

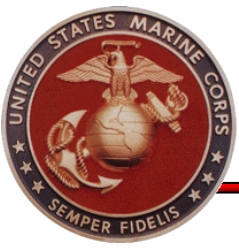


DACOWITS Quarterly Business Meeting

8-9 December 2016

**Maj Moises Magdaleno
Operations Officer, HQMC MPE**

Point of Contact:
Maj Moises Magdaleno
703-784-9371



RFI #5

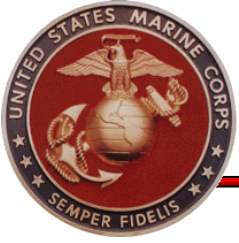
Sexual Harassment Training

- **Purpose**: Provide an overview of current training, frequency and type, that is provided to Service members to address sexual harassment.

- All Commanders: Conduct and actively participate in annual sexual harassment prevention training for all Marines and civilian employees that includes the following topics:
 - Identification, prevention, resolution and elimination of sexual harassment.
 - Informal Resolution System (IRS)
 - Informal and formal complaint procedures
 - effects of sexual harassment on the victim, the unit, and how it undermines morale and mission accomplishment

- Accessions Training: Marines and civilian personnel also receive training on the topics listed above within 90 days, to the extent practicable, of accession.

References: 1) SECNAVINST 5300.26D DON Policy on Sexual Harassment
2) MCO 1000.9A Sexual Harassment



RFI #5

Integration

- Discrimination training covers **ALL** demographic groups
- Integration of women into previously closed positions
 - Integration Education Mobile Training Team
 - Provided two days of training to over 1,000 Marine leaders at all major bases and stations worldwide who would then oversee continued training within their command
 - Train the trainer model with briefs that were reinforced with small unit discussions and focused vignettes
 - Small group discussions addressed the numerous potential challenges associated with integration, including SAPR
 - Incredibly valuable information and lessons learned were shared with groups by the leaders of units that are currently integrated
 - In addition to training about the regulations and policies affected by integration, time was spent training about identifying and recognizing unconscious bias in its many different forms and the effect it could potentially have in newly integrated units



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Branch Head, HQMC SAPR

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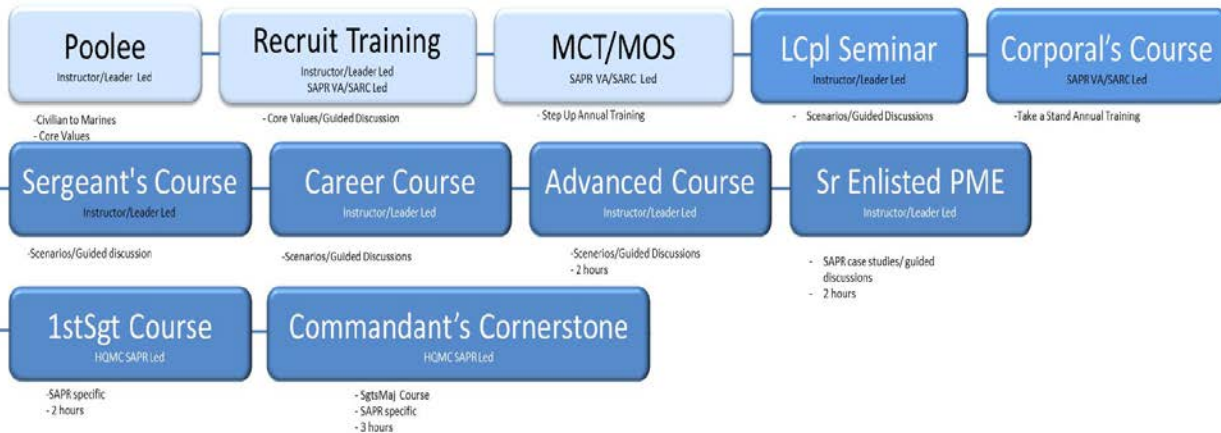
Current USMC SAPR Training

- Annual “Step Up” (Private to Lance Corporal)
- Annual “Take a Stand” (Corporals to Sergeant)
- Annual Training (Staff Sergeant & Above)
- Initial Military Occupational Specialty Producing Schools
- Professional Military Education Schools
- Pre-Deployment Training
- Pre-Command / Senior Enlisted Leader Training

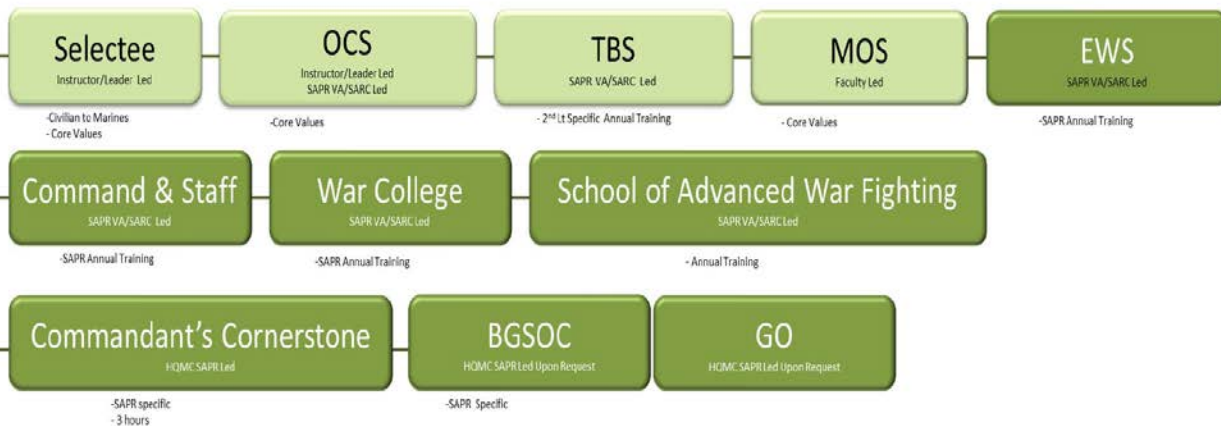


SAPR in the Academies

Current SAPR Training Continuum Status (Enlisted)



Current SAPR Training Continuum Status (Officer)



Implementation Plan

SAPR training is required annually. Training is frequently updated and effectiveness is measured.

Enlisted & Officer PME SAPR Training

- Expected FY17 implementation.
- Collaboration with TECOM to ensure proper facilitation, updated information, and applicability to fleet.
- Will include critical thinking scenarios and videos.

“Take a Stand” NCO SAPR Training

- Currently being revised.
- Expected roll-out in Winter 2016.
- HQMC SAPR to train MARFOR SARC's, who will then train their SARC's and SAPR VA's.

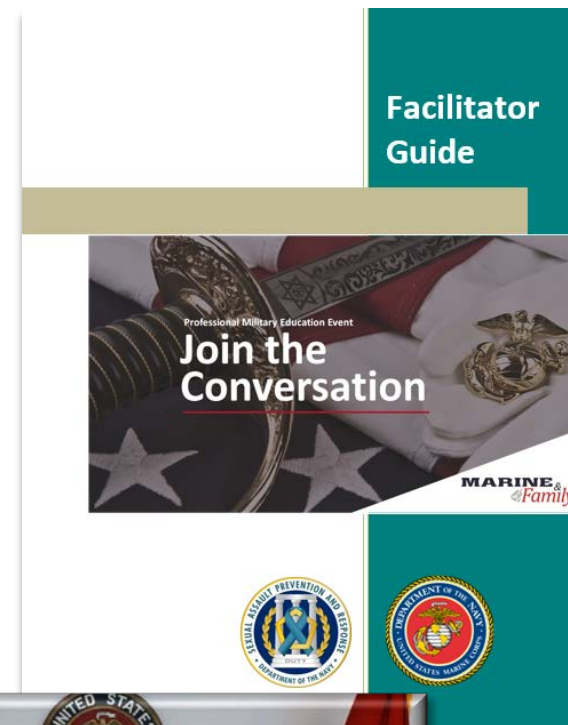
SAPR VA and SARC Training Revisions planned for FY17.

Continual Updates/Improvement
All SAPR training is undergoing a review and revision process each fiscal year.

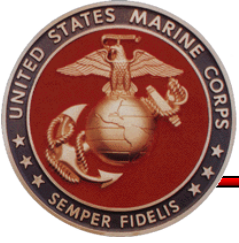


Corps-Wide “Join the Conversation” Professional Military Education (PME)

- Comprehensive, innovative PME addressing high-risk situations and behaviors: **hazing, sexual harassment, alcohol misuse, sexual assault, and retaliation.**
- Title and message originates from a CMC *“Protect What You’ve Earned”* Public Service Announcement released in May 2016.
- Curriculum has been **developed by multidisciplinary team** from HQMC SAPR, Military Equal Opportunity, and Behavioral Health.
- Goal is to help Marines **identify high-risk behaviors**, as well as to build self-awareness and acknowledgement of the impact of individual behavior that may have previously appeared innocuous.
 - Brief educational component
 - Statements from the fleet that illustrate the impact of acts and crimes of misconduct
 - Interactive practical application exercises
 - Facilitated discussion by leaders across ranks.
- **PME Pilot Held 16-17 Nov 2016 at Camp Johnson.**



Marine on the Street



Discussion / Questions

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