



# 2011 Department of the Navy Sexual Assault Prevention Summit

“Step UP – Step IN – You Can Prevent Sexual Assault”

\*Sunday, May 1, 2011- Registration (10:00 am – 6:00 pm –Hotel Lobby)

Monday, May 2, 2011 (Registration 6:15 am – 7:30 am – outside conference room)

7:00 am – 8:00 am	<b>Registration &amp; Coffee and Pastries</b>
8:00 am – 8:15 am	Summit Welcome Ms. Jill Loftus, Director DON - SAPRO
8:15 am – 9:30 am	Ms. Anne Munch, Esq., President of Anne Munch Consulting, Inc. “Sexual Assault: Naming the Unnamed Conspirator”
9:30am – 10:00 am	Dr. Andra Teten Tharp, Centers for Disease Control “Sexual Violence Prevention: Review of Risk Factors and Programs”
10:00 am – 10:15 am	<b>Break</b>
10:15 – 11:00 am	Dr. Alan Berkowitz “Components of an Effective Sexual Assault Prevention Program”
11:00am – 11:30 am	Secretary of the Navy The Honorable Ray Mabus
11:30 am – 12:00 pm	Marine Corps Victim Presentation Cpl Michael LaGalbo
12:00 pm– 1:30 pm	<b>Lunch</b>
1:30 pm– 2:00 pm	ACMC Remarks General Dunford
2:00 pm – 2:30 pm	MCPON West Remarks
2:30 pm – 3:00 pm	SgtMaj Kent Remarks
3:00 pm - 3:15 pm	<b>Break</b>
3:15 pm – 5:00 pm	Ms. Gail Stern, M Ed., Co-Founder and Director of Consulting, Education, and Training, Catharsis Productions “Victim Blaming: From Argument to Education.”
6:00 pm – 7:00 pm	<b>Reception – Poolside</b>

**Tuesday, May 3, 2011**

7:00 am – 7:45 am	<b>Coffee and Pastries</b>
7:50 am – 8:00 am	Welcome Ms. Jill Loftus, Director DON-SAPRO
8:00 am – 8:30 am	VCNO Remarks Admiral Greenert
8:30 am – 9:45 am	Ms. Claudia Bayliff, Esq. “Sexual Assault Prevention in the Navy and the Marine Corps: What Are We Going To Do About It?”
9:45 am – 10:00 am	<b>Break</b>
10:00 am – 10:30 am	Bystander Intervention Pilot Update CAPT Chuck Hollingsworth Commanding Officer, Center for Personal and Professional Development
10:30 am – 11:45 am	David Lisak, Ph.D, Associate Professor, Department of Psychology, University of Massachusetts “How Predators Pick their Prey”
11:45 am - 12:15 pm	Navy Victim Presentation CAPT (Ret) Ray Conrad
12:15 pm - 1:30 pm	<b>Lunch</b>
1:30 pm – 2:00 pm	Fleet Update Mr. Alfred Gonzalez, Deputy Chief of Staff for Personnel Development and Allocation
2:00 pm – 3:15pm	Dorothy J. Edwards, Ph.D, Executive Director, Green Dot, etcetera, Inc. “The Green Dot Violence Prevention Strategy”
3:15pm – 3:30 pm	<b>Break</b>
3:30pm – 4:00 pm	Department of Justice, Office for Victims of Crime (OVC) Update Joye Frost, Acting Director
4:00 pm – 5:00 pm	“Prevention at my Command” Interactive session with CO’s, senior enlisted leadership, and SARCs – includes out brief

**Wednesday, May 4, 2011**

7:00 am – 7:45 am	<b>Coffee and Pastries</b>
7:45 am – 7:50 am	Welcome and Opening Remarks Ms. Jill Loftus, Director DON-SAPRO
7:50 am – 9:00 am	David Lisak, Ph.D. Associate Professor, Department of Psychology, UMASS Patricia D. Powers, Senior Deputy Prosecuting Attorney, Sexual Assault-Domestic Violence Unit, Yakima County Prosecuting Attorney’s Office “Alchemy in the Courtroom – Transforming “Victim Issues” Into Gold”
9:00 am – 10:00 am	Teresa Scalzo, Esq. OJAG Code 20 “Alcohol Facilitated Sexual Assault – From Crime Scene to Courtroom”
10:00 am – 10:15 am	<b>Break</b>
10:15 am – 10:45 am	Navy Update, N1-SAPR Executive Agent RADM Kurta
10:45 – 12:00 pm	Russell Strand, Chief, Family Advocacy Law Enforcement Training Division United States Army Military Police School “Male Sexual Assault Victims – The Pain Behind the Mask(ulinity)”
12:00 pm – 1:15 pm	<b>Lunch</b>
1:15 pm – 2:30 pm	Steve Thompson, Sexual Aggression Services Director, Central Michigan University “No Zebras (Bystanders) - No Excuses”
2:30 pm – 3:00 pm	Navy and Marine Corps SAPR Program Managers Remarks David Douglas, Navy Counseling Advocacy and Prevention Program Manager Melissa Cohen, Marine Corps Program Manager
3:00pm – 3:15 pm	<b>Break</b>
3:15 pm – 4:00 pm	Commanders Panel Facilitated by Alan Berkowitz ,Ph.D.
4:00 pm – 4:15 pm	Navy Closing Remarks VADM Michael Vitale Commander, Navy Installations Command
4:15 pm – 4:30 pm	Marine Corps Closing Remarks BGen R. F. Hedelund Director, Marine and Family Programs
4:30pm – 5:00 pm	Under Secretary of the Navy The Honorable Robert O. Work
	Closing Ms. Jill Loftus, Director DON-SAPRO

## **The Honorable Ray Mabus Secretary of the Navy**

Ray Mabus is the 75th United States Secretary of the Navy. As Secretary, he leads America's Navy and Marine corps and is responsible for an annual budget in excess of \$150 billion and almost 900,000 people.

The Secretary of the Navy is responsible for conducting all the affairs of the Department of the Navy, including recruiting, organizing, supplying, equipping, training, and mobilizing. Additionally, he oversees the construction, outfitting, and repair of naval ships, equipment and facilities, and is responsible for the formulation and implementation of policies and programs that are consistent with the national security policies and objectives established by the President and the Secretary of Defense.

Prior to joining the administration of President Barack Obama, Mabus served in a variety of top posts in government and the private sector. In 1988, Mabus was elected Governor of Mississippi. As the youngest governor of Mississippi in more than 100 years at the time of his election, he stressed education and job creation. He passed B.E.S.T. (Better Education for Success Tomorrow), one of the most comprehensive education reform programs in America, and was named one of Fortune Magazine's top ten education governors. He was appointed Ambassador to the Kingdom of Saudi Arabia for the Clinton Administration in 1994. During his tenure as Ambassador, a crisis with Iraq was successfully averted and Saudi Arabia officially abandoned the boycott of United States businesses that trade with Israel. He also was Chairman and CEO of Foamex, a large manufacturing company, which he led out of bankruptcy in less than nine months paying all creditors in full and saving equity. Prior to becoming Governor, he was elected State Auditor of Mississippi and served as a Surface Warfare Officer in the U.S. Navy aboard the cruiser USS Little Rock.

In June 2010, President Obama asked Secretary Mabus to prepare a long-term recovery plan for the Gulf of Mexico in the aftermath of the Deepwater Horizon oil spill. After extensive travel and many meetings, his report "America's Gulf Coast: A Long-Term Recovery Plan After the Deepwater Horizon Oil Spill" was released in September 2010. The report was met with board bi-partisan support.

Secretary Mabus is a native of Ackerman, Mississippi, and received a Bachelor's Degree from the University of Mississippi, a Master's Degree from Johns Hopkins University, and a Law Degree from Harvard Law School. He has been awarded the U.S. Department of Defense Distinguished Public Service Award, the U.S. Army's distinguished Civilian Service Award, the Martin Luther King Social Responsibility Award from the King Center in Atlanta, the Wildlife Federation Conservation Achievement Award, the King Abdul Aziz Award from the Kingdom of Saudi Arabia, and the Mississippi Association of Educators' Friend of Education Award.

## **The Honorable Robert O. Work** **Under Secretary of the Navy**

Robert O. Work was confirmed as the Under Secretary of the Navy on May 19, 2009. In this capacity, Work serves as the deputy and principal assistant to the secretary of the Navy and acts with full authority of the secretary in the day-to-day management of the Department of the Navy. Work was a distinguished graduate of the Naval Reserve Officers Training Course at the University of Illinois, and was commissioned a second lieutenant in the U.S. Marine Corps in August 1974. During his 27-year career, Work held a wide range of command, leadership, and management positions. He commanded an artillery battery and artillery battalion, and was the base commander at Camp Fuji, Japan. His last assignment was as Military Assistant and Senior Aide to the Honorable Richard J. Danzig, 71st Secretary of the Navy.

After retiring from the Marine Corps, Work joined the Center for Strategic and Budgetary Assessments (CSBA), first as the senior fellow for maritime affairs, and later as the vice president for strategic studies. In these positions, he focused on defense strategy and programs, revolutions in war, Department of Defense transformation, and maritime affairs. He wrote and spoke extensively on U.S. Navy and Marine Corps strategies and programs; directed and analyzed war games for the Office of Net Assessment and Office of the Secretary of Defense; contributed to Department of Defense studies on global basing and emerging military missions; and provided support for the 2006 Quadrennial Defense Review.

In addition, he studied and prepared several reports on future defense challenges, including the changing nature of undersea warfare, power projection against regional nuclear powers, and power projection against future anti-access/area denial networks. During this time, Work was also an adjunct professor at George Washington University, where he taught defense analysis and roles and missions of the armed forces.

In late 2008, Work served on President Barack Obama's Department of Defense Transition Team. In this role, he was the leader of the Department of the Navy issue team, and served on the defense policy, acquisition, and budget teams.

Work earned a Bachelor of Science degree in Biology from the University of Illinois; a Master of Science in Systems Management from the University of Southern California; a Master of Science in Space System Operations from the Naval Postgraduate School; and a Master in International Public Policy from the Johns Hopkins School of Advanced International Studies. He is a member of the International Institute for Strategic Studies (IISS).

## **Admiral Jonathan W. Greenert**

### **Vice Chief of Naval Operations**

Admiral Jonathan W. Greenert is a native of Butler, PA. He graduated from the U.S. Naval Academy in 1975 and completed studies in nuclear power for service as a submarine officer.

His career as a submariner includes assignments aboard USS Flying Fish (SSN 673), USS Tautog (SSN 639), Submarine NR-1 and USS Michigan (SSBN 727 - Gold Crew), culminating in command of USS Honolulu (SSN 718) from March 1991 to July 1993.

Subsequent fleet command assignments include Commander, Submarine Squadron 11, Commander, U.S. Naval Forces Marianas, Commander, U.S. 7th Fleet (August 2004 to September 2006) and Commander, U.S. Fleet Forces Command (September 2007 to July 2009).

Greenert has served in various fleet support and financial management positions, including deputy chief of naval operations for integration of capabilities and resources (N8); deputy commander, U.S. Pacific Fleet; chief of staff, U.S. 7th Fleet; head, Navy Programming Branch and director, Operations Division Navy Comptroller.

He is a recipient of various personal, and campaign awards including the Distinguished Service Medal (5 awards), Defense Superior Service Medal and Legion of Merit (4 awards). In 1992 he was awarded the Vice Admiral Stockdale Award for inspirational leadership. He considers those awards earned throughout his career associated with unit performance to be most satisfying and representative of naval service.

## **General Joseph F. Dunford, Jr. Assistant Commandant of the Marine Corps**

General Dunford was promoted to General and assumed the duties of Assistant Commandant of the Marine Corps on 23 October 2010. A native of Boston, Massachusetts, General Dunford graduated from St. Michael's College and was commissioned in 1977.

General Dunford's assignments in the operating forces include Platoon and Company Commander, Co K, 3rd Battalion, 1st Marines; Company Commander, Co A, 1st Battalion, 9th Marines; and Company Commander, Co L, 3rd Battalion, 6th Marines. He served as the Operations, Plans, and Training Officer in 2d ANGLICO and the Regimental Executive Officer, 6th Marines. He commanded the 2nd Battalion, 6th Marines and the 5th Marine Regiment. He served as the Chief of Staff, 1st Marine Division.

Other assignments include Aide to the Commanding General, III MEG and a tour in the Officer Assignment Branch, HQMC. He has also served as the Marine Officer Instructor, College of the Holy Cross; as a member of the Commandant's Staff Group; and as the Senior Aide to the Commandant of the Marine Corps. Joint assignments include service as the Executive Assistant to the Vice Chairman, JCS; Chief, Global and Multilateral Affairs Division (J5); and Vice Director for Operations (J3).

As a general officer, he has served as the Assistant Division Commander, 1st Marine Division; the Director, Operations Division, Plans, Policies and Operations, HQMC; and the Deputy Commandant for Plans, Policies and Operations; and most recently as Commanding General, I MEF and Commander, Marine Forces Central Command.

General Dunford is a graduate of the U. S. Army Ranger School, Marine Corps Amphibious Warfare School, and the U. S. Army War College. He holds an M.A. in Government from Georgetown University and an M.A. in International Relations from the Fletcher School of Law and Diplomacy.

**Jill Vines Loftus**  
**Director, Sexual Assault Prevention and Response Office**  
**Office of the Secretary of the Navy**

Ms. Loftus is the first Director, Department of the Navy Sexual Assault Prevention and Response Office (DON-SAPRO), reporting directly to the Secretary and Under Secretary of the Navy. Ms. Loftus serves as the Secretary's principal point of accountability for all sexual assault policy matters and as the primary resource for expert SAPR assessment, program support, and oversight. The Office's Department-wide goals include promoting a culture of gender respect and individual responsibility, reducing the incidence of sexual assault, and improving support for survivors of sexual assault to include consolidating SAPR data and insight from across DON; coordinating with ongoing Navy and Marine Corps SAPR efforts; conducting visits to SAPR sites and program managers throughout DON; performing or coordinating periodic surveys; developing and implementing updated DON policy, programs, and training; maintaining liaison with DoD, other Services, and civilian agencies; and providing timely updates for the Secretary and Under Secretary.

Ms. Loftus began her federal service as a Presidential Junior Fellow assigned to the Naval Electronic Systems Command, now Space and Naval Warfare Systems Command (SPAWAR). Upon completion of her fellowship, Ms. Loftus entered the Naval Material Command's Contracting Intern Development Program, graduating in 1979. She has over 34 years of federal service in multiple agencies and organizations.

While assigned to SPAWAR, Ms. Loftus held various positions including Contracting Officer for the Joint Tactical Information Distribution System, Head of the Command and Control Contracts Branch and Head of the Ship and Submarine Communications Contracts Branch.

In 1986, Ms. Loftus joined the Naval Air Systems Command (NAVAIR) as Head of the Tactical Aircraft Contracts Branch and, in 1991 she became the Director of Contract Policy and Management at NAVAIR. In 1993, Ms. Loftus joined the Senior Executive Service as the Director of Contracts and Grants for the National Institutes of Health, Department of Health and Human Services, where she oversaw the contracting and grant activities for the twenty separate NIH Institutes. These Institutes were responsible for an annual investment of over \$28 billion in medical research awarded through almost 50,000 competitive grants to more than 325,000 researchers at over 3,000 universities, medical schools, and other research institutions in every state and around the world. In April 1994, she returned to the Navy as Head of Cruise Missiles and Unmanned Aerial Vehicles Contracts, supporting PEO, Cruise Missiles and Unmanned Aerial Vehicles (CU).

In January 1997, Ms. Loftus became the Deputy Naval Inspector General (IG). Reporting directly to the Secretary of the Navy and Chief of Naval Operations, her responsibilities ranged from inspecting Echelon II Commands and Fleet concentration areas around the world, to investigating crucial issues such as Wounded Warriors, AT/FP since 9/11, Alcohol and Drug Abuse in the Navy and Domestic Violence, Sexual Assault, as well as review of Department of Defense interrogation techniques in operations around the world. The Deputy Naval Inspector General was particularly charged with overseeing sensitive investigations involving senior officials and investigations into fraud, waste, abuse and mismanagement at every level of the Navy. In August 2009, Ms. Loftus was chosen by the Secretary to fill her present position as the first Director, Department of the Navy Sexual Assault Prevention and Response Office.

Ms. Loftus graduated with a bachelor's degree in English literature from the University of Virginia, attended graduate school at California, and completed the Executive Program at the University of Virginia, Colgate Darden Graduate School of Business Administration. She is DAWIA Level III certified in Contracting. She has received two Presidential Rank Awards for Meritorious Executive (2001, 2006), three Department of the Navy Distinguished Civilian Service Awards (2000, 2007, 2009), three Department of the Navy Superior Civilian Service Award (1994, 1996, 2004), and the Secretary of Defense Superior Management Award.

## **Vice Admiral Michael C. Vitale**

### **Commander, Navy Installations Command**

Vice Admiral Vitale received his commission upon his graduation from the Navy Reserve Officer Training Program in 1977 at the University of Louisville.

Vice Admiral Vitale served in various leadership positions aboard USS Reeves (CG 24), USS Comte De Grasse (DDG 974), USS Bainbridge (CGN 25), USS Yorktown (CG 48), and Carrier Group 4. He served as Commanding Officer of USS John S. McCain, and commanded Destroyer Squadron 24 in Mayport, Fla.

As a flag officer, he commanded Navy Region Hawaii and Naval Surface Group Middle Pacific. Vice Admiral Vitale also commanded the USS Theodore Roosevelt Carrier Strike Group (CSG 2) before assuming command of Navy Region Southeast.

Ashore, he has served in leadership positions at Navy Recruiting District Indianapolis, the Navy Mobile Recruiting Team located in Orlando, Fla., the Joint Chiefs of Staff directorate for plans and interoperability, and the Office of Legislative Affairs in Washington as the director of Navy Senate Liaison.

Vice Admiral Vitale has a Master of Arts in National Security Affairs from the Naval Postgraduate School in Monterey, Calif., and a Master of Science in National Security Strategy from the National War College in Washington.

In addition to various campaign and service decorations, Vice Admiral Vitale has been awarded the Legion of Merit (with 5 Gold Stars), Defense Meritorious Service Medal, Meritorious Service Medal (with two Gold Stars), Navy Commendation Medal (with two Gold Stars), and the Navy Achievement Medal (with one Gold Star).

Vice Admiral Vitale is currently serving as Commander, Navy Installations Command, Washington, D.C., where he is responsible for all Navy installations and shore services worldwide.

**Rear Admiral Anthony M. Kurta**  
**Director, Military Personnel Plans and Policy (N13)**

Rear Admiral Kurta is the son of the late Dr. and Mrs. John A. Kurta of Columbia Falls, MT. He graduated with merit from the U.S. Naval Academy and was commissioned as an ensign in May 1981.

Sea assignments include communications officer and anti-submarine warfare officer on USS Moinester (FF 1097); flag lieutenant of the staff of commander, Cruiser Destroyer Group 12; combat systems officer on USS Comte De Grasse (DD 974); and operations officer, combat systems officer and material officer on the staff of commander, Destroyer Squadron 32. As commanding officer of MCM Rotational Crew Delta, he commanded USS Sentry (MCM 3) from January to July 1995, USS Guardian (MCM 5), in Sasebo, Japan from August to February 1996, and USS Warrior (MCM 10) from July to October 1996. His next assignment was as assistant surface captain detailer in the Bureau of Naval Personnel. Then, he served as commanding officer, USS Carney (DDG 64), deploying with John F. Kennedy Battle Group.

He served as chief, Special Actions Division on the Joint Staff, and next commanded Destroyer Squadron 24 deploying again with John F. Kennedy Strike Group. He was director, Surface Officer Distribution Division (Pers-41) at the Navy Personnel Command, director for Policy, Resources and Strategy for U.S. Naval Forces Europe and Africa, and most recently commander, Combined Joint Task Force Horn of Africa in Djibouti.

Kurta holds a Master's degree with honors in National Security Studies from Georgetown University and a distinguished graduate of the U.S. Air Force Air Command and Staff College in Montgomery, AL. He completed a tour as a National Security Fellow at Harvard University, John F. Kennedy School of Government.

Personal decorations include the Defense Superior Service Medal, Legion of Merit, Meritorious Service Medal, Navy Commendation Medal, Navy Achievement Medal and various Unit Commendations.

**Alfred H. Gonzalez, Jr.**  
**Deputy Chief of Staff,**  
**Personnel Allocation and Development (N1)**  
**U. S. Fleet Forces Command**

Mr. Gonzalez currently serves as the Deputy Chief of Staff for Personnel Development and Allocation (N1) and principal advisor to the Commander, U. S. Fleet Forces Command on all matters relating to the effective and efficient management of the 260,000 active duty, reserve, civilian and contractor personnel assigned to U.S. Fleet Forces, U.S. Pacific Fleet, U. S. Naval Forces Europe, U. S. Naval Forces Central Command and U.S. Naval Forces Southern Command. As the single fleet agent for management and development of fleet wide manpower and funding requirements, he is responsible for personnel resources totaling approximately \$16B. Additionally, he is responsible as the Navy Global Force Manager of Individual Augmentees (IA) for the validation, sourcing and execution of Navy IA and ad-hoc unit development in support of Combatant Commander's requirements and as the Navy's Executive Agent for IA matters for the coordination and execution of Navy IA and IA Family support programs, and policies. Working with Mr. Gonzalez is a direct staff of 130 military members, civilian employees and contractor personnel with support from manpower and personnel staffs at the Navy Component Commands, Force Commands, Numbered Fleets and Direct Reporters.

Mr. Gonzalez was selected for appointment to the Senior Executive Service in June 2005.

He has four years of total civilian service in the Department of the Navy.

Mr. Gonzalez served as a naval officer from 1978 to 2005 retiring in the grade of Captain with 27 years of service. During his active duty career, he served on board four nuclear submarines: as a junior officer in USS Bluefish (SSN 675), as the Engineer Officer in USS Nevada (Blue) (SSBN 733), as the Executive Officer in USS Jefferson City (SSN 759) and finally as the Commanding Officer in USS Pintado (SSN 672). His shore assignments include assignments to the staff of the Deputy Chief of Naval Operations for Submarines (OP-02) where he worked as the assistant program director for initial formalization of the SSN 21 program, on the Joint Staff (J8) as a military analyst where he directed analyses of various joint war fighting capabilities, as Deputy Chief of Staff for Personnel Readiness (N1) in the staff of the Commander, Submarine Forces, U.S. Pacific Fleet, and as Director, Manpower and Personnel (N1) on the staff of the Commander, U.S. Atlantic Fleet.

Mr. Gonzalez graduated with distinction from the United States Naval Academy where he earned his Bachelor of Science degree with majors in Mathematics and Physics and his commission in 1978. He attended the Naval War College in Newport, Rhode Island graduating with distinction in 1994 with a Masters in National Security Affairs and Joint Operations.

Mr. Gonzalez' civilian awards include a special act award (2007). His military decorations include the Legion of Merit with one gold star, Defense Meritorious Service Medal, Meritorious Service Medal, Navy Commendation Medal with two gold stars, and Navy Achievement Medal with two gold stars.

**BGen Robert F. Hedelund**  
**Director, Marine and Family Programs Division**  
**Military & Reserve Affairs, Headquarters Marine Corps**

A native of Pompano Beach, Florida, BGen Hedelund received his bachelor's degree from Florida Atlantic University and was commissioned a Second Lieutenant in April 1983. He was designated an unrestricted Naval Aviator in May 1985.

As a CH-46E pilot, BGen Hedelund has had numerous overseas deployments with HMM-264 (1985-1988), HMM-365 (1991-1994) and HMM-162 (2001-2003). He also served as a Basic and Advanced Helicopter Flight Instructor at Helicopter Training Squadron 18 at NAS Whiting Field from 1989-1991, earning the Flight Instructor of the Year Award for 1990. BGen Hedelund has also served as an instructor and Assault Support Department Head at Marine Aviation Weapons and Tactics Squadron One (MAWTS-1) in Yuma, AZ.

Command assignments include Commanding Officer, Headquarters Squadron, Marine Aircraft Group 29, MCAS New River in 2000. In 2001, he assumed command of HMM-162. The Golden Eagles deployed with Marine Aircraft Group 29 to the Northern Arabian Gulf region in support of major offensive combat operations during Operation IRAQI FREEDOM from January 2003 to May 2003. BGen Hedelund also served as the Commanding Officer, Marine Aviation Weapons and Tactics Squadron One (MAWTS-1) from July 2006 to June 2008. From August 2009 to February 2011 BGen Hedelund served as the Commanding General of the Marine Corps Warfighting Laboratory and concurrently as the Vice Chief of Naval Research at the Office of Naval Research (ONR).

BGen Hedelund is a distinguished graduate of The Basic School and the Marine Corps Command and Staff College, where he earned a Masters of Military Studies Degree. He attended the Air War College, Montgomery, AL during the 2004 academic year, where he earned a Masters of Strategic Studies Degree. He has also attended the Joint Forces Staff College, Norfolk, Virginia.

Staff assignments include selection to serve the Commanding General, Marine Corps Combat Development Command as a member of the Marine Corps Strategic Studies Group in support of the 1999 Force Structure Planning Group. BGen Hedelund has also served at US Joint Forces Command where he was assigned to the Joint Warfighting Center/J7 as the USNORTHCOM Joint Desk Officer responsible for Joint Force Training and Exercise support for US Northern Command. He reported to the Pentagon in July 2008 to serve as Military Assistant and Marine Aide to the Secretary of the Navy and finished his tour there as the Secretary's Senior Military Assistant.

In February 2011 Brigadier General Hedelund assumed the position as Director of Marine and Family Programs Division, M&RA, HQMC in Quantico, VA.

## **Sergeant Major Carlton W. Kent** **16<sup>th</sup> Sergeant Major of the Marine Corps**

SgtMaj Kent completed recruit training at Marine Corps Recruit Depot, Parris Island, South Carolina in March 1976 and was assigned to the 1st Marine Brigade.

In May 1978, SgtMaj Kent was transferred to Marine Security Guard Battalion where he served as a Marine Security Guard. He served at American Embassy, Kinshasa, Zaire and Panama.

In June 1981, SgtMaj Kent transferred to Fort Benning for Airborne School and Parachute Riggers School at Fort Lee, Virginia. In June of 1982 he was assigned as 2nd Air Delivery Platoon Commander, and parachute rigger billets in various commands aboard Camp Lejuene.

In February 1983, SgtMaj Kent was transferred to Marine Corps Recruit Depot, San Diego, California for duty as a drill instructor, senior drill instructor and battalion drill master with First Battalion. In January 1985, he was meritoriously promoted to Gunnery Sergeant.

In May 1985, SgtMaj Kent transferred to 3d Air Delivery Platoon as a Platoon Sergeant. In June 1986 he transferred to Engineer Company, BSSG-1 1st Marine Brigade, Hawaii as Company Gunnery Sergeant and in March of 1988, SgtMaj Kent was assigned to Noncommissioned Officers School, 1st Marine Brigade as the NCOIC.

In February 1989, SgtMaj Kent transferred to Marine Corps Recruit Depot, Parris Island, South Carolina as a student at Drill Instructor School. After completion of Drill Instructor School, Sergeant Major Kent was assigned to Naval Aviation Officers Candidate School in Pensacola, Florida as a Drill Instructor, Chief Drill Instructor, and First Sergeant. In February 1990, Sergeant Major Kent was promoted to First Sergeant and assigned as First Sergeant, MATSG, Pensacola, Florida.

In June 1992, he transferred to 4th Marine Regiment for duty. In June 1993, he transferred to the Army Sergeants Major Academy, Fort Bliss, Texas. After graduation, in February 1994 he was transferred and assigned as First Sergeant, Battery L, 3d Battalion, 12th Marines. In December 1994, he assumed the duties as SgtMaj, 3d Battalion, 12th Marines.

In August 1997, SgtMaj Kent was transferred to the Marine Corps Recruit Depot, San Diego, California where he was assigned duties as Sergeant Major Second Recruit Training Battalion and in September 1999 as Sergeant Major Recruit Training Regiment.

In May 2001, he was transferred to Marine Forces Europe/FMF Europe, Stuttgart, Germany where he was assigned the duties as the Sergeant Major of Marine Forces Europe/FMF Europe.

In April 2004, he was transferred to I Marine Expeditionary Force, Camp Pendleton, California where he served as the Sergeant Major of the I Marine Expeditionary Force.

On April 25<sup>th</sup> of 2007, SgtMaj Kent assumed office as the 16<sup>th</sup> Sergeant Major of the Marine Corps.

His awards include the Legion of Merit with Gold Star in lieu of second award, a Bronze Star, Meritorious Service Medal with Gold Star in lieu of second award, Navy and Marine Corps Commendation Medal with Gold Star in lieu of second award, and the Navy and Marine Corps Achievement Medal with Gold Star in lieu of second award, and the Combat Action Ribbon. He is the recipient of the General Gerald C. Thomas Award for inspirational leadership.

## **MCPON (SS/SW) Rick D. West**

Master Chief Rick West became the 12<sup>th</sup> Master Chief Petty Officer of the Navy on Dec. 12, 2008.

West was born in Rising Fawn, Ga. He graduated from Northwest Georgia High School in 1981 and immediately entered the U.S. Navy.

West received recruit training and Quartermaster training at Orlando, Fla., followed by Enlisted Submarine School at Groton, Conn. His first duty assignment was aboard *USS Ethan Allen* (SSN 608) where he completed Submarine Qualifications. Other assignments include *USS Thomas Edison* (SSN 610), *USS Sea Devil* (SSN 664), Commander Naval Activities United Kingdom (COMNAVACTUK), *USS Tecumseh* (SSBN 628)(Blue), and COMSUBPAC Staff (TRE Team).

West was assigned as Chief of the Boat aboard the San Diego based Fast Attack Submarine, *USS Portsmouth* (SSN 707), completing two Western Pacific deployments and earning two Battle Efficiency "E" awards.

West served as Command Master Chief in Submarine Squadron ELEVEN. Upon completion of his tour at COMSUBRON ELEVEN, he was selected as Force Master Chief (FORCM), attended the Senior Enlisted Academy in Newport, R.I., and served as Force Master Chief, Submarine Force U.S. Pacific Fleet (COMSUBPAC) from Jan. 2001 to Jan. 2004.

West then reported to *USS Preble* (DDG 88) in San Diego, Calif., where he completed a deployment to the Arabian Gulf and qualified as Enlisted Surface Warfare Specialist.

West was then selected to serve as Pacific Fleet, Fleet Master Chief from Feb. 2005 to June 2007.

Prior to being selected to be MCPON, he served as the 14th Fleet Master Chief for Commander, U.S. Fleet Forces Command from June 2007 to Dec. 2008.

West's personal awards include the Legion of Merit (two awards), Meritorious Service Medal (three awards), Navy Commendation Medal (four awards), Navy Achievement Medal (two awards), Enlisted Surface Warfare Insignia, Enlisted Submarine Insignia, and SSBN Deterrent Patrol Pin.

## **Captain Chuck Hollingsworth**

### **Commanding Officer**

Captain Charles (Chuck) Hollingsworth is a native of Commerce, Texas. After completing one year at East Texas State University, he attended the U. S. Naval Academy and was commissioned in 1984. As a VP-45 Mission Commander he had the opportunity to employ the first fleet P-3C UDIII Orion aircraft against the Cold War ASW threat, accumulating time “on top” every active class of Russian submarine.

In 1990 CAPT Hollingsworth reported to the VP-30 Pro’s Nest for duty as a FRS Instructor serving as the East Coast Pilot Evaluator for the P-3 series aircraft. He was next assigned to the staff of Commander, Carrier Group Four in 1992 as the Assistant Chief of Staff for Communications, serving in every Atlantic-based aircraft carrier.

In 1995 CAPT Hollingsworth completed the Air Command and Staff College while concurrently earning a Master’s Degree from Troy State University. Joining VP-16 in 1996, he served as Safety/NATOPS Officer and Maintenance Officer, participating in Operations DETERMINED GUARD, DELIBERATE GUARD and JOINT ENDEAVOR over Bosnia-Herzegovina.

Reporting to Patrol Wing 11 in 1998, he served as Wing Operations Officer until May 2000 when reassigned to the staff of Commander, Task Force 57/72 in Kamiseya, Japan. As the Current Operations Officer, CAPT Hollingsworth was involved in numerous high profile operations and incidents, including the immediate action after the USS COLE bombing. He was the primary forward point of contact for the EP-3 emergency divert into Hainan, China, coordinating with US Embassy, State Department and DoD agencies to repatriate the EP-3 crew. After the 9/11 terrorist attacks, CAPT Hollingsworth was dispatched to Islamabad, Pakistan, representing U.S. interests to the highest levels of the Pakistani government. He established forward operating bases throughout Pakistan while coordinating air, sea, ground, and surface strike operations in support of Operation ENDURING FREEDOM. CAPT Hollingsworth was fortunate to return to VP-16 as the Executive Officer and Commanding Officer from 2003-2005. Under his leadership VP-16 was awarded the Battle “E” and Isbell ASW awards while completing a record breaking deployment that included combat operations in the Middle East, counter-drug operations in South America, and anti-submarine operations in the Mediterranean and North Atlantic. Following his Command tour CAPT Hollingsworth completed the Joint Forces Staff College and served in the Operations Directorate (J3) of the U.S. Joint Forces Command as the Branch Chief for Global Force Management, specifically coordinating the 2007 surge of forces to OIF. CAPT Hollingsworth then served as Executive Assistant to Commander, SIXTH Fleet and Commander, Joint Command Lisbon, operating from Lisbon, Portugal and Naples, Italy. He currently serves as the Commanding Officer for the Center for Personal and Professional Development (CPPD) in Dam Neck, Virginia.

CAPT Hollingsworth’s personal decorations include the Defense Superior Service Medal, Legion of Merit, Bronze Star Medal and various other Joint and Navy awards. He is the recipient of the Navy League Stephen Decatur Award for Operational Excellence (2001), the COMNAVAIRLANT Core Values Award (1991) and the Association of Naval Aviation’s (ANA) Pilot of the Year Award (1990). CAPT Hollingsworth and his wife, Janet, currently reside in Chesapeake, VA and have four children.

**Dr. Alan D. Berkowitz, PhD**  
**Department of the Navy**  
**Sexual Assault Prevention Advisor**

Alan Berkowitz is currently serving as a Sexual Assault Prevention Advisor to the Department of the Navy Sexual Assault Prevention and Response Office.

Alan Berkowitz is an independent consultant who helps colleges, universities, public health agencies and communities design programs that address health and social justice issues. His expert opinion is frequently sought after by the federal government and professional organizations, and he is well-known for scholarship and innovative programs which address issues of substance abuse, sexual assault, gender, and diversity.

Dr. Berkowitz frequently conducts workshops for State Health Departments and Sexual Assault Prevention Coalitions on men's responsibility for preventing rape, the use of media to prevent violence, bystander intervention theory and skills, culture-change, and on effective prevention programs. He has pioneered the development of social norms media to prevent men's violence, is a frequent presenter and keynote speaker at conferences on sexual assault prevention, and is the founding editor of *The Report on Social Norms*. Alan has been a presenter and on the planning committee for all three National Sexual Assault Prevention Conferences hosted by the Centers for Disease Control and is a subject matter expert for both the U.S. Army and Air Force on sexual assault prevention.

Dr. Berkowitz received the Ph.D. in Psychology from Cornell University in 1981 and has received five awards from national organizations.

## **Claudia J. Bayliff**

### **Attorney at Law**

Claudia J. Bayliff is an attorney and educator with twenty-three years of experience working on issues related to sexual assault. She is currently serving as the National Judicial Education Program's (NJEP) Project Attorney, developing judicial educational materials about sexual assault and helping to implement a nationwide, comprehensive plan for judicial education about sexual assault. She was the first Chief of the United States Air Force's worldwide, \$18 million+ Sexual Assault Prevention and Response Program. She was responsible for administering the new Air Force program, including developing and implementing the Air Force's sexual assault prevention and response policy. She has also consulted with the Department of the Navy, the Navy and the Marine Corps to help them develop their sexual assault prevention strategy and with United States Army Criminal Investigation Division (CID) to assist them in their efforts to improve how they investigate sexual assault cases. Prior to that, she was NJEP's Project Attorney for its *Understanding Sexual Violence* grants from October, 1996 to August, 2005. Under those grants, Ms. Bayliff was part of the NJEP expert faculty that has educated judges throughout the country on the dynamics of sexual assault cases.

Ms. Bayliff served as the Assistant Director of the Boulder County Rape Crisis Team from 1989 to 1993. She also taught classes on women and the law at the University of Colorado in Boulder and Denver. She served as faculty for the Colorado Ending Violence Against Women Project (EVAW), a statewide multidisciplinary team. In addition, she lectures to various professional organizations about violence against women and women's relationship to the legal system. Ms. Bayliff has presented for such organizations as the Second International Conference on Training of the Judiciary, the Canadian National Judicial Institute, the National Center for Victims of Crime, the National Association of Women Judges, the National Association of State Judicial Educators, the National Coalition Against Sexual Assault, the Colorado Organization for Victim Assistance, the National Symposium on Non-Stranger Sexual Assault, the Colorado Women's Bar Association, the Colorado Judicial Conference and at numerous other national and local conferences. She was awarded the Department of the Air Force's Award for Exemplary Civilian Service.

## **Dr. Dorothy J. Edwards**

Dr. Dorothy J. Edwards, author of the Green Dot Violence Prevention Strategy, holds a Ph.D. in Counseling Psychology from Texas Woman's University. Prior to her current position, serving as the Executive Director of Green Dot, etc., a center dedicated to effective intervention and prevention of power-based personal violence, Dr. Edwards served for five years as the founding Director of the University of Kentucky Violence Intervention and Prevention Center. She has worked in both counseling and teaching capacities in higher education at Appalachian State University and Texas Women's University as well as founding the Community Education Program at Denton County Friends of the Family, addressing sexual assault and relationship violence. With a specialty in primary prevention, she provides training and consultation in the areas of power-based personal violence, organizational capacity building, program implementation, strategic planning and community mobilization. Dr. Edwards is currently working with government entities, state coalitions, military, non-profits, community organizations, high schools and colleges from around the globe.

**Joye E. Frost**  
**Acting Director**  
**Office of Justice Programs**  
**U.S. Department of Justice**

Joye E. Frost was designated Acting Director of the Office for Victims for Crime (OVC) by President Barrack Obama on January 20, 2009. Prior to that appointment, Ms. Frost served as the Principal Associate Director for OVC. In that role, she guided much of OVC's work in developing national scope training, technical assistance, and other resources to address ongoing and emerging issues in the victims' field and to improve the Nation's response to crime victims. She was instrumental in the development of OVC's Sexual Assault Nurse Examiner (SANE) and Sexual Assault Response Team (SART) Training and Technical Assistance Project and has spearheaded a number of OVC initiatives to identify and serve victims with disabilities. She also implemented a discretionary grant program that funds comprehensive services to victims of human trafficking. Since 2001, she has directed OVC's efforts to sponsor the annual observance of National Crime Victims' Rights Week, including an awards ceremony in Washington, D.C. for distinguished service to crime victims that involves the Attorney General.

Ms. Frost began her career as a Child Protective Services caseworker in South Texas and has worked in the victim assistance, healthcare, and disability advocacy fields for more than 30 years in the U.S. and Europe, including several years working at the community and headquarters level for the Department of Army.

Ms. Frost received a Bachelor of Arts in Anthropology from the University of Texas at Austin and a Master of Health Services Management from the University of Texas at Austin and a Master of Health Services Management from the University of Mary Hardin-Baylor.

## David Lisak, Ph.D.

Dr. David Lisak is an associate professor of psychology at the University of Massachusetts Boston where he conducts and supervises research on the causes and consequences of interpersonal violence. In particular, he has studied the motives and characteristics of "undetected" rapists – men who rape but who are never prosecuted. He also studies the long term effects of childhood abuse in adult men, and the relationship between early abuse and the later perpetration of interpersonal violence. His research has been published in leading journals in psychology, trauma and violence, and he was the founding editor of the journal, *Psychology of Men and Masculinity*.

In addition to his research and teaching, Dr. Lisak has served as faculty for the National Judicial Education Program, and the American Prosecutors Research Institute, and has served as a consultant to judicial, prosecutor and law enforcement education programs across the country. He has conducted workshops in more than forty states across the U.S., and consults widely with universities, the four services of the U.S. Military, the Department of Defense, and other institutions regarding sexual assault prevention and policies.

Dr. Lisak consults frequently with law enforcement and prosecutors on sexual violence cases across the country, serves as an expert witness in death penalty cases where issues of child abuse are pertinent, and serves on the board of directors of *lin6.org*, a non-profit organization that serves men who were sexually abused as children.

## **Anne Munch, J.D.**

Ms. Munch attended the University of Denver for her undergraduate and graduate studies and received a BA in psychology and sociology, and then her law degree. Following law school Ms. Munch spent seven years as a prosecutor for the Denver District Attorney's office including a rotation in the felony domestic violence and sexual assault unit. She also spent two years as the Chief Deputy District Attorney for the 7<sup>th</sup> Judicial District in Telluride, Colorado, and three years as the supervisor of the fast track domestic violence unit in the Jefferson County DA's office in Golden, Colorado. In addition to her work as a prosecutor, Ms. Munch was the director of the San Miguel Resource Center, a domestic violence and sexual assault program in Telluride, Colorado. She also directed the Ending Violence Against Women Project, a statewide multi-disciplinary training and technical assistance project in Colorado for nine years. Currently, Ms. Munch is the owner of Anne Munch Consulting, Inc. and works full time providing speaking, training and consulting in the area of sexual assault, domestic violence and stalking. She is a recognized subject matter expert in her field, and provides her services to local, national and military organizations all across the United States, Asia and Europe. She works extensively in the Sexual Assault Prevention and Response programs for the US Air Force, the US Army, the US Navy and the US Marine Corps. Ms. Munch regularly speaks at state, national and international conferences on topics related to violence against women. She is on the teaching faculty for the International Association of Chiefs of Police.

## **Patricia D. Powers, J.D.**

Patti Powers, J.D., is a Senior Deputy Prosecuting Attorney for Yakima County, Washington as well as a national speaker, trainer and independent consultant. Ms. Powers graduated from Gonzaga University School of Law in 1976 and was admitted to the practice of law in Washington State in 1976. She has practiced law primarily as a trial attorney; as a private practitioner, Assistant Attorney General, Directing Attorney of the Yakama Nation's Public Defender's Office and since 1988, as a Deputy Prosecuting Attorney. She serves as a Yakima County Superior Court Arbitrator, when called.

In January 2009, Ms. Powers began serving as an HQE (highly qualified expert) for the United States Army CID in sexual assault investigations and is currently assigned to support the 202<sup>nd</sup> in Kaiserslautern, Germany. She is part of the faculty for SVU training at Ft. Leonard Wood.

For twenty years, Ms. Powers has prosecuted child and adult sexual assault, child and adult homicide and domestic violence and is specialized in crimes of violence. She has tried well over 200+ felony jury trials, frequently including experts from diverse areas of pathology, forensic science, psychology, psychiatry, ballistics, medicine and DNA.

Ms. Powers is a nationally recognized expert, keynote speaker and trainer in the areas of sexual assault and domestic violence trial advocacy. She is a faculty member and trainer for the American Prosecutors Research Institute, National District Attorneys Association, and AEquitas and served as a trainer for the National Center for Women in Policing. She served as a member of the advisory committee and faculty for the National Judicial Education Program and was a prosecutor trainer for the initial series of Understanding Sexual Violence, which was presented throughout the United States.

She has presented training for numerous organizations to include the Washington Council of Sexual Assault Programs, Washington Association of Prosecuting Attorneys, National Crime Victim's Center, Ending Violence Against Women/ Sexual Assault Training International (EVAW-SATI), New Hampshire Attorney General's Office and Governor's Commission on Domestic and Sexual Violence, Oregon Attorney General's Sexual Assault Task Force, New Mexico District Attorney's Association, Prosecuting Attorney's Association of Michigan, Colorado District Attorney's Council, Pennsylvania District Attorney's Association, Connecticut Sexual Assault Program (CONNSACS), and Nevada Coalition Against Sexual Violence. She has been selected as a presenter at each of the five Sexual Assault Response Team (SART) national conferences.

She served as a member of the VAWnet advisory committee and was a contributing editor for the STOP Technical Assistance Program Promising Practices Manual. She participated as an expert in the national CSOM Symposium, the Colorado National Sexual Assault Symposium and the FBI Family Violence Symposium 2003.

Ms Powers has served as President of the YWCA Board of Directors and also served as a member of the Board of Directors of the Dispute Resolution Center for Yakima and Kittitas Counties. She was the Chair of the YWCA 2002 Family Violence Symposium, Chair of the Providence Hospital Community Committee and a member of the Providence Hospital Board of Directors. She was a 2001 Division Chair for Yakima County's United Way Campaign and is a member of Yakima Rotary.

## **Teresa P. Scalzo, Esquire**

Teresa Scalzo is an attorney in the Criminal Law Division of the Navy Office of the Judge Advocate General. She previously served as the Senior Policy Advisor for the Office of the Secretary of Defense Sexual Assault Prevention and Response Office (SAPRO). Prior to joining SAPRO, she served at the National District Attorneys Association, first as Policy Attorney and then as the Director of the National Center for the Prosecution of Violence Against Women (NCPVAW). She supervised the creation of the *National Institute on the Prosecution of Domestic Violence* and the *National Institute on the Prosecution of Sexual Violence*. She designed the curricula for *Evidence Based Prosecution* and *Sexual Assault Trial Advocacy* for the National Advocacy Center and the *Sexual Assault Prevention and Response Advanced Training for JAG Officers* for the Department of Defense and was the co-creator of *Strategic Sexual Assault Litigation and Mentoring Skills for Senior Counsel* for the Naval Justice School. She has provided technical assistance and trial support to criminal justice professionals throughout the nation and has served on a number of national committees dealing with sexual assault and domestic violence.

Ms. Scalzo began her law career as a clerk to the Honorable Jack A. Panella of the Northampton County, PA Court of Common Pleas. She then served as an Assistant Public Defender in Northampton County and maintained a private law practice. Next, Ms. Scalzo served as an Assistant District Attorney in Northampton County, PA where she held various positions, including Chief of the Sexual Assault Unit and Coordinator of Police Training.

Ms. Scalzo authored “*Prosecuting Rape Cases: Trial Preparation and Trial Tactic Issues*,” in *Practical Aspects of Rape Investigation: A Multidisciplinary Approach* (CRC Press, 2008) and *Prosecuting Alcohol-Facilitated Sexual Assault* (Department of Justice Office on Violence Against Women, 2007). She also wrote *Preliminary Hearings: A Manual for Pennsylvania Prosecutors* (Pennsylvania District Attorneys Association, 2000) and was a contributing author for the *Pennsylvania Benchbook on Crimes of Sexual Violence (2007)*. Additionally, she has authored numerous articles for *The Prosecutor*, the magazine of the National District Attorneys Association, *The Voice*, NCPVAW’s newsletter, and other publications. She has served as an adjunct professor at the Fogelsville Campus of Penn State University and Northampton County Community College.

Ms. Scalzo received the 2009 Visionary Award from Ending Violence Against Women, International. In 2001, she received the Allied Professional Award for Outstanding Commitment to Victims’ Services from the Crime Victims Council of the Lehigh Valley.

Ms. Scalzo graduated from Trinity College in Hartford, Connecticut with a major in economics and *cum laude* from Temple Law School in Philadelphia, Pennsylvania. She is licensed to practice law in Pennsylvania and the Third Judicial Circuit of the United States.

**Gail Stern, M.Ed**  
**Co-Founder and Director of Consulting, Education and**  
**Training**  
**Catharsis Productions**  
**[www.catharsisproductions.com](http://www.catharsisproductions.com)**

Gail Stern is an educator and curriculum developer with nearly 20 years of experience in violence prevention education and advocacy. She currently serves as the Director of Consulting, Education and Training of Catharsis Productions, and is the co-author and co-producer of the non-stranger rape prevention program, SEX SIGNALS, which is presented hundreds of times at universities and military installations each year.

Ms. Stern recently served as a subject matter expert and curriculum developer for the U.S. Air Force Bystander Intervention initiative, and in 2009 she completed a three-year project with the United States Naval Academy, where she co-developed a 20-hour peer education curriculum and training program on sexual assault and harassment prevention. The program, SHAPE, currently has 120 participating midshipmen, and is the most comprehensive prevention initiative of its kind in the United States. In addition, Ms. Stern serves as a subject matter expert on sexual assault prevention to the U.S. Air Force, the U.S. Army, the U.S. Navy, the U.S. Marine Corps, and served as an education consultant to the U.S. Department of Defense Task Force on Sexual Harassment in the Military Service Academies in 2005. In addition, she has delivered a variety of training programs to the Naval War College; United States Air Force Academy; Norwich University; and, the United States Military Academy at West Point.

In addition to her work with the military and academic institutions, Ms. Stern has been training law enforcement officers for the last fifteen years, focusing on victim support for survivors of sexual assault, domestic violence, hate crime, and domestic extremist group investigation in both the U.S. and Canada. She served as the National Law Enforcement Training Coordinator for the Anti-Defamation League from 1999-2003, and was a member of the Federal Law Enforcement Training Center Hate/Bias Crime Training Cadre (U.S. Department of the Treasury); the State and Local Anti-Terrorism Training Program; and, the U.S. Department of Justice Hate Crime Training Cadres.

Ms. Stern served as the director of the University of Illinois at Chicago (UIC) Campus Advocacy Network from 1991-1998, where she provided crisis counseling and court advocacy to victims of sexual violence, domestic abuse, hate crime, and stalking.

She is currently pursuing a PhD in Curriculum and Instruction at the University of Wisconsin-Madison, examining the role of humor in reframing the issues related to sexual violence, increasing retention of key information, and facilitating candid discussion.

She resides in Chicago with her husband and daughter.

**Russell W. Strand**  
**Chief, U.S. Army Military Police School**  
**Family Advocacy Law Enforcement Training Division**

Russell W. Strand is currently the Chief of the U.S. Army Military Police School Family Advocacy Law Enforcement Training Division. Mr. Strand is a retired U.S. Army CID Federal Special Agent with an excess of 35 year's law enforcement and investigative, and consultation experience. Mr. Strand has specialized expertise, experience and training in the area of domestic violence intervention, critical incident peer support, and sexual assault, trafficking in persons and child abuse investigations.

He has established, developed, produced, and conducted the U.S. Army Sexual Assault Investigations, Domestic Violence Intervention Training, Sexual Assault Investigations and Child Abuse Prevention and Investigation Techniques courses and supervised the development of the Critical Incident Peer Support course. Mr. Strand has also assisted in the development and implementation of Department of Defense (DOD) training standards, programs of instruction, and lesson plans for Sexual Assault Response Coordinators (SARC), victim advocates, chaplains, criminal investigators, first responders, commanders, and health professionals. He is a member of the Defense Family Advocacy Command Assistance Team and Department of the Army Fatality Review Board. He is also recognized as a U.S. Army and Department of Defense subject matter expert and consultant in the area of spouse and child abuse, critical incident peer support and sexual violence. Mr. Strand was also a member of the Department of the Army Unit Victim Advocate and Deployable SARC training team as well as a trainer for the DOD Joint Task Force – Sexual Assault Prevention and Response (JTF-SAPR). He routinely conducts training for national and international organizations including the following: Pennsylvania Coalition Against Rape, California Coalition Against Sexual Assault, End Violence Against Woman International, Department of Justice, Calgary Sex Crimes Services, and Armed Forces Institute of Pathology. Mr. Strand also developed the DOD Trafficking in Persons Law Enforcement First Responders and Investigators training modules. Mr. Strand continues to conduct interviews of child and adult victims of physical and sexual abuse and provides investigative and consultation support as requested in ongoing sexual assault, domestic violence, and child abuse investigations, interventions, and military and civilian criminal trials. Mr. Strand also responded to Ft. Hood, TX following the mass shooting to provide critical incident and trauma victim interview support.

**Andra Teten Tharp, PhD**  
**Office of the Director**  
**U.S. Department of Health and Human Services**  
**Centers for Disease Control and Prevention**

Dr. Andra Teten Tharp is a health scientist in the Office of the Director in the Division of Violence Prevention (DVP) in the National Center for Injury Prevention and Control at the Centers for Disease Control and Prevention (CDC) in Atlanta, Georgia. Dr. Tharp is currently leading *Dating Matters: Strategies to Promote Healthy Teen Relationships*—a teen dating violence prevention initiative at CDC. Following her doctoral studies in Clinical Psychology at the University of Oregon, Dr. Tharp conducted clinical work, research, and program evaluation at two regional substance abuse treatment centers for American Indian/Alaska Native youth, in two hospitals, and at a women’s prison. She then conducted research and clinical work at the Michael E. DeBakey Veterans Affairs Medical Center and Baylor College of Medicine in Houston, Texas. In 2008 she received the Young Investigator award from the International Society for Research on Aggression for her research examining violence among veterans with posttraumatic stress disorder. Dr. Tharp joined CDC in 2008 as a behavioral scientist in the Prevention Development and Evaluation Branch in DVP. She continues to hold a clinical assistant professorship in the Menninger Department of Psychiatry and Behavioral Sciences in Houston and is a licensed clinical psychologist in Texas. In addition, she is currently conducting CDC-funded research on the effects of alcohol intoxication and peer influence on men’s decision to be sexually violent. Dr. Tharp’s research interests include sexual and teen dating violence prevention. She has written and contributed to numerous publications on trauma and violence related topics.

## **Steve Thompson**

Steve Thompson is one of America's leading experts on sexual aggression. His unique approach is a result of over 30 years of research and street experience involving thousands of interviews with survivors and offenders. He presents programs dealing with sexual assault, stalking, relationship violence, threat assessment and workplace violence, throughout the country. Thompson is an assault investigation consultant and criminal profiler for police officers throughout the USA. He is a court qualified expert witness and has consulted with many agencies and the media on some of the country's most public cases. Thompson is credited with researching and labeling date rapists the "**Nice Guy**" when he published the behavioral analysis of familiar sexual predators titled: "Date/Acquaintance Rape - The Crime and Criminal Profile", Campus Law Enforcement Journal, May 1995. He is an associate professor and the Sexual Aggression Services Director at Central Michigan University.

Name: Anne Munch, JD

Presentation Title: Sexual Assault; Naming the Unnamed Conspirator

1. What are the learning objectives for your presentation?
  - a. To understand how deeply held societal attitudes about sexual assault influence community members and decision makers.
  - b. To examine the double standards that individuals may hold when it comes to analyzing sexual assault cases.
  - c. To underscore and define the leader's role in the prevention and response to rape and sexual misconduct.
  
2. What are your key recommendations to the Department of the Navy as it develops its comprehensive Sexual Assault Prevention Strategy?
  - a. Sexual assault prevention must begin with a candid and clear understanding that the our societies dominant approach to sexual assault cases that focuses on victim, as opposed to offender, behavior is flawed. This approach must be adjusted in order to successfully respond to the range of sex crimes and the offenders who commit them.
  - b. Micro-examining how cases are investigated, prosecuted and decided, implementing comprehensive training and best practices for investigators and prosecutors and decision makers and increasing the number of successful investigations and prosecutions that result in meaningful sentences are necessary steps toward prevention.
  - c. Leaders set climate. By setting climate, leader's either increase or decrease the risk of sexual assault that service members face. Prevention efforts should reflect a "top down" approach that models accountability, responsible intervention, support for victims of sexual assault and meaningful accountability for sex offenders.

## Sexual Assault Naming the Unnamed Conspirator

May 2, 2011  
DON SUMMIT ON SEXUAL ASSAULT PREVENTION  
AND RESPONSE

Anne Munch Consulting, Inc.  
Anne Munch, JD  
Denver, Colorado  
www.annemunch.org

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### Evidence 101:

Name the legal parties to a sexual assault

- The Victim
- The Offender

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## Meet the Unnamed Conspirator



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When you go away to college:

- If your daughter had a one in four chance of being the victim of a violent robbery just because she went to college.



- Do you think you would want her to go?

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In a survey of more than 6000 students at 32 colleges and universities in the U.S., it was found that:

- One in four women had been victims of rape or attempted rape
- Only 27% of the women considered themselves to be victims of rape, although their assaults met the legal definition of rape
- 84% of the rape victims knew their attacker

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- 57% of the rapes happened on dates
- 42% told no one of the assault, and only 5% reported to the police

Warshaw, Robin. *I Never Called it Rape: The Ms. Report on Recognizing and Surviving Date and Acquaintance Rape*. New York: Harper Perennial, 1994.

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What if she wanted to go into the military?

- Study of 558 female veterans:
  - 79% experienced sexual harassment while in military
  - 54% experienced unwanted sexual contact while in military
  - 30% experienced one or more attempted or completed rapes while in the military
- (Sadler, Booth, Cook, & Doebbeling, 2003)



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What if she goes into the military?

- The inherent risks:
- Prior victimization
- Escaping from home

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911 Tape



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### What about the guys?

- More than 10% of male college students committed acts that met the legal definition of rape (Warshaw, 1988)(Lisak)
- 14.8% of Naval recruits admitted perpetrating rape or attempted rape prior to military service. (Merrill, et al., 1998)
- 88% of men whose actions came under the legal definition of rape were adamant that their behavior did not constitute rape. (Warshaw, 1988)

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### Influence of the Unnamed Conspirator on children



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### • A survey of 11-to-14 year-olds found:

- 51% of the boys and 41% of the girls said forced sex was acceptable if the boy, "spent a lot of money" on the girl;
- 31% of the boys and 32% of the girls said it was acceptable for a man to rape a woman with past sexual experience;
- 65% of the boys and 47% of the girls said it was acceptable for a boy to rape a girl if they had been dating for more than six months.

• White, Jacqueline W. and John A. Humphrey. "Young People's Attitudes Toward Acquaintance Rape." Acquaintance Rape: The Hidden crime. John Wiley and Sons, 1991.

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Influence of the unnamed conspirator  
on jurors



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Juror Decision Making

- Studies of *actual* jurors over time demonstrate:
    - Jurors make their decisions on an “assumption of the risk” theory
    - Jurors admit to disregarding the evidence and making their decisions based on their perceptions of the victim’s character and lifestyle
- Kalvin and Zeisel, Gary La Free

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If sexual assault was a compass,  
NORTH would be victim behavior



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Will this next opinion show up on a future jury panel?

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11 year old girl gang raped by 18 men ages 15-27

- A New York Times article quoted Cleveland residents as saying the girl “dressed older than her age, wearing makeup and fashions more appropriate to a woman in her 20s” and asking “what was her mother thinking” by letting her spend time in the Quarters, the same area in which the incident took place.

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Do we assume the risk by what we wear?

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### The Unnamed Conspirator



AKA: Societal Attitude

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### The "Petrie Dish"



We have created a perfect environment for perpetrators.

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### Setting a climate

- The climate you set will either increase or reduce the risk of this crime being committed against people under your command.
- Why do people join the Navy?

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### My hope for you

- To be the kind of leader who challenges the influence of the unnamed conspirator wherever you recognize it. In the joke, the comment, the insensitivity, the detachment from humanity. And that you will ACT when you see it. We need your example, the world awaits the fruits of your leadership.

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# Sexual Violence Prevention: Review of Programs and Risk Factors

Andra Teten Tharp, PhD  
Division of Violence Prevention  
Centers for Disease Control and Prevention

The findings and conclusions of this report are those of the author and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



U.S. Department of Health and Human Services  
Centers for Disease Control and Prevention

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Sexual violence raises issues of politics, sexuality, gender, religion, and justice

As a result, many different perspectives exist about what causes SV and how to prevent it

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## Overview

- Background of Sexual Violence (SV) in Division of Violence Prevention/CDC
- Review of Prevention Programs
- Principles of Prevention
- Review of Risk Factors
- Ongoing Effectiveness Trials

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## CDC Sexual Violence Prevention

- In 1994 CDC funded its first research grant on sexual assault and for the first time received congressional appropriations for the study of intimate partner violence/sexual violence (IPV/SV)
- Approach
  - Broad Definition of SV
  - Primary Prevention
  - Social Ecological Approach
  - Public Health Model

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## CDC Uniform Definition

- Sexual violence (SV) is:
  - Any sexual act that is forced against someone's will
  - Can be physical, verbal, or psychological
  - All types involve victims who do not consent, or who are unable to consent or refuse to allow the act
- Four types of sexual violence
  - Completed sex act (*rape*)
  - Attempted sex act (*attempted rape*)
  - Abusive sexual contact (*fondling*)
  - Non-contact sexual abuse (*voyeurism*)

Basile and Saltzman (2002)

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## Levels of Prevention

- **Based on the timing of the Strategy:**
  - **Primary:** Prevention of SV before it occurs
  - **Secondary:** Immediate response to SV
  - **Tertiary:** Longer-term response to SV
    - Prevention of recidivism
    - Amelioration of negative consequences of SV

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### Levels of Prevention

• **Based on the population targeted for the strategy:**

- **Universal:** Applied to everyone without regard to risk
- **Selected/Targeted:** Applied to those at heightened risk for violence
- **Indicated:** Applied to those already demonstrating violent behavior

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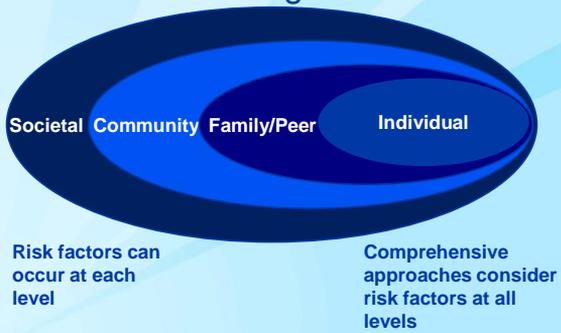
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### Social Ecological Model



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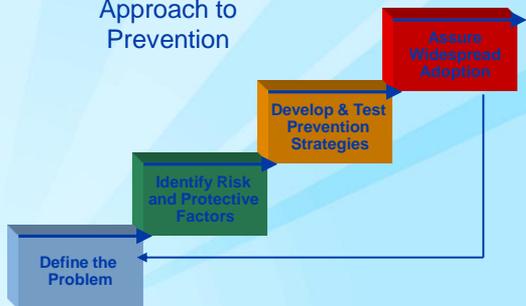
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### The Public Health Approach to Prevention



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## CDC Division of Violence Prevention



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## Public Health Approach to SV

- Suggests perpetrators should be targeted through primary prevention efforts (McMahon, 2000)
- Encourages use of comprehensive approaches, which target multiple levels of the social ecology (CDC, 2004)
  - Unlikely that individual-level approaches, in isolation, will have a broad public health impact (Dodge, 2009)
- Involves development and evaluation of strategies that target known risk factors at multiple levels of the social ecology

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## SV Prevention Approaches

- Prevention approaches may target:
  - Victim
    - Involves risk-reduction (e.g., self-defense)
  - Perpetrator
    - Targets modifiable risk and protective factors
  - Bystander
    - Involves situational risk factors (threat-management) and social norms change

(VAWnet newsletter Jan 2009)

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## Bystander Approaches cont'd

- Reflects different models of education
  - Individual-level intervention vs. climate change
- Appeal:
  - Covertly target perpetrator
  - Empower all bystanders
  - Tend not to alienate men
- Considerations:
  - May use in conjunction with other approaches
    - Diffusion of effects?
  - Need evaluation and outcome measures

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## SYSTEMATIC REVIEW OF PRIMARY PREVENTION STRATEGIES FOR SV PERPETRATION

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### Method

- **Systematic review of studies examining the efficacy or effectiveness of primary prevention programs for SV perpetration**
- **Inclusion/Exclusion Criteria:**
  - 1985-2010
  - Published or unpublished journal articles, books/chapters, theses/dissertations, government or agency reports, that included perpetration prevention
- **Sample included 116 studies described in 85 reports**

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## What Did We Find?

- ❑ **Safe Dates** (Foshee et al., 1998, 2004)
  - Only program effective in reducing SV perpetration based on an RCT; continued effects at 4 year follow-up
- ❑ **One-session psychoeducational programs**
  - Most common modality
  - Typically used in college
- ❑ **One-session empathy induction programs**
  - Few tested, all in college
- ❑ **Multi-session programs**
  - Used across age groups

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## What Did We Learn?

- ❑ **Behavioral outcomes**
  - Either not assessed or no effects
  - Typically attitudes targeted/sometimes changed
- ❑ **Effects not sustained for short interventions**
- ❑ **Some programs made things worse**

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## What Did We Learn?

- ❑ **Dosage considerations**
  - Most promising effects for longer programs
- ❑ **Timing considerations**
  - Younger youth: universal primary prevention
  - Older youth/Young adults: selected prevention?
- ❑ **Content/Approach – most promising strategies**
  - Bystander approaches are promising, but need more evaluation
  - Programs focused on violence in dating relationships are promising, but need more evaluation
  - Need more work to integrate relationship and community components in promising programs

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## PRINCIPLES OF PREVENTION

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### Principles of Prevention

- Comprehensive\*
- Use varied teaching methods
- Theoretically driven
- Promote positive relationships
- Appropriately timed in development\*
- Socioculturally relevant
- Use outcome evaluation\*
- Employ well-trained staff to ensure adequate implementation
- Sufficient dosage to create behavior change\*

**Nation et al. (2003)**

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### Considerations for Evaluation

- Rates may rise initially
  - Increased awareness
  - Increased and more thorough reporting
- May take time to see widespread effects
  - May need to assess a variety of behaviors to see change
- Different effects may occur within subgroups
  - Most symptomatic/violent
- Different terms may be used to capture level of evidence supporting a program
  - Strength of evidence is dependent on evaluation methods

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## REVIEW OF RISK FACTORS

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### Limited Research on SV Perpetration in Military/Veteran Samples

- Risk, promotive, and protective factors defined
- 8 published articles on military/veteran SV perpetration
- In absence of information on a specific population consider broader literature
  - Snapshot of literature
- Other considerations
  - Novel constellations of risk factors
  - Role of alcohol
  - Some “types” of offenders for illustration

Begic et al. (2001); Kwon et al. (2007); McWhorter et al. (2009); Merrill et al. (2001); Stander et al. (2008); Teten, Sherman et al. (2009); Teten, Schumacher et al. (2009); Walters (1987)

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### Study Sample (N = 187)

	Adolescent	Adult	Collegiate	Adolescent + Adult
<b>Sex Offenders</b>				
Male	40	22		
Female		2		
Male and Female	1			
<b>Community Samples</b>				
Male	3	17	63	9
Female			2	
Male and Female	9	6	11	2
<b>Total</b>	<b>53</b>	<b>47</b>	<b>76</b>	<b>11</b>

Note. Studies including sex offenders as any portion of the sample were captured as studies of sex offenders. 127 US samples, 67 non-US samples

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## Snapshot of Literature

- Coding yielded approximately 84 potential risk/protective/promotive factors
- Factors were categorized as having associations with SV that were:
  - Consistently significant (n = 23)
  - Consistently/Potentially non-significant (n = 12)
  - Significant for select samples (n = 23)
  - Mixed (n = 26)
- Many expected effects
  - Gender-based attitudes
- Some potentially new areas
  - General violence/Youth violence
  - Sexual risk behaviors/unhealthy sexual relationships

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## Gaps

- Some methodological limitations exist that suggest findings should be interpreted with caution
  - Risk factors = correlates
- Some notable gaps related to
  - Populations
  - Promotive and protective factors
  - Outer levels of the social ecology
- Considerations for generalizing from collegiate samples
  - Selection factors
  - Situational factors

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## Other Considerations

- Effects of alcohol (Testa, 2002)
  - Complex associations
  - Different ways of examining yield different findings
  - Implications for prevention?
- Some “types” of offenders for illustration
  - Situational
    - Sexual miscommunication, exacerbated by alcohol
  - Age-limited
    - Influenced by young age, peers, and peer group norms
  - Persistent
    - Early onset, antisocial traits, multiple offenses
  - Psychopathological
    - Associated with depression or loneliness, few age-appropriate peers, little access to appropriate partners

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## ONGOING EVALUATIONS OF SV PREVENTION STRATEGIES

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### Ongoing DVP-funded SV Prevention Evaluations

- **Second Step: Student Success Through Prevention**
  - Targets middle school students
  - Socio-emotional skills training
  - Bullying behavior, incl. sexual bullying /harassment, and substance abuse
- **Expect Respect: Support Groups**
  - Targets middle and high school students
  - Selected intervention for high-risk youth
- **Safe Dates replication trial**
- **Dating Matters: Strategies to Promote Healthy Teen Relationships**

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### Ongoing DVP-funded SV Prevention Evaluations

- **Green Dot**
  - Evaluating strategy in high schools
  - RCT with a sample of 26 high schools in Kentucky
  - Approach includes:
    - 50-min. motivational speech (universal)
    - One 5-hour SEEDS training and 30 min. booster (targets POLs)
      - Teaches bystander behavior to encourage self-efficacy
  - Green Dot—College Version (not DVP-funded)
    - Cross-sectional survey; random selection with 43% response rate
    - Green Dot-exposed (speech and/or POL training) vs. unexposed
    - Findings:
      - Mixed findings on attitudes; some effects for SEEDS-trained only
      - Increase in observed/actual bystander behavior for SEEDS-trained and speech-only; larger for SEEDS training
      - Did not measure SV behavior

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## Ongoing NCIPC-funded SV Prevention Evaluations

- **SCREAM**
  - Peer education theater model that delivers multi-dosage primary prevention to incoming college students
- **Moms and Teens for Safe Dates**
  - For youth of mothers who experienced partner violence
- **Coaching Men into Boys**
  - Seeks to alter norms, promote bystander intervention, and reduce IPV/SA perpetration by engaging athletic coaches as positive role models to deliver violence prevention scripts and tools to high school age male athletes
- **Enhancing Bystander Efficacy**
  - University of New Hampshire bystander model

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## Wrap-Up

- **Public health approach to SV**
  - Multiple levels of the social ecology
  - Comprehensive strategies
- **Limited evidence-base on effective SV prevention**
- **Development and selection of prevention guided by**
  - Principles of prevention
  - Known risk and protective factors for SV
- **Research and evaluation builds evidence-base**

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## Questions?

**Dr. Andra Teten Tharp**  
**atharp@cdc.gov**

For more information please contact Centers for Disease Control and Prevention

1600 Clifton Road NE, Atlanta, GA 30333  
Telephone: 1-800-CDC-INFO (232-4636)/TTY: 1-888-232-6348  
E-mail: cdcinfo@cdc.gov Web: www.atsdr.cdc.gov



U.S. Department of Health and Human Services  
Centers for Disease Control and Prevention

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## Characteristics and Components of Effective Sexual Assault Prevention Programs

2011 Department of the Navy  
Sexual Assault Prevention Summit  
May 2, 2011

Alan Berkowitz, Ph.D.  
DON-SAPRO Prevention Advisor

Department of the Navy Sexual Assault Prevention and Response Office 1

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## What is Our Greatest Asset?

*The values and ideals of our Sailors  
and Marines*

*Marines and Sailors care and want to  
do what is right*

*Most Sailors and Marines are  
uncomfortable with negative  
treatment of women and would  
want to help someone in distress*

Department of the Navy Sexual Assault Prevention and Response Office 2

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## Test your Knowledge

*Most assaults in the Navy and Marines are between  
younger Sailors and Marines (E1-E4) – T or F?*

*For “most” what is the actual percentage?*

*Answer – less than 2/3*

*Did you guess wrong?*

*The purpose of this Summit is to give you accurate  
information to understand the problem and correct  
any inaccurate assumptions you may have*

Department of the Navy Sexual Assault Prevention and Response Office 3

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 **Understanding the Problem** 

- **Is sexual assault a problem?**
  - 22% of female Sailors and 19% of female Marines, and 7% of male Sailors and 2% of male Marines have experienced sexual assault since joining their service (anonymous survey)
  - Each year, approximately 6-9% of female Sailors and Marines experience sexual assault, and approximately 3/4 of these victims are E1-E4 (anonymous survey)
  - Higher-ranking women are less likely to report
- The single best predictor of victimization is previous victimization (other source data)
- Most involve alcohol – often as a weapon

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 **Understanding the Problem** 

- **Who commits assaults?**
  - When both ranks known, most offenders were E1-E4 (55-60%)
  - 38% of assaults involve exploitation of subordinates
  - Approximately 6% of men assault, with 2/3 multiple offenders committing 95% of assaults (civilian data)
- **Study of newly enlisted male Sailors:**  
(other source data)
  - Previous offenders 10x more likely to assault in the Navy
  - 4% of male Sailors perpetrated during their first year in the Navy and 13% since age 14

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 **Quotes from Female Sailors** 

- *“I have noticed that many sexual harassment issues arise from the top of the chain of command”*
- *“There are times when I will not walk around the base alone because I do not want to hear what someone has to say to me”*
- *“In both cases of assault it was senior males – a LCDR and an HMC who had done this previously”*
- *“I have been assaulted and sexually harassed – by an E-7 who did it to me and five other girls”*

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 **What are we trying to accomplish?** 

- *To select and combine programs with consistent messages that are mutually reinforcing and synergistic to foster a comprehensive environment of change that reduces sexual assault*
- *No one program or activity by itself can reduce sexual assault*

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 **DON-SAPRO Survey Data** 

- *95% of Sailors and 96% of Marines agree that their service takes actions to prevent sexual assault*
- *58% of Sailors and 50% of Marines agree that sexual assault is a problem*  
*but*
- *only 23% of Sailors and 18% of Marines agree that sexual assault is occurring in their command*

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 **One Way of Asking the Question** 

*What attitudes or behaviors do we want to discourage, inhibit or prevent?*

*What attitudes or behaviors do we want to encourage, increase or facilitate?*

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 **Terminology** 

- **“Rape Prevention”** - Programs primarily directed at men that engage them in preventing sexual assault
- **“Risk Reduction”** - Programs primarily directed at women that teach them to reduce their risk of being assaulted
- A comprehensive program includes RR and RP along with victim assistance and legal/judicial response and also acknowledges male victimization

Department of the Navy Sexual Assault Prevention and Response Office 10

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 **The State of the Art** 

- Programs are effective over the short-term in changing attitudes and behaviors associated with SA
- Some programs have successfully reduced assaults and/or re-victimization for short periods but “rebound”
- Effective programs are:
  - Comprehensive
  - Intensive
  - Relevant (tailored to audience; gender specific)
  - Data driven
  - Have positive messages

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 **Program Modalities** 

- Small or large group or whole population
- Passive learning (videos, on-line)
- Interactive small-group workshops
- Interactive theater
- Lectures/speakers
- Community awareness
- Media campaigns (SM and SNM)
- Leadership influence
- Environmental management

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 **What Could Work?** 

- *Bystander intervention*
- *Correcting misperceptions of peer norms*
- *Media campaigns to reinforce program messages*
- *Risk reduction (including self-defense) to reduce initial and re-victimization*
- *Environmental Change (policies-practices-procedures)*
- *Separate gender workshops*
- *Mutually reinforcing messages within and across issues*
- *Teaching consent (in relation to BI)*

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 **Possible Cross-Cutting Themes** 

- *No unwanted experiences (consent is always necessary)*
- *Alcohol is no excuse*
- *Treat everyone with dignity*
- *Bystander response-ability*
- *Reveal the positive (correct false norms)*
- *Intrusive Leadership*

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 **Putting it all together** 

- *Is there something that everyone could receive? (media campaign, awareness campaign, speakers)*
- *Is there a group that could be exposed to a more intensive skill-based workshop (preferably single sex)?*
- *What misperceptions can be corrected to foster "doing the right thing?"*
- *What is the role of leadership in rewarding positive behavior, setting healthy norms, and intervening when necessary?*

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 **Putting it all together** 

- *What practices, customs, policies, procedures and other aspects of the environment need to be changed?*
- *What are the barriers to success?*
- *Are there common themes or messages that can be infused into all program elements?*
- *What is currently being done to address this issue that can be incorporated into a new program, or that needs to be revised or discarded?*

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 **The Role of Environment** 

- *Environmental factors inhibit or permit sexual assault perpetrators and problem behaviors*
- *“Command Climate” is one of the most important environmental factors*
- *Do you set a command climate that serves to inhibit sexual assault perpetrators, and encourage Sailors and Marines to seek help?*
- *Do you set expectations for bystanders to intervene?*
- *Do you reinforce/reward positive behavior?*
- *Are you perceived as accessible and sympathetic to individuals who might have something to report?*

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 **What are we trying to accomplish?** 

- *To select and combine programs with consistent messages that are mutually reinforcing and synergistic to foster a comprehensive environment of change that reduces sexual assault*
- *To engender strong leadership support and reinforcement for all program efforts*
- *No one program or activity by itself can reduce sexual assault*

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***Thank you for your  
willingness to lead by  
expressing values in action***

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Department of the Navy Sexual Assault Prevention and Response Office

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 **Contact Information** 

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***Alan Berkowitz  
Prevention Advisor  
Department of the Navy  
Sexual Assault Prevention  
& Response Office***

***[alan.berkowitz@navy.mil](mailto:alan.berkowitz@navy.mil)***

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Department of the Navy Sexual Assault Prevention and Response Office

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## **DON SUMMIT**

### **OBJECTIVES & RECOMMENDATIONS**

**Name:** Claudia J. Bayliff, Attorney at Law

**Presentation Title:** Sexual Assault in the Navy and Marine Corps:  
What Are We Going To Do About It?

#### **Learning Objectives**

- Participants will be able to identify ways in which sexual assault is different in a military environment.
- Participants will understand that sexual assault prevention in the military is a complex task, which requires leadership buy-in, support, and involvement at every level; and participation by all key stakeholders.
- Participants will understand how the language they use in discussing sexual assault affects how we think about sexual assault.
- Participants will be able to identify key actions they can take to contribute to a successful and effective sexual assault prevention strategy for the Department of the Navy.

#### **Recommendations for the Department of the Navy (Navy and Marine Corps)**

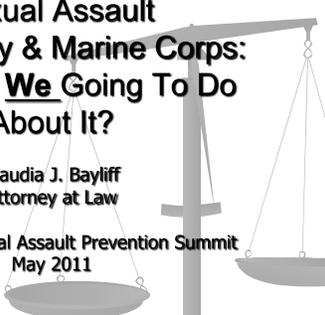
- Designing an effective sexual assault prevention strategy for the DON is a complex task that requires a sustained effort to change those aspects of the military culture that allow sexual predators to operate.
- The DON strategy must take into account the unique aspects of sexual assault in the military, as well as the unique challenges of sexual assault prevention in a military environment. A “one size fits all” approach will not work for the DON.
- As part of its strategy, the DON must address the cultural aspects that foster or prevent sexual assaults, gender dynamics, the role of alcohol and the intersection of interpersonal violence.
- A successful program must involve leadership and key stakeholders at every level.

- The DON prevention strategy must include an interactive, skill-building bystander intervention program and a mechanism for marketing and reinforcing The DON's prevention messages. It must also be evidence-based and include an evaluation plan, in order to measure the program's success.
- The DON must recognize the critical role accountability plays in sexual assault prevention.
- The DON sexual assault prevention strategy must be comprehensive, sustained and involve leadership and key stakeholder involvement and support at every level.
- The DON prevention strategy should include all of the critical components described in the enclosed paper, *Sexual Assault in the Military: Facts, Challenges and the Way Ahead*.
- We must carefully choose the language we use in discussing sexual assault to avoid the following:
  - Using the language of consensual sex to discuss assaultive acts;
  - Describing victims in terms that objectify them or blame them for the violence; and
  - Using terms that create the "invisible perpetrator" or minimize the violence involved.
- We must each take personal responsibility to do whatever we can to stop sexual assault.

**Sexual Assault  
in the Navy & Marine Corps:  
What Are We Going To Do  
About It?**

Claudia J. Bayliff  
Attorney at Law

2011 DON Sexual Assault Prevention Summit  
May 2011



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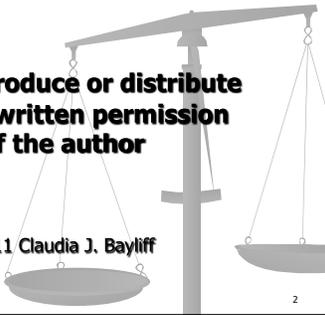
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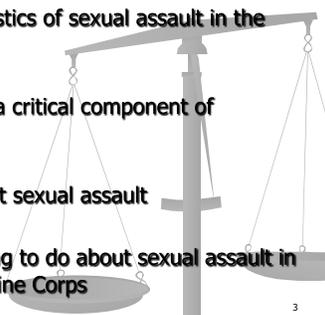
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**Topics Covered**

- Unique characteristics of sexual assault in the military
- Accountability as a critical component of prevention
- How we talk about sexual assault
- What we are going to do about sexual assault in the Navy and Marine Corps



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## Topics Covered

- Unique characteristics of sexual assault in the military:

- Military offenders
- Military victims
- Substance abuse
- The commanders' role



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## Military Offenders



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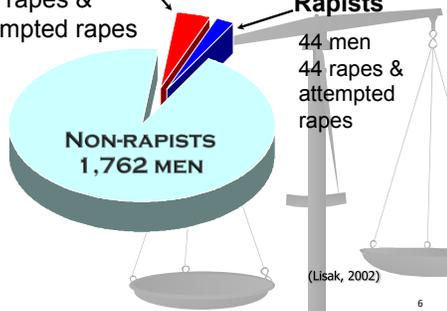
### Serial Rapists

76 men  
439 rapes &  
attempted rapes

### Single Act Rapists

44 men  
44 rapes &  
attempted rapes

NON-RAPISTS  
1,762 MEN



(Lisak, 2002)

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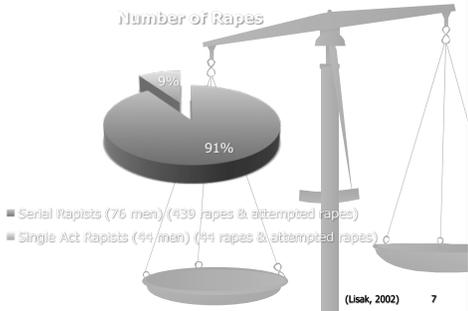
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### Serial Offending-Lisak Study



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### Violence Committed by Serial Rapists

#### The 76 Serial Rapists Committed:

- 49 sexual assaults
  - 439 rapes & attempted rapes
  - 66 acts physical abuse of children
  - 277 acts sexual abuse of children
  - 214 acts of battery
- Total: 1,045 offenses
- (Lisak, 2002) 8



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### Serial Offending-Navy Study

- Study of 2,925 Navy recruits
  - Follow up study of 1,146 (6 to 12 months later)
  - Key findings:
    - 13% admitted perpetrating attempted or completed rapes (ACR)
      - 29% admitted perpetrating single incident
      - 71% admitted perpetrating multiple ACRs
- (McWhorter, 2009) 9



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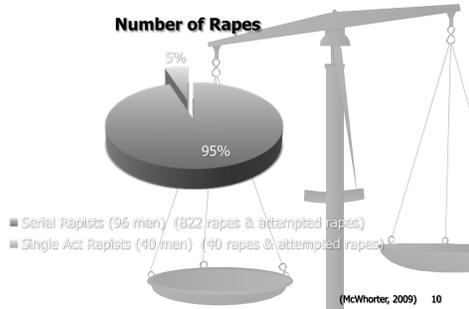
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## Serial Offending-Navy Study



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## Military Victims



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## Sexual Assault in the Military

- Studies are usually done on targeted groups:
  - Military recruits
  - Veterans (Department of Veterans Affairs )(VA)
  - Mental health clients
- Accurate picture?
- Summary
  - Women in the military are at substantial risk for sexual victimization during their military career.
  - Women in the military have high rates of lifetime sexual victimization.

(Campbell and Raja, 2005)

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## Recent Incidence Data

- Study of 23,595 active duty military men and women
- Described experiences in last 12 months
- "Unwanted sexual contact" based on revised Article 120
- 6.8% of women; 1.8% of men experienced the following unwanted sexual contact within the last 12 months:
  - Unwanted sexual touching only: 38% (women); 39% (men)
  - Attempted penetration (vaginal, anal and/or oral): 29% (women); 22% (men)
  - Actual penetration (vaginal, anal and/or oral): 21% (women); 13% (men)
  - Did not indicate behavior: 12% (women); 26% (men)

(DMDC, 2008)

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## Military Recruit Studies: High Rates of Prior Victimization

- Study of 1,887 female Navy recruits:
  - 35% victims of rape
  - 57% victims of childhood physical abuse (CPA) or childhood sexual abuse (CSA)
  - Victims of CSA 4.8% more likely to be raped (Merrill, et al. 1999)
- Another study of Navy recruits:
  - 45.5% of women victims of rape or attempted rape
  - 36.1% (rape); 9.4% (attempted rape) (Merrill, et al. 1998)
- Air Force recruits reporting prior sexual abuse:
  - 15.1% of women
  - 1.5% of men (Smikle, 1996)

(Smikle, 1996)

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## Prior Victimization: Significance

- Prior victimization = higher risk for mental health & physical problems, drug/alcohol use, suicide
- Prior victimization = higher risk for future victimization
- Predators prey on vulnerability

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## Military on Military

- For the sexual assaults reported in the active duty military study, female victims reported that their perpetrators were:
  - Military (84%)
  - Both military and civilian (12%)
  - Civilian (4%)
- For the sexual assaults reported in the active duty military study, male victims reported that their perpetrators were:
  - Military (70%)
  - Both military and civilian (23%)
  - Civilian (8%)

(DMDC, 2008)

(NOTE: There appears to be a 1% error in DMDC study with respect to numbers for male victims.)

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## Military on Military

**"The military-on-military nature of so much of the documented incidence of military sexual assault is particularly troubling in light of the camaraderie, shared sense of mission, and mutual protectiveness that service members are trained to expect from each other."**

(Hillman, 2009)

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## Enemy Within

**"Those who join the military clearly recognize that it is dangerous and that there are risks. However, most imagine those risks would come from an outside 'enemy.' Unfortunately for many service members the greatest risk comes from the person serving next to them, above them or the system at large. Those who serve their country have the right to know that the system that works so hard to protect others is also protecting them from those within it."**

(Sacks, Fall/Winter 2005)

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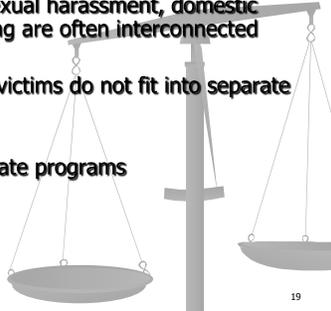
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## Intersection of Interpersonal Violence

- Sexual assault, sexual harassment, domestic abuse, and stalking are often interconnected
- Perpetrators and victims do not fit into separate categories
- Military has separate programs



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## Military Reporting Rates

- 26.3% reporting rate in military veteran study (Sudler, 2003)
- 21% of women; 22% of men in active duty military survey reported (DMDC, 2008)
- Delayed reporting is common
  - 44% of women reported within 24 hours in active duty military study
  - 45% of victims reported within 72 hours (unrestricted reports-2007)
  - 42% of victims reported within 72 hours (restricted reports-2007) (DMDC, 2008) (DOO, 2008)



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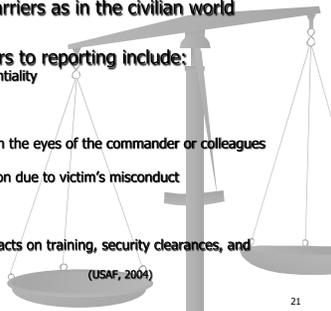
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## Barriers to Reporting Sexual Assault in the Military

- Many of the same barriers as in the civilian world
- Most common barriers to reporting include:
  - Lack of privacy/confidentiality
  - Stigma, shame, fear
  - Fear of being reduced in the eyes of the commander or colleagues
  - Fear of disciplinary action due to victim's misconduct
  - Fear of re-victimization
  - Fear of operational impacts on training, security clearances, and overseas deployments (USAF, 2004)



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## Impact of Sexual Assault on Women Veterans



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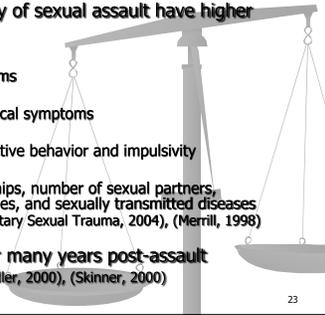
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## Long-Term Effects of Sexual Assault in the Military

- Women with a history of sexual assault have higher levels of:
  - Psychological symptoms
  - Poor health and physical symptoms
  - High risk, self-destructive behavior and impulsivity
  - Brief sexual relationships, number of sexual partners, unintended pregnancies, and sexually transmitted diseases (Military Sexual Trauma, 2004), (Merrill, 1998)
- Symptoms persist for many years post-assault (Sadler, 2000), (Skinner, 2000)



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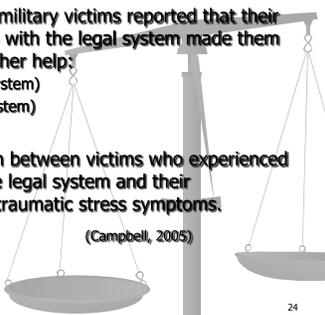
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## Revictimization by the Legal System

- The vast majority of military victims reported that their negative experiences with the legal system made them reluctant to seek further help:
  - 83% (military legal system)
  - 65% (civilian legal system)
- Significant correlation between victims who experienced revictimization by the legal system and their development of posttraumatic stress symptoms. (Campbell, 2005)



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# Substance Abuse



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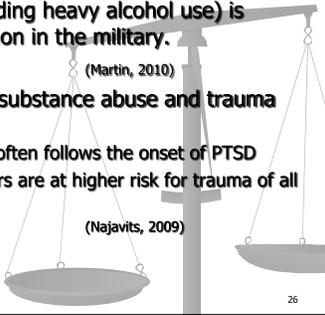
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## Link Between Substance Abuse & Trauma

- Alcohol use (including heavy alcohol use) is much more common in the military.  
(Martin, 2010)
- The link between substance abuse and trauma goes both ways:
  - Substance abuse often follows the onset of PTSD
  - "Substance abusers are at higher risk for trauma of all kinds"  
(Najavits, 2009)



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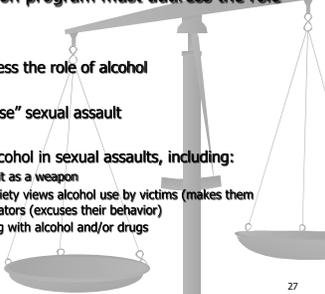
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## Alcohol and Sexual Assault

- A successful prevention program must address the role of alcohol
  - Change how we address the role of alcohol
  - Alcohol does not "cause" sexual assault
  - Address the role of alcohol in sexual assaults, including:
    - How perpetrators use it as a weapon
    - The different ways society views alcohol use by victims (makes them responsible) & perpetrators (excuses their behavior)
    - Victims' self-medicating with alcohol and/or drugs



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# Commander's Role



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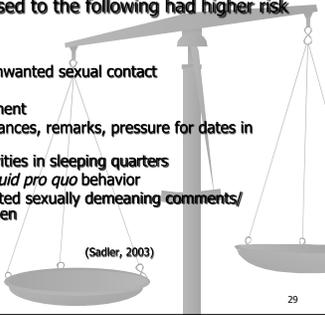
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## Military Environment: Risk Factors

- Military women exposed to the following had higher risk of rape:
  - Sexual harassment/unwanted sexual contact
  - Physical assault
  - Hostile work environment
  - Unwanted sexual advances, remarks, pressure for dates in sleeping quarters
  - Observed sexual activities in sleeping quarters
  - Officers engaged in *quid pro quo* behavior
  - Officers allowed/initiated sexually demeaning comments/gestures toward women

(Sadler, 2003)



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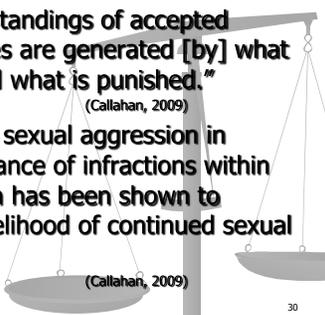
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## Impact of Climate

- "Implicit understandings of accepted cultural practices are generated [by] what is rewarded and what is punished."  
(Callahan, 2009)
- "With regard to sexual aggression in particular, tolerance of infractions within the organization has been shown to increase the likelihood of continued sexual aggression."  
(Callahan, 2009)



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## Impact of Climate

- “[O]rganizational climate tolerant of sexual harassment contributes to the [perpetration] of sexual harassment and negative psychological, health-related, and job-related outcomes for employees.”

(Williams, 2009)

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## Impact of Climate

- “[A]n environment tolerant of sexual harassment has strong negative effects on service members’ commitment to the military environment and satisfaction with their supervisors and work in general....”

(Williams, 2009)

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## Impact of Climate

- Organizational intolerance, defined as implementation practices by military leaders, “affects job-related outcomes of service members—male and female—whether these personnel are themselves harassed.”

(Williams, 2009)

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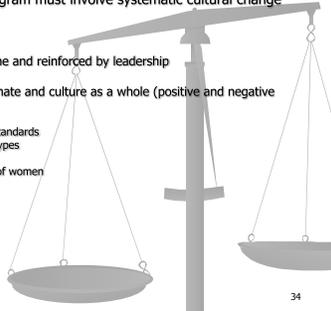
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## Commanders' Role in Prevention

- A successful prevention program must involve systematic cultural change
  - Recognize the difficulty
  - Must be sustained over time and reinforced by leadership
  - Approach in context of climate and culture as a whole (positive and negative aspects)
    - Core values and higher standards
    - Gender roles and stereotypes
    - Pornography
    - Attitudes and treatment of women
    - Trafficking
    - Homophobia
    - Rank and hierarchy
    - Collateral misconduct
    - Language and culture



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## Accountability: A Crucial Component of Prevention



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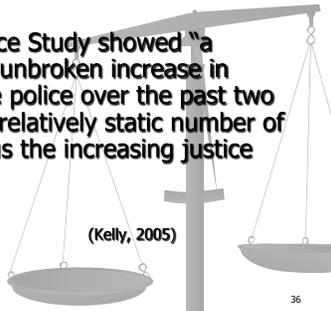
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## The Justice Gap

British Home Office Study showed "a continuing and unbroken increase in reporting to the police over the past two decades, but a relatively static number of convictions, thus the increasing justice gap."

(Kelly, 2005)



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## Gap or Chasm?

The fact that women are encouraged to make complaints of nonstranger rape "that have little chance of conviction, poses the question of whether we face not so much a 'justice gap' but a chasm between the experiences and expectations of [victims] and how the justice system actually responds."

(Kelly, 2005)

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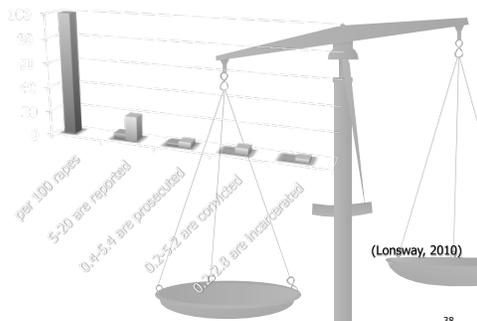
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## The Full Picture of Attrition



(Lonsway, 2010)

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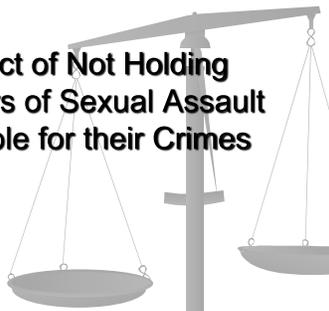
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## The Effect of Not Holding Perpetrators of Sexual Assault Accountable for their Crimes



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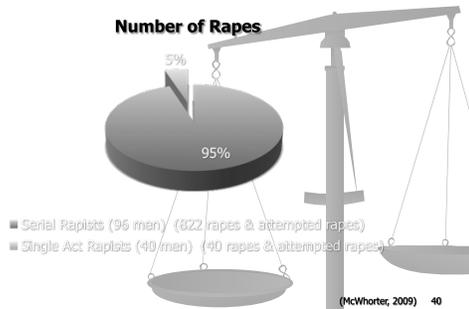
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## Serial Offending-Navy Study



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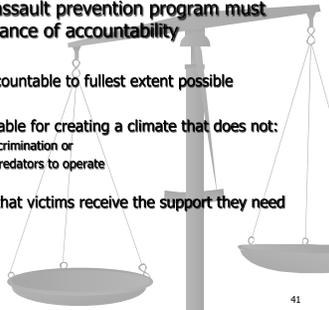
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## Accountability

- A successful sexual assault prevention program must recognize the importance of **accountability**
- Hold perpetrators accountable to fullest extent possible
- Hold leaders accountable for creating a climate that does not:
  - Foster or condone discrimination or
  - Allow sexual assault predators to operate
- Also need to ensure that victims receive the **support they need**



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## How We Talk About Sexual Assault



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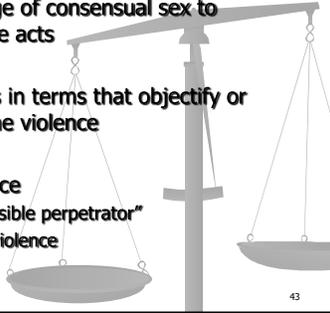
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## Choice of Language

- Using the language of consensual sex to describe assaultive acts
- Describing victims in terms that objectify or blame them for the violence
- Linguistic avoidance
  - To create an "invisible perpetrator"
  - To minimize the violence



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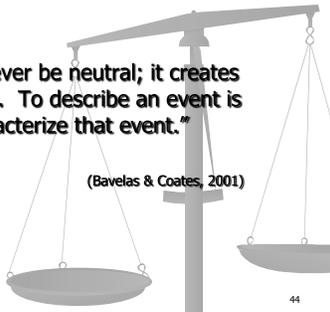
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## Choice of Language

- "Language can never be neutral; it creates versions of reality. To describe an event is inevitably to characterize that event."

(Bavelas & Coates, 2001)



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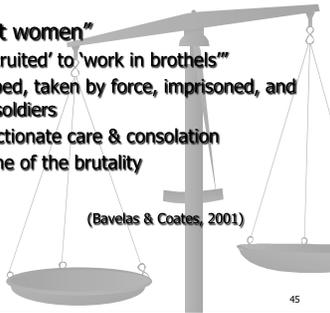
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## Choice of Language

- The term "comfort women"
  - Described as "recruited" to "work in brothels"
  - In reality, kidnapped, taken by force, imprisoned, and serially raped by soldiers
  - Term implies affectionate care & consolation
  - Term conveys none of the brutality

(Bavelas & Coates, 2001)



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## Language of Consensual Sex: The Roman Polanski Case

- What the media reported
- What the victim said
- What Polanski admitted



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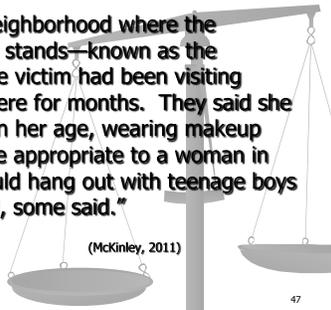
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## Victim-Blaming Language

"Residents of the neighborhood where the abandoned trailer stands—known as the Quarters—said the victim had been visiting various friends there for months. They said she dressed older than her age, wearing makeup and fashions more appropriate to a woman in her 20s. She would hang out with teenage boys at the playground, some said."

(McKinley, 2011)



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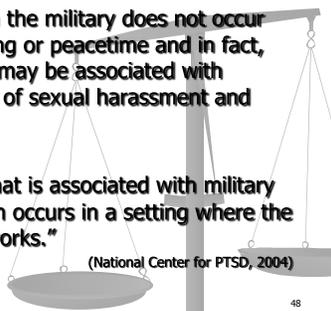
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## Linguistic Avoidance: The "Invisible Perpetrator"

- "Sexual trauma in the military does not occur only during training or peacetime and in fact, the stress of war may be associated with increases in rates of sexual harassment and assault."
- "Sexual trauma that is associated with military service most often occurs in a setting where the victim lives and works."

(National Center for PTSD, 2004)



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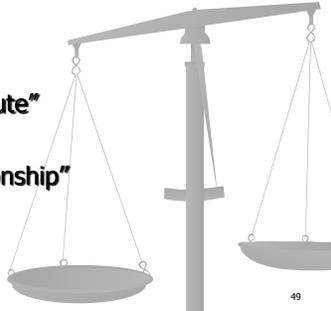
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## Unaccountable Language: To Minimize the Violence

- "Date rape"
- "Domestic dispute"
- "Abusive relationship"



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## What Are **We** Going to **Do** About It?



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## What Are **WE** Going to **DO** About It Individually?

- Take responsibility for our part
- Engage in pro-social bystander intervention
- Choose our own language carefully
  - Don't use language of consensual sex to describe assaultive acts
  - Avoid victim blaming language
  - Place agency where it belongs—avoid "the invisible perpetrator"



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## What Are WE Going to DO About It Individually?

- Become careful consumers
- Know our facts
- Use statistics carefully



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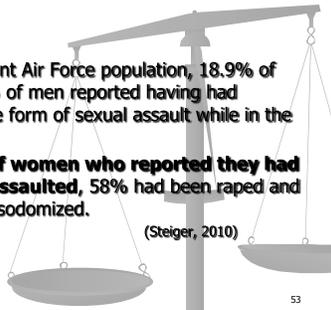
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## Misuse of Statistics Example

- The **actual** facts:
  - "Among the current Air Force population, 18.9% of women and 2.1% of men reported having had experienced some form of sexual assault while in the Air Force."
  - **Of the 18.9% of women who reported they had been sexually assaulted, 58% had been raped and 20.8% had been sodomized.**



(Steiger, 2010)

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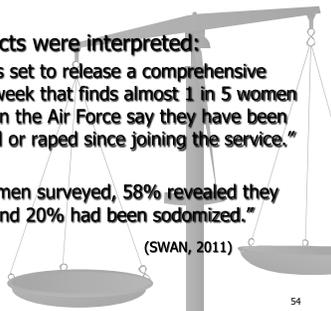
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## Misuse of Statistics Example

- How the actual facts were interpreted:
  - "[T]he Air Force is set to release a comprehensive survey later this week that finds almost 1 in 5 women and 1 in 20 men in the Air Force say they have been sexually assaulted or raped since joining the service."
  - "[A]mong the women surveyed, 58% revealed they had been raped and 20% had been sodomized."



(SWAN, 2011)

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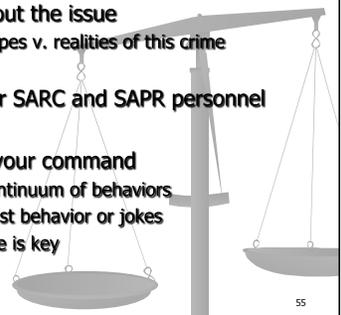
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**What Are WE  
Going to DO About It As Commanders?**

- Get educated about the issue
  - Myths & stereotypes v. realities of this crime
- Reach out to your SARC and SAPR personnel
- Set the tone for your command
  - Watch for the continuum of behaviors
  - Do not allow sexist behavior or jokes
  - Command climate is key



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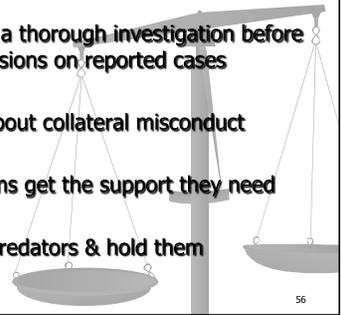
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**What Are WE  
Going to DO About It As Commanders?**

- Ensure you have a thorough investigation before making your decisions on reported cases
- Think carefully about collateral misconduct
- Ensure that victims get the support they need
- Find the sexual predators & hold them accountable



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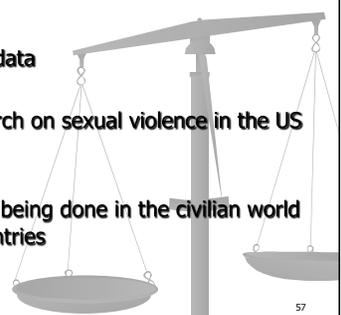
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**What Are WE Going to DO  
to Accurately Understand It?**

- Collect accurate data
- Encourage research on sexual violence in the US military
- Look at research being done in the civilian world and in other countries



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### What Are **WE** Going to **DO** to Accurately Portray It?

- Keep lines of communication open with the media
- Educate the media when there isn't a crisis
  - Provide resources/good statistics/contacts
- Provide feedback for coverage (good & bad)



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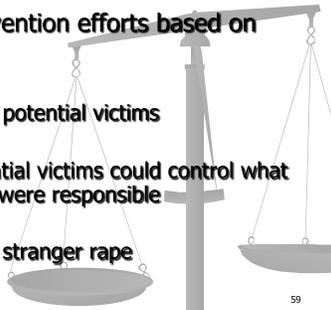
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### What Are **WE** Going to **DO** to Prevent It?

- Traditional prevention efforts based on flawed logic
  - Geared toward potential victims
  - Assumed potential victims could control what happened and were responsible
  - Geared toward stranger rape



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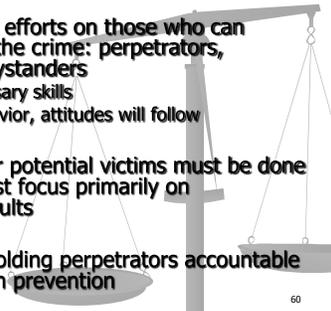
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### What Are **WE** Going to **DO** to Prevent It?

- Focus prevention efforts on those who can actually prevent the crime: perpetrators, facilitators and bystanders
  - Teach the necessary skills
  - Change the behavior, attitudes will follow
- Risk reduction for potential victims must be done carefully and must focus primarily on nonstranger assaults
- Recognize that holding perpetrators accountable is a crucial step in prevention



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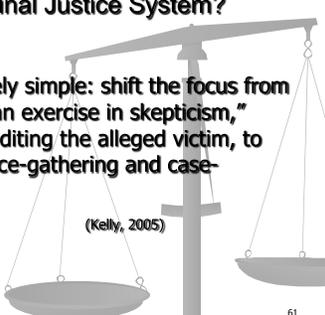
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Solution is relatively simple: shift the focus from investigating as “an exercise in skepticism,” focusing on discrediting the alleged victim, to “enhanced evidence-gathering and case-building.”

(Kelly, 2005)



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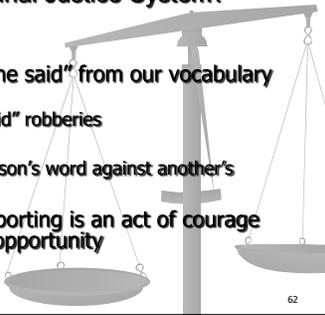
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Banish “He said/she said” from our vocabulary
  - No “he said/he said” robberies
  - Not really one person’s word against another’s
- Recognize that reporting is an act of courage and a window of opportunity



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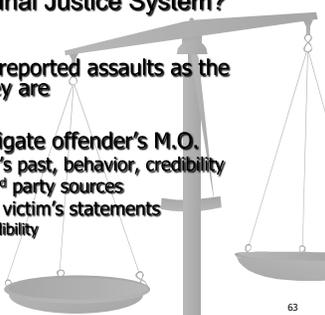
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Investigate these reported assaults as the serious crimes they are
- Thoroughly investigate offender’s M.O.
  - Focus on offender’s past, behavior, credibility
  - Leads to critical 3<sup>rd</sup> party sources
  - Micro-corroborate victim’s statements
    - Important for credibility



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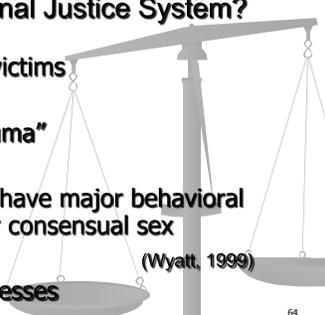
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Look for other victims
- "Follow the trauma"
  - Usually don't have major behavioral changes after consensual sex
- Use expert witnesses

(Wyatt, 1999)



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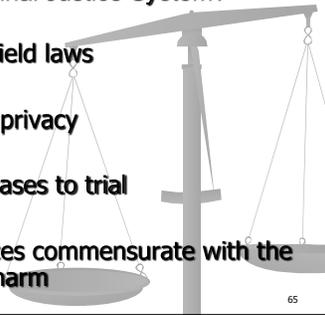
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Enforce rape shield laws
- Protect victim's privacy
- Take the hard cases to trial
- Impose sentences commensurate with the severity of the harm



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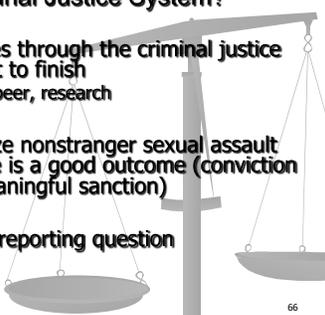
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Follow actual cases through the criminal justice system, from start to finish
  - Multidisciplinary, peer, research
- Thoroughly analyze nonstranger sexual assault cases where there is a good outcome (conviction at trial and/or meaningful sanction)
- Address the false reporting question



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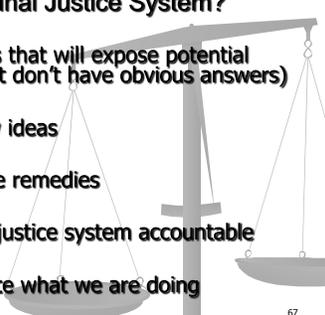
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**What Are WE  
Going to DO About It  
in the Criminal Justice System?**

- Develop questions that will expose potential jurors' biases (that don't have obvious answers)
- Look at other new ideas
- Explore alternative remedies
- Hold the criminal justice system accountable
- Rigorously evaluate what we are doing



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**What Are WE  
Going to DO to Take Care of Each Other?**

- Document & celebrate our successes
- "Recognize and reward each other for good work, even if it doesn't lead to a successful outcome, and even if the entire performance wasn't perfect."

Kim Lonsway



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**What Would You Add  
to This List?**



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**Remember**

- Reporting rates should rise
  - Counterintuitive
  - Demonstrates increased trust
- We are part of institutional change at an unprecedented level
- You have the power to prevent sexual assault



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**Closing Thoughts**

“Never doubt that a small group of thoughtful committed citizens can change the world. Indeed it’s the only thing that ever has.”

Margaret Mead



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**Thank you for what you do for all of us.**



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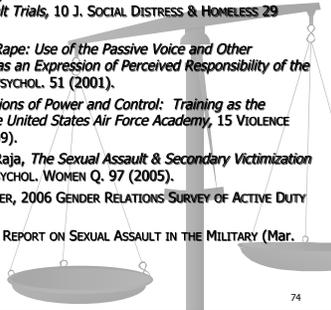
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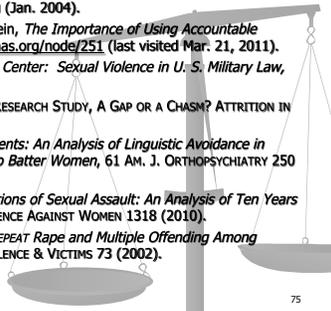
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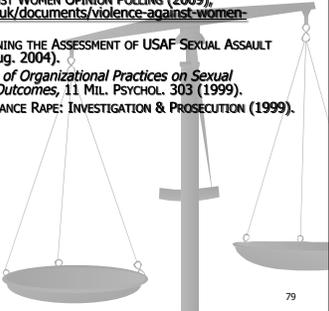
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## **Sexual Assault Prevention in the Military: Facts, Challenges and the Way Ahead**

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### **Introduction**

I am an attorney and educator and I have worked on issues related to sexual assault for twenty-three years, in both the military and civilian context. I was the first Chief of the Air Force Sexual Assault Prevention and Response (SAPR) Program, serving in that capacity for nearly 2 ½ years. I have also worked with the Department of the Navy, the Navy, the Marine Corps and the Army to assist in their sexual assault prevention efforts. In addition, I was the Assistant Director of a civilian community-based rape crisis program. I spent twelve years developing curricula and educating judges, prosecutors, law enforcement, victim advocates, medical personnel and others about sexual assault throughout the United States and in Canada. I also taught classes about women and the law at the University of Colorado for eleven years, at the undergraduate and graduate level, as well as for the law school.

This document is divided into two categories: (1) a description of the realities of sexual assault and the specific challenges the Department of the Navy faces in developing a comprehensive strategy for sexual assault prevention and risk reduction; and (2) the lessons learned from my experience in developing a similar strategy for the Air Force and advising the Army as they developed their sexual assault prevention strategy. It also contains my recommendations for the way ahead for the Department of the Navy.

### **Sexual Assault in the Navy and Marines: The Realities and the Specific Challenges**

- **Perpetrators**
  - Facts: For perpetrators, sexual assault is often a low risk/high reward crime.
    - Perpetrators get what they wanted.
    - Most sexual assaults are unreported.
    - Most perpetrators are never held accountable.
  - Challenge: How do we prevent perpetrators from committing sexual assaults in the first place?
- **Military Culture**
  - Facts: The unique aspects of military culture play a vital role in sexual assault prevention.

- Some aspects of military culture will assist us in preventing sexual assaults (core values, higher standards).
    - Other aspects of military culture help create a climate where sexual predators can operate.
  - Challenges:
    - How do we build on the aspects of our military culture that discourage sexual assaults?
    - How do we change the aspects that foster it?
- **Gender**
  - Fact: Perpetrators are usually male; victims are usually female
  - Challenges:
    - How do we counter claims of “male bashing”?
    - How do we address male victims?
    - How do we involve men and women in prevention efforts, rather than seeing men as potential perpetrators and women only as potential victims?
- **Role of Alcohol**
  - Fact: Alcohol is the weapon of choice and the drug of choice for sexual assaults.
  - Challenge: What do we do about the role of alcohol in sexual assault?
- **Prevention v. Risk Reduction**
  - Facts: Traditional sexual assault “prevention” efforts are based on flawed logic.
    - Programs confuse prevention with risk reduction.
    - Programs are geared toward potential victims, not perpetrators.
    - Programs assumed that potential victims can control what happened and were responsible for their own victimization.
    - Programs are geared toward stranger rape victims. For example, college campuses provided whistles and additional lighting.
  - Challenges:
    - Prevention efforts need to be geared toward those who can actually prevent the crime: perpetrators, facilitators and bystanders.
    - Risk reduction for potential victims much be done carefully and must be focused primarily on nonstranger sexual assault (the most common type of sexual assault).
- **Educating Men and Women Separately**
  - Fact: Research shows that sexual assault prevention programs are more effective when men and women are educated separately.
  - Challenges:
    - Conducting separate programs for men and women in the military is a sensitive subject.

- Separate programs are not always practical in the military environment.
- **Higher Rates of Prior Victimization/Perpetration in the Military**
  - Facts: The dynamics for men and women in the military differ from those of the civilian population.
    - Research shows that women come into the military with higher rates of prior sexual victimization than women in the general population.
    - Women with prior history of sexual assault have a higher likelihood of being sexually assaulted again.
    - Some research shows that men come into the military with higher rates of perpetration.
    - Research shows that many perpetrators are serial predators.
  - Challenges:
    - How do we tailor our risk reduction efforts for potential victims to avoid stigmatizing those with a history of prior victimization?
    - How do we tailor our prevention efforts to take these facts into account?
- **Prevention in the Military Context**
  - Facts: True sexual assault prevention requires systemic cultural change, which also addresses attitudes toward and treatment of women within the culture.
    - Climates that are hostile to women create an environment that allows predators to operate.
    - Real prevention requires a sustained, long-term strategy.
    - Engaging in anti-violence work in the military in the middle of a war poses unique challenges.
  - Challenges:
    - How do we develop a comprehensive, effective prevention/risk reduction strategy for the Department of the Navy worldwide?
    - How do we get beyond lectures or DVDs?
    - How do we create long-term behavioral and cultural change?
- **Prevention/Risk Reduction Education**
  - Facts: “One size fits all” prevention/risk reduction education programs will not work for the Navy and Marine Corps.
    - Most prevention/risk reduction programs are developed for universities.
    - Developing a program for the Department of the Navy worldwide is much more complicated.
    - The Department of the Navy program must meet the needs of a worldwide audience with varying levels of experience, education and responsibility.
    -

- Challenges:
  - How do we ensure we reach everyone worldwide?
  - How do we avoid duplication (since Sailors and Marines move around so much)?
  - How do we develop annual refresher programs to avoid burn out and keep it fresh?
  
- **Intersection of Interpersonal Violence**
  - Facts: Sexual assault, sexual harassment, domestic violence and stalking are often interconnected.
    - Perpetrators and victims often do not fit into separate categories.
    - Department of the Navy has separate programs.
  - Challenges:
    - How do we provide seamless, comprehensive services for victims without shuffling them from one program to another?
    - How do we hold perpetrators accountable for all of their acts of interpersonal violence?
    - How do we coordinate prevention/risk reduction education across the separate programs (Sexual Assault Prevention & Response, Family Advocacy, Military Equal Opportunity, EEO)?
  
- **Sexual Assault Research**
  - Facts: Most research about sexual assault has been done with the civilian population, primarily on college campuses.
    - We need an accurate picture of sexual assault in the military in order to develop effective strategies to prevent it.
    - We need accurate, reliable data on sexual assault prevalence and incidence in the Department of the Navy, not just on reported sexual assaults, in order to accurately evaluate our prevention/risk reduction efforts.
    - Much of the research on sexual assault in the military has been done with victims who are seeking help at the VA or with recruits coming into the military, which does not present an accurate picture of sexual assault in the Department of the Navy.
    - There are experts in the civilian world who have been doing solid research on this issue for more than thirty years.
    - There is some skepticism in the military about using research done on college campuses.
  - Challenges:
    - How do we effectively utilize the civilian experts so that we do not have to reinvent the wheel?
    - How do we persuade the skeptics that the civilian research can be highly relevant to our efforts?
    - How do we use the available research to assist in our efforts to develop effective prevention strategies for the Department of the Navy?

- How do we collect accurate, reliable prevalence and incidence data for the Department of the Navy so that we can measure success?
- **Program Evaluation**
  - Facts: We have data on reported sexual assaults, but most sexual assaults are never reported.
    - The success of prevention efforts is difficult to measure.
    - Most prevention studies measure short-term attitude changes, rather than long-term behavioral changes.
    - In order to measure the efficacy of prevention efforts, we need to be able to compare prevalence and incidence before and after prevention program implementation.
    - Evaluation strategies must be developed at the beginning of the program development, not as an after-thought at the end.
    - In order to accurately assess whether prevention/risk reduction strategies work, we need to engage experts on evaluation from the beginning to help devise a program implementation strategy.
  - Challenges:
    - How do we implement the prevention/risk reduction strategy in such a way that we can evaluate its success?
    - How do we measure long-term behavioral changes, as well as short-term attitude changes?
- **Accountability**
  - Facts: Many sex offenders are serial predators who commit numerous acts of interpersonal violence.
    - Holding perpetrators accountable for their acts is a crucial part of any prevention/risk reduction strategy.
    - The vast majority of sexual assaults reported in the military are one military member on another military member.
    - It takes a great deal of courage for a sexual assault victim to come forward and report a sexual assault.
    - A reported sexual assault also provides us with a window of opportunity to investigate the alleged assailant.
    - Holding sexual assault victims accountable for collateral misconduct has a dramatic chilling effect of victims' willingness to report sexual assaults and participate in the legal process.
  - Challenges:
    - How do we increase successful investigation and prosecution of sexual assaults?
    - How do we ensure that perpetrators receive sanctions commensurate with the harm they cause?
    - How do we address collateral misconduct without creating a chilling effect on reporting, but still enable commanders to maintain good order and discipline?

## **Lessons Learned and Recommendations: Critical Components for an Effective Sexual Assault Prevention Strategy**

A successful Department of the Navy sexual assault prevention/risk reduction program must:

- **Have leadership support from the highest to lowest levels**
  - Leadership support is absolutely critical.
  - Department of Navy, Navy and Marine leadership must be involved and supportive from the highest level down through the entire chain of command.
  - Prevention efforts cannot succeed without the active buy-in, support and participation from leadership at every level.
  - Everyone is responsible for and has a role in sexual assault prevention.
  - All stakeholders must be involved in developing, implementing and evaluating a sexual assault prevention strategy.
  
- **Involve systematic cultural change**
  - Recognize that prevention is a long-term, difficult problem that cannot be solved by showing Sailors and Marines a DVD. The program must be sustained over time and reinforced by leadership at every opportunity.
  - Approach sexual assault prevention in the context of the Department of the Navy climate and culture as a whole (both positive and negative aspects), which includes:
    - Core values and higher standards;
    - Gender roles and stereotypes;
    - Pornography;
    - Attitudes and treatment of women;
    - Trafficking;
    - Homophobia;
    - Rank and hierarchy;
    - The chilling effect of holding victims accountable for collateral misconduct; and
    - Language and culture.
  
- **Be based on the actual dynamics of sexual assaults, rather than myths and stereotypes**
  - Gear prevention efforts towards those who can actually prevent the crime, perpetrators, facilitators and bystanders, not just potential victims.

- Focus primarily on nonstranger sexual assault, which constitutes the vast majority of sexual assaults. Still need to address stranger rape.
- Focus on how predators operate and the climate that allows them to remain undetected. Most “prevention” program focus solely on potential victims.
- Take into account the intersection of sexual assault, sexual harassment, domestic violence and stalking.
- Address issues related to male victims.
- **Include an interactive, skill-building bystander intervention component**
  - Incorporate a comprehensive, interactive bystander intervention program, which teaches Sailors and Marines the skills they need to intervene, just like we teach them other necessary skills.
  - Include strategies that can be used by all personnel at every level.
- **Include a mechanism for marketing and reinforcing your message**
  - Recognize that subordinates will only take the message as seriously as leadership takes it.
  - Include a carefully-constructed communication strategy and social marketing campaign to market the message and stimulate discussion about the issues.
  - Recognize that this is not just a poster campaign; it requires leadership support at every level.
- **Be tailored to the participants’ level of responsibility and developmental stage**
  - Tailor the program to the audience, based on the audience’s experience, education and level of responsibility. We cannot just focus on the young, enlisted population. We must take into account the role of rank and hierarchy.
  - Develop specific materials and programs for leadership which addresses their role and their additional level of responsibility.
  - Develop specific programs and materials for all first responders.
  - Involve men in holding other men accountable.
  - Involve women in prevention efforts, as well as in risk reduction education.

- Provide separate programs for leaders, for men and for women, wherever possible.
- **Carefully distinguish between prevention and risk reduction**
  - Include risk reduction strategies for potential victims that take into account the specific dynamics of sexual assault in the military, including:
    - Higher incidents of prior sexual assault;
    - That military victims have less mobility;
    - Rank and hierarchy; and
    - Issues related collateral misconduct.
- **Address the role of alcohol in sexual assaults**
  - Change how we address the role of alcohol in sexual assaults.
  - Address the role of alcohol in sexual assault, especially the way in which perpetrators use alcohol deliberately as a weapon to make victims more vulnerable, less likely to report, and less likely to be believed.
- **Be evidence-based and carefully evaluated**
  - Be based on solid, ongoing research about sexual assault prevalence, incidence and dynamics in the Department of the Navy.
  - Incorporate an evaluation component right from the beginning so that the Department of the Navy can measure whether the prevention/risk reduction strategies are effective.
  - Build on successes of existing Navy and Marine Corps' programs.
  - Involve civilian experts to benefit from their years of experience and avoid reinventing the wheel.
  - Incorporate the lessons learned by the other Services.
- **Recognize the critical importance of accountability**
  - Hold perpetrators accountable to the fullest extent possible in order to prevent them from offending again.
  - Hold leaders accountable for creating a climate that does not foster or condone discrimination or allow sexual assault predators to operate.

<b>Presenter:</b>	<b>Gail Stern, M.Ed</b>
<b>Presentation Title:</b>	<b>Victim Blaming: From Argument to Education</b>

**The key messages in my presentation:**

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

**My recommendations to the U.S. NAVY:**

1. **Ensure alignment of the behavior of your leaders, peers and subordinates with your prevention message.** Challenge behavior and language that is out of alignment with sexual violence and harassment prevention; this will reinforce your initiatives in this area. In addition, reward those who stand up to the behaviors you are trying to eliminate.
2. **Ensure alignment in your non-issue-related programmatic efforts with the U.S. NAVY's sexual violence prevention objectives:** eliminate entertainers, televised entertainment, and advertising materials that undermine or contradict the messages of the Navy's sexual violence prevention initiatives.
3. **Seek out leadership at all levels who have the respect of their peers and subordinates to take on a public role in responding to the issues related to sexual violence prevention.** Have these individuals receive all the available training on the content, so that they may model its importance to others.

## 2011 NAVY SEXUAL ASSAULT SUMMIT

David Lisak

“How Predators Pick Their Prey: Understanding Offender-Victim Dynamics”

Tuesday, May 3, 2011

### Objectives

Participants will understand:

1. The behaviors and characteristics of non-stranger sexual offenders;
2. The impact of sexual assault on victims
3. Common “paradoxical” behaviors displayed by victims;
4. The frequency of false allegations of sexual assault;
5. Key implications of above for investigation, prosecution & prevention.

### Recommendations

1. Implement a permanent program of specialized training for investigators and prosecutors of sexual assault cases.
2. Ensure that sexual assault cases are handled by experienced prosecutors who have been specially trained for non-stranger cases.
3. Implement Navy-wide bystander education program tailored to the Navy’s unique culture and circumstances.

## How Predators Pick their Prey

David Lisak, Ph.D.

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## Preying on Vulnerability



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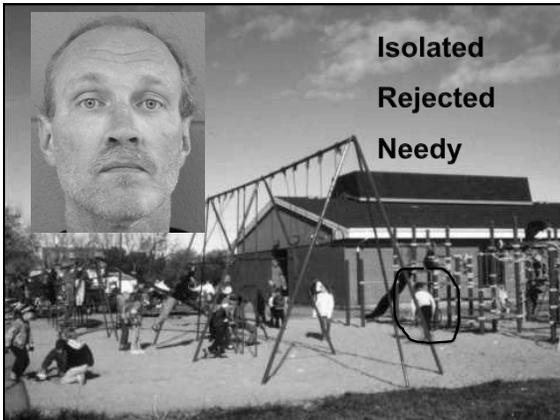
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Isolated  
Rejected  
Needy

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**Predators can be very good at detecting the subtle signs of prior trauma.**

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**Re-victimization:  
Facts & Dynamics**

- **Women sexually abused as children are 3 – 5 times more likely to be assaulted as adults**
- **Many predators can detect subtle signs of vulnerability and fear**
- **Abused women may be less able to protect boundaries or perceive subtle signs of threat or intimidation**

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## Key Facts About Sexual Predation

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## Key Fact Number 1

**Sexual predators are  
few in number.**

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## Very Few Men Rape

- Calhoun et al. (1997): 6.0%
- Koss et al. (1987): 4.4%
- Lisak & Roth (1988): 6.4%
- Ryan (1998): 5%
- Merrill et al. (2001): 10.9% \*
- Lisak & Miller (2002): 6.4%
- Carr & VanDeusen (2004): 4.0%

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## Key Fact Number 2

**Stranger rape is the rarest type of sexual assault.**

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## Vast Majority of Rapes are Non-stranger

**85% are non-stranger**

**Typically not "dates"**

**Offender looks for potential victims at bars & social events**



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## Key Fact Number 3

**Most rapists are serial offenders.**

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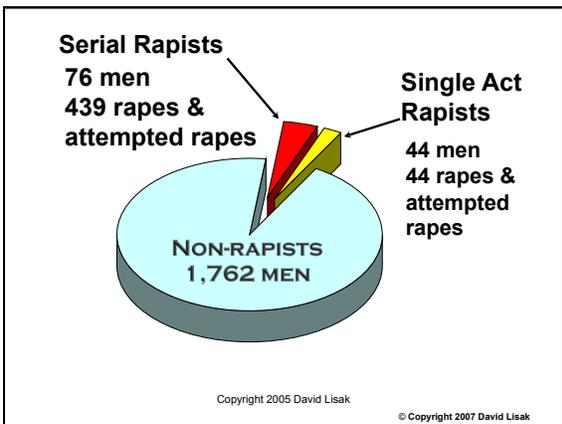
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**Violence Committed by Serial Rapists**

**The 76 Serial Rapists Committed:**

- 49 sexual assaults**
- 439 rapes & attempted rapes**
- 66 acts physical abuse of children**
- 277 acts sexual abuse of children**
- 214 acts of battery**

**Total: 1,045 offenses**

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### Serial Rape by Undetected Rapists: 2009 U.S. Navy Study

- 1,146 men assessed: 13% rapists
- 71% of rapists were serial offenders
- Serial offenders averaged 6 rapes

McWhorter, S.K., Stander, V.A., Merrill, L.L., Thomsen, C.J., & Milner, J.S. (2009). Reports of rape  
reperpetration by newly enlisted males. *Journal of Interpersonal Violence, 24*(12), 204-218.

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### Serial Rape by Undetected Rapists: Comparing Two Studies

63% Serial Rapists



91% of all rapes by  
serial rapists

71% Serial Rapists



95% of all rapes by  
serial rapists

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### Key Fact Number 4

**Most rapes involve  
planning & premeditation.**

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**Rapists Plan their Assaults**

**Assaults are not “accidents”**

**Not caused by “circumstances”**

**Rapists look for vulnerability and then exploit it**

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**Key Fact Number 5**

**Alcohol DOES NOT cause rape.**

**Alcohol is the rapist’s weapon of choice.**

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**Key Fact Number 6**

**False allegations of rape are rare.**

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### The Issue of False Reports



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### Why So Much Heat?

1. Being falsely accused of anything is extremely painful and damaging
2. Being falsely accused of rape can be catastrophic
3. Historically, rape victims routinely discounted, disbelieved and shunned
4. Rape victims routinely subjected to vicious personal attacks

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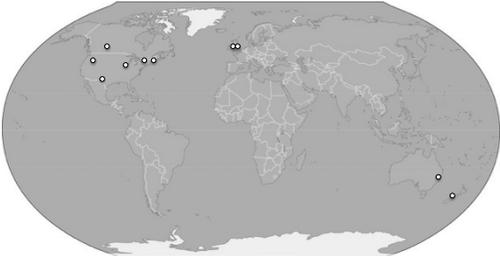
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### The Study of False Reports Across the Globe



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## False Rape Allegations The Research

- British Home Office Study (2002) <sup>1</sup>
  - 8% reported by police; 3% after re-definition
- Australian Study (2006) <sup>2</sup>
  - 2% classified by police
- EVAW Int. Study (2008) <sup>3</sup>
  - 7.1% reported by police
- Lisak et al. (2008) <sup>4</sup>
  - 5.9% reported by police

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## False Reports of Rape: The Research



### The Boston Study



- Lisak et al. (2010):
  - Major northeastern university
  - All sexual assault cases 1998 – 2007
  - 2 independent teams of coders
  - Reviewed each case report
  - Interviewed investigators
- 5.9% false reports

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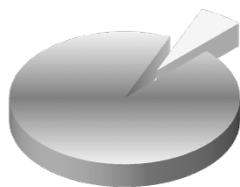
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## Reality: Few Rapes are “False Reports”



Of rapes reported to the police, 8%, or less, are false

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**Key Fact Number 7**

**Understanding the biology and psychology of victim behavior is CRUCIAL.**

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**“Paradoxical” Behaviors**

- She didn’t fight
- She didn’t scream
- She didn’t report
- She didn’t seek help
- She didn’t call it rape
- She talked to him afterward



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**“Paradoxical” Behaviors**

- She didn’t fight
- She didn’t scream
- She didn’t report
- She didn’t seek help
- She didn’t call it rape
- She talked to him afterward

} Tonic Immobility



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# Implications for Investigation & Prosecution

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## Key Implication Number 1

Protect the community by  
**TARGETING THE PREDATOR.**

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## Remember this slide?

63% Serial Rapists



91% of all rapes by  
serial rapists

71% Serial Rapists



95% of all rapes by  
serial rapists

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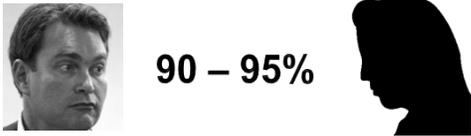
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**When a victim reports a sexual assault, what is the likelihood that the perpetrator was a serial offender?**



**90 – 95%**

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**Targeting the Predator**



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**Key Implication Number 2**

**When interviewing the victim, apply understanding of biology and psychology.**

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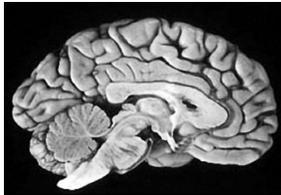
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**Traumatic memories:**

**Are fragmented & sensory...**

**Are encoded as disconnected fragments...**

**Are hard to willfully retrieve...**

**And are triggered by unforeseen cues**

**Phenomenology of Traumatic Memory**

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**Trauma, Memory & Language:  
Lessons for Investigation**

**1. Don't push for what the victim cannot provide:**

- Sequence; context; peripheral details

**2. DO elicit raw data:**

- Sensory experience: sights, smells, sounds, etc.

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**Key Implication Number 3**

**Fight back against the consent defense.**

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## Fight the Consent Defense on Equal Ground

### Assess Victim for Post Rape Evidence

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## Post-Rape Changes



- Posttraumatic Stress Disorder
- Depression, suicidal thoughts
- Sleep disturbance
- Increase in substance use
- Emotional volatility/erratic behavior
- Decline in job functioning

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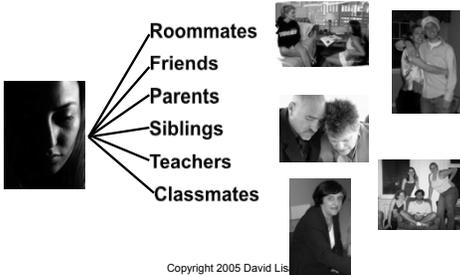
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## Avenues of Investigation for Post-rape Evidence



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## Objectives of Presentation:

1. Provide an overview of the advantages to the bystander approach in Sexual Assault Prevention efforts.
2. Provide an overview of the Green Dot Prevention Strategy including the scientific foundation, curricular components, and preliminary research support.
3. Provide specific recommendations for Navy/Marine Corps leadership to maximize the effectiveness of their Sexual Assault Prevention efforts.

## What leaders can do:

**1. Model personal ownership/commitment** - We cannot expect our subordinates to do something we are not willing to do ourselves. Leaders can have a powerful impact if they are willing to discuss and demonstrate their own commitment to this issue in both formal and informal settings. By modeling that one of their values is a commitment to Sexual Assault Prevention, leaders will be more likely to instill this value in their subordinates.

**2. Talk openly about what makes it hard** (for all of us) to be proactive bystanders – A variety of factors can make it difficult to be a proactive bystander. Leaders are strongly encouraged to recognize explicitly the reality of barriers to action and create a safe environment to engage in realistic conversations.

**3. Anticipate and avoid historical points of resistance** that have previously kept men and women from aligning with this issue. Leaders can increase the engagement of their subordinates in Sexual Assault Prevention efforts by using gender inclusive language, examples and statistics; disentangling violence prevention efforts from gender equity discussions; and focusing on the positive role men and women can all play as bystanders.

The Green Dot Violence Prevention Strategy

Dorothy J. Edwards, Ph.D.  
Executive Director

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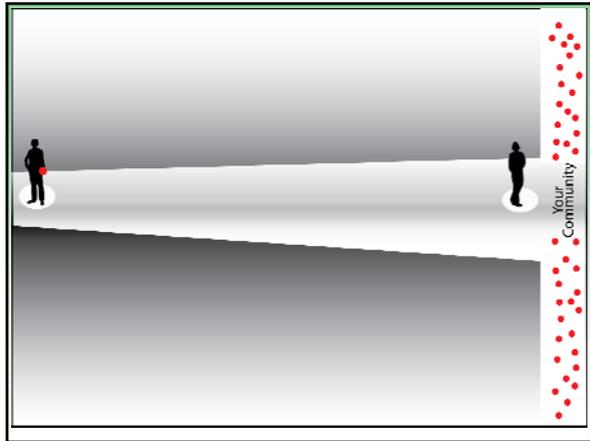
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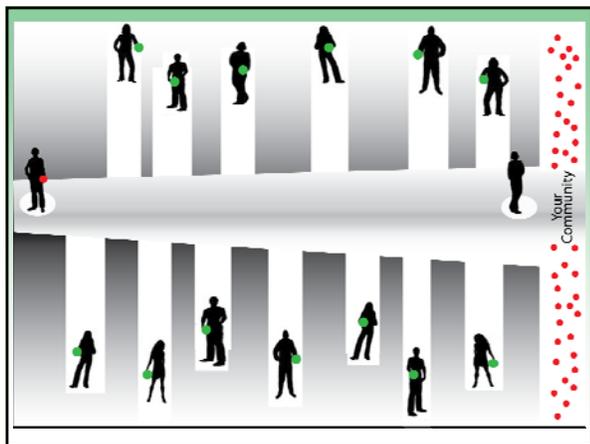
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### Advantages to Bystander Approach

- Bystander research gives us the roadmap to **mobilize our communities** to action.
- Bystander approach allows us to **talk honestly** about obstacles to action so that realistic solutions can be generated.
- Bystander Approach allows us to finally get away from **historical obstacles** that have persistently kept men and women from aligning themselves with this issue.



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### Green Dot



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### Green Dot Prevention Strategy

Curriculum – Part 1: Persuasive Speech

Curriculum – Part 2: Bystander Training

- Connect participants to their role as bystander
- Cue participants to observable behaviors
- Honest discussion about obstacles to action
- Generate realistic Green Dot solutions



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### Scientific Basis

- Violence Against Women
- Bystander Literature
- Diffusion of Innovation
- Perpetrator Behavior
- Marketing/Branding




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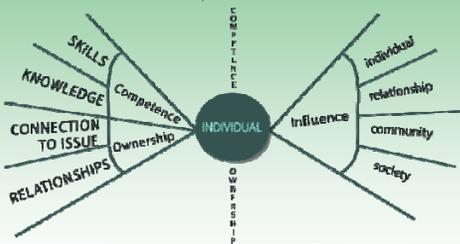
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### The Butterfly Model of Community Mobilization




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### The Intersection of Green Dot with the Socioecological Model




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## Green Dot Prevention Strategy

### Implementation

- Maximize current formal and informal infrastructure for shaping community values
- Strategically launching a new program
- Social diffusion/Early Adopters
- Delivery Matters



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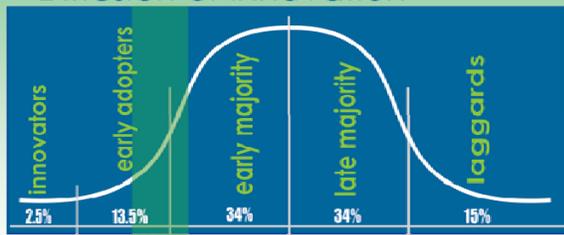
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## Process of Culture Change: Diffusion of Innovation



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## Preliminary research support

- Exposure to the Green Dot curriculum significantly increased proactive and reactive bystander behaviors:
  - Green Dot persuasive speech alone increases proactive and reactive bystander behaviors.
  - Bystander training has an even greater impact on observed and reported proactive and reactive bystander behavior
- Ongoing research projects



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What Leaders Can Do:

- Model personal ownership and commitment
- Explicitly recognize barriers to action
- Anticipate and avoid historical points of resistance



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Green Dot Prevention Strategy

sayre@livethegreendot.com

edwards@livethegreendot.com



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## Overview

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The Green Dot strategy is a comprehensive approach to sexual violence prevention that capitalizes on the power of natural peer influence. Though it targets all community members as potential bystanders, Green Dot places emphasis on individuals with widespread social influence. It seeks to equip them with the basic knowledge and skills necessary to integrate moments of prevention within existing relationships and daily activities – both personal and professional.

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## Training Framework

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A frequently insurmountable obstacle that faces programs attempting to address sexual violence is the negative stigma surrounding the issue. To engage more individuals, Green Dot frames its entire prevention plan within a whole new “brand.” By using new language, images, approaches and implementation strategies, Green Dot has attained significant success in engaging men and women who have been historically marginalized and/or hostile to the issue.

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## Core Components of Green Dot Prevention Strategy

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- 1. Green Dot avoids historical approaches that have been ineffective at reducing violence and have often resulted in negative reactions from participants. To avoid the mistakes of the past, Green Dot:**
  - Does not argue about common myths associated with sexual violence because engaging in the argument often results in more entrenched beliefs and further alienation from the issue.
  - Does not have separate approaches for men and women because the gender specific approaches have exacerbated the gender divide associated with this issue.
  - Does not try to solve every issue related to sexual violence in one sitting (i.e., try to end rape and eradicate laughing at sexist jokes), because doing too much too soon often results in participants dismissing with “those people make everything a big deal.”
- 2. Green Dot implementation strategy is based on Social Diffusion Theory and the Public Health model.**
  - Caring about sexual violence cannot be mandated. An effective strategy is going to depend on persuasion. Targeting those with most social influence maximizes the impact of each training hour.
  - Effective prevention strategies include addressing the issue at all levels of the socio-ecological model. Green Dot’s broad lens of “bystander” incorporates individuals from every level of the social ecology.
- 3. Green Dot utilizes marketing, advertising and communication research to shape dissemination techniques.**
  - To avoid participant fatigue and cynicism, Green Dot is cautious about over-using direct social marketing approaches (i.e, poster campaigns). Instead, utilizing more subtle techniques of persuasion supported within the marketing research: building trusting relationships between the “spokesperson” (educator) and the target population; decreasing obstacles to “buying” (intervening); and, framing messages in a way that highlights the congruence between bystander intervention and the values and priorities of the target population.
  - Research within the field of Instructional Communication makes clear the importance of an effective educator. The research provides clear and specific characteristics of effective educators, which are integrated into the Green Dot train-the-trainer.

**OVC**  
Office for Victims of Crime *Putting Victims First*

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**Office for Victims of Crime (OVC)**  
Office of Justice Programs  
U.S. Department of Justice

Joye E. Frost, OVC Acting Director

2011 Department of the Navy Sexual Assault Prevention Summit  
May 3, 2011  
3:30 – 4:00 p.m.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

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**Office for Victims of Crime**

OVC is committed to enhancing the Nation's capacity to assist crime victims and to providing leadership in changing attitudes, policies, and practices to promote justice and healing for all victims of crime.



[www.ovc.gov](http://www.ovc.gov)

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**OVC**  
Office for Victims of Crime *Putting Victims First*

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**OVC Fast Facts**

- Established in 1988 through an amendment to the Victims of Crime Act (VOCA) of 1984.
- Administers the Crime Victims Fund (the Fund).
- Channels funding for victim *compensation* and *assistance* throughout the United States.
- Raises awareness about victims' issues.
- Promotes compliance with victims' rights laws.
- Delivers training and technical assistance, informational materials, publications and products to victim assistance professionals.

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 Office for VICTIMS OF CRIME *Putting Victims First*

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### Crime Victims Fund

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- Authorized by the Victims of Crime Act (VOCA) of 1984, as amended, Title 42 U.S.C. §§ 10601-10608.
- The Fund is comprised of fines, criminal penalties, and bond forfeitures from convicted federal defendants—*no taxpayer dollars are used.*
- The Fund was one of the first major sources of funding to support national efforts to assist crime victims and the only federal source to address victims of all types of crimes.
- The USA PATRIOT Act of 2001 amended VOCA to authorize receipt of gifts, donations, and bequests from private entities or individuals.

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 Office for VICTIMS OF CRIME *Putting Victims First*

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### Fund Growth

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- Substantial and growing amounts collected from convicted federal defendants each year has resulted in the Fund reserve monies in excess of \$4.95 billion.
- The Fund is the first and major federal source of support for all crime victims.
- The Fund supports a wide array of state, local, federal, military, and tribal programs and services for crime victims.

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 Office for VICTIMS OF CRIME *Putting Victims First*

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Transforming Victim Services

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- The goal of the Vision 21: Transforming Victim Services initiative is to expand the vision and impact of the crime victim services field.
- Vision 21 projects will examine the current framework of the crime victims field in the United States.
  - The Role of the Victim Services Field
  - Capacity Building
  - Enduring Challenges
  - Emerging Challenges
- Literature reviews will provide a foundation for the examination.
- Stakeholders from traditional and non-traditional arenas will convene to make recommendations for effectively transforming the field.
- A final report will synthesize the recommendations and set forth a strategy to redesign the victim services framework.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

## Training and Technical Assistance

- Family Advocacy Program, Quantico Marine Corps Base
  - October 7, 2010, Quantico Marine Corps Base, Virginia
  - The workshop addressed the dynamics of domestic violence, and encouraged participants to take a leadership stance against domestic violence within the military.
- Train the Trainer: Strengthening Military-Civilian Community Partnerships to Respond to Sexual Assault
  - March 3 - 4, 2011, Washington, DC
  - Instructs civilian victim advocates, SARCs, and JAGs how to use the *Strengthening Military-Civilian Community Partnerships to Respond to Sexual Assault* curriculum and toolkit to train civilian sexual assault advocates how to work with their local military installations and respond to victims of sexual assault who are in the military.
  - Three regional trainings are being conducted by a civilian advocate (Hallie Martyniuk), a sexual assault response coordinator (Donald Werts), and a Judge Advocate from the Air Force (Brian Teter). The three regions are San Diego, San Antonio, and Charlotte.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

## Training and Technical Assistance

- Sexual Assault Advocate/Counselor Training (SAACT)
  - September 13 – 14, 2011, Anchorage, Alaska
  - This training is designed primarily for sexual assault advocates/counselors who are volunteers or staff at rape crisis centers.
- OVC Web Forum Guest Host Session: Using Online Communications to Assist Crime Victims in the Military
  - November 2011, Online Event (<http://ovc.ncjrs.gov/ovcproviderforum/>)
  - This Session will allow participants to ask questions about best practices associated with providing online hotline services to victims of crime in the military.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

## Support for Military Branches

- Since 1994, the Office for Victims of Crime has provided funding through an Interagency Agreement (IAA) to the following agencies:
  - The United States Department of the Air Force
  - The United States Department of the Army
  - The United States Marines Corp
  - The United States Department of the Navy
  - The Bureau of Alcohol, Tobacco, Firearm, and Explosives
- The purpose of the IAA is to improve services to victims of crime by supporting the professional development of active duty Victim Witness Assistance Personnel.
- Addresses T&TA needs such as travel, lodging, per diem, registration costs for approved victim assistance conferences; and supports the development of approved training material or approved training sessions, particular for new victim specialists.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

## 6<sup>th</sup> National SART Conference

- The primary focus is to continue expanding the capacity of SARTs to promote health and healing of sexual assault victims, hold sex offenders accountable for their crimes, and realize the hope of preventing further sexual violence in their communities.
- New this year!** A Tribal Track, with an additional concentration on the complex tribal issues specific to sexual assault in Indian Country, has been added to the agenda.
- Evolution of SARTs in the Military
  - Thursday, May 26, 3:30 – 5:00




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**OVC**  
Office for Victims of Crime *Putting Victims First*



Communities considering a SART response and those that already have a SART team in place but want to improve or expand it may use the toolkit to –

- ✓ Customize their outreach to victims.
- ✓ Provide culturally specific services.
- ✓ Increase accessibility of services.
- ✓ Expand services to improve investigative and prosecutorial practices.
- ✓ Enhance multijurisdictional responses (working among local, state, federal, tribal, military, and campus jurisdictions).
- ✓ Form permanent partnerships within the community to help ensure the SART model is sustained over time.

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**OVC**  
Office for Victims of Crime *Putting Victims First*

## Contact OVC

**Office for Victims of Crime**  
Phone: 202-307-5983  
Fax: 202-514-6383  
www.ovc.gov

**OVC Training and Technical Assistance Center (OVC TTAC)**  
Phone: 1-866-OVC-TTAC (1-866-682-8822) or 703-385-3200  
(TTY 1-866-682-8880)  
Fax: 703-225-2338  
E-mail: ttac@ovcttac.org

**OVC Resource Center (OVC RC)**  
Phone: 800-851-3420 or 301-519-5500  
(TTY 1-877-712-9279)  
Ask OVC: <http://ovc.ncjrs.gov/askovc/>

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Alchemy in the Courtroom, Transforming "Victim Issues" into Gold  
David Lisak & Patti Powers

- Objectives: (1) Clarification of sexual assault victimization and the potential for successful prosecution.
- (2) Focus on specific areas of vulnerability and the means to convert perceived challenges into persuasive reality at trial.
  - (3) Energize sexual assault prevention, advocacy, investigation and prosecution with a new potential for success for victims and DON.

Recommendation: Provide training for advocacy, investigation and prosecution synthesizing insight into victimization and vulnerabilities with communication of this reality at trial. This recommendation further serves the work of prevention through education of service professionals and the judicial panel.

## Alchemy in the Courtroom

### Transforming "Victim Issues" into Gold

David Lisak

Patti Powers

Department of the Navy  
Sexual Assault Prevention Summit

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## How NOT to Identify "Victim Issues"



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## Case Study: Initial Report

- Reported 3 days after assault
- Victim was intoxicated
- Interaction with alleged perp at bar
- Large memory gaps
- Fragmented description of assault



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### Case Study: Victim's Background

- Physically & sexually abused by father
- Two prior sexual assaults in Navy (1 reported)
- Disciplined & referred for alcohol treatment
- Facing probable discharge



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### Initial Report: Identifying Trial Issues

- Reported 3 days after assault
- Victim was intoxicated
- Interaction with alleged perp at bar
- Large memory gaps
- Fragmented description of assault

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_



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### Victim's Background: Identifying Trial Issues

- Physically & sexually abused by father
- Two prior sexual assaults in Navy (1 reported)
- Disciplined & referred for alcohol treatment
- Facing probable discharge

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_



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# Alchemy in the Courtroom



**The Delayed Report**

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# Alchemy in the Courtroom



**Victim intoxication & fragmented, incomplete memory**

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# Alchemy in the Courtroom



**Prior contact with alleged assailant**

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## Alchemy in the Courtroom



**Victim's history of  
childhood abuse**

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## Alchemy in the Courtroom



**The prior sexual  
assaults**

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## Alchemy in the Courtroom



**Victim's alcohol  
issues and probable  
separation**

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**David Lisak**  
dlisakfc@gmail.com

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## ALCOHOL FACILITATED SEXUAL ASSAULT

Teresa Scalzo, Esquire  
Navy OJAG, Criminal Law Division

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## DISCLAIMER

*The views expressed herein are those of the presenter and not necessarily those of the Department of the Navy.*

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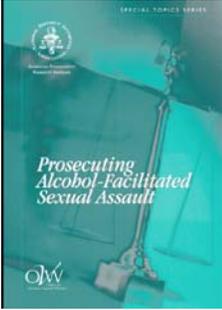
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[http://www.ndaa.org/pdf/pub\\_prosecuting\\_alcohol\\_facilitated\\_sexual\\_assault.pdf](http://www.ndaa.org/pdf/pub_prosecuting_alcohol_facilitated_sexual_assault.pdf)

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OR...  
WHO NEEDS FORCE  
WHEN YOU HAVE  
ALCOHOL???

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MOST PREVALENT TYPE OF DFR?

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## ALCOHOL AND PREDATORS

- Alcohol is legal and readily available but has the ability to severely incapacitate
- Predator can use society's belief in myths to succeed in court

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## AN OLD PROBLEM . . . .

“Woe to him who gives drink to his neighbors, pouring it from the wineskin till they are drunk so that he can gaze on their naked bodies.”

-Habakkuk 2:15 (between 608 – 605 BC)

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## ALCOHOL

- 82% of people 12 and older have used alcohol at least once in their lifetimes
- Nearly 1/2 of all Americans (12 and older) have used alcohol in the past month (approximately 109 million people)
- 42% of drug-related ED visits for 12 to 20 year olds involve alcohol

- Substance Abuse in Brief, April 2003, Volume 2, Issue 1, National Clearinghouse for Alcohol & Drug Information, Substance Abuse and Mental Health Services Administration, US Dept. of Health and Human Services ; SAMHSA, Jan / Feb. 06

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## INCIDENCE

- DMDC 2006 Workplace and Gender Relations Survey of Active Duty Members
  - Approximately one-third of respondents reported alcohol and/or drugs involved in sexual assault cases
- Department of the Navy Annual Crime Report 2007
  - Where it could be determined, 58% of victims consumed alcohol prior to the offense

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## AFSA IS UNDERREPORTED

- Sexual assault is the most underreported violent crime in society
- Victims of drug-facilitated or incapacitated rape were less likely than victims of forcible rape to report to authorities

Kilpatrick, Dean, PhD, et al, Drug-facilitated, Incapacitated and Forcible Rape: A National Study (2007)

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## WHY SHOULD WE CARE?

- Of the study participants, victims of incapacitated rape were comparable to victims of forcible rape with regard to risk for PTSD and depression but were nearly twice as likely as victims of forcible rape to have past-year substance abuse problems

Kilpatrick, Dean, PhD, et al, Drug-facilitated, Incapacitated and Forcible Rape: A National Study (2007)

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## MST AND MENTAL HEALTH

- 15.1% of women and 0.7% of men reported Military Sexual Trauma (MST) when screened by the VHA. *Kimmerling, Rachel, PhD, et al. "Military-Related Sexual Trauma Among Veterans Health Administration Patients Returning from Iraq and Afghanistan." American Journal of Public Health (June 17, 2010)*

	Women		Men	
	+ MST	-MST	+ MST	- MST
Any mental health condition	75.7	46.6	76.5	51.5
Depressive disorders	56.2	30.3	46.6	25.9
PTSD	51.1	21.5	52.5	31.8
Other anxiety disorders	29.1	16.6	28.3	16.1
Alcohol / substance use disorders	13.9	5.2	22.0	12.7
Adjustment disorders	20.6	13.4	20.9	13.4

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## WHAT IS ALCOHOL FACILITATED SEXUAL ASSAULT (AFSA)?

- Victim is **too incapacitated to consent** due to the effect of –
  - Alcohol alone
  - Alcohol mixed with drugs surreptitiously administered by assailant
  - Alcohol mixed with prescription, over the counter or recreational drugs
- Sexual assault is facilitated by alcohol

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## CHALLENGES IN PROSECUTING AFSA

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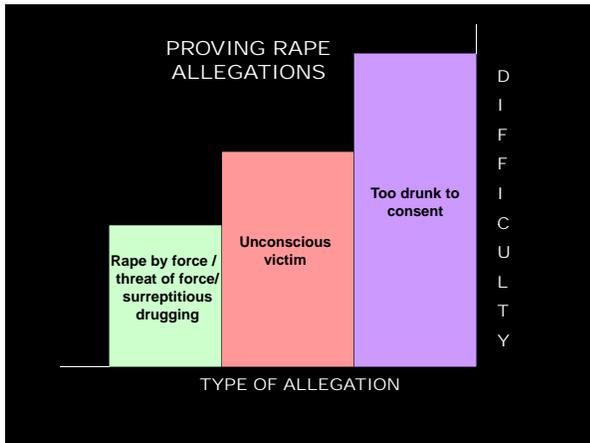
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### Article 120

- Must look at
  - Type of sexual activity
    - Sexual act
    - Sexual contact
    - Other
  - Modality
    - Force
    - Great bodily harm / bodily harm
    - Threat
    - Redering unconscious
    - Drugging
    - Incapacitated
    - Age

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## THREE CATEGORIES OF CRIMES

<p><b>1. SEXUAL ACT CRIMES</b></p> <ul style="list-style-type: none"> <li>- RAPE</li> <li>- RAPE OF A CHILD</li> <li>- AGGRAVATED SEXUAL ASSAULT</li> <li>- AGGRAVATED SEXUAL ASSAULT OF A CHILD</li> </ul>	<p><b>2. SEXUAL CONTACT CRIMES</b></p> <ul style="list-style-type: none"> <li>- AGGRAVATED SEXUAL CONTACT</li> <li>- AGGRAVATED SEXUAL CONTACT WITH A CHILD</li> <li>- ABUSIVE SEXUAL CONTACT</li> <li>- ABUSIVE SEXUAL CONTACT WITH A CHILD</li> <li>- WRONGFUL SEXUAL CONTACT</li> </ul>
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**3. OTHER SEXUAL CRIMES**

- AGGRAVATED SEXUAL ABUSE OF A CHILD
- INDECENT LIBERTY WITH A CHILD\*
- INDECENT ACT\*
- FORCIBLE PANDERING
- INDECENT EXPOSURE\*

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### PROOF LAYOUT – ADULT VICTIM

Sexual Act	Sexual Contact	Sexual Act	Sexual Contact
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Accomplished by:

- Force
- Causing GHB
- Threat/Fear of death/GHB/Kidnapping
- Rendering Unconscious
- Drugging

Accomplished by:

- Causing BH
- Threat/Fear < Death/GHB/Kidnapping
- Incapacitation

Rape

Aggravated Sexual Contact

Aggravated Sexual Assault

Abusive Sexual Contact

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## DRUNK SEX VS. RAPE / ASA

- Was the victim substantially incapacitated?

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## SUBSTANTIALLY INCAPACITATED

- ("Substantially incapacitated") (and) ("Substantially incapable") mean(s) that level of mental impairment due to consumption of alcohol, drugs, or similar substance; while asleep or unconscious; or for other reasons; which rendered the alleged victim unable to appraise the nature of the sexual conduct at issue, unable to physically communicate unwillingness to engage in the sexual conduct at issue, or otherwise unable to make or communicate competent decisions.
  - Military Judges' Benchbook, 3-45-5

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LOOK AT TOTALITY OF CIRCUMSTANCES IN DETERMINING IF VICTIM WAS SUBSTANTIALLY INCAPACITATED!!!

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## TOXICOLOGY

- Ability to prove victim's level of intoxication is critical in three ways:
  - It distinguishes drunk sex from aggravated sexual assault (must prove substantial incapacitation)
  - May have to prove victim was unconscious/asleep/ passed out (alcohol is a central nervous system depressant and acts as an anesthetic)
  - May have to show that, although victim was drinking, memory was not impacted (i.e., victim was not blacked out)

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## ALCOHOLIC DRINKS

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- **Strength:**
  - **Beer:** 4-6% ethanol by volume.
  - **Wine:** 12-15% ethanol by volume.
  - **Liquor:** 40-50% ethanol by volume.

- **Standard Drinks:**
  - Contain about 0.5 ounce (15 mL) of pure ethanol.
  - 12 oz beer = 4 oz wine = 1 oz 100-proof liquor.

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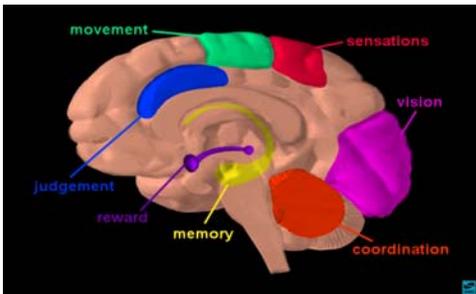
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## CNS DEPRESSION OF ETHANOL



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## CNS DEPRESSION OF ETHANOL

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- **Impairs judgment.**
- Depresses learned social and cultural inhibitions.
- Impairs self-evaluation.
- Euphoria.
- **Memory loss.**
- Shortened attention span.
- **Sedation.**

- Blurred vision.
- Nystagmus.
- Altered distance perception.
- Impaired hearing.
- **Reduced muscle coordination.**
- Increased reaction time.
- Light fixation.

*J. C. Garriott. (1996) Medicolegal Aspects of Alcohol. Tucson, AZ: Lawyers and Judges Publishing Company, Inc.*

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## RECREATING INTOXICATION

- Key to good decision making
- Investigation must provide sufficient information about the level of intoxication of suspect and victim

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## BUT THE BIGGEST CHALLENGE . . .

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## BUT HE WAS DRUNK, TOO

- “So, why wasn’t it just drunk sex?”
- Isn’t intoxication a defense?

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## THE REALITY

- Approximately 50% of all sexual assaults are committed by a man who has been drinking.

Abbey et al. (2004)

- In a nationwide survey of college students, 68% of sexual assaults involved alcohol consumption by the offender.

Fisher et al. (2003)

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## ANALYSIS

- Type of rape alleged
  - Force vs. too incapacitated to consent?
- Time and circumstances of report
  - Eye and ear witnesses
  - Why reported when reported?
- Motive to lie
- Predatory behavior on part of accused

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## PREDATOR VS. JUST SOME DRUNK GUY

- Consider the following when deciding:
  - Accused's intent
    - Degree of intoxication
    - Capacity to do other things
  - Did the accused use planning, manipulation, grooming, deception, or isolation?
  - Did accused prey on victim's vulnerabilities?
  - Did accused do anything to wear down the victim's resistance?
  - Victim selection process
  - Exit strategy

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 **WEAPONS OF THE  
NONSTRANGER RAPIST**

- Alcohol
- Grooming
- Isolation
- Pre-meditation
- Planning
- Manipulation
- Deceit
- Betrayal of trust

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**GOOD TARGET  
FOR  
PREDATOR** 

 **GOOD WITNESS  
FOR  
PROSECUTION**

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**CREDIBILITY**

**PROVABILITY**

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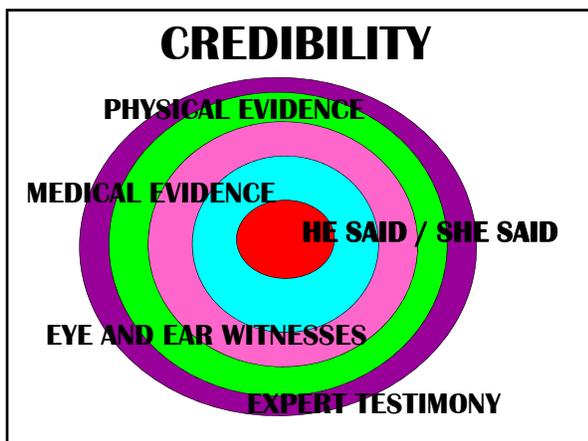
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**VICTIM'S CREDIBILITY**

1. Perception at the time of the incident
2. Memory after the incident
3. Corroboration

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**MEMORY**

- Victim's report of incident may not make sense due to memory loss or impact of drugs
- Avoid suggesting the possibility of AFSA or of trying to fill in the blanks for the victim
  - There is no VA / SARC privilege
  - What you say is fair game for defense attorneys at trial
- The importance of "little lies"
  - Attempts to fill in memory gaps may impact credibility

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## VICTIM SUPPORT

- Trauma may be increased because victim does not remember
- Victims may be confused or uncertain about what happened and / or may feel guilt or self-blame
- Victims may encounter suspicion and disbelief as a result of inability to remember
- Don't make promises but offer support
  - Yes, the trial may be hard but we will support you
  - Is the victim getting any counseling or medical care s/he may need / want?

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## Prevention Issues

- Be cautious about providing false hope
  - If training on "moral" vs. "legal" rape, make sure victims understand that we can only prosecute if the elements of the crime are met
- Educate on what sexual assault is – especially when the victim is extremely intoxicated
- Risk reduction
  - Be cautious to avoid victim blaming, but it's important to note that people you know can be dangerous, especially if you are extremely intoxicated

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Male Sexual Assault Victims – The Pain Behind the Mask(unility)  
Russell Strand, Chief, Family Advocacy Law Enforcement Training Division

Contrary to popular belief, sexual assaults committed against males is not an uncommon occurrence. Male victimization can and does have a profound effect not only on the male victim and their male counterparts, but also the females in their lives – for better or worse. This seminar will explore male gender socialization, how males are often raised in ways that hinder proper expression of emotions. How the emotions and values of male identify are formed will be discussed along with how these emotions and values are expressed and can actually hinder proper healing following sexual victimization. Participants will be presented with hard-hitting video and audio examples to assist in understanding the overwhelming and frequent maladaptive reactions to male sexual assault. Cutting-edge research and contrasts and comparisons between female and male victimization will also be presented. This presentation will be extremely beneficial to all professionals responding to male victims and the males and females in their lives. Law enforcement, mental health, health care, and criminal justice professionals as well as researchers and victim advocates will benefit greatly by this presentation. Ending violence against women can be more effectively accomplished with a better understanding of the implications and outcomes of violence against males.

Objectives:

- Identify the impact of sexual assaults against males
- Understand male biology and emotions and gender socialization effecting the development of the male identity
- Differentiate between the themes and beliefs unique to male sexual assault victims and compare them with those that are also shared with females
- Determine the risk of PTSD of males exposed to specific traumas and the impact of multilevel ecological factors
- Discuss implications for first responders and implications for intervention, investigation and victim advocacy

Recommendations:

- Add a strong emphasis on male sexual assault into already existing sexual assault prevention and response programs
- Provide additional training on the unique way in which male victims respond to sexual assault
- Work on changing the culture which would enhance reports of male victim sexual assaults

**MALE SEXUAL ASSAULT VICTIMS –  
THE PAIN BEHIND THE MASK  
(ULINITY)**



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**DISCLAIMER**

*The views expressed herein are those of the presenter and not necessarily those of the Department of Defense.*

**OH...THERE IS TROUBLING & GRAPHIC MATERIAL AS WELL...**

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**Every person is a potential victim of rape or sexual assault. Reported victims range in age from several months to 100 years. No age group is immune. No gender is immune.**

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### Myths

- Sexual assaults against males are extremely rare
- Male adult sexual assault victims must be committed by gay or bisexual men
- Heterosexual males do not sexually assault other males
- Males are less affected by sexual assault than females

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### Societal Expectations - Male Role

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graph LR; A(Results in internalization of fears) --- B(Expectation of negative reaction from disclosure); B --- C(Fear of change in sexual identity); C --- D(Fear of becoming an abuser);
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### Victim Impact

- PTSD
- 80% report alcohol abuse vs. 11% for non-victims
- Over-compensation in relationships
- Emotional mismanagement
  - Victim doesn't know how to react
  - No behavioral precedents
  - Increased High-Risk behaviors (to recapture "manly" image)
- Sexual identity fears

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## Male Victims: Special Issues



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## Male Biology and Emotions

- Male infants are biologically wired to be more emotionally reactive and expressive than females
  - Startle more easily
  - Excite more quickly
  - Less tolerance of tension and frustration
  - Distressed more quickly
  - Cry sooner and more often
- From age 2 onward, more physically active but less emotionally mature

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## Gender Socialization of Emotion

From infancy into adulthood, males and females are conditioned to experience and respond to emotions very differently

- How parents respond to their emotions
- Responses from peers, games they play
- Responses from adults – teachers, coaches, etc.
- Media messages and role models

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## Gender Socialization of Emotion

By middle of grade school boys are

- Less aware of their emotions
- Less expressive of their emotions
- Less empathic toward others – and themselves
- <sup>10</sup> ■ More vulnerable

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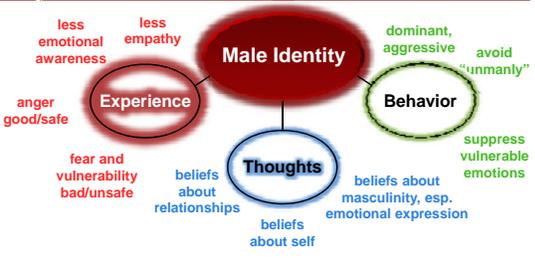
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## Male Identity: Emotions and Values



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## Conditioning & Masculine Identity

- Thoughts and beliefs important, but not the core
  - Deeply engrained schemas remain deeply engrained
  - Conditioning wires and re-wires the brain
  - Less emotional awareness, expressiveness, and empathy = Patterns of brain functioning
- <sup>12</sup>

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### Assault Conditioning vs. Male Identity

- Experience and effects of assault, especially sexual assault, totally contradict male identity
  - Victim
  - Vulnerable
  - Submissive
  - Overwhelmed
  - Intense and inescapable emotions
- Normal male gender identity not an option
- Can shatter male identity – extreme negative beliefs and judgments about oneself
- How (try to) deal with the vulnerable emotions?

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### Themes Shared with Female Sexual Assault Victims

- Fear
- Betrayal
- Helplessness
- Isolation and alienation
- Loss
- Negative beliefs about people
- Negative beliefs about oneself
- Problems with sexuality
- Self blame/guilt
- Shame/humiliation

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Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress, 7*, 525-548.

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### Themes and Beliefs Unique to Male Sexual Assault Victims

- Legitimacy
  - "Men can't be sexual assault victims."
  - "No one will believe me."
- Masculinity issues
  - "I can't be a real man if I let this happen to me."
  - "My manhood has been destroyed, stolen from me."
- Homosexuality issues
  - "Do I look gay?" "Am I gay?"
  - "Homosexuality is perverted and evil."
  - Gay/bisexual: "Happened because I'm gay/bisexual?"

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Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress, 7*, 525-548.

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"The culture's rigid gender norms harmed these men beyond creating feelings of insecurity and inadequacy. They also impeded the process of healing from sexual abuse by forcefully warning survivors away from the very capacities they needed to foster their own healing. Like all males, survivors hear from numerous sources one of the codes of masculinity: 'Don't acknowledge your pain, don't express it, and don't talk about it with anyone else.' Thus, they are compelled to reject their capacities to feel and empathize with their own pain, thereby dramatically reducing their ability to begin the process of healing the legacy of abuse."

16 Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress*, 7, 525-548.

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"Choice" aspect

- Option A: Challenge masculine norms, create own identity
- Option B: Become hyper-masculine
- Option C: Resigned to non-masculine identity
- Option IR – Ignore & Repress

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"Conditioning" aspect

- Beyond choice – beyond what you think or decide
- Emotional functioning is deeply conditioned, involves brain structures and processes outside of awareness
- Many men simply lack capacities to deal with strong vulnerable emotions
- With the right support and help, males can acquire the courage, strength, and skills needed to accept and deal with vulnerability
- Victims cannot effectively communicate their experience unless they can effectively deal with their vulnerability

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### Why Males Don't Seek Help

- Little public awareness, and ever less acceptance, of males as victims of sexual abuse/assault
- Male identity/values: Weak and unmanly to...
  - Be victimized
  - Not seek help
  - Seek help
  - Talk about victimization
  - Share vulnerable feelings

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Because they are not stupid

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### State-dependent adaptations to threat

Adaptive Response	Rest (Adult Male)	Vigilance	Freeze	Flight	Fight
Hyperarousal Continuum	Rest (Male Child)	Vigilance	Resistance	Defiance	Aggression
Dissociative Continuum	Rest (Female Child)	Avoidance	Compliance	Dissociation	Fainting
Mental State	CALM	AROUSAL	ALARM	FEAR	Trauma

Dr. Bruce Perry

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### Conditional Risk of PTSD – Males Exposed to Specific Traumas

Specific Traumas	PTSD%
Assaultive violence	6.0
Shot/stabbed	18.1
Sexual assault other than rape	15.7
Mugged/held up/threatened with a weapon	2.4
Badly beaten up	6.4
Serious car accident	1.6
Other serious accident	10.4
Natural disaster	7.3
Life threatening illness	1.2
Childs life threatening illness	17.8
Witnessing killing/serious injury	9.1
Discovering a dead body	0

Breslau, 2009

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### The impact of multilevel ecological factors

<b>Individual level factors (Victim &amp; assault)</b>	<b>Mixed findings – age, race, income, education, employment Offender-victim relationship &amp; biological factors</b>
Microsystem factors	Informal providers – family, friend, significant others Positive = less mental distress/Negative = predicts multiple negative outcomes
Meso/exosystems factors	Legal system – either very positive or very negative Medical/helping professionals – usually positive – sometimes negative
Macrosystem factors	Rape prone culture and acceptance of rape myths
Chronosystem factors	Cumulative trauma and revictimization over a lifetime
Self-blame 22	Associated w/depression & PTSD at individual level Macro/meso/exo levels exacerbates self-blame Chrono level cumulative trauma greater self-blame

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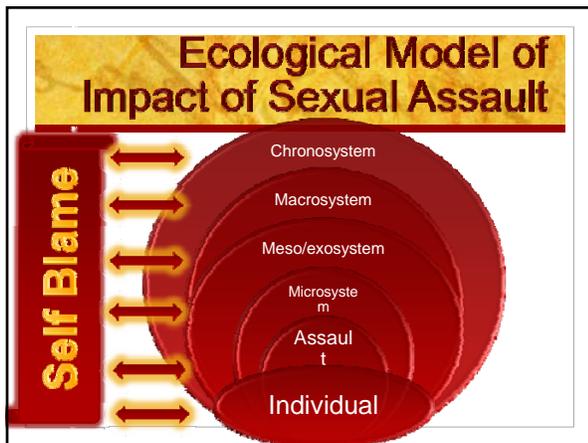
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### A Crucial Fact About Conditioning

- New conditioning does not wipe out old conditioning
  - "Extinction" = Disappearance of a previously conditioned response to same old stimulus
  - Old learning is still there in the brain
  - New conditioning only inhibits expression of old
  - Huge amount of behavioral and brain research in animals and humans has shown this
- Under "right" conditions, old responses will return, with equal or greater intensity

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**Implications for Responders**

- Understand and educate others about how gender socialization can shape male victims' **pre** and post-assault emotions, beliefs, values, behaviors
- Understand and educate others about our own biases that can shape one's responses to male victims
  - Beliefs about men as victims
  - Beliefs about how men should seek help
  - Beliefs about how men should cope and recover
  - Responses to complex or "difficult" victims

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**Empathic Listening**

- Listening with genuine connection and respect can be **extremely** supportive, validating, healing – even if you initially “don't know what to say”
- For some men, it is **not** empathic to focus on feelings
- Understand and utilize principles of responding to critical incident stress

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**What pushes your buttons?**

- We all have personal biases, resulting from our own unique conditioning
- Who or what “pushes your buttons”?
  - Angry men?
  - Men who cry?
  - Depressed men?
  - Gay or bisexual men?
  - Men who try to cope with alcohol or drugs?
  - Men who say it's happened to them before?

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**So...what do we do with all of this?**

- Understand not all men are the same
- Not all men will react the same
- Meet the man where he is at
- Understand this man is...
  - A human being in need
  - A family member as a son, father, husband, friend

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2011  
Department of the Navy  
Sexual Assault Prevention Summit

**Presenter:** Stephen M. Thompson, Director – Sexual Aggression Services, Central Michigan University

**Presentation:** “No Zebras (Bystanders) – No Excuses, The Realities of Sexual Aggression.”

**Objectives:**

1. After seeing this presentation, participants will be able to explain how negative myths concerning sexual assault were formed and their effect on societal attitudes.
2. After seeing this presentation, participants will be able to define sexual assault and describe the differences between consent and coercion.
3. After seeing this presentation, participants will be able to list the most common characteristics of the “Nice Guy”.
4. After seeing this presentation, participants will be able describe the sequence of behavior involved with sexual assault.
5. After seeing this presentation, participants will be able discuss the impact phase of rape trauma, and its effect on survivor behavior.
6. After seeing this presentation, participants will be able to describe the Bystander Process and how to engage bystanders in sexual assault prevention.

**Recommendations for SAPR Programming:**

Because the “No Zebras....” DVD has been studied and shown to effect rape acceptance myths, and likelihood to intervene, I would suggest it to be shown with facilitation. The facilitator should reinforce behaviors that would be specific to the population by leading discussion that addresses what the participants would do in general situations and situations unique to the Navy. Additionally the laws, as well as policies and procedures specific to the Navy should be discussed. (A DVD showing Navy personnel in scenarios like “Zebras..” would be very good. I would certainly be willing to help with this project, should it be considered. )



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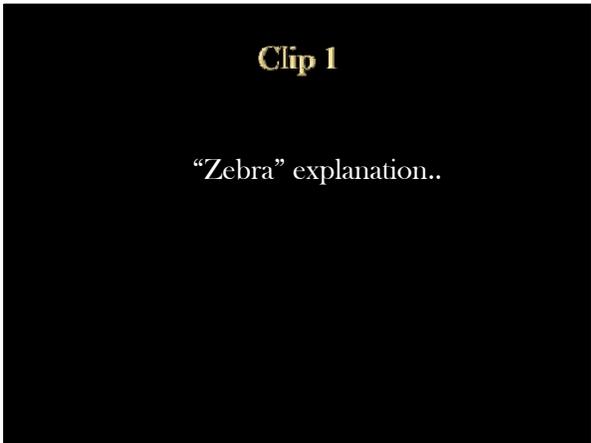
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*You end the Zebra mentality by:*  
*Noticing*  
*Interpreting*  
*Taking Action*

☐ *"It is not the people who do evil that scare me as much as those who watch it happen and do nothing."*

Einstein

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**HOW?**

By understanding seven simple facts!!

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**1. Three voices, negative voices, have shaped the way our courts, media, society and individuals view sexual aggression.**

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## Sexual Assault

□ Sexual assault is *anytime, anyone* does *anything* of a sexual nature where there is not consent. Consent can not be given or withheld when one is drunk, or drugged.

□ <b>Consent</b>	<b>Coercion</b>	<b>Force</b>
<i>Mutual</i>	<i>Self-Centered</i>	<i>Intimidate</i>
<i>Welcome</i>	<i>Pressure</i>	<i>Threaten</i>
<i>Desirable</i>	<i>Deceive</i>	<i>Fear</i>

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## Clip 2

### "No Zebras..." Party Scene

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You are at that (a) party, you see someone trying to get an obviously drunk person to go to their place and have sex. This person is way past buzzed!

#### OUR THOUGHTS:

- They are both adults.
- Can she/he consent if drunk?
- What about the initiator?
- Does he/she have more status?
- Will they listen?
- Is this my responsibility?
- What should I do?

#### OUR OPTIONS:

- Do nothing, its not my business.
- Talk to the initiator.
- Get others to help.
- Have one of their friends get them home.

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4. Men who sexually assault someone they know are "Nice Guys" who plan their conquest.

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### Clip 3

One on one "No Zebras..." scene.

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### THE "NICE GUY" BEHAVIOR



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5. False reporting is extremely rare!!!

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6. Survivors response when confronted is self preservation. Helping a survivor means listening and believing.

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***IMPACT PHASE OF TRAUMA***  
***Survivors Reaction***

- *Helpless*
- *Shock*
- *Fear*
- *Disbelief*
- *Powerless*
- *Immobilized*



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**7. YOU ARE NOT ALONE! TO BE  
THE CHANGE, ASK YOURSELF,  
"WHAT WOULD I DO"....**

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**NO MORE ZEBRAS**

**Steve Thompson**  
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Alchemy in the Courtroom, Transforming "Victim Issues" into Gold  
David Lisak & Patti Powers

- Objectives: (1) Clarification of sexual assault victimization and the potential for successful prosecution.
- (2) Focus on specific areas of vulnerability and the means to convert perceived challenges into persuasive reality at trial.
  - (3) Energize sexual assault prevention, advocacy, investigation and prosecution with a new potential for success for victims and DON.

Recommendation: Provide training for advocacy, investigation and prosecution synthesizing insight into victimization and vulnerabilities with communication of this reality at trial. This recommendation further serves the work of prevention through education of service professionals and the judicial panel.

## Alchemy in the Courtroom

### Transforming "Victim Issues" into Gold

David Lisak

Patti Powers

Department of the Navy  
Sexual Assault Prevention Summit

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## How NOT to Identify "Victim Issues"



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## Case Study: Initial Report

- Reported 3 days after assault
- Victim was intoxicated
- Interaction with alleged perp at bar
- Large memory gaps
- Fragmented description of assault



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### Case Study: Victim's Background

- Physically & sexually abused by father
- Two prior sexual assaults in Navy (1 reported)
- Disciplined & referred for alcohol treatment
- Facing probable discharge



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### Initial Report: Identifying Trial Issues

- Reported 3 days after assault
- Victim was intoxicated
- Interaction with alleged perp at bar
- Large memory gaps
- Fragmented description of assault

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_



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### Victim's Background: Identifying Trial Issues

- Physically & sexually abused by father
- Two prior sexual assaults in Navy (1 reported)
- Disciplined & referred for alcohol treatment
- Facing probable discharge

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_



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# Alchemy in the Courtroom



**The Delayed Report**

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# Alchemy in the Courtroom



**Victim intoxication & fragmented, incomplete memory**

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# Alchemy in the Courtroom



**Prior contact with alleged assailant**

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## Alchemy in the Courtroom



**Victim's history of  
childhood abuse**

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## Alchemy in the Courtroom



**The prior sexual  
assaults**

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## Alchemy in the Courtroom



**Victim's alcohol  
issues and probable  
separation**

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**David Lisak**  
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## ALCOHOL FACILITATED SEXUAL ASSAULT

Teresa Scalzo, Esquire  
Navy OJAG, Criminal Law Division

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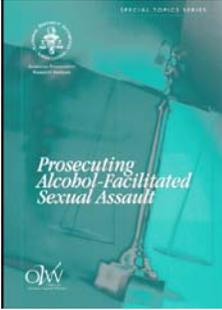
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[http://www.ndaa.org/pdf/pub\\_prosecuting\\_alcohol\\_facilitated\\_sexual\\_assault.pdf](http://www.ndaa.org/pdf/pub_prosecuting_alcohol_facilitated_sexual_assault.pdf)

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OR...  
WHO NEEDS FORCE  
WHEN YOU HAVE  
ALCOHOL???

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MOST PREVALENT TYPE OF DFR?

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## ALCOHOL AND PREDATORS

- Alcohol is legal and readily available but has the ability to severely incapacitate
- Predator can use society's belief in myths to succeed in court

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## AN OLD PROBLEM . . . .

“Woe to him who gives drink to his neighbors, pouring it from the wineskin till they are drunk so that he can gaze on their naked bodies.”

-Habakkuk 2:15 (between 608 – 605 BC)

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## ALCOHOL

- 82% of people 12 and older have used alcohol at least once in their lifetimes
- Nearly 1/2 of all Americans (12 and older) have used alcohol in the past month (approximately 109 million people)
- 42% of drug-related ED visits for 12 to 20 year olds involve alcohol

- Substance Abuse in Brief, April 2003, Volume 2, Issue 1, National Clearinghouse for Alcohol & Drug Information, Substance Abuse and Mental Health Services Administration, US Dept. of Health and Human Services ; SAMHSA, Jan / Feb. 06

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## INCIDENCE

- DMDC 2006 Workplace and Gender Relations Survey of Active Duty Members
  - Approximately one-third of respondents reported alcohol and/or drugs involved in sexual assault cases
- Department of the Navy Annual Crime Report 2007
  - Where it could be determined, 58% of victims consumed alcohol prior to the offense

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## AFSA IS UNDERREPORTED

- Sexual assault is the most underreported violent crime in society
- Victims of drug-facilitated or incapacitated rape were less likely than victims of forcible rape to report to authorities

Kilpatrick, Dean, PhD, et al, Drug-facilitated, Incapacitated and Forcible Rape: A National Study (2007)

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## WHY SHOULD WE CARE?

- Of the study participants, victims of incapacitated rape were comparable to victims of forcible rape with regard to risk for PTSD and depression but were nearly twice as likely as victims of forcible rape to have past-year substance abuse problems

Kilpatrick, Dean, PhD, et al, Drug-facilitated, Incapacitated and Forcible Rape: A National Study (2007)

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## MST AND MENTAL HEALTH

- 15.1% of women and 0.7% of men reported Military Sexual Trauma (MST) when screened by the VA. *Kimmerling, Rachel, PhD, et al. "Military-Related Sexual Trauma Among Veterans Health Administration Patients Returning from Iraq and Afghanistan." American Journal of Public Health (June 17, 2010)*

	Women		Men	
	+ MST	-MST	+ MST	- MST
Any mental health condition	75.7	46.6	76.5	51.5
Depressive disorders	56.2	30.3	46.6	25.9
PTSD	51.1	21.5	52.5	31.8
Other anxiety disorders	29.1	16.6	28.3	16.1
Alcohol / substance use disorders	13.9	5.2	22.0	12.7
Adjustment disorders	20.6	13.4	20.9	13.4

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## WHAT IS ALCOHOL FACILITATED SEXUAL ASSAULT (AFSA)?

- Victim is **too incapacitated to consent** due to the effect of –
  - Alcohol alone
  - Alcohol mixed with drugs surreptitiously administered by assailant
  - Alcohol mixed with prescription, over the counter or recreational drugs
- Sexual assault is facilitated by alcohol

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## CHALLENGES IN PROSECUTING AFSA

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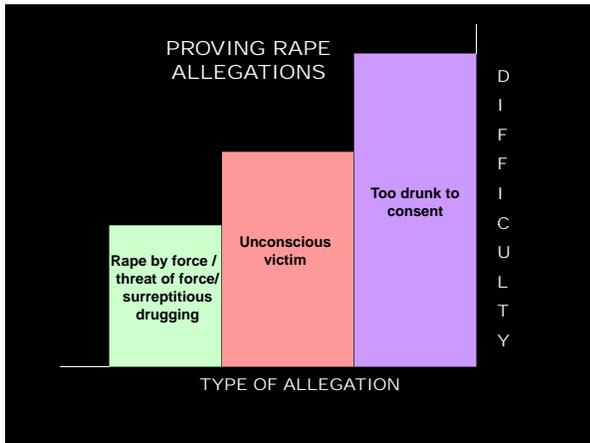
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## Article 120

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- Must look at
  - Type of sexual activity
    - Sexual act
    - Sexual contact
    - Other
  - Modality
    - Force
    - Great bodily harm / bodily harm
    - Threat
    - Redering unconscious
    - Drugging
    - Incapacitated
    - Age

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## THREE CATEGORIES OF CRIMES

**1. SEXUAL ACT CRIMES**

- RAPE
- RAPE OF A CHILD
- AGGRAVATED SEXUAL ASSAULT
- AGGRAVATED SEXUAL ASSAULT OF A CHILD

**2. SEXUAL CONTACT CRIMES**

- AGGRAVATED SEXUAL CONTACT
- AGGRAVATED SEXUAL CONTACT WITH A CHILD
- ABUSIVE SEXUAL CONTACT
- ABUSIVE SEXUAL CONTACT WITH A CHILD
- WRONGFUL SEXUAL CONTACT

**3. OTHER SEXUAL CRIMES**

- AGGRAVATED SEXUAL ABUSE OF A CHILD
- INDECENT LIBERTY WITH A CHILD\*
- INDECENT ACT\*
- FORCIBLE PANDERING
- INDECENT EXPOSURE\*

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### PROOF LAYOUT – ADULT VICTIM

Sexual Act	Sexual Contact	Sexual Act	Sexual Contact
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**Accomplished by:**

- Force
- Causing GHB
- Threat/Fear of death/GHB/Kidnapping
- Rendering Unconscious
- Drugging

**Accomplished by:**

- Causing BH
- Threat/Fear < Death/GHB/Kidnapping
- Incapacitation

Rape

Aggravated Sexual Contact

Aggravated Sexual Assault

Abusive Sexual Contact

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## DRUNK SEX VS. RAPE / ASA

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- Was the victim substantially incapacitated?

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## SUBSTANTIALLY INCAPACITATED

- ("Substantially incapacitated") (and) ("Substantially incapable") mean(s) that level of mental impairment due to consumption of alcohol, drugs, or similar substance; while asleep or unconscious; or for other reasons; which rendered the alleged victim unable to appraise the nature of the sexual conduct at issue, unable to physically communicate unwillingness to engage in the sexual conduct at issue, or otherwise unable to make or communicate competent decisions.
  - Military Judges' Benchbook, 3-45-5

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## LOOK AT TOTALITY OF CIRCUMSTANCES IN DETERMINING IF VICTIM WAS SUBSTANTIALLY INCAPACITATED!!!

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## TOXICOLOGY

- Ability to prove victim's level of intoxication is critical in three ways:
  - It distinguishes drunk sex from aggravated sexual assault (must prove substantial incapacitation)
  - May have to prove victim was unconscious/asleep/ passed out (alcohol is a central nervous system depressant and acts as an anesthetic)
  - May have to show that, although victim was drinking, memory was not impacted (i.e., victim was not blacked out)

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## ALCOHOLIC DRINKS

- **Strength:**
  - **Beer:** 4-6% ethanol by volume.
  - **Wine:** 12-15% ethanol by volume.
  - **Liquor:** 40-50% ethanol by volume.
- **Standard Drinks:**
  - Contain about 0.5 ounce (15 mL) of pure ethanol.
  - 12 oz beer = 4 oz wine = 1 oz 100-proof liquor.

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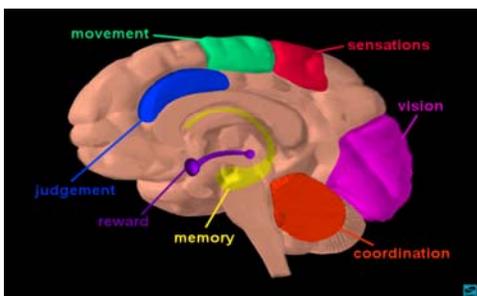
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## CNS DEPRESSION OF ETHANOL




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## CNS DEPRESSION OF ETHANOL

- **Impairs judgment.**
- Depresses learned social and cultural inhibitions.
- Impairs self-evaluation.
- Euphoria.
- **Memory loss.**
- Shortened attention span.
- **Sedation.**
- Blurred vision.
- Nystagmus.
- Altered distance perception.
- Impaired hearing.
- **Reduced muscle coordination.**
- Increased reaction time.
- Light fixation.

*J. C. Garriott. (1996) Medicolegal Aspects of Alcohol. Tucson, AZ: Lawyers and Judges Publishing Company, Inc.*

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## RECREATING INTOXICATION

- Key to good decision making
- Investigation must provide sufficient information about the level of intoxication of suspect and victim

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## BUT THE BIGGEST CHALLENGE . . .

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## BUT HE WAS DRUNK, TOO

- “So, why wasn’t it just drunk sex?”
- Isn’t intoxication a defense?

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## THE REALITY

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- Approximately 50% of all sexual assaults are committed by a man who has been drinking.

Abbey et al. (2004)
- In a nationwide survey of college students, 68% of sexual assaults involved alcohol consumption by the offender.

Fisher et al. (2003)

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## ANALYSIS

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- Type of rape alleged
  - Force vs. too incapacitated to consent?
- Time and circumstances of report
  - Eye and ear witnesses
  - Why reported when reported?
- Motive to lie
- Predatory behavior on part of accused

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## PREDATOR VS. JUST SOME DRUNK GUY

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- Consider the following when deciding:
  - Accused's intent
    - Degree of intoxication
    - Capacity to do other things
  - Did the accused use planning, manipulation, grooming, deception, or isolation?
  - Did accused prey on victim's vulnerabilities?
  - Did accused do anything to wear down the victim's resistance?
  - Victim selection process
  - Exit strategy

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 **WEAPONS OF THE  
NONSTRANGER RAPIST**

- Alcohol
- Grooming
- Isolation
- Pre-meditation
- Planning
- Manipulation
- Deceit
- Betrayal of trust

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**GOOD TARGET  
FOR  
PREDATOR** 

 **GOOD WITNESS  
FOR  
PROSECUTION**

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**CREDIBILITY**

**PROVABILITY**

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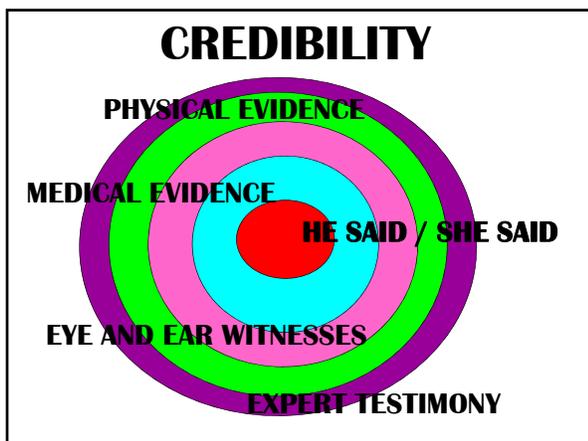
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**VICTIM'S CREDIBILITY**

1. Perception at the time of the incident
2. Memory after the incident
3. Corroboration

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**MEMORY**

- Victim's report of incident may not make sense due to memory loss or impact of drugs
- Avoid suggesting the possibility of AFSA or of trying to fill in the blanks for the victim
  - There is no VA / SARC privilege
  - What you say is fair game for defense attorneys at trial
- The importance of "little lies"
  - Attempts to fill in memory gaps may impact credibility

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## VICTIM SUPPORT

- Trauma may be increased because victim does not remember
- Victims may be confused or uncertain about what happened and / or may feel guilt or self-blame
- Victims may encounter suspicion and disbelief as a result of inability to remember
- Don't make promises but offer support
  - Yes, the trial may be hard but we will support you
  - Is the victim getting any counseling or medical care s/he may need / want?

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## Prevention Issues

- Be cautious about providing false hope
  - If training on "moral" vs. "legal" rape, make sure victims understand that we can only prosecute if the elements of the crime are met
- Educate on what sexual assault is – especially when the victim is extremely intoxicated
- Risk reduction
  - Be cautious to avoid victim blaming, but it's important to note that people you know can be dangerous, especially if you are extremely intoxicated

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Male Sexual Assault Victims – The Pain Behind the Mask(unility)  
Russell Strand, Chief, Family Advocacy Law Enforcement Training Division

Contrary to popular belief, sexual assaults committed against males is not an uncommon occurrence. Male victimization can and does have a profound effect not only on the male victim and their male counterparts, but also the females in their lives – for better or worse. This seminar will explore male gender socialization, how males are often raised in ways that hinder proper expression of emotions. How the emotions and values of male identify are formed will be discussed along with how these emotions and values are expressed and can actually hinder proper healing following sexual victimization. Participants will be presented with hard-hitting video and audio examples to assist in understanding the overwhelming and frequent maladaptive reactions to male sexual assault. Cutting-edge research and contrasts and comparisons between female and male victimization will also be presented. This presentation will be extremely beneficial to all professionals responding to male victims and the males and females in their lives. Law enforcement, mental health, health care, and criminal justice professionals as well as researchers and victim advocates will benefit greatly by this presentation. Ending violence against women can be more effectively accomplished with a better understanding of the implications and outcomes of violence against males.

Objectives:

- Identify the impact of sexual assaults against males
- Understand male biology and emotions and gender socialization effecting the development of the male identity
- Differentiate between the themes and beliefs unique to male sexual assault victims and compare them with those that are also shared with females
- Determine the risk of PTSD of males exposed to specific traumas and the impact of multilevel ecological factors
- Discuss implications for first responders and implications for intervention, investigation and victim advocacy

Recommendations:

- Add a strong emphasis on male sexual assault into already existing sexual assault prevention and response programs
- Provide additional training on the unique way in which male victims respond to sexual assault
- Work on changing the culture which would enhance reports of male victim sexual assaults

**MALE SEXUAL ASSAULT VICTIMS –  
THE PAIN BEHIND THE MASK  
(ULINITY)**



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**Every person is a potential victim of rape or sexual assault. Reported victims range in age from several months to 100 years. No age group is immune. No gender is immune.**

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### Myths

- Sexual assaults against males are extremely rare
- Male adult sexual assault victims must be committed by gay or bisexual men
- Heterosexual males do not sexually assault other males
- Males are less affected by sexual assault than females

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### Societal Expectations - Male Role

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graph LR; A(Results in internalization of fears) --- B(Expectation of negative reaction from disclosure); B --- C(Fear of change in sexual identity); C --- D(Fear of becoming an abuser);
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### Victim Impact

PTSD

80% report alcohol abuse vs. 11% for non-victims

Over-compensation in relationships

Emotional mismanagement

- Victim doesn't know how to react
- No behavioral precedents
- Increased High-Risk behaviors (to recapture "manly" image)

Sexual identity fears

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## Male Victims: Special Issues



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## Male Biology and Emotions

- Male infants are biologically wired to be more emotionally reactive and expressive than females
  - Startle more easily
  - Excite more quickly
  - Less tolerance of tension and frustration
  - Distressed more quickly
  - Cry sooner and more often
- From age 2 onward, more physically active but less emotionally mature

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## Gender Socialization of Emotion

From infancy into adulthood, males and females are conditioned to experience and respond to emotions very differently

- How parents respond to their emotions
- Responses from peers, games they play
- Responses from adults – teachers, coaches, etc.
- Media messages and role models

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## Gender Socialization of Emotion

By middle of grade school boys are

- Less aware of their emotions
- Less expressive of their emotions
- Less empathic toward others – and themselves
- <sup>10</sup> ■ More vulnerable

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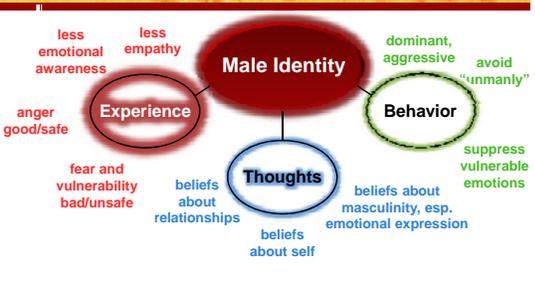
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## Male Identity: Emotions and Values



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## Conditioning & Masculine Identity

- Thoughts and beliefs important, but not the core
  - Deeply engrained schemas remain deeply engrained
  - Conditioning wires and re-wires the brain
  - Less emotional awareness, expressiveness, and empathy = Patterns of brain functioning
- <sup>12</sup>

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### Assault Conditioning vs. Male Identity

- Experience and effects of assault, especially sexual assault, totally contradict male identity
  - Victim
  - Vulnerable
  - Submissive
  - Overwhelmed
  - Intense and inescapable emotions
- Normal male gender identity not an option
- Can shatter male identity – extreme negative beliefs and judgments about oneself
- How (try to) deal with the vulnerable emotions?

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### Themes Shared with Female Sexual Assault Victims

- Fear
- Betrayal
- Helplessness
- Isolation and alienation
- Loss
- Negative beliefs about people
- Negative beliefs about oneself
- Problems with sexuality
- Self blame/guilt
- Shame/humiliation

14 Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress, 7*, 525-548.

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### Themes and Beliefs Unique to Male Sexual Assault Victims

- Legitimacy
  - "Men can't be sexual assault victims."
  - "No one will believe me."
- Masculinity issues
  - "I can't be a real man if I let this happen to me."
  - "My manhood has been destroyed, stolen from me."
- Homosexuality issues
  - "Do I look gay?" "Am I gay?"
  - "Homosexuality is perverted and evil."
  - Gay/bisexual: "Happened because I'm gay/bisexual?"

15 Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress, 7*, 525-548.

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"The culture's rigid gender norms harmed these men beyond creating feelings of insecurity and inadequacy. They also impeded the process of healing from sexual abuse by forcefully warning survivors away from the very capacities they needed to foster their own healing. Like all males, survivors hear from numerous sources one of the codes of masculinity: 'Don't acknowledge your pain, don't express it, and don't talk about it with anyone else.' Thus, they are compelled to reject their capacities to feel and empathize with their own pain, thereby dramatically reducing their ability to begin the process of healing the legacy of abuse."

16 Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress*, 7, 525-548.

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"Choice" aspect

- Option A: Challenge masculine norms, create own identity
- Option B: Become hyper-masculine
- Option C: Resigned to non-masculine identity
- Option IR – Ignore & Repress

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**Male Emotional Conditioning vs.  
Healing from Sexual Assault**

"Conditioning" aspect

- Beyond choice – beyond what you think or decide
- Emotional functioning is deeply conditioned, involves brain structures and processes outside of awareness
- Many men simply lack capacities to deal with strong vulnerable emotions
- With the right support and help, males can acquire the courage, strength, and skills needed to accept and deal with vulnerability
- Victims cannot effectively communicate their experience unless they can effectively deal with their vulnerability

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### Why Males Don't Seek Help

- Little public awareness, and ever less acceptance, of males as victims of sexual abuse/assault
- Male identity/values: Weak and unmanly to...
  - Be victimized
  - Not seek help
  - Talk about victimization
  - Share vulnerable feelings

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Because they are not stupid

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### State-dependent adaptations to threat

Adaptive Response	Rest (Adult Male)	Vigilance	Freeze	Flight	Fight
Hyperarousal Continuum	Rest (Male Child)	Vigilance	Resistance	Defiance	Aggression
Dissociative Continuum	Rest (Female Child)	Avoidance	Compliance	Dissociation	Fainting
Mental State	CALM	AROUSAL	ALARM	FEAR	Trauma

Dr. Bruce Perry

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### Conditional Risk of PTSD – Males Exposed to Specific Traumas

Specific Traumas	PTSD%
Assaultive violence	6.0
Shot/stabbed	18.1
Sexual assault other than rape	15.7
Mugged/held up/threatened with a weapon	2.4
Badly beaten up	6.4
Serious car accident	1.6
Other serious accident	10.4
Natural disaster	7.3
Life threatening illness	1.2
Childs life threatening illness	17.8
Witnessing killing/serious injury	9.1
Discovering a dead body	0

Breslau, 2009

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### The impact of multilevel ecological factors

<b>Individual level factors (Victim &amp; assault)</b>	<b>Mixed findings – age, race, income, education, employment Offender-victim relationship &amp; biological factors</b>
Microsystem factors	Informal providers – family, friend, significant others Positive = less mental distress/Negative = predicts multiple negative outcomes
Meso/exosystems factors	Legal system – either very positive or very negative Medical/helping professionals – usually positive – sometimes negative
Macrosystem factors	Rape prone culture and acceptance of rape myths
Chronosystem factors	Cumulative trauma and revictimization over a lifetime
Self-blame 22	Associated w/depression & PTSD at individual level Macro/meso/exo levels exacerbates self-blame Chrono level cumulative trauma greater self-blame

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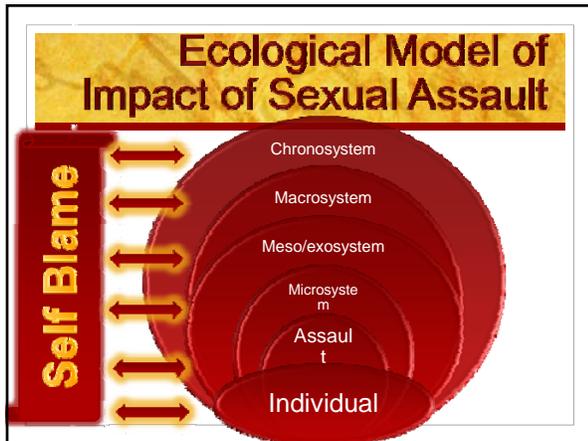
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- ### A Crucial Fact About Conditioning
- New conditioning does not wipe out old conditioning
    - "Extinction" = Disappearance of a previously conditioned response to same old stimulus
    - Old learning is still there in the brain
    - New conditioning only inhibits expression of old
    - Huge amount of behavioral and brain research in animals and humans has shown this
  - Under "right" conditions, old responses will return, with equal or greater intensity
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**Implications for Responders**

- Understand and educate others about how gender socialization can shape male victims' **pre** and post-assault emotions, beliefs, values, behaviors
- Understand and educate others about our own biases that can shape one's responses to male victims
  - Beliefs about men as victims
  - Beliefs about how men should seek help
  - Beliefs about how men should cope and recover
  - Responses to complex or "difficult" victims

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**Empathic Listening**

- Listening with genuine connection and respect can be **extremely** supportive, validating, healing – even if you initially “don't know what to say”
- For some men, it is **not** empathic to focus on feelings
- Understand and utilize principles of responding to critical incident stress

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**What pushes your buttons?**

- We all have personal biases, resulting from our own unique conditioning
- Who or what “pushes your buttons”?
  - Angry men?
  - Men who cry?
  - Depressed men?
  - Gay or bisexual men?
  - Men who try to cope with alcohol or drugs?
  - Men who say it's happened to them before?

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**So...what do we do with all of this?**

- Understand not all men are the same
- Not all men will react the same
- Meet the man where he is at
- Understand this man is...
  - A human being in need
  - A family member as a son, father, husband, friend

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2011  
Department of the Navy  
Sexual Assault Prevention Summit

**Presenter:** Stephen M. Thompson, Director – Sexual Aggression Services, Central Michigan University

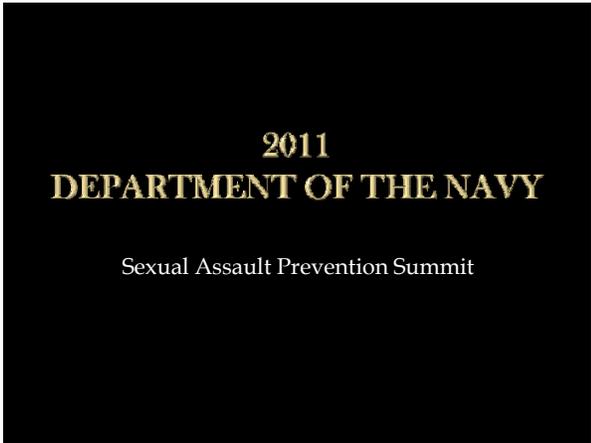
**Presentation:** “No Zebras (Bystanders) – No Excuses, The Realities of Sexual Aggression.”

**Objectives:**

1. After seeing this presentation, participants will be able to explain how negative myths concerning sexual assault were formed and their effect on societal attitudes.
2. After seeing this presentation, participants will be able to define sexual assault and describe the differences between consent and coercion.
3. After seeing this presentation, participants will be able to list the most common characteristics of the “Nice Guy”.
4. After seeing this presentation, participants will be able describe the sequence of behavior involved with sexual assault.
5. After seeing this presentation, participants will be able discuss the impact phase of rape trauma, and its effect on survivor behavior.
6. After seeing this presentation, participants will be able to describe the Bystander Process and how to engage bystanders in sexual assault prevention.

**Recommendations for SAPR Programming:**

Because the “No Zebras....” DVD has been studied and shown to effect rape acceptance myths, and likelihood to intervene, I would suggest it to be shown with facilitation. The facilitator should reinforce behaviors that would be specific to the population by leading discussion that addresses what the participants would do in general situations and situations unique to the Navy. Additionally the laws, as well as policies and procedures specific to the Navy should be discussed. (A DVD showing Navy personnel in scenarios like “Zebras..” would be very good. I would certainly be willing to help with this project, should it be considered. )



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*You end the Zebra mentality by:*  
*Noticing*  
*Interpreting*  
*Taking Action*

☐ *"It is not the people who do evil that scare me as much as those who watch it happen and do nothing."*

Einstein

© Stephen M. Thompson 2011

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**HOW?**

By understanding seven simple facts!!

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**1. Three voices, negative voices, have shaped the way our courts, media, society and individuals view sexual aggression.**

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## Sexual Assault

□ Sexual assault is *anytime, anyone* does *anything* of a sexual nature where there is not consent. Consent can not be given or withheld when one is drunk, or drugged.

□ <b>Consent</b>	<b>Coercion</b>	<b>Force</b>
<i>Mutual</i>	<i>Self-Centered</i>	<i>Intimidate</i>
<i>Welcome</i>	<i>Pressure</i>	<i>Threaten</i>
<i>Desirable</i>	<i>Deceive</i>	<i>Fear</i>

Stephen M. Thompson 2011

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## Clip 2

### "No Zebras..." Party Scene

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You are at that (a) party, you see someone trying to get an obviously drunk person to go to their place and have sex. This person is way past buzzed!

#### OUR THOUGHTS:

- They are both adults.
- Can she/he consent if drunk?
- What about the initiator?
- Does he/she have more status?
- Will they listen?
- Is this my responsibility?
- What should I do?

#### OUR OPTIONS:

- Do nothing, its not my business.
- Talk to the initiator.
- Get others to help.
- Have one of their friends get them home.

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4. Men who sexually assault someone they know are "Nice Guys" who plan their conquest.

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### Clip 3

One on one "No Zebras..." scene.

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### THE "NICE GUY" BEHAVIOR



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5. False reporting is extremely rare!!!

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6. Survivors response when confronted is self preservation. Helping a survivor means listening and believing.

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***IMPACT PHASE OF TRAUMA***  
*Survivors Reaction*

- *Helpless*
- *Shock*
- *Fear*
- *Disbelief*
- *Powerless*
- *Immobilized*



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**7. YOU ARE NOT ALONE! TO BE  
THE CHANGE, ASK YOURSELF,  
"WHAT WOULD I DO"....**

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**NO MORE ZEBRAS**

**Steve Thompson**  
Sexual Aggression Services Director  
Central Michigan University  
Phone: 989-774-6677  
Email: [thomp1sm@cmich.edu](mailto:thomp1sm@cmich.edu)  
[www.sapa.cmich.edu](http://www.sapa.cmich.edu)  
[www.stephenmthompson.com](http://www.stephenmthompson.com)

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# Talking to Sailors and Marines about Sexual Assault and Other Risk Behaviors

## Suggested Talking Points for Leaders

Alan Berkowitz, HQE  
DON-SAPRO Sexual Assault Prevention Advisor  
April, 2011

As a leader you are an important part of the prevention team that can reduce sexual assault in the Department of the Navy. You “set the tone” and serve as a role model for your Sailors and Marines that will serve to either encourage or discourage them to take this issue seriously. In addition, how you talk about sexual assault and other risk behaviors can make an important difference. Some forms of speaking are less effective, while others are more likely to have a positive impact. This list of “talking points” summarizes what we know about effective communication to address the problem of sexual assault.

1. *Focus on the positive.* What good things are Sailors and Marines doing that you would like to see more of? (For example: intervening to prevent a sexual assault, making sure that someone gets home safely, acting in a way that gives the public a positive impression of the Navy and/or Marine Corps, demonstrating intolerance of victim-blaming). As a leader you can notice and reward these positive behaviors – and engage in them yourself. You may choose to appreciate positive actions to someone in person, or anonymously in front of larger groups. It is always important to remember that most Marines and Sailors want to do the right thing and that positive reinforcement is better than negative reinforcement.
2. *Don't tell horror stories.* Telling horror stories does not work for two reasons. First, Marines and Sailors know that worst-case scenarios are uncommon and therefore may not see themselves in the situation. Second, extreme stories may normalize problem behavior by making it seem more likely to occur than is really the case. We know from extensive research that when behavior is believed to be more common than it really is, a self-fulfilling prophecy is created that in turn encourages that behavior. Besides, the majority of Sailors and Marines who want to do the right thing deserve to be encouraged, not chastised.

# Creating a Climate that Serves to Prevent Sexual Assault Recommendations for Leaders

Alan Berkowitz, HQE  
DON-SAPRO Sexual Assault Prevention Advisor  
April, 2011

What you can do to create a climate in your command that discourages sexual assault and supports efforts to end it?

1. **Reinforce the Positive.** What good things are already happening in your unit? How often have men intervened to prevent an assault? Do victims have the courage to come forward and report misbehavior? Seek out and reinforce the positive, and talk about it.
2. **Believe victims.** Your responsibility is to believe in the truth of a report until you have been given specific evidence that it is an *actual* false report. Remember that false reports account for approximately 5% of all reports. It is important that you foster a climate that believes in and supports victims, and that you speak out against and contradict all victim-blaming
3. **Understand men's "false fear of false accusation."** Most accusations are considered to be false when in fact they are not. Thus, men have a "false fear" of being accused unjustly. Remember that someone can believe that they are being falsely accused when in fact they did not have consent.
4. **Hold bystanders accountable.** In every incident there are bystanders. Are they held accountable for their non-action? Create a climate in which bystanders are expected to intervene in some way and support and appreciate bystanders who act.
5. **Seek out and hear victim stories.** One of the best ways to understand the issue of sexual assault is to hear victim stories. Create trusting relationships and appropriate confidentiality so that victims can have the opportunity to tell you their stories.
6. **Support and reinforce those working on this issue.** SARC's, VA's and others who work on this issue are often stigmatized. In your role you can support and empower them and let others know that you value their contribution to the USMC and USN.
7. **Address the larger culture that supports assaults.** Talk about pornography, sexual harassment, homophobia, seeing women as less than equal or as objects, negative attitudes towards foreign civilians, lax command culture, and other attitudes and behaviors that foster a culture that is tolerant of assault. Express your disapproval and set high expectations for what it means to be a Marine or Sailor who is committed to ending sexual assault in the Department of the Navy.

*Talking Points for Leaders, P. 2*

3. *Use examples and data to support your points.* When possible, give examples and data to support your claims. This can be in the form of stories, anecdotes, information you have gleaned from Marines and Sailors, or data collected in surveys. Remember that it is good to focus on the positive and if you decide to focus on the negative, make sure that you mention that negative behavior is not the norm (but still problematic)
4. *Talk Informally to your subordinates.* Talk informally with your Sailors and Marines – including your leadership – to find out how they really feel, especially regarding Marines and Sailors who want to do the right thing. Find out alternatives that they would prefer to more high-risk decisions. Share what you learn with them and encourage them to not be bystanders. Let them know that they are not alone in how they feel.
5. *Reward and recognize the positive attitudes and behavior.* It is human nature that when someone does something “wrong” we talk about it, but that “right” behavior often gets overlooked. Make an effort to find out when Sailors and Marines “do the right thing” and reward this positive behavior by praising them in person or by mentioning to the larger group that you are delighted to hear that someone did “the right thing.”

The “Command Climate” that you create is an important element in the prevention of sexual assault in the Marine Corps and Navy. Your language and choice of words is an important part of this climate.

## Questions for Commanders Panel

1. What do you do to support SARC's and UVA/VA's and to demonstrate a visible commitment to this program?
2. How do you get your command to take ownership of the problem of sexual assault?
3. What do you do to create a command climate that will reduce the likelihood of sexual assault in your command and inhibit perpetrator behavior? What could you do?
4. How do you create a climate in which bystanders will feel supported and rewarded for intervening in risky situations?
5. How can you create a climate that is intolerant of problem behaviors (such as sexual harassment) that serve to facilitate sexual assault?

## Resources

### **Government Organizations:**

White House

<http://www.whitehouse.gov>

DoD Sexual Assault Prevention and Response Office (SAPRO)

<http://www.sapr.mil>

Office of Violence Against Women

Department of Justice

<http://www.ovw.usdoj.gov>

U.S. Department of Education

<http://www.ed.gov/>

Centers for Disease Control and Prevention

<http://www.cdc.gov>

National Sexual Violence Resource Center

<http://www.nsvrc.org/>

National Resource Center on Domestic Violence

<http://www.nrcdv.org>

### **Department of the Navy:**

DON-SAPRO

<http://www.donsapro.navy.mil>

Commander, Navy Installations Command

<http://www.cnic.navy.mil>

Department of the Navy – OPNAVINST 1752.1B

<http://doni.daps.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-700%20Morale,%20Community%20and%20Religious%20Services/1752.1B.PDF>

Marine Corps

<http://www.marine.mil>

<http://www.usmc-mccs.org/sapro/>

### **Other Organizations:**

Military OneSource

<http://militaryonesource.com/>

Rape, Abuse, and Incest National Network

<http://www.rainn.org/>

[www.SafeHelpline.org](http://www.SafeHelpline.org)

Trafficking in Persons

<http://traffickinginpersons.com>