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Training
TRADOC Trainee Abuse Prevention Program

Summary. This pamphlet describes methods of preventing, detecting, investigating, and reporting allegations of trainee abuse, as required by TRADOC Regulation (TR) 350-6 and TR 1-8. It serves as a guide to Initial Entry Training (IET) leaders for the implementation of effective programs designed to prevent and eradicate trainee abuse.

Applicability. This pamphlet applies to all elements of the United States Army Training and Doctrine Command (TRADOC) engaged in the training of IET soldiers.

Suggested Improvements. The proponent of this pamphlet is the Commanding General, United

States (U.S.) Army Accessions Command/Deputy Commanding General Initial Entry Training. Send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) through channels to Commander, TRADOC, ATTN: ATDC-I, 30 Harrison Street, Fort Monroe, VA 23651-1066. Suggested improvements may also be submitted using DA Form 1045 (Army Ideas for Excellence Program (AIEP) Proposal).

Availability. This publication is available solely on the TRADOC Homepage at <http://www.tradoc.army.mil/Publications.htm>.

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Chapter 1
Introduction

1-1. Purpose. This pamphlet will assist in understanding the TRADOC Trainee Abuse Prevention Program. It describes the procedures and methods of preventing, detecting, investigating, and/or reporting allegations of trainee abuse. This pamphlet also provides commanders with materials that

may be used when developing trainee abuse prevention training programs.

1-2. References. Required and related publications are provided in appendix A.

1-3. Explanation of abbreviations and terms. Abbreviations and terms used in this pamphlet are explained in the glossary.

Chapter 2 Trainee Abuse Prevention and Detection

2-1. The Secretary of the Army's Senior Review Panel on Sexual Harassment.

a. In response to the November 1996 allegations of sexual misconduct involving AIT drill sergeants and cadre members at Aberdeen Proving Ground, Maryland, the Secretary of the Army established a Senior Review Panel. The panel was given the mission of reviewing the Army's human relations environment, with particular emphasis on sexual harassment. The panel's findings focused on four main areas: the Army Equal Opportunity Program; the extent of sexual harassment in the Army; leadership; and IET.

b. An excerpt from the Executive Summary of "The Secretary of the Army's Senior Review Panel on Sexual Harassment," Volume 1, July 1997, (pp. 1-4 and 78-90) addresses the challenges faced in the IET environment, and serves as a useful tool in the prevention of trainee abuse. This document is available under the "TRADOC Trainee Abuse Prevention Program" link on the [U.S. Army Accessions Command homepage](#).

2-2. TRADOC objective. The TRADOC mission is to provide competent, capable, and well-trained soldiers, ready to fight and win our nation's wars. There is no greater obstacle to the effective Initial Entry Training (IET) environment than the improper treatment of trainees. As thousands of young people enter the U.S. Army, they place their trust in TRADOC to provide high standards of training, professional leadership, and an acceptable quality of life. Trainee abuse undermines that trust by violating [Army Values](#), disrupting military order and discipline, and destroying a positive training environment. As such, the TRADOC Trainee Abuse Prevention Program is designed to prevent, detect, report, investigate, and eradicate trainee abuse in any form.

2-3. Preventive measures. Trainee abuse actions are not those of a professional cadre member or permanent party soldier, and destroy the ability to build our most essential weapon system—the American soldier. Any actions of cadre members, which do not directly relate to the trainee's health, welfare, training, or another official purpose, may be trainee abuse. The primary goal of the TRADOC Trainee Abuse Prevention Program is to prevent incidents of trainee abuse, through cadre training, effective detection of at-risk cadre and abusive acts, and a supportive command climate.

a. Training. All commanders should have a training program that educates cadre members regarding the dangers of trainee abuse. This training should specifically focus upon why abuse

occurs (e.g., frustration with trainees, marital problems, financial difficulties, or physical attraction toward trainees). Effective training tools may include quarterly or semiannual small group sensing sessions; Officer/Noncommissioned Officer Professional Development classes, where previous instances of trainee abuse are analyzed; or formal trainee abuse presentations during all initial cadre training courses. Commanders may use the trainee abuse scenarios found on the U.S. Army Accessions Command homepage when developing these training programs (see chap 5). Additional training tools are also provided in chapter 5.

b. Detection of at-risk cadre and abusive acts. The duties associated with a drill sergeant or an IET instructor are challenging. Long hours, complex duties, and time away from family members can cause frustration, anger, and other problems that may lead to trainee abuse. An effective system to detect at-risk cadre, and a supportive command climate that encourages cadre to seek assistance from their fellow cadre, the chain of command, local chaplains, or counselors could combat these problems. To be effective, this detection should rely heavily on fellow drill sergeants and instructors, because they have the most access to, and influence over, any potential abuser. These cadre members are our first lines of defense against trainee abuse.

c. Supportive command climate. Commanders should encourage drill sergeants and instructors to take 'ownership' of problems they see in other cadre members, by intervening early to 'nip in the bud' any acts of abuse, provide counseling to an at-risk cadre member, and report the matter to the chain of command immediately. Commanders should implement programs that keep these key trainers fresh, alert, properly oriented, and motivated.

Chapter 3 Reports and Investigations

3-1. Reporting trainee abuse. Allegations of trainee abuse received by a commander should be reported. Timely reporting of allegations of trainee abuse is vital to the command. Reporting requirements for allegations of trainee abuse are found in TR 1-8 and Army Regulation (AR) 190-40. All IET commanders should be familiar with these requirements, and have copies of these regulations.

3-2. Types of reports.

a. **Operations report (OPREP).** The OPREP is designed to provide the TRADOC Command Group "real time" information regarding important events or adverse incidents in the command. The Commanding General, TRADOC considers allegations of trainee abuse a serious matter, and

requires commanders to report allegations to the Headquarters. Specifically, commanders should follow procedures in TR 1-8, for reporting all allegations of trainee abuse to the TRADOC Emergency Operations Center via OPREP, unless the commander can quickly determine that the allegation is not credible. “Quickly determine” means that the commander finds the allegation is without merit in just a few hours. If more than a few hours are necessary to make the credibility determination, the commander should report the allegation to Headquarters. Under no circumstances should the report be delayed longer than 8 hours from the time the commander learns of the allegation. If the report is made after 8 hours, then an explanation of the delay should accompany the OPREP. When in doubt, file the OPREP.

b. **Serious Incident Reports (SIR).** In addition to the OPREP, commanders should submit a SIR for allegations that are listed as a reportable incident under [AR 190-40](#), appendix C, paragraph C-1r. Commanders should also file a SIR if it is determined that the incident may be of concern to Headquarters, Department of the Army, based on the nature, gravity, potential for adverse publicity, or potential consequences of the incident.

3-3. Investigating trainee abuse. Commanders should investigate all allegations of trainee abuse, regardless of the nature, magnitude, or source of the complaint, and keep a record of all allegations (even if determined not to be credible). Commanders may use several methods to investigate trainee abuse allegations. These include a commander’s inquiry, an AR 15-6 investigation, or a law enforcement investigation. While investigating allegations, commanders should consider appropriate actions to ensure a prompt investigation, to protect the interests of the organization.

a. **Preliminary inquiry.** At a minimum, commanders must conduct a preliminary inquiry into every allegation of trainee abuse. For minor allegations, this inquiry may be as simple as an interview of the complainant and any witnesses to the incident. Extreme profanity, minor assaults, and improper physical training (PT) are examples of cases that could be properly investigated through the preliminary inquiry.

b. **Administrative investigation (AR 15-6).** In more complex cases, the commander should consider use of an administrative investigation, in accordance with (IAW) AR 15-6. This investigation requires a formal appointment of an investigating officer (IO) by the proper “appointing authority,” and is much more structured than the preliminary inquiry. Complex cases involving multiple witnesses, victims, allegations, or suspects, may be properly investigated through the AR 15-6 investigation.

c. **Law enforcement investigations.** In serious cases, the commander should contact law enforcement personnel. Personnel of the Criminal Investigation Division (CID) and the Military Police Investigations Unit are experts in investigating serious criminal matters such as rape, indecent assault, or sodomy, and should be given immediate notice of any trainee abuse allegations involving such serious criminal acts.

3-4. Suspension of drill sergeants. [AR 614-200, paragraph 8-18](#), requires the suspension of drill sergeants when there is a serious incident involving an allegation of trainee abuse, where an investigation is mandated (such as an investigation conducted by CID or military police investigator or conducted IAW [AR 15-6](#)).

3-5. Judge Advocate assistance. Commanders and investigative officers should immediately contact their trial counsel, or other servicing judge advocate, regarding complex or serious cases. The timely advice of an attorney will ensure the commander or IO takes the appropriate action to properly investigate the trainee abuse allegation. When in doubt, call your attorney.

Chapter 4 Training Abuse Case Studies

4-1. Submission of case studies. Initial entry training commanders may submit case studies, using the format provided in paragraph 4-2, below, that share their experience and lessons learned with the IET community. The Executive Officer, U.S. Army Accessions Command, may task a commander to prepare such a case study for certain cases. Case studies can be forwarded to U.S. Army Accessions Command at the following E-mail address: sgs-usaac@usaac.army.mil.

4-2. Case study format. Case studies should be concise, direct, and adhere to the following format:

a. **Summary of Allegation.** Concise statement of the nature of the allegation (e.g., “Improper Social relationship—Medical Technician at the Hospital gave Private A in BCT a ride back to the unit in his POV”).

b. **Factual Situation.** Brief description of the facts and background, to include how the allegation came to be reported.

c. **Method of Investigation.** What investigative method was used, problems encountered in the investigation, and successful investigative techniques.

d. **Command Action.** Commander’s determination, administrative or disciplinary action taken, preventive measures taken, new guidance issued,

personnel actions, additional training, facility changes, etc.

e. Lessons Learned. Brief statement of any lessons learned, advice to be passed on, techniques to prevent trainee abuse, etc.

Chapter 5 Trainee Abuse Prevention Training Materials

5-1. Training scenarios. The purpose of the scenarios is to present simple, factual situations of alleged trainee abuse. Because not all allegations constitute trainee abuse, these scenarios are designed for discussion of how or why trainee abuse could occur, in order to prevent or deter instances of trainee abuse. Training scenarios can be found under the [TRADOC Training Abuse Prevention Program](#) link on the Accessions Command homepage.

5-2. Training case studies. Case studies provide an opportunity for cadre and commanders to learn from how other commanders handled instances of trainee abuse by analyzing past instances of trainee abuse. The case studies provide insight on how the trainee abuse was identified and investigated, and what command action was taken. The training case studies can be found on the U.S. Army Accessions Command homepage under the [TRADOC Training Abuse Prevention Program](#) link.

5-3. Essays. The essays are short stories based on cadre experiences, which will serve as training aides to foster positive leadership environment. The essays can be found on the U.S. Army Accessions Command homepage under the [TRADOC Training Abuse Prevention Program](#) link.

Appendix A References

AR 15-6
Procedures for Investigating Officers and Boards of Officers

AR 190-40
Serious Incident Report

AR 600-20
Army Command Policy

AR 614-200
Enlisted Assignments and Utilization Management

TRADOC Reg 1-8
TRADOC Operations Reporting

TRADOC Reg 350-6
Enlisted Initial Entry Training (IET) Policies and Administration

[Manual for Courts-Martial, United States](#)

Glossary

Section I Abbreviations

1SG	first sergeant
AIT	advanced individual training
AR	Army Regulation
AWOL	absent without leave
BCT	basic combat training
CID	Criminal Investigation Division
DA	Department of the Army
DS	drill sergeant
IAW	in accordance with
IET	Initial Entry Training
IO	investigating officer
OPREP	operations report
OSUT	one station unit training
PFC	private first-class
PT	physical training
PVT	private
SIR	serious incident report
SSG	staff sergeant
TR	TRADOC Regulation
TRADOC	United States Army Training and Doctrine Command
U.S.	United States

Section II Terms

cadre

All military or civilian personnel who command, supervise, instruct, train, or directly support IET soldiers.

trainee

All personnel undergoing Initial Entry Training (BCT, AIT, or OSUT). Also included are those inprocessing at the reception station, awaiting training in fitness training units, receiving English or foreign language training, and/or those who have completed training and remain in a holdover status. Trainee also includes prior service soldiers, soldiers undergoing reclassification training, and personnel from other services undergoing IET on TRADOC installations.

trainee abuse

Any improper or unlawful physical, verbal, or sexual act against a trainee by a cadre member. Examples may include assault, extreme PT, not

IAW a plan of instruction, extreme profanity, rape, sodomy, sexual harassment, extortion of money, or any personal relationship that is not required by the training mission.

FOR THE COMMANDER:

OFFICIAL:

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/signed/

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