

# Department of the Navy Sexual Assault Prevention and Response SAPR (One Team, One Fight – Recommitted)

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## Welcome

Welcome to training for the Sexual Assault Prevention and Response, or SAPR.

## Learning Objectives

After completing this training, you will be able to:

- recognize the importance and necessity of this training;
- distinguish the difference between sexual harassment and sexual assault;
- understand reporting options;
- recognize healthcare and legal resources;
- describe bystander intervention techniques;
- define Retaliation, Reprisal, Ostracism and Maltreatment;
- identify policy changes that have made it easier to report harassment or assaults and access services;
- define consent;
- and apply course material to everyday operations.

## Public Law 112-81

As a civilian you will face different challenges and opportunities than military members but it's important to understand the importance of this subject in the workplace. All members of the Navy family must acknowledge that no one is unaffected by these crimes.

The Secretary of Defense considers SAPR training a priority. Public Law 112-81 has been created to ensure all civilian employees and members of the Armed Forces receive professional, consistent and comprehensive education.

SAPR training will encompass initial entry and accession programs, annual refresher training, professional military education, peer education, as well as specialized leadership training tailored for specific local area requirements.

[Public Law 112-81 \(https://www.gpo.gov/fdsys/pkg/PLAW-112publ81/pdf/PLAW-112publ81.pdf\)](https://www.gpo.gov/fdsys/pkg/PLAW-112publ81/pdf/PLAW-112publ81.pdf).

## Personal Experiences

Before we proceed to the course, let's take a moment to reflect on our personal experiences. Has there ever been a time when you saw something that made you uncomfortable? Did you do something?

Studies have shown that people are less likely to get involved in situations when others are around.

## Bystander Intervention

How are these personal questions relevant to SAPR training?

Sometimes people don't intervene to prevent sexual assault because they:

- Are not confident in their interpretation of the situation
- Think someone else will step in
- Decide that it isn't their problem, or
- Are not sure what to do

Although this is normal, it is always important to get involved when you think something is wrong, especially if you think a sexual assault may occur. Please consider this as you move through the training.

## Bystanders

Let's discuss what we've learned so far. Bystanders should not be embarrassed or scared to intervene when they feel sexual harassment or sexual assault is about to take place.

Bystanders can play an important role in preventing sexual assault or addressing sexual harassment.

## Resources for Civilians

The following is expert commentary on civilian assistance.

You'll hear from Marines, Sailors, and civilian experts on sexual assault prevention and response. The following acronyms are used:

- SARC: Sexual Assault Response Coordinator
- CEAP: Civilian Employee Assistance Program
- NCIS: Naval Criminal Investigative Service
- SANE: Sexual Assault Nurse Examiner
- SME: Subject Matter Expert

## Resources for Civilians Video

Civilians and the SAPR Program.

Mr. Ray Mabus: When we talk about the Department of the Navy, and we talk about Sailors and Marines and their families we have to also talk about the civilians that work with the Department of the Navy. We couldn't do what we do without civilians.

Captain Caroline Nielson: The strength of civilians is they're the continuity. They are the folks that are there all the time while we, military people, rotate all the time.

PSC Carrie Singleton: We're trained, from day one, that we're "One Team, One Fight".

Captain Caroline Nielson: I think it's valuable for civilians as well as the military to have, at least again, that kind of baseline level of awareness of, "OK, really, what constitutes

sexual assault?”, and “What is the extent of this problem?”, and “What can I do about it?”

Lieutenant Commander Kristin Edgar: Sexual assault is a crime... period. Sexual assault is a crime. Sexual assault is intentional sexual contact in which the victim does not or cannot consent. It's not horseplay. It's not a sexual encounter that's gone wrong. Sexual assault is a crime in which the victim did not or could not consent. This crime affects readiness. This crime affects morale. This crime affects teamwork.

Mr. Ray Mabus: It's an assault on us. It's an assault on our family. It's an assault on our team.

What is the Navy doing about Sexual Assault?

Ms. Jill Loftus: The SAPR Program, the Sexual Assault Prevention and Response Program, is set up as a uniform service program. It's run out of the U.S. Navy and is run out of the United States Marine Corps.

Shannon Norenburg: It's important for everyone to understand, whether you are a sailor, whether you're a marine or whether you're a civilian, that you can have the services of the Sexual Assault Prevention and Response Program. That's what we're here for. We're here to serve you. We're here to help you through the process regardless of who you are.

Liz Blanc: One of the great parts of the SAPR Response process is that we have a number of really great, really engaged folks as part of a team that can provide support to a sexual assault victim.

Ms. Jill Loftus: We want civilians to be aware of their coworkers who many are in the Marine Corps and the US Navy, or people who they work for, so that they can look for signs and protect them just as they would protect their own offi-mates.

Chief Jed May: “Yo, I'm military, you're civilian. You're over there, I'm over here. You do your thing, I do my thing.” I don't want that perception because that's not right.

What is available to DON Civilians who need assistance?

DaShawna Townsend: Even though the SAPR program was designed for service members, there's never a time or an opportunity or an instance when someone who is a civilian who comes forward will be turned away.

Lori Walsh: We would respond to them with a Victim Advocate and help them get through that immediate crisis. But then we would refer them to a civilian rape crisis center.

Brandi Gross: For civilians, we utilize outside resources so, a lot of the SARCs, we tend to know what is around us and what's available to us because our sailors can also utilize those resources. That's why it wouldn't matter who came to us, we can always provide you help, wherever you are.

Ms. Jill Loftus: There are services out in most towns and cities throughout the continental United States that they can avail themselves of. We have a free hotline, it's called the Safe Helpline.

Nirvana Habash: So if somebody just wanted to know if they have a right to an advocate from the Navy, even though they're not affiliated with the Navy. They just maybe work here or have some connection to it, but they're not a uniformed member - they can always call that number and it can be kept confidential.

Ms. Jill Loftus: Then there's the Civilian Employee Assistance Program and they can do referrals out in town or there are counseling services that are free for all employees of the Department.

Eileen Farias: So Employee Assistance Programs are free, voluntary, counseling programs in the workplace. We offer short-term counseling, referrals to local resources, as well as assessments. Employee Assistance Programs are available to employees, as well as their dependents. And often times, programs like ours, are the first point of contact. They're a great place to start because they're in the workplace. You can just come during your lunch hour and get the help you need. And then, again, we would know of other local community resources that would help.

Cherrone Hester: When something bad happens, please reach out for help.

Ray Mabus: Sexual Assault that occurs against a civilian, who works for the Department of the Navy, is exactly the same as a sexual assault against a sailor or a marine. And it makes no difference whether they wear a uniform or not. They're the Navy and Marine Corps.

PSC Carrie Singleton: If people only knew what recovery and healing was really like - and the guilt, and the shame, and the loss, and the grieving that you go through - maybe they would ask if somebody needed help.

Captain Marc Tilney: It just comes down to knowing yourself and knowing the people that you work with, and care about. Everybody should be treated like a brother and a sister.

Robert O. Work: In this great, great organization, we take care of each other. And we do not tolerate people who prey upon members of our family.

## Check on Learning 1

True or False? Civilian Employee Assistance Program (CEAP) services are available to civilian employees on a fee-for-service basis.

- a) True
- b) False

The correct answer is b. CEAP services are offered as a FREE benefit from the Department of the Navy to you and your family members. They are confidential within the limits of the law. Services include access to licensed counselors, help with family or relationship issues, legal or financial assistance, crisis management and more.

## Sexual Harassment Differs from Sexual Assault

It's easy to get confused about the difference between sexual harassment and sexual assault.

Sexual harassment and sexual assault are both wrong, but they are different. Let's take a look at the definitions of both.

## Sexual Harassment Defined

**Sexual Harassment:** a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when a person's job, pay, or career is placed at risk; or when it creates an intimidating, hostile, or offensive work environment.

Sexual harassment is part of Title VII of the Civil Rights Act, which encompasses unlawful discrimination on the basis of race, color, religion, national origin, or sex. Sexual harassment is discrimination, and is tied to the workplace.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:

- submission to the conduct is made, explicitly or implicitly, a condition of employment;
- submission to or rejection of the conduct is used as a basis for employment decisions or actions;
- or the conduct creates a hostile, offensive, or intimidating workplace, whether intentionally or not.

For example: teasing, off-color comments, or crude gestures could create a hostile or offensive work environment. They could form the basis of a sexual harassment claim.

Equal Opportunity (EO) and Command Managed Equal Opportunity (CMEO) handle active duty sexual harassment claims. Civilians pursue sexual harassment claims through Human Resources and EEO.

## Sexual Assault Defined

Sexual assault is unwanted, intentional sexual contact. Let's look at the DoD training definition of sexual assault.

Intentional sexual contact characterized by use of force, threats, intimidation or abuse of authority or when the victim does not or cannot consent.

- "Intentional sexual contact" means the contact was not by accident.
- "When the victim does not consent" means the person does not give their permission.
- "Cannot consent" means the person is unable to communicate their willingness to participate.

Or, sexual assault can also be any sexual contact characterized by the use of force, threats, intimidation, or abuse of authority.

It includes several kinds of sexual contact, from groping, to oral or anal sodomy, to intercourse. The actions themselves are not illegal, but they are criminal when they are done without consent.

Sexual assault is a crime. If committed by a service member, it is punishable by the Uniform Code of Military Justice, or UCMJ. It is also punishable by federal and state laws, which vary from state-to-state.

## Warning

The following activity is designed to help you recognize the difference between actions that constitute sexual harassment and sexual assault.

By understanding the definitions or actions, you will be able to respond or intervene appropriately if you hear them.

The terminology in the following activity is blunt. Although the definitions are written in as clinical a manner as possible to explain the exact actions that these words are describing, such behaviors are unacceptable (not merely hazing or "locker room fun"). They are sexual assault. They are crimes.

## Check on Learning 2

Identify if each of the following behaviors are Sexual Harassment or Sexual Assault, then click on the appropriate button to make your selection.

Undressing a co-worker with your eyes in the workplace.

- a) Sexual Harassment
- b) Sexual Assault



The correct answer is a. Sexual harassment. This can create a hostile work environment if the conduct is severe and/or pervasive.

### Check on Learning 3

Groping a body part that would be covered by a swimsuit without consent.

- a) Sexual Harassment
- b) Sexual Assault

The correct answer is b. Sexual assault. This is sexual contact; if it is unwanted, it is a sexual assault.

### Check on Learning 4

“Sexting” co-workers or others who find the material offensive.

- a) Sexual Harassment
- b) Sexual Assault

The correct answer is a. Sexual harassment. “Sexting” refers to sexually explicit text messages (text or images). This can create a hostile, intimidating, or offensive work environment.

### Check on Learning 5

Requesting oral sex in exchange for approving a leave request.

- a) Sexual Harassment
- b) Sexual Assault

The correct answer is a. Sexual harassment. This request, although characterized by force, threats, and intimidation, would only be sexual assault if it involved physical contact.

### Check on Learning 6

“Nut tapping” is one individual hitting or flicking the testicles of another individual.

- a) Sexual Harassment
- b) Sexual Assault

The correct answer is b. Sexual assault. This is a hazing activity. When hazing involves unwanted intentional sexual contact, it is also sexual assault.

### Sexual Assault Summary

A lot of times we laugh and joke about the kinds of behaviors in the previous slide. But if you look at those actions for what they really are (touching in a sexual manner without consent) you’ll realize that those actions constitute sexual assault.

Sexual assault can be defined as touching or groping a person in an inappropriate area. There's a broad spectrum of different crimes that can occur that actually are considered sexual assault, the definition does not apply to only rape. It's holding power and dominating over another person. It's not just simply sex.

Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors. Other verbal or physical conduct when a person's job, pay, or career is placed at risk is also considered sexual harassment.

Now, let's talk about consent.

## Consent

Prior to engaging in sexual activity, one should obtain affirmative consent every single time for every single activity. Just because you've had sex before doesn't mean you have an automatic right to have sex again, even if you're dating or married.

## Consent Scenario

The following is a "dramatized" sexual assault scenario. Pay close attention to the state of Emily and Brett's relationship.

Co-worker: We'd all gone over to the club on base for a promotion party. That's when it started. Brett's a friend of mine. I've only known Emily for a month or so since she and Brett started dating. Not that either of them told me they were going out; it just wasn't a secret at the office. That day at the party though... I could tell something was different. I couldn't hear what they were saying, but it wasn't too hard to guess. Brett really fell for Emily. The week before the party, though, he told me she had ended it – just like that.

Brett: I get it, it's just... Can I come over? All I want to do is talk... Just talk.

Emily: What else is there to talk about? We've talked it to death.

Emily: Yeah, we went out for a month. It was great for what it was but... Brett, he's got issues. Just didn't work for me.

Brett: Things were going great, and she broke it off, out of nowhere. I mean, seriously?

Brett: Look, let's get out of here, grab a few beers.

Emily: No! There's nothing else to talk about.

Brett: I'm out of here.

Co-worker: Hey, are you okay?

Emily: Sure... I'm fine.

Co-worker: She seemed okay, but I was a little worried. I've known Brett for a long time and when he gets upset he can get really belligerent. But she didn't seem to want any help and I wasn't sure if I should get in the middle of it.

Emily: He was at my place, just waiting for me with that puppy dog look on his face. So I said, "Yeah, okay. Just talk." Things got really, really bad.

Brett: We talked, and we talked some more. Then we had sex.

Emily: He was just so angry and so strong. He raped me.

Co-worker: When I found out about it, I kept thinking about what I could have done... I should have done. ("Look, it's obvious you're upset") I could have talked to Brett and tried to calm him down or maybe called Emily to see if she was okay or maybe driven over to her place.

Then again, what about Emily's friends? How come they didn't do anything?

Emily: I filed an unrestricted report and asked for an expedited transfer. Everyone knows we'd had sex before. They probably just think it was regret sex. They're not going to believe it was rape, but he raped me. I had to report it. I couldn't just pretend it didn't happen. I just couldn't.

## Check on Learning 7

Select the best choice to answer the following questions:

If two people are in a relationship, is sexual assault even possible?

- a) Yes
- b) No

The correct answer is a. Just because you've had sex before doesn't mean you have an automatic right to have sex again, even if you're dating or married. Everybody needs to consent every single time for every single activity.

## Check on Learning 8

True or False? It's perfectly legal for consenting adults to have sex after drinking.

- a) True
- b) False

The correct answer is a. It becomes illegal when a person is so intoxicated they are unable to communicate their willingness to engage in the sexual conduct...or are unable to make or communicate competent decisions.

## Check on Learning 9

True or False? A couple goes out on a date. Early in the evening they both agree to have sex once they return home. Upon reaching home later in the evening one of them falls asleep. The other proceeds to act on their earlier plans. Because they had consent earlier, this is not sexual assault.

- a) True
- b) False

The correct answer is b. It would be sexual assault. There is no consent when a person is sleeping or too intoxicated to make competent decisions. Previous expressions of consent are not valid.

## Check on Learning 10

Which of the following are examples of giving consent?

- a) You can say "Yes"
- b) Your body language can communicate your willingness
- c) You can actively participate
- d) All of the above.

The correct answer is d. Actually saying "Yes", using body language to communicate willingness or actively participating are all acceptable ways of giving consent.

## Hesitation to Report Sexual Assault

Care after an assault can impact a person's recovery, and knowing what to do is critical; but it can be incredibly difficult for a victim to come forward and there are many reasons why many victims are hesitant.

Many Sailors and Marines fear that their chain of command will not handle the allegation appropriately. Some fear that their military careers will be jeopardized.

Civilians may not have to worry as much about chain of command, but they share similar concerns, such as losing their jobs.

All victims may fear that they'll have to endure gossip or that they'll have to re-live the event if they speak with investigators, and they may not know where they can turn for help.

## Supporting the Victim

The Navy and Marines are committed to stopping sexual harassment and sexual assault. Additionally, they are committed to supporting the victim with an array of services; both legal and medical.

No Sailor, Marine or Government employee should suffer in silence. There is respectful, confidential and professional assistance available.

## Updates to Military Justice

Recent updates to the Uniform Code of Military Justice, or UCMJ, have enhanced victims' rights; such as the elimination of the 5-year statute of limitations on sexual assaults. There is no longer a statute of limitations on trial by court-martial for sexual assault offenses under the UCMJ.

Despite the fact that you may not be a service member, the changes to the Military Justice System could have implications to your workplace.

If you are a Civilian eligible for treatment in the military healthcare system, you are eligible to file an Unrestricted Report. Also, you may be eligible to receive Victims' Legal Counsel (VLC) services and have access to the Civilian Employee Assistance Program (CEAP). All civilians, no matter their affiliation with the military may be able to access limited SAPR support services from a SARC and SAPR VA. They are also granted access to the Civilian Employee Assistance Program (CEAP).

Article 32 proceedings have been changed from investigations to preliminary hearings where the scope of the proceeding is limited to determinations of probable cause and the hearing is no longer a discovery tool for the defense. The Preliminary Hearing Officer (PHO), whenever practicable, is a Judge Advocate, equal or greater in rank to the other counsel involved in the case. Victims, both military and civilian have the right to decline to participate in the new Article 32 proceeding.

Article 60 has changed to prevent a convening authority (CA) from modifying the findings of a court-martial in many cases. The changes also limit the CA's ability to modify an adjudged sentence except to affect certain pre-trial agreement provisions and other limited circumstances.

[UCMJ Article 32 - http://www.ucmj.us/sub-chapter-6-pre-trial-procedure/832-article-32-investigation](http://www.ucmj.us/sub-chapter-6-pre-trial-procedure/832-article-32-investigation)

[UCMJ Article 60 - http://www.ucmj.us/sub-chapter-9-post-trial-procedure-and-review-of-courts-martial/860-article-60-action-by-the-convening-authority](http://www.ucmj.us/sub-chapter-9-post-trial-procedure-and-review-of-courts-martial/860-article-60-action-by-the-convening-authority)

## Reporting Options

There are several avenues to report a sexual assault. Service members and civilians have different options and processes. It can seem confusing, but there's an option for every member of the DON workforce in every situation in that there are two types of DoD reports: restricted and unrestricted.

Restricted reports are confidential. The command will know an assault occurred, but will not know who was involved—victim or offender. Some victims simply need time and privacy to focus on their recovery and restricted or confidential reporting allows this. Confidential resources associated with a restricted report include SARC, SAPR VA,

Healthcare Providers to include medical and counseling services, Chaplains, and Victims Legal Counsel Services.

It is important to note that in some states, including California, Healthcare Providers are required to report sexual assaults to law enforcement, therefore cannot offer a restricted report.

Unrestricted reports initiate a law enforcement investigation, so the details of the incident are shared with command and law enforcement. Information is shared on a need-to-know basis.

The reporting options and services available vary case by case. Active duty service members, reservists, and civilians who are military dependents can file a DoD restricted or unrestricted report.

For civilians who are not military dependents, the equivalent of making a restricted report would be to seek confidential care without telling their supervisor or law enforcement. Civilians do not have to tell their supervisors why they're seeking care, and their medical records are protected by HIPAA.

Civilians can make the equivalent of an unrestricted report by notifying law enforcement or their supervisor and military command.

## Reporting Forms

Changes have also been made to Sexual Assault Department of Defense Forms. DD Form 2910 - Victim Reporting Preference Statement and DD Form 2911 — Sexual Assault Forensic Examination (SAFE) Report focus on official forms and their length of retention by the government.

When a DD Form 2910 (Victim Reporting Preference Statement) is signed and filed with a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA), or when a Military Criminal Investigative Organization (MCIO), such as NCIS, initiates an investigation an official report is made.

The DD Form 2910 is retained by the government for 50 years. The victim will be given a copy of this form and is strongly encouraged to save a copy as it may be used in future lawful purposes or by other agencies such as the Department of Veterans Affairs.

Another important official form is the DD Form 2911, or Sexual Assault Forensic Examination (SAFE) Report. A victim may elect to complete a SAFE. If the SAFE Kit is associated with a Restricted Report, it is retained for 5 years to give the victim an opportunity to convert to an Unrestricted Report. The DD Form 2911 is also retained by the government for 50 years.

## Resources

Whatever kind of report is desired, and whatever resources are needed, a sexual assault response coordinator or a SAPR victim advocate is the best first call - for active duty and all DON civilians.

We emphasize SARCs and SAPR victim advocates as the first resource to call for a reason: they are trained specifically in sexual assault victim response, and they can maintain confidentiality.

Only SARCs, SAPR victim advocates, counselors, and chaplains can maintain confidentiality in every location.

Medical personnel are required to report sexual assaults to law enforcement in California and some other localities.

And once a report is unrestricted, it is no longer confidential and it cannot go back to restricted.

So it's important to call a confidential resource first, to keep the victim's option for confidentiality open.

Not only do they know the ins and outs of making a report and seeking care on your installation and in the local area, but these individuals help victims make the best decisions for themselves, such as:

- Choosing whether or not to get medical attention
- Selecting the best reporting option for him or herself
- Deciding whether or not to speak with a counselor

Your SARC or SAPR victim advocate knows which options are available in each particular situation.

In addition to SARCs and SAPR victim advocates, civilians also have access to the Civilian Employee Assistance Program (CEAP), which is a free, confidential resource that offers short-term non-medical care such as counseling.

## Example of Using Resources

Let's apply what we just learned to an example.

Let's say someone was assaulted, but does not want anyone to know. They want medical care and counseling only.

Are they active duty? They would contact the SARC or SAPR victim advocate, who will connect them with confidential care and make a restricted report.

Are they a civilian? They would still contact the SARC or SAPR victim advocate who will direct them to their local confidential civilian resources.

Now let's say someone was assaulted and he/she wants law enforcement to investigate the crime. They still want medical care and counseling.

Are they active duty? Contact the SARC or SAPR victim advocate and make an unrestricted report.

Are they civilian? Contact the SARC or SAPR victim advocate, and contact law enforcement.

Did you notice one course of action that applies under all circumstances?

Contact a SARC or SAPR victim advocate. They are the best first call in any situation.

## The Safe Helpline

The bottom line is there's help out there for everyone.

The DoD Safe Helpline is confidential and can connect anyone—active duty or civilian—directly to their local SARC or SAPR victim advocate.

The Safe Helpline can also connect anyone to services out in town.

SARCS and SAPR victim advocates are trained to help victims of sexual assault and connect them with the most appropriate resources.

For a printable handout of the available resources, click on the following. When done, click the Next button to learn about how we can prevent sexual assaults before they occur.

## Retaliation, Reprisal, Ostracism and Maltreatment

Retaliation against an employee who reports, either formally or informally, a criminal offense is ILLEGAL per SECNAVINST 5370.7D, Military Whistleblower Protection.

Retaliation is defined as one of the following actions:

Reprisal – Taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a service member for making or preparing to make a protected communication.

Ostracism – Exclusion from social acceptance, privilege, or friendship with intent to discourage reporting of a criminal offense or otherwise discourage the due administration of justice.



Maltreatment – Treatment of peers or by other persons, that, when viewed objectively under all the circumstances, is abusive or otherwise unwarranted, unjustified, and unnecessary for any lawful purpose that is done with intent to discourage reporting.

If you or a coworker chooses to file a report (whether Unrestricted or Restricted) services and protection from retaliation, reprisal, ostracism, and/or maltreatment are available.

## Additional Services Regulation

New service regulations have enhanced protection to service members, their dependents and civilian employees from retaliation, reprisal, ostracism and maltreatment.

Depending on whether a sexual harassment or sexual assault report was filed and whether that report was Unrestricted or Restricted may affect their reporting procedures and available resources.

Resources and protection from retaliation, reprisal, ostracism and maltreatment are also available to SARC and SAPR VA employees. Additionally, witnesses and bystanders who intervene to prevent sexual assaults or those who report sexual assaults are protected from retaliation, reprisal, ostracism and maltreatment.

Further protection from undue disfavor in the workforce is offered to those when “completing an SF 86 in connection with an application, investigation, or reinvestigation for a security clearance.”

## Scenario: On TAD

During the following “dramatized” sexual assault scenario, make a mental note of any signs that tell you something may not be right.

Marie: It was my first time TAD.

John: Always use the card... For everything...

Marie: Okay.

John: Cabs... Yeah.

Carolyn: That's how they'll reimburse you.

John: Food, gas, parking.

Marie: We'd flown out of DC at 6AM, which meant I had to get up at 3:45.

John: You tired kiddo?

Marie: Just a little.

Marie: Which meant we had a really long day. I'm a morning person, but John and Carolyn? They like to go pretty late. We all work in the same office. John is not my boss or anything, but he's really well respected.

John: Another round?

Marie: Nope. I'm good.

John: You sure?

Marie: Positive.

Carolyn: I've traveled with John a couple of times. He's a family guy. But I mean, you know, get him TAD and he'll kick back whenever he can.

John: I love to travel. It's fun to break out of the day-to-day routine. The work always gets done.

John: Okay, I get the hint. Let's call it a night.

Marie: I guess I was seeing a side of John that I had never seen before, but he's always talking about his family, so I figured I was just tired and reading too much into it.

Carolyn: Civilians, Active Duty, we all work for the Navy. We all know the rules. I've seen John have fun on TAD, but I've never seen him do anything wrong. I'm sure Marie felt safe with us. I mean, why wouldn't she?

John: Shall we?

Carolyn: Yeah.

[phone rings]

Carolyn: It's my sister. This will take a while. You guys go ahead.

Marie: I was a little uncomfortable by that time wondering whether I should say something to him. The hotel was only a block away. We'd walked over. I was waiting for John to come out of the bathroom. I was so wiped out. I just wanted to go back to my room and go to sleep.

Marie: HEY! NO, DON'T!

Marie: Just like that. What made him think he could do that?

John: So, I tried to fool around a little. I guess I crossed a line, but it was nothing really.

Marie: And the next day, we had to work together. I couldn't even look at him. He acted like nothing happened.

Carolyn: She didn't tell me in so many words, but I could definitely tell that something had happened. I wish I had said something or done something.

John: I tell you it was crazy.

Carolyn: I'm going to find the head. Do you want to join?

Marie: Yeah, sure.

Carolyn: You know, found an excuse to just pull her aside and talk to her one-on-one or maybe taken the call later and just gone back to the hotel with them, but I didn't. Now things at the office are definitely different.

Marie: It's been two weeks and I still don't know what to do. John is so well liked. I don't know who to talk to. I worked hard to get this job.

John: Ever since that night she's been acting like I attacked her or something. She'll probably try to make something out of this. Just watch.

Marie: I don't feel comfortable in the office any longer, but I'm just not sure what to do.

### Check on Learning 11

Select the best choice to answer the following question:

How many drinks does it take for a person to become too intoxicated to make or communicate competent decisions?

- a) One per hour
- b) Two per hour
- c) Three per hour
- d) It varies from person to person

The correct answer is d. Alcohol affects people differently. The bottom line is that alcohol can confuse a situation; when in doubt, just don't. Remember, ignorance is not bliss – it is a matter of consent. Someone who sexually assaults another person invades and violates without permission.

### Check on Learning 12

There were several times the LT's expression indicated she had a feeling something was not right. What did she see that made her think twice about doing or saying something?

- a) Marie was drinking alcoholic beverages with her food.
- b) Marie was getting sleepy, and should get to bed soon.
- c) John put his arm behind Marie and gave her a quick rub.
- d) John put his hand on the small of Marie's back.

The correct answers are both c and d. The LT felt something wasn't right when John rubbed Marie's back and when he placed his hand on the small of Marie's back.

## Preventing Sexual Assault

Let's talk about what each of us can do to prevent sexual assault.

We don't mean what victims can do to prevent offenders from assaulting them. We don't ask most crime victims why they didn't prevent the crime from happening to them. We don't ask someone who was robbed why they had cash in their wallet or a nice TV in their living room.

It's wrong to say that a person was sexually assaulted because they went to a certain party, or because they had too much to drink, or because of how they are dressed.

No one asks to be sexually assaulted.

Sexual assault is always the fault of the offender, who refused to recognize or respect the victim's right to consent.

When we say "prevent," we mean what we can do to protect others. As bystanders, we shouldn't rely on others to decide if something is wrong. And we shouldn't wait for others to handle a situation.

Before the next exercise, think about a time when your intuition was telling you to intervene. Why didn't you step in? Did you think about the situation later? Did you wish you could go back in time?

## Deciding to Act

We need to place the burden of responsibility on the offenders, and we must also take it upon ourselves to help someone.

Once we recognize that there's a potential problem, we must decide to act. Stepping in doesn't mean we get aggressive, or that we have to put ourselves in a dangerous or awkward situation. Personal safety always comes first...but there are usually ways to intervene that don't involve violence.

- **Direct:** If you like the direct approach, you can say something to the people involved. You can pull the aggressor aside and tell him or her to back off. Or you can pull the other person aside and ask them if they're OK.
- **Indirect:** If you prefer a less direct approach, you can create a distraction. For example, you can tell one of the people involved that you think a friend has been looking for them, or you want to introduce them to someone.
- **Enlist Help:** You can also enlist someone to help you intervene, such as one of their friends, someone senior, a bartender, or a cop.

## Bystander Intervention Scenario

Imagine you're at a friend's house to celebrate a birthday. There are a lot of people there. There's a lot of alcohol there, as well. Everyone's having a good time.

You notice that Sam and Taylor have been talking all night, but Sam has been drinking heavily and towards the end of the night, Sam is so unsteady that standing becomes difficult.

Taylor helps Sam to the couch and becomes increasingly "friendly." Sam seems more interested in going to sleep. You hear Taylor convince Sam that the guest bedroom will be much more comfortable, and they start to make their way.

You're worried.

Take a moment to come up with at least two ways you could handle the situation. Remember the intervention techniques discussed earlier.

## Comparing Ideas

Compare your ideas to the following.

- You could "accidentally" spill your drink on Taylor
- You could ask the host of the party to tell Sam and Taylor that the bedroom is off limits
- Make a toast and ask everyone for their attention
- Ask Taylor to take a walk with you
- Tell Sam that you've called a cab and it's on the way
- Tell them that you think it is inappropriate for them to go to the bedroom together

## The Bottom Line

Do you think the previous activity was about a male and a female? The names are intentionally gender neutral. It could have been a male and female, two males, or two females. Does it matter? Would that change how you handle the situation?

We may vary the methods we use to intervene, but if we see something that looks wrong, the genders should not matter.

New process changes have taken place to ensure that all sexual assault response services are gender-responsive, culturally-competent and recovery-oriented.

The bottom line is we can all do something to prevent sexual assault. If we intervene, we may protect the victim AND we may prevent someone from doing something criminal.

Depending on the severity of the crime, offenders can:

- face brig or prison time,
- they can lose rank or be demoted,
- they can be punitively discharged or fired,
- and they can be required to register as a sex offender.

Imagine having to tell local law enforcement every time you move.

Think about what it would be like to be banned from your kids' school events or sports games. Or worse—having to tell your family and friends WHY.

## Resources

Please visit the Department of Defense SAPR Office at [www.sapr.mil](http://www.sapr.mil) for additional information on DoDI 6495.01 and DoDI 6495.02. Twenty-four hour assistance can be found at the [DoD Safe Helpline website](#) or by calling the toll-free number 877-995-5247.

The Department of the Navy SAPR Office can be found at [www.donsapro.navy.mil](http://www.donsapro.navy.mil) or by calling 703-697-2180.

Information on the Navy SAPR Program and OPNAV Instruction 1752.1C as well as the Marine Corps SAPR Program and Marine Corps Order 1752.5B can be found at their respective program websites.

For more information on the Civilian Employee Assistance Program, please call

- 1-844-DONCEAP or 1-844-366-2327
- Teletypewriter users use 888-262-7848
- International callers use 1-866-829—0270

Rape, Abuse and Incest National Network (or RAINN) information and assistance can be found at [rainn.org](http://rainn.org)

## Course Completion

Congratulations! You have just completed training on Sexual Assault Prevention and Response.

Please wait a few seconds for your certificate to populate and your completion record to update.



# *Certificate of Completion*

Presented to

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for completing the  
DON Sexual Assault Prevention & Response  
Training

*Kimberly G. Lane*

Director, Civilian Workforce  
Development Division

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Date