

2011 Campaign HURTS ONE. AFFECTS ALL.



**READINESS
= RESPECT**



ALL SERVICES

Training Video Facilitator's Guide

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INTRODUCTION

This facilitator's guide is meant to assist Department of Defense (DoD) Sexual Assault Response Coordinators (SARCs) and/or Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) who use the DoD 2011 all-Services training video in trainings and briefings.

Important: This video and guide were developed with messages, images, and music to target junior enlisted Service members. However, leadership at all levels should be encouraged to view this training so that they can reinforce the information in their own messaging, guidance, and policies. When showing the training to people outside the target group, you may want to remind them prior to starting that the presentation is targeted to younger Service members.

Purpose of the 2011 all-Services *HURTS ONE. AFFECTS ALL.* training video:

- Provide an educational tool for SARCs and/or SAPR VAs,
- Explain the toll sexual assault has on mission readiness,
- Integrate SAPR with the Department values,
- Present strategies for bystander intervention,
- Demonstrate bystander intervention through scenarios,
- Stress collective responsibility for prevention, and
- Provide information for additional resources.

INSTRUCTIONS:

1. Use this 10 minute video as a visual aid to develop and deepen your audience's understanding of the impact sexual assault has on mission readiness and the positive role everyone can play in preventing sexual assault.
2. Start by communicating that when discussing sexual assault, it is possible that people might feel uncomfortable or even offended. Stress that changing attitudes and behaviors requires open discussion.
3. Explain the range of actions that fall under sexual assault. Also, acknowledge that given the statistics, it is likely that there are people in the room who are survivors of sexual assault or who know survivors (you can ask those who know people who have been sexually assaulted to raise their hands; it is valuable for participants to see). Make it clear that if the training distresses anyone, they should feel free to leave the room as long as needed.
4. Explain that this training is interactive, and that at key points you will stop the video in order to hear from the audience.
5. This training video is divided into four sections. After starting the video, you will be prompted to pause it at the end of each section. Start discussion using the questions in this guide. The bullets following the questions can be used to explore topics and facts, prompt participants, or validate responses.

PART ONE: THE FALL OUT

STOP THE DVD AT THE END OF PART ONE

Pause the video at 5:07, at the end of the ABCs, after the narrator says: “Ask if someone they trust can help them get home safely.”



Part One of the video provides the trainer with the opportunity to discuss the primary campaign theme, *HURTS ONE. AFFECTS ALL.* While a sexual assault has a harmful impact on an individual, its effects are much broader. In the scenario involving two Service members, for example, they discuss some of the ways their entire unit is affected. Recognition of this impact can serve as motivation for bystander intervention—a strategy introduced at the end of this section.

QUESTION: WHAT ARE THE TWO SERVICE MEMBERS TALKING ABOUT?

- At the outset of the video, the Service members are talking about the fall out from a sexual assault involving three members in the same unit.
- The two suspected offenders have been reassigned to the other side of the base.
- People in the unit have to do extra work to make up for having two less Service members.
- People in the unit are taking sides, causing conflict.
- The leadership and everyone in the unit finds the situation stressful.
- The actions of the two reassigned E-3s are being questioned.
- Potential Audience Comment: “You don’t know those suspects are guilty.”
 - ◆ Suggested Response: Correct, but until the allegations are resolved, the unit is impacted by their absence.



QUESTION: WHAT DOES SEXUAL ASSAULT LOOK LIKE IN THE DEPARTMENT OF DEFENSE?

- Sexual assault represents a range of crimes, from wrongful sexual contact through rape.
- Department statistics show that sexual assault often involves a junior enlisted victim and junior enlisted offender—but this crime can happen to anyone—male or female, officer or enlisted.
- While Service members are sometimes sexually assaulted by strangers, most offenders know their victim as a friend, co-worker, or acquaintance.
- Most interactions that lead to sexual assault begin in social settings.
- Many sexual assaults occur after the victim and/or offender have been drinking.
- While the majority of sexual assault *reports* are made by women, the sexual assault of men actually occurs in greater numbers in the Department than the sexual assault of women.
 - ◆ In the DoD, most female victims are sexually assaulted by male offenders, however male victims are sexually assaulted by roughly equal percentages of male and female offenders.



QUESTION: HOW DOES A SEXUAL ASSAULT HARM AN INDIVIDUAL?

- Physical injuries and sexually transmitted infections can sometimes occur.
 - ◆ While some sexual assaults can result in very serious injury, many involve minor or non-visible injuries to victims.
- Psychological injuries may occur immediately following the assault and/or several weeks or months later. Psychological injuries may not resolve without treatment—victims can't just “get over it.”
 - ◆ Fear, irritability, confusion, and sleep disruption, may often occur during or immediately following the assault.
 - ◆ In about one third of cases, victims may experience post-traumatic anxiety symptoms that interfere with their work, social or home life. Some victims may also experience serious depression or problems with alcohol and substances as they try to reduce the intensity of the symptoms.



QUESTION: WHAT CAN HAPPEN TO AN OFFENDER?

- If a Service member crosses the line, he or she might be risking:
 - ◆ A reputation as someone who is not concerned about the well-being of other members of the Armed Forces.
 - ◆ Responsibility for compromising mission readiness in his or her unit.
 - ◆ Criminal prosecution.
 - ◆ Imprisonment.
 - ◆ Demotion or expulsion.

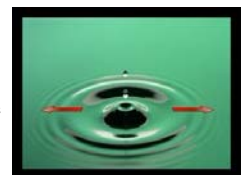
QUESTION: WHAT IS MISSION READINESS?

- A unit is “mission ready” when it can deploy quickly and efficiently, determining its competence to intervene in combat situations.
- Readiness depends on how prepared we are to perform these duties and accomplish our mission.
- An important part of readiness is how we treat our fellow Service members; everyone has to act as a team and be able to depend on one another.



QUESTION: HOW DOES A SEXUAL ASSAULT AFFECT A UNIT'S MISSION READINESS?

- **VERY IMPORTANT POINTS TO STRESS:**
 - ◆ The mention of mission readiness together with the toll sexual assault takes on the victim is not meant to be insensitive to the victim, but we all need to understand the far reaching impact a sexual assault can have on the victim and everyone else.
 - ◆ When sexual assault occurs, victims are encouraged to make either an



Unrestricted or Restricted Report and get the care and services they need.

- Sexual assault might not have happened in someone's unit, but unfortunately if a member of the DoD sticks around long enough, he or she is likely to see it at some point in their career, and we want everyone to be prepared to respond or prevent it from happening in the first place.
 - If one of your fellow Service members is out or unable to concentrate on the job because he or she has been assaulted, you may have lost a very important member of your team. If there are any medical or psychological injuries, the person may be off duty for quite awhile. Losing unit members degrades mission readiness.
 - There may be a larger issue of mistrust in peers and leadership that keeps a Service member from reporting the incident, either Restricted or Unrestricted.
 - The person accused of committing the crime might also be in the unit. Rumors, "side-talking," and misunderstandings might all distract from the mission. If the person is convicted, he or she may be sent to prison or put out of the service. While offenders have no place in the Department, losing people from the unit impacts mission readiness. This is why stepping in before a friend crosses the line is so important.
 - Most offenders of sexual assault have more than one victim, so learning about one assault might lead to learning about more inside and outside the unit.
 - If someone in the unit witnessed some part of the assault and failed to intervene, that person may be unable to fully concentrate on his or her job.
 - Commanders and unit leadership are taken away from the mission when they have to deal with military justice system issues, safety planning, and other matters relating to the assault.
- However, this should never discourage anyone from reporting the crime.**

QUESTION: WHY SHOULD SERVICE MEMBERS TAKE A STAND WHEN A SEXUAL ASSAULT MIGHT OCCUR?

- Service members are selflessly dedicated to the team. They do not sully the reputation of the Department, and they do all they can to make sure the team is functioning at peak capability.
- The Duty, Integrity, Ethics, Honor, Courage and Loyalty of the Department compel us to take a stand when we think sexual assault is a possibility.
- If all Service members take a stand when someone is starting to cross the line with another member, they will play a vital role in preventing harm to a victim and in preserving the Department's ability to function proficiently.
- Offenders of sexual assault rely on your inaction to ensure they can have their way with a victim.
 - ◆ Your quick action is not meddling — it is assisting a fellow member in harm's way.



QUESTION: HOW CAN SERVICE MEMBERS BE PREPARED TO PREVENT SEXUAL ASSAULT?

- A Service member can learn about bystander intervention—a strategy the Department of Defense has launched in an all out effort to get us to engage in preventing sexual assault.
- Active bystanders take the initiative to help someone who may be targeted for a sexual assault. They do this in ways that are intended to avoid verbal or physical conflict.
- Active bystanders also take the initiative to help friends, who are not thinking clearly, from becoming offenders of crime.
- Intervention does not mean that you directly intervene to stop a crime in progress; rather, these steps are "early intervention" – before the crime begins to occur.

- There are three important components to consider before taking action that we refer to as the ABCs:
 - ◆ **A**ssess for safety. Ensure that all parties are safe, and whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help.
 - ◆ **B**e with others. If it is safe to intervene, you are likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends that you know well.
 - ◆ **C**are for the person. Ask if the target of the unwanted sexual advance/attention/behavior is okay—does he or she need medical care? Does he or she want to talk to a SARC or SAPR VA to see about reporting the matter? Ask if someone they trust can help them get safely home.



RESUME PLAYING THE DVD NOW

PART TWO: LEARN YOUR PLAYBOOK

STOP THE DVD AT THE END OF PART TWO

Pause the video at 6:58, after the narrator says, "...until additional help arrives."

Part Two of the video provides the trainer with the opportunity to discuss bystander intervention in depth, helping to provide the audience with the awareness, skills, and strategies necessary for them to take a stand. Below is a description of the bystander intervention process and of the bystander playbook.



QUESTION: WHERE IS BYSTANDER INTERVENTION NEEDED IN THE SITUATION?

- Two friends, both female Service members, are at a place where drinks are being served, and a male member is paying attention and pushing drinks on one of the women, trying to separate her from her friend. This is a problem for the following reasons:
 - ◆ No one has the female Service member's back if she gets separated from her friend. It is important for friends to make the decision to arrive together and leave together, especially when going places where alcohol is being served.
 - ◆ Making persistent efforts to separate someone from their friends can be one way of crossing the line, and is a technique sometimes used by sexual predators or their helpers.
- Although a specific location is not mentioned in the video, it might be valuable to discuss where viewers think the incident is taking place (ex: A club on base, a civilian bar, a house party, etc.) and how they might alter their intervention approach in these different locations.
- Service members should pay attention to their "gut feeling" and trust themselves. If they are uncomfortable with the way someone is paying attention to or manipulating a friend, their discomfort should lead them to action.
- Offenders of sexual assault rely on your inaction to ensure they can have their way with a victim.
 - ◆ Your quick action is not meddling — it is assisting a fellow member in harm's way.



QUESTION: WHAT ARE THE CONNECTIONS BETWEEN ALCOHOL AND SEXUAL ASSAULT?

- Many sexual assaults in the Department involve the use of alcohol by the victim, the offender, or both parties.
- According to the 2010 DoD Workplace and Gender Relations Survey, about 40% of sexual assaults against women and 23% of sexual assaults against men involve alcohol and/or other drugs. Other data suggests the actual number of alcohol-facilitated sexual assaults may be much higher.
- According to the 2010 Service Academy Gender Relations Survey, about 51% of incidents at the U.S. Military Academy, 65% of incidents at the U.S. Naval Academy, and 48% of incidents at the U.S. Air Force Academy involving women, involved the use of alcohol by the victim and/or the offender.

- Alcohol lowers inhibitions—it makes offenders feel more free to commit crime, it makes it easier for the offender to force sex on an unwilling partner, and makes it easier to ignore “No.”
- Alcohol impairs the ability to recognize potentially dangerous situations. When drinking, victims may not notice someone’s persistent attempts to get them to an isolated location or to get them to consume more alcohol.
- Intoxication also makes it more difficult to successfully resist a sexual assault.
- The majority of sexual assaults are planned in some way—even those that occur between people who know each other. The use of alcohol to facilitate a sexual assault may at first appear a coincidence—but the offender often plans ahead to ensure that alcohol is available.
- The goal of an outing should not be to “get lucky” or “to score” by getting someone drunk. Attempting to have sex with intoxicated people is predatory and possibly illegal behavior.
- Be especially suspicious of someone’s behavior when he or she keeps buying drinks for a person who is already intoxicated.
- An offender may try to “corner” the person he is targeting with drinks; that is, keep the potential victim away from friends, co-workers or others who might come to assist. Sometimes the offender has a friend or two to assist with keeping others away.
- Offenders may try to put drugs in alcoholic beverages; if you see this happen, you need to alert the victim, the bartender, or an authority. Do not try to confront the offender by yourself.

QUESTION: WHAT ARE THE STEPS IN BYSTANDER INTERVENTION?

- **STEP ONE: *Notice Events.*** Our expectations at social settings often color our observations or judgments about behaviors that could be leading to a sexual assault. For example, most of us don’t go out with friends thinking that anyone is going to be raped. As a result, since we don’t expect to see behaviors that could lead to a rape, we’re less likely to notice them when they occur. Therefore, the first step is to notice when a Service member is crossing a line with another member.
- **STEP TWO: *Identify Events as Problems.*** If we understand the potential impact that a sexual assault can have on a victim and a unit’s mission readiness, Service members will follow step two, and see a member crossing a line with another member as a problem requiring action.
- **STEP THREE: *Feel Motivated to and Capable of Finding a Solution.*** The ethos of the Department—the Duty, Integrity, Ethics, Honor, Courage and Loyalty of the Department compel us to take a stand—should serve as motivation for step three. This can mean that sometimes Service members might have to do something unpopular because they know it is the right thing to do. They are assisting another member in harm’s way.
- **STEP FOUR: *Acquire Skills for Action.*** This key step underlines the necessity in helping Service members to develop strategies leading to safe and effective action. Since there are many different situations providing opportunity to intervene connected to both individuals at risk for assault and at risk for perpetrating, a playbook with various strategies is useful (see below). Because men may be especially prone to respond to situations involving problematic behavior with aggression or violence, strategies should generally stress the importance of de-escalating a situation.
- **STEP FIVE: *Act.*** The first four steps are very important, but they only have an effect if an emphasis is placed on action. Members of the Armed Forces should remember and use the strategies in the bystander intervention playbook.
- **STEP SIX: *Evaluate and Revise.*** After having intervened, Service members should consider what worked well, what did not, and what they might do differently the next time an opportunity arises.



QUESTION: WHAT WERE THE RESPONSE STRATEGIES IN THE BYSTANDER INTERVENTION PLAYBOOK?

- If we are going to help someone who may be targeted for a sexual assault or help friends from becoming offenders of sexual assault, having some non-violent strategies as part of an intervention playbook makes taking action easier.
- Here is a quick reference list of all the strategies covered in the playbook:
 - ◆ **DIVERSION:** Creating a diversion or distraction to remove someone from a risky situation. While one person can do this, sometimes it is good to have back up.
 - ◆ **SEPARATION:** If you know both parties well, sometimes you can take a more direct approach: Step in and separate the two people. Let them know your concerns and reasons for intervening. Be a friend and let them know you are acting in their best interest. Make sure each person makes it home safely.
 - ◆ **GROUP APPROACHES:** Let a few other friends know what's going on. See if you can alert friends of each person to come in and help. If a person acts badly, try a different approach.
 - ◆ **CALL FOR HELP:** Sometimes the situation might be so touchy that you need professional reinforcements. Contact the manager of the facility or call the police. Voice your concerns clearly and directly. Monitor the situation until additional help arrives.



Note: The Bystander Intervention Playbook was adapted with permission from The College of William & Mary Sexual Assault Services.

RESUME PLAYING THE DVD NOW

PART THREE: ACT LIKE A MESSENGER

STOP THE DVD AT THE END OF PART THREE

Pause the video at 8:18, after the female Service member says, "They found some way to keep her with him."

Part Three of the video provides the trainer with the opportunity to discuss the intervention strategy that the two Service members use when another member is pushing drinks on someone in their unit.



QUESTION: HOW WAS BYSTANDER INTERVENTION USED?

- They notice the event, see it as a problem, and get their friend "away from" the person targeting her with drinks.
- They use both the **DIVERSION** and **SEPARATION** strategies by having someone communicate the message that the first sergeant is looking for them, which allows them all to leave together.
- In some situations it is best to separate a friend from the potential offender but remain on the scene. In other situations, it is best to remove a friend from the scene altogether.
 - ◆ If friends are not drunk, they should decide whether to leave, although urge them to stick with the group or someone trustworthy because you don't want them to have to deal with anyone trying to push drinks on them.
 - ◆ If friends are noticeably drunk, it would be best to take them home for their own safety.
- It is important *not* to use strategies that escalate into conflict. An intervention is successful when:
 - ◆ Someone is safely removed and/or behavior and attitudes are changed or disrupted, which will not happen if conflict is the end result.
 - ◆ The intervener also considers his or her own safety.
- There are ways other than the **DIVERSION** and **SEPARATION** strategies to intervene safely. What else in the Bystander Intervention Playbook might work?
- It is important to make a plan to arrive together in a group and to leave together in a group, no matter what.



RESUME PLAYING THE DVD NOW

PART FOUR: WHAT WOULD YOU DO?

STOP THE DVD AT THE END OF PART FOUR

Pause the video at 9:57, the end of the presentation, with the words "What would you do?" frozen on the screen.



Part Four of the video provides the trainer with the opportunity to discuss a bystander intervention situation involving a hazing incident and which strategy might work best. Since some hazing incidents can involve behaviors that constitute sexual assault by men against other men, information about male-on-male sexual assaults is provided, and the bystander intervention playbook is revisited.

QUESTION: WHAT IS THE BYSTANDER SITUATION?

- A group of Service members is hazing two new male members. Inappropriate and probably illegal behavior against the two new members is inferred by the observations made by the two Service members speaking to the audience.



QUESTION: WHAT IS HAZING?

- Hazing is any conduct whereby one military member or employee, regardless of service or rank, unnecessarily causes another military member or employee, regardless of service or rank, to suffer or be exposed to an activity which is cruel, abusive, oppressive or harmful.
- Hazing includes, but is not limited to, any form of initiation, "rite of passage" or congratulatory act that involves inflicting pain or encouraging others to engage in illegal, harmful, demeaning or dangerous acts. Acts that involve contact with another's penis, vagina, breasts, buttocks or other private body parts may not only be hazing, but may also constitute a sexual assault.
- Simply telling another Service member to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature.
- Hazing is not limited to superior-subordinate relationships. It may occur between peers or even, under certain circumstances, may involve actions directed towards senior military personnel by those juniors in rank or grade to them.
- Hazing has at times occurred during graduation ceremonies or similar military "rites of passage." However, it may also happen in day-to-day military settings. It is prohibited in all cases, to include off duty or "unofficial" celebrations or unit functions. Express or implied consent to hazing by those being hazed is not a defense to prosecution.



QUESTION: WHAT IS THE CONNECTION BETWEEN HAZING AND SEXUAL ASSAULT?

- Some hazing incidents can involve behaviors that constitute sexual assault. These behaviors may be perpetrated by men against other men.
- Most of us are not well informed about sexual assault against male victims. Here is information about such incidents that occur in the Department of Defense (present as much info as you feel appropriate):
 - ◆ Sexual assault of men actually occurs in greater numbers in the Department than the sexual assault of women, however men are less likely to report the crime.
 - ◆ According to the Defense Manpower Data Center's 2010 Workplace and Gender Relations Survey, 1% of the men surveyed indicated that in the past year they had experienced at least one incident of "Unwanted Sexual Contact" (USC) - sexual behavior that would likely be a crime under the Uniform Code of Military Justice. (A similar 2008 Reserve Component survey found 3.5% of women and 1% of men in the Reserve and Guard experienced USC, while the 2010 Service Academy Gender Relations Survey found 1.2% of men and 9.1% of women at the U.S. Military Academy, 3.4% of men and 16.5% of women at the U.S. Naval Academy, and 1.1% of men and 11.9% of women at the U.S. Air Force Academy experienced USC.)
 - ◆ 1% of men in the Department of Defense on Active Duty: Do the math – what does that equate to? (The number turns out to be approximately 10,700 men each year, based on 2010 force size).
 - ◆ Ask what 1% of men on this installation is.
 - ◆ In comparison, 4.4% of women reported they had experienced "Unwanted Sexual Contact." What does that equate to? About 8,600 women, based on 2010 force size.
 - ◆ Ask what 4.4% of women on this installation is.
 - ◆ According to the 2010 survey, only 29% of the women and 16% of the men who experienced an incident of unwanted sexual contact reported it to the Department and/or a civilian authority. Why do you think that is? What can be done to encourage more people to report?
- Some other facts to share about male-on-male sexual assault:
 - ◆ Department surveys indicate that men are victimized in equal proportions by female offenders and male offenders. About a quarter of incidents involve both male and female offenders.
 - ◆ Research by the National Center for Victims of Crime indicates that many offenders of male-on-male sexual assault do not identify as homosexual and have sexual relationships with women.
 - ◆ Men can be victims of sexual assault, especially when they have become incapacitated by drugs or alcohol.
 - ◆ Being a male victim of sexual assault does not "make" you gay or mean that you are weak.
 - ◆ Some male-on-male sexual assaults occur during hazing incidents. While some think that hazing is a rite of passage, it is a form of group-sponsored abuse that is illegal. It has no place in the Department of Defense. Groups engaged in this kind of assault are dangerous. Call for help or wait until you can safely alert the authorities.

QUESTION: WHAT SHOULD BE CONSIDERED WHEN RESPONDING TO THIS SITUATION?

- This is potentially a very unsafe situation for a person or group of people thinking about intervening. The people mistreating someone might easily turn on one person trying to intervene, or if a group intervenes, the likelihood of conflict escalating is strong.
- Personal safety for anyone thinking about intervening is key. Before acting, you should think about these issues:
 - ◆ How can you keep yourself safe in this situation?
 - ◆ What are all the options available to you?
 - ◆ Who else might be able to assist you in this situation?

QUESTION: WHAT ARE THE INTERVENTION OPTIONS?

- In the video, the two Service members backed away from this situation before they were discovered. What should be their next course of action? What would you do?
- Here is a quick review of the strategies in the bystander intervention playbook:
 - ◆ **DIVERSION:** Creating a diversion or distraction to remove someone from a risky situation. While one person can do this, sometimes it is good to have back up.
 - ◆ **SEPARATION:** If you know both parties well, sometimes you can take a more direct approach: Step in and separate the two people. Let them know your concerns and reasons for intervening. Be a friend and let them know you are acting in their best interest. Make sure each person makes it home safely.
 - ◆ **GROUP APPROACHES:** Let a few other friends know what's going on. See if you can alert friends of each person to come in and help. If a person acts badly, try a different approach.
 - ◆ **CALL FOR HELP:** Sometimes the situation might be so touchy that you need professional reinforcements. Contact the manager of the facility or call the police. Voice your concerns clearly and directly. Monitor the situation until additional help arrives.



QUESTION: WHICH RESPONSE MIGHT BE THE BEST?

- The **CALL FOR HELP** strategy might make the most sense in this situation, an approach that is important when there is immediate risk for harm to the victim or repeated inappropriate behavior on the part of a potential offender or offenders. One bystander could remain on the scene while the other calls for help.
- Even though most workshop participants wear a uniform, no one is asking them to take the part of the police, and so a good strategy in this situation might be to report to an authority.
- There are several complexities to consider in this type of situation:
 - ◆ Does it seem like someone is in immediate danger? To whom can an immediate report be made? If the behavior is taking place off base, consider reporting to the police or the manager of the establishment.



- ◆ If the behavior takes place on an installation or on a ship, call law enforcement, security, or the master-at-arms immediately.
- ◆ It is worth reporting the behavior even after the offenders stop it, so that it is not repeated with anyone else. Hazing is not permitted in the U.S. Armed Forces.

WRAP UP

IN CLOSING:

1. Training attendees can visit Safehelpline.org or sapr.mil for more information:
 - Safehelpline.org is a crisis support center for members of the DoD community affected by sexual assault. It provides live, one-on-one advice, support, and information to the worldwide DoD community. The service is anonymous, secure, and available 24/7.
 - Sapr.mil is meant for our professionals or those who want to know more about our policies.
2. Attendees can call SARCs and SAPR VAs to discuss questions they might have about prevention or reporting.
3. Attendees can step up and do something when they see a fellow Service member in harm's way or crossing the line.