conducted with military personnel as part of the Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS) research for its report issued in 2009.</p> <p>LOQ: What are other myths about sexual assault not mentioned here?</p>

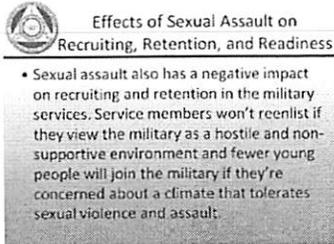
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Discussion Point	Related Slide	Instructional Guidance
<p>predominantly male environment makes it all the more difficult for male sexual assault victims to seek assistance; likewise, within the military, incidents involving male victims, as is also true of female victims, are under reported.</p> <p>Historically and across all cultures, the act of sexual assault is more about power and control than sexual gratification.</p>		<p>INSTRUCTORS NOTE: this assertion is cited in considerable research; see references above—in particular, the DTF-SAMS Report (2009).</p>
<p>3.13.2. Cultural Aspects of Sexual Assault</p> <p>As you are aware, the military services have a culture, and there are some aspects of that culture that may work against the efforts to eliminate sexual assault. Factors contributing to under-reporting are the stigma, shame, and fear associated with sharing such a personal violation.</p> <p>Rape has such strong emotional connotations that many victims are reluctant to use the term even if they were forced to have sex.</p> <p>Of the sexual assault cases that are prosecuted, low conviction rates are a further deterrent to many victims reporting.</p> <p>In the United States, legal definitions of sexual assault and rape vary from state to state and to further</p>		<p>LOQ: What aspects of military culture are barriers to victims reporting sexual assault?</p> <p>Ask participants why they believe sexual assault victims might not want to report the crime.</p> <p>Here are some key reasons for not reporting from the DTF-SAMS interviews:</p> <ol style="list-style-type: none"> 1. When asked, “What would keep you from reporting a sexual assault?” Focus group participants most often mentioned shame or embarrassment. Focus group participants also identified other threats to personal identity, such as self-blame or pride. Male focus group participants often indicated that they would not report sexual assault because they believe others would see them as less of a man or that their sexual orientation

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Discussion Point	Related Slide	Instructional Guidance
<p>complicate understanding of these terms, sexual assault, rape, and sexual violence are often incorrectly used interchangeably.</p>		<p>would be questioned.</p> <p>2. The second most common response was fear of being stigmatized. Participants expressed concern that “everyone will talk about me” and that they would be “labeled.” These concerns were particularly salient among junior Service Members who are intensely focused on belonging to the unit. Members also believe they may be blamed for what happened, or that no one would believe them.</p> <p>3. The third most common reason participants mentioned for not reporting was fear of reprisal. One junior officer expressed concern that “...some responsibilities would be taken from you or not given to you...it would be reflected in the language on your performance reports...even when you [move to a new duty station], someone would find out, especially if you’re in a small career field.” Service Members also fear punishment for collateral misconduct such as underage drinking, fraternization, adultery, or for being at unauthorized location.</p> <p>4. Mistrust of the reporting, investigative, and legal processes, or concerns that “nothing would be done” represent the fourth most common barrier to reporting. For example, one participant said, “I’ve heard different stories where it has just been covered up. The victim goes forth and tells, but it doesn’t go anywhere.” Other participants expressed</p>

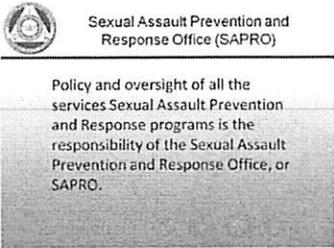
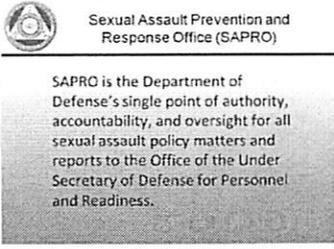
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		concern that they would be re-victimized by the process, typically because it would be so difficult to recount repeatedly what happened, especially to strangers.
<p>3.13.3. Effects of Sexual Assaults on Recruiting, Retention, and Readiness</p> <p>A unit's military readiness is highly dependent on the quality and quantity of its personnel. Sexual assault directly and indirectly diminishes readiness, adversely affecting the units of both victims and alleged assailants. These impacted service members are frequently absent from duty because of medical, legal, investigative, and administrative matters. Their absences affect unit divisions of labor, productivity, teamwork, and cohesion.</p> <p>Beyond the physical wounds of sexual assault, victims' psychological reactions can be prolonged and deleterious. Common reactions include PTSD, fear and anxiety, difficulty sleeping, lack of concentration, depression, poor self-esteem, withdrawal and insecurity, and social adjustment issues. Victims of sexual assault may be unable to perform their assigned duties due to medical treatment or counseling, or if relocated from the unit to ensure their safety. Victims who continue to serve in the same unit with their alleged assailant are likely to have diminished abilities to perform their duty due to concerns over personal safety and potential re-victimization.</p>		<p>INSTRUCTOR NOTE: the handout on Victims Stories underscores the impact of sexual assault on unit cohesion, performance and readiness.</p> <p>INSTRUCTOR NOTE: the key reference for this slide is the DTF-SAMS Report (2009).</p>

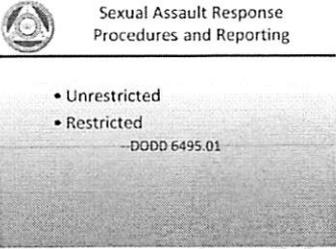
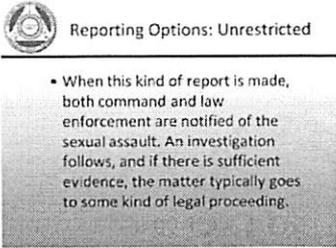
Discussion Point	Related Slide	Instructional Guidance
<p>Sexual assault also has a negative impact on recruiting and retention in the military services. Service members won't reenlist if they view the military as a hostile and non-supportive environment and fewer young people will join the military if they're concerned about a climate that tolerates sexual violence and assault.</p>		

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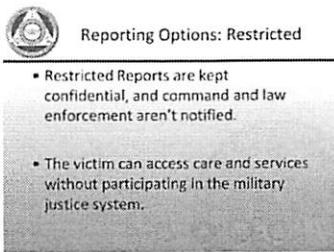
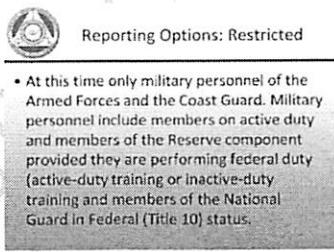
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Discussion Point	Related Slide	Instructional Guidance
<p>3.14. SEXUAL ASSAULT PREVENTION OVERSIGHT AND POLICIES</p> <p>3.14.1. Sexual Assault Prevention and Response Office (SAPRO)</p> <p>So what does this mean to you? We have indicated clearly that as an EOA, you are not part of the CASE MANAGEMENT TEAM. You have responsibilities when it comes to sexual harassment, but you have only one responsibility or course of action when you are made aware of a sexual assault. You must involve the SARC. So let's examine what that means.</p> <p>Policy and oversight of all the services Sexual Assault Prevention and Response programs is the responsibility of the Sexual Assault Prevention and Response Office, or SAPRO. SAPRO is the Department of Defense's single point of authority, accountability, and oversight for all sexual assault policy matters and reports to the Office of the Under Secretary of Defense for Personnel and Readiness. SAPRO develops policy and programs to improve prevention efforts through training and education programs, enhance treatment and response to victim's, and ensure system accountability. They collaborate closely with all military services through their SAPROs* and numerous outside organizations to fully implement those policies and programs.</p>	 	<p>INSTRUCTOR NOTE: Emphasize for class that, unlike the other services, the Army's SAPRO is responsible for both Sexual harassment and sexual assault; Hence its name: SHARP (Sexual Harassment/ Assault and Response Prevention)</p>

002337

Discussion Point	Related Slide	Instructional Guidance
<p>3.15. SEXUAL ASSAULT RESPONSE PROCEDURES AND REPORTING</p> <p>3.15.1. Overview of reporting options: In the Department of Defense, victims usually have a choice of reporting options.</p> <p>There are two types of reporting options, unrestricted and restricted. There are some important differences related to confidentiality, preservation of the collateral misconduct provision, and who is able to make a restricted report. Let's examine these more closely:</p>	 <p>Sexual Assault Response Procedures and Reporting</p> <ul style="list-style-type: none"> • Unrestricted • Restricted <p>DODD 6495.01</p>	
<p>3.15.2. Reporting Options: Unrestricted</p> <p>In situations where a victim wants to participate in the military justice process, a victim makes an Unrestricted Report. When this kind of report is made, both command and law enforcement are notified of the sexual assault. An investigation follows, and if there is sufficient evidence, the matter typically goes to some kind of legal proceeding.</p>	 <p>Reporting Options: Unrestricted</p> <ul style="list-style-type: none"> • When this kind of report is made, both command and law enforcement are notified of the sexual assault. An investigation follows, and if there is sufficient evidence, the matter typically goes to some kind of legal proceeding. 	

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Discussion Point	Related Slide	Instructional Guidance
<p>Victims also have the option of making a Restricted Report. Restricted Reports are kept confidential, and command and law enforcement aren't notified. The victim can access care and services without participating in the military justice system. <u>However, when a service member reports the matter to anyone other than a Sexual Assault Response Coordinator, Victim Advocate, or medical provider, a restricted report might not be possible.</u></p>		
<p>3.15.3. Reporting Options: Restricted Who May Make a Restricted Report? Who is eligible for a Restricted Report? At this time only military personnel of the Armed Forces and the Coast Guard. Military personnel include members on active duty and members of the Reserve component (Reserve and National Guard) provided they are performing federal duty (active-duty training or inactive-duty training and members of the National Guard in Federal (Title 10) status. Who is not eligible? Members of the Reserve component not performing Federal duty are not eligible. Retired members of any component are not eligible. Dependents are not eligible under this policy DoD civilian employees or contractors and civilians are not eligible.</p>		<p>Instructor Note: Emphasize again the importance of EOAs not having restricted reporting and the pitfalls of taking a SA complaint without such reporting rights.</p>

002339

Discussion Point	Related Slide	Instructional Guidance
<p>Understanding DoD's Confidentiality Policy DoD's Confidentiality Policy permits victims of sexual assault to report the crime to specified individuals who can then ensure the victim receives medical care, treatment and counseling without notifying command or law enforcement officials. Covered individuals include the Sexual Assault Response Coordinator (SARC), Victim Advocates (VAs), and health care personnel. For purposes of public safety and command responsibility, the SARC will notify the installation commander that an assault has occurred and provide details that will not identify the victim. See the Department of Defense Directive 6495.01, Sexual Assault Prevention and Response Program for complete details.</p> <p>This policy provides victims some personal space and time and increased control over the release and management of their personal information. This hopefully empowers them to seek relevant information and support to make more informed decisions about participating in the criminal investigation. Jurisdictions with similar policies have found that confidentiality actually leads to increased reporting rates. Even if the victim chooses not to pursue an official investigation, this additional reporting avenue gives commanders a clearer picture of the sexual violence within their command and enhances a commander's ability to provide an environment which is safe and contributes to the well being and mission readiness of all of its members.</p>		<p>INSTRUCTOR NOTE: highlight that SARC does not provide personal identifying information (PII) to installation commander for a restricted report.</p> <p>INSTRUCTOR NOTE: stress that EOAs are not covered by the DoD confidentiality policy. The information on the left is background knowledge.</p>

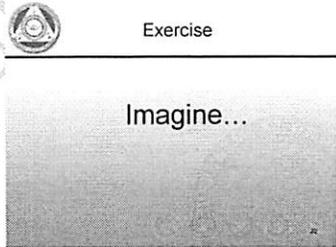
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Discussion Point	Related Slide	Instructional Guidance
<p>Considerations When Electing a Restricted Reporting Decision</p> <p>Benefits</p> <p>The victim receives appropriate medical treatment, advocacy and counseling.</p> <p>Provides personal space and time to consider the victims' options and to begin the healing process.</p> <p>Empowers the victim to seek relevant information and support to make more informed decisions about participating in the criminal investigation.</p> <p>The victim can control the release and management of personal information.</p> <p>The victim can decide whether and when to move forward with initiating an investigation.</p> <p>The victim can change to an unrestricted report at any time.</p> <p>Limitations</p> <p>The assailant remains unpunished and capable of assaulting other victims.</p> <p>The victim cannot receive a military protective order.</p> <p>The victim will continue to have contact with the assailant, if he or she is in the victim's organization or billeted with the victim.</p> <p>Evidence from the crime scene where the assault occurred will be lost, and the official investigation, should the victim switch to an Unrestricted Report, will likely encounter significant obstacles.</p> <p>The victim will not be able to discuss the assault with anyone, to include friends, without imposing an obligation on them to report the crime. The only</p>		

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Discussion Point	Related Slide	Instructional Guidance
<p>exceptions would be chaplains, designated health care personnel, an assigned Victim Advocate and the Sexual Assault Response Coordinator.</p> <p>The victim will be ineligible to invoke the collateral misconduct provision of the Department's sexual assault policy in the event that the victim's command learns the victim had been engaged in some form of misconduct at the time of the assault.</p> <p>Let's take a minute to talk about collateral misconduct- Fear over being punished for wrongdoing can keep victims from reporting sexual assault or make them hesitant to fully disclose details of the event to investigators. When a victim of sexual assault is found to have committed a violation of military regulations or a crime, most military law enforcement officers say their focus remains on the sexual assault, but they document victim misconduct in their report and refer the matter to the appropriate commander.</p> <p>Commanders need to understand that taking action on victim collateral misconduct may be delayed until final disposition of the sexual assault case. Military Services will also need to ensure procedures are established that do not penalize commanders or organizations for delaying actions for collateral misconduct by the victim. Commanders must also be mindful of any potential speedy trial and/or statute of limitations concerns when determining whether to defer action. When practicable, commanders should consult with the</p>		

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Discussion Point	Related Slide	Instructional Guidance
<p>servicing legal office, Military Criminal Investigating Office, and notify the assigned VA or SARC prior to taking any administrative or disciplinary action affecting the victim.</p> <p>Most law enforcement and legal personnel recommend commanders wait until the sexual assault is adjudicated before taking action on a collateral offense. Others expressed concerns that waiting to punish collateral misconduct exposes the victim to aggressive questioning on the stand and reinforces the belief that the victim reported the assault to avoid punishment for his or her own misconduct.</p>		
<p>3.15.4. Barriers to Reporting Exercise, Part 1</p> <p>*** INSTRUCTOR NOTE: This is an OPTIONAL exercise and may be eliminated for time and/or if the instructor is not comfortable with facilitating the exercise. Hide the associated slide beforehand if it is not to be used.</p>	 <p>The slide shows a circular icon with a target symbol, followed by the word "Exercise". Below a horizontal line, the text "Imagine..." is displayed on a dark, textured background.</p>	<p>Activity: Why Not Report? Time: 10 minutes, depending upon discussion</p> <p>Objective: Participants will understand more about what prevents people from reporting a sexual assault.</p> <p>Discussion Point: On occasion an audience will not understand why a victim would not desire to come forward and report (unrestricted) a sexual assault. This exercise helps participants see the complexity of what it means to be a victim and the difficulty of coming forward.</p>

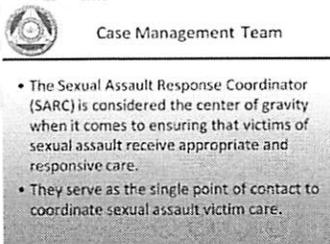
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Discussion Point	Related Slide	Instructional Guidance
		<p>Materials: None</p> <p>Activity 1:</p> <ul style="list-style-type: none">• Begin by telling audience they don't have to participate if they choose not to do so.• Ask everyone to close their eyes as you guide them with a series of questions.• First ask them to take a series of cleansing breaths and guide them with the commands "in and out" three times.• Ask the participants to think about their last "consensual" sexual experience as you ask them these questions:<ul style="list-style-type: none">○ Where were you? Were you in the bedroom? The kitchen? The car?○ What did you do before? Did you go out to dinner? What did you have to eat? Did you have anything to drink? Did you drink alcohol? What kind? Beer, wine, whiskey?○ Did you go home and have candles and music?○ What were you wearing? Were you dressed casually? What color clothing were you wearing? What color was your shirt or blouse, slacks, skirt, shorts, or dress?

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Discussion Point	Related Slide	Instructional Guidance
		<ul style="list-style-type: none">○ Do you remember who did what first? In what order? Was there kissing? Was there touching? Where were you touched?○ Was it frenzied and passionate, or slow and romantic?○ How long did it last?○ Now in your mind, bring the event to a conclusion.○ Now open your eyes.● For the second part of this exercise, ask them to pair off and tell their neighbor about that consensual experience and don't leave anything out.● This will yield uncomfortable laughter from the group and trainer should then ask why they don't want to tell each other.● Trainer then makes the point that if you have difficulty telling someone you know about a pleasant, consensual experience, imagine how hard it is for someone against their will to talk about a sexual assault with strangers who are asking even more graphic and intrusive questions. This helps explain why only 20% or so of sexual assault victims report the crime.

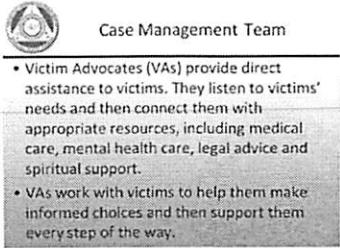
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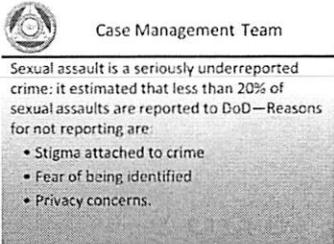
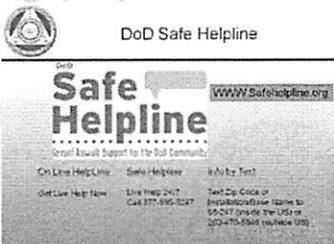
Discussion Point	Related Slide	Instructional Guidance
<p>3.15.5. Case Management Team</p> <ul style="list-style-type: none">-The First 3 can take a Restricted Report-Chaplains have privileged communications and can discuss with victims w/out reporting to commanders-Last 3 are part of the CASE MANAGEMENT TEAM, but not involved in Restricted Reports <p>YOU WILL NOTE: EOAs are not part of the CASE MANAGEMENT TEAM and cannot take a Restricted Report...</p>		<p>INSTRUCTOR NOTE: emphasize the EOAs cannot take a restricted report unless they are dual-hatted as the SARC.</p>
<p>3.15.6. The Role of the Sexual Assault Response Coordinator (SARC)</p> <p>The Sexual Assault Response Coordinator (SARC) is considered the center of gravity when it comes to ensuring that victims of sexual assault receive appropriate and responsive care. They serve as the single point of contact to coordinate sexual assault victim care. The term “Sexual Assault Response Coordinator” is a term utilized throughout DoD and the Services to facilitate communication and transparency regarding sexual assault response capability.</p> <p>What does the SARC do for the victim?</p> <ul style="list-style-type: none">• Ensures there is 24/7 response capability	 <p>The slide titled "Case Management Team" features a circular logo with a target symbol. Below the title, it lists two bullet points: "The Sexual Assault Response Coordinator (SARC) is considered the center of gravity when it comes to ensuring that victims of sexual assault receive appropriate and responsive care." and "They serve as the single point of contact to coordinate sexual assault victim care."</p>	<p>INSTRUCTOR NOTE: there are deployable SARCs. They are military personnel.</p>

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Discussion Point	Related Slide	Instructional Guidance
<ul style="list-style-type: none">• Ensures appropriate care is coordinated and provided to victims• Tracks the services provided from initial report through final disposition• Advocates to ensure the views of the victim are considered in the decision-making process• Reports directly to a senior installation or geographic commander• Provides commander with broader understanding of command climate in regards to sexual assault• Manages victim advocates during the performance of advocacy duties• Oversight of all sexual assault cases• Assigns a Victim Advocate to a case• Conducts sexual assault case management• Chairs monthly case management meeting• Tracks and reports sexual assault numbers• Tracks the dispositions of all military sexual assault cases monthly, quarterly, and annual reports• Oversees training and education for:<ul style="list-style-type: none">o Victim Advocateso Communityo Responders <p>The DOD SAPRO ensures that all sexual assault prevention and response training emphasizes the importance of immediately contacting the SARC after a sexual assault to ensure preservation of the restricted reporting option and receive guidance on available services and victim care.</p>		

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Discussion Point	Related Slide	Instructional Guidance
<p>3.15.7. The Role of the Victim Advocate</p> <p>Victim Advocates (VAs) provide direct assistance to victims. They listen to victims' needs and then connect them with appropriate resources, including medical care, mental health care, legal advice and spiritual support. VAs work with victims to help them make informed choices and then support them every step of the way.</p> <p>What does the VA do for the victim?</p> <ul style="list-style-type: none">• Reports directly to the Sexual Assault Response Coordinator (SARC) for Victim Advocate duties• Available to respond 24 hours a day, 7 days a week• Provides ongoing nonclinical support• Facilitates care for the victim• Provides information on options and resources• Assists victim with accessing resources• Accompanies victim to appointments, if desired• Provides monthly case status updates to the victim <p>Like the SARC, the VA may be civilian or military. The Services are in the process of removing all SARC and VA contractor positions but this could take awhile to do.</p>	 <p>The slide titled "Case Management Team" contains the following text:</p> <ul style="list-style-type: none">• Victim Advocates (VAs) provide direct assistance to victims. They listen to victims' needs and then connect them with appropriate resources, including medical care, mental health care, legal advice and spiritual support.• VAs work with victims to help them make informed choices and then support them every step of the way.	<p>INSTRUCTOR NOTE: there are deployable VAs. They are not civilians or contractors, and this may be collateral duty.</p>

Discussion Point	Related Slide	Instructional Guidance
<p>3.15.8. DoD Safe Helpline</p> <p>Sexual assault is a seriously underreported crime: it estimated that less than 20% of sexual assaults are reported to DoD—Reasons for not reporting are: 1) stigma attached to crime, 2) fear of being identified, 3) privacy concerns.</p> <p>To make reporting safer, easier, and less traumatic, DoD in conjunction with RAINN (Rape, Abuse, Incest National Network), activated the Safe Helpline.</p> <p>Go to www.SafeHelpline.org to receive live, one-on-one confidential help with a trained professional through a secure instant-messaging format. The website also provides vital information about recovering from and reporting sexual assault. A second option is to call the telephone hotline at 877-995-5247 to speak with Safe Helpline staff for personalized advice and support. Safe Helpline staff can also transfer callers to installation-based sexual assault response coordinators (SARC), on-call victim advocates, civilian rape crisis centers, or to the Suicide Prevention Lifeline. The third option is for users to text their location to 55247 inside the United States or 202-470-5546 outside of the United States to receive</p>	 	<p>INSTRUCTOR NOTE: The Safe Helpline offers assistance to sexual assault victims, including how to report, but it is not a reporting option.</p>

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Discussion Point	Related Slide	Instructional Guidance
<p>automated contact information for the SARC at their installation or base.</p> <p>You have a handout in your material with a list of other advocacy groups- both military and private sector that may be of use to you.</p>		
<p>3.15.9. Barriers to Reporting Exercise, Part 2</p> <p>*** INSTRUCTOR NOTE: This is an OPTIONAL exercise and may be eliminated for time and/or if the instructor is not comfortable with facilitating the exercise. Hide the associated slide beforehand if it is not to be used.</p>	<p> Exercise, Part 2</p> <hr/>  <p>(HIDDEN)</p>	<p>Activity 2:</p> <ul style="list-style-type: none"> • Ask for a volunteer to play the role of the victim who is going to report (unrestricted) the assault. Have the volunteer stand next to you. • Ask for a volunteers (to stand beside) to play the victim's support role: <ul style="list-style-type: none"> ○ Spouse or boy/girlfriend ○ Parents ○ Best friend(s) • Continue to ask for volunteers (to stand throughout the room) who will have a role in the unrestricted report: <ul style="list-style-type: none"> ○ Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) ○ Platoon SGT, 1SGT, Commander ○ Criminal Investigators ○ Medical Personnel (e.g. desk clerk, triage nurse, Dr's, sexual

Discussion Point	Related Slide	Instructional Guidance
		<p>assault nurse examiner, lab and pharmacy)</p> <ul style="list-style-type: none"> ○ Chaplain ○ Victim Witness Liaison ○ Prosecutor ○ Defense Attorneys ○ Jury members <p><i>Trainer's Note:</i> You should have approximately 2-3 dozen audience members standing.</p> <ul style="list-style-type: none"> • Ask the group to remember that the majority (Step 1) found it difficult to share their consensual sexual experience with their neighbor, now imagine how difficult it would be to repeatedly describe and give details of an assault to every single person standing. • Have the group briefly discuss other roadblocks to reporting (e.g. command climate, rumor mill). <p><i>Trainer's Note:</i> Thank the volunteers and have them return to their seats.</p> <p>Discussion Points: If time allows, this would be an opportunity to talk about how the group can facilitate reporting and not create a roadblock. As you examine the various responses with your audience, point out that</p>

Discussion Point	Related Slide	Instructional Guidance
		<p>there are multiple good reasons to get involved and multiple good reasons to be cautious.</p>

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Discussion Point	Related Slide	Instructional Guidance
<p>3.16. SCENARIOS</p> <p>Note: This should mark the approximate 1-hr time mark in the lesson. Scenarios will typically be done after a 10-minute break.</p>	<p>Scenarios</p> <p>For each of the scenarios provided, determine:</p> <ul style="list-style-type: none">• Is it sexual harassment or sexual assault, or neither?• What are your options and responsibilities as an EOA?	<p>Facilitator should divide the participants into groups of 5-7 students. Give each group one scenario at a time. Ask them to identify their options and responsibilities using the DEOMI scripts.</p> <p>This exercise should take approximately an hour. Let the participants discuss the elements of the scenario until they have finished, then move to the next. Make sure they identify their obligation in the situation. The facilitator may use the four long scenarios or the 13 short ones.</p> <p><u>Long Scenario Discussion (instructor's answers)</u></p> <p><u>Scenario # 1</u> Sexual assault, even though there was no rape, there was the attempt to commit assault by use of force- refer to SARC</p> <p><u>Scenario #2</u> A1C Smith could reasonably assume SrA Johnson had consented- under those circumstances there would be no assault. However the use of alcohol makes this hard to determine. Refer to SARC.</p> <p><u>Scenario #3</u> Unclear if it is sexual assault, but it is clearly sexual harassment. Susan Blano is required to report the incident to her chain of command or civilian HR, despite Lt Ford's request for anonymity</p> <p><u>Scenario #4</u> Sexual assault. Refer to SARC</p>

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Discussion Point	Related Slide	Instructional Guidance
		<p><u>Short scenario discussion</u> (instructor's answers)</p> <ol style="list-style-type: none">1. Just because Scott didn't distinctly say "no" doesn't mean he consented. Someone who is intoxicated as a result of drug or alcohol use is never in a position to consent to sex.2. Sandra has the right to change her mind at any time. Consent is not assumed just because Sandra had indicated previously that she wanted to have sex.3. A minor is legally unable to consent. LTJG Jones was responsible for making sure that his partner was of age. His ignorance of her age cannot be considered a valid excuse.4. It doesn't matter if you and your partner had or even currently have an intimate relationship; consent must be gained. Forced sex with an intimate partner can be as traumatic as being raped by a stranger. A relationship or marriage is meant to be a mutual partnership; one partner does not become the property of the other.5. What Mr. Smith did was an abuse of authority, It left Carrie feeling like she must submit to his demands or sacrifice her career. Using authority to gain sexual favors is a way of gaining power and control over an unwilling person

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Discussion Point	Related Slide	Instructional Guidance
		<p>and is considered sexual assault.</p> <ol style="list-style-type: none"><li data-bbox="1353 261 1932 516">6. Brad acted responsibly by asking Susan for her phone number, instead of taking advantage of her when she was drunk, He can ask her later when she's sober, thus respecting her right to choose and allowing him to protect himself from the penalties of sexual assault.<li data-bbox="1353 524 1932 737">7. What Jennifer did can be considered sexual assault since, for Ryan, it was an unwanted sexual act. Also note that we are responsible for our actions regardless of whether or not we are under the influence.<li data-bbox="1353 745 1932 1182">8. The intimidation and proposition was threatening but Ryan did not actually touch her, so it cannot be considered sexual assault. However, he has created an atmosphere of fear and hostility for Andrea. Andrea will probably be concentrating more on avoiding and dealing with him than on her job, which will affect both her and those who rely on her. Ryan's conduct is unacceptable and may be reported through sexual harassment reporting procedures.<li data-bbox="1353 1190 1932 1403">9. Involves unwanted sexual contact. Hannah's lack of resistance was due to her fear and shock. She did not consent to sex; Patrick was wrong to assume that she was playing games with him and really wanted sex. Patrick's lack of

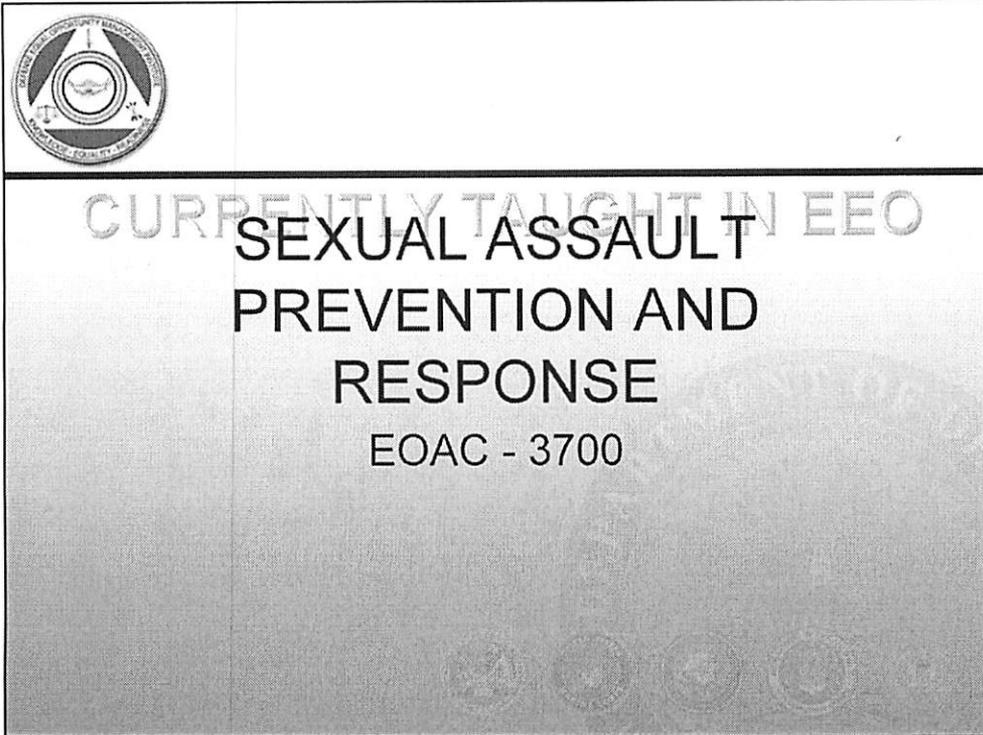
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Discussion Point	Related Slide	Instructional Guidance
		<p>respect may lead to serious consequences for Hannah, such as flashbacks, self-blame, and phobias.</p> <p>10. Being cornered and then subjected to an unwanted kiss and violence can have a traumatizing impact on a victim. Because the kiss was aggravated and wrongful sexual contact, it can be considered sexual assault.</p> <p>11. Unwanted attention of a sexual nature, regardless of the intention of the offender, is considered sexual harassment, as is using authority to make someone submit to sexual conduct. While there is no sexual contact in this case at this point, the soldier should report her supervisor before the situation escalates.</p> <p>12. Using sexual images, gestures, and words create an environment that is unwelcome and hostile to coworkers. This is considered sexual harassment.</p> <p>13. Uninvited sexual contact is always considered sexual assault, even if it occurs between people of the same gender. Remember, same-gender assault does not indicate a specific sexual orientation for either the victim or offender.</p>

Discussion Point	Related Slide	Instructional Guidance
<p>3.17. SUMMARY</p> <p>The following topics were covered in this lesson:</p> <ol style="list-style-type: none"> 1. Define Sexual Assault 2. Explain the Difference Between Sexual Harassment and Sexual Assault 3. Describe Preventive Measures 4. Discuss Negative Effects on Military Readiness and Morale 5. Describe SAPR Policies in the DoD and Services 6. Identify Referral Agencies and Reporting Options for Sexual Assault Victims 7. Identify Appropriate Behaviors For Making Sexual Assault Referrals <p>Close and thank participants.</p>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">  <p style="text-align: center;">Summary</p> <hr/> <ol style="list-style-type: none"> 1. Define Sexual Assault 2. Explain the Difference Between Sexual Harassment and Sexual Assault 3. Describe Preventive Measures 4. Discuss Negative Effects on Military Readiness </div> <div style="border: 1px solid black; padding: 5px;">  <p style="text-align: center;">Summary</p> <hr/> <ol style="list-style-type: none"> 5. Describe SAPR Policies in the DoD and Services 6. Identify Referral Agencies and Reporting Options for Sexual Assault Victims 7. Identify Appropriate Behaviors For Making Sexual Assault Referrals </div>	

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PREVIOUS CURRICULUM TUGHT



- Ask for a volunteer to play the role of the victim who is going to report (unrestricted) the assault. Have the volunteer stand next to you.
- Ask for a volunteers (to stand beside) to play the victim's support role:
 - o Spouse or boyfriend/girlfriend
 - o Parents
 - o Best friend(s)
- Continue to ask for volunteers (to stand throughout the room) who will have a role in the unrestricted report:
 - o Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA)
 - o Platoon SGT, 1SGT, Commander
 - o Criminal Investigators
 - o Medical Personnel (e.g. desk clerk, triage nurse, Dr's, sexual assault nurse examiner, lab and pharmacy)
 - o Chaplain
 - o Victim Witness Liaison
 - o Prosecutor
 - o Defense Attorneys
 - o Jury members

Trainer's Note: You should have approximately 2-3 dozen audience members standing. • Ask the group to remember that the majority (Step 1) found it difficult to share their consensual sexual experience with their neighbor, now imagine how difficult it would be to repeatedly describe and give details of an assault to every single person standing. • Have the group briefly discuss other roadblocks to reporting (e.g. command climate, rumor mill).

Trainer's Note: Thank the volunteers and have them return to their seats.

Discussion Points: If time allows, this would be an opportunity to talk about how the group can facilitate reporting and not create a roadblock. As you examine the various responses with your audience, point out that there are multiple good reasons to get involved and multiple good reasons to be cautious.



Introduction

- Why a Class on Sexual Assault Prevention and Response in a Course on Equal Opportunity?

- Learning Objectives:

1. Define Sexual Assault
2. Explain the Difference Between Sexual Harassment and Sexual Assault
3. Describe Preventive Measures
4. Discuss Negative Effects on Military Readiness
5. Describe SAPR Policies in the DoD and Services
6. Identify Referral Agencies and Reporting Options for Sexual Assault Victims
7. Identify Appropriate Behaviors For Making Sexual Assault Referrals



DoD SAPR: A Brief History

- 2004
 - DoD received reports of sexual assaults in Afghanistan and Iraq
 - Air Force Academy cadets complaints of assault
 - Care for Victims Task Force
- 2005, DoD Sexual Assault Prevention & Response Office (SAPRO) established
- 2009, Report of the Defense Task Force on Sexual Assault in the Military Services

3

002360



Sexual Harassment Definition

CURRENTLY TAUGHT IN EEO

A form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

There are two types of sexual harassment:

1. Quid Pro Quo
2. Hostile working environment



Sexual Assault Definition

Sexual Assault – Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term "sexual assault" includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.

--DODD 6495.01

--USCG COMDTINST 1754.10C

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8 categories of Sexual Assault

The descriptions of these categories are only examples and are not all inclusive.

- 1. Aggravated Sexual Assault—Penetration by use of bodily harm, lesser threats than death, taking advantage of victim's incapacitation.**
- 2. Rape—Forcible penetration by use or threat of death, grievous bodily harm, rendering unconscious, or drugging the victim**
- 3. Wrongful Sexual Contact—Touching of the genitalia of another without permission**
- 4. Aggravated Sexual Contact—Forcible touching of the genitalia by use of threat of death, grievous bodily harm, rendering unconscious, or drugging the victim**
- 5. Abusive sexual contact—Touching of the genitalia by use of bodily harm, lesser threats than death, taking advantage of victim's incapacitation.**
- 6. Indecent Assault—Unlawful touching of the genitalia by use of force (discontinued under UCMJ after FY 2006)**
- 7. Non-consensual Sodomy—Forcible penetration of the mouth or anus**
- 8. Attempts to commit offenses—Any person who attempted to commit any sexual assault offense**



Sexual Assault Definition

8 categories of Sexual Assault tracked by the DoD prior to 28 June 2012

The descriptions of these categories are only examples and are not all inclusive.

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2. **Rape**—Forcible penetration by use or threat of death, grievous bodily harm, rendering unconscious, or drugging the victim
3. **Wrongful Sexual Contact**—Touching of the genitalia of another without permission
4. **Aggravated Sexual Contact**—Forcible touching of the genitalia by use of threat of death, grievous bodily harm, rendering unconscious, or drugging the victim
5. **Abusive sexual contact**—Touching of the genitalia by use of bodily harm, lesser threats than death, taking advantage of victim's incapacitation.
6. **Indecent Assault**—Unlawful touching of the genitalia by use of force (discontinued under UCMJ after FY 2006)
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The Meaning of Consent

“Consent” means:

- Words or overt acts indicating a freely given agreement to the sexual conduct as 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 accused's use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct as issue shall not constitute consent.

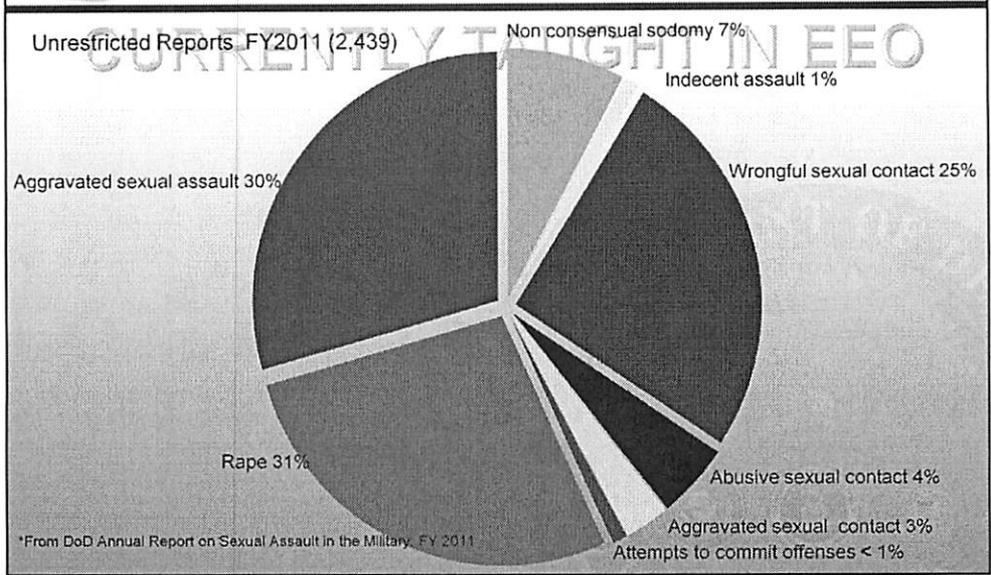
-DODD 6495.01

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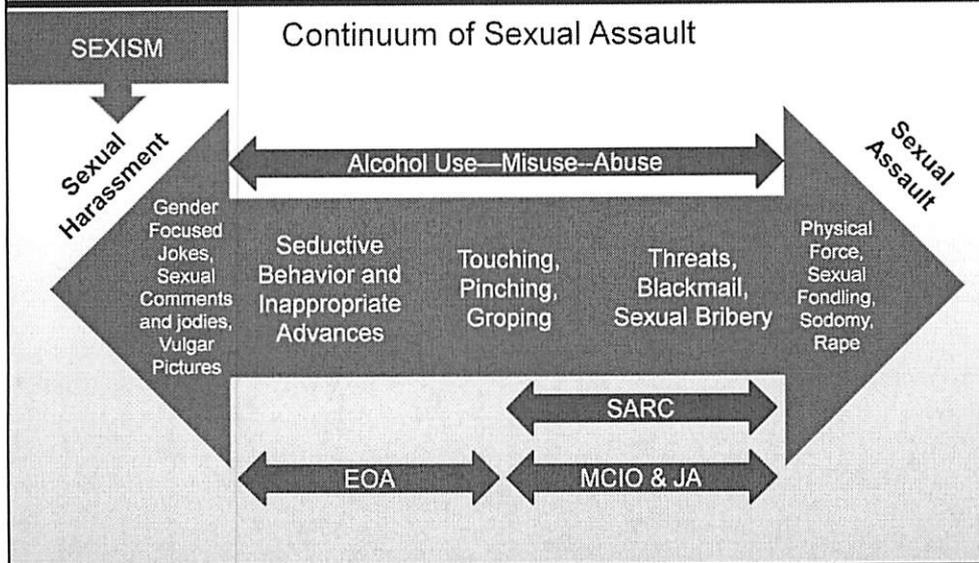
FY11 Crimes investigated in *Unrestricted reports of sexual assault



Page 45 FY 11



How Does Sexual Assault Occur?



002366



Preventive Measures

- Involves intervention at every level of military society – from the policy makers at the top to the individuals in the lowest ranks
- Includes periodic, mandatory education and training in SAPR at installation and fleet unit commands, during pre-commissioning programs and initial-entry training, and throughout the professional military education systems
- Commanders' responsibilities
- Active Bystander Intervention

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Commander's Responsibilities

- Establish a command climate of prevention that is predicated on mutual respect and trust, that recognizes and embraces diversity, and that values the contributions of all its members.
- Emphasize that sexual assault violates the core values of what being a professional in the Armed Forces is all about and is something that ultimately destroys unit cohesion and the trust that is essential for mission success.
- Emphasize DoD and Military Service policies on sexual assault and the potential legal consequences for those who commit such crimes.
- Keep a "finger on the pulse" of the organization's climate and respond with appropriate action toward any negative trends that may emerge.

--DODI 6495.02

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Bystander Intervention

The Department of Defense has launched a serious effort to get its people to engage in Active Bystander Intervention to prevent sexual assault.

- Active bystanders take the initiative to help someone who may be targeted for a sexual assault by a predator.
- Active bystanders also take the initiative to help friends who aren't thinking clearly from becoming perpetrators of crime.
- Intervention doesn't mean that you only step in to stop a crime in progress; rather, these steps are "early intervention" — before the crime begins.

--Adapted from www.myduty.mil

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Sexual Assault and Consequences

CURRENTLY TAUGHT IN EEO

Commonly accepted myths include:

- The act of sexual assault is primarily about sexual gratification.
- Sexual assaults are not premeditated
- If victims do not resist, it is not sexual assault
- Victims invite or cause sexual assault through their dress or demeanor
- Sexual assaults do not occur between spouses
- Rape victims are only female
- Real men do not get raped
- Most sexual assaults are committed by strangers

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Sexual Assault and Consequences

CURRENTLY TAUGHT IN FEO

- Sexual assault fractures cohesion in military units by weakening critical bonds of trust and creating internal strife.
- When this happens, the lack of unit cohesion creates a direct threat to mission readiness and effectiveness.
- Sexual assault directly and indirectly diminishes readiness
- Psychological reactions can be prolonged and deleterious.
- Sexual assault leads to high turnover in units and the potential loss of trained and experienced personnel.
- Ultimately, inadequate prevention and response to sexual assault in the military undermines military readiness.
- Sexual assault has negative impact on recruiting and retention in military services.

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Sexual Assault Prevention and Response Office (SAPRO)

Mission: The Sexual Assault Prevention and Response Office will serve as the single point of authority, accountability and oversight for sexual assault policy, provide guidance to the DoD components and facilitate the resolution of issues common to all Military Services and joint commands.

The Objectives of DoD's Sexual Assault Prevention and Response policy are to specifically:

- Improve sexual assault prevention through training and education programs
- Build a climate of confidence associated with reporting
- Enhance treatment and response to victims
- Ensure system accountability

SAPRO's Priorities:

- Institutionalize prevention strategies in the military community
- Increase the climate of victim confidence associated with reporting
- Improve sexual assault response
- Improve system accountability
- Improve stakeholder knowledge and understanding of SAPR

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Service SAPROs

CURRENTLY TAUGHT IN EEO

- **Army SHARP**
<http://www.sexualassault.army.mil/>
- **Navy SAPR**
http://www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAndFamilySupportProgram/SexualAssaultPreventionandResponse/index.htm
- **Marine Corps Community Services**
<http://usmc-mccs.org/sapro/>
- **Air Force SAPR**
<http://www.afpc.af.mil/library/sapr/index.asp>
- **National Guard SAPR**
<http://www.ng.mil/jointstaff/1/sapr/default.aspx>
- **Coast Guard SAPR (State Laws)**
<http://www.sapr.mil/> or <http://www.uscg.mil/sapr/>



Reporting Options:

CURRENTLY TAUGHT IN EEO

- Unrestricted
- Restricted

--DODD 6495.01



Reporting Options: Unrestricted

CURRENTLY TAUGHT IN FEO

- This option is offered for victims of sexual assault who desire medical treatment, counseling and an official investigation of the crime.
- If a victim chooses Unrestricted Reporting, a report is filed through the Sexual Assault Response Coordinator (SARC) as the single point of contact
- Allows the Victim to receive:
 - Medical Treatment
 - Sexual Assault Forensic Examination (SAFE)
 - Advocacy, Counseling, and Legal Services
 - Required monthly update regarding the current status of any on-going investigative, medical, legal or command proceedings regarding the sexual assault.

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Reporting Options: Restricted

- This option is for victims of sexual assault who wish to confidentially disclose the crime to specifically identified individuals without triggering the official investigative process. Service Members who desire Restricted reporting under this policy must use one of the following reporting avenues:
- SARC
 - VA
 - Health Care Provider (HCP) or personnel
- The SARC will notify the Senior Commander that a case was reported (restricted), but not of individual details
 - Victim is offered access to Medical Care, Counseling, and Chaplain's services
 - Offered a Sexual Assault Forensic Examination (SAFE), which is maintained for five years
 - The victim has the availability of the option to change to an Unrestricted Report at any time

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Collateral Misconduct

CURRENTLY TAUGHT IN EEO

- The victim will be ineligible to invoke **the collateral misconduct provision of the Department's sexual assault policy** in the event that the victim's command learns the victim had been engaged in some form of misconduct at the time of the assault.

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Case Management Team

CURRENTLY TAUGHT IN EEO

- Sexual Assault Response Coordinators (SARC)
- Victim Advocates
- Medical and Mental Health Providers
- Chaplains
- Unit Commanders
- Investigators
- Judge Advocates

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Sexual Assault Response Coordinator (SARC)

CURRENTLY TAUGHT IN EEO

- Central Point of Contact for Victim Assistance
- Coordinates Response to Victim
 - Military and Civilian
- Manages and Trains Victim Advocates
- Reports Statistics
- Serves as Program's Link to Command
- Can take a Restricted Report
- Not a Psychiatrist, Counselor, Medical Professional, Inspector General, Attorney, or Legal Counsel

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Victim Advocate

CURRENTLY TAUGHT IN EEO

- Civilian or Military
- Volunteer vs. Appointed
 - In some services, this is a collateral duty
- Direct Victim Support
- Present Whenever Victim Requests
- Not a Psychiatrist, Counselor, Inspector General, Attorney, or Legal Counsel
- Can take a Restricted Report
- Receives approximately 40 hours initial training

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DoD Safe Helpline

DoD
CLIGHT IN EEO
Safe Helpline

WWW.Safehelpline.org

Sexual Assault Support for the DoD Community

On Line HelpLine

Get Live Help Now

Safe Helpline

Live Help 24/7
Call 877-995-5247

Info by Text

Text Zip Code or
Installation/Base Name to
55-247 (inside the US) or
202-470-5546 (outside US)

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Summary

The following topics were covered in this lesson:

1. Definition of Sexual Assault
2. The Difference Between Sexual Harassment and Sexual Assault
3. Preventive Measures
4. Negative Effects on Military Readiness and Morale
5. SAPR Policies in the DoD and Services
6. Referral Agencies and Reporting Options for Sexual Assault Victims
7. Appropriate Behaviors For Making Sexual Assault Referrals

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