Sexual Assault Reporting

The Air Force used 'Bystander Intervention Training' (BIT) as a focus for its annual Sexual Assault Prevention and Response (SAPR) training from fiscal year 2010 to 2012. During this time BIT was delivered to over 435,000 people. Figure 1 shows the total number of sexual assault reports made from fiscal year 2007 to 2014. What is readily apparent is the marked increase in reporting starting in fiscal year 2012. While it is interesting that the increase in reporting coincides with the completion of delivering BIT to the Air Force, it is not possible to confirm a causal relationship between the two. [NOTE: Based on the Workplace and Gender Relations Survey of Active Duty Members, it is estimated that in 2012 there were 3,200 incidents of unwanted sexual contact and 2,400 incidents in 2014. Therefore, the increase in reporting is not believed to be resulting from an increase in prevalence.]

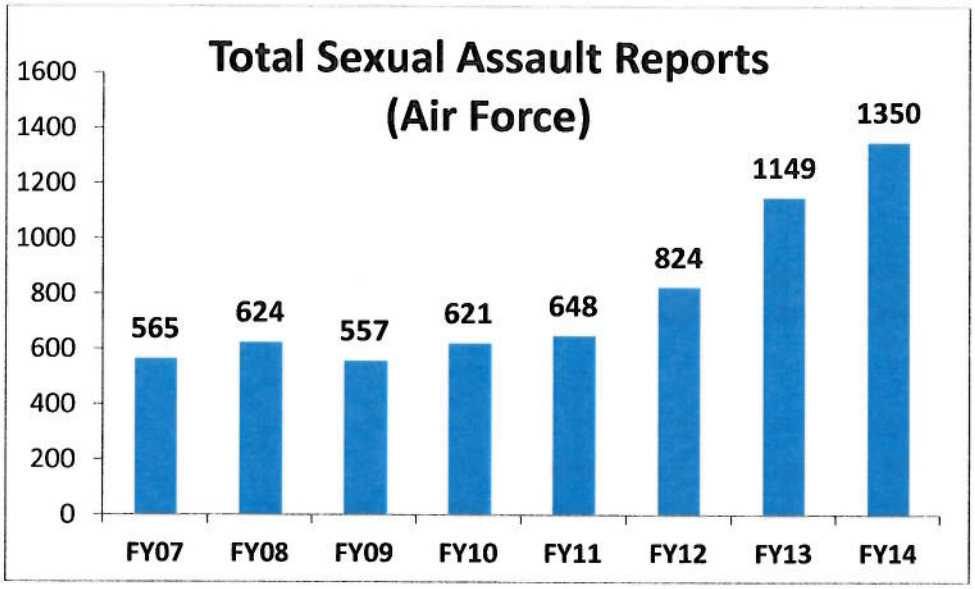

Figure 1. Reports of Sexual Assault in the Air Force

Survey Results

In January 2014, the Defense Equal Opportunity Management Institute (DEOMI) began version 4.0 of the DEOMI Organizational Climate Survey (DEOCS). This survey includes an expanded list of SAPR questions. Figures 2-5 include questions pertinent to the topic of BIT and the associated quarterly results.

Question – To what extent does your chain of command encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior?

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

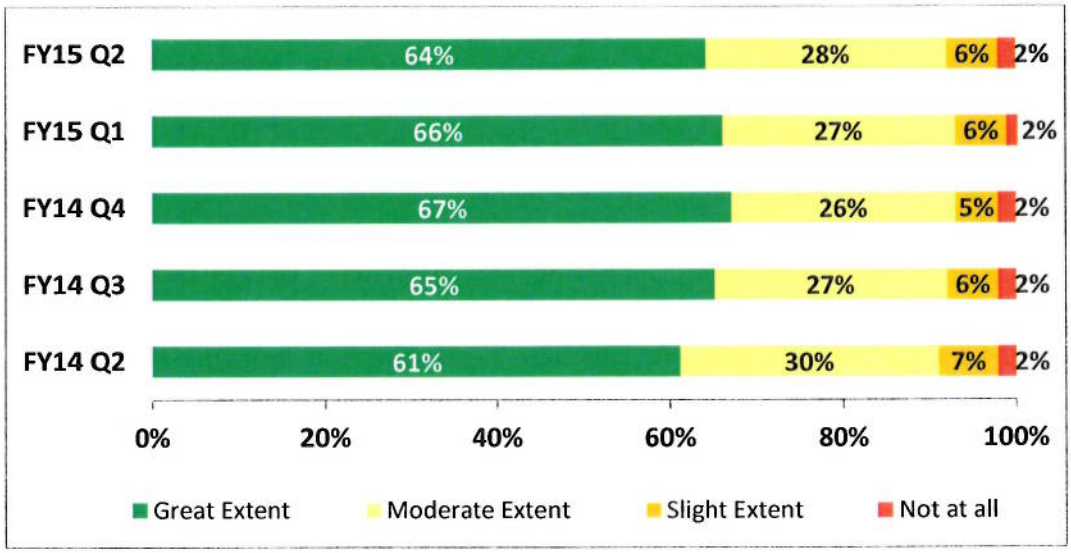

Figure 2. Chain of Command Encourages Bystander Intervention

Question – Suppose you see someone secretly putting something in another person's drink. You're unsure what it was. Which of the following are you <u>most likely</u> to do in this kind of situation?

- Nothing
- Leave to avoid any kind of trouble
- Watch the situation to see if it escalates
- Seek assistance from someone to help deal with the situation
- Tell the drink owner what you saw
- Confront the person who put the substance in the drink

INFORMATION PAPER

27 Aug 15

Purpose. To provide United States Marine Corps (USMC) Sexual Assault Prevention and Response (SAPR) answers to Requests for Information (RFIs) for the Defense Department Advisory Committee on Women in the Services (DACOWITS) Quarterly Meeting scheduled for 9-10 Sep 2015, as directed by the Marine Corps Action Tracking System (MCATS) task 2015-7-30221.1.

DACOWITS RFI. W2. The Committee remains interested in sexual harassment and sexual assault training provided to Service members.

- The Committee requests a written response from the Services on the following:
  - Sexual Assault 'Bystander Intervention Training' programs and/or policies (e.g., *Take A Stand, Peer-to-Peer Mentorship,* etc.).
  - If data is available, any documentation that indicates an increase in reporting of and/or the reduction of sexual harassment and/or sexual assault cases, which are directly attributed to these training programs.

USMC SAPR Response. Prevention is the most critical aspect of our efforts to eliminate sexual assault in the Marine Corps and represents the foundation for the successful conduct of the Marine Corps SAPR Campaign Plan, launched in June 2012. Prevention speaks to the overarching desire to "get to the left" of the incident via deterrence through appropriate action.

By training all Marines to identify and mitigate high risk situations, SAPR 'Bystander Intervention Training' programs empower Marines to become active and engaged protectors when the situation warrants, not only after an incident of sexual assault has occurred. Our training policy underscores that Marines have an inherent duty to protect each other from the crime of sexual assault.

This community-based approach to prevention – where all Marines are responsible for preventing sexual assault, removing the sole onus from the victim – teaches Marines what sexual assault looks like (including "red flags" that may indicate a dangerous situation) and provides them with the strategies and techniques to safely intervene.

As directed in the Campaign Plan, SAPR training grows along with our Marines, following a holistic, progressive path that is commensurate with the knowledge and responsibilities of each rank. SAPR training implemented at various stages in a Marine's career defines each Marine's role and responsibilities in preventing this crime.

Annual bystander intervention from the top-down (leadership) and bottom-up (peer-to-peer) ensures that every single Marine understands that he or she is empowered to be an active bystander and help their fellow Marines.

- "Take A Stand" Bystander Intervention Training for Non-Commissioned Officers (NCOs). Released in October 2011, this

curriculum is designed to teach bystander intervention to NCOs, who lead approximately 38% of all Marines. "Take A Stand" appeals to the developing sense of leadership of Corporals and Sergeants who are relied upon by Junior Marines for their presence, integrity, and conduct.

- "Take A Stand" is currently under revision to incorporate best practices in adult learning theory and instructional design, reduce the length from three hours to two hours to be in line with typical annual training requirements, and create additional Ethical Discussion Group (EDG) guides for small-group discussions. The updated curriculum is expected to be released in October 2015.
- Utilizing adult learning theory ensures that all courses are appropriate for and relevant to their intended audiences, with special emphasis on interactivity, structure, and language. Group discussion, practical exercises, and dramatic videos are used to engage participants and relate the material to real-world applications, minimizing lectures that passively relay information.

- "Step Up" Bystander Intervention Training for Junior Marines. Released in July 2014, "Step Up" is designed specifically for Junior Marines (E1-E3), the Marine Corps' highest at-risk population for sexual assault. In line with the Marine Corps' primary prevention strategy of peer-to-peer bystander intervention, "Step Up" emphasizes that Marines have an inherent duty to protect each other from the crime of sexual assault. All Junior Marines are now required to complete "Step Up" to satisfy their annual SAPR training requirement.
  - "Step Up" is a 90-minute interactive program interlaced with dramatic video segments:
    - This training clearly defines sexual assault and teaches Marines strategies and techniques to safely intervene and stop a sexual assault from occurring.
    - The video portions follow a group of acquainted Junior Marines attending an off-base house party, at which one Marine aggressively pursues and ultimately sexually assaults another. A "rewind" of the events leading up to the sexual assault shows the various times when intervention was possible, and brings to life the devastating effects of the sexual assault because no one intervened.
    - The "Step Up" curriculum also teaches Junior Marines about healthy relationships, consent, sexual harassment (how it differs from sexual assault), and reporting and service options for victims.

- Increased Opportunities for Learning. The Marine Corps has created a library of 14 video vignettes to help promote healthy

discussion about sexual assault outside of the required training courses. Called Ethical Discussion Groups (EDGs) videos, each vignette depicts incidents surrounding a sexual assault, allowing Marines to think about how they would act in similar situations and preparing them to safely intervene and respond appropriately in "real life." Ten of the 14 EDGs are available to Commanders and SAPR personnel via a SAPR Commander's Toolkit, which provides them with resources – such as policy references and all-hands training materials – to operationalize the SAPR training that their Marines receive in the classroom. The remaining four EDGs are designed to be incorporated into trainings targeting leaders at various levels. In 2014, one of our EDGs, "The Gunny," won a Telly Award, an industry award for creative excellence honoring outstanding video and film programs.

After three years of concentrated effort by several Marine Corps commands and stakeholders, the Marine Corps SAPR Campaign Plan officially entered Phase III (Sustainment) on 14 July 2015. This marked a major milestone in the three-phased plan to eliminate sexual assault from the Marine Corps. Numbers from the Fiscal Year 2014 (FY14) Department of Defense (DOD) Annual Report indicate that progress has been made toward the end state. Prevalence decreased 30% from FY12, which means 1,000 fewer Marines experienced unwanted sexual contact in FY14. In that same time period, the Corps saw a 94% increase in the number of victims willing to file reports.

Even though all Marines also receive annual sexual harassment training, no mechanism is in place to correlate any data to support a connection between the reporting and/or reduction of sexual harassment or sexual assault cases to training programs. However, it is important to note that the positive trend line indicated in the FY14 DOD Annual Report coincides with implementation of our large-scale Campaign Plan efforts, including our emphasis on SAPR 'Bystander Intervention Training' programs at the NCO and Junior Marine levels.

In addition, FY14 Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey data show that, of the 4% of Junior Enlisted Marine respondents (E1-E3) who observed a high-risk situation that they believed was or could have led to a sexual assault, 86% intervened.

Lastly, the Marine Corps has expended more than $16 million toward SAPR and special victim legal training initiatives between FY12 and FY14, including expansion of headquarters-level SAPR research personnel. A portion of that research effort is focused on measuring the overall impact of our training programs. For example, an upcoming assessment will examine Marines' knowledge of the SAPR program and bystander intervention.

Prepared by: LtCol R.S. Barnes, HQMC SAPR Action Officer
Reviewed by: Col R.B. Roberson, HQMC SAPR Assistant Branch Head

US Coast Guard Response
DACOWITS RFIs for September 2015

W2 **The Committee remains interested in sexual harassment and sexual assault training provided to Service members.**
☐ The Committee requests a **written response** from the **Services** on the following:

☐ Sexual Assault 'Bystander Intervention Training' programs and/or policies (e.g., *Take A Stand, Peer-to-Peer Mentorship,* etc.).
☐ If data is available, any documentation that indicates an increase in reporting of and/or the reduction of sexual harassment and/or sexual assault cases, which are directly attributed to these training programs.

USCG SAPR Response:

"Our most notable training strategy is a four-hour Sexual Assault Prevention Workshop (SAPW) that is facilitated by SARCs, Legal and CGIS, and addresses bystander intervention/prevention strategies as well as other related issues. We do not have data indicating an increase in reporting (or reduction of cases) that is DIRECTLY related, although it is not uncommon for the SARC to be approached by a victim(s) after a SAPW. The feedback evaluations for the SAPW have typically been very good, especially when the Workshop is allotted the four hours necessary to fully engage in all topics as well as the gender-separated breakout sessions.

Also, bystander intervention and prevention is addressed in policy documents (SAPR Manual under revision, and TTP in development - both to be released this CY hopefully), as well as in all SAPR trainings - the online MT, VA Training, SARC Training, the Sexual Assault Awareness Month (SAAM) events each April and, during FY15, nine Regional "Not In My Coast Guard" Summits. The Coast Guard does align and follow promising strategies undertaken by DOD as well as the private sector, so some new prevention techniques will be rolled out through the Coast Guard in the upcoming months. One of the planned new initiatives is the "Date Safe Project Can I Kiss You?" presentation, which is an interactive briefing that equips males and females in the military with the necessary skills for addressing consent, bystander intervention, and supporting survivors. "

Ms. Shawn Marie Blaine (Wren)
Sexual Assault Prevention and Response Program Manager
U.S. Coast Guard HQ (CG-111)
Washington, D.C.

US Coast Guard Response
DACOWITS RFIs for September 2015

USCG Civil Rights Response:

"The Coast Guard has continued mandatory annual Sexual Harassment Prevention training which reinforces our commented to a culture of respect throughout the service. This training raises awareness among Coast Guard personnel of behaviors that constitute sexual harassment and to teach actions which should be taken to prevent or eliminate it. This training is available on an online training format and also in person training for units with limited connectivity. This training in conducted in conjunction with other culture of respect initiatives, including command climate, SAPR training, etc. Therefore the Coast Guard does not have the capability to indicate whether this training alone is responsible for a reduction in cases or an increase in sexual harassment reports.

CDR Albert Antaran
Executive Assistant to the Director
Civil Rights Directorate (CG-00H)
US Coast Guard Headquarters

INFORMATION PAPER

DAPE-ARR-SH
28 July 2015

SUBJECT: Response to Wellness Request for Information (RFI) Number 2 Regarding Sexual Assault and Harassment Bystander Intervention Training Defense Advisory COWITS Sept RFI Support

1. Purpose: To provide information regarding Sexual Assault "Bystander Intervention" Training Programs and/or policies (e.g. Take A Stand, Peer to Peer Mentorship, etc.) in response to -DACOWITS September RFI Support, Wellness number 2 interest.

2. Training Programs.

a. The Chief of Staff of the Army requested that all Soldiers have the opportunity to see the "Got Your Back" bystander intervention training created by Catharsis Productions, Inc., a government contractor. This training is a dynamic, interactive lecture that engages the audience to explore scenarios where bystanders can intervene to stop potential sexual violence and challenges victim-blaming attitudes.

b. Approximately 1,075 "Got Your Back" training sessions will be conducted from September 2014 to September 2015 for active duty Army Soldiers world-wide,

c. There has been no assessment or collection of data regarding whether "Got Your Back" training correlates with an increase in reporting of and/or the reduction of sexual harassment and/or sexual assault cases.

Prepared by Janel Perkins /703-571-7338
Approved by: Monique Y. Ferrell /703-695-5568

RFI Category and Number:

Wellness Working Group RFI #2

RFI Question:

The Committee remains interested in sexual harassment and sexual assault training provided to Service members.

- The Committee requests a written response from the Services on the following:
  - Sexual Assault 'Bystander Intervention Training' programs and/or policies (e.g., Take A Stand, Peer-to-Peer Mentorship, etc.).
  - If data is available, any documentation that indicates an increase in reporting of and/or the reduction of sexual harassment and/or sexual assault cases, which are directly attributed to these training programs.

RFI Response:

- The past year has seen the development and implementation of Bystander Intervention to the Fleet (BI2F). The training focuses on acceptable behaviors in the workplace and encourages Sailors to speak up when they see something wrong. It addresses a variety of subjects including hazing, fraternization, and sexual harassment. These topics are on the continuum of harm that can lead to sexual assault and other unwanted sexual contact. As of 15 August 2015, over 80% of the Fleet has received the training.

- Navy does not have any data or documentation that directly indicates an increase in the reporting of and/or the reduction of sexual harassment and/or sexual assault cases as a result of BI2F.

POC or office responsible:

CAPT James Little, Branch Head, Navy Sexual Assault Prevention and Response Office, OPNAV N172, james.little@navy.mil / (703) 604-1027

RFI DACOWITS September 2015 Meeting

National Guard Bureau SAPR

W2: The National Guard Bureau (NGB) is a full participant in the Department of Defense endgame to eliminate sexual assault and sexual harassment from the military. The programs developed are victim recovery centered. Prevention of these crimes and unlawful acts has received even greater attention. The Army and Air National Guard have each implemented its parent service sexual assault and sexual harassment prevention concepts and action plans. Both services have mandated commander and supervisor led engagements at the unit level to emphasize leadership involvement and to strengthen peer-to-peer accountability.

The NGB Sexual Assault Prevention Response (SAPR) program created scripts, some involving By-stander Intervention scenarios, and provided them to the states and territories to create videos to show during the Sexual Assault Awareness and Prevention month. Those states used members from the units, fostering camaraderie and buy in, and produced videos that demonstrated how sexual assaults could be prevented through bystander intervention.