# Training Support Command (TSC) Great Lakes

- **Located on Naval Station Great Lakes, Illinois**
  - Remote setting about 90 minutes north of Chicago
  - Distinct from adjacent Recruit Training Center
  - Largest and most compact of several Navy TSC's
- **Supports 5 major post-recruit training commands**
  - Student housing, non-academic student management
  - Initial orientation and Navy Military Training
  - Students live in 13 barracks buildings, organized as "ships"
  - Some barracks use video monitors
- **Unique concentration of young Sailor students**
  - 10,300 annually, 4000 average (varies), ~25% female
  - 93 different courses including 32 entry-level "A" Schools
  - Most students are straight out of Recruit Training
  - Away from home for first time; they earn progressive liberty

# DON-SAPRO Preliminary Work

- **Site visits in 2010 to Navy-Marine training sites**
  - Training environment *per se* is not necessarily high risk
  - Youngest Sailors right after Recruit Training *are* high risk
- **Review of 745 NCIS case synopses**
  - From Annual Reports to Congress for FY's 2009-2010
  - Crude grouping cases by location suggested a relative concentration in Great Lakes area
  - Subjective categorization by circumstances highlighted social settings among peers, on- & off-base, often with alcohol
- **Return visits to Great Lakes starting late 2010**
  - Focus groups and stakeholder interviews confirmed our preliminary impressions
  - Leadership was engaged and interested in collaboration
  - SARC had unique collection of partial case data and allowed us to organize it (without personal identifiers)

# Multiple Activities

**<u>Feb 2011</u>: On-site, 2-day "Stakeholder Planning Summit on Sexual Assault Prevention Strategies"**

**<u>Commanding Officer Initiatives</u>:**

- **Unambiguous message of intolerance for SA at orientation week**
- **Overhauled CNIC orientation-week SAPR presentation and introduced smaller-group format (later transitioned into CPPD Bystander Intervention program – see next page)**
- **Restructured overnight liberty policies**
- **Senior students tasked to look after juniors at on-base club (impacted alcohol sales there !!)**
- **Worked with NCIS to break up high-risk, hotel-room parties**
- **Punishments publicized on-base**
- **Also … CO is highly visible participant in many student activities**

**<u>Coalition of Sailors Against Destructive Decisions (CSADD)</u>:**

- **Series of You-Tube videos and posters on Bystander Intervention**
- **SAPR Resources and other POC info pasted everywhere**
- **Awarded Shore Chapter of the Year**

# Activities (Continued)

**CNRMW: Quarterly "Drumbeat" meetings of local stakeholders to review activities and underscore importance of sexual assault prevention**

**2011: Bernie McGrenahan "Happy Hour" comedy show (with specific modifications per HQE) sponsored by Safety Dept.**

**2011: Steve Thompson "No Zebras, No Excuses …" presentation to all students at Heritage Training weekend**

**2011 (October): CPPD Bystander Intervention program:**

- **All A-School students during orientation week**
- **Three consecutive nights 1600-1730**
- **Intense curriculum delivered in small-group settings (gender-specific at GLAKES, but not elsewhere)**
- **Instructors are local staff taught by CPPD**

**2011 (Late): Catharsis "Sex Signals" program:**

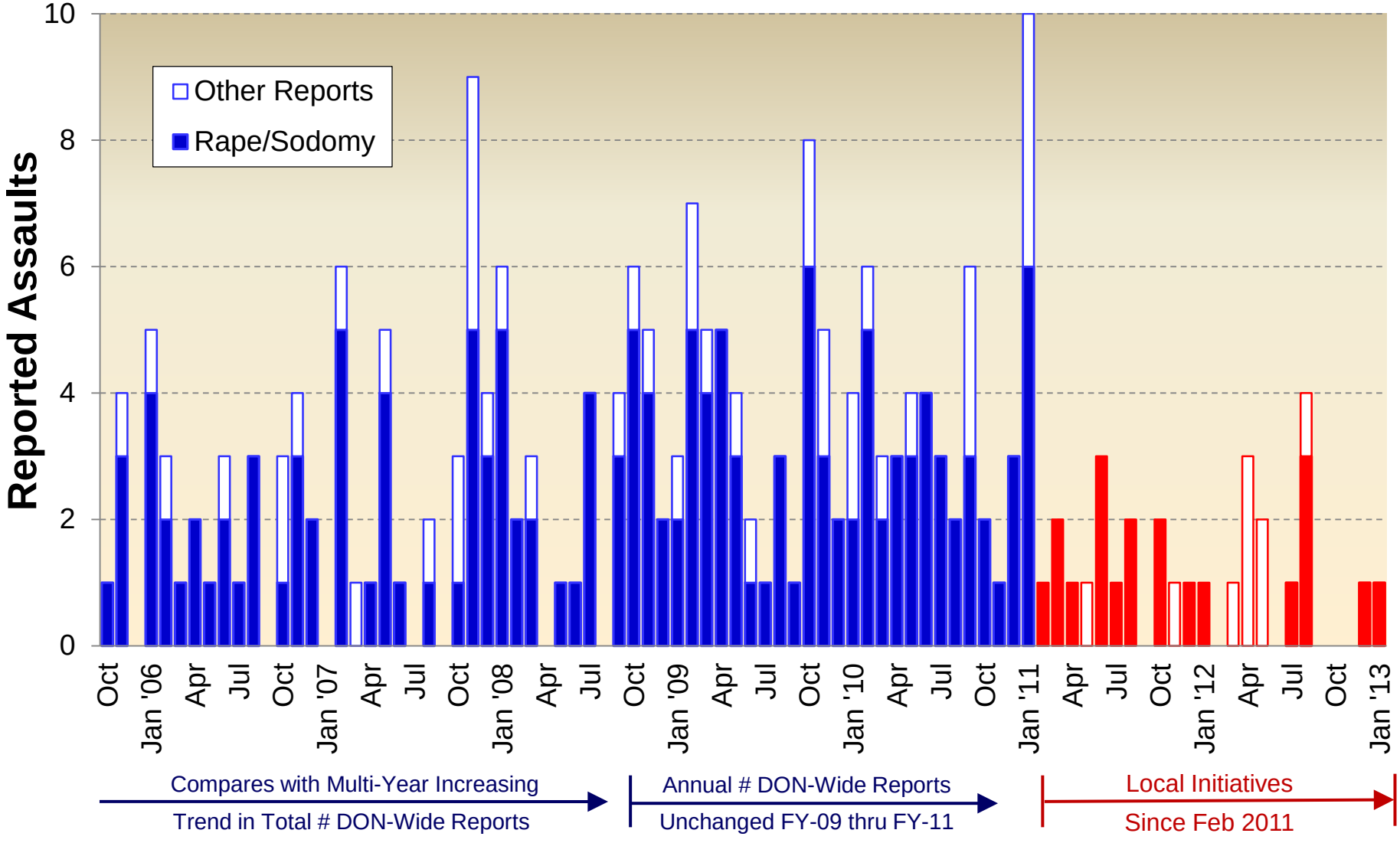
- **Large-group interactive "edutainment" program customized for GLAKES**
- **Most students get follow-on, small-group "Afterburner" session**
- **Usually during week 5-6, just before first overnight liberty**

# Outcomes

- **Sustained 24-month reduction in sexual assaults**
  - 69% reduction in all forms of reported sexual assault
  - 73% reduction in subset of “penetrating” sexual assaults
  - Despite stable (or recently increased) reporting Navy-wide
- **Victims now more comfortable reporting**
  - Chart shows reported assaults by date of occurrence
  - Victims now coming forward to report long-prior assaults
  - More male victims now reporting
  - Projections from anonymous surveys at TSC compare closely with the number of actual reports
- **Reported parallel decrease in alcohol incidents**
- **Follow-on visits confirm new Command Climate**

# TSC-GLAKES Reported Sexual Assaults

## Restricted & Un-Restricted Reports, Male & Female Victims, By Reported Month of Assault Occurrence thru Jan 2013



# Insights

- **Sexual assault prevention is possible in a high-risk setting – but not easy**
  - Experts including CDC confirm no similar precedent elsewhere
- **Key elements**
  - Focused problem definition – prevent the most “serious” forms
  - Engaged senior leadership
  - Stakeholder collaboration at several levels
  - Multiple simultaneous initiatives
  - Candid self-assessment
- **Impacts resulted from multiple efforts and correlate poorly with any one training curriculum**
  - Consistent and unambiguous leadership message
  - Multiple “doses” of training tailored & relevant to young audience
  - Aggressive anti-alcohol efforts
  - Genuine leadership concern and student mentoring

# Local Challenges

- **Sustaining the energy and resource commitment**
  - Difficult but necessary in face of continuous student turnover
  - Key leaders are turning over right now
  - We don’t know what would happed if some training was cut back
- **Improving our survey tools**
  - Initial attempts at paper-based anonymous surveys of departing students were exciting, but sequential efforts failed due to too few available students to survey at any one time
  - Working now on an electronic survey for continuous application with graduating students across multiple “A” School settings
- **Address needs of prior victims**
  - Many self-identify during training; high-risk for re-victimization
  - They have what it took to complete recruit training
  - Goal is to build personal skills for success in life and Navy, in a confidential setting, without labeling or stigmatizing them, and without interfering with their Navy training and careers

# Unknowns

- **Can we sustain the trend at Great Lakes across leadership changes?**
  - Early impression is yes, but it is early
- **How does the current incidence of sexual assault at Great Lakes compare with elsewhere?**
  - Did we set new standards, or just bring Great Lakes in line?
  - We are working with training sites in Pensacola to develop comparable case-report information, and our “A” schools surveys should also help, but this will take time
- **Would the same approach work in a different setting?**
  - Working now with several Navy regions to explore exactly that
  - It’s not just about some new training module
  - Relevant metrics are a challenge. One approach may involve organizing SARC data just as we did at Great Lakes.