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U.S.ARMY SHARP™
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

ARMY SHARP FOCUS

2016 SAAPM

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ARMY OBSERVES SEXUAL ASSAULT AWARENESS AND PREVENTION MONTH

— By Gary Sheftick

Chief of Staff of the Army Gen. Mark A. Milley speaks to a crowd in the Pentagon courtyard during the Army's Sexual Assault Awareness and Prevention Month Observance Ceremony on March 31.

Photo Credit: Gary Sheftick

WASHINGTON — "It's not easy to look into the eyes of a Soldier who may have been violated," said Acting Secretary of the Army Patrick Murphy, speaking from an experience when he was a young officer.

Murphy spoke during an event in the Pentagon courtyard on March 31 to kick off Sexual Assault Awareness and Prevention Month (SAAPM), which is observed throughout April.

As a young lieutenant nearly 20 years ago, Murphy said, he had to assist a private first class who had been assaulted. He had to explain to her how the reporting process worked and what resources were available to help. "We all know this is a cancer that we must root out by our words and our deeds," he said about sexual assault, adding that Soldiers and Army Civilians must be "leaders of character, 24-7."

The good news is that the Army is making progress, Murphy said. Incidents are down, he said, while people are more inclined to report assaults. He noted that more personnel are receiving training on how to respond, but additional actions are needed.

The battle against sexual assault will not be over until it is completely eradicated from the force, said Sgt. Maj. of the Army Daniel Dailey. Dailey said it may sound like total elimination is asking a lot, "but we are the U.S. Army and we can do anything we decide to do."

Sexual assault and sexual harassment are undisciplined, unprofessional and inconsistent with Army Values, he said. Many around the Army are already working hard to stop what he called a "diabolical internal threat." He said, "many are giving it all – blood, sweat and tears for this unbelievably important mission."

SARC OF THE YEAR

Sgt. 1st Class Raquel R. Mendoza was recognized at the ceremony as the Army Sexual Assault Response Coordinator (SARC) of the Year. She serves as a SARC for the 4th Sustainment Brigade, 4th

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Infantry Division at Fort Carson, Colorado. Mendoza said she has assisted a number of victims of sexual assault. "I understand the loneliness" that assault causes, she said, explaining that she has empathy with victims because she herself is a survivor. It's important not only to help the victims cope, but to help their families as well, Mendoza said, because sexual assault affects entire families.

CSA: ASSAULT AFFECTS READINESS

Making progress in eliminating sexual assault is not good enough, said Army Chief of Staff Gen. Mark Milley. "Progress doesn't matter in war," he said. "It matters that you win."

Milley said sexual assault is a readiness issue. Along with equipment, personnel and training, he said readiness depends on important intangibles such as good order and discipline, cohesion and trust. "We know through 10,000 years of military history that cohesive organizations – cohesive units – do extraordinarily well in combat," he said, "even if they don't have all the people they're supposed to have or the most modern equipment."

Sexual assault "rips apart" the intangibles of an organization, he said. "It absolutely destroys trust."

The bottom line is that commanders and noncommissioned officers must be willing to enforce a standard of no tolerance for sexual assault or sexual harassment, Milley said. It's important that all Soldiers be treated with dignity and respect, he emphasized.

He said there are a wide variety of programs in the Army with the fundamental purpose of changing the culture of the organization. Two of those programs were recognized at the ceremony.

INNOVATION AWARDS

Sgt. Joshua James Kemp of the Kentucky National Guard was presented with the National Guard Sexual Assault Prevention Innovation Award. Kemp put together a design that has been placed on a number of Kentucky National Guard vehicles to advertise the *Department of Defense (DOD) Safe Helpline* for sexual assault. The design depicts three Soldiers, the website and the helpline phone number. The design has been transferred onto a "vinyl wrap" that can be "shrink-wrapped" onto the side of vehicles, he said.

Members of the U.S. Army Combined Arms Support Command (CASCOM) and the Training and Doctrine Command (TRADOC) Mobile team were presented with the DOD Sexual Assault Prevention Innovation Award for designing an app for mobile phones. The app provides users instant access to emergency numbers and help lines. "If in a situation, just push the button," said Matt MacLaughlin Jr., senior instructional design specialist for TRADOC Mobile.

Sgt. Joshua James Kemp (center) of the 2/75th Recruiting and Retention Battalion, Kentucky Army National Guard, displays the Sexual Assault Prevention Innovation Award presented by Acting Secretary of the Army Patrick Murphy (left) as Sgt. Maj. of the Army Daniel Dailey (right) applauds on March 31 at the Pentagon.
Photo Credit: Gary Sheftick

The app was designed when the team was part of CASCOM at Fort Lee, Virginia, in 2012. Since then, three members moved to TRADOC headquarters at Joint Base Langley-Eustis, Virginia, and the app is available on the TRADOC Mobile website. The app has been adopted by 24 installations that added their own emergency numbers. Most recently, the app was adopted by U.S. Army Europe, MacLaughlin said.

The app can not only be used by victims of sexual assault, but by those who witness the crime and want to report it.

In order to eliminate the crime of sexual assault, no one can be a bystander, Dailey said. The stigma for reporting sexual assault must be eliminated, he said; then "one day, we will all be able to say: Not in My Army. Not in My Squad," he concluded.

Full story: *http://www.army.mil/article/165239*

Acting Secretary of the Army Patrick Murphy recognizes Sgt. 1st Class Raquel R. Mendoza of the 4th Sustainment Brigade, 4th Infantry Division, as the Army Sexual Assault Response Coordinator of the Year during the Army's SAAPM Observance Ceremony at the Pentagon on March 31.
Photo Credit: Gary Sheftick

Acting Secretary of the Army Patrick Murphy (left) presents the Department of Defense Sexual Assault Prevention Innovation Award to members of the Combined Arms Support Command (CASCOM) and the TRADOC Mobile team during the Army's SAAPM Observance Ceremony at the Pentagon on March 31. In 2012, under CASCOM, the team created an app for mobile phones that will instantly summon help in the event of a sexual assault.
Photo Credit: Gary Sheftick

CARTER HONORS 6 'TRAILBLAZER' SEXUAL ASSAULT RESPONSE COORDINATORS

— By Lisa Ferdinando, DOD News, Defense Media Activity

Defense Secretary Ash Carter poses with the Sexual Assault Response Coordinators of the Year during a ceremony at the Pentagon on April 28. The recipients are, from left, Army Master Sgt. Melinda Heikkinen, Coast Guard Civilian Simone Hall, Air Force Capt. Elizabeth Belleau, Army Sgt. 1st Class Raquel Mendoza, Marine Corps Civilian Jacqueline Maxwell, and Navy Civilian Deborah Drucker.

Photo Credit: Army Sgt. 1st Class Clydell Kinchen, DOD Photo

WASHINGTON — Defense Secretary Ash Carter honored six individuals from across the military as Sexual Assault Response Coordinators (SARCs) of the Year on April 28, saying they promoted a climate of trust in which sexual assault is not tolerated or ignored. The six reinforced a culture of prevention, accountability, dignity and respect, Carter said at the Pentagon ceremony that honored the women. Carter also announced a sexual assault retaliation prevention strategy at the event.

"Wherever sexual assault occurs – whether it's on the frontlines or here at home – it not only undermines our values, it undercuts our ability to execute our mission, which is to protect our people and make a better world for our children," he said.

The SARCs served as models in their response to sexual assault, he said. "These six individuals [are] trailblazers. They know their part, they do their part, and they're doing whatever it takes to fight against sexual assault in our military ranks," Carter said.

In a statement, Army Maj. Gen. Camille Nichols, Director of the Department of Defense Sexual Assault Prevention and Response Office, applauded the six for their outstanding contributions. "The 2016 exceptional SARCs deserve recognition for their professional abilities and service on the frontlines and for the quality care they provide for victims of sexual assault," she said. "I am privileged to work with such dedicated and compassionate individuals who continue to strengthen the department's prevention and response efforts."

The awards were presented in conjunction with April's Sexual Assault Awareness and Prevention Month.

SARCs Honored for Commitment

Army Sgt. 1st Class Raquel Mendoza at Fort Carson, Colorado, created a triage decision tree that ensured anyone standing guard was trained to properly handle sexual assault when it occurred, notify the responsible parties, assist in the preservation of evidence, and protect the rights of the survivor, Carter said. The decision tree is so effective that it is being replicated throughout the Army, Carter said, adding that Mendoza also established an on-base mentorship program to help survivors, and raise awareness of sexual assault prevention.

Navy Civilian Deborah Drucker, with Naval Submarine Base New London, Connecticut, helped to shift the expectations and perceived norms within the submarine community to integrate and welcome female crew members, Carter said. "She also confronted the long-held stereotype that all survivors of sexual assault are female and all perpetrators are male," the secretary said. "She encouraged members of her community to consider male as well as female survivors, which is vital to changing environments and behaviors."

Marine Corps Civilian Jacqueline Maxwell demonstrated extraordinary compassion for the survivors of sexual assault at Naval Air Station Corpus Christi and determination to improve how to teach personnel about sexual assault, Carter said. Her efforts led to the first Sexual Assault Prevention and Response Proclamation of Support by unit and base commanders. "From the ground up, she inspired military leaders to commit to a total team effort to prevent sexual assault," Carter said.

Air Force Capt. Elizabeth Belleau ensured the men and women across United States Africa Command had an advocate and the resources they needed across 15 geographically separated operating locations supporting over 7,000 service members. "Through education, orientation and frequent outreach, she helped establish evacuation procedures to transport survivors from across the command to locations with certified providers of forensic exams," Carter said.

Army Master Sgt. Class Melinda Heikkinen traveled more than 3,000 miles as the SARC for the Washington Army National Guard to advocate for survivors, he said, adding that she created a policy for victim care and response that enabled all restricted reporting cases to move to unrestricted reports. "This policy encouraged a cultural shift allowing survivors to be comfortable to report assault and receive compassionate care," Carter said.

Coast Guard Civilian Simone Hall, at Coast Guard Headquarters, used cutting edge technology to ensure that 6,500 military and Civilian employees with the Coast Guard had instant access to sexual assault prevention and response services. "She is dedicated to establishing an environment within her service that promotes dignity and respect for every individual, with the ultimate goal of eliminating sexual assault," Carter said.

Full story: *http://www.defense.gov/News-Article-View/Article/745619/carter-honors-6-trai*

SNAPSHOTS OF 2016 SAAPM

SEXUAL ASSAULT. SEXUAL HARASSMENT. NOT IN OUR ARMY.

Col. Sean Kirschner, commander at Dugway Proving Ground, Utah, signs the Sexual Assault Awareness and Prevention Month (SAPPM) Proclamation as Command Sgt. Maj. Montonya Boozier and Donald Smith, Garrison manager, pen their signatures to the National Child Abuse Prevention Proclamation on April 4. These national campaigns, both observed in April, strengthen Dugway's commitment to stand against the harassment and abuse of all members of the Dugway community. (*http://www.army.mil/article/166144*)

Photo Credit: Bonnie A. Robinson, Dugway Public Affairs

Ashleigh, a sexual assault survivor, shares her story during the SAAPM "Survivor Experience" at Joint Base Lewis-McChord, Wash. on April 28. The "Survivor Experience" gave victims of sexual assault the opportunity to share their stories with the community. (*https://www.dvidshub.net/news/196939*)

Photo Credit: Sgt. Quanesha Deloach

Fort Leonard Wood, Mo. kicked off SAAPM on April 1 with a joint ceremony that was the first in a series of events throughout April in observance of the special month. Pictured, Navy Petty Officer 1st Class Clinton Burch, Air Force Chief Master Sgt. Philip Donoho and Marine Lt. Col. Daniel Dubbs assisted Maj. Gen. Kent Savre (center), Maneuver Support Center of Excellence and Fort Leonard Wood commanding general, during the cake-cutting portion of the ceremony. "I ask all of you to recommit yourselves this month, and then throughout the year. Know your part. Truly understand your role and what you can do, and then do your part. If something doesn't look right, it probably isn't right," Savre said during the ceremony. "You've got to use your gut feeling and step in and do something about it." (*http://www.myguidon.com/index.php?option=com_content&task=view&id=19823&Itemid=40*)

Photo Credit: Dawn Arden, Public Affairs Office

Spc. Stacy Lewis, a geospatial engineer with 517th Geospatial Engineer Detachment, U.S. Army Africa, points to her contribution to a quilt, made from more than 200 individual pieces of denim, which symbolized her commitment to sexual assault awareness following the International Denim Day walk held at Caserma Ederle in Vicenza, Italy on April 28. The walk was coordinated by members of Morale, Welfare and Recreation and the U.S. Army Garrison Italy Sexual Harassment/Assault Response and Prevention (SHARP) Program to raise community awareness surrounding victims of sexual assault. (*http://www.usaraf.army.mil/NEWS/NEWS_160429_den.html*)

Photo Credit: Staff Sgt. Lance Pounds, U.S. Army Africa Photo

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Snapshots of 2016 SAAPM, continued from page 4...

Approximately 50 Soldiers and Civilians from five different units participate in the 80th Training Command SHARP 5K Run/Walk event at the Defense Logistics Agency Compound in Richmond, Va. on April 20. The unit conducted the event in observance of SAAPM. (*https://www.dvidshub.net/news/195948*)

Photo Credit: Sgt. 1st Class Phillip Eugene

A 7-foot tree stands in the food court of the Main Exchange at Fort Sill, Okla. on April 12. On its branches are teal ribbons indicating someone who was either personally affected or knew someone affected by sexual assault. (*http://www.army.mil/article/166030*)

Photo Credit: Monica K. Guthrie

A group of Soldiers complete burpees before executing a penalty-water-can-carry during the 2nd Brigade Combat Team's Sexual Assault Awareness Challenge held on April 11 at Fort Drum, N.Y. in recognition of SAAPM. Some 100 Soldiers gathered April 11-13 to compete in the seven-station challenge that tested their knowledge of the SHARP Program. (*http://www.army.mil/article/166929*)

Photo Credit: Spc. Robert Cook

A Soldier stands ready to begin the 193rd Infantry Brigade's run to support the Army's observance of SAAPM at Fort Jackson, S.C. on April 5. "Sexual assault and sexual harassment is a cancer within our ranks," said Col. Milford Beagle, the 193rd commander. "We have to eliminate that cancer." The run was just one of many events that took place on post during April. (*http://www.army.mil/article/165621*)

Photo Credit: Sgt. 1st Class Phillip Eugene

Heather Imrie, Catharsis Productions' director of program management, addresses service members and federal civilian employees during an interactive SAAPM presentation called "Beat the Blame Game," hosted by the Joint Base Myer-Henderson Hall SHARP Office on April 1 at Fort Myer, Va. The presentation offered the audience ways to change perceptions about victim blaming and challenge assumptions and stereotypes about sexual assault victims. (*http://www.army.mil/article/165681*)

Photo Credit: Bobby Jones

In support of SAAPM, Eighth Army leaders conduct a SHARP panel leadership discussion at Yongsan Garrison, South Korea on April 6. The event was an opportunity for participants to engage and learn from a distinguished panel of subject matter experts about trends and statistics relating to SHARP. (*http://www.army.mil/article/165993*)

Photo Credit: Pfc. Koh ChangWoo, Eighth Army Public Affairs

FOLLOWING RAPE, 'RUNNER' RATHER THAN 'VICTIM' DEFINES SURVIVOR'S IDENTITY

— By C. Todd Lopez

Rape survivor Monika Korra meets with Monique Ferrell, Director, Army SHARP Program Office on April 20 at the Pentagon.
Photo Credit: U.S. Army Photo

WASHINGTON — Monika Korra was raped in December 2009, after leaving a party with her friends. Korra and her pals left the party early because they were athletes and planned to get up early the next day to do their morning run. It was then that she was kidnapped and raped at gunpoint, she told an audience at the Pentagon on April 20.

Typical for sexual assault crimes, the police and media withheld her name from the public. The justice system even used a pseudonym for her to protect her identity during prosecution of the offenders. But after it was all over and the criminals had been brought to justice, Korra opted to go public with her story and reveal her identity.

By that time, she'd come a long way in recovering from the rape she suffered, but the press accounts of it – which now included her real name – left a bad taste in her mouth. "Rape victim Monika Korra," she said, recalling the typical format for related headlines. She bristled at the word "victim." "I hated that. To see that, rape 'victim' Monika Korra? I was fighting every day to step out of that role. But that's how people were viewing me," she said.

But she knew different. Korra was a runner and had been since she was a little girl. "That's who I've been my entire life and that's who I am going to continue to be," she said. She wasn't a "victim," she decided. She was a "runner."

Running, she said, is her passion, "the thing that gave me identity in life. I feel like that's the thing that reassured me that I don't have to live my life as a victim. I'm a survivor and a runner. I think that's important to realize with rape. It doesn't have to identify you. It's not who you are, it's something that happened to you – a crime committed against you. Who you are is what you are passionate about and what you love." Passion about something, Korra said, is one of the five elements of her recovery after being assaulted. The others include openness, hope, justice, and forgiveness.

DALLAS

Korra is from Norway. Back home she has two parents and an older sister.

"Sports [were] a big part of what I was from two years old," she said. "In Norway, we have a saying that babies are born with skis on their feet." She said she was skiing at just three years old. "From that day, I've been competitive, and I knew that's what I wanted to do," she said.

Korra started in cross-country skiing, and then later moved to running. In high school, she represented Norway in international competition. After the Junior World Championship, she said, an event she competed in during high school, she got a call from the United States. "A voice on the phone was speaking in English," she recalled. It was a coach at Southern Methodist University (SMU) in Dallas, Texas. He wanted her to come to their school to run for them, on scholarship, for cross country and track. "For me that was a dream come true," she said. "I got to go to the United States to follow my dream to become a professional runner. I told him yes, I'm coming."

Months later, she's in Dallas. She said she had some transition problems: a language barrier, meeting people, a different culture, being from a small town in Norway and moving to Dallas, "everything was just big," she said. But "people in Dallas just welcomed me and took care of me, my teammates and coach. I transitioned into a new way of life and I really started to enjoy it."

An injury early on in her first year kept her off the track for a few months, and provided time for reflection on her choices, but proved only a small hurdle for her. By the end of her freshman year, she'd met a guy from the tennis team who was from Sweden. He became her boyfriend. "That turns my whole world around," she said. "Everything is perfect. I'm smiling. I'm having the time of my life."

A BUBBLE BROKEN

During the school year, she ran and studied both psychology and physiology. She had friends and a boyfriend. Life was good for her then, she said, living inside the protected world of the university. But she recalls that her boyfriend had at one point pulled her out of that bubble briefly and reminded her how dangerous the world is. At his apartment, she said, "after we watched a movie ... he looked at me in a way that told me he was worried. He took my hand and asked me if I had heard about the girl from our school, a fellow student athlete who had been raped. That was a case we had all heard about."

A fellow student, Korra said, an athlete on the swim team who lived in the same apartments as Korra and her boyfriend, had been raped. "I didn't want to think about that or talk about it," she said. "I knew it had happened, but I didn't want to realize that happened in our perfect world. Rape to me was something that we read about in the media; something

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Following Rape, 'Runner' Rather Than 'Victim' Defines Survivor's Identity, continued from page 6...

that happened far, far away." Her boyfriend, she said, insisted on walking her home that night. Just two weeks later, on Dec. 5, 2009, Korra was herself raped. "The worst night of my life," she said.

She had gone to a student athlete party with her friends. All the students there were from SMU. She and her friends opted to leave the party earlier than others in order to be ready for their morning running ritual. Outside the party they looked for their ride home, a friend they had called to pick them up.

"Three girls hand-in-hand walked towards his car," she said. "But then suddenly another car comes pulling up next to his. And I hear screaming. And the next second I have two men grabbing me from behind and I have a gun placed next to my head. And I'm pulled into their van. I realized quickly what was about to happen."

The men stripped her of her clothing and raped her repeatedly, for over an hour. "I prayed I would survive," she said. "I realized rape is not about sex. It's about power, control and anger."

In their vehicle, she said, she saw the shoes of another woman. "I realized they had done this before, that I was not their first victim." But after they assaulted her, they let her go, she said. They put duct tape over her eyes and pushed her out of the vehicle. "They told me to run. And that's what I did," she said.

She credits the Dallas Police Department with eventually finding her after she got out of the vehicle. They'd been alerted by her friends that she'd been taken.

"Luckily, I was found and I was brought to safety. I was taken to the hospital for treatment," she said. "I survived. But in the hospital I just asked myself, 'will I ever be the same again?'" She said she was worried about the repercussions the rape would have on her existing relationships: with her boyfriend, with her family, with her coach and her running career. "Will I ever be able to smile again?" she said she asked herself.

The next day, on the way home from the hospital, she said, she acknowledged that she had survived the rape. "What were the chances of you surviving something like this," she recalled having asked herself. "I realized in that moment it's going to be a struggle, but I'm willing to fight for it. I'm 20 years old, I'm happy – always been a happy girl – I live a perfect, good life. I'm willing to fight for that. At that moment I made the decision, I will not let this destroy who I am. I will fight back. I will fight back to the girl I used to be before this."

SURVIVORSHIP, NOT VICTIMHOOD

A big part of Korra's recovery after being raped, she said, was that the perpetrators of that crime were brought to justice. "I knew we had to work to find them," she said. "And the police did a great job. But there were long hours before they were found."

Those perpetrators were found, actually, rather quickly. Just three days afterward, the police had captured them. The three men had taken Korra's cell phone from her when they kidnapped her. Because her friends were calling her repeatedly after she was taken, they had turned that phone off. The police, Korra said, knew the criminals had the phone and made efforts to track it. Later, those same criminals opted to turn Korra's phone on again; "they used it for drug dealing," she said. The police were tracking the phone and that's how the perpetrators were caught. When Korra got word of that, it was "the best day of my life," she said. "That was relief. I could walk out of that police station and feel safe again."

It was about a year before the first trial began for her attackers. She'd been encouraged to testify, to face them in court, and she did just that, she said. She was ready to see them again.

In the end, all three of her attackers were convicted. Two of them got life in prison. One got 25 years in prison. "To see that and to know that they are locked up ... I can feel safe now," she said. "That's a mental picture I've been going back to so many times in my recovery process."

CALLING MOM AND DAD

"I'd been an athlete all my life," Korra said. "And in this family, we are known for being stubborn." She said as an athlete, and being stubborn, she's used to managing her goals on her own. Asking for help, she said, "I looked at that as a sign of weakness." But she saw that following a rape, she knew she couldn't do it on her own. She said she knew she'd need to be open with her family and friends about what happened, and to be willing to lean on them for support.

"I've come a long way from that day," she said. "I know that asking for help is not a sign of weakness. Sometimes that's what you need to do. "I realized quickly to get through this was to allow other people to help."

Calling her parents after she was raped, she said, was one of the hardest things she'd ever done. "I dialed their number over and over and over. I just couldn't do it. I didn't know what to say," she said. She said she wanted to find a "good way" to tell her parents what had happened, but came to the conclusion there would be no way to soften the blow.

Finally she called, making sure first that her parents were together. With her boyfriend at her side, she said, she dialed. "We were on the phone for an hour," she said. And they "surprised me that day." Her mother, she said, told her "Monika, I can hear strength in your voice. No matter how long it will take, no matter how much effort, we will be in this together. You are not alone."

"That's what gave me hope," she said. Hope, she said, is focusing on the future, and keeping faith that things will get better. "That first year was challenging, I was waiting for the first trial to start," she said. "It took a year. I was worried I'd have to see my offenders on the street again."

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A few weeks before the first trial, she said, she was depressed and tired. But she was running again, and it was before finals, so she was focused on academics as well. "It was important to keep my grades up. I didn't want people to see that this affected me at all."

On campus, she said she saw a poster for a "Take Back the Night" event. "I thought, I need to attend this." She walked around campus with several hundred other students during the event, shouting "take back the night!" she recalled. "That was empowering to me."

Later, at the school's student center, students held candles in their hands. A student leader read statements aloud. She'd been instructed that if one of the statements applied to her, she was to blow out her candle. "She read several statements," Korra said. "And the last really touched me. She asked if somebody close to us, family or friend, or our ourselves, had been victims of sexual assault."

So Korra blew out her own candle, but the significance of that wasn't immediately apparent. "I stood there and I was questioning, what's the point of this? Now we're standing in darkness and I'm showing people I'm the victim of rape," she said. But then: "The next second, a person comes up to me. I don't know who he was. He relit my candle. And I said thank you. That's a sign to me that in the darkest of moments, there is hope. Sometimes it's one simple act of kindness, somebody we don't know, to show you there is hope. That turned things around for me. That gave me strength back to get ready for that coming trial."

MEETING HER ATTACKER FACE-TO-FACE

Korra said that for her, "forgiveness" is also an element of her recovery from rape. People misconstrue the meaning of that, however, she said. "It's not about becoming fiends with my offenders. It's not about accepting what they did to me. It's about finding peace through letting go," she said. "I met them one night of my life. I don't want them to have a hold on my future. I don't want to spend more energy on them. I don't want to spend more time with them. I don't want to spend my time feeling anger and hate. I want to spend my time with the people I love."

Korra actually pursued a one-on-one with one of those three attackers. After about a year, that meeting was set up through a program called "victim-offender mediation," that could only happen if the offender agreed. Korra was able to meet with one of the men – the one who received the 25-year sentence.

"We talked for two or three hours," she said. "When he walked into the room, he was crying. And it took him a long time before he was able to raise his head and meet my eyes. He told me how sorry he was." He had a letter he had prepared for her. And she asked him questions about himself. She learned he'd been in a gang, that he had himself been abused, that he thought the gang was a kind of family – but later learned they were far from it.

"I just felt when I walked out of the room that day, I was able to leave all that behind," she said. "That day, I was able to take back my past and my future."

FOCUS ON THE OFFENDER

Immediately after she was raped, Korra said she started keeping a journal. That journal eventually became a book, called "Kill the Silence: A Survivor's Life Reclaimed." She also has a foundation dedicated to killing "the silence surrounding rape and abuse," and to also assist survivors of any kind of violence.

Korra said one thing she has learned from talking with other survivors of rape is just how "empowering it is to realize you are not alone. That there are other people out there that know what you have been through."

Another thing she learned, a reason why those who have been sexually assaulted are reluctant to speak out: people have got to stop blaming the victim. "Victim-blaming is a big part of this issue," she said. "The media is a big part of that, with how they portray the victim, how they focus on the victim. 'What did you do out late at night?' 'Had you been drinking?' 'Why were you wearing a dress?' Those are questions we get all the time. Questions I got after this happened. … That is why a victim feels shame, and feels guilt and why they don't want to report," she said, pointing out that only 30 percent of rapes are reported.

The Army is working to combat sexual assault in its ranks, just like college campuses are working to put a stop to rapes there as well. The demographics are similar. College campuses are largely 17 to 25-year-olds. The enlisted population is made up mostly of 18 to 25-year-olds.

"In the military or on a college campus, it's about awareness and openness," Korra said of what's needed to end sexual assault and rape. "We need to address this as an issue. We need to realize we have to work to prevent it. It's a culture change that we shouldn't focus on the victim, but focus on the perpetrator. We need to stop asking questions of what the victim was doing wrong and rather focus on the perpetrator, and what we can do to prevent this."

Korra speaks often at military bases around the country, and that's a forum for her for a reason, she said. Soldiers have influence. "We know that people look up to Solders and the work they do and the risk they take for our safety," she said. "I think they can set an example if they talk about this. If they work on the awareness and prevention, I think people will listen."

Full story: *http://www.army.mil/article/166506*

SOLDIERS LEARN 'GRASS ROOTS' BYSTANDER INTERVENTION FROM NCO

— By C. Todd Lopez

Master Sgt. Jeff Fenlason, Division Headquarters and Headquarters Battalion, 3rd Infantry Division, Fort Stewart, Ga., discusses bystander intervention during a briefing on April 4 at the Pentagon.
Photo Credit: Spc. Trevor Wiege

WASHINGTON — Master Sgt. Jeff Fenlason asked about 25 people to close their eyes and imagine a fictional scenario involving somebody they care about. "Imagine a party. You're not at the party. But you can see it. Like they removed the roof of the house and you are looking down at it. And you think about the person you love most in the world. The party is getting late and they are getting ready to leave. And they go to the back room to get their coat and they are followed there by a person who begins to assault them. And as the assault goes on, a third party opens the door, looks in, then closes the door and walks away."

Fenlason is with Division Headquarters and Headquarters Battalion, 3rd Infantry Division (ID), Fort Stewart, Georgia, and serves as the noncommissioned officer (NCO) in charge of their Bystander Intervention Program – a program he helped create and which might right now be the only one of its kind in the Army.

Two questions followed the scenario Fenlason posed during his April 4 presentation at the Pentagon, a shortened version of the one he offers to Soldiers around the Army.

The first of those questions: "How do you feel about the person assaulting your loved one?"

"I want to stop them," was one answer. "I want to hurt them," was another answer. "I want to kill them," was the most extreme.

And a second question: "How do you feel about the person that did nothing to stop it?"

"Angry" and "they are worthless," were two answers. A more detailed answer: "I was thinking that the person being assaulted was my niece, who is in college now. And I was thinking what if the third party was my daughter. Well, maybe my daughter would be at risk if she tried to do something. But there comes a point where you have to be brave and do something."

How bystanders react to crimes or other emergencies, whether they identify a situation as one that needs intervention, and whether they are themselves willing to intervene or choose instead to do nothing, was the focus of Fenlason's presentation.

What he discussed is the result of nearly three years now of practice and development that was kicked off in the spring of 2013 when he was part of 1st Armored Brigade Combat Team, 3rd Infantry Divison, and was asked to look at how things could be done differently in his brigade when it comes to stopping sexual assaults.

"We went looking [to see] if we could make a difference and end sexual assault in my brigade," he said. "We started looking at how [Sexual Harassment/ Assault Response and Prevention] (SHARP) training was done, and what their data said. But it was sort of a SHARP light." Where they were headed, he said, "wasn't really much different than the current SHARP training."

But then he had a chance discussion with a professional at the University of North Carolina at Chapel Hill, who he said was dealing with a similar set of young people there, with a similar set of problems as the Army when it comes to sexual assault. There, he said, he heard this for the first time: "We have to empower the good people in the world to step up," Fenlason said. "And that made all the change in the world. Then, we started looking at bystander intervention."

"Bystander intervention is a sociological word, not a brand or a title," Fenlason said. "It speaks to the phenomenon of why people involve themselves, or don't involve themselves in a variety of situations. Once we understood the science behind that, we were able to put it into the Army culture."

BYSTANDER EFFECT

The bystander effect, Fenlason said, "refers to the phenomenon in which the greater the numbers of people that are present, the less likely those people are to help a person in distress." One explanation for that phenomenon, he

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said, includes the diminished level of personal responsibility that is felt when there are more people around.

Fenlason cited a July 4, 2015, situation on the subway in Washington, D.C., to illustrate the bystander effect. Then, a man was killed after having been stabbed 30 to 40 times, and there were plenty of others on the subway, Fenlason said. But nobody responded or offered assistance, Fenlason said. Quoting a newspaper story regarding the incident, Fenlason said that one man reported he had felt he could have done something, because he thought he was big enough to, and felt confident that if he had acted others would have assisted too – but he then opted to do nothing. He didn't take the first step.

"Then you drop down three paraphrases in the story," Fenlason said, "It says law enforcement showed up and told them they'd done the right thing, because the perpetrator had a knife. You let the professionals handle it. We've gotten to a culture where you always let the professionals handle it – so that makes it somebody else's problem."

But he confirmed that no matter how many others are present – an individual, including a Soldier – always maintains 100-percent responsibility for their own choice to do the right thing. Increased numbers of bystanders doesn't decrease their personal responsibility, he said.

Fenlason said Soldier intervention to stop a sexual assault, for instance, might be a tough call, especially if by intervening the Soldier feels he might get himself in trouble. Intervention could lead to a fight, he said. And a fight could lead to the police being called. And a Soldier in a fight who has been drinking underage might find himself arrested and in trouble with his command. Fear of that, Fenlason said, might prevent a Soldier from trying to do the right thing.

To get Soldiers to feel confident enough to value stopping a rape or an assault over the repercussions they might face personally for intervening requires that Soldiers have confidence that their leadership has their back. "If I don't trust that my chain of command will hear me out and will listen and invest in me, then I won't get involved," Fenlason said.

Another explanation for the bystander effect, he said, is that bystanders feel the need to "behave in correct and socially acceptable ways." When other observers fail to react, he said, individuals often take that as a signal that a response is not needed or appropriate.

"Everybody wants to be on a team," he said. "The problem is we have to figure out how to tell them what the team means, at the local level. It has to be about what … it means to be a member of this squad, this platoon, this company. How do we do business? Who's setting the norms?"

That answer has to come from the team leader or the squad leader, Fenlason said. "In a safety brief on a Friday, instead of telling Soldiers not to do the things they already know not to do, we can instead lay things out in scenarios," he said, offering up one of the scenarios he uses in training.

"You're at a party and you see a couple go upstairs," he said. "A couple minutes later you see three other dudes going upstairs laughing and giggling. You go up to see what's going on and they have got her across the bed. One dude says 'hey man, you can either stick around or go back downstairs. She's giving up turns for the deployment.' What are you going to do?"

Discussion of that scenario, he said, happens at the unit. "You do it on Friday afternoon. You do it out loud. You do it at formation." There are a lot of different "right" answers about how to intervene, he said. Men and women, for instance, will react differently.

"There are four dudes in there already intending on raping a girl," he said. "A female may leave and call somebody for help – she doesn't want to be victim No. 2. A guy may go in and start a fight. Somebody else may call the cops. Somebody else may pull the plug on the stereo, or do anything to create a distraction. They are all fine answers. They are all okay. They are all doing something.

"I often tell people, if I was in charge of a unit today, I wouldn't tell you what to do. I would expect, I would demand intervention. When it's an emergency, you intervene."

That conversation that starts Friday afternoon before the weekend continues the following week, he said, throughout the unit. "In the motor pool, it's 'maintenance Monday,' and somebody says 'hey first sergeant, Johnny's full of crap, that's not what

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"I often tell people, if I was in charge of a unit today, I wouldn't tell you what to do. I would expect, I would demand intervention. When it's an emergency, you intervene."

— Master Sgt. Jeff Fenlason,
Division Headquarters and Headquarters Battalion, 3rd Infantry Division

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he would have done.'" And the first sergeant, Fenlason said, takes that as a cue to continue the conversation there on the spot. In that way, he said, the conversation on how to intervene, and the expectation of the unit that Soldiers will intervene, is ongoing.

"It becomes part of the fabric of that unit. It's full-time work. It takes an invested chain of command a lot of time if they want to have that positive effect," Fenlason said. "They have to reclaim defining what it means to be a member of that organization. If you don't do it, the kid in the barracks will do it for you. We need leadership to spend a lot of time talking about what it means to be 'Manchu,' or whatever that unit label is.

"We want to educate at the lower level what it means to be a member of this organization," he said. "This organization treats women how? This organization treats people of color how? Or, this organization treats people with different sexual orientations how?"

Fenlason's presentation was condensed down from about the three hours or more that's presented to Soldiers at units across the Army, and it was offered at the Pentagon as part of Sexual Assault Awareness and Prevention Month.

Sgt. 1st Class Genita M. Ruffin, with the Army's Inspector General, and Staff Sgt. Kris Campbell, with the Assistant Secretary of the Army for Manpower and Reserve Affairs, both attended the presentation and said they found it to be more engaging and more effective than training they have attended in the past.

"This goes completely against the standard 'check-the-block' training," said Campbell, who is an infantryman by his military occupational specialty. "This is the total opposite of that. It's a complete breath of fresh air. It's not cover-your-ass training. It's what needs to be said, no matter how uncomfortable or taboo it is. This right here would completely change everything."

Ruffin, who is a petroleum supply specialist by her military occupational specialty, was also on board with what she heard. "This here was awesome training," she said. "I think this training should go to the units, to be an eye-opener to everybody. ... With the new generation of Soldiers coming into the Army, they need to hear this. That's how I feel."

Fenlason said that the bystander intervention training he and his team at 3rd Infantry Division have developed is spreading across the Army – and they are the ones making that happen. "It's completely grass roots," he said. "We've been very careful to say this is leader development. That's the responsibility of every command. It's developing trust and judgment. We're trying to help units develop the judgment of their Soldiers to intervene, and the trust that their command will at least listen to what happened and take the fullest, broadest look they can at a situation."

Fenlason and his team teach two courses. The first is to actually teach Soldiers at 3rd ID the material they have developed regarding bystander intervention. The other course they teach is designed to prepare personnel at other commands to teach bystander intervention techniques to their own Soldiers – a train-the-trainer thing, he said.

Already, Fenlason said, they have trained 60 facilitators at 82nd Airborne Division, 250 facilitators for Army Recruiting Command, and 60 to 90 facilitators at 1st Armored Division. Throughout the Army, he said, they've trained more than 600 facilitators.

Full story: *http://www.army.mil/article/165382*

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SHARP Commanders' Best Practices: *https://www.milsuite.mil/book/community/spaces/SHARP/commanders-best-practices*

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COMMAND HIGHLIGHTS: APRIL 2016

A LOOK AT WHAT THE ARMY COMMANDS ARE DOING IN THEIR SHARP PROGRAMS

United States Army Installation Management Command (IMCOM)

- Jeff Travers, Fort Bragg Garrison Sexual Assault Response Coordinator (SARC), and the North Carolina National Guard partnered to educate the force on sexual harassment and sexual assault awareness issues with a special SHARP Awareness Concert during April's Sexual Assault Awareness and Prevention Month (SAAPM). The concert was performed on April 19 at Joint Forces Headquarters in Raleigh, North Carolina and on April 20 at Fort Bragg, North Carolina. The concert paired three-minute SHARP-related messages with relevant popular musical selections. For example, "Superman" by Five for Fighting was performed with a message on male victimization and "The Man in the Mirror" by Michael Jackson was paired with a message on creating cultural change. This gave attendees an impactful, multisensory learning experience.
- This year, the SHARP team at Picatinny Arsenal, New Jersey is utilizing the Eventbrite website to schedule and track the 6,500 DA Civilian and uniformed personnel for face-to-face SHARP training. From a spread sheet distributed to the arsenal listing the URL for class, individuals can pick a training date and time throughout the fiscal year by entering only their name and email. Attendees can also cancel a ticket and reschedule at their convenience. The printed tickets that attendees bring to class are scanned utilizing an app on a smart phone or BlackBerry. This method has proven to be fast, efficient and provides an accurate count of who completed the required training. Records are now electronic and can easily be searched for individual compliance. For the 2-person SHARP team, the administrative challenge of manual sign-in rosters is a thing of the past.
- The SHARP Program at Fort Buchanan, Puerto Rico hosted a community partnership meeting in March where they met with the Puerto Rico Department of Justice Special Victims Program prosecutor, Licenciada Maricarmen Ferrer, with the purpose of improving legal advocacy for local victims of sexual assault.

  The Fort Buchanan SHARP team also conducted a series of events in observance of April's SAAPM. The events included a proclamation signing, bowling tournament, fun walk, Denim Day, capstone training event, and a "Day of Action" where the community wore teal to highlight sexual assault awareness and prevention. Among those who participated in the "Day of Action" were Fort Buchanan's U.S. Army Garrison (USAG) Command Group, Fire Department, Army Community Service, Survivor Outreach Services, and the Puerto Rico National Guard.
- The USAG SHARP Office at Fort Leavenworth, Kansas offered a number of SAAPM events throughout April. They kicked off the month by handing out 2500 SHARP touch cards to every employee and visitor that entered the installation. The SHARP Office also assisted in setting up and organizing the installation's first Annual SHARP Proclamation Signing Ceremony, hosted by LTG Robert Brown (*http:/usacac.army.mil/node/1196*). Other installation events included, Pop of Teal Information booths, "Teal Talk" with Russell Strand, a SHARP/BOSS Color Run, and a Golf Scramble. In addition, SHARP staff facilitated classes at the Army SHARP Academy, as well as with the Northwest Missouri Reserve Officers' Training Corps (ROTC) Program.
- The Fort Leavenworth Garrison SHARP Office would like to bid farewell and thank you to Ms. Latasha LaMons for all the great work she performed as the Garrison SARC and wish her the best of luck, as she performs Program Manager duties, with the U.S. Marine Corps Kaneohe Bay ('K-Bay') in Hawaii. Aloha.

United States Army Intelligence and Security Command (INSCOM)

The 780th Military Intelligence Brigade SHARP team and Unit Ministry Team at Fort Meade, Maryland collaborated to bring in a male military sexual trauma (MST)/suicide attempt survivor to share his experiences with the brigade on March 31 and then later at Fort Gordon, Georgia. Jeremiah Arborgast, U.S. Marine (Ret.), enlisted in the Marines in 1998 and retired in 2006 due to posttraumatic stress disorder (PTSD) related to MST. After his assailant was convicted in 2002 and given merely a Bad Conduct Discharge, Arborgast still struggled with nightmares, insomnia, and severe depression until he attempted to take his own life by shooting himself in the chest. He says, "My heart hurt. I wanted to do away with the pain in my heart, so I shot myself in the heart." He missed. Since then, he realized he has the gift of life and he shares his experiences hoping to prevent others from taking their own lives. After sharing his experiences, he lauded the SHARP Program changes that have been made.

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Command Highlights:
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United States Army Medical Command (MEDCOM)

Ms. Jodie Garrett, MEDCOM SARC, was presented the Shelley Botello Compassionate Servant Award during the Annual SAAPM Proclamation Signing Ceremony at Joint Base San Antonio (JBSA), Texas on April 1 for epitomizing the values of compassion, service before self, sensitivity, and dedication to sharing lessons with others in the field.

The Shelley Botello Compassionate Servant Award was just established in March by the JBSA SAPR/SHARP Office after the late Ms. Shelly Botello who passed away on Jan. 15. Ms. Botello was a member of the San Antonio Sexual Assault Response Team (SART) for over 15 years. She was also the lead Sexual Assault Nurse Examiner for Methodist transplant and Specialty Hospital. Ms. Botello worked in partnership with the military community training SARCs and Victim Advocates, conducting sexual assault forensic exams, providing testimony at trials and establishing memorandums of agreement between the San Antonio community and military when it came to taking care of victims of sexual assault. Ms. Shelly Botello was the epitome of compassion and service before self.

United States Army Africa (USARAF)

The Vicenza military community (USARAF, USAG-Italy, and 173rd) kicked off SAAPM by hosting a Hotlines to Heroes Awareness Run with over 300 participants on April 2. The event highlighted the importance of SHARP and other community resources that support victims and interveners of sexual assault and sexual harassment. Everyone needs heroes, and victims need super heroes to care for them. Ryan Moore from Army Community Service was instrumental to the organization and success of this effort.

United States Army Forces Command (FORSCOM)

Fort Drum, New York held a series of events throughout April in observance of SAAPM. Events included a 4-mile run/walk and a Leaders / First Responders Conference with Dr. Jim Hopper, a clinical psychologist who has studied the long-term effects of sexual assault on individuals, as the guest speaker.

Also, during the observance, the 10th Combat Aviation Brigade and 10th Mountain Division Sustainment Brigade hosted Heath Phillips, a former sailor and sexual assault survivor and speaker for Protect Our Defenders, a nonprofit organization in Burlingame, California, who shared his personal experience to raise sexual assault awareness among Soldiers. During his speech, Phillips recalled what ignited his desire to share his personal story. "I was a basket case. I was an alcoholic, I would prefer to spend my time drunk, and I was a pain pill popper," he said. "It was February 2009. I was so suicidal, and that's when I realized I hit rock bottom. I just threw everything away; cigarettes and everything – it went in the garbage." Phillips said he was so incensed by the way his life had turned out and how he was overall treated that he decided to speak out. "I want to help people, because that's how I help myself," he said. "Every time I share my story, it's like I peel away a layer and go back to the (person) I was before this happened to me. For me, it's a win-win."

United States Army Test and Evaluation Command (ATEC)

As part of the observance of SAAPM at Aberdeen Proving Ground (APG), Maryland, ATEC hosted a SHARP Poetry Slam on April 26. The event featured poems from 17 individuals that captured different aspects of SHARP coupled with very personal experiences, making the challenges/issues come alive. The poems were judged by peers, and winners were recognized (as were the other poets) by ATEC leadership. Additionally, there was a slideshow during the event that honored Denim Day. It included pictures from numerous organizations on APG, which truly personalized Denim Day for elements across APG. The poems and Denim Day slideshow were bookended by remarks from ATEC leadership, including a poem by Maj. Gen. Daniel L. Karbler, ATEC commanding general. Personnel who attended the event received credit for the online SHARP Part II Annual Training.

BY THE #'S

2011

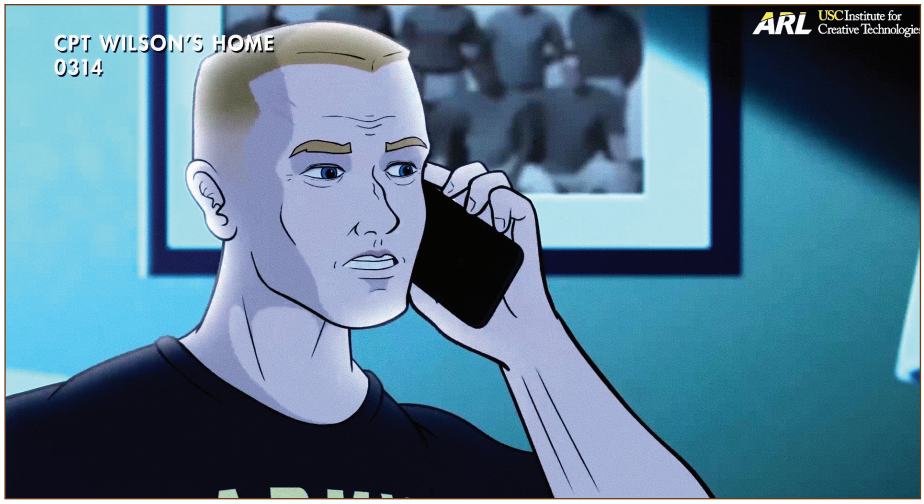
The year that President Obama officially added "Prevention" to Sexual Assault Awareness Month and proclaimed April as Sexual Assault Awareness and Prevention Month (SAAPM).

The White House, Office of the Press Secretary, Presidential Proclamation: National Sexual Assault Awareness and Prevention Month, 2011

https://www.whitehouse.gov/the-press-office/2011/03/31/presidential-proclamation-national-sexual-assault-awareness-and-preventi

ARMY DEBUTS NEW GAME-BASED SHARP TRAINING TOOL

— By C. Todd Lopez



A screen shot from the Army's newest training game, the ELITE-SHARP Command Team Trainer. The new game debuted on the Army's MILGAMING website on April 1. It is an interactive video game designed to help company, battalion and brigade commanders better understand the right way to process a sexual assault report or sexual harassment complaint in their ranks.

Photo Credit: U.S. Army Image

WASHINGTON — A new Army training video game now puts company, battalion and brigade commanders in the hot seat to deal with sexual assault and sexual harassment in their ranks.

The Emergent Leader Immersive Training Environment (ELITE) - Sexual Harassment/ Assault Response and Prevention (SHARP) Command Team Trainer (CTT) is an interactive video game that debuted on April 1 at the start of Sexual Assault Awareness and Prevention Month. The game is available on the Army's MILGAMING website at *milgaming.army.mil*, alongside the already successful ELITE Lite counseling tool on which it was based.

The ELITE platform has been used for about 18 months now by the Army as a counseling tool. ELITE Lite is used to train junior officers and noncommissioned officers on how to conduct more effective counseling. The U.S. Military Academy at West Point, New York, has used the ELITE Lite counseling application extensively, integrating it into the PL 300 - Military Leadership course.

With the ELITE Lite counseling tool, the Army "wanted to get a more standardized practical exercise experience," said Maj. Greg Pavlichko, chief of the Army's Games for Training program at the Combined Arms Center at Fort Leavenworth, Kansas. "So if you and I are in class together and we are discussing counseling or SHARP, and we are then asked to (role play) – I'm the person with bad behavior and you are the leader that is asked to counsel me, well maybe I don't care, maybe I'm a terrible actor, maybe I'm just not into it," he said. "So your experience is very dependent on the student population and basically how into it they are."

The ELITE-SHARP CTT takes advantage of the successes of the ELITE Lite counseling tool in that it provides a standardized avatar for students to interact with and gives everyone the same experience every time. Additionally, Pavlichko said, like with the counseling tool, the ELITE-SHARP CTT diverges from the "old paradigm" of training, which involves a prepackaged slide deck, videos and classroom discussion, and instead provides younger officers with something they are more familiar with – gaming. "So, we're getting away from non-professional role players and … slideshows, and making it more engaging," Pavlichko said. "Plus, for a lot of younger people, gaming is kind of innate and organic to them, so they understand it right away. The predominance of Soldiers coming into the Army at this point have a pretty robust gaming experience behind them."

In September 2014, the Army's SHARP Program Office in Washington requested that the ELITE counseling tool be further developed into a SHARP-specific tool to better prepare command teams for dealing with sexual assault and sexual harassment in the ranks. The ELITE-SHARP CTT program was developed to meet that need.

Unlike traditional slideshow-based training, the ELITE-SHARP CTT game provides command teams with animated scenarios regarding sexual assault and sexual harassment that illustrate both the right way and the wrong way to handle such situations, and then moves into an interactive portion where commanders meet face-to-face with virtual Soldiers who have been victims of a sexual assault or sexual harassment. "We hear feedback that using slideshows for training is very ineffective," said Monique Ferrell, Director of the Army SHARP Program Office. "This is an avatar-based platform. When a new commander takes command of a unit, by regulation, there is a requirement for them to meet with their SHARP Professional, their Sexual Assault Response Coordinator (SARC), within the first 30 days. What this tool does, the ELITE-SHARP CTT, is it facilitates that discussion between the SARC and the commander."

Within the ELITE-SHARP CTT game, commanders learn of a sexual assault or sexual harassment issue, and then have to figure out the best way to handle the situation. That usually starts with contacting their command's own SARC. The ELITE-SHARP CTT is meant to help commanders understand the right way

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Army Debuts New Game-Based SHARP Training Tool, continued from page 14...

to deal with sexual assaults in their commands, so they know how best to help victims, and also know how not to make the mistakes that could later on screw up prosecution of offenders, said Pavlichko.

Pavlichko said early on that the Army's SHARP Program Office had realized "a lot of issues that were happening with sexual assault and response were that command teams, especially at the company level, didn't understand what the 'golden rules' were, or what they were supposed to do with a sexual assault [report] or sexual harassment [complaint], from a policy standpoint. … So you'd have an incident, the commander and first sergeant would respond to the incident in a way that was not in accordance with policy or law, and then you'd have a breakdown with the court case and things would get thrown out because they didn't do the right things," Pavlichko said. "Or they would kind of do what they thought was right, but not necessarily what the law or Army policy said [they] need to do." With the ELITE-SHARP CTT, those commanders will learn how to deal with sexual assault and response the right way, the first time.

Tim Wansbury, with the Army Research Laboratory, helped develop the game for the Army. He said the ELITE-SHARP CTT begins by showing game players two different vignettes that play out in animation. First, a sexual assault happens in the barracks at an installation, and the command team has to respond. The second, he said, involves sexual harassment in the motor pool. "There is a noncommissioned officer in the motor pool who is using foul language or making inappropriate statements," he said. "It's clearly behavior we wouldn't expect in the workplace." Both of the scenarios are illustrated with three animated segments each: one to show how a command team could handle it correctly, one to show how a command team might handle it incorrectly, and one that contrasts the two in order to illustrate the difference.

After commanders watch the animated vignettes that contrast the right and wrong way to handle both a sexual assault and a sexual harassment situation, they move into the interactive portion of the ELITE-SHARP CTT game, which features virtual avatars with whom commanders are meant to interact. These practice exercises include two scenarios as well: one where a Soldier is the victim of sexual assault, and one where a Soldier is sexually harassed by another Soldier. In the latter case, the commander doing the training gets to interact with both the victim and the alleged perpetrator of the sexual harassment.

"Most Soldiers will see it has been installed on some kind of Army computer and see it in the context of some type of course of instruction."

— Maj. Greg Pavlichko, chief of the Army's Games for Training program at the Combined Arms Center at Fort Leavenworth, Kansas

Wansbury was heavily involved in development of the ELITE-SHARP CTT, though the primary game developers were at the University of Southern California's Institute for Creative Technologies. He concedes that neither himself, nor the engineers, programmers, or computer scientists involved in game development are SHARP Professionals. He said game development for the ELITE-SHARP CTT involved more than just programming – it involved more than half a year of research for development of the game's content.

"We relied on Army SHARP Professionals, both at the Army SHARP [Program] Office in Washington, and at the Army SHARP Academy," Wansbury said. "Game development took about 12 months. About six to seven months was spent identifying and developing the specific training content that was included in the application."

Pavlichko said research also included interviews with commanders who had SHARP incidents occur within their commands in the past.

While Soldiers can go to the Army's military gaming website to download the game and play it on their own computer, Pavlichko said that's not really where the game will get the most use. He said his team is working to get the game implemented as part of the curriculum at school houses across the Army since it is now an official Army training tool.

"Most Soldiers will see it has been installed on some kind of Army computer and see it in the context of some type of course of instruction," Pavlichko said. Soldiers who have in the past been part of command teams, but who have been out of the command environment due to another assignment, might also use the ELITE-SHARP CTT as a "refresher," Pavlichko said, before returning to a follow-on command assignment. It would be those Soldiers who download the game on their own computers in order to get that refresher course.

Completing the ELITE-SHARP CTT training takes about 90-minutes, Pavlichko said.

ELITE-SHARP POST

The ELITE environment didn't start out as a trainer for SHARP. It was actually developed as part of an effort to provide a "performance counseling" tool to officers in the U.S. Navy. The Army liked what they saw of the program, and developed it for their own use as a counseling tool, calling it ELITE, short for

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"Emergent Leader Immersive Training Environment." But Wansbury said that system had a large overhead – it required lots of gear, lots of computers and lots of computing power. It wasn't portable, and it was expensive. At the request of the Army, the Institute for Creative Technologies at the University of Southern California was able to "'shrink-wrap' the goodness of ELITE into a laptop," Wansbury said. And the end product was dubbed "ELITE Lite."

The ELITE Lite counseling tool actually has been on the Army's MILGAMING website for some time. It was the success of the ELITE Lite counseling tool that spurred the Army's SHARP Program Office to request it be further developed as a SHARP training tool, and that's how the ELITE-SHARP CTT was developed.

Now, the same team that developed ELITE-SHARP CTT is developing another game, called the ELITE-SHARP Prevention & Outreach Simulation Trainer (POST) that will be used to train SHARP Professionals on how to better interact with commanders to build a successful prevention program and effective outreach mission. While the aim of ELITE-SHARP CTT is to teach commanders to deal with sexual assault and sexual harassment after they happen, ELITE-SHARP POST will help SHARP Professionals hone their skills at preventing those incidents from happening in the first place.

The ELITE-SHARP POST application will "give our SARCs and [Victim Advocates] (VAs) the tools they need to help develop their prevention programs, both at the installation level, as well as with interacting with their local communities," Ferrell said.

Wansbury said ELITE-SHARP POST development will mirror development of the ELITE-SHARP CTT game, use the same platform, and provide "upfront instruction, visual examples using animated vignettes on what good practices are and not so good practices, and then we will have a series of practice exercises where the students will be able to apply their new knowledge and develop some skills and, most importantly, the confidence that they will need to perform these tasks when they perform their jobs."

It's expected that ELITE-SHARP POST will become available in about a year, and will also be available on the Army's MILGAMING website, right alongside the ELITE-SHARP CTT game and the ELITE Lite counseling tool.

MILGAMING FUTURE

Pavlichko said the future of the ELITE platform, which now serves two purposes, counseling training and SHARP training, might in the future become more interactive through the introduction of artificial intelligence (AI). "Instead of selecting a response from three or four responses, it's more of a robust AI that you can have a natural conversation with; so if I'm counseling somebody, instead of picking a response, I can speak into the microphone and have a more natural conversation with the digital avatar," he said.

Such technology has already been demonstrated in the past, but he said to get it into the ELITE software platform, the Army must develop a requirement for it and also secure the resources needed to develop it. "It takes time to build momentum for new technologies," he said. "It takes senior leaders seeing these things and then starting to understand the potential."

In the past, he said, gaming was "almost a [bad] word" within the Army's training community. "Games are fun. Training is not supposed to be fun," he said, paraphrasing sentiments he found coming from the field. "But then after enough senior leaders see the capability, they see its potential; they understand it's potential. They see Soldiers using it and start to see the results of the capability – now with gaming, everybody wants it."

Full story: *http://www.army.mil/article/165062*

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SHARP HOSTS SAAPM WEBINAR: ENGAGING LEADERSHIP ON ISSUES OF SEXUAL ASSAULT AND THE SHARP PROGRAM

— By Julianne Metzger, SHARP Communications & Outreach

Maj. Gen. Victor J. Braden, Combined Arms Center deputy commanding general
(Link to photo)

Photo Credit: Sgt 1st Class Mark Hanson, U.S. Army

The SHARP Program Office hosted a webinar on April 18, during the Army's observance of Sexual Assault Awareness and Prevention Month (SAAPM), titled "Engaging Leadership on Issues of Sexual Assault and the SHARP Program." It was presented by Maj. Gen. Victor Braden, commander of the 35th Infantry Division. Braden has served for 38 years in the Army in various command positions; most recently as the deputy commanding general, Army National Guard - Combined Arms Center at Fort Leavenworth, Kansas. As a civilian, Braden serves as the Deputy Kansas Attorney General in charge of the Criminal Litigation Division. There, he leads an organization that prosecutes homicides, sexual assaults, child predators, illicit drug manufacturing and distribution, and public corruption cases throughout Kansas.

Braden's candid presentation focused on best practices for building a positive relationship between SHARP Personnel and commanders. He shared personal insight on how to navigate potential challenges with leadership on SHARP matters. Braden also discussed several complex factors that affect how SHARP Professionals and leaders handle and respond to sexual assault.

Leadership in a Complex World

In order for the Army to thrive in this complex world, it needs leaders who can comprehend nuances, big and small, that are entangled with sexual assault related issues, said Braden. "We're becoming increasingly diverse – [racial diversity], sexual orientation, gender identity, all those issues are coming into play throughout the broad spectrum of organizations," said Braden. The world's burgeoning complexity, along with high-speed communication and limited resources, have an impact on the Army and its leaders, he said. "The prevention and response to sexual assault is a key factor in how we look at our world and how we interact in our world of the United States Army," said Braden.

> "We need to do a better job in our society, including the Army, of making sure that people understand how [sexual assault] impacts someone."
>
> — Maj. Gen. Victor Braden, Commander of the 35th Infantry Division

A Leader's Viewpoint

The more comfortable the leader is with you, the better off the SHARP Program will be, said Branden. SHARP Professionals and leaders have many challenges in dealing with sexual assault. Sexual assault is an extremely visible and sensitive subject for the Army, so leaders often have a sense of unease when handling cases, Braden said. "And that's in some way natural, based on the circumstance and nature of the topic."

"When it comes to the relationship between the SHARP Professionals and the leader of the organization, it really comes down to this; ... it goes back to how we develop leaders," said Braden.

SHARP Professionals should be engaging regularly with leaders, cultivating a working relationship with leaders from the get-go, said Braden. A positive rapport between commanders and SHARP Professionals pave the way for SHARP incidents/issues to be handled effectively and efficiently for those involved and for the organization.

Braden described methods that SHARP Professionals can use to build a relationship with their leaders. He also explained how to sway leadership that is reluctant or unmotivated to support a robust SHARP Program in their command. "If you don't have access to the leader, it seems like it takes forever to get in and then he or she is uncomfortable once [you] do get in to talk to them," Braden said. "There are a few key things to put in your head as you go about looking at the 'best practice for access.'"

Braden said to use the chain of command to schedule a meeting face-to-face. SHARP Personnel need to understand the leader's communication modus operandi – be it phone, email or text. Second, create a steady flow of communication over time. SHARP Professionals should

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ensure that each meeting is productive for the leader and anticipate what they would need or want to know. Discussion of observations, trends, insights and lessons should occur during these meetings, Braden said.

Authenticity is essential, said Braden. "If there is a question asked and you don't know, just say you don't know and you'll find out," said Braden. "Guessing can set everyone on a path to bad decisions, and a bad decision can be devastating to the victim of the case; it can be devastating to the organization." Follow-through is critical, Braden said. After the meeting, SHARP Professionals should ask themselves, 'Did I meet my intent of this meeting?' If not, they should follow up with the commander, he said.

Some leaders may solely focus on legality of cases, view SHARP as a distraction from the organization's primary mission, or just seem indifferent, Braden said. SHARP Professionals should be ready to understand and assist leaders who are reluctant to own and understand sexual assault problems and issues. "Based on being around leaders over my 38 years, [leaders think] 'I don't want to show weakness; I don't want to show vulnerability. All I want to do is get it legally right and we'll move on,'" Braden said. "They're going to be resistant toward [SHARP]; they see it as a distraction versus a value added, force multiplier."

Speaking to how leaders are developed through their life experiences, Braden explained, "A lot of people are just not comfortable talking about [sexual assault]." He said, "One, they don't understand it. Two, they're scared to death that something is going to happen and it's going to undermine whatever career they have because they didn't appropriately respond to it."

SHARP Professionals can illustrate to commanders that SHARP shores up respect, dignity, and trust within the organization. "The mission doesn't have to be "I've got an enemy out in front of me, I've got to figure out how to take that on," said Braden. "The mission can be 'how do I maintain trust within my organization and trust between the American people and the U.S. Army?'"

If SHARP Professionals continue having communication issues with their command leaders, they can always tap the assistance of SHARP Program leadership, and brainstorm strategies on how to broach those problems, said Braden.

Understanding Incidents & Impact

"During my career as a prosecutor, I've learned to become more aware of the impact [of sexual assault]," Braden said. "These sexual assaults are devastating events and you don't want to underestimate the immediate impact ... that they have on the individual, on the community," he said. Handling sexual assaults must be done with empathy and precision, Braden said. SHARP Professionals must know who to notify, how to collect facts, how to demonstrate knowledge, how to provide options to those involved, and how to follow through with the process, he said. How sexual assaults are handled, not only affect the victims, but can affect trust within the organization.

Braden recalled a civilian case he worked – a charge of a boss fondling his employee when driving him home after work. The judge presiding over the case would not take the case seriously. Dismissive reactions like that are devastating for the victim. Braden said this and other typical victim-blaming responses like, "why didn't you just knock him out?" can be demoralizing to victims who come forward. Fear of the perpetrator and fear of being charged with collateral misconduct are also factors that should be taken into consideration by SHARP Professionals and leaders, Braden said.

Understanding that the victim may be significantly traumatized by the incident is imperative when handling sexual assault, said Braden. Victims may appear to be erratic, or recant stories even when there is evidence to the contrary. "You're not thinking about the trauma that [the victim is] going through and how that impacts someone," Braden explained. "We need to do a better job in our society, including the Army, of making sure that people understand how [sexual assault] impacts someone," Braden said.

Continued on page 19…

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SHARP Hosts SAAPM Webinar: Engaging Leadership on Issues of Sexual Assault and the SHARP Program, continued from page 18...

Braden also cautioned against SHARP Professionals and leaders assuming that once an investigation or legal case ends, the assault is resolved for the victim. "[The victim's] devastation doesn't end when the case ends," Braden said. "That devastation continues for life and there need to be ways to help [the victim] heal, and [they should be told] there [are] a lot of resources out there."

Understanding how sexual assault impacts the victim will encourage victims to come forward, Braden said. "We want to encourage the reporting of incidents and also foster a safe and confidential, and restorative environment for the survivors," Braden added.

Leaders and SHARP Professionals who assist victims in a helpful, empathetic way have the possibility for far-reaching effects. Braden cited a number of cases in which when one victim came forward, many other victims followed. Braden also recommended that anyone who has experienced a sexual assault in the past can come forward at any time.

"If one incident is brought up, it usually uncovers other incidents or they've had something on record," Braden said. "It doesn't matter if it happened beyond the statute of limitations; if it happened 20 years ago," Braden said. "Go down and find the investigator in the local community and tell them this happened and they'll get back to whoever it needs to be," Braden said.

No matter the situation or time elapsed from the incident, victims can report. "If you have someone [who] says 'I was assaulted when I was 8 years old or when I was 15 years old or 20 years old right before I came in the military,' they should be encouraged to report it because it's part of the healing process. The truth sets you free and when you don't report these things, the one that has the power is the predator. You take that power away from them when you report it."

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Understanding Predators

"Are we ingraining in our Soldiers this gut reaction to stop sexual assault, stop the offensive language, and stop the gestures that create an environment of abuse?" Braden asked. Army personnel need to understand abusive behavior, part of that is learning how predators operate, said Braden. "When [we] say the word 'predator,' we are sometimes surprised when we find out who these people are, how they have lived a double life," Braden explained.

Perpetrators groom their victims, Braden explained. It may start with horseplay, pushing personal boundaries with offensive comments or touching. Predators use alcohol as a weapon. They take advantage of environments where they can get away with sexual assault, Braden said. Predators not only manipulate victims, but they manipulate the image they present to the world, creating a persona of someone unlikely to commit a sexual assault.

It's All About Trust

Leaders and SHARP Professionals must set the conditions that encourage reporting, Braden said. They should foster a safe, confidential and restorative environment for survivors, he added. It's also important to make available appropriate resources for all involved, both victims and perpetrators, within the construct of Army laws and regulations, he added.

Trust among our organization and between the U.S. Army and American people is contingent on how we respond and prevent sexual violence, said Braden. "There's a reservoir of trust with our fellow citizens concerning our military. It's an inherent responsibility of every Soldier, leader and DA Civilian that we prevent and respond to sexual violence in a way that allows for the nation to trust us."

Conclusion

Braden concluded the presentation by answering questions. SHARP hosted a morning and afternoon session totaling 297 participants. To view the webinar and see a transcript of the presentation, visit: *http://www.preventsexualassault.army.mil/Template-Webinars.cfm?page=Webinars.cfm*.

SHARP's Next Webinar

SHARP hosted the webinar "A Voice Unheard: Victim Perspective on Male Victimization," on April 26. It will be covered in the next issue of the SHARP Focus Newsletter. Look for the SHARP Webinar announcement/invitation to sign up for future SHARP webinars.

SHARP COMMUNITY OUTLOOK

MAY

10-16
U.S. Army Communication Electronic Command (CECOM) SHARP Leadership Summit
Aberdeen Proving Ground, MD
Host: Aberdeen Proving Ground Installation SHARP Program

11-13
FCASV 2016 Biennial Training Summit
Jacksonville, FL
Host: Florida Council Against Sexual Violence (FCASV)
For information: https://www.fcasv.org/save-date-2016-biennial-training-summit-jacksonville

23
Regional Health Command Europe SHARP Summit
Landstuhl, Germany
Host: Regional Health Command Europe

25-26
MCEDSV 2016 Conference
Bellaire, MI
Host: Michigan Coalition to End Domestic and Sexual Violence (MCEDSV)
For information: http://www.mcedsv.org

26
SHARP Webinar: Reactions to Rape
Host: Army SHARP Program Office
Session 1: 1000-1100 ET
Session 2: 1400-1500 ET

JUNE

SHARP Webinar
Date: TBD
Host: Army SHARP Program Office

10-11
Crime Victim Law Conference
Portland, OR
Host: National Crime Victim Law Institute
For information: http://law.lclark.edu/centers/national_crime_victim_law_institute/projects/education_and_training/annual_conference/archive/2016/overview.php

13-14
FORSCOM SHARP Conference
Ft. Bragg, NC
Host: U.S. Army Forces Command (FORSCOM)

24
JBLM Noncommissioned Officer (NCO) SHARP Summit
Joint Base Lewis-McChord, WA
Host: Joint Base Lewis-McChord

JULY

SHARP Webinar
Date: TBD
Host: Army SHARP Program Office

19-20
SHARP Program Improvement Process Forum
Location: TBD
Host: Army SHARP Program Office

25-29
2016 National School Safety Conference
Orlando, FL
Host: School Safety Advocacy Council
For information: http://www.schoolsafety911.org/event.html

26-27
2016 National Symposium on Sex Offender Management & Accountability
Kansas City, MO
Host: U.S. Department of Justice, Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering and Tracking (SMART)
For information: http://smart.gov/symposium.htm

27-29
Campus Safety Conference & Expo 2016
National Harbor, MD
Host: Campus Safety Magazine
For information: http://www.campussafetyconference.com/dc/

DISCLAIMER: This information is provided for awareness and does not constitute endorsement of outside groups and their activities by the United States Army or the SHARP Program Office. Those interested in attending the conferences/training listed, should obtain approval in accordance with Army Directives.

TELL US . . .

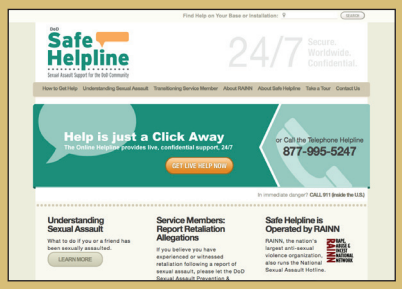
Please share success stories about the positive impact SHARP has had on you or within your community, including events and outreach activities. We'd like to include your stories in future issues of the SHARP newsletter. Please send submissions to Cherisse Wells at: *cherisse.m.wells.ctr@mail.mil*. Thank you!

RESOURCES

SHARP Website

www.preventsexualassault.army.mil
www.army.mil/sharp

DOD Safe Helpline



Call 877-995-5247;
text 55-247 (inside the U.S.)
or 202-470-5546 (outside the U.S.); or go to: *https://SafeHelpline.org/* or download mobile app at *https://SafeHelpline.org/about-mobile*.

This is a crisis support service for members of the DOD community who are victims of sexual assault. Available 24/7 worldwide, users can "click, call or text" for anonymous and confidential support.

VA Military Sexual Trauma Information

http://www.va.gov/health/NewsFeatures/20120319a.asp