### Table of Contents

Overview ....................................................................................................................................... 3
Introduction Message from Ray Mabus, Secretary of the Navy.................................................... 3
Case Study ................................................................................................................................... 4
Scenario 1: The Office .................................................................................................................. 4
Check on Learning 1 .................................................................................................................. 6
Check on Learning 2 .................................................................................................................. 6
Commentary: Sexual Assault..................................................................................................... 6
Sexual Harassment Differs from Sexual Assault .......................................................................... 8
Sexual Harassment Defined ......................................................................................................... 9
Sexual Assault Defined .............................................................................................................. 9
Check on Learning 3 .................................................................................................................. 9
Sexual Assault Summary .......................................................................................................... 11
Scenario 2: Promotion Party ....................................................................................................... 11
Check on Learning 4 .................................................................................................................. 12
Check on Learning 5 .................................................................................................................. 12
Check on Learning 6 .................................................................................................................. 13
Commentary: Consent ................................................................................................................ 13
Check on Learning 7 .................................................................................................................. 14
Check on Learning 8 .................................................................................................................. 14
Commentary: Impact of Sexual Assault .................................................................................... 15
Hesitation about Reporting Sexual Assault ................................................................................ 16
Commentary: Getting Help ......................................................................................................... 16
Reporting Options ..................................................................................................................... 18
Resources .................................................................................................................................... 19
An Example of Using Resources ............................................................................................... 19
The Safe Helpline ..................................................................................................................... 19
Scenario 3: On Temporary Assignment Duty (T A D) ................................................................ 20
Check on Learning 9 .................................................................................................................. 22
Check on Learning 10 ............................................................................................................... 22
Commentary: Bystander Intervention ......................................................................................... 23
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventing Sexual Assault</td>
<td>24</td>
</tr>
<tr>
<td>Deciding to Act</td>
<td>24</td>
</tr>
<tr>
<td>Check on Learning 11</td>
<td>25</td>
</tr>
<tr>
<td>Check on Learning 12</td>
<td>25</td>
</tr>
<tr>
<td>Bystander Intervention Activity</td>
<td>26</td>
</tr>
<tr>
<td>The Bottom Line</td>
<td>26</td>
</tr>
<tr>
<td>Conclusion</td>
<td>27</td>
</tr>
<tr>
<td>Appendix A: One Team, One Fight Handout</td>
<td>28</td>
</tr>
</tbody>
</table>
Overview

The Department of the Navy (D O N) regularly collects and tracks data about military sexual assault issues. Not much is known at this time about sexual assault of D O N civilians. However, all D O N personnel, civilian and military, have a right to feel safe in their work environment and have a responsibility to protect each other. The information in this training will provide knowledge and resources that may assist you or those who work with or for you. The Department of the Navy encourages all victims of sexual assault to seek help.

Sexual Assault Prevention: One Team, One Fight

Introduction Message from Ray Mabus, Secretary of the Navy

Welcome to this important training program. Critical to our success as a Department of the Navy is a safe and secure work environment. That’s true for all Sailors, Marines, and civilians. We’re all a team. There is a problem that threatens our safety and our mission readiness and I’m talking about sexual assault. On average, three sexual assaults are reported every single day, and that isn’t the whole story, because a lot of sexual assaults go unreported. Sexual assault is real and it is a crime. It violates our Military Code of Conduct and there’s absolutely no place in our Navy and Marine Corps for sexual assault… period. Sexual assault harms team morale. It erodes the trust that binds our organization together. It undermines our operational readiness and it tarnishes our reputation. It also violates the trust of the families who have placed the well-being and safety of their family members in our hands. As Secretary, I’m personally committed to eliminating sexual assault throughout the Department of the Navy, because we are a family. It’s up to all of us to protect each other.

Naval Aircrewman Helicopter Senior Chief Dan Gray: It’s not a Navy problem; it’s not a civilian problem. It’s a human problem.

Master Gunnery Sergeant Phillip Bush: What I witnessed was anger.

Master Gunnery Sergeant Steven Fontenot: It’s going to impact all within that work center.

Lieutenant Commander Lynn Christensen: It destroys trust with everyone.

Commander Glen Wood: Everyone I’ve talked to that has experienced any kind of sexual assault, it kind of goes to the core of who they are and that’s something that’s not easily given back.

Shannon Norenberg: Now that trust is broken. Now we cannot rely, we know we cannot rely on the person next to us to have our back because that’s the person that hurt us.
Steve Thompson: It is a human being that is somebody’s son, somebody’s sister, daughter, a human being that somebody cares about.

Case Study

Before we proceed to the course, take a moment to reflect on your previous experiences. Has there ever been a time when you saw something that made you uncomfortable? Did you do something?

Studies have shown that people are less likely to get involved in situations when others are around. There was a famous study about this phenomenon known as the “Smoke Filled Room.”

Review the following case study commonly known as the “Smoke Filled Room.”

Group Inhibition of Bystander Intervention in Emergencies:
Study conducted by: Latane, B. & Darley, J.

Participants were told that they were going to be interviewed about city living. In reality, the research was about bystander intervention. As they arrived for their “interviews,” some participants were placed in a waiting room alone. Other participants were placed in a waiting room with two “fake” participants who were aware of the real study. Researchers gradually filled the waiting room with smoke. When a participant was completely alone in the room, the smoke was reported almost immediately. When a participant was in the room with the “fake” participants, it took much longer. This is because the “fake” participants had been instructed by the researchers to remain calm. With the “fake” participants in the room, only 10% of the real participants reported the smoke, even when it was so thick that they could not see their hands in front of their faces. When the real participants saw that those around them were not reacting to the smoke, they chose to not react as well.

Bystander Intervention: How is this study relevant to sexual assault? Sometimes people don’t intervene to prevent sexual assault because they are not confident in their interpretation of the situation, think someone else will step in, decide that it isn’t their problem, or are not sure what to do. Although this is normal, it is always important to get involved when you think something is wrong, especially if you think a sexual assault may occur.

Scenario 1: The Office

A male Sailor, Davis, behaved increasingly inappropriately with a female Sailor subordinate, Burns. The inappropriate behavior escalated into him grabbing her breast in the break room. A civilian coworker thinks about what he could have done differently. The following is a narrative script of a “dramatized” sexual assault scenario. As you go through the narrative script, make a mental note of things you find inappropriate.
Coworker: Burns has been in and out of the office a lot lately. [Burns arrives at her cubicle looking depressed. A civilian coworker notices.] Even when she’s here... she’s not really here.

Burns: I haven’t been feeling well. I wake up about 3:00 in the morning, my mind racing. This is my first Command, and I don’t want to be here. But I don’t want to tell anybody, especially since I report directly to Davis. [Davis adjusts Burns’ uniform collar.] At first, I figured he was being friendly, trying to be funny.

Davis: I mean we’re not at sea. We’re in a boring office. I can sit in front of a computer maybe 20 minutes before I start bouncing off the walls.

[At Burns’ desk, Davis hovers behind Burns, with his hands on her shoulders.]

Davis: Hey, I like what you’re doing on this. This is a great project you’re working on.

Burns: The way he did it, things just got worse and worse. He would ask me what kind of movies I liked and then tell me which actresses he thought were hot. [Burns stares disgusted at her cell phone.] He must have gotten my number from the Recall Roster because he sent me a picture of himself on the beach.

He saw me at the gym and told me that I have the legs of a marathon runner. After a while, he would always find some excuse to touch me.

Davis: Cool, cool, you’re working hard. You’re a little too tense; you need to loosen up. You look a little, you know, like you need a little massage over here. [Davis massages Burns’ shoulders. The civilian coworker notices from the next room.]

Burns: I tried to make it clear that he was bothering me without coming right out and saying it.

Coworker: Yeah... I noticed him hitting on her. I just figured she’d tell him off and it would stop. I’ve seen a lot of these young Sailors cycle in and out of here. Is it really my business to get into their business?

Burns: The worst was last week in the break room.

Davis: What are you doing? Making some food? Some lunch?

Davis: Nice... look at you, huh?

[Davis walks up behind Burns. He touches her waist and then grabs Burns’ breast.]

Burns: BACK OFF!
Burns: After that, obviously I try to avoid him. I even walk clear around the building. I’ve been thinking I could tell one of my shipmates, but I don’t know anyone well enough.

Coworker: I could see she was bothered by him. I saw it get worse. I guess I should have said or done something – [The civilian coworker talks to Davis.] …maybe pulled him aside and told him to just let her alone, [The civilian coworker talks to Burns.] …or just encourage her to report it, or maybe do it myself. But I didn’t do much of anything. Now, I don’t know what the deal is.

Burns: I don’t think I can work here any longer. I’ve been talking to my Chain of Command… trying to see if I can get new orders, get on a ship. I need to get out of here.

Check on Learning 1

From the eight choices given, select all choices that correctly answer the following question. Question: As you recall, Davis behaved inappropriately several times. What kinds of things did he do that were inappropriate?

Choice 1 of 8: He used fixing her collar as an excuse to touch her.
Choice 2 of 8: He told her he liked what she was doing on the project.
Choice 3 of 8: He massaged her shoulders.
Choice 4 of 8: He got her phone number from the Recall Roster.
Choice 5 of 8: He sent her a photo of himself on the beach.
Choice 6 of 8: He told her that she had the legs of a marathon runner.
Choice 7 of 8: He told her she looked like she needed a massage.
Choice 8 of 8: He grabbed her breast in the break room.

The correct answers are choices one, three, five, six, and eight. These behaviors were inappropriate and could be grounds for sexual harassment or sexual assault charges.

Check on Learning 2

Select the best choice to answer the following Yes or No question. Question: Did Davis sexually assault her multiple times? Yes or No?

The correct answer is No. Davis’s behaviors up to the point when he grabbed Burns’ breast are considered sexual harassment.

Commentary: Sexual Assault

The following narrative script contains expert commentary on sexual assault. You will hear from Marines, Sailors, and civilian experts on sexual assault prevention and response. The following acronyms are used:
Frank Hawkins: Well, with sexual harassment you have that gray area.

Lieutenant Colonel Keith Moore: Telling inappropriate sexual type jokes in the work environment, you know, sexual innuendo.

Frank Hawkins: But when it comes to areas of sexual assault, we're talking about touching, groping a person in an inappropriate area.

Sue Raser: I think that most people when they hear sexual assault, they think of rapes, but there’s a broad spectrum of different crimes that can occur that actually are considered sexual assault.

Senior Chief Cryptology Technician Repairman Michelle O'Grady: Grabbing the breasts, grabbing the genitals, over the clothes, under the clothes, the inner thigh.

Anita Brown: It’s holding power and dominating over another person. It’s not just simply sex.

Ray Mabus: It’s not just women. There are male and female victims here.

Nirvana Habash: For men a lot of times because of the way our society has constructed the ideal man, they're supposed to be masculine and strong and they can’t have any weaknesses and you can be a really strong male or female and be a survivor of sexual assault. It has nothing to do with you; it has something to do with another person who took it upon themselves to take power and control away.

Ray Mabus: It affects us all and it doesn’t just affect the victims. It affects our whole force.

Captain Cameron Waggoner: I think that’s one of the myths that we talk about that these sexual assaults are the guy in the ski mask behind the bushes waiting for the lone person to walk by and it’s not.

Lori Walsh: It is much more likely that the person who is sexually assaulting you is someone that you know.

Honorable Robert O. Work: The victim trusts them and is lured into a situation where things get out of control.
Sergeant Major William Harvey: That person that sexually assaults somebody, they give that person no choice. They corner them; they isolate them; they violate.

Shannon Norenberg: So when somebody betrays them in that way, they do tend to internalize it and say, “what did I do to bring this on” not “what did that person do?”

Lieutenant Colonel Mike Styskal: You know, “Did I invite this? Did I not invite it?” Our answer to all of it is: you didn’t ask to get assaulted.

Ray Mabus: They never asked for it. They never cause it. They’re never in the wrong place at the wrong time. It’s never their fault.

Jill Loftus, Director, D O N Sexual Assault Prevention & Response Office (S A P R O): Whether it’s a male or a female, there is nothing you can do that makes you deserve to be sexually assaulted.

Shannon Norenberg: Not to mention we have society telling them if you’re a sexual assault victim, “what did you do?”

Steve Thompson: We challenge the survivor as somehow being culpable for the behavior of the offender and sex crimes are the only crimes that happen.

DaShawnna Townsend: Any time we hear about a high-profile case or something happening close in our community, we zoom in directly on the victim and we know everything about that victim. We want to delve into their past and we want to see what they had on, what they were drinking, what time it was, what type of person they are; we want to know everything about that victim.

Lieutenant Junior Grade Chelsea Irish: The way that a person dresses and the person that they are should have nothing to do with that sexual assault.

**Sexual Harassment Differs from Sexual Assault**

It is easy to get confused about the difference between sexual assault and sexual harassment.

Points in the earlier scenario: Davis used fixing her collar as an excuse to touch her. Davis massaged her shoulders. Davis sent a picture of himself at the beach. Davis grabbed her breast in the break room.

Davis’s actions leading up to the point when he grabbed Burns’ breast in the break room could form the basis of a sexual harassment claim. He crossed the line into sexual assault when he grabbed her breast. Sexual harassment and sexual assault are both wrong, but they are different. The following sections will define both.
Sexual Harassment Defined

Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when a person’s job, pay, or career is placed at risk; or when it creates an intimidating, hostile, or offensive work environment. Sexual harassment is part of Title 7, The Civil Rights Act, which encompasses unlawful discrimination on the basis of race, color, national origin, religion, or sex. Sexual harassment is discrimination, and it is tied to the workplace. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when submission to the conduct is made, explicitly or implicitly, a condition of employment, submission to or rejection of the conduct is used as a basis for employment decisions or actions, or the conduct creates a hostile, offensive, or intimidating workplace, whether intentionally or not. For example, teasing, off-color comments, or crude gestures could create a hostile or offensive work environment. They could form the basis of a sexual harassment claim. Equal Opportunity (EO) and Command Managed Equal Opportunity (CMEO) handle active duty sexual harassment claims. Civilians pursue sexual harassment claims through Human Resources and EEO.

Sexual Assault Defined

The Department of Defense (DOD) defines sexual assault as intentional sexual contact when the victim does not or cannot consent, or intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority. Sexual assault is unwanted, intentional sexual conduct. Sexual assault includes rape, forcible sodomy (forced oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact), or attempts to commit these acts. Sexual assault includes several kinds of sexual contact, from groping, to oral or anal sodomy, to intercourse. The actions themselves are not illegal, but they are criminal when they are done without consent. Sexual assault is a crime. If committed by a service member, it is punishable by the Uniform Code of Military Justice (UCMJ). It is also punishable by federal and state laws, which vary from state to state.

The Department of Justice (DOJ) defines sexual assault as any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

Check on Learning 3

The purpose of this activity is to help you recognize the difference between actions that constitute sexual harassment and sexual assault. By understanding the definitions (actions), you will be able to respond appropriately or intervene if you hear them.

WARNING: Terminology in the following activity is blunt, although the definitions are written in as clinical a manner as possible to explain the exact actions that these words
are describing. Such behaviors are unacceptable (not merely hazing or "locker room fun"). They are sexual assault – they are crimes.

If you do wish to proceed with this activity, continue on to the instructions. If you choose not to proceed with this activity, skip to the Sexual Assault Summary.

Instructions: Identify whether each of the following eight behaviors would be categorized as Sexual Harassment or Sexual Assault.

Behavior 1 of 8: A person is undressing a co-worker with their eyes in the workplace.
Answer: Sexual harassment. This can create a hostile work environment if the conduct is severe and/or pervasive.

Behavior 2 of 8: A person is fondling a body part that would be covered by a swimsuit without consent.
Answer: Sexual assault. This is sexual contact; if it is unwanted, it is a sexual assault.

Behavior 3 of 8: A person is “sexting” co-workers or others who find the material offensive.
Answer: Sexual Harassment. “Sexting” refers to sexually explicit text messages (text or images). This can create a hostile, intimidating, or offensive work environment.

Behavior 4 of 8: A person is forcing oral sex in exchange for a favorable job review.
Answer: Sexual assault. This is unwanted sexual contact that is characterized by force, threats, and intimidation.

Behavior 5 of 8: A person is “nut tapping” (hitting or flicking the testicles).
Answer: Sexual assault. This is a hazing activity. When hazing involves unwanted intentional sexual contact, it is also sexual assault.

Behavior 6 of 8: A person is “mushroom stamping” (touching another person with the head of the penis, typically on the face).
Answer: Sexual assault. This is a hazing activity. When hazing involves unwanted intentional sexual contact, it is also sexual assault.

Behavior 7 of 8: A person is “tea bagging” (lowering the scrotum onto another person, typically onto the face).
Answer: Sexual assault. This is a hazing activity. When hazing involves unwanted intentional sexual contact, it is also sexual assault.

Behavior 8 of 8: A person is “credit card swiping” (running a hand or object between two parts of the body, typically between the buttocks or breasts).
Answer: Sexual assault. This is a hazing activity. When hazing involves unwanted intentional sexual contact, it is also sexual assault.
Sexual Assault Summary

A lot of times we laugh and joke about the kinds of behaviors in the previous activity. However, if you view these actions for what they really are (touching in a sexual manner without consent), you will realize that those actions constitute sexual assault.

Scenario 2: Promotion Party

Two Marines, Emily and Brett, have a dispute about their relationship at a command event. Brett rapes Emily after the event. A civilian coworker thinks about how she could have prevented the sexual assault. The following is a narrative script of a “dramatized” sexual assault scenario. As you go through the narrative script, pay close attention to the state of Emily and Brett’s relationship.

Civilian Coworker narrated: We’d all gone over to the club on base for a promotion party. That's when it started. [Emily talks to the civilian coworker at the party. Brett is off to the side and appears to be upset.] Brett’s a friend of mine. I’ve only known Emily for a month or so since she and Brett started dating. Not that either of them told me they were going out; it just wasn’t a secret at the office. That day at the party though, I could tell something was different. [Brett pulls Emily aside.] I couldn’t hear what they were saying, but it wasn’t too hard to guess. Brett really fell for Emily. The week before the party though he told me she had ended it – just like that.

Brett: I get it, it’s just… Can I come over? All I want to do is talk… Just talk.

Emily: What else is there to talk about? We’ve talked it to death.

Emily narrated: Yeah, we went out for a month. It was great for what it was but… Brett, he’s got issues. Just didn’t work for me.

Brett narrated: Things were going great, and she broke it off out of nowhere. I mean seriously?

Brett: Look… Let’s get out of here, grab a few beers.

Emily: No! There’s nothing else to talk about.

(Other people suddenly turn to stare at Emily and Brett)

Brett: I’m out of here.

[Upset, Brett grabs a beer and walks out. The civilian coworker approaches Emily.]

Civilian Coworker: Hey, are you okay?

Emily: Sure… I’m fine.
Civilian Coworker narrated: She seemed okay, but I was a little worried. I've known Brett for a long time and when he gets upset he can get really belligerent. But she didn't seem to want any help and I wasn't sure if I should get in the middle of it.

[In a parking garage, Brett is smiling, waiting for Emily as she drives up.]

Emily narrated: He was at my place, just waiting for me with that puppy dog look on his face. So I said, “Yeah, okay. Let’s talk.” [When she walked by him, Brett’s smile disappears.] Things got really, really bad.

Brett narrated: We talked, and we talked some more. Then we had sex.

Emily narrated: He was just so angry and so strong. He raped me.

Civilian Coworker narrated: When I found out about it, I kept thinking about what I could have done... What I should have done. [The civilian coworker is talking with Brett at the party.] I could have talked to Brett and tried to calm him down or maybe called Emily to see if she was okay or maybe driven over to her place. Then again, what about Emily’s friends? [Other marines are talking with Emily at the party.] How come they didn’t do anything?

Emily narrated: I filed an unrestricted report and asked for an expedited transfer. Everyone knows we’d had sex before. They probably just think it was regret sex. They’re not going to believe it was rape, but he raped me. I had to report it. I couldn’t just pretend it didn’t happen. I just couldn’t.

Check on Learning 4

Select the best choice to answer the following Yes or No question. Question: If two people are in a relationship, is sexual assault even possible? Yes or No?

The correct is answer is Yes. Just because you have had sex before doesn’t mean you have an automatic right to have sex again, even if you’re dating or married. Everybody needs to consent every single time for every single activity.

Check on Learning 5

Select either True or False as the best choice to answer the following statement. Statement: It is perfectly legal for consenting adults to have sex after drinking. True or False?

The correct answer is True. It becomes illegal when a person is so intoxicated they are unable to communicate their willingness to engage in the sexual conduct, or are unable to make or communicate competent decisions.
Check on Learning 6

Select the best choice to answer the following Yes or No question. Question: If Emily had been drinking heavily and was too incapacitated to tell Brett “no” or push him away, would that mean she consented? Yes or No

The correct answer is No. It would be sexual assault. There is no consent where a person is sleeping or too intoxicated to make competent decisions.

Commentary: Consent

The following narrative script contains expert commentary on consensual sexual activity. You will hear from Marines, Sailors, and civilian experts on relationships, alcohol, and consensual sexual activity.

Jeanette Casillas: Well, we had a prior sexual relationship so it was okay. No, it’s not okay. You have a right to say no.

Kathleen Davis: It’s really just talking about the issue of consent and what does consent mean.

DaShawnna Townsend: Consent is that “yes”, that enthusiastic… “I’m into it, let’s get ready to rock and roll”, “yes”. Their actions are, you know, telling you that they’re participating.

Senior Chief Cryptology Technician Repairman Michelle O’Grady: When you’re in a sexual situation, and I always use this as an example, you don’t go up to the other person and say, “I would like to have sex. Would you like to have sex? Yes or no, and actually, could you check this box?” I mean, that’s not how it happens.

DaShawnna Townsend: But you need to make sure that, you know, that everybody involved is okay with what’s going on.

Jeanette Casillas: Fear and submission does not constitute consent.

DaShawnna Townsend: Consent should be a happy, healthy thing. I’m not resigning myself to what we’re doing… I’m not just enduring what we’re doing.

Lieutenant Jennifer Pollio: Just because somebody doesn’t say “no” that doesn’t mean that they’re saying “yes.”

DaShawnna Townsend: If there’s ever a question in any situation, just back off.

Chief Hull Maintenance Technician AJ Fiederer: I’m married so I have the convenience of saying, “Hey, do you feel like some uh…” and if she says “no”, I’m like, “All right, how about some Netflix?”
Lieutenant Commander Scott Adams: We just get into that mindset that everything is mine, you know. Everything that’s mine is mine and everything that’s yours is mine, too… then there is no respect.

DaShawnna Townsend: Ultimately it comes down to respect for that other individual. If you know that person has had a little too much to drink, or if you don’t know that person very well and you don’t know their threshold, or if you don’t know how much they can take and what their tolerance level is, the best thing you can do is just back off.

Quarter Master First Class (Surface / Aviation Warfare Specialist) Regina Jones: If you get a bottle of alcohol and you look on the label, what does the warning say? Is there a warning saying that you could possibly be raped? Is that a side effect of drinking too much? It’s not. It’s someone else making a bad choice and taking advantage of you.

Lieutenant Colonel Ed Sullivan: If you have to get your date drunk in order to get laid, you’re doing it wrong. You know, and you need to recognize that.

DaShawnna Townsend: Ignorance is not bliss. If you take advantage of someone, or if you don’t obtain consent and you do something against a person’s will, you’ve committed a crime.

Check on Learning 7

Select the best choice to answer the following Yes or No question. Question: Think back to “The Office” scenario. Did Burns consent to what her supervisor, Davis, did? Yes or No?

The correct answer is No. Davis did not ask Burns if he had permission to touch her. Burns’ body language said “no”. Burns said “no” and pushed Davis away – but at that point, Davis had already crossed the line.

Check on Learning 8

From the three choices given, select all choices that correctly answer the following question. Question: How can you give consent?
Choice 1 of 3: You can say “yes”.
Choice 2 of 3: You can actively participate.
Choice 3 of 3: Your body language can communicate your willingness.

All three choices are correct.
Commentary: Impact of Sexual Assault

The following narrative script contains expert commentary on the impacts of sexual assault. You will hear from Marines, Sailors, and civilian experts on physical, psychological, and behavioral effects post-traumatic stress triggers.

Sue Raser: There is no standard way that a victim reacts to this, and there can be all different responses from a victim.

Chief Hull Maintenance Technician AJ Fiederer: There’s no roadmap of sexual assault. There’s no “Here’s when the pain will stop. Here’s when you’ll start understanding it wasn’t your fault.”

Shannon Norenberg: I mean there’s physical effects, there’s psychological effects, there’s behavioral effects… There’s so much that people carry, and then a lot of people I know will say, “Well, I’m just going to get past this. I’m just going to pretend like this never happened, right?” It’s just, they can’t do it because their body knows. Their brain knows. Their heart knows. Their soul knows that something has happened to them, so as much as they would like to pretend it didn’t happen, they can’t. So it comes out in different ways.

DaShawnna Townsend: You know, I did have one victim that I worked with in the civilian sector who was sexually assaulted at the age of 16 and never told anybody about it until she was in her 70s. And you saw the impact. You saw what her life was like and you saw what she was like.

Eileen Farias: Often times what you’re seeing, as far as kind of signs and symptoms, are some of the same symptoms you would see with post-traumatic stress syndrome.

Lori Walsh: I had a victim who was sexually assaulted in her home and the perpetrator (when he was done, was hungry) went into her cupboard, popped some popcorn, ate it, and then when he was done, assaulted her again and then left. Now think of what popcorn smells like. Think of how we love popcorn. She cannot smell popcorn without being triggered about what happened to her and I think that many victims have similar types of triggers. It may not be popcorn. It may be something else. It might be a smell. It might be a song that was on when it was happening. That will forever be with them.

Eileen Farias: Early support can make such a huge difference in a person’s recovery.

Chief Boatswain’s Mate Jed May: There’s help out there, and a lot of times it’s just… the hardest thing to do is take that first step.
Hesitation about Reporting Sexual Assault

Care after an assault can impact a person’s recovery, and knowing what to do is critical. But as you heard in the audio, it can be incredibly difficult for a victim to come forward. There are a lot of reasons why many victims are hesitant.

Many Sailors and Marines fear that their chain of command will not handle the allegation appropriately. Some fear that their military careers will be jeopardized. Civilians may not have to worry as much about chain of command, but they share similar concerns, such as losing their jobs. All victims may fear that they will have to endure gossip or that they will have to re-live the event if they speak with investigators, and they may not know where they can turn for help. However, as you heard from the Secretary of the Navy, all victims are encouraged to seek help.

Commentary: Getting Help

The following narrative script contains expert commentary discussing where victims can turn to for help. You will hear from Marines, Sailors, and civilian experts on available help, civilian resources, and the Civilian Employee Assistance Program.

Jill Loftus, Director, DON SAPR: The SAPR (Sexual Assault Prevention and Response) Program is set up as a uniformed service program. It’s run out of the U.S. Navy and it’s run out of the United States Marine Corps.

Lieutenant Junior Grade Chelsea Irish: Just an amazing array of different resources available to these survivors.

Quarter Master First Class (Surface / Aviation Warfare Specialist) Regina Jones: It’s a victim’s program. It’s their choice. We want to give them as many options and have them as comfortable as possible.

Brandi Gross: Being a Sexual Assault Response Coordinator, you know, my job is to basically oversee the program, you know, work on the installation. We work hand-in-hand with the Commands and we provide that support to the victim.

Lori Walsh: The SARCs are… we’re the subject matter experts. We train all of the SAPR team members, so we train the Victim Advocates.

Frank Hawkins: Whenever we do Victim Advocate training, one of the things that I always tell Victim Advocates is that you’re here to empower the victim.

Quarter Master First Class (Surface / Aviation Warfare Specialist) Regina Jones: I give them their choices. I don’t take any side but my victim’s side. I’m not a judge or jury. I’m not court-martial. I’m just here to help.
Nirvana Habash: As Advocates, it’s not about creating a guideline of how to respond. It’s about formulating a personalized plan and how do we go about helping you recover in your own way?

Honorable Robert O. Work: It’s very, very important for the victims to know that we are committed to helping them and we encourage them to report the crime.

Jill Loftus, Director, DON S A P R O: We need to target those civilians that we have, who supervise military personnel, so that they know what to look for, how to give assistance to a Sailor or a Marine who comes to them to report a sexual assault.

DaShawnna Townsend: You have restricted reporting and unrestricted reporting. Unrestricted reporting allows the person to come forward; receive or have access to medical treatment (which is very important), counseling (which is very important); but there’s also support from the Chain of Command as well as an official law enforcement investigation.

Lori Walsh: With a restricted report, this is for someone who was sexually assaulted, wants some help, wants some guidance, wants some counseling, wants an Advocate, but doesn’t want an investigation, doesn’t want to talk about what happened to them with the police, does not want their Command to know who they are.

DaShawnna Townsend: Restricted reporting was really designed for those individuals who just… who need a little more time.

Nirvana Habash: It takes a lot of courage to come forward. It’s not easy to tell people that this has happened to you, because it’s somebody who violated your body, and so that’s a really intimate subject.

DaShawnna Townsend: So even though the S A P R Program was designed for Service members, there’s never a time or an opportunity or an instance when someone who is a civilian who comes forward will be turned away.

Lori Walsh: We would respond to them with a Victim Advocate and help them get through that immediate crisis, but then we would refer them to a civilian rape crisis center.

DaShawnna Townsend: We will always make sure that person gets the initial help that they need, and then they’re connected with the right resources.

Jill Loftus, Director, DON S A P R O: For our civilian victims, there are services out in most towns and cities, throughout the continental United States, that they can avail themselves of. We have a free hotline. It’s called the SAFE Helpline, but it’s run by a civilian organization and then there’s a Civilian Employee Assistance Program and they can do referrals out in town or there are counseling services that are free for all employees of the Department.
Eileen Farias: So Employee Assistance Programs are free, voluntary counseling programs in the workplace. We offer short-term counseling, referrals to local resources, as well as assessments. The most important thing we would want someone to know in this situation is that all of our services are all confidential that no one would ever have to know they picked up the phone and called us.

Jill Loftus, Director, D O N S A P R O: We’re now seeing reports of sexual assaults that occurred a year ago or 18 months ago or even longer than that, so people that are now victims of sexual assault are now feeling much more comfortable, we believe, in coming forward and getting the help that they need.

Honorable Juan M. Garcia, III: Creating that environment, creating that culture where a victim does not hesitate to come forward because he or she knows they’ll get the resources and support, the Command leadership behind them.

Senior Chief Electronics Technician Steve Taylor: I believe in this program. I really do. I’m a believer. I know that we can make a difference. If anyone is going to make a difference, it’s going to be internally.

**Reporting Options**

There are several avenues to report a sexual assault. Service members and civilians have different options and processes. It can seem confusing, but there’s an option for every member of the D O N workforce in every situation. As you can see, there are two types of D O D reports: restricted and unrestricted.

Restricted reports are confidential. The command will know an assault occurred, but will not know who was involved – victim or offender. Some victims simply need time and privacy to focus on their recovery and restricted or confidential reporting allows this.

Unrestricted reports initiate a law enforcement investigation, so the details of the incident are shared with command and law enforcement. Information is shared on a need-to-know basis.

As you can see, the reporting options and services available vary case by case. Active duty service members, reservists, and civilians who are military dependents can file a D O D restricted or unrestricted report. For civilians who are not military dependents, the equivalent of making a restricted report would be to seek confidential care without telling their supervisor or law enforcement. Civilians do not have to tell their supervisors why they’re seeking care, and their medical records are protected by HIPAA. Civilians can make the equivalent of an unrestricted report by notifying law enforcement or their supervisor and military command.
Resources

Whatever kind of report is desired, and whatever resources are needed, a sexual assault response coordinator or an S A R P Victim Advocate is the best first call – for active duty and all D O N civilians. We emphasize S A R Cs and S A P R Victim Advocates as the first resource to call for a reason: they are trained specifically in sexual assault victim response, and they can maintain confidentiality. Only S A R Cs, S A P R Victim Advocates, counselors, and chaplains can maintain confidentiality in every location. Medical personnel are required to report sexual assaults to law enforcement in California and some other localities and once a report is unrestricted, it is no longer confidential and it cannot go back to restricted. So it’s important to call a confidential resource first, to keep the victim’s option for confidentiality open. Not only do they know the ins and outs of making a report and seeking care on your installation and in the local area, but these individuals help victims make the best decisions for themselves, such as choosing whether or not to get medical attention, selecting the best reporting option for him or herself, or deciding whether or not to speak with a counselor. Your S A R C or S A P R Victim Advocate knows which options are available in each particular situation. In addition to S A R Cs and S A P R Victim Advocates, civilians also have access to the Civilian Employee Assistance Program (C E A P), which is a free, confidential resource that offers short-term non-medical care such as counseling.

An Example of Using Resources

Let’s apply what you just learned to an example. Let’s say someone was assaulted, but does not want anyone to know. They want medical care and counseling only. Are they active duty? They would contact the S A R C or S A P R Victim Advocate, who will connect them with confidential care and make a restricted report.

Are they a civilian? They would still contact the S A R C or S A P R Victim Advocate who will direct them to their local confidential civilian resources.

Now, let’s say somebody was assaulted and he/she wants law enforcement to investigate the crime. They still want medical care and counseling. Are they active duty? Contact the S A R C or S A P R Victim Advocate and make an unrestricted report.

Are they civilian? Contact the S A R C or S A P R Victim Advocate, and contact law enforcement.

Did you notice one course of action that applies under all circumstances? Contact an S A R C or S A P R Victim Advocate. They are the best first call in any situation.

The Safe Helpline

The bottom line is there’s help out there for everyone. The D O D Safe Helpline is confidential and can connect anyone – active duty or civilian – directly to their local S A R C or S A P R Victim Advocate. The Safe Helpline can also connect anyone to
services out in town. S A R CS and S A P R Victim Advocates are trained to help victims of sexual assault and connect them with the most appropriate resources.

Scenario 3: On Temporary Assignment Duty (T A D)

Three co-workers were T A D. The male civilian, John, kissed his female coworker, Marie, when she had her eyes closed. The Lieutenant thinks about what she could have done differently. The following is a narrative script of a “dramatized” sexual assault scenario. As you go through the narrative script, make a mental note of any signs that tell you something may not be right.

Marie narrating: It was my first time T A D.

[John, Marie, and the Lieutenant are sitting at a table. They each have a beer or a glass of wine, and Marie is taking notes.]

John: Always use the card… For everything… Okay.

Lieutenant: That’s how they’ll reimburse you.

John: Food, gas, parking.

Marie narrating: We’d flown out of DC at 6 AM, which meant I had to get up at 3:45.

[Marie yawns and then John rubs her back.]

John: You tired kiddo?

Marie: Just a little.

Marie narrating: Which meant we had a really long day. I’m a morning person, but John and Carolyn? They like to go pretty late. We all work in the same office. John is not my boss or anything, but he’s really well respected.

[John continues to rub Marie’s back and points to her wine glass.]

John: Another round?

Marie: Nope. I’m good.

John: You sure?

Marie: Positive.

Lieutenant narrating: I’ve traveled with John a couple of times. He’s a family guy. But I mean, you know, get him T A D and he’ll kick back whenever he can.
John narrating: I love to travel. It’s fun to break out of the day-to-day routine. The work always gets done.

[John crowds Marie as they get ready to leave.]

John: Okay, I get the hint. Let’s call it a night.

Marie narrating: I guess I was seeing a side of John that I had never seen before, but he’s always talking about his family, so I figured I was just tired and reading too much into it.

Lieutenant narrating: Civilians, Active Duty, we all work for the Navy. We all know the rules. I’ve seen John have fun on T A D, but I’ve never seen him do anything wrong. I’m sure Marie felt safe with us. I mean, why wouldn’t she?

John: Shall we?

Lieutenant: Yeah.

[As they leave the table, the Lieutenant’s phone rings.]

Lieutenant: It’s my sister. This will take a while. You guys go ahead.

[The Lieutenant notices John placing his hand on the small of Marie’s back as they walk away.]

Marie narrating: I was a little uncomfortable by that time wondering whether I should say something to him. The hotel was only a block away. We’d walked over. I was waiting for John to come out of the bathroom. [Marie yawns again as she leans up against a wall in the hall, her eyes closed.] I was so wiped out. I just wanted to go back to my room and go to sleep.

[John walks out of the bathroom and sees Marie’s eyes closed. He suddenly kisses her. She tries to push John away.]

Marie: HEY! [John continues his inappropriate advances.] NO, DON’T!

Marie narrating: Just like that. What made him think he could do that?

John narrating: So, I tried to fool around a little. I guess I crossed a line, but it was nothing really.

Marie narrating: And the next day, we had to work together. I couldn’t even look at him. He acted like nothing happened.
Lieutenant narrating: She didn’t tell me in so many words, but I could definitely tell that something had happened. I wish I had said something or done something.

John: I tell you it was crazy.

Lieutenant: I’m going to find the head. Do you want to join?

Marie: Yeah, sure.

Lieutenant narrating: You know, found an excuse to just pull her aside and talk to her one-on-one or maybe taken the call later and just gone back to the hotel with them, [The Lieutenant steps in between John and Marie as they exit the restaurant.] but I didn’t. Now things at the office are definitely different.

Marie narrating: It’s been two weeks and I still don’t know what to do. John is so well liked. I don’t know who to talk to. I worked hard to get this job.

John narrating: Ever since that night she’s been acting like I attacked her or something. She’ll probably try to make something out of this. Just watch.

Marie narrating: I don’t feel comfortable in the office any longer, but I’m just not sure what to do.

Check on Learning 9

From the four choices given, select the best choice to correctly answer the following question. Question: How many drinks does it take for a person to become too intoxicated to make or communicate competent decisions?
Choice 1 of 4: One per hour.
Choice 2 of 4: Two per hour.
Choice 3 of 4: Three per hour.
Choice 4 of 4: It varies from person to person.

The correct answer is choice four: Alcohol affects people differently. The bottom line is that alcohol can confuse a situation; when in doubt, just don’t. Remember, ignorance is not bliss – it is a matter of consent. Someone who sexually assaults another person invades and violates without permission.

Check on Learning 10

From the four choices given, select all choices that correctly answer the following question. Question: There were several times the Lieutenant’s expression indicated she had a feeling something was not right. What did she see that made her think twice about doing or saying something?
Choice 1 of 4: Marie was drinking alcoholic beverages with her food.
Choice 2 of 4: Marie was getting sleepy, and should get to bed soon.
Choice 3 of 4: John put his arm behind Marie and gave her a quick rub.
Choice 4 of 4: John put his hand on the small of Marie’s back.

The correct answers are choices three and four.

Commentary: Bystander Intervention

The following narrative script contains expert commentary on how witnesses of a sexual assault situation should respond. You will hear from Marines, Sailors, and civilian experts on taking a stand against sexual assault, trusting your instincts, and caring about each other.

Lieutenant Colonel Kisha Flagg: So we hear that people say that being T A D is kind of like, you know, a Vegas experience. What happens T A D, it stays T A D. That is the furthest from the truth. You are in a work environment. If you are doing wrong, it is wrong.

Colonel Michael Hudson: Marines and Sailors and our civilians that are fighting alongside us and train alongside us, work alongside us, they need to be certain in this uncertain time, that their best interests are on the forefront, and setting an environment that is non-permissive to sexual assault is exactly one of the tasks that we need to do and having our civilians side-by-side with us is absolutely critical.

Jill Loftus, Director, D O N S A P R O: It’s unacceptable to even think that we would have a Marine or Sailor or a civilian in this Department fear going to work or fear being deployed or fear that they were going to be attacked by one of their co-workers.

Honorable Robert O. Work: I want everyone in the Department of the Navy to take a damn stand.

Jill Loftus, Director, D O N S A P R O: You may prevent not only someone from becoming a victim, but you may prevent somebody from becoming a perpetrator.

Honorable Robert O. Work: The only way we do it is if all of us commit to not ignoring the danger signs, to helping our shipmates.

DaShawnna Townsend: If something looks off, feels a little off, you should probably trust yourself enough to watch that situation a little closely.

Heather Ryan: If you see something, say something. Do something. If something seems not right, it is not right. Follow that gut instinct.

Captain Cameron Waggoner: The ostrich approach of putting your head in the sand is not going to work.
Senior Chief Cryptology Technician Repairman Michelle O’Grady: People are so afraid to get involved, whether it’s because they’re buddies, because of the difference in the ranks… Who cares? Stand up, and stop it from happening.

Lieutenant Commander Scott Adams: It’s better to offend someone and not have a victim than have a victim and know you didn’t say anything.

Master Gunnery Sergeant Phillip Bush: We shouldn’t be concerned with avoiding conflict when it comes to matters like this. That unselfish nature should just come out, that protective nature. You belong to something much above yourself, so it’s a family member.

Chief Boatswain’s Mate Jed May: It doesn’t matter if they’re civilian or military, you’re going to say this is wrong and you do something about it.

DaShawonna Townsend: Just because I don’t wear the uniform doesn’t mean I don’t care about you. Just because I don’t wear the uniform doesn’t mean I’m not willing to help you.

Lieutenant Colonel Robert Hallett: We all have a lot of work to do, there’s no doubt about it. The entire institution has to work very, very hard to break down those walls.

Preventing Sexual Assault

Let’s talk about what each of us can do to prevent sexual assault. We do not mean what victims can do to prevent offenders from assaulting them. We do not ask most crime victims why they did not prevent the crime from happening to them. We do not ask someone who was robbed why they had cash in their wallet or a nice TV in their living room. It is wrong to say that a person was sexually assaulted because they went to a certain party, or because they had too much to drink, or because of how they are dressed. No one asks to be sexually assaulted. Sexual assault is always the fault of the offender, who refused to recognize or respect the victim’s right to consent. When we say “prevent,” we mean what we can do to protect others. As bystanders, we should not rely on others to decide if something is wrong and we should not wait for others to handle a situation.

Deciding to Act

We need to place the burden of responsibility on the offenders, and we must also take it upon ourselves to help someone. Once we recognize that there’s a potential problem, we must decide to act. Stepping in does not mean we get aggressive, or that we have to put ourselves in a dangerous or awkward situation. Personal safety always comes first… but there are usually ways to intervene that don’t involve violence. The following are approaches you can take:
The Direct Approach: If you like the direct approach, you can say something to the people involved. You can pull the aggressor aside and tell him or her to back off. Or you can pull the other person aside and ask them if they’re OK.

The Indirect Approach: If you prefer a less direct approach, you can create a distraction. For example, you can tell one of the people involved that you think a friend has been looking for them, or you want to introduce them to someone.

Enlist Help: You can also enlist someone to help you intervene, such as one of their friends, someone senior, a bartender, or a police officer.

Check on Learning 11

There are certain actions the bystanders in each of the three scenarios of this training could have performed. For the following actions the bystander could have taken to intervene, determine which scenario, either The Office, Promotion Party, or On T A D, the action could have been applied.

Action 1 of 3: Calm Brett down, call Emily, and drive by Emily’s house.
Action 2 of 3: Pull Marie aside privately, take the phone call later, and walk back to the hotel with everyone.
Action 3 of 3: Tell Davis to leave Burns alone, encourage Burns to report Davis’ behavior, and report the behavior, himself.

The correct answers:

“Promotion Party”, calm Brett down, call Emily, and drive by Emily’s house.

“On T A D”, pull Marie aside privately, take the phone call later, and walk back to the hotel with everyone.

“The Office”, tell Davis to leave Burns alone, encourage Burns to report Davis’ behavior, and report the behavior, himself.

Check on Learning 12

Select either True or False as the best choice to answer the following statement. Statement: Thinking back to the three scenarios, the victims were all affected. However, impacts do not stop with the victims. True or False?

Answer: The correct answer is True. Bystanders and the work environment were also affected.
Bystander Intervention Activity

Imagine you are at a friend’s house to celebrate a birthday. There are a lot of people there. There is a lot of alcohol there, too. Everyone’s having a good time. You notice that Sam and Taylor have been talking all night, but Sam has been drinking heavily and towards the end of the night, Sam is so unsteady that standing becomes difficult. Taylor helps Sam to the couch and becomes increasingly “friendly.” Sam seems more interested in going to sleep. You hear Taylor convince Sam that the guest bedroom will be much more comfortable, and they start to make their way. You’re worried. What would you do?

Now that you have reviewed the Bystander Intervention Scenario, come up with at least two ways you could handle the situation. Remember the intervention techniques we discussed earlier.

The following are just some ideas that you may have come up with:
“Accidentally” spill your drink on Taylor.
Ask the host of the party to tell Sam and Taylor that the bedroom is off limits.
Make a toast and ask everyone for their attention.
Ask Taylor to take a walk to the store with you.
Tell Sam that you’ve called a cab and it’s on the way.
Tell them that you think it is inappropriate for them to go to the bedroom together.

If you thought of a violent solution, you should be more creative. It is valid to feel that way, but it is not appropriate to act that way.

The Bottom Line

Do you think the previous activity was about a male and a female? The names are intentionally gender neutral. It could have been a male and female, two males, or two females. Does it matter? Would that change how you handle the situation? We may vary the methods we use to intervene, but if we see something that looks wrong, the genders should not matter. The bottom line is we can all do something to prevent sexual assault. If we intervene, we may protect the victim and we may prevent someone from doing something criminal.

Depending on the severity of the crime, offenders can face brig or prison time, lose rank or be demoted, be punitively discharged or fired, or be required to register as a sex offender. Imagine having to tell local law enforcement every time you move. Think about what it would be like to be banned from your kids’ school events or sports games, or worse, having to tell your family and friends WHY.
Conclusion

Sexual Assault Prevention and Response The following narrative script contains expert commentary to conclude your training.

Secretary of the Navy, Ray Mabus: This is personal to me because we, in the Navy and Marine Corps, are supposed to look after each other. We’re a Military organization. We would be willing to lay down our lives to protect our shipmates.

Jill Loftus, Director, DON SAPRO: I think as human beings, regardless of whether you wear a uniform or you wear a suit or civilian clothing to work, that you have an obligation to your fellow citizens.

Chief Boatswain’s Mate Dena Partain: It’s one team, one fight.

Honorable Juan M. Garcia, III: This is one team, one fight.

Sergeant Major William Harvey: One team, one fight.

Chief Boatswain’s Mate Dena Partain: It’s personal. It’s human. It’s not just a military issue. It’s not just a civilian issue, and before all of us had on a uniform, we’re all human at our core.

Honorable Robert O. Work: To prevent sexual assault, every single one of you whether you’re a Sailor, a Marine, or a civilian, needs to uphold our shared values of honor, courage, and commitment. We need you to step in whenever you see someone doing something wrong, and in the case of sexual assault, something criminal. This is true regardless of the party’s age, rank, or your relationship with them. It isn’t always easy and you may have to do something that’s unpopular, but we have to protect one another, and I’m counting on each and every one of you to do so.

Secretary of the Navy, Ray Mabus: We have to protect our shipmates. We have to be aware of the problem. We must recognize that it is happening. Statistics tell us that this has happened to someone you know whether you’ve been told about it or not. If an assault occurs, we have to support sexual assault victims and encourage them to seek help, and we have to hold offenders accountable. It’s up to us to declare and commit that we will not tolerate sexual assault in our Navy and our Marine Corps. This is essential if we’re going to maintain our fighting force and the reputation we’ve built over centuries. Our nation expects us to do no less. Working together, I don’t have any doubt that we can stamp out this heinous crime.
Appendix A: One Team, One Fight Handout

REPORTING OPTIONS

IMPORTANT: Contact a Sexual Assault Response Coordinator (S A R) or Sexual Assault Prevention & Response Victim Advocate (S A P R V A) for confidential assistance or for more information about reporting options.

<table>
<thead>
<tr>
<th>DO D Restricted Report</th>
<th>DO D Unrestricted Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Is confidential</td>
<td>- Sensitive/Need-to-know</td>
</tr>
<tr>
<td>- Provides access to an S A R C and V A</td>
<td>- Access to S A R C and V A</td>
</tr>
<tr>
<td>- And offers access to Military Medical and Counseling Services*</td>
<td>- Access to Military Medical and Counseling Services*</td>
</tr>
<tr>
<td>- Law enforcement investigation</td>
<td>- Command Involvement</td>
</tr>
</tbody>
</table>

Eligibility:

Active Duty Personnel are eligible:
To file a Restricted Report or Unrestricted Report
And full S A P R support services from an S A R C and an S A P R V A

Reservists are eligible:
To file a Restricted Report or Unrestricted Report
When sexually assaulted while performing active service and inactive duty training, Reservists have full S A P R support services from an S A R C and an S A P R V A
When sexually assaulted prior to entering service or while not performing active service or inactive training (civilian status), Reservists have immediate crisis S A P R support services from an S A R C and an S A P R V A and connected to appropriate resources

Military Dependents
Who are:
- 18 years or older
- Eligible for treatment in the military healthcare system
- At installations in and out of the contiguous United States
- Victims of sexual assault perpetrated by someone other than a spouse or intimate partner

Are eligible to file a Restricted Report or Unrestricted Report
And full S A P R support services from an S A R C and an S A P R V A
(The Family Advocacy Program covers adult military dependent sexual assault victims who are assaulted by a spouse or intimate partner, and military dependent sexual assault victims who are 17 years old and younger.)

Civilians Eligible for Treatment in the Military Healthcare System
(for example, dependents, retirees, civilians stationed or performing duties outside the contiguous US) are eligible:
To file an Unrestricted Report
For Immediate crisis S A P R support services from an S A R C and an S A P R V A and connected to appropriate resources
For Civilian Employee Assistance Program (C E A P)

All Other Civilians
Follow civilian reporting options
Are eligible for immediate crisis S A P R support services from an S A R C and an S A P R V A and connected to appropriate resources
And for C E A P

* In California and some other states, medical providers are required to report sexual assault to law enforcement and cannot offer a restricted report.
RESOURCES

Confidential Resources for DON Civilians with Access to Military Medical include:
* Sexual Assault Response Coordinator (SARC)
* SAPR Victim Advocate (VA)
* Counselors
* Chaplains
* Military Medical
* Safe Helpline / Local Hotlines
* Legal Assistance Attorney

Confidential Resources for All DON Civilians include:
** Sexual Assault Response Coordinator (SARC)**
** SAPR Victim Advocate (VA)**
* Civilian Employee Assistance Program (CEAP)
* Civilian Counselors / Rape Crisis Centers
* Medical
* Safe Helpline / Local Hotlines

* Personnel who can accept a DoD Restricted Report.
** SARCs and VAs will provide DON civilians with immediate crisis SAPR support and connect them to appropriate resources and services.
‡ In California and some other states, medical providers are required to report sexual assault to law enforcement.

IMPORTANT WEBSITES:

- Department of the Navy Sexual Assault Prevention & Response Office
- NAVY Resources & Reporting
- NAVY Policy & Training
- U.S. Marine Corps – then click SAPR link
- DoD SAPRO or http://www.myduty.mil

Contact your SARC or VA for more information or assistance.
Certificate of Completion

Presented to

for completing the

DON Sexual Assault Prevention and Response Course

Date

05/18/15

Director, Civilian Workforce Development Division

[Signature]