

DACOWITS RFI #5



Deputy Director

Sexual Assault Prevention and Response (OPNAV N172)

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DACOWITS – Sexual Harassment and Sexual Assault Training (RFI #5)

The Committee requests briefings from the Military Services*on the current training that is provided to Service members to address sexual harassment and sexual assault, noting type and frequency. Additionally, with the integration of women into previously closed positions, is training on gender discrimination being conducted?

- Navy's Sexual Assault Prevention and Response (SAPR) messaging and learning objectives are consistent with Department of Defense SAPR Office (DoD SAPRO) objectives and integrated in training across the Navy enterprise, from accession points to all commands. Service members are required to receive annual face-to-face SAPR training. Topics include ways to prevent sexual assault crimes, the continuum of harm from sexual harassment to sexual assault, actions a victim can take if sexually assaulted, and the difference between Restricted and Unrestricted Reporting options.
- Navy's Sexual Harassment Prevention and Equal Opportunity messaging and learning objectives are consistent with Office of Diversity Management and Equal Opportunity objectives and integrated in training across the Navy enterprise, from accession points to all commands. Service members are required to receive annual face-to-face Equal Opportunity/Sexual Harassment (OE/SH) training. Topics include acceptable and unacceptable behaviors, the continuum of harm from sexual harassment to sexual assault, actions a victim can take if sexually harassed, and the formal and informal resolution systems.



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	Enlisted Navy Leader Development Continuum					Officer Navy Leader Development Continuum				
	RTC	E-1 to E-3	E-4 to E-6	E-7 to E-8	E-9	USNA/ROTC/OCS	O-1 to O-2	O-3 to O-4	O-5 to O-6	Flag
Experience		Technical Qualifications and Certifications	Work Center Supervisor Divisional LPO Small Team Leader	Divisional LCPO Departmental LCPO Command Senior Chief/COB	Departmental LCPO CMC		Community-Managed Career Paths		Command MAJCOM Staff Joint	Succession Planning
Education		Introductory PME	Basic PME	Primary PME SEA	KEYSTONE	Bachelor's Degree	Primary PME NPS JPME I Advanced Education		JPME II Advanced Education Fellowships	CAPSTONE PINNACLE C JFMCC
Trainings Containing Mandated SAPR Modules										
All Hands Training	Annual Standardized Core Training (SAPR SCT) Pre/Post-Deployment Training Sexual Assault Awareness and Prevention Month Materials Command Indoctrination									
Individual Training	Basic Military Training <ul style="list-style-type: none"> 11.5 hours of SAPR Training in first nine weeks of Active Duty including SAPR-F 	Life Skills at "A" School <ul style="list-style-type: none"> Intervention Training Other Training Sex Signals Got Your Back 	PO INDOCE-5/E-6 Leadership Courses <ul style="list-style-type: none"> SAPR-F vignettes and accompanying Facilitation Guide repurposed for rank-specific training Intervention Awareness 	CPO Select Training <ul style="list-style-type: none"> Leadership Development "Character" (Unit 1, Lesson 3) Expanded to include SAPR-L/F vignettes for rank-specific training CPO Mess Training Intervention Awareness	Command Leadership School (CMG/COB) <ul style="list-style-type: none"> SAPR specific case studies added 	Introductory Military Training <ul style="list-style-type: none"> USNA – Annual SHAPE/SAPR-L/F NROTC - Annual Naval Science Lab MIDN 1/2C: SAPR-L MIDN 3/4C: SAPR-F Officer Candidates: SAPR-L OTC - SAPR-L DON SAPRO pre-commissioning course NROTC – Above Board 	NLEEC Leadership Courses <ul style="list-style-type: none"> Division Officer School/Department Head School to add SAPR-L vignettes with rank-specific training. Officer communities not utilizing NETC courses required to use SAPR modules. 		Command Leadership School (PXO, PCO, MCC) <ul style="list-style-type: none"> PXO, PCO, MCC includes SAPR scenarios, roles and responsibilities, legal ramifications DON SAPRO pre-command course 	New Flag Officer and Executive Training (NFLEX) <ul style="list-style-type: none"> "Family Readiness and SAPR" brief
Supplemental Training										
Fleet-Wide	Bystander Intervention to the Fleet – 2015 Training Chart the Course – 2016 Training Full Speed Ahead – 2017 Training									
Workshops/Summits										
<ul style="list-style-type: none"> USFF Waterfront Workshops CPF Resilient Workforce Summits 	Leadership, Front Line Supervisors, Destructive Program Managers, All Hands (Annual)					Leadership, Front Line Supervisors, Destructive Program Managers, All Hands (Annual)				
	Triads, Officers/Chiefs, E4-E6 (Annual)					Triads, Officers/Chiefs, E4-E6 (Annual)				
DON SAPRO										
<ul style="list-style-type: none"> No Zebras, No Excuses Pure Praxis 	Available to all personnel upon request					Available to all personnel upon request				
	Based on DON SAPRO annual schedule					Based on DON SAPRO annual schedule				



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Education		Introductory PME	Basic PME	Primary PME SEA	KEYSTONE	Bachelor's Degree	Primary PME NPS JPME I Advanced Education		JPME II Advanced Education Fellowships	CAPSTONE PINNACLE C JFMCC
Trainings Containing Mandated EO/SHP Modules										
All Hands Training	General Military Training – Equal Opportunity/SH/Grievance procedures, all personnel annually face-to-face Command Indoctrination – Navy Pride and Professionalism, all newly reporting personnel within 30 days of reporting onboard									
Individual Training	<ul style="list-style-type: none"> Basic Military Training - Recruits – Command managed equal opportunity/sexual harassment training, week 3 of recruit training 	<ul style="list-style-type: none"> Life Skills at "A" School - Life skills; for all Sailors attending formal schoolhouse training during 1st year of service following recruit training 	<ul style="list-style-type: none"> PO INDOCE-5/E-6 Leadership Courses CPO 365 Training 	<ul style="list-style-type: none"> CPO Select Training - Equal Opportunity/SH Policy, selectees during leadership course Chief's Mess Training 		Introductory Military Training <ul style="list-style-type: none"> USNA – Annual SHAPE/SAPR-L/F NROTC - Annual Naval Science Lab MIDN 1/2C: SAPR-L MIDN 3/4C: SAPR-F NROTC – During fall/spring indoctrination and prior to summer cruise OCS – During week 1 Officer Development School – During week 1; Staff Corps Officer Students 				
Supplemental Training										
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Workshops/Summits										
<ul style="list-style-type: none"> USFF Waterfront Workshops CPF Resilient Workforce Summits 	Conducted annually by Fleets									

Sex discrimination is included in mandatory Military Equal Opportunity training