Aligned Sexual Harassment and Sexual Assault Programs

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(OPNAV N17)

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Navy 21st Century Sailor Office (OPNAV N17)

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Behavioral Standards
- Fraternization
- Hazing
- Signature Behaviors

Suicide Prevention and Operational Stress Control

Total Sailor Fitness
- Family Readiness
- Drug & Alcohol
- Physical Readiness
- Fleet & Family Support
- Retired Activities Programs

Sexual Harassment Prevention & Equal Opportunity

Sexual Assault Prevention & Response

N17 provides a coordinated and streamlined Sailor resiliency and personal readiness policy effort to better support Sailors and their families

Sexual Harassment and Sexual Assault

- **Reasons/impetus for joining Sexual Harassment and Sexual Assault**
  - Prevention of Sexual Assault/Sexual Harassment (SA/SH) must include acknowledgment of the entire Continuum of Harm (CoH)
  - Leveraging of synergies and efficiencies of effort

Leadership Drives Cultural Conditions

Low empathy, demeaning or discriminatory comments or behavior, stereotyping, unequal treatment, rules inconsistently enforced	Unwanted behavior of a sexual nature that creates a hostile working environment including stalking, texting and emails	Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority, or when victim does not or can not consent
Sexist Behavior →	Sexual Harassment →	Sexual Assault

Leaders establish inclusive command environment, embrace diversity, model Navy ethos, promote intervention and mentoring; verbal/written counseling; disciplinary action as needed	Documentation in Evaluation/Fitness Reports; disciplinary actions as appropriate	Notification of Military Criminal Investigative Organization (MCIO); victim support and assistance; offender disciplinary actions as appropriate

← Commander's Responsibilities and Actions →

Sexual Harassment and Sexual Assault

- **Benefits and challenges encountered**
  - Benefits
    - Coordination and consistency of efforts in addressing related behaviors
    - Prevention initiatives germane to both realms
  - Challenges
    - Different statutory and directive requirements necessitate independent programs: Navy policy, training, reporting
    - While both behaviors are destructive and fall along the CoH, reporting and response processes are separate and distinct

- **Lessons learned**
  - Must consistently define/describe SH and SA to avoid confusion by Sailors