

Headquarters U.S. Air Force

Integrity - Service - Excellence

Sexual Harassment Prevention & Response (SHPR) and Sexual Assault Prevention & Response (SAPR) Training



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RFI 5 – Sexual Harassment Prevention Training

- **AF Sexual Harassment Awareness Education (SHAE) Training**
 - Administered by trained Equal Opportunity (EO) personnel for both Military members and DoD Civilian employees
 - As requested by Senior Leaders
 - A total of 16 training requests in FY16
 - Impending DoD and Air Force regulatory guidance to make Sexual Harassment prevention training a mandatory annual training requirement

- **First Duty Station Training**
 - Provides training on all forms of unlawful discrimination
 - To include gender discrimination and sexual harassment.

 - Mandatory for Military members / DoD Civilians on first permanent duty assignment within 30 days of arrival
 - AF Reserve Component within two unit training assemblies (UTAs)



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RFI 5 – Sexual Harassment Prevention Training (cont'd)

- **New Comers Human Relations Orientation**
 - Provides the foundation for EO program through the discussion of policies, unlawful discrimination, sexual harassment concepts, complaint processes & roles & responsibilities in promoting a positive human relations climate

- **Key Personnel Briefing**
 - Provides one-on-one discussion by EO professionals to incoming key personnel (e.g., commanders, 1st sergeants, etc.) about EO program with “customized” information about the local EO climate

- **Specific EO Modules** are also contained in the following
 - Basic Military Training
 - Professional Military Education (both Officer and Enlisted)
 - AF Academy Training
 - Officer Training School
 - Reserve Officer Training Corps



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RFI 5-

Annual SAPR Training

- Annual training requirement for all Airmen and DoD Civilians
- Green Dot Training provides a scientific and evidenced-based approach to address sexual assault, dating/domestic violence and stalking
 - 2016 Green Dot - unexpected messenger led face-to-face training
 - Overview Talk - 60 min
 - Leadership Training - 90 min
 - Peer Influencer Workshops - 4 hours
- SAPR Talking Points – Commander led training
 - 8 Topics: Defining Sexual Assault and Consent, SAPR Resources, Military Justice Updates, Independent Investigations, Retaliation and Reprisal, SF86 – Security Clearances/Sexual Assault, MRE 514, and Reporting Outside the Chain of Command



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RFI 5 – *Enlisted SAPR Training*

- **Enlisted Personnel** – SAPR training starts within 14 days of entry within the military and continues throughout the life cycle of their career.
 - **Initial Training:** Basic Military Training, Airmen’s Week/Capstone Training, Tech School (Accessions I and II) and First Term Airmen's Course
 - **Professional Military Education:** Airmen Leadership School, Non-Commissioned Officer Academy and Senior Non-Commissioned Officer Course
 - **Specialized Training:** First Sergeant Academy, Command Chief’s Orientation, Recruiters, Military Training Instructors and Supervisor Training (Retaliation and Reprisal)
- **Training method:** All SAPR training is face to face and includes a combination of presentations, videos, discussions, group exercises and case studies.



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RFI 5 – Officer SAPR Training

- **Officers** – SAPR training starts within 14 days of entry within the military and continues throughout the life cycle of their career.
 - **Initial Training:** United States Air Force Academy, Reserve Officer Training Corps and Officer Training School
 - **Professional Military Education:** Squadron Officer School and Air Command and Staff College
 - **Specialized Training:** Pre-Command Training for all new Squadron, Group and Wing Commanders. Training for new Flag and General Officers
- **Training method:** All SAPR training is face to face and includes a combination of presentations, videos, discussions, group exercises and case studies.