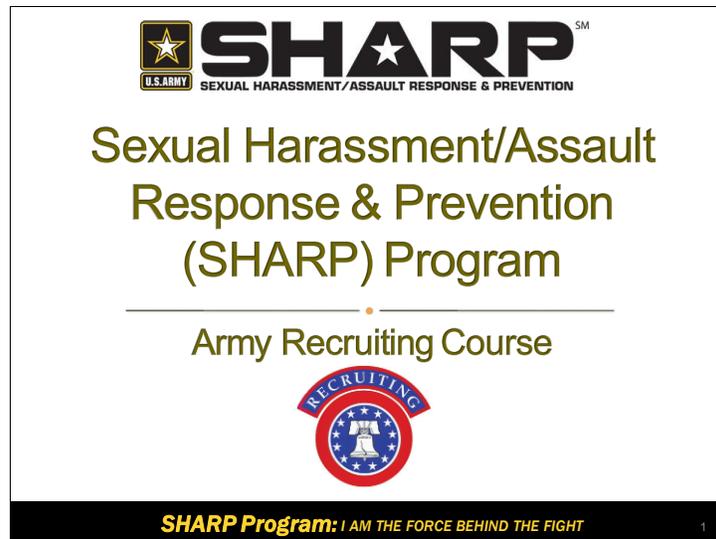


Slide 1



Method of Instruction: Independent Study
Instructor Type: 79T Certified Instructor
Time of Instruction: 5 minutes
Media: Power point

BLOCK AUTHOR: Mr. Michael R. Langston Sr.

LESSON AUTHOR: Mr. Scott M. Clouse

DATE PREPARED: 30 January 2015
LAST REVISION: 30 January 2015

Foreign Disclosure: FD1, No limitations.

Welcome to the Army's sexual harassment and sexual assault response and prevention training for recruiters. This lesson is part of the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program.

Motivator: As a recruiter, you are the initial interface a recruit will have with the Army. Therefore, your behavior must be beyond reproach, exemplifying Army Values, the Noncommissioned Officer (NCO) Creed, the Warrior Ethos, and the Soldier's Creed.

There are numerous leadership challenges, which may include sexual harassment and sexual assault involving Soldiers. You may have experienced these issues in your

previous assignments. If so, you know that sexual harassment and sexual assault contradict the vary values that you have pledged to uphold.

You may also be aware that the Army has faced intense scrutiny of its sexual harassment and sexual assault response and prevention programs during the past few years. Some media reports have alleged that the Army's investigations need improvement and that victims' support systems were unresponsive in dealing with reports of sexual assault. The Army is aggressively implementing and expanding the comprehensive Sexual Harassment/Assault Response and Prevention (SHARP) Program.

This lesson is designed to provide you with the skills necessary to address sexual harassment and sexual assault. It will provide you with knowledge and awareness, while also teaching response and prevention techniques to apply in your current role and in your future recruiting duties. Additionally, this lesson emphasizes the seriousness of sexual harassment and sexual assault and your responsibility in ensuring that the Army's contemporary operating environment is safe and that the highest standards are maintained.

NOTE: This training contains language and content that may be disturbing to some participants.

In 2011, there were 1,695 reports of sexual assault within the Army.² The Department of Defense (DOD) estimates that nearly 19,300 sexual assaults occurred in 2010, with 10,700 male victims and 8,600 female victims.³ A 2010 DOD survey reveals that approximately 14 percent of the male service member survey participants who indicated they had experienced unwanted sexual contact in the previous 12 months had reported the incident to authorities. This was half the rate (28 percent) for females who indicated they experienced unwanted sexual contact in the previous 12 months and had reported the incident to authorities.⁴ Sexual harassment and sexual assault threaten the vitality of the All-Volunteer Force. As such, they tarnish the reputation of the Army and its Soldiers who serve with bravery, distinction, and integrity.

REFERENCES:

1. *U.S. Army Recruiting Command (USAREC) Manual 3-01, "Recruiter Handbook," Chapter 13, "Lead a Future Soldier," pp. 13-1 – 13-3, 22 Nov 2011.*
http://www.usarec.army.mil/im/formpub/REC_PUBS/man3_01.pdf.
2. *Department of Defense (DOD) Sexual Assault Prevention and Response (SAPR) Annual Report: Fiscal Year 2011, Enclosure 1: Department of the Army, pp. 22-23, 10 Apr 2012.*
http://www.sapr.mil/media/pdf/reports/Department_of_Defense_Fiscal_Year_2011_Annual_Report_on_Sexual_Assault_in_the_Military.pdf
3. *Statement by Nathan W. Galbreath, Ph.D., Deputy Director, DOD Sexual Assault Prevention and Response Office (SAPRO), U.S. Commission on Civil Rights Briefing on 2013 Statutory Enforcement Report: "Sexual Assault in the Military," p. 8, 11 Jan 2013.*

4. Defense Manpower Data Center, "2010 Workplace and Gender Relations Survey of Active Duty Members: Overview Report on Sexual Assault," p. v., March 2011.
http://www.sapr.mil/media/pdf/research/DMDC_2010_WGRA_Overview_Report_of_Sexual_Assault.pdf

 Terminal Learning Objective	
Action	Apply recruiter responsibilities to support the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program
Conditions	In a classroom environment with facilitated discussion, and as an Army recruiter confronted with real-life scenarios
Standards	Identify recruiter responsibilities in support of the Army's SHARP Program, employ appropriate measures to address sexual harassment incidents, and interpret the impact of victim blaming

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

At the completion of this lesson, you will be able to apply recruiter responsibilities to support the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program in a recruiting environment.

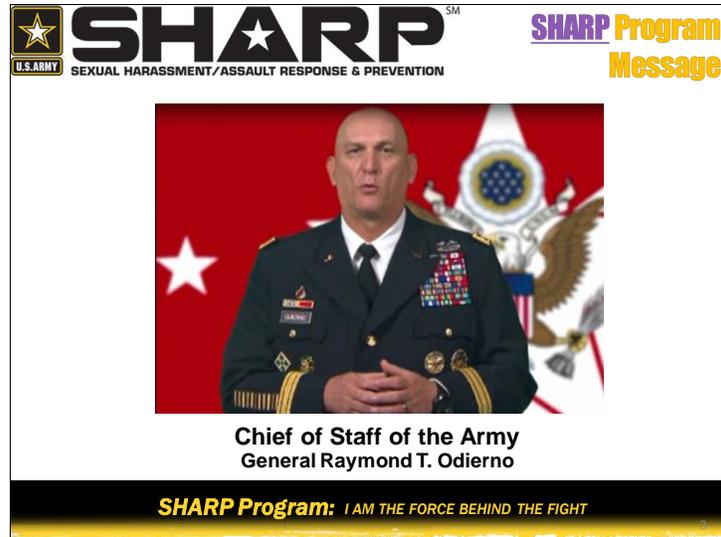
TLO:

Action: Apply recruiter responsibilities to support the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program

Conditions: As a recruiter, given AR 600-20 and SHARP references, confronted with real-life scenarios involving sexual harassment and sexual assault.

Standards: Upon completion of this lesson, you will be able to identify recruiter responsibilities in support of the Army's SHARP Program, employ appropriate measure to address sexual harassment incidents, and interpret the impact of victim blaming.

Slide 3



The slide features the SHARP logo at the top left, which includes a star icon and the text "SHARP SM" and "SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION". To the right of the logo is the text "SHARP Program Message". In the center is a photograph of General Raymond T. Odierno in his military uniform, standing in front of a red background with a white star and the U.S. Army crest. Below the photo is the text "Chief of Staff of the Army General Raymond T. Odierno". At the bottom of the slide is a black banner with the text "SHARP Program: I AM THE FORCE BEHIND THE FIGHT".

Click on the picture on the slide to play the Chief of Staff of the Army video. As you watch the video think about the key points GEN Odierno is making in the message.

Some of the key points include:

Leaders at all levels will embrace SHARP Program initiatives.

Leaders at all levels will forge a culture that does not tolerate sexual harassment and sexual assault.

Everyone will be treated with dignity and respect.

Key tenants of the SHARP program are education, reinforcement, and resources.



The slide features the SHARP logo at the top left, which includes a star icon and the text 'SHARP SM SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION'. To the right of the logo is the title 'Recruiting Challenges' in yellow. Below the logo is a photograph of a smiling female soldier in a U.S. Army uniform, with a name tag that reads 'WASHINGTON'. To the right of the photo is a bulleted list of challenges. At the bottom of the slide is a black banner with the text 'SHARP Program: I AM THE FORCE BEHIND THE FIGHT' in yellow.

SHARPSM
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

Recruiting Challenges

- Responding to sexual harassment and sexual assault as a recruiter can include unique challenges
 - Remote areas or other locations without basic services
 - Chain of command at a distance
 - Response may not be timely
- Sexual harassment: Know unit protocol and how to handle alone if needed
- Sexual assault: Be prepared in advance to provide support and respond quickly to victims
 - Talk to battalion SARC/SHARP and VA/SHARP Specialists to arrange services for victims

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

Identify recruiter responsibilities in support of the Army's SHARP Program

Method of Instruction: Independent Study

Instructor Type: 79T Certified Instructor

Time of Instruction: 10 minutes

Media: Power point

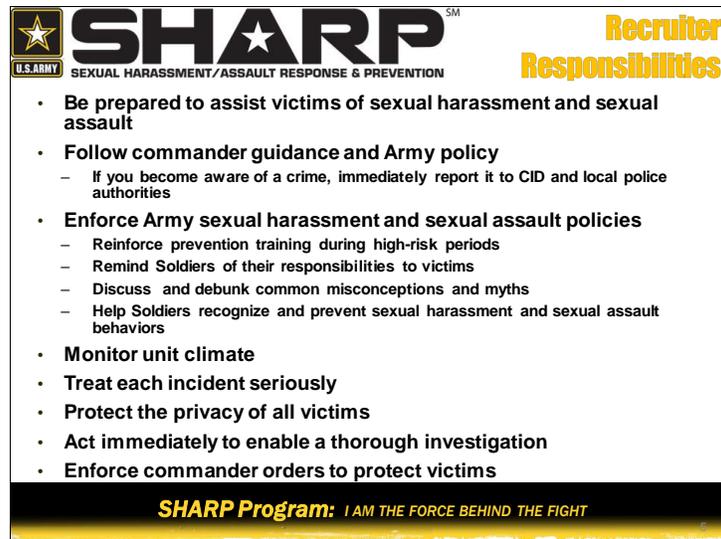
Working in a recruiting environment is different from other Army assignments in many ways. When it comes to sexual harassment and sexual assault, you need to be aware of potential challenges and plan for how you will address them. For instance, it is possible that you may be assigned to an extremely remote area or to rural communities that are not equipped to provide such basic services as emergency medical assistance. Even in large urban areas, there may be limited resources available to victims of sexual harassment or sexual assault. Unlike in traditional Army units, when you are a recruiter, your chain of command can be located several hours away in another city or even in another state. Therefore, the command response to an incident may not be timely and could come at a later date. It is important not to assume you will always have the requisite resources you need during an emergency or even in routine situations.

When addressing sexual harassment, you must be aware of your unit's protocol for reporting such incidents. Although you may often be able to handle informal complaints without extensive support, there are processes and procedures pertaining to formal complaints.⁵

When responding to or supporting a victim of sexual assault, the type of support you provide and how quickly you respond is critical. In some communities, victims have alternative options for medical and behavioral health assistance even if they do not file a report of sexual assault. In other communities (especially remote or rural communities) even victims who do file a report of sexual assault may not be able to obtain certain services. Your battalion VA/SHARP Specialist may be able to arrange supplementary services for victims in local communities via memorandums of understanding or agreement. It is a good idea to know the names of and contact information for your unit's SARC/SHARP and VA/SHARP Specialists so you can readily refer victims to their services.

You must have a thorough understanding of the Army's sexual assault policy and what constitutes sexual assault. As defined in Department of Defense Directive (DODD) 6495.01, "Sexual Assault Prevention and Response (SAPR) Program," sexual assault is intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority, or when the victim does not or cannot consent. Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact), or attempts to commit these acts.⁶ Additionally, Sexual Assault Forensic Examination (SAFE) resources may not be readily available and may require travel to a supporting facility.

You should speak in advance with your brigade SARC/SHARP Specialist and battalion VA/SHARP Specialist to obtain information and identify what resources and services are available in the community where you work. This kind of proactive preparation will enable you to take immediate action in the event of a sexual assault incident. You will also need to formulate strategies for mitigating any resource shortfalls.



The slide features the SHARP logo (Sexual Harassment/Assault Response & Prevention) with a U.S. Army star icon. To the right, the title "Recruiter Responsibilities" is written in yellow. The main content is a bulleted list of responsibilities. At the bottom, a black banner contains the text "SHARP Program: I AM THE FORCE BEHIND THE FIGHT" in yellow.

- **Be prepared to assist victims of sexual harassment and sexual assault**
- **Follow commander guidance and Army policy**
 - If you become aware of a crime, immediately report it to CID and local police authorities
- **Enforce Army sexual harassment and sexual assault policies**
 - Reinforce prevention training during high-risk periods
 - Remind Soldiers of their responsibilities to victims
 - Discuss and debunk common misconceptions and myths
 - Help Soldiers recognize and prevent sexual harassment and sexual assault behaviors
- **Monitor unit climate**
- **Treat each incident seriously**
- **Protect the privacy of all victims**
- **Act immediately to enable a thorough investigation**
- **Enforce commander orders to protect victims**

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

Recruiter Responsibilities

As a recruiter, your responsibilities in support of the Army's SHARP Program include assisting sexual harassment complainants and caring for sexual assault victims. You have a duty to assist victims of sexual assault and sexual harassment. Allowing your personal attitudes and beliefs to render you ineffective is synonymous with "leaving a fallen comrade."

As a recruiter, you have the following responsibilities with regard to the Army SHARP Program:

1. Follow commander guidance and Army policy. Stay abreast of changes in laws, regulations, and policies.
 - a. Remember recruiters are not authorized to accept formal sexual harassment complaints or sexual assault reports. You should refer such complaints or reports to your commander.
 - b. Army policy states that all Soldiers who become aware of a sexual assault incident should report it to authorities immediately (within 24 hours).⁷
 - c. Keep in mind that it is not your job to determine whether an incident constitutes sexual harassment or sexual assault. If you are made aware of a problematic incident, always refer individuals to the appropriate party (SARC/SHARP Specialist, VA/SHARP

Specialist, EEO officials, military police, or installation legal office). These professionals are there to answer questions and ensure that victims receive the care and services they need. Make sure that you have the necessary contact information to refer others to these professionals.

2. Enforce the Army's sexual harassment and sexual assault policies. Educate Soldiers and peers on behaviors associated with sexual harassment and sexual assault and what prevention measures they can take to reduce the risk of a peer perpetrating sexual harassment or sexual assault, including peer to peer intervention.

a. Reinforce sexual harassment and sexual assault prevention training in your location during such high-risk periods as holidays.

b. Remind Soldiers of their responsibilities regarding sexual assault victims. Sexual assault victims must be treated with dignity and respect. If a Soldier is aware of an incident, he or she should report it immediately to the chain of command.

c. Discuss the common misconceptions or myths related to sexual harassment and sexual assault. (e.g., only woman can be sexually assaulted).

d. Emphasize that Soldiers need to recognize behaviors that can lead to sexual harassment and sexual assault, and support efforts to prevent all such behaviors in their units. Explain behaviors that constitute sexual harassment and sexual assault.

e. Emphasize the importance of obtaining consent. Note recent changes in the Manual for Courts-Martial (MCM) pertaining to the definition of consent. The following is an excerpt from the MCM (2012 Edition): "The term consent means a freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of a verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue shall not constitute consent."⁸

3. Monitor the unit climate to ensure that it condemns sexual harassment and sexual assault and is supportive of sexual harassment complainants and victims of sexual assault.

a. Ensure that Soldiers feel comfortable reporting sexual assault to the chain of command. You can achieve this by communicating your intention to treat victims of sexual assault with dignity and respect, and by making it clear that you will follow Army policy in reporting all incidents of sexual assault.

b. Make sure Soldiers know that the chain of command will investigate incidents and take appropriate action against offenders.

c. Continually assess the climate in your unit regarding the risk of sexual harassment and sexual assault.

d. Foster a supportive environment by acting as a role model and reinforcing appropriate and values-based attitudes and behaviors.

e. Demonstrate through your words and actions that sexual harassment and sexual assault are unacceptable and incompatible with Army Values, the Warrior Ethos, and the Soldier's Creed. Lead by example through living Army Values.

4. Treat each incident seriously.

5. Protect the privacy of all victims. Only provide information about an incident to individuals who need to know, depending on the victim's reporting choice (restricted or unrestricted). Sexual assault victims filing a restricted report will be granted confidential communication with the SARC/SHARP Specialist, the VA/SHARP Specialist, and the healthcare providers. Commanders will only be informed that an incident has occurred, with no specific information provided regarding the victim or alleged offender.⁹

6. When an unrestricted report is filed, act immediately to enable a thorough investigation. Notify the chain of command so that the commander can notify law enforcement. (**NOTE:** Due to the unique nature of recruiting duty, you may first have to notify law enforcement.) Do not try to conduct your own investigation; let the professionals do their job!

7. Enforce commander orders to protect victims.



**Recruiter's Role
in Prevention**

- **Treat Soldiers and civilians with dignity and respect**
- **Strongly condemn sexual harassment and sexual assault**
- **Train and educate recruits on sexual harassment and sexual assault prevention**
- **Model values-based attitudes and behaviors**
- **Enforce DOD and Army regulations and policies**
- **Lead by example by intervening whenever inappropriate behaviors are displayed**
- **Take appropriate action against offenders**
- **Correct behaviors that violate Army Values, the Warrior Ethos, and the Soldier's Creed**

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

Recruiter's Role in Prevention

As a recruiter, you are in an ideal position to influence behavior before recruits actually become members of the Army team. The Army expects its leaders to know the facts about sexual harassment and sexual assault. The brigade SARC/SHARP Specialist and your unit VA/SHARP Specialist are available to help create prevention measures and identify the areas of greatest risk.

When mitigating risk, it is not enough to tell Soldiers and your peers to avoid questionable people or problem areas. Rather, the prevention message should focus on potential offenders. Offenders and potential offenders should always hear the clear, resounding message that persons across the Army community are becoming more savvy about sexual assault tactics; these crimes will not be tolerated; investigations will be complete, thorough, and fair; and appropriate action will be taken against offenders.¹⁰ The Army's prevention strategy requires leaders, Soldiers, and civilians to commit to a culture that brings attitudes, words, and deeds in alignment with Army Values. As a result, the Army will become a model for sexual harassment and sexual assault prevention throughout the nations.

Recruiters play a proactive role in preventing sexual harassment and sexual assault wherever it may occur. At a minimum, you should do the following:

- Treat all Soldiers and civilians with dignity and respect.
- Strongly condemn the social issue of sexual harassment and sexual assault, regardless of age, rank, gender, sexual orientation, etc.

- Train and educate recruits on sexual harassment and sexual assault prevention.
- Model values-based attitudes and behaviors.
- Enforce DOD and Army regulations and policies.
- Set the standard and lead by example by intervening whenever sexually harassing and sexually aggressive behaviors are displayed.
- Correct behaviors that violate Army Values, the Warrior Ethos, and the Soldier's Creed.

As previously mentioned, you are in a unique position to influence the behaviors of potential recruits before they enlist in the Army. Therefore, it is important that you exemplify the Army's values and model appropriate behaviors.

REFERENCES:

5. *Army Regulation (AR) 600-20, Army Command Policy, Appendix D, 18 Mar 2008 (RAR: 20 Sep 2012).*

http://www.apd.army.mil/pdffiles/r600_20.pdf

6. *Department of Defense Directive (DODD) 6495.01, Sexual Assault Prevention and Response (SAPR) Program, Glossary, Part II: Definitions, 23 Jan 2012.*

<http://www.dtic.mil/whs/directives/corres/pdf/649501p.pdf>

7. *AR 600-20, Paragraph 8-2, "Sexual assault policy."*

8. *Manual for Courts-Martial, United States (2012 Edition), Article 120, Paragraph (g)(8)(A), "Rape and sexual assault generally: Definition of consent."*

http://www.loc.gov/rr/frd/Military_Law/pdf/MCM-2012.pdf

9. *AR 600-20, Paragraph 8-4, "Definitions."*

10. *Army SHARP Strategic Communications Plan, Paragraph 2-1k, 12 Sep 2012.*

Employ appropriate measures to address sexual harassment and sexual assault incidents

Method of Instruction: Independent Study

Instructor Type: 79T Certified Instructor

Time of Instruction: 30 minutes

Media: Power point

The incidence of sexual harassment remains a problem in the Army. Although training on the prevention of sexual harassment is an annual requirement, some personnel may struggle with the concept of treating others fairly and with dignity and respect. In previous SHARP training sessions, such as the SHARP Annual Unit Refresher training, you learned the fact that sexually harassing behaviors contradict Army Values, the definition of sexual harassment, what sexual harassment looks like in real life, and techniques for dealing with sexual harassment. You can review the definition of sexual harassment by reading AR 600-20.¹¹

It is important to understand that there is no “book answer” for every situation. Leaders will use a variety of measures to address sexual harassment incidents. The primary message is that leaders must intervene when they recognize or are informed of inappropriate or sexually harassing behaviors.¹² It is inappropriate to dismiss a complaint without ever addressing it.

Refresher Information

“Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when-

- (1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, career.
- (2) Submission to, or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.”¹³

AR 600-20 identifies two types of sexual harassment (quid pro quo and hostile environment) and defines them as follows:¹⁴

“**Quid pro quo**’ is a Latin term meaning ‘this for that.’ This term refers to conditions placed on a person’s career or terms of employment in return for favors. It includes implicit or explicit threats of adverse action if the person does not submit to such conditions, and promises of favorable actions if the person does submit to such conditions. Examples include demanding sexual favors in exchange for a promotion, award, or favorable assignment; disciplining or relieving a subordinate who refuses sexual advances; and threats of poor job evaluation for refusing sexual advances. Incidents of ‘quid pro quo’ may also have a harassing effect on third persons. It may result in allegations of sexual favoritism or general discrimination when a person feels unfairly deprived of recognition, advancement, or career opportunities because of favoritism shown to another Soldier or civilian employee on the basis of a sexual relationship. An example would be a Soldier who is not recommended for promotion and who believes that his or her squad leader recommended another Soldier in his or her squad for promotion on the basis of provided or promised sexual favors, not upon merit or ability.”

“A **hostile environment** occurs when Soldiers or civilians are subjected to offensive, unwanted, and unsolicited comments, or behaviors of a sexual nature. If these behaviors unreasonably interfere with their performance, regardless of whether the harasser and the victim are in the same workplace, then the environment is classified as hostile. A hostile environment brings the topic of sex or gender differences into the workplace in any one of a number of forms. It does not necessarily include the more blatant acts of ‘quid pro quo;’ it normally includes nonviolent, gender-biased sexual behaviors (for example, the use of derogatory gender-biased terms, comments about body parts, suggestive pictures, explicit jokes, and unwanted touching).”

There are three categories or forms of sexual harassment: verbal, nonverbal, and physical contact.¹⁵

Response techniques for dealing with sexual harassment include direct approach, indirect approach, third party, chain of command, and filing an informal or formal complaint with the SARC/SHARP or VA/SHARP Specialist.¹⁶

When responding to or supporting a sexual assault victim, the support you provide and how quickly you respond is critical. It is a good idea to know the names and contact information for your unit’s SARC/SHARP and VA/SHARP Specialists so you can readily refer victims to their services.

You must have a thorough understanding of the Army’s sexual assault policy and what constitutes sexual assault. You may recall from your SHARP annual training that AR 600-20 states, sexual assault is a crime defined as intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent. A person may be incapable of consenting due to impairment by any drug or alcohol or similar substance. A person who is unconscious cannot consent. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender or spousal relationship or age of victim.”

REFERENCES:

11. AR 600-20, Paragraphs 7-4 – 7-7.
12. Chief of Staff of the Army General Raymond T. Odierno, in “SHARP Program Message” video, published by SHARP Program Office.
13. AR 600-20, Paragraph 7-4, “Definition.”
14. AR 600-20, Paragraph 7-6, “Types of sexual harassment.”
15. AR 600-20, Paragraph 7-5, “Categories of sexual harassment.”
16. AR 600-20, Paragraph 7-7, “Techniques of dealing with sexual harassment.”

The slide features the SHARP logo (Sexual Harassment/Assault Response & Prevention) with a U.S. Army star icon. The title 'Combat Victim Blaming' is in yellow. The main content is a bulleted list with two sub-sections. The first sub-section, 'Consequences of rape myths', includes two points about victim responsibility and support. The second sub-section, 'As a recruiter', includes two points about understanding victim blaming and fostering cultural change. Two small images of soldiers are placed to the right of the text. A black banner at the bottom contains the SHARP Program slogan in yellow.

- **Consequences of rape myths**
 - Hold victims entirely or partially responsible for their rape
 - Individuals who blame victims are less able to support victims or intervene in a sexually threatening situation
- **As a recruiter**
 - You must understand victim blaming in order to challenge it
 - You will help foster cultural change and make the environment safer by challenging victim blaming

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

Interpret the impact of victim blaming

Method of Instruction: Independent Study
Instructor Type: 79T Certified Instructor
Time of Instruction: 30 minutes
Media: Power point

NOTE: Victim blaming is a concept that is being presented for informational purposes, but this instruction does not necessarily represent the views of the Army or the Department of Defense.

Victim blaming is a concept taught in the DOD VA/SARC Training Course that describes a common tendency for people to hold victims of crimes entirely or partially responsible for their victimization. It also refers to blaming individuals for their personal troubles or social difficulties without considering the other people involved or the larger social system in place. Unfortunately, victim blaming is common in our culture, especially where sexual assault is concerned. Numerous studies have shown that observers are quick to attribute blame to a victim of sexual assault and to correspondingly reduce the blameworthiness of the alleged perpetrator.¹⁷ It is common for people going through training such as this to discover that they are often prone to blaming victims of sexual assault. As a recruiter, there is much that you can do to combat victim blaming.

At the completion of this learning step, you will understand the following:

1. A core component of rape myths – the false belief about the nature of rape – is victim blaming, which is the belief that victims are at least partly responsible for their rape.
2. Individuals who blame rape victims for their victimization are less able to support survivors or intervene proactively when they see an individual in a sexually threatening situation and will likely fail to challenge the larger culture that supports sexually coercive behavior.
3. By understanding what drives some to blame victims, individuals will be equipped to consistently and effectively challenge rape myths, thereby eliminating victim-blaming arguments as a shield for perpetrators or as a justification for non-intervention by bystanders.
4. By consistently challenging victim-blaming arguments, leaders at all levels will foster a cultural change that will make it safer for victims of both sexes to report their victimization. This will help create an environment intolerant of all forms of sexual assault.

 **SHARP**SM
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

Victim Blaming

- **Victim blaming may impact society because**
 - Much of society accepts lies and stereotypes that blame victims for sexual assault
 - Rape myths enable perpetrators not to be held accountable and shift blame to victims
 - Sexual assault is tolerated and bystanders remain disengaged
 - Our personal biases may preclude us from helping others; we need to examine our own biases in order to help victims



SHARP Program: I AM THE FORCE BEHIND THE FIGHT

The Department of Defense Sexual Assault Prevention Strategy says:

“Rape culture” is terminology that has played a key role in shaping efforts to prevent sexual assault since the mid-1990s (Buchwald, et. al. 1993). It can be defined as: a system of shared beliefs, values, and customs that members of a society or group use consciously and unconsciously to shape and influence perceptions and behavior *that perpetuate rape*.

Numerous scholars (Berkowitz, 2002; Kilmartin & Allison, 2007; Kimmel, 1993; May, 1998) have linked rape culture with shared beliefs, values, and customs closely tied to negative and exaggerated characteristics of stereotypical masculinity, especially sexual conquest and the degradation of woman. Social norms research suggests, however, that while these negative characteristics of masculine identity are often perceived as the norm, a majority of men do not ascribe to them as individuals. Alan Berkowitz points out that many men are uncomfortable with the negative behavior of other males but are unwilling to speak out because of the misperception that they are in the minority (2002). This, it is probable that a majority of men in the military can be potential allies in efforts to prevent sexual assault.

Challenges: To create a military environment that positively advocates healthy masculinity, to create an environment in which the majority of men feel supported in challenging rape culture, and to provide them with the skills to do so.

We can characterize the rape culture beliefs and customs a minority of servicemen perpetuate as an “unofficial” culture in the Armed Forces, in the sense that the social norms are not sanctioned through legislation or policy but are shared through social customs and rates. It is reasonable to claim then, that there are two competing “masculine” cultures within the military – the first an “official” culture connected to, for example, each service’s “core values,” and the second an “unofficial” culture linked to the values and customs that perpetuate rape.

It should be noted that U.S. military culture does not advocate or tolerate rape in any way. However, as military members are drawn from U.S. society, they likely hold the same beliefs, values, and customs that perpetuate rape in the civilian world. Therefore, when this document speaks of culture change, it is addressing the change of individual beliefs, values, and customs of individuals in the military, as well as changing the institutional culture to ensure rape culture is addressed and eradicated.

Challenge: To find methods of integrating the “official” culture into the “unofficial” culture.¹⁸

Social science research indicates that Americans live in a culture that often excuses and encourages male sexual aggression, while underplaying or ignoring instances of female sexual aggression. A way to preserve this system of power and control is to construct an entire mythology, or set of lies and stereotypes, that not only enables perpetrators to excuse or deny their role in sexual assault, but also shifts that blame away from the perpetrator and places it squarely on the victim.¹⁹ Growing up, we are taught to be responsible for our behavior, choices, and actions. However, when it comes to sexual assault and rape myths, the victim is all too often blamed and held responsible for the behavior, choices, and actions of the perpetrator.

Rape myths are destructive forces that must not be ignored; they are hurtful and have profound impacts. They hurt victims, survivors, families, and communities. They also encourage silence, shame, and pain. Our collective support of rape myths ultimately keeps us believing that sexual assault is natural and normal.

A difficult task lies ahead when much of society supports and accepts rape myths as truth. When perpetrators are allowed to deny and excuse their roles in a sexual assault, society grants them permission to not be held accountable. This fosters opportunities to dehumanize whole groups of people and ultimately produces an environment in which witnesses and bystanders often remain neutral and disengaged. Psychologists have described this human tendency in the following way: “After every atrocity, one can expect the same predictable apologies. It never happened. The victim lies. The victim exaggerates. The victim brought it on herself. The bystander succumbs to the temptation to look the other way.”²⁰

If we are to eradicate sexual assault and sexual harassment from our ranks, we must dismantle these myths. The Department of Defense Sexual Assault Prevention Strategy notes: “In published evaluations of rape prevention programs over the last 15

years, rape myths were frequently targeted in 'successful' intervention programs and were rarely targeted in 'unsuccessful' programs (Schewe, 2002)." Therefore, the Army's SHARP Program and DOD have both incorporated training on sexual assault myths into their prevention effortse.²¹

As a recruiter, you have the responsibility to help shape the attitudes and expectations of new recruits.²² You can lead by example in the public expression of your distaste for victim blaming, your condemnation of sexual assault offenders, and your support for victims of sexual harassment and sexual assault.

As you learn your own role in support of the Army's prevention strategy, it is important that you examine any personal biases, which you may unwittingly display from time to time. Engaging in sexual assault is a personal choice of the perpetrator, yet the victim is oftentimes blamed for what happened to him or her. Victims may receive negative comments from loved ones, law enforcement, friends, etc. They may be scrutinized for what they were wearing, whom they were with, or what they might have done to encourage such actions. Leaders and Soldiers need to be reminded that sexual assault can occur regardless of what victims are wearing and that most of these crimes take place between people who already know each other.²³ Scrutiny should be placed on the offender.

SHARPSM
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

Victim-Blaming Theories

- Rape myths are common ideas held by many people
- Just World Hypothesis
 - We want to believe the world is safe and just; people get what they deserve and deserve what they get
 - Therefore, victims must deserve their misfortune
- Invulnerability or Assumptive Theory
 - Victims remind us of our own vulnerability
 - If we believe that victims could have prevented the crime, then we can avoid having it happen to us, too



SHARP Program: I AM THE FORCE BEHIND THE FIGHT

NOTE: Information about the Just World Hypothesis and the Invulnerability or Assumptive Theory is included in this lesson to help explain why rape myths and false ideas regarding sexual assault exist. These theories do not necessarily represent the views of the Department of Defense.

Rape myths are false ideas that do not have an author or a title. They are common ideas that you may hear expressed in many different ways by many different people. Many individuals come to believe in these myths through natural thought processes. Research tells us that people tend to believe in myths, assumptions, or beliefs because they explain complex matters in simple terms and can give a sense of reality, meaning, or purpose to life.²⁴ Myths convey information that seems to be true, useful, and pertinent, and they often address issues that make people anxious. When people are convinced that myths are correct, it affects their opinions and how they view real-world incidents. In the cases of rape and sexual assault, a belief in rape myths helps explain why victim blaming is often so pervasive and difficult to dislodge.

Psychologists have defined two main theories that explain why people tend to blame victims – the Just World Hypothesis and the Invulnerability or Assumptive Theory.

Just World Hypothesis

Individuals who have a strong belief in a just world may have this belief challenged when they encounter a victim of trauma, such as a rape victim. Many want to believe that the world is a safe, just place where people get what they deserve and deserve what they get. The belief that the world is just enables individuals to confront their

physical and social environment as through they were stable and orderly. People are very reluctant to give up this belief and they can be greatly troubled if they encounter evidence that suggests that the world is not actually just or orderly.²⁵ When people with a strong belief in a just world face evidence that contradicts this belief, blaming or criticizing the victim for his or her fate is a common response.²⁶ Individuals who believe in a just world can thus maintain their belief, as there is no longer a suffering person, but instead of a person who deserves his or her misfortune.

Invulnerability or Assumptive Theory

This theory states that people tend to assume that the world is benevolent, the world is meaningful, and the self is worthy. A sexual assault or rape survivor shatters these assumptions, and can be a glaring reminder of our own vulnerability.²⁷ No one likes to think they could lose control of their body or life. By deciding that a rape victim did something concrete to deserve his or her assault, individuals embracing this theory create a false sense of safety. They assume that if they can avoid the same situation or action, they will be invulnerable to the associate harm. This invulnerability is an illusion, but it is comforting to many people.

Everyone recognizes that crimes are common. However, some of us also believe that “it can’t happen to me.” We have an illusion of invulnerability; that is, we overestimate the likelihood that we will experience positive outcomes in life and underestimate the likelihood that we will experience negative events. Psychologists suggest that we make sense of our world by regarding what happens as controllable. Society is often resistant to recognizing the effects of trauma and inclined to engage in victim blaming in order to maintain basic assumptions.²⁸ We believe we can prevent bad things from happening to us by engaging in risk mitigation and we can avoid misfortune by being good and worthy people.

 **Common Victim-Blaming Themes**

- **It's not rape because...**
 - “You can't rape someone if you're in a relationship with them.”
 - “All women say 'no' when they really mean 'yes.'”
 - “She dressed provocatively.”
 - “She invited him over to her room.”
 - “She was drinking alcohol.”
 - “No man would ever turn down sexual contact from a woman.”
 - “It was probably consensual sex between people of the same gender, and the victim is trying to hide it.”
 - “Men are strong and could resist if they really wanted to—especially if the aggressor is a woman.”



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Note: Take a couple minutes and try to think of a couple examples of victim-blaming statements.

Both men and women can be vulnerable to sexual assault. However, our culture has different ways of interpreting the crime depending on the sex of the victim. Some victim-blaming statements specifically relate to female victims and others specifically relate to male victims.

It's not rape because...

“you can't rape someone if you're in a relationship with them.”

“all women say 'no' when they really mean 'yes.'”

“she was wearing a miniskirt and a halter top,” or “she dressed provocatively.”

“she invited him over to her room.”

“she was drinking alcohol.”

“no man would ever turn down sexual contact from a woman.”

“it was probably consensual sex between people of the same gender and the victim is trying to hide it.”

“men are strong and could resist if they really wanted to – especially if the aggressor is a woman.”

Note: Now consider the messages these statements carry. Do you see how these statements can make people believe that rape is the victim's fault? These statements assume that “sex will happen,” and that if the victim had done certain things, he or she

could have prevented the rape. Such statements fail to acknowledge that the perpetrator had any responsibility for his or her choices.

Here are additional themes or ideas you may hear that place the blame on the victim:
“His (the perpetrator’s) life is ruined because of her (the victim).”

Note: Ideas like this blame the victim for bad character, rule violation, or failure to communicate effectively.

“How was he supposed to know what she wanted? He’s not psychic!”

“Once men get going, they can’t stop. It’s rude to ask a man to stop.”

“He was drinking too. Maybe she raped him.”

“It’s always the man’s fault; women have no responsibility.”

“Women are always falsely accusing men of rape.”

“It’s not rape if you’re already in a sexual relationship with the other person.”

Note: This idea is often used to excuse sexual assault within marriage or other relationships.

 **Responding to Rape Myths**



- **Army recruiters can influence new recruits and fellow Soldiers**
- **Be prepared to respond to rape myths**
 - Help people change their thinking
 - Change the culture and protect others

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As we have previously discussed, many people hold on to rape myths because these myths make them feel safer or because they have heard these ideas promulgated by other people. Often, people have simply never been challenged to seriously consider the consequences of believing such myths about sexual assault. As an Army recruiter, you have the opportunity to influence new recruits and your fellow Soldiers in the Army community. If you are prepared to respond proactively when you hear someone make a statement that includes a rape myth, you can help that person examine personal biases and change his or her thinking. This, in turn, can help change Army culture and protect your fellow Soldiers. How can you respond to rape myth statements like these?

Slide 12



Click on the image on the slide and watch the video featuring Sergeant Major of the Army (SMA) Raymond Chandler and Sergeant Major (SGM) Tracey Anbiya.

Consider the following questions and be prepared to respond to these questions in class.

What do you think of the information provided by SMA Chandler and SGM Anbiya?

Why is the Army so adamant about combating sexual harassment and sexual assault?

How do Army Values relate to sexual harassment and sexual assault?

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The slide features the SHARP logo at the top left, which includes a star icon and the text 'U.S. ARMY SHARP SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION'. To the right of the logo, the word 'Summary' is written in a yellow font. The main content is a bulleted list of key points. At the bottom, a black banner contains the text 'SHARP Program: I AM THE FORCE BEHIND THE FIGHT' in yellow.

Summary

- **Recruiters are critical influencers in developing new recruits to function as members of the Army team**
- **Implement the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program**
 - Identify recruiter responsibilities
 - Identify sexual harassment behaviors
 - Identify sexual assault myths and facts
 - Apply knowledge of the SHARP Program to fulfill recruiter responsibilities

SHARP Program: I AM THE FORCE BEHIND THE FIGHT

In this lesson, you will learn how to apply recruiter responsibilities to support the Army's Sexual Harassment/Assault Response and Prevention Program. You will identify recruiter responsibilities in support of the Army's SHARP Program, employ appropriate measures to address sexual harassment and sexual assault incidents, and interpret the impact of victim blaming. Sexual harassment and sexual assault have no place in the Army and will not be tolerated. As a leader you must know how to prevent sexual harassment and sexual assault, foster a safe community, support victims, and protect their rights and integrity.