

AMATEUR NIGHT

Sexual Harassment / Assault Prevention
Installation Orientation Video & Training Guide



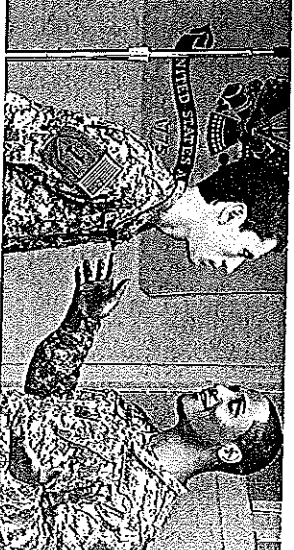
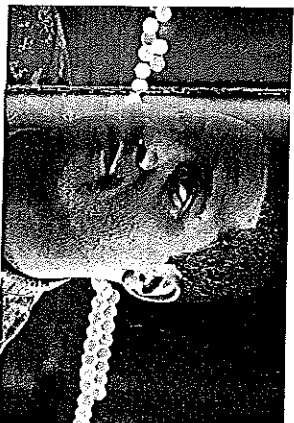
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SEXUAL HARASSMENT/ASSAULT RESPONSE
& PREVENTION (SHARP) PROGRAM

www.preventsexualassault.army.mil

FACILITATOR INTRODUCTION SEXUAL HARASSMENT AND ASSAULT ARE NO LAUGHING MATTERS

There is no place in our Army for sexual harassment or sexual assault. This video was created to help train and educate Soldiers on the negative impact that sexual harassment and sexual assault have on individual Soldiers and the Army as a whole. Both of these acts go against the Army Values and weaken us as an organization. Sexual harassment and sexual assault are preventable. We can only achieve prevention through dedicated Soldier efforts.



This video is intended to be used to supplement installation orientation training or command training forums.

SEXUAL REMARKS ABOUT OTHER SOLDIERS ARE NOT ONLY DEMEANING AND DISRESPECTFUL, THEY ALSO CREATE AN ENVIRONMENT WHERE SEXUAL ASSAULTS ARE MORE LIKELY TO OCCUR.

This video contains adult language and content that may make viewers uncomfortable. Even though a comedic approach is used to communicate the message, the subject matter is no joke. The multi-year strategy focuses on leaders establishing a positive command climate which encourages Soldiers to personally execute peer-to-peer intervention and not tolerate behavior that, left unchecked, may lead to sexual assault.

To report incidents of sexual harassment or sexual assault, contact the Sexual Assault Response Coordinator (SARC) or the Deployable SARC.

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WHAT IS SEXUAL ASSAULT?

Sexual Assault is a crime. DoD defines sexual assault as intentional sexual contact, characterized by use of force, physical threat or abuse of authority, or when the victim does not or cannot consent. Consent should not be deemed or construed to mean the failure by the victim to offer physical resistance. Additionally, consent is not given when a person uses force, threat of force, coercion or when the victim is asleep, incapacitated, or unconscious.

Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (e.g., unwanted and inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender, spousal relationship, or age of victim.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when submission to, or rejection of, such conduct explicitly or implicitly affects an individual's employment, work performance, or creates a hostile or intimidating work environment.

FORMS OF SEXUAL HARASSMENT / ASSAULT

Sexual harassment and assault can come in a few different forms. The most common are:

VERBAL (SEXUAL HARASSMENT)

Verbal sexual harassment includes telling sexual jokes, using sexually explicit profanity, threats, sexually oriented cadences, or sexual comments; whistling in a sexually suggestive manner; and describing certain attributes of one's physical appearance in a sexual manner.

NONVERBAL (SEXUAL HARASSMENT)

Nonverbal sexual harassment includes staring at someone ("undressing them with your eyes"), blowing kisses, winking, licking one's lips in a suggestive manner as well as displaying printed material like sexually oriented pictures or cartoons, using sexually oriented screen savers and sending sexually oriented communications.

PHYSICAL CONTACT (SEXUAL HARASSMENT)

Physical forms of sexual harassment includes but is not limited to, any unwanted or inappropriate touching, patting, tickling, pinching, bumping, hugging, grabbing or rubbing such as providing unsolicited back or neck rubs.

PHYSICAL CONTACT (SEXUAL ASSAULT)

Physical contact of an intimate or inappropriate nature is no longer sexual harassment, but constitutes sexual assault, and the victim may file criminal charges. Sexual assault includes, but is not limited to, any unwanted or inappropriate sexual contact, such as fondling, rape, nonconsensual sodomy (oral or anal sex) or attempts to commit these acts.

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PREVENTING SEXUAL HARASSMENT / ASSAULT

This video demonstrates two different instances when Soldiers verbally intervene to stop unacceptable comments.

1 A Sergeant lets a Specialist know that the sexually related "jokes" he is telling have no place in the Army. He explains why they're disrespectful and how making a joke about any woman degrades an entire group of fellow Soldiers.

2 A Specialist stops a fellow Specialist, and friend, from making disrespectful comments about a female Soldier. He explains why he needs to stop treating women like things.

QUESTIONS FOR DISCUSSION

Q: Can anyone give examples of sexual harassment?

A: There are two forms of sexual harassment — verbal and physical.

The following are just a few examples of each:

Verbal:

- Lewd or suggestive remarks including sexually oriented jokes
- Asking about sexual experiences, fantasies or preferences
- Sounds of a sexual nature, whistling or catcalls
- Comments about a person's body

Physical:

- Unwelcome contact with another person
- Bumping, touching, stroking, patting, hugging, grabbing, gesturing, etc.
- Blocking a person's path or hindering a person's movements
- Standing closer than appropriate or necessarily

Q: What are some ways you can prevent sexual harassment?
A: (Example of possible answers) Set a tone of respect for all Soldiers. Speak up if you're offended by a behavior, tell the person that the behavior bothers you.

Q: Describe the link between sexual harassment and sexual assault.

A: Sexual harassment sets a tone of disrespect and objectification. When people are reduced to being objects it justifies mistreatment of them and reduces empathy for the victim. Sexual harassment can create a hostile climate that fosters sexual assault.

Q: What are some ways you can deal with someone sexually harassing you or a fellow team member?

A: (Example of possible answers) Inform the offender, if you feel safe doing so. Document details of all incidents. File a formal complaint. Enlist in an ally to talk to the offender, especially someone of equal or higher rank.

Q: What are some ways you can motivate Soldiers to intervene when they observe incidents of sexual harassment and warning signs of sexual assault?

A: (Example of a possible answer) Communicate the message that Army Soldiers are consistently committed to the safety and wellbeing of fellow Soldiers in any situation or circumstance. Preventing sexual harassment and sexual assault is something they are expected to do as Soldiers.

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REPORTING OPTIONS FOR SEXUAL HARASSMENT

There are two options when filing a complaint about sexual harassment.

1 INFORMAL COMPLAINT

An informal complaint is any complaint that a Soldier or family member does not wish to file in writing. Informal complaints may be resolved directly by the individual, with the help of another unit member, the commander or other person in the complainant's chain of command.

Should the complainant feel uncomfortable in filing a complaint with his/her unit chain of command, or should the complaint be against a member of that chain of command, a number of alternative agencies exists through which the issues may be identified for resolution. These include:

- SOMEONE IN A HIGHER ECHELON OF THE COMPLAINANT'S CHAIN OF COMMAND
- INSPECTOR GENERAL
- CHAPLAIN
- PROVOST MARSHAL
- MEDICAL AGENCY PERSONNEL
- STAFF JUDGE ADVOCATE
- CHIEF COMMUNITY HOUSING REFERRAL AND RELOCATION SERVICES OFFICE (CHRS)

2 FORMAL COMPLAINT

A formal complaint is one that a complainant files in writing and swears to the accuracy of the information. Formal complaints require specific actions, are subject to timelines, and require documentation of the actions taken. Soldiers have 60 calendar days from the date of the alleged incident in which to file a formal complaint.

The complainant must specify the alleged concern, provide the names of the parties involved and witnesses, describe the incident(s)/behavior(s), and indicate the date(s) of the occurrence(s).

The complaint should be filed with the commander at the lowest echelon of command at which the complainant may be assured of receiving a thorough, expeditious, and unbiased investigation of the allegations.



WHAT VICTIMS OF SEXUAL ASSAULT SHOULD DO

Victims of sexual assault should:

- Go to a safe location away from the attacker.
- File a restricted or unrestricted report of the attack (See details of each option in the section below.)
- Seek medical care as soon as possible.
- Preserve all evidence of the assault. Do not bathe, wash hands or brush teeth. Do not clean or straighten up the crime scene.
- Write down, tape or record by any other means all the details possible about the assault and the assailant.

REPORTING OPTIONS FOR SEXUAL ASSAULT

There are two options for reporting a sexual assault

1 RESTRICTED REPORT

This option is for victims of sexual assault who wish to confidentially disclose the crime to specifically identified individuals and receive medical treatment and counseling without triggering the official investigative process. Service members who are sexually assaulted and desire restricted reporting under this policy must report the assault to a Sexual Assault Response Coordinator (SARC), Victim Advocate (VA), a healthcare provider or chaplain.

Healthcare providers will initiate the appropriate care and treatment, and report the sexual assault to the SARC. The assault will not be reported to law enforcement or the command.

2 UNRESTRICTED REPORTING

This option is for victims of sexual assault who desire medical treatment, counseling and an official investigation of the crime. When selecting unrestricted reporting, use current reporting channels like the chain of command, law enforcement or report the incident to the Sexual Assault Response Coordinator (SARC), or request healthcare providers to notify law enforcement. Upon notification of a reported sexual assault, the SARC will immediately assign a Victim Advocate to discuss further options. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

For more information on sexual harassment and sexual assault, or on the Sexual Harassment/Assault Response & Prevention (SHARP) Program, visit the SHARP website, www.preventsexualassault.army.mil





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