

# Defense Advisory Committee for the Prevention of Sexual Misconduct



## Public Meeting

December 8 at 9:00 AM EST

**+++ Meeting will begin shortly +++**

For tech support issues, contact Ms. Emma Groo:  
202-878-1691 or [emma.w.groo.ctr@mail.mil](mailto:emma.w.groo.ctr@mail.mil)

Panelists: Please remain muted unless speaking  
Public Participants: Microphone, camera, and chat are disabled

# Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM)



## Public Meeting

December 8, 2022  
9:00 EST

Held via Zoom for Government Webinar Teleconference

# Agenda

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- Roll Call and Opening Comments
- Public Comment Review
- Briefs: Service Approach to Training
- Committee Open Discussion
- Conclude Public Meeting

Meeting materials (Agenda and slides) are available on [www.sapr.mil/DAC-PSM](http://www.sapr.mil/DAC-PSM)

# Roll Call and Opening Comments

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## Roll Call

- DAC-PSM Members

## Quorum

- Confirm if quorum has been met

## Opening Comments

- The Honorable Gina Grosso, DAC-PSM Chair
  - Assistant Secretary for Human Resources and Administration / Operations, Security and Preparedness, Department of Veterans Affairs

## Members

Chair: Ms. Gina Grosso  
Dr. Antonia Abbey  
Dr. Victoria Banyard  
Dr. Dorothy Edwards  
Dr. Armando Estrada  
Ms. Stephanie Gattas  
Dr. Debra Houry  
Dr. Lindsay Orchowski  
Dr. John Pryor  
Dr. Joann Wu Shortt  
Ms. Jennifer Silva  
Dr. Amy Slep  
Ms. Glorina Stallworth

# Public Comment Review

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- No public comments received
  - No statements were received by email or phone by the submission deadline (December 1, 2022) as specified in the Public Register Notice

# Briefs from the Services

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- Purpose: Short overview of training provided to junior enlisted Service members during first 4 years
- Each Service has approx. 30 minutes in order below:
  - Navy
  - Marine Corps
  - Break
  - Air Force (*and Space Force as appropriate*)
  - Lunch
  - Army
  - National Guard Bureau

Speakers will present their content in full, followed by Q&A with DAC-PSM members (if time allows)

# Navy

Mr. Paul Rosen

CDR Tracy Less

Ms. Shannon Davis

LCDR Leah Carter

# SA/SH Training Events During 1<sup>st</sup> 4 Yrs.

## Initial Entry/Accession

- **Purpose**

- Initial program familiarity, definitions, processes and procedures.
- Provides knowledge and skills.

- **Content Overview**

- RTC zero tolerance policies (SA/SH, discrimination, fraternization, hazing, recruit to recruit contact); SH/MEO; Fraternization; Initial introduction to SAPR; SAPR-Fleet (relevant sea stories and their outcomes providing information and discussion on reporting and counseling/behavioral health/medical options following a SA/SH event); Sexual Health; Bystander Intervention; Scenario-based discussion providing opportunities to apply bystander intervention and SAPR skills in realistic scenarios.
- Training provided at “In-Processing Days” and during Weeks 1, 3, 5, 8, 9.

# SA/SH Training Events During 1<sup>st</sup> 4 Yrs.

## Annual General Military Training

- **Purpose**

- The training focuses on the differences between sexual harassment and sexual assault, prevention strategies, intervention strategies, identifying behaviors that are considered sexual assault, the definition of consent, Navy and local resources, and command contacts.

- **Content Overview**

- This discussion covers how Navy culture and climate are key in preventing sexual assault, Navy's policy on sexual assault, as well as watching several short videos to provide context to the discussions.
- Prevention begins with policies, programs, and practices. The overarching goal is to prevent anyone from experiencing violence.
- Protective factors are created when create an environment that establishes healthy command climates. Through respect, we develop relationships built on trust, mutual respect, and confidence in our peers and leadership. Risk factors are behaviors or attitudes that are linked to a greater likelihood of sexual violence. These factors can include alcohol use, a lack of concern for others, or hostility toward specific genders. By increasing protective factors and reducing risk factors, we can create opportunities for prevention.
- Prevention is targeted at everyone to create a culture that fosters an environment where sexual assaults no longer occur.

# SA/SH Training Events During 1<sup>st</sup> 4 Yrs.

## Full Speed Ahead (FSA) 3.0

- **Purpose**

- The FSA series include all-hands, Fleet-wide training evolutions targeted to combat destructive behaviors across the Fleet while reinforcing the Navy's Core Attributes and Signature Behaviors as the foundation of a resilient and professional force, reinforcing bias awareness and bystander intervention in the primary prevention framework.

- **Content Overview**

- Focused on Sailors, with a unique emphasis on the critical role of mid-level leaders in addressing and preventing destructive behaviors and their associated effects on individuals, work centers (micro-climates), and commands.
- Challenged Sailors to honestly assess personal, interpersonal, and social media character and conduct to identify specific opportunities for personal betterment, living by Core Values, and preventing gender and racial bias.
- FSA 3.0 weaves the themes of Toughness, Trust, and Connectedness throughout the modules that are tailored to timely and high-visibility topics, including diversity. Builds on the previous courses in the FSA series with a continued emphasis on character, competence, leadership, personal and peer accountability, and personal and organizational growth. The training encourages Sailors to adopt and demonstrate the Navy's Core Values, Ethos, Core Attributes, and Signature Behaviors.

# SA/SH Training Events During 1<sup>st</sup> 4 Yrs.

## Life Skills Training

- **Purpose**

- Facilitated at any phase of the Sailor's life cycle and includes: anger/stress management, conflict management, personal communication, healthy relationships, Mind-Body Mental Fitness (MBMF).

## Departure and Separation

- **Purpose**

- Support personnel during early deployment

- **Content Overview**

- SAPR Pre Deployment brief; Crisis Intervention (Includes Domestic Violence and Child Abuse, Non-intimate partner Sexual Assault topics); Maintaining Respect in the Workplace

## Return and Reunion

- **Purpose**

- SAPR Post Deployment brief

- **Content Overview**

- Reintegration with Partners (for those married/in relationships); Returning to home port (focused on Single Service members but discusses safe, respectful dating and SA)

**Back Up**

# SA/SH Training Events During Initial Entry/Accessions

- **In-Processing Days**

- RTC CO's Top Six: Introduction to the zero-tolerance policies at RTC--No SA/SH; No discrimination of any kind; No fraternization; No recruit-to-recruit contact; No hazing; no substance abuse. (Verbal brief and list in Trainee Guide (TG))
- RTC Command Policies: RDC introduction to command-specific policies, including fraternization and SAPR. (Verbal brief and published command instructions)

- **Week 1**

- Navy Harassment Prevention and Military Equal Opportunity: Traditional instructor led lecture, introduces OPNAVINST 5354.1 (series), introduces/defines Navy Equal Opportunity Policy, Military Equal Opportunity, the protected classes, types of discrimination, signature behaviors, harassment, CMEO program & manager, Command Climate Specialist, and Extremists Groups. Provides detail on the CMEO program, extremism in the military, sexual harassment and prevention, complaint procedures, Informal Resolution System, and Advice Line information. (PowerPoint (PPT), Lesson Plan (LP), TG)
- Fraternization: Traditional instructor led lecture lesson, introduces OPNAVINST 5370.2 (series), The Navy's fraternization policy, command expectations, defines fraternization, unduly familiar relationships, the negative effects of fraternization on the Sailors, their families, their command, and the Navy at large. Provides opportunities for recruits to identify scenarios as fraternization or not and who to report such instances to. (PPT, LP, TG)
- SAPR: Initial instructor led introduction to SAPR lesson, reviews OPNAVINST 1752.1 (series), defines sexual assault, consent, goals of the SAPR program, SARCs, VAs, and their related resources. Describes the reporting pathways and procedures. Provides recruits with information on recognizing SAPR violations in the Fleet and the individual harms it causes, how it affects mission readiness, and why they, as Sailors, should work to prevent SA. Introduces Signature Behaviors and What Right Looks Like, provides Navy, military, and civilian resource information. (PPT, LP, TG)

# SA/SH Training Events During Initial Entry/Accessions

- **Week 3**

- SAPR-F: Written by SAPRO, led by a Ship's Officer and qualified Chief, this is an opportunity for recruits to hear and discuss relevant sea stories and their outcomes. Provide information and discuss reporting and counseling/behavioral health/medical options following a SA/SH event. (Brief and videos maintained by SAPRO and TG pages)

- **Week 5**

- Sexual Health: Written in coordination with BUMED, instructor facilitated videos/discussion along with reproductive health information, provide information about recognizing and reporting sexual assault, intimate partner violence, and corresponding resources available. (Video, PPT, LP, TG)

- **Week 8**

- Bystander Intervention 1: Scenario-based instructor led lesson to discuss strategies and options to prevent violence against anyone, raise awareness of violence against service members, empower recruits to act to prevent or stop dangerous situations, inspire trainees to think critically about violence/sexual violence. (Discussion, LP, TG)

- **Week 9**

- Bystander Intervention 2: Scenario-based instructor led lesson to discuss strategies and options to prevent violence/sexual violence against anyone, raise awareness of violence against service members with emphasis on alcohol and sexual consent. (Discussion, LP, TG)
- Party Time Scenario: Scenario-based instructor led discussion providing opportunities to apply bystander intervention and SAPR skills in realistic scenarios. (Discussion, LP, TG)

**United States Marine Corps**  
**Lindsay Reed**

# Introduction

- The Marine Corps focuses on creating and maintaining a culture that protects the well-being and readiness of all Marines, their families, and our civilian workforce.
  - Prevention training teaches skills that support healthy relationships and interactions, positive social behaviors, and healthy coping skills.
  - Prevention is practiced at every level of the Marine Corps by leaders who uphold the standards that instill knowledge, encourage reporting, and require response.
- All Sexual Assault Prevention and Response (SAPR) training is developed in alignment with DoDI 6495.02, Volume 2.
  - Marine Corps SAPR training is tailored to specific rank groups to allow for discussions about sexual assault prevention, response, and trauma-informed principles appropriate to the Marine's level of leadership and responsibility.

# **SA/SH Training Events During First 4 Years**

## **Initial Entry**

- All Marines (Officer/Enlisted) are trained, during initial entry-level training, on the identification of healthy behavior in relationships, which includes SAPR.

## **Accessions**

- The training requirements during entry-level training are reinforced during leader-led annual training requirements.

## **Annual**

- SAPR Annual Training for Junior Marines builds on the foundation of entry-level training with scenario-based discussions on consent, identifying healthy relationships, and bystander intervention.
- During a Marine's first four years of service, they will have received entry-level SAPR training and four iterations of annual training.

# ***(Backup slide)* Primary Training Guidance**

- All sexual harassment training is developed in alignment with MCO 5354.1F.
- All SAPR Training is developed in alignment with DoDI 6495.02, Volume 2.

# ***(Backup slide)* Metrics of Performance and Effectiveness**

- The Marine Corps skills training and readiness manual identifies individual training requirements for entry-level, Fleet Marine Force sustainment, and annual training requirements. Each event contains a task, condition, and standard that must be met. Each individual training event specifies the proficiency requirement (task) that must be performed to standard. Proficiency standards (often the performance steps) are the metrics used during training execution to determine transfer of skills/knowledge and/or remediation, if required.
- Conducting evaluation to determine the effectiveness of SAPR training. The data collected includes knowledge retention of training material, satisfaction with instruction, and intention/confidence to intervene (bystander intervention). Data has been collected and is currently being cleaned and analyzed.

# *Department of the Air Force*

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*Innovate, Accelerate, Thrive - The Air Force at 75*

## *Prevention Training for Sexual Assault and Sexual Harassment*



**Dr. Chris Goode**  
**Acting Division Chief**  
**Research & Development, A1ZR**  
**8 DEC 2022**



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# *HAF/A1Z – Integrated Resilience Directorate*



## **Sexual Assault and Harassment Prevention Training**

- Basic Military Training (BMT)
- Wingman Intervention Training (WIT)
- Annual Sexual Assault Prevention and Response Training



# *Basic Military Training (BMT)*

- **Seven hours dedicated to education/training on awareness and prevention of sexual harassment and sexual assault:**
  - First week: One hour of training
  - Second week: Two hours of training
  - Fourth week: Five hours of training
- **Areas of Emphasis**
  - AF Values
  - Decision Making
  - Resilience
  - Self-Control



# *Basic Military Training*

## **Target Changes in Knowledge Base**

- AF Values and their guide for professional behavior
- Definitions of professional and unprofessional relationships
- Actions to take if aware of – or are a victim of – sexual harassment or sexual assault
- Fundamentals: treating others with dignity and respect, importance of trust and teamwork and impact on readiness
- Professionalism in language and behavior
- Sexual harassment definition and examples
- How to report unprofessionalism/behaviors on the continuum of harm

## **Target Changes in Behaviors**

- Adhere to positive social norms around SA/SH
- Efficacy in intervention behaviors
- Effective and timely decisions to prevent sexual violence
- Negotiating, managing, and adapting to significant sources of stress or trauma
- Ability to keep emotions under control and to restrain negative actions when under stress



# *Basic Military Training*

## **Future State of BMT**

- **Implementing Sexual Communication & Consent (SCC) training to replace current curriculum**
- **Designed to reduce victimization, perpetration, and assault-related proximal outcomes**
  - 6-hour comprehensive sexual assault prevention curriculum
  - Tablet-based questionnaire routes trainees into one of three tailored programs
    - Healthy Relationships (HR)
    - Primary Sexual Assault Prevention
    - Revictimization Prevention



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# Wingman Intervention Training (WIT)



## WIT - Technical School (Year One- Accessions)

- **Foundational course focused on the prevention of sexual assault and domestic violence**
  - 1hour mandatory
    - Commanders are provided additional materials to supplement training as necessary
- **Areas of emphasis**
  - Proactive skills
  - Positive norms
  - Protective factors
  - Intervention behaviors



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# Wingman Intervention Training (WIT)



## Target Changes in Knowledge Base:

- Recognize behaviors that may constitute sexual harassment/assault
- Recognize behaviors that may be immediate precursors and/or outcomes from sexual violence
- Understand the basic elements of culture change
- Recognize barriers that may prevent personal intervention in the face of potential interpersonal violence

## Target Changes in Behaviors:

- Adhere to positive social norms around SA/SH
- Connect more consciously to role and responsibility as wingmen
- Increased efficacy to positively contribute to culture
- Intrinsic motivation to intervene in order to reduce harm after violence has started, reduce the likelihood that it will happen again, and reduce the likelihood that it will happen at all
- Develop realistic intervention options given their unique set of barriers



# Annual Sexual Assault Prevention and Response Training



- **Sexual Assault Prevention and Response Course**
  - **30 min mandatory**
    - Commanders are provided additional materials to supplement training as necessary
  - **Designed for Tier 1- Emerging Leaders**
    - O-3/E-6 and below, civilians GS-11 (or equivalent) and below
- **Areas of emphasis**
  - Proactive skills
  - Positive norms
  - Protective factors
  - Intervention behaviors



# Annual Sexual Assault Prevention and Response Training



## Target Changes in Knowledge Base

- Recognize the role of preventing retaliation
- Explain why intervention is critical to the prevention of sexual assault
- Understand barriers to intervening and ways to overcome those barriers

## Target Changes in Behaviors

- Identify and explain how they can foster an environment of dignity and respect in their organizations based off AF values
- Practice/discuss Wingman Intervention through activities and scenarios
- Connect more consciously to their role and responsibility as wingmen
- Recognize barriers that may prevent them from doing something in the face of potential interpersonal violence
- Develop realistic intervention options given their unique set of barriers



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# Thank You





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# *Back Up Slides*





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# Primary Training Guidance

- *DoDI 6400.09 sec. 4.2 Skill Development*
- *DoDI 6400.09 sec. 4.4 Substance Use*
- *DoDI 6495.02, V2 sec 3.3 Sexual Assault Response Education and Training*
- *DoDI 6495.02, V2 sec 3.4 Sexual Assault Response Education and Training*
- *DAFI 90-5001 sec. 3.3.2 Total Force Training Requirements*
- *DAFI 90-6001 sec. 7.2. General Training Requirements*



# **United States Army**

**Mrs. Jill M. Londagin**  
**Director, Army SHARP**

**COL Lawrence M. Burns**  
**Director, Army SHARP Academy**

# Army's SHARP Program

- The Army first introduced Sexual Assault Prevention and Response (SAPR) training in 2006 and required annual unit training focused solely on sexual assault. They subsequently embedded it in all levels of professional military education (PME) from initial entry training (IET) to the Army War College.
- Within the first two years, trends began to emerge which caused the Army to expand the program to recognize and educate Soldiers regarding the continuum of violence. As a result, in 2008, the Army transitioned from SAPR to Sexual Harassment/Assault Response and Prevention. Training was redesigned and included both sexual harassment and sexual assault.
- Training from 2006 to 2018 was primarily presented via PowerPoint presentation by a credentialed SHARP professional and while the training was “effective in educating soldiers that the problems of sexual violence exist, the key finding is that it does not target the societal and gendered norms that have existed in the Army that perpetuate a culture which is conducive to harassment and assault”. (Abueg, 2016).
- In 2014, the Army established only the SHARP Academy which educates and trains the Sexual Assault Response Coordinators (SARCs), Victim Advocates (VAs), SHARP Trainers, and Program Managers; and is responsible for Army wide SHARP Education, Training, and Leader Development.
- In 2018, SHARP Annual Refresher Training transitioned to small group leader-facilitated discussions much as they are today.

# Army's SHARP Education Continuum

## Army Training Domains

(Focus: Junior Enlisted Soldiers)

### Institutional Domain

#### Basic Training SHARP Instruction

- Define SA, SH and Retaliation
- Understand impacts of SA/SH
- Provide Individual Prevention Tools for SA/SH
- Understand Individual Response Actions for SA/SH and Retaliation

### Operational Domain

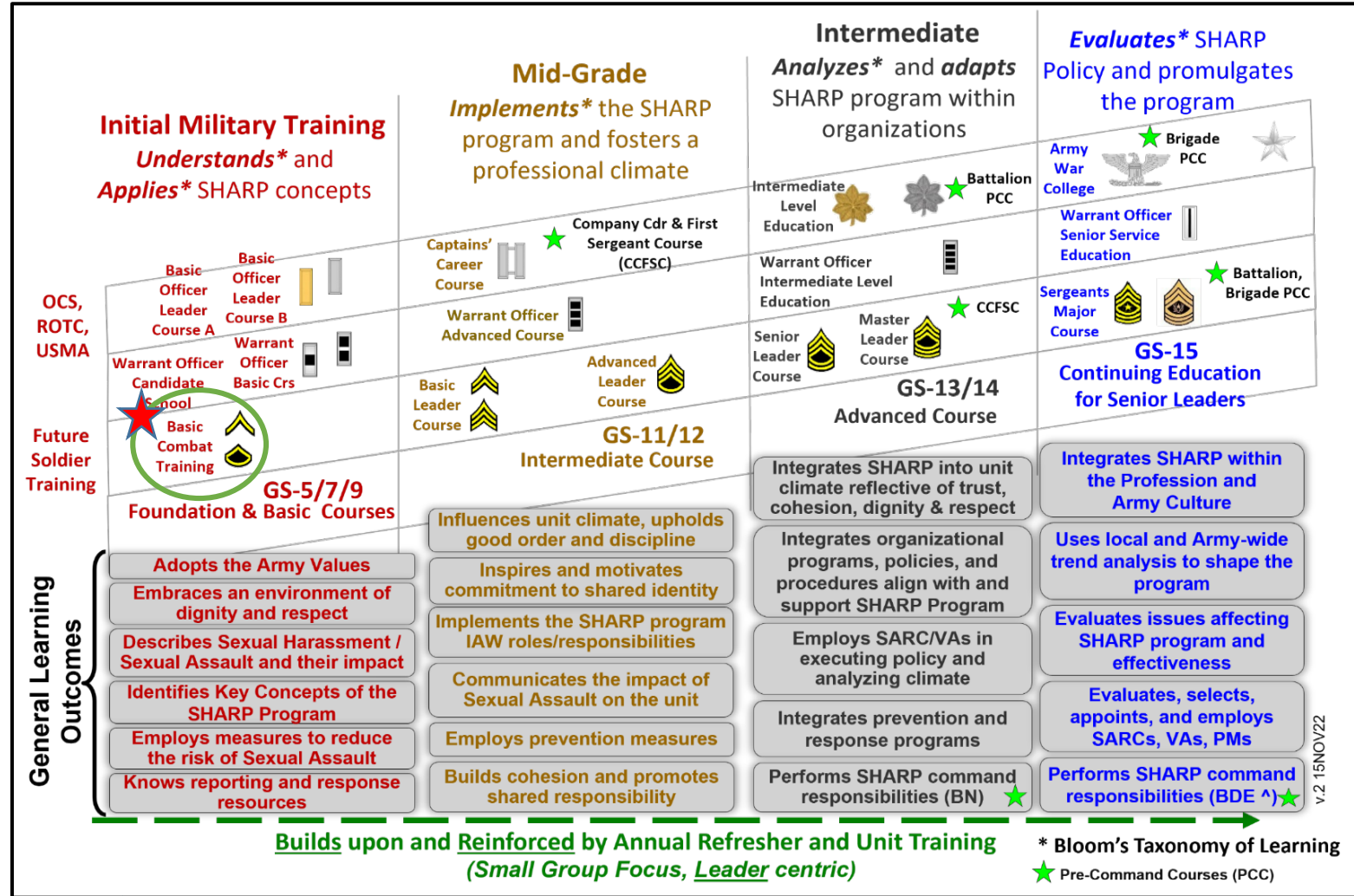
#### Annual Refresher Training

- Individual Role in preventing SA/SH
- Individual Intervention Techniques
- Define SH and understand individual SH response actions/reporting options
- Define SA and understand individual SA response actions/reporting options
- Define Retaliation and understand individual response actions

### Self-Development Domain

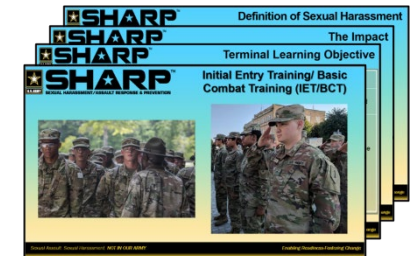
#### ELITE BRAVE

- Interactive Virtual Bystander Intervention Training
- Web-based / Accessible via SHARP Learning Portal



# Training Approach to Behavior Change

Training Topic	Overview of Approach to Change Behavior
<p><b>Sexual Harassment (First 4 yrs)</b></p> <p><b>and</b></p> <p><b>Sexual Assault (First 4 yrs)</b></p>	<ul style="list-style-type: none"><li>• <b>Basic Training:</b><ul style="list-style-type: none"><li>- SHARP Training conducted on the 1<sup>st</sup> day</li><li>- Face to Face delivery by qualified instructors and credentialed SHARP professionals</li><li>- Topics Covered:<ul style="list-style-type: none"><li>• Impact of SH/SA on individual, unit and community</li><li>• Definition of Consent</li><li>• Sexual Harassment: definition, categories, types and complaint options</li><li>• Sexual Assault: definition, reporting options, and victim resources</li><li>• Sexual Harassment/Sexual Assault Penalties</li><li>• Online Misconduct</li><li>• <i>Army Sex Rules</i></li><li>• Bystander Intervention Process</li><li>• Army's Reprisal and Retaliation policy</li><li>• SARC/VA information and DOD Safe Helpline</li></ul></li></ul></li></ul>



# Training Approach to Behavior Change

<b>Training Topic</b>	<b>Overview of Approach to Change Behavior</b>				
<b>Sexual Harassment (First 4 yrs)</b>  <b>and</b>  <b>Sexual Assault (First 4 yrs)</b>	<b>SHARP Annual Refresher Training</b> <ul style="list-style-type: none"> <li>- Face to Face, small unit, leader-led training</li> <li>- SHARP Annual Refresher Training Support Package, print-ready materials to include reference cards, and videos available on our SHARP Learning Portal</li> <li>- Five modules:</li> </ul>				
	<b>Prevention and Impacts on Readiness</b>	<b>Bystander Intervention</b>	<b>Sexual Harassment</b>	<b>Sexual Assault</b>	<b>Retaliation</b>
	<ul style="list-style-type: none"> <li>• Describe individual role in prevention</li> <li>• Describe impacts of SA/SH on readiness</li> <li>• Describe characteristics of a healthy/unhealthy relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Understand barriers to intervention</li> <li>• Describe 5-step intervention process</li> <li>• Demonstrate the three intervention techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Describe what constitutes SH</li> <li>• Describe the types and categories of SH</li> <li>• Explain:               <ul style="list-style-type: none"> <li>- SH reporting options</li> <li>- SH response resources</li> <li>- SH consequences</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Describe what constitutes SA</li> <li>• Describe SA reporting options and support resources</li> <li>• Explain the role of consent and role of alcohol on consent</li> <li>• Describe SA consequences</li> </ul>	<ul style="list-style-type: none"> <li>• Explain the types of retaliation</li> <li>• Explain how to report retaliation</li> <li>• Explain retaliation response resources</li> </ul>



SHARP Learning Portal



GTA PWA



# An Overview of Sexual Assault Prevention and Response Training Received by Soldiers and Airmen of the National Guard

Col Stephanie Navas  
Division Chief  
NGB-J1-SAPR  
2 Dec 2022



# National Guard Introduction

- National Guard Bureau (NGB) is an Army and Air Guard Joint Organization
  - NGB does not “command” the States/Territories or DC.
  - State units are subordinate to their respective Adjutant/Commanding Generals
- Army National Guard (ARNG) population numbers ~444,000 Soldiers
- Air National Guard (ANG) population numbers ~107,000 Airmen
- The National Guard (NG) Sexual Assault Prevention and Response (SAPR) is in the Joint Staff
- ARNG and ANG typically follow their service (Army / Air Force) provided training
- Training is modified to suit the reserve status (Title 32) nuisances
  - No UCMJ
  - Sexual Harassment is referred to Equal Employment Opportunity Office (EEO)
  - The National Guard has 24 days to complete SAPR training if curricula is provided prior to the FY and CY.



# Army National Guard

## Year Zero:

During the Recruit Sustainment Program (RSP) before shipping to Basic Combat Training (BCT), the recruit receives a one-hour Power Point presentation developed by the US Army SHARP Academy (ASA).

## Year One:

Once at BCT, Advanced Individual Training (AIT) or Basic Officer Leader Course (BOLC) the Soldier/Airman receives service specified SHARP/SAPR training.

## Years Two – Four:

When assigned to their State Unit, the Soldier/Airman receives annual Sexual Assault Prevention and Response (SAPR) training.

- Unit leader holds a conversation with 20 or less subordinates
- Scenario based (modified from Army/Air Title 10 version to National Guard Title 32)

New Commanders receive a Commanders SAPR Brief within 30 days of taking command

Leaders receive annual Leader Retaliation training from a SAPR professional



# Air National Guard

## Year Zero:

Before attending Air Force (AF) Basic Training or AF Officer Training School, new recruits will be assigned to Student Flight, and will receive annual SAPR training from their instructor.

## Year One:

Once at Basic Training or Officer Training School and again at Tech School, Airmen receive service specified SAPR training.

## Years Two – Four:

When assigned to their Wing or Unit, ANG members receive service specified trainings:

- Newcomers Orientation Brief (SAPR) - during their first drill or within 14 days of arrival
- Annual SAPR Training – facilitated by trained personnel or by video presentation
- New Commanders receive a Commanders SAPR Brief within 30 days of taking command



# Way Forward

- National Guard Bureau has initiated The National Guard Joint Initial SAPR Course
  - Certifies non-deploying SAPR professionals with the DoD Sexual Assault Advocate Certification Program (D-SAACP) credentialing
  - Office of Complex Investigation (not CID)
  - Budget Execution
  - Line of Duty determination process
  - Special Victims Counsel
- At the request of NG Senior Leaders, we are developing a Joint National Guard SAPR Annual Training
  - Under development
  - Pending HQDA and HAF approval

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# **Committee Open Discussion**

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# Public Meeting Concluded

Meeting minutes will be available for public review on  
*[www.sapr.mil/DAC-PSM](http://www.sapr.mil/DAC-PSM)*