



THE SAPR SOURCE

THE DEFENSE RESOURCE ON
SEXUAL ASSAULT PREVENTION AND RESPONSE



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THE SAVVY ON NAVY SAVI

SAPRO

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SAPRO NEWSLETTER TEAM:

- Ron Bickerstaff
- Nate Galbreath
- Nicole Gallo
- Lori Gavaghan
- Ken McKinney
- Bette Stebbins

When DoD leadership decided to revolutionize sexual assault prevention and response (SAPR) in 2004, they did not have to search long for a model program. Created in 1996, the Navy's Sexual Assault Victim Intervention (SAVI) program institutionalized a standardized, victim-sensitive system to prevent and respond to sexual assaults Navy-wide. Much of the structure of the DoD SAPR program was drawn from the Navy's program. When the DoD policy was released in 2005, Navy SAVI Coordinators became Sexual Assault Response Coordinators (SARCs). In addition, their role expanded from training personnel and Victim Advocates to managing Restricted and Unrestricted Reports of sexual assault. Navy Victim Advocate (VA) training was also completely rewritten to include the new policies. The Navy also partnered with the Pennsylvania Coalition Against Rape (PCAR) and the National Organization for Victim Assistance to expand the VA course into a professional, standardized, interactive 30-hour curriculum.

The Headquarters Navy SAVI Program staff have recently augmented their extensive sexual assault prevention and response programs with new training initiatives. According to Kathy Robertson, Deputy, Counseling, Advocacy and Prevention Program Manager, responsible for the SAVI Program, "SARCs and Victim Advocates report that Sailors are responding favorably to awareness and prevention



training that focuses on safety and reduced risk."

SAVI Insight

Since Robertson has been involved with the SAVI for many years, SAPRO asked her to share some of the important "lessons learned" in the program. Robertson believes that the following are some of the best insights from the SAVI program.

- Intensifying the relationship between SAVI and the drug and alcohol awareness trainings is a Navy goal for the future.

- There is a need for continual feedback and communication for SARCs, as well as a way for them to share best practices and resources. At all levels, in-person training and discussions have the greatest impact.
- Military leadership's attitude towards the SAVI program and intolerance for sexual assault in general sets the tone throughout a command.

- The need for training and education is continuous.

- Interactive training with specific scenarios enhance participant learning.

- "Live" online conferences and discussion groups make it possible to quickly address questions from the field and facilitate launches of new efforts and policy.

Training Success

The Navy's two newest training projects, the SHAPE program at the Naval Academy and the Leadership and Lifeskills training, have shown significant anecdotal and quantitative success. The Naval Academy's SHAPE program spans the four-year academy curriculum and challenges students' precon-





ceptions about consent, sexual assault, alcohol impairment, and stranger versus non-stranger rape. The Leadership and Life Skills curricula were derived from a pilot program that involved a training program led by Fleet and Family Support Program educators and chaplains. Staff went to select ships in the Mid-Atlantic Region to conduct training with all individuals assigned, as well as special programs for junior and senior leaders. Following the pilot, the study looked at a variety of indicators to see the impact the training had. Overall, the training produced observable changes in the number of reported sexual assaults after the training, the number of Sailors opting to use SAVI services, and the general atmos-

phere aboard ship. The study also received a 100% approval rating from Commanding Officers.

SAVI Initiatives

Robertson realizes that SAPR program success means looking for new ways to incorporate the program more widely into Navy life: "In an effort to directly integrate the sexual assault program into professional development, all general training is being redesigned to provide SAPR skills and knowledge appropriate to a Sailor's rank. They must pass this training in order to advance in rank." Other training programs in development include Online Training for new SAVI SARCs, enhanced SAPR leadership training, and a bystander intervention

program. The bystander initiative will be a joint Navy and Marine Corps project with the Mentors in Violence Prevention Program. Lastly, A SARC working group was formed to develop a SARC Reference Guide which will be "launched" at Navy Day at the July SAPRO conference.

The Navy places great emphasis on developing its people. Studies have repeatedly shown that adult audiences respond best to participatory learning. Robertson plans to incorporate this finding into new programs. Sailors will likely see increased interactive, scenario-based training, and modular video scenarios in the near future.

— Lori Gavaghan

DIRECTOR'S CORNER

We know you were all busy last quarter – spring is always full of special events as we work to heighten awareness about the SAPR program in April. We appreciate all the comments, suggestions, and information that you have submitted through our website! Please keep that feedback coming! Here's a quick rundown of some of the things we've been working on over the past few months:

Annual Report

The Department of Defense (DoD) *FY07 Report on Sexual Assault in the Military* was submitted to Congress on March 14, 2008. This was the fourth annual report and the first report based on fiscal year data. We transitioned to fiscal year reporting due to the changes to the Uniform Code of Military Justice (UCMJ) that went into effect on October 1, 2007. The number of sexual assault reports remained relatively constant from prior years. In fiscal year 2007, there were 2085 Unrestricted Reports of sexual assault and 705 Restricted Reports (of which 102 converted to Unrestricted, leaving 603 as Restricted Reports). We believe these 705 victims may not have come forward to receive services without the

Restricted Reporting option in place. However, statistics only tell a small part of the story. We know that behind those numbers are thousands of hours of hard work by Sexual Assault Response Coordinators, Victim Advocates, commanders, chaplains, health-care providers, investigators, and attorneys. That report is our best evidence that we are making a difference in the DoD. If you have not already seen a copy of the report, it is available on our www.sapr.mil website.

SAAM

Each year in April, the Department enacts a Sexual Assault Awareness Month (SAAM) public awareness campaign and holds a special event to promote awareness and prevention of sexual violence. This year, the Department held a remarkably successful symposium, *The Intersection Between Sexual Assault and Alcohol: Implications for Prevention, Policy, and Practice*. The event was attended by over 150 participants representing DoD leadership, the Military Services, Federal Agencies, Congress, civilian organizations, and survivors. The Honorable Michael L. Dominguez, Principal Deputy, Under Secretary of Defense for Personnel and Readiness, hosted the event. Presenters included:

- Major General William Etter, Acting Director Joint Staff, National Guard Bureau, and Director for Strategic Plans and Policy (J5), National Guard Bureau
- Dr. Antonia Abbey, Wayne State University professor and foremost expert on alcohol-facilitated sexual violence
- Ms. Teresa Scalzo, SAPRO Senior Policy Advisor, national expert on sexual assault prosecution
- Interactive presentations by Voices of Men, Sex Signals, and Men Can Stop Rape.

SAAC

The Under Secretary of Defense for Personnel and Readiness, Dr. David S.C. Chu, convened a meeting of the Sexual Assault Advisory Council (SAAC) to discuss and review sexual assault prevention and response policy and practice on May 19, 2008. The SAAC reviewed the completed actions and way ahead for each SAAC subcommittee (policy, outreach, research, and training), discussed how the Department's sexual assault prevention and response (SAPR) policy might be extended to civilians and contractors, reviewed proposed sexual assault re-

DIRECTOR'S CORNER (CONTINUED)

Working With You

Last November, SAPRO's Policy Assistance Team (PAT) was charged by Dr. Chu with reviewing the implementation of SAPR policy at installations around the world. The PAT will consist of SAPRO staff and Service personnel and will travel four times a year. You may be thinking, "Oh no, not another inspection!" However, I want to assure you that our PAT visits are designed to review how the SAPR policy is working and to solicit your feedback to enable us to revise and improve current policy. This is the first time that SAPRO will venture beyond the Military Service Academies to visit operational military installations. The pilot visit occurred at Ft. Belvoir on June 9th (see the related story in this issue). Our next PAT visit will be to PACOM in August. We plan to make stops at Hickam AFB, the Pearl Harbor Navy complex, the Hawaii Air and Army National Guard, Tripler Army Medical Center, Kaneohe Marine Corps Base, and the Army and Army Reserve units on Oahu. SAPRO also has plans to visit CENTCOM and SOCOM headquarters this summer. Next year, we will likely be looking at NORTHCOM and EUCOM.

SAPRO will sponsor a Sexual Assault Response Coordinator (SARC) conference in Tampa, Florida in July where we will meet with over 300 SARCs from around the world to discuss SAPR policy implementation. Bring your tough questions and your lessons learned. We look forward to the chance to meet all of you.

SAPRO is working with the Services to review high-profile cases on occasion. We often get Congressional inquiries about incidents that make it into the press. This is one method we use to

ensure that we have the most accurate information possible.

In late February, the US Forces Japan (USFJ) Commander requested a SAPRO subject matter expert to assist with a review of SAPR policy implementation at bases in Japan. This was in response to several high profile sexual assaults on both Okinawa and the main island of Japan. LtCol Nate Galbreath, SAPRO's Deputy Director, traveled with the USFJ SAPR Task Force to Yokota AB, Camp Foster, Kadenda (Navy Elements), and Torii Air Station. USFJ recently published their findings, including:



- Every base in Japan had a SAPR program in place.
- More interactive SAPR training is needed.
- Military Services in Japan often work jointly to maximize the effect of SAPR efforts.

USFJ will maintain an ongoing review process of incidents involving Service Members in Japan. You can read more about the USFJ SAPR Task Force findings at: [https://www.usfj.mil/mil/SAPR/left%20\(SAPR\).html](https://www.usfj.mil/mil/SAPR/left%20(SAPR).html)

GAO Assessments

Last Summer, Congress tasked the Government Accountability Office (GAO) with evaluating how the De-

partment deals with sexual assault. GAO split the evaluation into two parts: assessing the SAPR programs at the Military Service Academies, and assessing the full SAPR program in the Department of Defense and the Services. The GAO Report on the Military Academies was published in January 2008 and contained three recommendations focusing on common terminology in data collection, performance evaluation metrics, and performing comprehensive assessments of the Military Service Academies. The Department was already developing initiatives in these areas. The Service-wide GAO evaluation will be completed this summer.

Congressional Review

Members of Congress remain interested in the Department's progress toward addressing sexual assault in the military. Dr. Chu testified before the House and Senate Armed Services Subcommittees, as well as the House Appropriations Subcommittee on Defense. Testimony included statements about the Department's sexual assault prevention and response initiatives. I have also personally made frequent visits to Capitol Hill to brief the program and address several Members' concerns.

Continuing Our Mission Together

We are all working hard to support our Service Members. I want to thank each of our team members around the world for their assistance in our common goal of eliminating sexual assault from the military. We can only do it with your help! I hope to see many of you this summer at the conference in Tampa!

- Kaye Whitley



SEX SIGNALS SHOW PROVIDES EDUCATION, ENTERTAINMENT ON SERIOUS ISSUE

By Lance Cpl. Joseph A. Cabrera



The U.S.-based theater group Catharsis Productions performed several improvisational stage pres-

entations aboard U.S. installations on Okinawa May 14-16, educating Service Members on the topic of sexual assault.

The two-actor show, titled "Sex Signals," is an informative and entertaining production that covers the serious topic of sexual assault in a unique, often funny, fashion by directly engaging audience members, according to Master Gunnery Sgt. Beverly S. Thomas, the Assistant Sexual Assault Response Coordinator for III Marine Expeditionary Force (MEF) and Marine Corps Bases Japan.

The production emphasized the importance of consent and other topics while remaining void of statistics, figures and references that usually come with sexual assault training.

The curriculum was presented through real-life scenarios in a scholarly humorous way.

Thomas said she hopes that units on Okinawa would see the show as the type of "out of the box" presentation that promotes a better understanding of sexual assault.

Chief Warrant Officer 3 Forest Brown, Sexual Assault Response Coordinator with III MEF Headquarters Group, said memorable training is a vital element to eliminating sexual assault in the military.

"The purpose is to get us to grow our perspectives about sexual assault," Brown said. "The training is interactive, and that's what makes it more effective."

Service Members demonstrated an enthusiastic response to the show. At Camp Kinser, there was an overflow of Marines at the training, according to Capt. Sally Falco, the installation Sexual Assault Response Coordinator for Marine Corps Bases Japan.



Ben Murrie and Amber Kelly perform "Sex and Signals," an informative and entertaining program that highlights sexual assault issues, at the MCAS Futenma theater May 16. (Photo by Lance Cpl. Joseph A. Cabrera).

Though many people still believe that rape is something that is only committed on poorly-lit streets by a perpetrator the victim does not know, countless studies on the topic indicate that is not the case, Falco said.

The show, therefore, focused heavily on the topic of acquaintance rape, commonly referred to as date rape, which, Falco said, is the most common and misunderstood form of the crime.

Date rape occurs when the attacker knows the victim and in some cases may have engaged in some type of consensual physical or sexual activity prior

to the assault, Falco said. But where "fooling around" ends and rape begins is the moment an individual no longer consents to the activity.

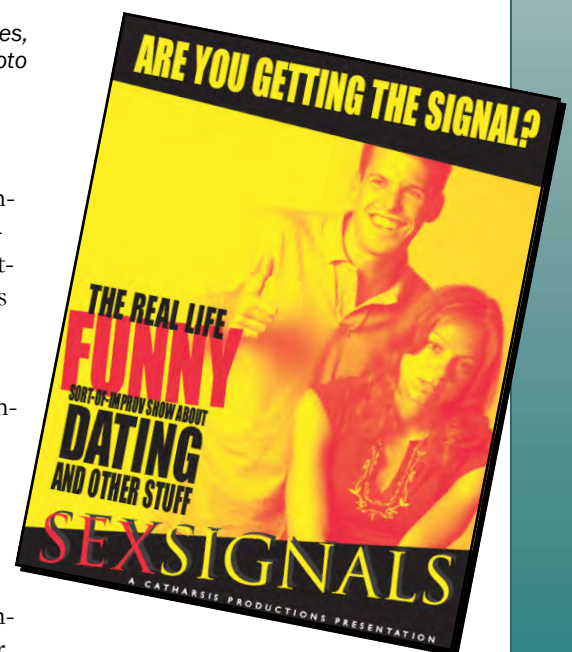
This lack of consent can be explicitly expressed or is to be understood if the victim is unable to express consent due to circumstances including intoxication or fear, Falco said.

An individual who commits a sexual act on another without that person's expressed consent can be prosecuted for rape or sexual assault under the Department of Defense regulations set forth in Article 120 of the Uniform Code of Military Justice, she said.

Actor Ben Murrie said he has had other performing experiences outside of performing "Sex Signals" but feels like he is making a difference with this show.

"It is a lot more fulfilling and a lot more worthwhile doing something that can help someone," he said.

CAMP FOSTER, Okinawa (May 30, 2008)





DoD POLICY SEEKS TO OVERCOME REPORTING BARRIERS

By Nicole Gallo

Many victims of sexual assault hesitate to report the crime due to a number of reasons. The 2006 *Defense Manpower Data Center (DMDC) Gender Relations Survey of Active Duty Members* found that nearly 80% of military Service Members surveyed did not report unwanted sexual contact they experienced. Reluctance to report sexual assault keeps many victims from receiving much needed treatment and support. In addition, lack of reporting represents a public safety challenge. While recognizing that reporting is a personal decision influenced by both societal and individual factors, the Department of Defense (DoD) is committed to breaking down barriers that may influence a victim to not report.

Barriers to Reporting

Military and non-military victims alike often cope with the experience of being sexually assaulted by not labeling it as such, even if the act met the legal definition of the crime. Victims have cited being unsure that a crime was committed or that harm was intended as a major reason for not coming forward, particularly in cases of alcohol/drug-facilitated or incapacitated rape. Victims also may not think of the sexual assault as serious enough to report. The range of potential emotions after a sexual assault, which may include feelings of self-blame, shame, and helplessness, are normal responses and can also affect the victim's decision to come forward.

The 2004 *Task Force Report on Care for Victims of Sexual Assault* and the DMDC 2006 *Gender Relations Survey of Active Duty Members* both revealed that military victims encounter barriers to reporting. The Task Force found that victims' concerns included not being

believed, feelings of embarrassment, and potential damage to their reputation. Other reasons for not reporting were doubts about the effectiveness of the criminal justice system and concerns of repercussions from collateral misconduct or other career impact. DMDC's 2006 *Gender Relations Survey of Active Duty Members*, taken in part prior to the full implementation of the Sexual Assault Prevention and Response Program, revealed that some Service Members were discouraged by the multi-step reporting process. Other Service Members feared reprisal from the offender or being labeled a troublemaker.

"Restricted Reporting provides victims an opportunity to gain access to care and support they otherwise may not have received, while giving them increased control over the release of their personal information and time to consider their options."

Lt Col Denise Thompson

Overcoming the Barriers

The Department aimed to overcome some of these barriers to reporting by instituting the Restricted Reporting option in 2005. Victims can seek medical care, advocacy support, and a forensic exam without notification of command or law enforcement. This provides victims an opportunity to gain access to care and support they otherwise may not have received while giving them increased control over the release of their personal information and time to consider their options. The Department ensures Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) are avail-

able 24/7 to assist victims with accessing the available care and support services. SARCs and VAs have an important role in supporting victims in their decisions and throughout the process, thereby building trust in the system.

The Department also reaches out to victims through the sexual assault awareness training that all Service Members receive annually. Training and awareness can battle myths and help combat stereotypes about alcohol-facilitated, incapacitated, and non-stranger sexual assault. Educating the military population on these issues may encourage victims to identify their experience as a crime and seek available resources.

Each victim makes a personal decision as to whether or not to report a sexual assault. The goal of the Department is to make awareness training, reporting options, and support resources available to every Service Member. However, SARCs and VAs now must work with command to ensure that an environment exists that supports victims when they come forward. Building bridges between victims and their command structure is the next step in eliminating these barriers.

For more information, the DMDC report is available at www.dmdc.osd.mil.

The 2004 Task Force report is accessible at: www.defenselink.mil/news/May2004/d20040513SATFReport.pdf

¹ Defense Manpower Data Center, *2006 Gender Relations Survey of Active Duty Members* (2008).

² Dean G. Kilpatrick, Heidi S. Resnick, Kenneth J. Ruggiero, Lauren M. Conoscenti, and Jenna McCauley, *Drug-facilitated, Incapacitated, and Forcible Rape: A National Study* (2007).

SAPRO POLICY TEAM VISITS FT. BELVOIR

OSD Sexual Assault Prevention and Response Office (SAPRO) staff and Army SAPR program staff conducted a Policy Assistance Team (PAT) visit at Ft. Belvoir to provide support to the post's sexual assault prevention and response efforts.

The Department of Defense has instituted policies and implemented programs to address the crime of sexual assault in the Military Services. Now that these policies and programs have been put in place, SAPRO is tasked to engage in dialog with those executing the effort in the field.

Over 100 people participated in the day-long visit. The visit kicked off with a briefing by Post Commander Colonel Lauritzen to Mr. Michael Dominguez, Principal Deputy Under Secretary of Defense, Personnel and Readiness, and Dr. Lynn Heirakuji, Deputy Assistant Secretary of the Army for Personnel Oversight. Deputy Post Commander

JoAnn Blanks briefed the PAT prior to the first sessions on the mission of Ft. Belvoir and the units that call it home.

The six, hour-long sessions included feedback sessions with a variety of

SAPR-related partners including judge advocate, CID, trial counsel, chaplain, medical, and law en-



Darlene Sullivan, Army Assistant Deputy, Leadership Policies, gets feedback from an MP



Dr. Whitley and Carolyn Collins, Army SAPR Program Manager, ask commanders how they support SAPR in their units.

forcement personnel.

In addition to SAPR partners, sessions were conducted with military per-

sonnel. Groups were composed of junior enlisted members, junior officers, senior enlisted, and unit commanders. These sessions provided a gauge in determining if sexual assault policies and programs are working, how they might be improved, and where additional assistance is required.

"I was extremely impressed with the frank and informative dialogue from all of the participants in our sessions," said Dr. Kaye Whitley, SAPRO Director, "It's obvious, sexual assault prevention

and victim care is a high priority at this installation."

Ft. Belvoir was the first installation to take part in an OSD SAPRO PAT visit. Upcoming visits this summer include PACOM installations in Hawaii and Guam, HQ CENTCOM, HQ SOCOM, and MacDill AFB, FL.

"We're looking for ways to improve our policy," said Whitley. "We think the best way to do this is to talk to people that use it every day. Their feedback is crucial for this program's success."

CONGRESS TO MANDATE NEW SEXUAL ASSAULT DATABASE

In March 2008, the House Armed Services Committee introduced the National Defense Authorization Act (NDAA) for Fiscal Year 2009 (FY2009) which authorizes appropriations for the Department of Defense (DoD) for FY2009.

Within the body of the bill, section 554 stipulates implementation of an information database on sexual assault incidents in the Armed Forces. The proposed legislation requires the Secretary of Defense to implement a centralized, case-level database for the collection and

maintenance of information regarding sexual assaults involving a member of the Armed Forces. This information will include details about the nature of the assault, the victim, the offender, and the outcome of any legal proceedings in connection with the assault. Additionally, the act requires the clear, consistent, and streamlined terminology for use across DoD. The database will be available to the Sexual Assault Prevention and Response Office.

SAPRO is currently working on a plan to develop this database. Part of

the plan is to work very closely with the Military Services so that all data systems work together. SAPRO is still in the design phase, and how this additional database will interact with DCRMS has yet to be decided.

As a side note, SAPRO has had to jump over a number of unexpected hurdles in the approval process for DCRMS. However, there is a very good chance that SAPRO is at the end of the approval process. The target is to have the system available by the end of this calendar year.



NOTES FROM THE FIELD By Lori Gavaghan

Lt Col Denise Thompson, formerly an Air Force Sexual Assault Response Coordinator (SARC) at Balad Air Base, Iraq, offered boots on the ground insight into the programs she helped build and sustain. As an experienced professional with 20 years of experience in sexual assault prevention and response, Lt Col Thompson became a leader at the base. She ensured resources were available to over 9,000 Air Force personnel assigned to Balad, four Air Expeditionary Groups, Multi-National Security Transition Team-Iraq, Coalition Air Force Transition Team, Air Component Coordination Element, and at 62 other locations.

Lt Col Thompson believes the Department's policies, care and support programs, and risk reduction strategies have catalyzed a change in culture. "Having programs in deployed environments helps further culture change and reinforces the importance of the program," she said. She noted that interactive training, awareness campaigns, and smart but catchy outreach initiatives got Service Members talking about the program and spreading the word.

Known by face and name by most Balad Air Force personnel, Lt Col Thompson continually educated Service

Members about Department policies and procedures. During her tenure she institutionalized 24/7 care and response capabilities, supervised 26 Victim Advocates (VAs) and three SARC liaisons, coordinated the first responder community and joint environment capabilities, and communicated with commanders. In addition, she oversaw database management, coordinated review boards, ensured completion of required training, advertised contact numbers, promoted awareness campaigns, and maintained continuous outreach activities.



While in Iraq, the Air Force coordinated with the Army on its sexual assault prevention and response policies. "Our Victim Advocates and Army counterparts built strong relationships to provide comprehensive victim care and response programs across the installation." She stressed that the strong relationships proved essential to the strength of the program in a joint environment.

Excellence in program implementation -- such as what Lt Col Thompson accomplished at Balad -- is due to the efforts of the Department's hard working SARC's, VAs, first responders, and leadership teams.

SAPRO would like to feature some of the techniques and innovative ideas that SARC's and VAs are using both at home and when deployed. If you have some experiences or great ideas that others can learn from, please e-mail us from our website at www.sapr.mil. We will work with your Service program manager to make sure your "lessons learned" benefit others.

Editor's note: Lt Col Thompson is a Reservist assigned to the Air Force Personnel Center at Randolph Air Force Base, Texas as Chief, Sexual Assault Prevention and Response Training and Research.

RECENT AND FUTURE EVENTS

PAST QUARTER:

20-23 February 2008:
American Academy of Forensic Sciences, Washington, DC

26-28 February 2008:
USMC SARC Training, San Diego, CA

25-27 February 2008:
Navy SARC Training, San Diego, CA

31 March-2 April 2008:
EVAW Int'l Conf. on Sexual Assault, Domestic Violence, and Stalking, New Orleans, LA

3 April 2008:
SAAM National Day of Action

8 April 2008:
SAPRO SAAM Symposium, Crystal Gateway Marriott, Arlington, VA

19 May 2008:

THIS QUARTER:

9 June 2008
PAT Pilot Visit, Ft. Belvoir, VA

9-13 June 2008
NGB SARC/VA Training, Little Rock, AR

9-13 June 2008
Marine Corps UVA Training, Camp Pendleton, CA

25 June 2008
SAAC Training Subcommittee Meeting, Arlington, VA

26 June 2008
SAAC Research Subcommittee Meeting, Arlington, VA

14-16 July 2008
OSD Prevention Strategy Steering Committee, Crystal City, VA

21-25 July 2008
DoD SARC Conference & PAT Visit to CENTCOM/SOCOM, Tampa, FL

28-30 July 2008
USAF SARC Conference, San Antonio, TX

4-8 August 2008
NGB SARC/VA Training, Little Rock, AR

4-8 August 2008
NCR Joint VA Training Pilot, Ft. Meade, MD

6-13 August 2008
PAT Visit to PACOM, Hawaii and Guam

18-19 August 2008
Civilian Victim Advocate Training, OVC/PCAR Pilot, Washington, DC

Prevent Sexual Assault:

ASK!

...if friends need help

ACT!

...when they do

SAV

INTERVENE!

...when you see trouble



www.ffsp.navy.mil

Department of Defense
Sexual Assault Prevention
And Response Office
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(703) 696-9422
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Sexual Assault Prevention & Response Office

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