



# **Sexual Assault Prevention and Response in the Atlantic Fleet**

***Maritime Industry – Call to Action Forum  
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***CAPT Chuck Marks, USN  
US Fleet Forces Command  
Sexual Assault Prevention and Response Officer***

**Unclassified**

As of: 1200L 20 Jun  
OPR: N01SAP



# (U) Sexual Assault Prevention and Response - Perspective Matters



- **Sexual Assault is a U.S. societal problem**
  - Prevalence of assaults in the military is similar to outside the military
  - Prevalence of assaults on college campuses and in professional sports is similar to assaults across the United States
  - Risk of assault is higher for females and in hyper-masculine environments
- **Perspective matters**
  - Decision to investigate usually rests with responding officer
    - Military investigate 100% of allegations – civilian investigation rate is low
  - Decision to prosecute usually rests with prosecutor (elected official)
    - Military prosecutes about 65% of allegations – civilian prosecutions are rare
  - Most policy and law written from a perspective of female victim rape
    - More than half of military victims are male
  - False allegations are very uncommon (1-3%)
- **Victims must be protected and alleged offenders must have due process honored**
  - Majority of incidents are contact crimes, involving first term Sailors who are co-workers with alcohol – hard to prove lack of consent
  - Cases with a prior intimate relationship are even harder to prove
  - Penetration crimes and contact crimes can both be felonies

**Sexual Assault Prevention Based Solely on Litigation Will Be a Response Program**



# (U) Fleet Evolution of Understanding 2012-016



- **2012-2013 - Focus on Female Victims**
  - Per known experts, alleged offenders characterized as sexual predators
  - Military improved response system and closed gaps between functional areas (Investigations; Legal Process; Victim Advocacy; Medical Care)
  - Main Effort on Command Leadership, command climate, and training
  - Secondary effort on data collection
- **2013-2014 – Focus shift to peer on peer assaults**
  - 70% of assaults were first term Sailor on first term Sailor and contact crimes
  - Expanded response protocols and training to account for understanding shift
  - Main effort narrowed to micro-climates within a command
  - Secondary effort refined survey instruments and data collection
- **2015-2016 – Focus expanded to account for all destructive behaviors**
  - Majority of male victim assaults take place within the workplace, no alcohol
  - Majority of female victim assaults take place outside the workplace with alcohol
  - Main effort shifted to front line supervisors and the micro-climates they lead
  - Prevention effort requires focus on Continuum of Harm preceding the assaults
  - Prevention effort requires integration of all destructive behavior programs

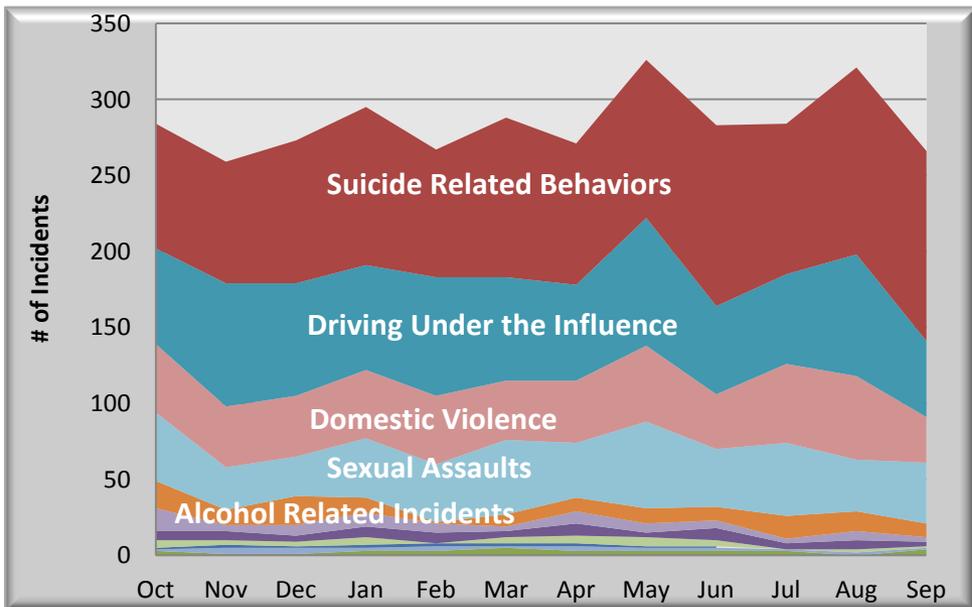
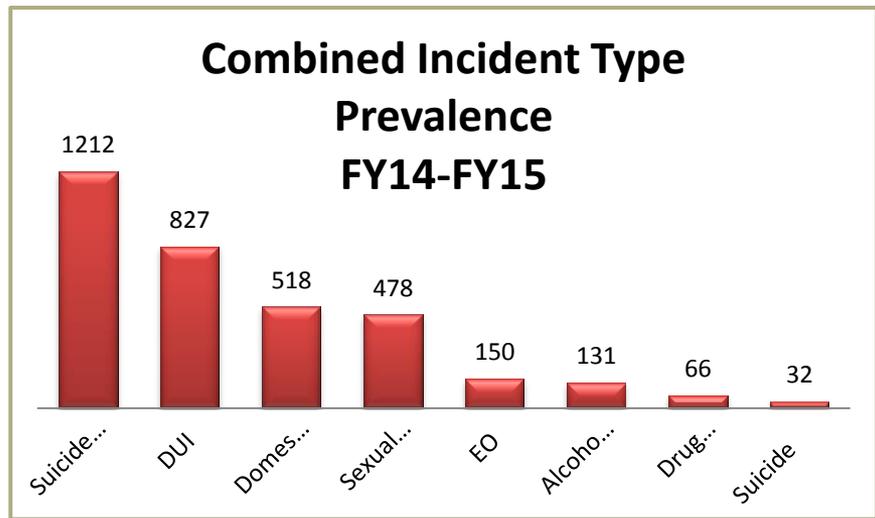
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# (U) US Fleet Forces Reported Destructive Behaviors

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security

The Top 4 constitute 90% of all destructive behaviors



Source: USFF SITREP Database as of 30 Sep 15

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**Continuous Engagement by Command Leadership  
required to establish and maintain high ethical standards**

Ethical Standards

Command Philosophy  
Local Training  
Mentoring

Against Regulations

General  
Military  
Training

Punishable

Accession Source  
Training

Illegal

Good Order and  
Discipline  
Navy Core Values  
"Shipmate"  
Navy Ethos  
Integrity; Accountability  
Initiative; Toughness

Low empathy  
Demeaning comments  
Stereotyping  
Initiation  
Horseplay  
Unequal treatment  
Inconsistent rule enforcement  
Discrimination  
Harassment  
Inappropriate Relationships  
Hostile Environment  
Bullying  
Hazing  
Sexual Harassment  
Contact Assault  
Fraternization  
Sexual Assault  
Rape

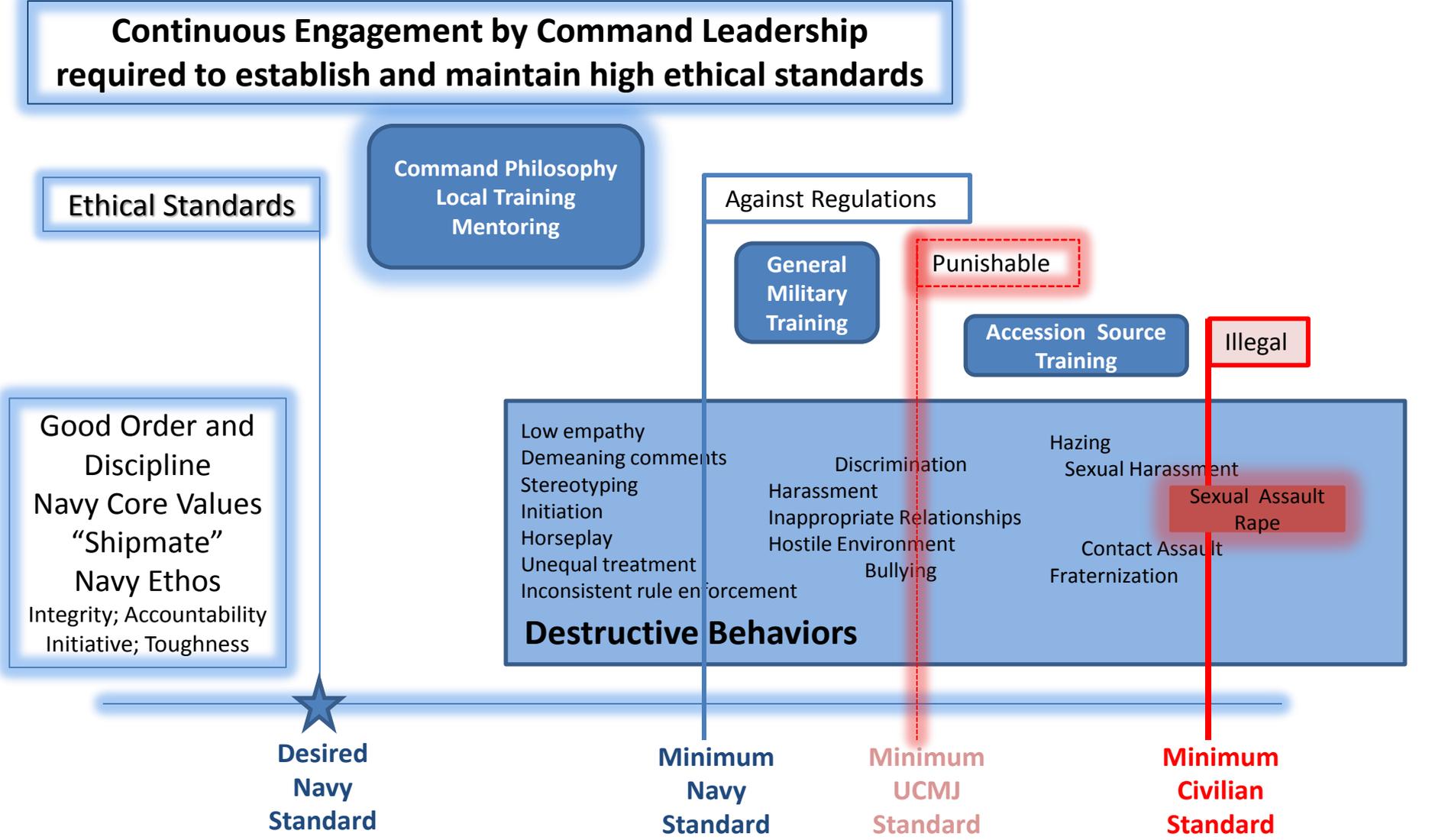
**Destructive Behaviors**

Desired  
Navy  
Standard

Minimum  
Navy  
Standard

Minimum  
UCMJ  
Standard

Minimum  
Civilian  
Standard





# (U) Overall Campaign Status

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security

## What has gone well

- Prevalence rate decreased 40% since 2012
- 85% of Sailors in 2015 intervened when confronted with destructive situations
- Junior Sailors have confidence in Command Triads per command climate surveys
- Female victim reporting improved three-fold since 2012
- Gaps/seams in victim care protocols closed
- Case processing times shortened by 30%
- Training to counter destructive behaviors has improved dramatically
- SAPR policy adjustments are improving command accountability
- Policy shifts on mental health care are removing barriers to reporting

## What needs work

- Junior Sailors have low confidence in front line supervisors to handle destructive behaviors properly
- 33% of victim-perceived retaliation involves front line supervisors
- Recent (last three quarters) uptick in CPOs as alleged offenders (now 13%)
  - Substantiated sexual harassment allegations reveal need to change the culture of Navy Front Line Supervisors
- While male victim reporting is improving (18% of all reports), it continues to lag female reporting
- Alcohol remains a factor in the majority of female victim sexual assaults



# (U) SAPR Campaign Plan Bottom Line Upfront



**Getting to left of SAPR kill chain requires three waterfront culture changes:**

- **Command leadership teams must (well underway):**
  - Recognize SAPR problem and counter destructive behavior;
  - Critically self-analyze command-wide destructive behavior trends regularly;
  - Ensure the micro-climates in the command reflect Core Values;
  - Communicate directly with junior Sailors in small groups about destructive behaviors.
- **Front line supervisors must (reporting trends indicate work required here):**
  - Ensure work space micro-climate is positive and absent the continuum of harm;
  - Ensure new accessions continue to embrace Navy Core Values;
  - Ensure new accessions are positively mentored.
- **New accessions must (Accession Source Training is mature):**
  - Embrace Navy Core Values;
  - Treat self and each other with respect.

**Command Leadership Enables the Climate – Front Line Supervisors Deliver Core Values**

