



3rd Infantry Division SHARP Team July Newsletter

I Am The Force...Behind the Fight!!!

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Victim Status by Assault Type (FY 11 Unrestricted Cases)

Some demographic trends have remained relatively consistent over the past few years. For example, 84% of Army victims in FY 11 were in the grades of E1-E4; compared to 86% in FY 10. Also in FY 11, 66% of victims in completed investigations were 24 years old or younger.

This is comparable to the 64% in FY 10, but lower than 70% in FY 09, 73% in FY 08 and 75% in FY 07. While there is no definite reason why there has been a 10% decline

From Day 1 in our military careers, we were trained on how to properly do Drill and Ceremony, trained to fire our assigned weapon and qualify, how to drive a military vehicle and so on. But, we are also trained on matters that differ from warfighting, such as the AT Level 1 training, Suicide prevention, and particularly Sexual Harassment/Assault Response and Prevention (SHARP) training. This specific training will help you and your unit maintain a better level of cohesion, will help you accomplish your mission; and maintain the trust of your from the highest ranking officer to the new private.

Soldiers are a band of brothers and sisters, bound by common values that demand loyalty, integrity and respect for each other. It is in this context that the Army considers the sexual harassment and the crime of sexual assault very seriously. It is the duty of every Soldier to intervene and stop incidents before they occur. Soldiers who commit sexual assault not only betray their victims, they also violate the sacred trust of the band of brothers and sisters who count on them.

The Secretary of the Army, the Chief of Staff and the Sergeant Major of the Army continue to provide personal leadership, support and guidance, as the Army completes the third year of a comprehensive sexual assault prevention strategy.

This multi-year strategy focuses on leaders establishing a positive command climate which encourages Soldiers to personally execute peer to peer intervention and not tolerate behavior that, if left to perpetuate, may lead to sexual assault.

The goal of the Army's strategy is to prevent sexual assault and harassment by creating a climate, established by leaders at all levels, where sexual misconduct is addressed in a zero tolerance approach. A climate where each Soldier respects the dignity of every member of the esteemed band of brothers and sisters.

The cornerstone of the Army's prevention strategy is the "I. A.M. Strong" SHARP Campaign where the letters I. A. M. stand for Intervene - Act - Motivate. The I. A.M. Strong messaging features leaders establishing positive command climates and Soldiers as influential role models who personally take action to set a zero tolerance approach and protect their fellow community members. While increasing emphasis to prevent sexual assaults before they occur, the Army continues to emphasize victim services and response capabilities to include enhancements to investigation and prosecution resources.

I.A.M. STRONG!!!



since FY 07, the Army's awareness and prevention efforts have specifically targeted this age group, suggesting a positive impact on peer to peer intervention.

The percentage of male victims (13%) in FY 11 completed cases increased noticeably from FY 10 (8%). While there is no specific Army data to quantify male Soldiers propensity to report, the most recent Defense Manpower Data Center Survey cited that male Service member victims reported

their sexual assault at half the rate of their female counterparts.

Accordingly, the increase in percentage of male Soldiers reporting a sexual assault does not necessarily mean there were more male victims in FY 11. The increase may mean a higher percentage of male victims chose to report.

Special points of interest:

- 80 Hour SHARP MTT 16-27 July 2012 Location 4 IBCT Room 1161 & 1162
- 80 Hour SHARP MTT 13-24 August 2012 Location 626 & 626A
- 80 Hour SHARP MTT 10-21 September 2012 Location 626A

INTERVENE!!



INTERVENE! ACT! MOTIVATE!

Odierno cracks down on sexual assaults, harassment..

In the Army's fight against sexual assault and harassment, Soldiers cannot be bystanders, the Army's top General said. "We need to eliminate the bystander mentality," Army Chief of Staff Gen. Raymond Odierno said. "It's intolerable to me that there are people that see sexual harassment, or circumstances that could lead to sexual assault, and choose to turn the other way."

GEN Odierno spoke May 7 at the 2012 "I. A.M. Strong Sexual Harassment/Assault Prevention Summit" in Leesburg, Va. He called passive bystanders who do not assist or report harassment and assault, or help their fellow Soldiers, "**part of the problem.**" "Our Army faces many threats and risks. But these specific threats within emanate from within our own corps." They have a corrosive effect on our unit readiness, team cohesion, command environment, and trust of soldiers and family members.

We must make every single effort to take care of and protect each other. That's what we do, that's who we are." Calling this a "top priority," he said that over the last five years, the budget for the Army's sexual assault and harassment program has increased fivefold. GEN Odierno said women make up about 14 percent of the force, but about 95 percent of victims in sex crimes. He said there are 2.5 reported cases of sexual assault per 1,000 Soldiers, a number roughly equivalent to one squad

within a brigade combat team. Some victims do not feel comfortable enough to report harassment or assault, possibly because they are embarrassed or because they lack faith in their chain of command, GEN Odierno said.

For the complete story, please go to:

<http://www.armytimes.com/news/2012/05/army-odierno-urges-crackdown-sexual-assault-052112w/>

"Our Army faces many threats and risks. But these specific threats emanate from within our own corps."

**GEN Ray Odierno
Army Chief of Staff**



TRAINING, TRAINING AND MORE TRAINING....

The following initiatives were conducted during FY 11 in support of the Army's Sexual Assault Prevention Strategy and the I. A.M. Strong Campaign: 80 Hour SHARP training course conducted by SHARP Mobile Training Teams (MTT) which trained command selected SHARP personnel to execute the program worldwide.

MTTs trained over 6,000 SHARP personnel by the end of FY 11, including personnel deployed in Kuwait.

Also fielded was the new mandatory annual unit training with training support materials which include leader and Soldier videos and another interactive video for all Soldiers to view in a self study mode, using the Army Learning Management System (ALMS).

This self-study video ("Team Bound") is an interactive, multiple scenario product in which Soldiers become the lead character, making choices in situations dealing with sexual harassment

and sexual assault. The revised unit and self study training began in April.

For instructions on how to get to the course, visit our share portal for directions.

<https://marneportal.stewart.army.mil/sharp/default.aspx>

ACT!!!!



**INTERVENE!
ACT!
MOTIVATE!**

TRAINING... CONT FROM PAGE 2.

Coming soon will be the Annual Recertification Course for all current SHARPs. This will be a 16-24 hour online course, which has a more in-depth look at what a Sexual Assault Response Coordinator (SARC) and the Victim Advocate (VA) do on a daily basis.

To educate new Soldiers in an attention-getting and intriguing manner, the Army began training a set of ten "Sex Rules" which break down the elements of sexual harassment and sexual assault and defines them in a simple, relatable terms. By linking each Sex Rule to an Army Value, the training helps establish the social behavior expected of all Soldiers. The revised curriculum challenges Soldiers to "Know the Rules – Live the Values."

Leader and Commander Training. In coordination with TRADOC, the Army SHARP office will revise and upgrade SHARP training for leaders and commanders in the Army War College, the Brigade and Battalion Pre-Command Courses and the Sergeants' Major Academy. The Army plans to launch the GTSY.com ("Good To See You") social network in FY 12.

The site is intended to facilitate conversations about prevention and intervention. GTSY.com will use internal Army social networks to: Host forums where users can discuss issues in depth (such as sexual harassment/assault response and prevention), and encourage reporting by reducing the stigma of sexual assault.

It showcase videos that focus on reaching potential interveners, in an engaging manner, to encourage action. During FY 12 the Army will continue to implement Phase III (Achieve Cultural Change) of its "I.A.M. Strong" Sexual Harassment/ Assault Response Prevention Campaign.

One notable and new initiative is the development of Leader's Playbook which can be used by leaders at all levels to assess and affect the culture in their units, specifically as it relates to preventing, reporting and responding to sexual assault.

**"KNOW THE RULES –
LIVE THE VALUES"**

PREVENTING Sexual Assault is PART OF MY DUTY!!

Research describes a phenomenon that can be described as a diffusion of responsibility which suggests that the more people there are present to witness an event, the less each individual feels personally responsible for doing something. This can be an obstacle for people to realize there is a need to intervene. However, the more individuals explore the barriers to intervention, and brainstorm options to overcoming those barriers, the more likely they are to intervene in an emergency situation.

One experiment placed a person into a situation where a group of people were waiting in a room. The group of people was in on the experiment and was told to not react when fake smoke was pumped under a door into the room. When the person who didn't know about the experiment saw the group not react to the smoke, the person often didn't do anything about the smoke and just sat with the group, or waited a lot longer to react to it.

We want people to understand that recognizing a problem exists is the first step to intervening. Other research indicates that when presented with a call for help, people may be less likely to intervene when there are a lot of people around. They expect that someone else will handle

the situation. Is it our responsibility? Yes it is. You may ask yourself a few questions: Is there a problem or risky situation I should be aware of? Is there someone that needs help? Can I or others be a part of the solution?

Other questions you can ask yourself during the situation:

How can I keep myself safe? What are my available options? Are there others I may call upon for help? What are the benefits/costs for taking action? What is the cost for not acting?

If you choose not to act in some way, **PREVENTING** sexual assault is a **MORAL** duty. A duty we should do because "it's the right thing to do." Sometimes it may help to think of others as a brother or sister. What would you do to protect your family?

The Department of Defense is launching an all out effort to get bystanders to intervene even when there are a lot of people around. They expect that someone else will handle the situation. Is it our responsibility? Yes it is.

You may ask yourself a few questions: Is there a problem or risky situation I should be aware of? Is there someone that needs help? Can I or others be a part of the solution?

Its people to engage in **Active By-**

stander Intervention to prevent sexual assault.

ASK: What do you suppose Active Bystander Intervention means?

Desired Teaching Points to get across:

Active bystanders take the initiative to help someone who may be targeted for a sexual assault Intervention doesn't mean that you directly intervene stop a crime in progress; rather, these steps are "early intervention" – before the crime begins to occur.

Intervention takes a number of forms:

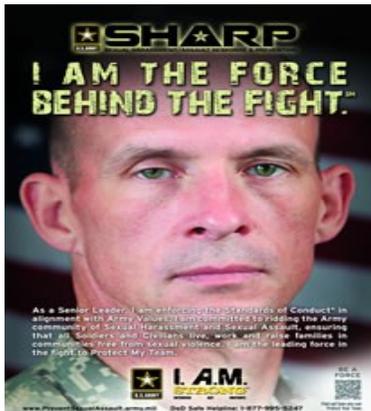
Talking to a friend to ensure he/she is doing okay. Making up an excuse to help the friend get away from someone. Sexual Assault is the most under reported crime in our society and military. While the DoD prefers complete reporting of sexual assaults to activate both victims' services and law enforcement actions, it recognizes that some victims desire only medical and support services an no command or law enforcement involvement.

The Department believes its first priority is for victims to be protected, treated with dignity and respect, and to receive medical treatment, care and counseling they deserve.

MOTIVATE!!!!



INTERVENE! ACT! MOTIVATE!



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Ask the Experts.....

Q: If a sexual harassment complaint is substantiated, am I required to write an NCOER or OER with "No" in the Values block, stating Does not support EO?

A: Yes... According to AR 600-20 ch. 6, 6-11 paragraph a.. When evaluating officers, enlisted Soldiers, or DA civilian employees, rating officials will evaluate those individuals' commitment to the goals and objectives of the EO or EEO program. This includes the individuals' actions or non-actions toward the prevention and elimination of unlawful discrimination and/or sexual harassment. Raters are required to document significant deviations from that commitment and identify instances of reprisal/retaliation taken by the rated individual in that evaluation report (see AR 623-3). Substantiated EO complaints as a result of AR 15-6 investigation require a "Does not support EO" on the noncommissioned officer evaluation report or a "No" in Part IV-Performance Evaluation Professionalism, A. Army Values, 5. Respect, on the officer evaluation report. This documentation may include administering appropriate administrative, disciplinary, or legal action(s) to correct offensive behavior.

If you have any questions that you would like to ask, feel free to call 912-767-5855 and with your permission we would like to publish it in our following months newsletters...

<https://marneportal.stewart.army.mil/sharp/default.aspx>

