

SHARP HIP POCKET TRAINING

COMMANDER GIVEN TRAINING

GOALS:

- Give commanders the tools necessary to maintain good order and discipline in their formation.
- Ensure Commander understands that he or she is the primary trainer and it is a responsibility that cannot be out sourced, even if an expert comes in to help with training.

Commanders should address the sensitivity notice at the start of each SHARP brief to prevent unintentional disclosure of a sexual assault as well as acknowledge that victim sensitivity and care are top priorities for the Army.

INSTRUCTIONS

Use the Guidebook or Pocket Guide (to the right). Read any section in the guide to Soldiers and discuss. For example, read the section on Sexual Harassment or Sexual Assault (definitions, policies, etc.). Then use any of the provided scenarios to discuss bystander intervention, inappropriate behaviors to look out for, options/steps a victim or bystander can take next, etc.

SEXUAL HARASSMENT SCENARIOS

1) Your work area is a back office operation that's pretty hectic, and, you have to admit, a little gross. People swear at each other, call each other names, and make catcalls and comments at each other. One of the workers visits a joke website every morning and shouts out the gross joke of the day. Most of the workers participate, but a few seem uncomfortable.

What Can You Do? (3 Ds: Direct, Delegate, Distract)

- **Ignore it since it doesn't bother me. –NOT AN OPTION...DO SOMETHING**
- **Make a clean joke to try and offset the gross ones.**
- **Tell your co-workers to knock it off and get back to work.**
- **Tell your supervisor it makes you and others uncomfortable.**
- **Talk to your SARC or VA to get some options and talk it out.**

2) One woman in your office is really nice but tends to be a bit crude and tells the men in your office to "grow a pair" when she disagrees with them and thinks they need to be more aggressive with a problem. You have also heard her make comments about the younger men in the office when they walk by her desk, such as "he could butter my biscuit" or "I wouldn't kick him out of bed."

TRAIN USING:

ARMY SHARP
GUIDEBOOK OR
QUICK SERIES
SHARP PROGRAM
POCKET GUIDE

-SHARP Guidebook (Oct 2013):

for PDF or go to

www.preventsexualassault.army

www.preventsexualassault.army

-Quick Series SHARP Program

Pocket Guide or eGuide: Can

be purchased at

<http://quickseries.com/products/>

[army-sharp-program-2/](http://quickseries.com/products/army-sharp-program-2/) or if at

Fort McCoy stop by B2111

(ACS) or email

jamie.a.cram.civ@mail.mil for a

code for your eGuide

Fort McCoy

SHARP

24/7 Helpline

608-388-3000

DoD Safe Helpline

(877) 995-5247

What Can You Do?

- **I just laugh, not because I think it is funny but I am super uncomfortable. What am I supposed to do? –NOT AN OPTION...DO SOMETHING**
- **Ignore it, she has always been like that. –NOT AN OPTION...DO SOMETHING**
- **Tell her a story about your weekend to get her focus off the person going by.**
- **Check in with the person to see if they find that offensive.**
- **Tell her that that is really not appropriate for the work place.**
- **You decide to talk with her friend Sherry since she seems to be able to reign her in.**

SEXUAL ASSAULT SCENARIOS

1) A male Soldier is hanging out with others from his unit at a barbecue, he was pretty tired from training all day so he went back to his barracks, but wakes up several hours later to being “teabagged” — with another man putting his scrotum on his face.

What Can You Do? (3 Ds: Direct, Delegate, Distract)

- **Just walk away, it’s not any of my business. –NOT AN OPTION...DO SOMETHING**
- **Tell the Soldier harming the other to knock it off (go further and explain that this is sexual assault)**
- **Ask another person to help you get the guy harming the person out of the area.**
- **Tell your 1SG what has happened.**

2) James is a Soldier who was sexually assaulted by a woman. He met his offender through a friend. She bought him drinks and offered to drive him to a hotel where he could sleep it off. He fell asleep with his clothes on because he felt uncomfortable removing them in front of someone he did not know. He awoke to her assaulting him and coerced him by saying she was pregnant and he would hurt the baby if he fought her.

What Can You Do (after the fact)? (3 Ds: Direct, Delegate, Distract)

- **Support the Soldier by believing him, not making rude/stereotypical comments, etc.**
- **Offer to bring him to a SHARP SARC or VA, Chaplain, etc.**

3) A SARC received a phone call one day from SSG Jim York, who wanted to share an experience. SSG York was in the break room at work and overheard a couple other co-workers (1 Soldier, 1 civilian) discussing their plans for the weekend. They shared an elaborate plan to spike the punch at an upcoming party they were having. They were going to have beer and hard alcohol but would label the spiked punch as the “safe option”. They then went on to discuss the intent to get the “hot chicks” smashed in order to have sex. One of them joked “like SGT Smith over there, check out her rack” pointing to a Soldier who was eating across the room. Several people in the break room laughed at that point. The two co-workers went on to challenge one another about who would be more successful in getting “lucky”.

The gut reaction of SSG York was that this was not okay. It just didn’t seem right. He described looking around the room, which had other Soldiers and civilians of all ranks, to include a supervisor, to gauge their reactions. Since no one seemed to be phased he thought “maybe I’m being a prude” “maybe I’m over reacting”. He chose to do nothing and thought that would be it.

- **Where in this scenario could someone have intervened?** (Safe option, sexual harassment [entire conversation and specifically the rack comment], etc.)
- **What should the supervisor have done?** Addressed it in front of everyone so they know this is not acceptable and has your back, and then taking the two out to have a more in depth conversation, possible write up, may involve the SARC or EEO, etc.

Unfortunately this is not the end of the scenario...A few days later SSG York heard a couple women talking about a party. One of the females was crying and talking about passing out, not knowing what happened, only drinking punch, and being sexually assaulted.

**This are just some options, there are many others too. Just do something, do something that you are comfortable with. If you try one thing and it doesn’t work, keep trying or try a different approach.*

Realizing that this was the same party that the two co-workers in the break room were discussing a cold chill ran down his spine. SSG York was calling the SARC to find out what to do, what could have been done, and how he felt now.

DISCUSSION

If your first thoughts were: Why did she...? Then you have missed the point of this story. It's not about what she did or didn't do, it's about what the two Co-workers did.

- 1. What were some of the signs that this was a set up for a potential victim?** The planning, sharing, prepping, spiking the punch and lying about it (trap)
- 2. Who spikes punch? People do spike punch, that's not the issue it doesn't mean they plan to assault someone; so what makes this spiking the punch different?** They put the fake sign
- 3. Why would someone put the "safe sign" on the punch?** Manipulate others, lower defenses, inhibitions and make someone vulnerable
- 4. Who does this?** Someone who has malicious intent, someone who is cowardly, rapists
- 5. I would think someone would talk about this in private, maybe whispering. These men spoke openly and boldly about their plans. What in their environment allowed for them to do this?** Others laughing and encouraging them, others may be doing similar behaviors in the environment, no one addressing inappropriate behaviors, knowing they could get away with it, knowing no one will confront them
- 6. In the break room there was an incident of sexual harassment; what would be considered sexual harassment?** When the two co-workers made a derogatory comment about the female's body, talking about getting sex, etc.
- 7. If the female heard the comment, how do you think that female felt?** Embarrassed, believe that all men think and act like those two Co-workers, unsafe
- 8. How does sexual harassment relate to sexual assault?** It creates an environment that allows more extreme behaviors, it desensitizes us to more extreme behaviors, it allows for more extreme behaviors to be hidden, the relationship between harassment and assault was shown graphically
- 9. What would you have been comfortable doing if you were in Jim's position in the break room?** Could have talked to the two guys directly: "Do you guys really think that it is ok to talk to her like that?" "Would you like for someone to make that comment to your mother or daughter?" "All of these sexual assault trainings that we have received and you are still making comments like this?" "Everything that is going on in the military about sexual assault and sexual harassment and you guys think that it is ok to talk like this?" "How lame that you have to lie to get women" "hey, knock it off"; tell the female "Not all guys think like that and that was a very inappropriate comment."; ask the supervisor if he agrees with the comments that were made (there in the break room or in private); report to chain of command
- 10. SSG York had a gut reaction, "it didn't seem right". What might have stopped SSG York from addressing what was being said in the break room?** Not being sure what was happening, rank of the offenders vs his rank, the supervisor in the room didn't address it so it must have been okay, didn't want to be that guy who is overly sensitive and ruin the fun, wanted to belong to the group, didn't think it was a big deal (pluralistic ignorance)
- 11. Why do you think SSG York called the SARC?** Not knowing what to do to help the victim, feeling guilty, wanted to do something now, needed to speak with someone
- 12. What do you think are some of the things that the female who was sexually assaulted is going through?** Betrayal and mistrust, confusion, angry, sad, guilty; scared
- 13. If SSG York or someone else would have intervened in the break room could the sexual assault have been prevented?** Maybe, we don't know for sure but it could have, it would have sent a message to others about what is allowed in that worksite

STATE: Thank you for participating. These scenario, unfortunately, show missed opportunities to prevent a sexual assault. Though there are barriers to intervening in such situations, we are all responsible for acting. We don't all have to do everything and we don't all have to do it in the same way but to create a culture of dignity and respect, it is up to each of us to step-in to make a difference.

**This are just some options, there are many others too. Just do something, do something that you are comfortable with. If you try one thing and it doesn't work, keep trying or try a different approach.*