



U.S. ARMY

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**SEXUAL HARASSMENT/ASSAULT RESPONSE
& PREVENTION (SHARP) PROGRAM**

SOLDIER TRAINING VIDEO & LEADER TRAINING VIDEO

www.preventsexualassault.army.mil



SOLDIER TRAINING VIDEO

FOR USE IN TRAINING SOLDIERS HOW TO PREVENT SEXUAL ASSAULT AND HARASSMENT.

This video contains adult content, language and situations that may make viewers feel uncomfortable. It depicts real-life situations that Soldiers may face, both on the battlefield and off. Soldiers will see the damaging short-term and long-term effects a single sexual assault can have on a victim, an offender, a bystander and an entire unit. They'll be provided a few common warning signs that often lead up to a sexual assault. And they'll be able to witness examples of prevention tactics that can be used to prevent sexual assault. This video is a key training tool in the Army's mission to rid sexual harassment and assault from within our ranks.



Understand the damaging effects of sexual assault.



Know the warning signs that lead up to a sexual assault.



See real-world application of the I. A.M. STRONG™ message - Intervene, Act, Motivate.

SOLDIER DISCUSSION GUIDE

After showing the Soldier Training Video, use the following questions to generate productive group discussion regarding the prevention of sexual harassment and sexual assault.

Q. In the video, what were the warning signs that lead up to the first sexual assault and the sexual assault that was prevented?

A. Sexually charged comments and gestures; suggestive remarks; pressuring someone to drink; inappropriate touching or intimacy; targeting someone who is vulnerable; attempts to isolate someone.

Q. Can you think of any other warning signs of a potential sexual assault that weren't shown in the video?

A. Aggressive behavior toward a potential victim.

Q. How many incidents of sexual assault did you see in the video? What were they?

A. Three incidents of sexual assault were shown in the video. The first incident occurred to Jones in her barracks room, the second took place with Miller in the bathroom during the hotel party, and the third incident occurred with Miller at the end of the video in a vehicle in the hotel parking lot.

Q. Do you think it's important to have your battle buddy's back off the battlefield? Why?

A. (Example of a possible answer.) Yes. Soldiers who live the Army Values react immediately to stop sexual assaults before they start and take steps to make sure their battle buddies avoid situations where such assaults can occur. If action is not taken, trust between battle buddies will be compromised. It can compromise a Soldier's individual readiness to support the unit.

Q. Provide some examples of sexual harassment.

A. (Example of a possible answer.) Jokes or comments about someone's body.

Q. How did the characters in the video intervene to prevent a sexual assault?

A. The characters intervened a few different ways:

- Lopez (the main character who prevented the assault) took notice of Anderson (potential assailant) trying to isolate Miller (potential victim) in the bathroom and recruited Baur (fellow Soldier) to help him distract Anderson and get him separated from Miller.
- Lopez questioned Anderson when he saw him attempt to take her out to a parked car.
- Lopez followed his gut and got a friend of the potential victim to help him put a stop to Anderson's actions once and for all.
- While in the parking lot, Lopez told Anderson that his behavior was unacceptable.

Q. What other ways could they have intervened?

A. (Example of a possible answer:) Lopez could have told Miller (potential victim) what he thought Anderson was up to. Lopez and Baur could have stopped Anderson from giving Miller any more to drink.

Q. Do you think sexually laden comments, jokes and/or gestures toward other Soldiers can create an environment where sexual assault is more likely to take place? Why?

A. (Example of a possible answer:) Yes. Sexual comments and jokes are sexual harassment and set a tone of disrespect and objectification. When people are reduced to being objects it justifies mistreatment of them and reduces empathy.

Q. How could one sexual assault affect a unit's cohesion and mission readiness?

A. (Example of a possible answer:) It made Soldiers question their bond of trust. This caused them to lose focus on the job/mission and adversely affected mission readiness.

Q. What are some ways you can deal with someone sexually harassing you or a fellow Soldier?

A. (Example of a possible answer:) Confront the harasser and let him/her know that his/her behavior is not acceptable. If the offender does not stop, report his/her actions to a commanding officer.

Q. Do you think Lopez (the main character who prevented a sexual assault) acted appropriately? Would you have done anything differently? What?

A. (Example of a possible answer:) Yes he acted appropriately. Lopez followed his ingrained, values-based "gut reaction" the moment he noticed the first warning sign. I would have never let Miller (potential victim) leave the hotel room with Anderson (potential assailant).



LEADER TRAINING VIDEO

FOR USE BY ARMY LEADERS TO REINFORCE THE NEED FOR SEXUAL ASSAULT AND HARASSMENT PREVENTION TRAINING.

This video addresses the important role Army Leaders play in the mission to rid sexual harassment and assault from within our ranks. It shows the positive results of Soldiers putting their training to use and preventing a sexual assault. The video also displays how a single sexual assault impacts both individual and unit readiness.

Army Leaders are shown how sexually laden gestures and/or comments can create an environment where sexual harassment and assault are more likely to occur. Leaders are encouraged to motivate their platoon. Leaders to set the proper foundation for prevention and create a climate where any form of sexual harassment and assault is unacceptable.



Soldiers explain how they used their training and worked together to prevent a sexual assault.



Victims of sexual assault may experience Post Traumatic Stress Disorder (PTSD) and lose focus.



A single sexual assault can destroy a unit's cohesiveness.

LEADER DISCUSSION GUIDE

Use the following questions to generate a productive group discussion regarding how Leaders can train Soldiers to prevent sexual harassment and sexual assault.

- Q. What are some ways you can help your Soldiers deal with someone sexually harassing them?**
- A. (Example of a possible answer) When a command climate is created that does not tolerate any forms of sexual harassment, it makes it easier for Soldiers to speak up in opposition to such behavior.
- Q. What are some warning signs that often lead up to sexual assault that you can educate your Soldiers about?**
- A. Sexually charged comments and gestures; suggestive remarks; pressuring someone to drink; inappropriate touching or intimacy; targeting someone who is vulnerable; attempts to isolate someone.
- Q. What are some prevention tactics you can encourage your Soldiers to use to intervene to stop a potential predator from committing sexual assault?**
- A. (Example of a possible answer) Confront the potential predator and question his/her motives; diffuse a situation; separate the potential victim and assailant.
- Q. How did one sexual assault affect a unit's cohesion and mission readiness?**
- A. (Example of a possible answer) It made Soldiers question their bond of trust. They pointed fingers at each other, placing blame for what occurred. This caused them to lose focus on the job and adversely affected mission readiness. It can compromise a Soldier's individual readiness to support the unit.
- Q. How can you communicate and reinforce the important message that Soldiers have a duty to intervene and protect their fellow Soldiers from sexual harassment and assault?**
- A. (Example of a possible answer) Establish a command climate of prevention that is predicated on mutual respect and trust; a command climate that will not tolerate any forms of sexual harassment, including lewd, inappropriate jokes or comments.

LEADER DISCUSSION GUIDE

6. Do you think sexually laden comments, jokes and/or gestures toward other Soldiers can create an environment where sexual assault is more likely to take place? Why?

A. (Example of a possible answer) Yes. Sexual comments and jokes are sexual harassment and set a tone of disrespect and objectification. When people are reduced to being objects, it justifies mistreatment of them and reduces empathy.

Q. What are some ways you can motivate your 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 well-being of fellow Soldiers in any situation or circumstance. Preventing sexual harassment and sexual assault is something they are expected to do as Soldiers.

Q. How would you recommend setting a tone that communicates that Soldiers need to support, not ostracize, each other when stepping forward to address a harassing comment or stop an assault?

A. (Example of a possible answer) Reinforce the Army Values, Warrior Ethos and "buddy responsibility" to help prevent sexual harassment and assault from happening to others. Make it clear that sexual harassment and assault are contrary to Army Values, and one incident is one too many.

LEADER DISCUSSION GUIDE

Q. What are some ways you can make Soldiers understand that sexually laden jokes, comments and gestures are sexual harassment?

A. (Example of a possible answer) Communicate that such language and actions not only objectify and disrespect people but it also causes them to feel uncomfortable and/or intimidated. Every Soldier is a member of their band of brothers and sisters and requires the utmost respect.

Q. How can you encourage more Soldiers who have been sexually harassed or sexually assaulted to report it?

A. (Example of a possible answer) Ensure that Soldiers know what actions constitute sexual harassment and sexual assault. Inform them of the reporting options. Communicate that the Army is committed to rid sexual harassment and sexual assault from within its ranks.

Q. Why would Soldiers be reluctant to intervene? How could you improve their prevention/intervention skill set?

A. (Example of a possible answer) They might be afraid of what their fellow Soldiers will think of them or what they will say. Soldiers may lack the skill-sets necessary to intervene. Training Soldiers is essential to equip them with the skills to effectively intervene. It is critical that leaders model the skill-sets outlined in this training. Create a command climate that promotes peer-to-peer intervention, thus allowing Soldiers to prevent sexual harassment and sexual assault with confidence. Reinforce the idea that Soldiers are Leaders and sometimes as Soldiers they have to make difficult decisions and do things that aren't always easy.

SEXUAL HARASSMENT/ ASSAULT OVERVIEW

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.

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.

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.

LDVS Recognize the Warning Signs of a Potential Sexual Assault

- Sexually charged comments and gestures
- Sexually charged comments and gestures
- Suggestive remarks
- Pressuring someone to drink
- Inappropriate touching or intimacy
- Targeting someone who is vulnerable
- Attempts to isolate someone

Sexual Assault Facts Within the United States

1 in 6 women will be sexually assaulted in their lifetime.

1 in 33 men will also be victims of a sexual assault.

Sexual assault is the most under reported crime in America.

Those in the Army found guilty of sexual assault could face a dishonorable discharge and up to 30 years in prison.

REPORTING OPTIONS

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 exist 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 (CHRRS)

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.

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 REPORT

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.

WHAT YOU SHOULD DO

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 on the previous two pages.)
- 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.
- Contact the unit Deployable Sexual Assault Response Coordinator (DSARC), unit Victim Advocate or Installation Sexual Assault Response Coordinator (SARC).

For more information on sexual harassment and sexual assault or on the Sexual Harassment/Assault Response & Prevention (SHARP) program, call MILITARY ONESOURCE at 800-342-9647 or visit the SHARP website,

www.preventsexualassault.army.mil



A POWERFUL MESSAGE

The Sexual Harassment/Assault Response & Prevention (SHARP) Program is a Commander's program. Army Leaders at all levels need to take an active role in training Soldiers to prevent sexual harassment and assault.



General George W. Casey
U.S. Army Chief of Staff

"Sexual assault and harassment go against everything that strengthens us as an Army. The values we uphold, the trust we place in each other and the very ethos we live by. This video will give every Soldier a better understanding of sexual assault and harassment and how these behaviors are in direct conflict with the Army way of life and threaten to tear us apart from the inside."



Kenneth O. Preston
Sergeant Major of the U.S. Army

"Individuals who commit sexual assault and sexual harassment betray not only their victims, but their band of brothers and sisters who count on them. The elimination of sexual assault and sexual harassment is an Army-wide goal. We are all partners in the elimination and prevention of sexual assault and sexual harassment."



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Contact your unit Deployable Sexual Assault Response Coordinator,
unit Victim Advocate or Installation SARC.