

2011 Campaign HURTS ONE. AFFECTS ALL.



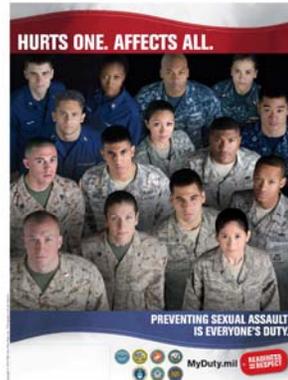
**READINESS
= RESPECT**



ALL SERVICES Poster Facilitator's Guide

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INTRODUCTION

Purpose of the SAAM 2011 all-Services poster:

- Explain the toll sexual assault has on mission readiness,
- Reinforce the idea of acting as a team,
- Demonstrate bystander intervention,
- Stress collective responsibility for prevention,
- Provide educational tools for SARCs and/or SAPR Victim Advocates (SAPR VAs),
- Identify SARCs and/or SAPR VAs, provide their contact info, and
- Provide information for additional resources.

This facilitator's guide is meant to assist Sexual Assault Response Coordinators (SARCs) and/or SAPR Victim Advocates (SAPR VAs) who use the DoD 2011 all-Services poster in trainings and briefings.

INSTRUCTIONS:

1. Use the posters as training aids to help reinforce what people may have only briefly seen and read. People need to see a message as many as seven times before they fully capture the information.
2. Start by communicating that when discussing sexual assault, it is possible that people might feel uncomfortable or even offended. Stress that changing attitudes and behaviors requires open discussion.
3. Explain the range of actions that fall under sexual assault. Also, acknowledge that given the statistics, it is likely that there are people in the room who are survivors of sexual assault or who know survivors (you can ask those who know people who have been sexually assaulted to raise their hands; it is valuable for participants to see). Make it clear that if the training distresses anyone, they should feel free to leave the room as long as needed.
4. Start discussion of a poster by first addressing elements at the top of it and then moving down, ending at the bottom of the page. (This guide follows that format.)
5. Ask the questions below to get your audience started. The bullets following the questions can be used to explore topics and facts, prompt participants, or validate their responses.

PRIMARY CAMPAIGN THEME



HURTS ONE. AFFECTS ALL.

QUESTION: WHAT DOES A TYPICAL SEXUAL ASSAULT LOOK LIKE?

- Sexual assault usually involves a junior enlisted victim and junior enlisted perpetrator—but can happen to anyone.
- The victim and perpetrator usually know each other as friends, co-workers, or acquaintances.
- Most interactions that lead to sexual assault begin in social settings.
- Many sexual assaults occur after the victim and/or perpetrator have been drinking.
- While the majority of sexual assault *reports* are made by women, the sexual assault of men actually occurs in greater numbers in the Department than the sexual assault of women.

QUESTION: HOW DOES A SEXUAL ASSAULT HARM AN INDIVIDUAL?

- Physical injuries and sexually transmitted infections can sometimes occur.
 - While some sexual assaults can result in very serious injury, many involve minor or non-visible injuries to victims.
- Psychological injuries may occur immediately following the assault and/or several weeks or months later. They often do not resolve without treatment—victims cannot just “get over it”—rather victims often suffer in silence.
 - Fear, irritability, confusion, and sleep disruption, may often occur during or immediately following the assault.
 - In about one third of cases, victims may experience post-traumatic anxiety symptoms that interfere with their work, social or home life. Some victims may also experience serious depression or problems with alcohol and substances as they try to reduce the intensity of the symptoms.

QUESTION: WHAT DO YOU THINK THIS THEME MEANS IN RELATION TO SEXUAL ASSAULT?

- Sexual assault happens directly to an individual, but can indirectly affect everyone in a unit, as well as the victim’s family and friends.
- Sexual assault can have a long term impact on our fellow Service members and on the military as a whole.

- Sexual assault is a readiness issue because it diminishes the DoD's ability to function proficiently at all levels: individual, unit, and command.
- Almost daily there is an article on sexual assault in the military in the media, and so sexual assault damages the reputation of the institution we are a part of and care about.

QUESTION: LET'S EXPLORE MISSION READINESS MORE. WHAT'S YOUR UNDERSTANDING OF MISSION READINESS?

- A unit is "mission ready" when it can deploy quickly and efficiently, determining its competence to intervene in combat situations.
- DoD's mission is to provide the military forces needed to deter war and to protect the security of our country.
- Our mission not only includes national defense, but the defense and safety of the Americans who voluntarily risk their lives for our country.

QUESTION: WHAT ARE ALL THE WAYS SEXUAL ASSAULT HAS AN IMPACT ON MISSION READINESS?

- The mention of mission readiness together with the toll sexual assault takes on the victim is not meant to be callous, but we all need to understand the far reaching impact a sexual assault can have on the victim and everyone else.
- Sexual assault might not have happened in someone's unit, but unfortunately if a Service member sticks around long enough, he or she is likely to see it at some point in their career, and we want everyone in the DoD to be prepared to respond or prevent it from happening in the first place.
- There is a connection between sexual assault and mission readiness:
 - There is a possible loss of trust in the victim, unit members, or leaders.
 - Victims and subjects may not be available to do their jobs in a unit that already does not have enough people.
 - Victims and subjects may be permanently unable to fulfill their obligation to the military due to their physical condition, mental state, or incarceration.
 - A sexual assault can undermine strategic good will. Examples include:
 - Japan's hesitation to renew bases in Okinawa and
 - Strained relations in Iraq because of incidents of sexual assault and murder of foreign nationals.
 - International problems caused by the actions of a few are often preventable if people act when they see questionable behavior.
- Sexual assault diminishes leadership's ability to focus on the mission because the seriousness of the crime and the safety issues involved appropriately demand a commander's full attention.
- There may be a larger issue of mistrust in peers and leadership that keeps a Service member from reporting the incident, either Restricted or Unrestricted.

SECONDARY CAMPAIGN THEME



**PREVENTING SEXUAL ASSAULT
IS EVERYONE'S DUTY.**

QUESTION: WHY DO YOU THINK THE DEPARTMENT OF DEFENSE NEEDS YOUR HELP TO PREVENT SEXUAL ASSAULT?

- Most sexual assaults occur between people who know each other—friends, acquaintances, co-workers, etc.
- Very few sexual assaults are committed by “strangers” in dark alleys.
- Most sexual assaults are never reported to police.
- DoD estimates that 20% of sexual assaults are reported to law enforcement, SARCs, or SAPR VAs.
- Police rarely have a chance to “prevent” a sexual assault.
- Interactions between people that might eventually lead to a sexual assault often begin in social settings—parties, gatherings, clubs, etc.
- You might have the opportunity to say or do something that keeps events from escalating.
- You can make a difference in people’s lives by preventing them from becoming a victim or a perpetrator.
- If you do not intervene and a sexual assault occurs, you will remember it for the rest of your life.

QUESTION: HOW CAN YOU HELP PREVENT SEXUAL ASSAULT?

- Bystander intervention is a strategy the DoD has launched in an all out effort to get its people to engage in preventing sexual assault.
- It is part of what all members of the U.S. military can do to stand by their fellow Service members.
- Active bystanders take the initiative to help someone who may be targeted for a sexual assault. They do this in ways that are intended to avoid verbal or physical conflict.
- Active bystanders also take the initiative to help friends, who aren’t thinking clearly, from becoming perpetrators of crime.
- Intervention does not mean that you directly intervene to stop a crime in progress; rather, these steps are “early intervention”—before the crime begins to occur.
- There are three important components to Active Bystander Intervention we refer to as the ABCs:
 - **A**ssess for safety. Ensure that all parties are safe, and whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help.
 - **B**e with others. If it is safe to intervene, you are likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends that you know well.

- **C**are for the victim. Ask if the victim of the unwanted sexual advance/attention/behavior is okay – does he or she need medical care? Does he or she want to talk to a Sexual Assault Response Coordinator (SARC) or SAPR Victim Advocate (SAPR VA) to see about reporting the matter? Ask if someone they trust can help them get safely home.

QUESTION: WHAT IS MEANT BY DUTY?

- We are talking about what duty is in the broad sense—not your daily chores or “to do” list. Example: Duty means something that we are expected or required to do by moral obligation.
- According to the 2009 Status of Forces survey, 95% of all active duty members agree that it is their duty to stop a fellow Service member from doing something potentially harmful.
- There are many factors that go into our deciding if we will act on our duty:
 - Social psychology research has shown that it’s hard for people to take the initiative and act on their own when they believe the group or the social expectations are to “stay out of it.”
 - One experiment placed a person into a situation where a group of people were waiting in a room. The group of people was in on the experiment and was told not to react when fake smoke was pumped under a door into the room. When the person who did not know about the experiment saw the group not react to the smoke, that person often did nothing about the smoke and just sat with the group, or waited a lot longer to react to it.
 - This is what we mean when we say social expectations influence how we will react in certain situations.
- There is a cost to not acting, to not doing our duty. If we choose not to act in some way, what impact does that have on someone’s life?
- Preventing sexual assault is a MORAL duty. A duty we should do because “it is the right thing to do.” These are your brothers and sisters in arms—what would you do to protect your family?
 - **NOTE:** Do not engage attorneys in your audience on “moral” versus “legal” duty to act. If you have attorneys that ask about this situation, let them know that it is up to them to decide if a legal duty exists. This is not a trial advocacy class. As a SARC or SAPR VA, you are not here to debate the legal issues, just to motivate people to do the moral thing – which is prevent a sexual assault in the safest way that they can. Right now, the Department is speaking to the moral duty that we owe each other to keep each other out of harm’s way.

RED DOG TAG



QUESTION: WHAT DO YOU THINK THIS RED DOG TAG MEANS, “READINESS=RESPECT”?

- Readiness refers to how prepared we are to perform our duty or accomplish our mission.
- Respect, in this context, refers to how we treat our fellow Service members.
- Readiness and Respect relate to each other in many ways:
 - Readiness goes way beyond just combat capability. We are talking about the total person.
 - If one of your fellow Service members is out or unable to concentrate on the job because he or she has been assaulted, you may have lost a very important member of your team. If there are any medical or psychological problems or injuries, the person may be off duty for quite awhile. Losing fellow Service members degrades mission readiness.
 - The person accused of committing the crime might also be in the unit. Rumors, “side-talking,” and misunderstandings might all distract from the mission. If the person is convicted, they may be sent to prison or put out of the Service. Losing a fellow Service member will degrade mission readiness.
 - If someone in the unit witnessed some part of the assault and failed to intervene, that person may be unable to fully concentrate on his or her job.
 - Unit cohesion is negatively impacted when unit members are witnesses against each other.
 - Commanders and unit leadership are taken away from the mission when they have to deal with military justice system issues, safety planning, and other matters relating to the assault.

WRAP UP

IN CLOSING:

1. Training attendees can visit MyDuty.mil or sapr.mil for more information:
 - Myduty.mil is intended for our victims and Service members who want to know how to prevent sexual assault.
 - Sapr.mil is meant for our professionals or those who want to know more about our policies.
2. Attendees can call SARCs and SAPR VAs to discuss questions they might have about prevention or reporting.
3. Attendees can step up and do something when they see a fellow Service member getting into trouble.