

Sexual Assault Prevention and Response for Department of the Navy Civilians

Table of Contents

Introduction and Course Logistics (<i>Running Time 5:44</i>).....	2
Understand and Prevent	
Introduction (<i>Running Time 2:41</i>)	9
Documentary: Continuum of Harm (<i>Running Time 3:18</i>).....	14
Continuum of Harm Review (<i>Running Time 1:22</i>)	17
Drama: Blurred Boundaries (<i>Running Time 9:51</i>).....	20
Blurred Boundaries Review (<i>Running Time 2:17</i>).....	32
Intervene and Report	
Introduction (<i>Running Time 1:52</i>)	38
Documentary: Intervention (<i>Running Time 4:04</i>)	41
Intervention Review (<i>Running Time 2:13</i>)	46
Documentary: Reporting Sexual Assault (<i>Running Time 4:36</i>).....	49
Resources for Reporting (<i>Running Time 4:25</i>)	54
Respond	
Introduction (<i>Running Time 0:45</i>)	64
Drama: Aftermath (<i>Running Time 9:32</i>).....	66
Aftermath Review (<i>Running Time 0:50</i>)	78
Documentary: Consent (<i>Running Time 1:21</i>).....	81
Consent Review (<i>Running Time 1:32</i>)	83
Documentary: The Effects of Trauma (<i>Running Time 5:21</i>).....	86
The Effects of Trauma Review (<i>Running Time 1:51</i>).....	92
Final Exam.....	98

Introduction and Course Logistics (*Running Time 5:44*)

PAGE 1

Audio: Welcome to Department of the Navy training on Sexual Assault Prevention and Response (or SAPR). This is required training for all civilians who support the Navy and Marine Corps.

On screen:

Sexual Assault Prevention and Response
for Department of the Navy Civilians

PAGE 2

Audio: If you would like to follow along with a written transcript of this training, you can download a copy by clicking on the Transcript icon located in the lower left corner of the screen, marked by the "T" symbol. You can also download the transcript from the Resources page of this training site. You can access the Resources page by clicking on "Resources" at the top of the screen.

Closed captioning is available for this course and can be activated by clicking on the Closed Captioning icon located in the lower left corner of the screen, marked by the "CC" symbol.

On screen:

(Image of course transcript)

PAGE 3

Audio: Users can access this course via screen reader software. When screen reader mode is enabled, this training course will automatically pause at the end of each screen, allowing time to review all on-screen information before continuing. Detailed instructions on how to take this course with assistive software can be found at the link provided here. You can also access these instructions from the Resources page of this training site.

If you are currently using screen reader software, use the Up and Down arrow keys to activate screen reader mode. Otherwise, click on the "RESUME" button to continue without activating these features.

On screen:

If you do not require assistive software, click here to skip this page.

Users requiring additional assistance can access this course utilizing their screen reader software. This feature is only intended for users who currently have assistive software on their computer.

(Image of "View Screen Reader Instructions" button)

Note: Activating screen reader mode without assistive software will prevent the training from running properly.

(Image of "RESUME" button)

PAGE 4

Audio: All members of the Department of the Navy play a critical role in the prevention of sexual assault. It is everyone's responsibility to set the example and engage in the highest level of professionalism.

Leaders at all levels need to be aware of the early signs of negative behaviors – such as workplace hostility, gender discrimination, or lack of respect – and respond to them with urgency.

The Department of the Navy is committed to the care and support of individuals who make the brave decision to report a sexual assault. When men and women do come forward, we need to connect them with resources in a timely and well-coordinated way. We must always provide support that is empowering and conducive to healing.

– Ms. Melissa Cohen, Director, Force Resiliency.

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

On screen:

All members of the Department of the Navy play a critical role in the prevention of sexual assault. It is everyone's responsibility to set the example and engage in the highest level of professionalism.

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Ms. Melissa Cohen
Director, Force Resiliency
Department of the Navy

PAGE 5

Audio: During this training, you will learn, among other things, what constitutes sexual assault, the importance of a safe and healthy workplace to prevention efforts, safe techniques for intervening to stop sexual assault, options for reporting sexual assault, and resources available to victims.

You will develop a better understanding of the responsibilities we all share related to sexual assault prevention and response.

Note that all definitions in this training are in accordance with Department of Defense directives and instructions.

The topics may be difficult for some participants.

On screen:

Introduction

This training will cover:

- Definition of sexual assault
- Importance of a healthy workplace
- Ways to safely intervene
- Where to report sexual assault
- Resources to help victims in their recovery

Participating in a training on a sensitive and serious subject matter, like that of sexual assault, can evoke feelings of discomfort.

This training depicts realistic scenarios.

If you desire support at any time, please click on “Resources” at the top of the page.

Click on the “RESUME” button to continue.

(Image of RESUME button)

PAGE 6

Audio: During the course of this instruction, individual training modules will be presented. We will begin with a discussion on understanding and preventing sexual assault. Then we will talk about how to intervene and report. We will conclude with a discussion on how to respond.

On screen:

Course Structure

- Understand and Prevent
- Intervene and Report
- Respond

PAGE 7

Audio: Before we begin the training modules, let's discuss the logistics involved in this web-based training.

To accommodate your work schedule, this training provides the ability for you to log out at any time. Your progress will be saved after each page you view. If you log out in the middle of the training, you will resume the training where you left off the next time you log in.

On screen:

Course Logistics

- You may log out at any time during the training
- When you log back in, you will resume training where you left off

PAGE 8

Audio: You must complete each training module in the sequence in which it is presented. However, you will be able to review any previously completed training modules by clicking on "Menu", highlighted here, and then on the training topic.

During the presentation of each training module, you will have the ability to pause the presentation, skip back and replay the training module again. If you review a module that has already been completed, you will also have the ability to skip ahead.

On screen:

Course Logistics

- Each training module must be completed in the sequence in which it is presented
- You can review previously completed training modules
- During each training module, you may pause, go back and start again

PAGE 9

Audio: Before completing a module of instruction, you will be presented with a knowledge check to ensure your understanding of the information presented to you during that module.

At the end of the module of instruction and knowledge check, click on the "NEXT" button to proceed to the next module.

On screen:

Course Logistics

- At the end of each training module, you will be presented with a knowledge check to ensure your understanding of the information presented to you
- Upon completion of the knowledge check, click on the "NEXT" button to proceed to the next training module

PAGE 10

Audio: After you have completed all of the training modules, you will be presented with a final exam to test your overall knowledge of the information presented to you in this training course. You will be required to answer 80% of the exam questions correctly in order to complete the training. You will be given three opportunities to pass the exam. If you do not pass after three attempts, you will be required to view the training again from the beginning.

On screen:

Course Logistics

- At the end of the training, you will be presented with a final exam
- You must answer 80% of the exam questions correctly to complete the training
- You will have three opportunities to pass the exam
- If you do not pass after three attempts, you will be required to view the entire course again

PAGE 11

Audio: Upon successful completion of the course, a Certificate of Completion will be provided for you to print out.

On screen:

(Image of sample course completion certificate)

PAGE 12

Audio: As previously mentioned, a Resources page has been created for this web-based training. In addition to a written transcript of the training, this page contains links to references used throughout the training. You can access these references at any time for more information regarding the topics being discussed.

If needed, information on care and support can also be found on the Resources page.

On screen:

(Image of course Resources page)

PAGE 13

Audio: Now that you have a feel for how to navigate through this web-based training, let's begin.

Click on the "NEXT" button to start the first training module, Understand and Prevent.

On screen:

Coming up next:

Understand and Prevent

(Image of "NEXT" button)

Understand and Prevent

Introduction (*Running Time 2:41*)

PAGE 1

Audio: During this module, you will learn what constitutes sexual assault and sexual harassment so you can distinguish between the two harmful behaviors.

You will learn to recognize behaviors along that continuum.

You will gain a deeper understanding of your responsibility to contribute to a professional workplace, where everyone is treated with dignity and respect.

You will understand that, in the absence of professionalism, the risk of sexual harassment and sexual assault in the workplace may increase.

On screen:

Understand and Prevent

This module covers:

- Definitions of sexual assault and sexual harassment
- Behaviors along the continuum of harm
- Your responsibility in a healthy workplace

PAGE 2

Audio: The Department of Defense defines sexual assault as, "Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent."

Although some state and local jurisdictions may use a slightly different definition, the DoD definition is the relevant definition for the purposes of this training.

Sexual assault is a criminal offense and is punishable under the Uniform Code of Military Justice and through federal and state judicial systems.

On screen:

Sexual Assault

Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent.

(Link to Click for More Information)

Department of Defense policy defines sexual assault as: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent.

The term sexual assault includes a broad category of sexual offenses punishable under the Uniform Code of Military Justice, as well as federal, state, or local criminal law. These laws may employ different definitions from the Department of Defense policy definition shown on screen.

For purposes of this training, we will use the Department of Defense policy definition throughout.

Source: DoDD 6495.01 "Sexual Assault Prevention and Response Program"

(Image of "RESUME" button)

PAGE 3

Audio: Sexual assault includes a broad category of sexual offenses including penetration offenses, such as rape and forcible sodomy, and unwanted sexual touching without penetration. Attempts to commit any of these acts is also a crime.

On screen:

Sexual Assault

Sexual assault includes:

- Rape
- Sexual Assault
- Aggravated Sexual Contact
- Abusive Sexual Contact
- Forcible Sodomy (forced oral or anal sex)
- Attempts to commit these acts

PAGE 4

Audio: Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment is a civil rights offense. It is reportable to Human Resources, the Equal Employment Opportunity Office, or the Inspector General's Office.

On screen:

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

(Link to Click for More Information)

Department of Defense policy defines sexual harassment as: Unlawful discriminatory behavior that is based on conduct of a sexual nature.

It involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when it explicitly or implicitly becomes a term or condition of a person's job, pay, or career, or it is so severe or pervasive that a reasonable person would perceive, and the DoD civilian employee does perceive, the environment as hostile or offensive.

Different laws may employ a different definition, but the DoD policy definition is the relevant definition for this training.

Source: DoDI 1020.04 "Harassment Prevention and Responses for DoD Civilian Employees"

(Image of "REUSME" button)

PAGE 5

Audio: Inappropriate sexual behaviors, including sexual harassment and sexual assault, may occur across a continuum of harm.

Maintaining a professional work environment, where all team members are treated with dignity and respect, reduces the likelihood of harmful interpersonal behaviors.

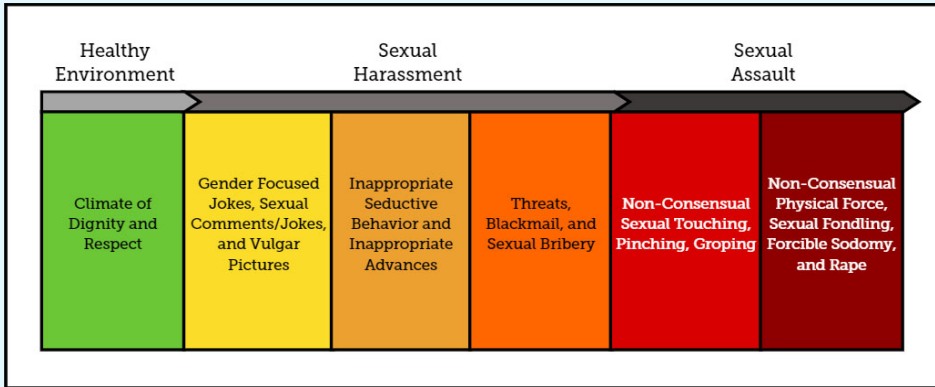
You are about to hear from SAPR subject matter experts who will explain the importance of a healthy workplace and provide examples of inappropriate behaviors along the continuum of harm.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Documentary: Continuum of Harm



(Image of "NEXT" button)

Understand and Prevent

Documentary: Continuum of Harm (*Running Time 3:18*)

PAGE 1

Audio: **Zuzana Hall speaking** The continuum of harm is just, it's a scale that we use to determine what actions and what...what courses people take in life that are, we say, green to red. Green, meaning it is a climate that's full of dignity and respect. It's one where people feel comfortable coming into the workplace. It's a professional environment.

Col Kevin Digman speaking One of the priorities of a commander or civilian leader, in my opinion, is developing that healthy command climate. And, you know, it's all about showing what right looks like.

Katie Stratchko speaking It's about teamwork. And we meet the mission together. And it's just a wonderful place to be.

Paul Rosen speaking And I think that mutual trust and respect and...and transparent communication are probably some of the more significant of the signature behaviors that I think will create an environment that kind of crowds out some of these destructive behaviors.

LCDR Rebekah Hall speaking I think what contributes most to a healthy climate is trust and good communication, being able to count on the person that's working next to you regardless of what they're wearing.

Col Kevin Digman speaking If you're allowing things like sexual harassment, gender discrimination, bad workplace humor, workplace hostility, you know, if there's magazines and vulgar displays of information within your workspaces, you're unintentionally creating an environment where it's going to be more permissive to sexual assault. And that's what you want to avoid.

On screen:



Zuzana Hall, Sexual Assault Response Coordinator, USMC

Col Kevin Digman, Chief of Behavioral Programs, Marine and Family Programs Division

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

Paul Rosen, Navy Prevention and Response Policy Branch Head, 21st Century Sailor's Office, Retired Navy Captain

LCDR Rebekah Hall, Special Assistant Navy Reserve, Assistant Secretary of the Navy (Manpower and Reserve Affairs)

PAGE 2

Audio: ***Nicol Williams speaking*** Sexual harassment isn't just one-sided. It can be women, harassing men, men sexually harassing women, men sexually harassing men, women sexually harassing women, the point of sexual harassment is that it's sexual in nature and that there is an...an element of an abuse of authority as well, right? So, I'm trying to exert power over you, by sexually harassing you by...by making sure that you understand that I have this power over you, that I have this authority over you.

Erinn Izykowski speaking There doesn't have to be a stated threat. And the abuse of power within a sexual assault is just that, it's that I'm taking the current authority that I have, whether that be at rank, whether that be at my billets, whether that the dynamic in the sense that I've been here longer, I'm your mentor, and I'm using that relationship, the fact that I have some type of authority, and it's being used against you where you feel like if I don't do this, if I don't participate, or maybe I am not able to say no because I fear that this will impact my evaluation, or I'm not going to be asked to be a part of that working group

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

anymore, because you run that working group, but you're not my direct supervisor. The abuse of authority is just that.

Charlotte Cluverius speaking Many people have an idea in their head of what a sexual offense is, and immediately minds go to the very violent offenses of like, rape or some sort of strangulation and violation in that regard. Something very violent. However, we find that sexual offenses are also unwanted touchings and contact that individuals may not feel it rises to the level of a sexual offense, but they do.

On screen:



Nicol Williams, Policy and Compliance Section Head, SAPR Program, USMC

Erinn Izykowski, SAPR Policy Analyst, Department of the Navy

Charlotte Cluverius, Deputy Chief of Staff, Navy Victims' Legal Counsel Program

Understand and Prevent Continuum of Harm Review (*Running Time 1:22*)

PAGE 1

Audio: Let's briefly review what we learned in that documentary.

Inappropriate behaviors, including sexual harassment and sexual assault, may occur across a continuum of harm.

To protect against those behaviors, we all have a responsibility to contribute to a climate of dignity and respect.

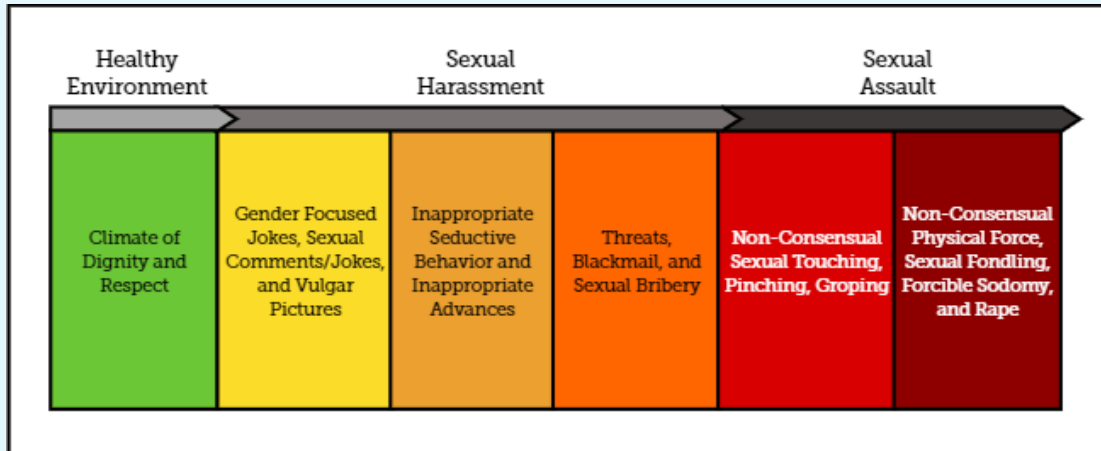
We do that by respecting and supporting each other, respecting personal boundaries, working collaboratively, and refraining from sexual, gender-based, or threatening comments.

We build trust by openly communicating.

When we don't have a healthy workplace and we have a toxic climate or allow inappropriate joking or displays of sexual content, we create an environment that is more conducive to sexual harassment and sexual assault.

On screen:

Review



Sexual Harassment
Unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature when submission to or rejection of this conduct affects an individual's employment, unreasonably interferes with work performance, or creates an intimidating, hostile or offensive work environment.

Sexual Assault
Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent.

PAGE 2

Audio: The following drama will put the continuum of harm into the context of a specific workplace.

The manager has created a work environment where boundaries are not respected.

As you watch the drama, pay close attention to unprofessional behaviors.

Remember: Information on care and support can be found by clicking on "Resources" at the top of the screen.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Drama: Blurred Boundaries



(Image of "NEXT" button)

Understand and Prevent Drama: Blurred Boundaries (*Running Time 9:51*)

On screen:

Participating in a training on a sensitive and serious subject matter, like that of sexual assault, can evoke feelings of discomfort.

The following video depicts realistic scenarios.

If you desire support at any time, please click on "Resources" at the top of the page.

Click on the "RESUME" button to continue.

(Image of RESUME button)

PAGE 1

Audio: **(Video transcript)**

RANDY: Thanks for going the extra mile, Emily. It'll be great to get this out the door tonight.

EMILY: Yeah, I'll be right there Mr. Jenkins.

EMILY: Come on, I'll walk you to the elevator.

JOAN: Are you okay?

EMILY: I don't know, I guess.

JOAN: Are you sure?

EMILY: Yeah.

JOAN: Okay.

EMILY: Well, have a good night.

JOAN: Goodnight.

EMILY: Sure you don't want to stay and work late again?

JOAN: Are you sure you're, okay?

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

EMILY: Yeah, I'm just kidding.

JOAN: Ok.

EMILY: Have a good night, Joan.

JOAN: Goodnight.

JOAN: She didn't seem like she was kidding. Something was off. Looking back, I didn't have a good feeling about it.

(elevator chime)

On screen:



PAGE 2

Audio: **(Video transcript)**

JOAN: Emily joined the team about two months ago.

RANDY: Say hello to Emily Pearson. Okay, how about your life story in 20 seconds or less?

EMILY: Well, I...I got my master's in data science. I recently got married to a Sailor, Kyle. He's on TAD training for a couple of months, so I'm pretty eager to stay busy. Anyway, I just...I wanted to thank y'all for making my first week pretty amazing.

RANDY: And no doubt, you're gonna make a very nice addition to the team. Watch it, she'll be the next rockstar (laughing). Actually, your hubby's TAD is our gain. You'll be able to work the report that's due, 24/7.

EMILY: I'll...I'll do my best.

RANDY: Okay, thanks, Emily. That'll be it for today. Have a good one.

On screen:



PAGE 3

Audio: **(Video transcript)**

RANDY: We'll need to whiteboard this project in person. I expect you all here tomorrow. Joan, Emily, can you make sure the conference room is set up, all copies are made, and we have everything ready to go in the morning?

JOAN: Why not Aden? Isn't he the lead on this project?

RANDY: I don't care who does it. It's just that you and Emily are so organized.

EMILY: Okay. (sighs)

RANDY: Emily! I know I've been working you hard.

EMILY: That's okay.

RANDY: It's just that I really appreciate you hitting the ground running given all we have on our plates.

EMILY: Uh, you're welcome. Excuse me.

JOAN: Face it, Randy's always been touchy-feely. Emily's not. Even if she was, I'm not sure why he thought that would be okay at work.

On screen:



PAGE 4

Audio: **(Video transcript)**

(laptop notification sound)

RANDY: Sorry to bother you this late, just checking on your status. We're kind of behind on the appendices and I want to make sure you know they're priority one.

EMILY: Sorry. Uh...I can, I can have the spreadsheets to you by Monday, if that's okay?

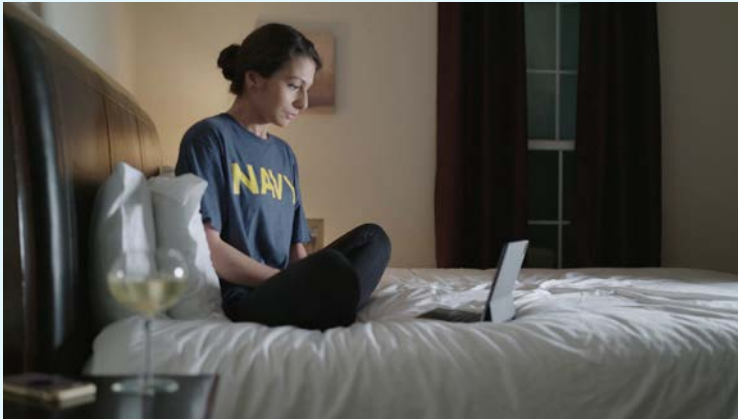
RANDY: Great. Nice t-shirt, by the way.

EMILY: Oh, uh...thanks. It's uh...my husband's.

RANDY: Ahh. Sorry to bother you...never mind on the status check...you're off the clock. See you Monday.

EMILY: Okay. (sighs)

On screen:



PAGE 5

Audio: **(Video transcript)**

EMILY: So that is everything on my end.

RANDY: Okay, well, great work by Emily. By the way, sorry about the weekend calls and texts.

EMILY: It's okay.

RANDY: I kind of worry I'll forget something if I don't pass it along right away.

EMILY: No problem.

RANDY: Let me know when you're gonna flex your time. Okay, guys, I'll be back in 30 to check progress.

(phone vibrates)

(phone notification sound)

EMILY: (sighs)

On screen:



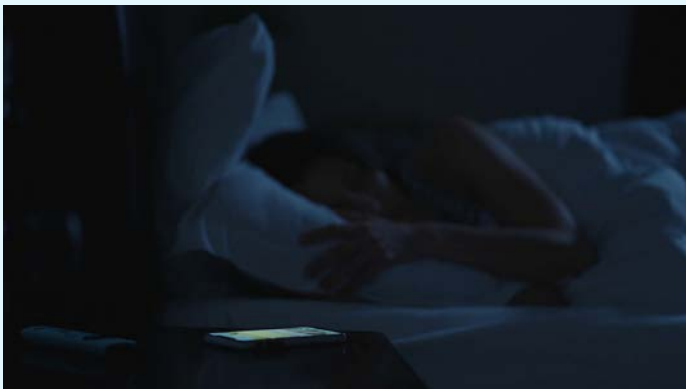
Emily: Does this mean I have to respond to his video calls at night? Even on weekends?

Joan: Probably.

Emily: How late?

Joan: Don't know. He's never called my cell.

Emily: He hit me up seven times.



Randy: Check your email. Important attachment. Need revised copy first thing! 0800 sharp!

PAGE 6

Audio: **(Video transcript)**

RANDY: (sighs) I really needed a clean copy this morning. We're gonna look bad if this report doesn't check every box!

EMILY: I'm really sorry, Mr. Jenkins. I really–

RANDY: Well, you'll need to kick it into high gear. Get going!

JOAN: Hey Randy, you've been pretty tough on Emily this past week. Seriously, she's working hard.

RANDY: Look, I know I'm not as "nice" as some of the others around here. But maybe if people had thicker skins, we'd actually get more done.

JOAN: Seriously! That's exactly what I'm talking about.

On screen:



PAGE 7

Audio: **(Video transcript)**

JOAN: I know you're upset. You want to talk about it?

EMILY: It's okay. It was my fault.

JOAN: Not really. Look, Randy's sometimes out of line the way he talks to us. But generally, he means well.

EMILY: I guess. (sighs)

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

JOAN: Besides, this eval can get you off to a great start. And he's actually a good mentor, when he's not being typical Randy.

EMILY: Thank you.

On screen:



PAGE 8

Audio: **(Video transcript)**

JOAN: Over the next few weeks, Randy did pretty much that...act like typical Randy.

RANDY: Love...french fries.

EMILY: Oh, okay.

RANDY: (inaudible)

JOAN: And if he was getting a bit too personal, well, I figured it didn't seem to be a problem with Emily anymore.

EMILY: And then I dropped some arrows over there.

RANDY: There.

EMILY: This will be the analytics on the data from last week.

RANDY: Okay, that's interesting.

EMILY: Over to the...the other colleagues.

JOAN: I mean, I did ask if she wanted to talk about it.

EMILY: Thank you. Yeah, I've really been trying.

On screen:



PAGE 9

Audio: **(Video transcript)**

RANDY: Does this make sense?

EMILY: Yes.

RANDY: When does Kyle get home?

EMILY: A week. Thank goodness.

RANDY: I'm sure you can hardly wait. Sorry, I need another revision on this. I'll need you in the office tomorrow. First thing.

EMILY: Yes sir.

EMILY: I just...I don't understand. I triple quadruple checked...I just I must have done something wrong.

JOAN: Not a chance. This is how he is under pressure.

JOAN: I don't know...Emily just seems to always have a lot on her plate.

On screen:



PAGE 10

Audio: **(Video transcript)**

RANDY: Thanks for going the extra mile, Emily. It'll be great to get this out the door tonight.

EMILY: Yeah, I'll be right there Mr. Jenkins.

EMILY: Come on, I'll walk you to the elevator.

EMILY: Goodnight, Joan.

JOAN: Goodnight.

JOAN: Looking back, I should have paid more attention, done more. But...

(elevator chime)

On screen:



PAGE 11

Audio: **(Video transcript)**

(door closes)

RANDY: Hey, looking good.

EMILY: No, please...just stop!

EMILY: (heavy breathing) (heart beating)

(door closes, locks)

EMILY: (heavy breathing)

On screen:



Understand and Prevent Blurred Boundaries Review (*Running Time 2:17*)

PAGE 1

Audio: From the first team meeting, Randy made inappropriate comments. He repeatedly abused his authority.

Randy's behavior did not reflect the level of professionalism the Department of the Navy expects of its supervisors and all employees.

Most of his behaviors were dismissed by others. Because no one spoke up or reported Randy, his behavior escalated along the continuum of harm to the point where he assaulted Emily.

Let's review things Randy said or did that were inconsistent with a workplace climate of dignity and respect.

Randy created a division between Emily and Aden when he suggested they were in competition.

He exerted authority by suggesting Emily should work long hours while her husband was on travel.

He demonstrated a lack of gender equity by delegating administrative tasks to the women on the team.

He made suggestive comments about Emily's appearance.

He touched Emily in an overly familiar way after a meeting.

He video-chatted and texted Emily in off-hours, further exerting his authority.

He made sexually suggestive comments about her husband's return from travel.

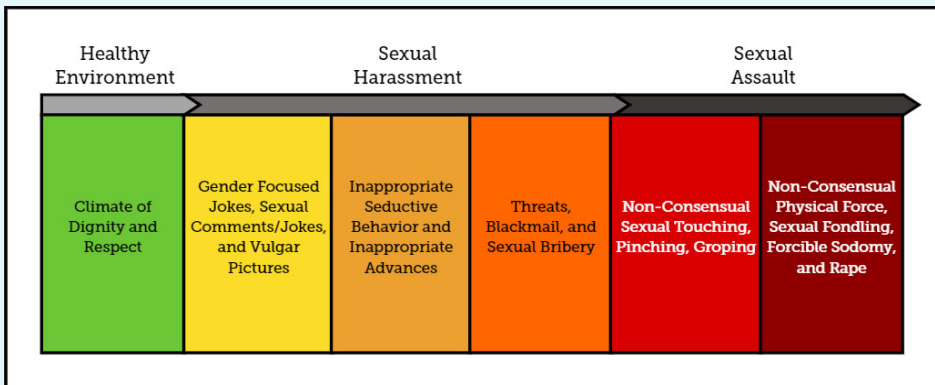
His behaviors escalated, and he assaulted her when they were alone in the office.

In the drama, the offender is a male supervisor and the victim is a young female employee.

Both men and women can become victims of sexual harassment and sexual assault.

On screen:

Continuum of Harm



PAGE 2

Audio: Joan or Aden observed many of Randy's actions.

Joan made a few attempts to address Randy's behaviors, but she mostly dismissed them as "typical Randy."

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

When sexual harassment is tolerated – when bystanders don't speak up or otherwise intervene – the risk of sexual assault increases.

If you worked with or for Randy, would you have the courage to intervene?

On screen:

Opportunities for Bystander Behavior



PAGE 3

Audio: Before we move to the next module, let's check our knowledge of the key information from this module.

On screen:

Knowledge Check

Knowledge Check 1

On screen:

Choose the correct Department of Defense (DoD) definition of sexual assault:

- A. Behavior that is unwelcome or offensive to a reasonable person and that interferes with work performance or creates an intimidating, hostile, or offensive work environment.
- B. Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent.
- C. A pattern of behavior resulting in emotional/psychological abuse, economic control, and/or interference with personal liberty that is directed towards a current or former spouse.
- D. Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature.

Knowledge Check 2

On screen:

Which of the following behaviors contribute to a healthy workplace environment?

- 1) Working collaboratively with team members
- 2) Respecting and supporting peers
- 3) Sharing off-color jokes
- 4) Respecting personal boundaries
- 5) Withholding information on group projects

A. 1, 3, and 5

B. 2 and 4 only

C. 4 only

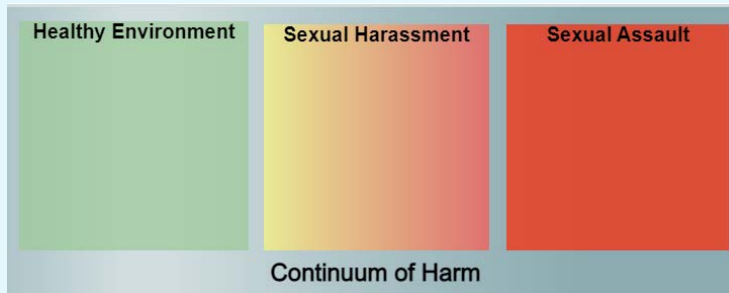
D. 1, 2, and 4

E. All of the above

Knowledge Check 3

On screen:

Using what you know about healthy workplace behaviors, sexual harassment, and sexual assault, drag each example from the item bank of behaviors to the appropriate column on the Continuum of Harm.



Item Bank

- Collaborating with co-workers on a large project
- Making unwanted sexual advances toward another person
- Sexual touching, pinching, and groping
- Intentional sexual contact without consent
- Making a joke about someone's sexual orientation
- Respecting personal boundaries

PAGE 4

Audio: In the next module, we'll explore ways to intervene to stop harmful behaviors.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Intervene and Report

(Image of "NEXT" button)

Intervene and Report

Introduction (*Running Time 1:52*)

PAGE 1

Audio: In this module, you will learn the DoD definition of consent.

You will also learn why it's important to intervene to stop behaviors along the continuum of harm.

You'll learn some ways to safely intervene.

You will hear some of the most common barriers to intervening.

You will learn where to report a sexual assault and get an overview of resources that are available to all Department of the Navy civilians who experience sexual assault.

You will also learn why some people do not report, including fear of retaliation.

Finally, you will learn about protections against retaliation.

On screen:

Intervene and Report

This module covers:

- Definition of consent
- Importance of intervening
- Barriers to intervention
- Where to report sexual assault
- Barriers to reporting
- Protections against retaliation

PAGE 2

Audio: Consent is defined by the Department of Defense as "a freely given agreement to the sexual conduct at issue by a competent person."

Emily at no time indicated a romantic or sexual interest in Randy. Neither her words nor her actions indicated consent.

We will explore additional elements of consent in the next module.

On screen:

Definition: Consent

Consent

A freely given agreement to the sexual conduct at issue by a competent person.

An expression of lack of consent through words or conduct means there is no consent.

Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.

Source: DoDD 6495.01 "Sexual Assault Prevention and Response Program"

PAGE 3

Audio: What happened to Emily was preventable.

The Department of the Navy expects all of its employees to contribute to a healthy work environment. One way to do that is by speaking up when we observe inappropriate behavior. This helps break the chain of events and prevent destructive behaviors along the continuum of harm.

Joan, Aden, and others observed Randy's actions, yet they did little or nothing to call him out.

In the following documentary, we'll learn some things people can say or do to safely intervene. We'll also learn why people are sometimes reluctant to say or do something.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Documentary: Intervention

(Image of "NEXT" button)



Intervene and Report

Documentary: Intervention (*Running Time 4:04*)

PAGE 1

Audio: **Zuzana Hall speaking** Bystander intervention is extremely important, especially in the workplace. Because if we, as an individual see something that looks off to us, if we take the personal responsibility and say something and bring it to someone's attention, we can then prevent further adverse actions from taking place. Like essentially what we're doing is we are breaking the chain of events. And once you break the chain of events, it allows us to intervene and to kind of move back into the green.

SSgt Charles Mallinckrodt-Reynosa speaking The sort of mantra that we have, as we call them, the Three D's, which would be Delegate, or Distract, or Direct. And the way you go about that is...Direct is where you, as the witness, insert yourself into potentially de-escalating or preventing.

Nalo Washington speaking So if you can get the person to understand what they're doing is not okay, without any type of outside intervention, that would be great. So, if somebody says something inappropriate, maybe sexual in nature that may be offensive to those around, "Hey, that's not okay...that could be looked at as offensive...you might want to rephrase that."

On screen:



Zuzana Hall, Sexual Assault Response Coordinator, USMC

SSgt Charles Mallinckrodt-Reynosa, Victim Advocate, USMC

Nalo Washington, Workforce Development Program Manager, Office of the Chief of Naval Personnel

PAGE 2

Audio: ***SSgt Charles Mallinckrodt-Reynosa speaking*** Delegating is where you find some other neutral party that could potentially intervene on your behalf.

Andrea Verdino speaking You can go to your supervisor and say, "So and so has been saying these inappropriate things, and I don't like it, it makes me feel uncomfortable."

SSgt Charles Mallinckrodt-Reynosa speaking And then Distraction is some random thing or be like, "Hey, Bob is calling for you", or something like that. Just enough time to sort of break the momentum, whatever the situation is, to give the person who's being assaulted or accosted, leave.

Andrea Verdino speaking You can change the topic, talking about something else that just draws away attention. When you do that, I think it's really important, though, that you circle back and you have a conversation with that person so that they know what they did was wrong, and what the problem was.

On screen:



SSgt Charles Mallinckrodt-Reynosa, Victim Advocate, USMC

Andrea Verdino, SAPR Policy Analyst, 21st Century Sailor Office

PAGE 3

Audio: ***Zuzana Hall speaking*** We may feel like it's not our business to intervene, or it's not our place to intervene in the situation. We may not know the dynamic, because maybe there is a previous relationship.

CDR Melissa Kennedy speaking Sexual assault is a traumatic experience. The impact though, can be felt wider than the victim.

Charlotte Cluverius speaking It doesn't matter if they're active duty, if they're a civilian employee, or if this is a dependent, it is going to have an effect on the greater operational readiness and ability to function for the entire office.

Maj Adom Gherezghiher speaking Any victimization detracts from our ability to accomplish the mission. It breaks down the fabric of our family. It splits up the cohesiveness and our ability to...to do what we came to do.

LCDR Rebekah Hall speaking When I think about that, in some of these instances, I know of, the fact that people don't even say anything, they...they take what they think is the easy road out, sit back, let things play out. It destroys the group. It definitely destroys that Sailor or that individual.

Paul Rosen speaking But I think from an organizational perspective, there needs to be the personal courage and the organizational environment that would allow somebody to speak up.

On screen:



Zuzana Hall, Sexual Assault Response Coordinator, USMC

CDR Melissa Kennedy, BUMED Medical Forensic Program Director

Charlotte Cluverius, Deputy Chief of Staff, Navy Victims' Legal Counsel Program

Maj Andom Gherezghiher, Victims' Legal Counsel, USMC

LCDR Rebekah Hall, Special Assistant Navy Reserve, Assistant Secretary of the Navy (Manpower and Reserve Affairs)

Paul Rosen, Navy Prevention and Response Policy Branch Head, 21st Century Sailor's Office, Retired Navy Captain

PAGE 4

Audio: ***Charlotte Cluverius speaking*** It is important to be aware when these things are happening. And if it's happening to you, it's important to say something and to raise it up to leadership, so that leadership can address it before it becomes any more serious. And it is important to report any offenses that are...that do occur after any kind of escalation. And if you are someone who witnesses that, it's important to say so and to step in and assist somebody who might be in an uncomfortable situation and perhaps very junior and not at liberty or not comfortable to make a complaint up the chain of command.

Nalo Washington speaking The worst you could be is wrong. The worst you could be is, they say, "Oh, nothing's going on". Okay, fine. No harm, no foul. But what if you didn't, you know, intervene and something did happen?

On screen:



Charlotte Cluverius, Deputy Chief of Staff, Navy Victims' Legal Counsel Program

Nalo Washington, Workforce Development Program Manager, Office of the Chief of Naval Personnel

Intervene and Report

Intervention Review (*Running Time 2:13*)

PAGE 1

Audio: Let's quickly review the Three D's of intervention.

Direct: Say or do something that stops the behavior, if it is safe to do so.

Delegate: Seek assistance and work together, especially if safety is a concern. Delegating does not absolve you of responsibility.

Distract: Break the momentum by changing the subject or engaging the individuals elsewhere.

It is also important to intervene in social situations outside the office, but the Three D's may look a little different.

It's always okay to directly check in with a friend (or even a stranger) to make sure they are comfortable with a situation where someone may be intruding on personal boundaries.

Be aware of grooming behaviors, including buying someone a lot of drinks or trying to separate them from their friends. Don't hesitate to step in.

Delegating may involve enlisting someone to help separate a potential victim from a potential offender.

Distraction may involve telling someone you need their help or need to talk, anything to break the momentum.

On screen:

Review: How to Safely Intervene

Remember the Three D's:

- **Direct:** Personally take action, if it's safe to do so
- **Delegate:** Seek assistance from a peer or authority figure
- **Distract:** Change the subject or otherwise break the momentum

PAGE 2

Audio: When you delegate, you trust someone else to help you do the right thing. Sometimes, delegating involves reporting inappropriate behavior to a supervisor. When the supervisor is the offending party, employees may not know where to turn.

Employees may always go to another supervisor, including their boss's supervisor, or a supervisor outside their reporting chain. Employees may also contact Human Resources or the Equal Employment Opportunity program.

Your local SAPR office can also provide guidance and referrals, even if the behavior has not escalated to sexual assault or if you are unsure if an offense is sexual assault or sexual harassment.

On screen:

Delegate

Where to get help:

- A supervisor in your reporting chain
- A supervisor outside your reporting chain
- Human Resources
- Equal Employment Opportunity Office
- Local SAPR Office

PAGE 3

Audio: Emily may not know where to turn for support after Randy sexually assaulted her. She may not even realize his behavior was a crime.

Let's learn about resources that are available to Department of the Navy civilians who have experienced a sexual assault.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Documentary: Reporting Sexual Assault

(Image of "NEXT" button)



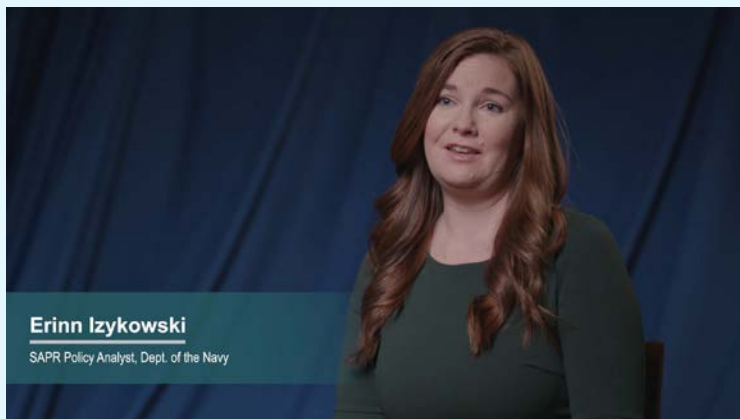
Intervene and Report

Documentary: Reporting Sexual Assault (*Running Time 4:36*)

PAGE 1

Audio: **Erinn Izykowski speaking** There is no wrong door when you're seeking support. You can reach directly out to the Sexual Assault Response Coordinator or Victim Advocates. If you're a civilian, you can reach out to your leadership or Human Resources. There's 24/7 support lines for SAPR at every installation, and that's across the Department of Defense. So, we want you to understand that all of these resources are here to support you on what you determine your recovery is. Whether that is through the law enforcement and through a judicial process, or whether that's through just a restricted report where I'm seeking support services only. And if you're not ready to do either one of those, you can always reach out to the DoD Safe Helpline.

On screen:



Erinn Izykowski, SAPR Policy Analyst, Department of the Navy

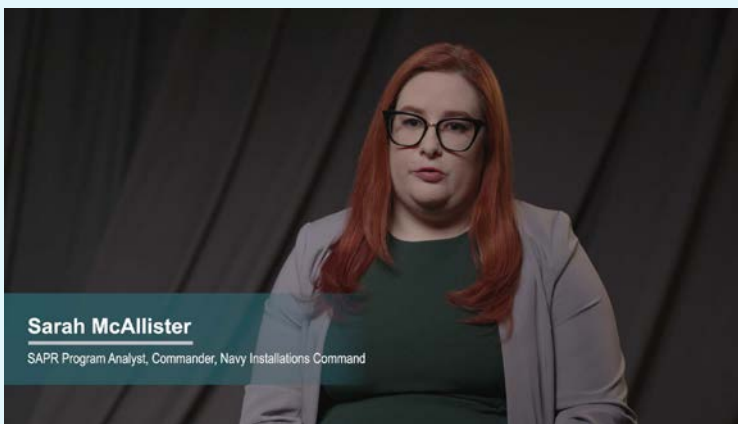


PAGE 2

Audio: ***Sarah McAllister speaking*** The Sexual Assault Response Coordinator and the SAPR Victim Advocate are resources for anybody in the command. Certainly for active duty and dependents over the age of 18, but also for DON civilians, even if they're not dependents.

Katie Stratchko speaking Civilians may or may not know if they're eligible for our SAPR services, and I wanted to tell you that please do not worry about your eligibility. We are a confidential resource, you can come to us, we are here for you. If we are not the correct long-term support for you, then we will make sure you will get it.

On screen:



Sarah McAllister, SAPR Program Analyst, Commander, Navy Installations Command

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

PAGE 3

Audio: ***Nalo Washington speaking*** In the case of assault, if you can't locate your Victims Advocate that's through your command, or the SARC which is regional, you can absolutely reach out to CEAP, which is the Civilian Employee Assistance Program. There is a 1-800 number and you can ask to speak to a counselor. The program is very robust. There's a lot of things that can occur. It is free of charge to Navy civilians, and you would ask to speak to a counselor. These are professionals that are licensed in the area, and they would provide you either with the support that you need directly, or they would give you the resources that you need.

Zuzana Hall speaking Specifically, we want them to come and see a SARC or SAPR VA because we have been trained to help deal with crisis intervention and to provide support for...for victims of sexual assault.

SSgt Charles Mallinckrodt-Reynosa speaking It's that we are here to help. We want you to come forward and to talk to us, to seek our services, that you can trust us. You do have a friend in us.

On screen:



Nalo Washington, Workforce Development Program Manager, Office of the Chief of Naval Personnel

Zuzana Hall, Sexual Assault Response Coordinator, USMC

SSgt Charles Mallinckrodt-Reynosa, Victim Advocate, USMC

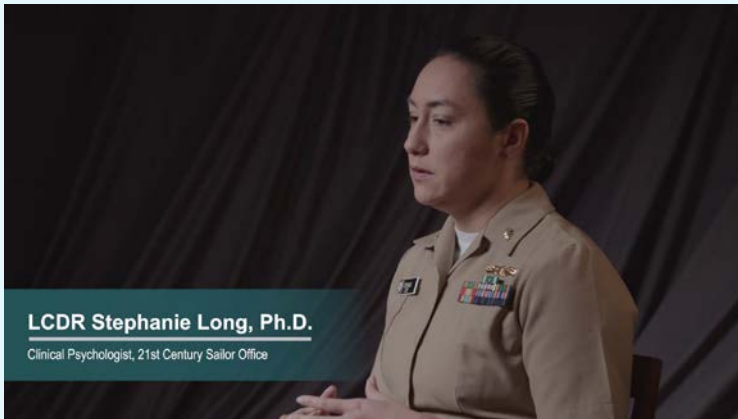
PAGE 4

Audio: ***Erinn Izykowski speaking*** There are many barriers that may prevent someone from coming forward.

LCDR Stephanie Long, Ph.D. speaking A lot of times I hear patients talk about concerns of what others are going to think of them. And concerns that it's going to get out - what happened - and that they're going to be blamed for...for being victimized. A couple of the...the hardest challenges in treating or working with a male victim are, one is a lot of men assume that being sexually assaulted is something that only they've been through. And so, a lot of times that feeling of isolation can really be so great for...for a man. As well as the feeling of...of shame and embarrassment.

SSgt Charles Mallinckrodt-Reynosa speaking The real message that we want to get across is the same, no matter who the victim is, what their gender, orientation, race, color, creed...is that it is not your fault. You are the victim here. Somebody else did this to you. In no way do you share blame on any of this.

On screen:



Erinn Izykowski, SAPR Policy Analyst, Department of the Navy

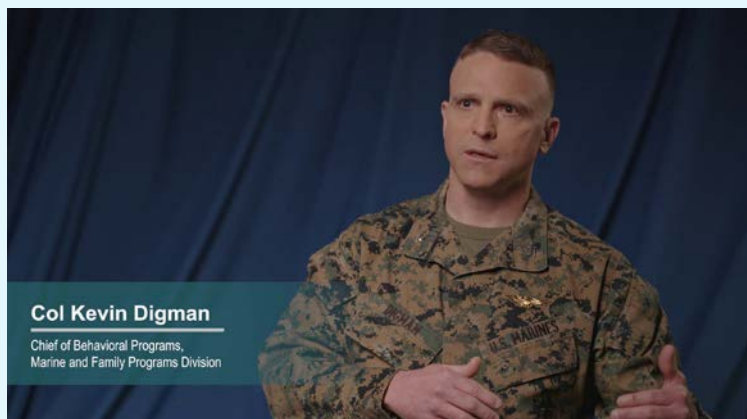
LCDR Stephanie Long, Ph.D., Clinical Psychologist, 21st Century Sailor Office

SSgt Charles Mallinckrodt-Reynosa, Victim Advocate, USMC

PAGE 5

Audio: ***Col Kevin Digman speaking*** You got to set that right climate to make sure folks understand that you will be taken care of, because a lot of these barriers are folks feeling like they can't trust their leadership. And if I come forward, they're either going to not believe me or they're not going to take it seriously, or they're going to take care of the alleged offender because they're a high performer. All these are barriers that you just got to...you got to make sure that those barriers don't exist. The civilian and the military leadership need to make sure that these individuals all understand that there's...there's nothing negative about coming forward and reporting to me. You know what, we're going to cover you. All these barriers, don't worry about that, I got it covered. But it goes back to understanding...kind of what the...what the big picture is in actually encouraging folks to actually want to get past these barriers and actually report. There's a lot of good stuff that comes out of it. It's going to set the victim up for success and get them the services and everything they need. However, it's also going to help us eradicate that other behavior if we're actually holding people accountable and we get those individuals out of the organization.

On screen:



Col Kevin Digman, Chief of Behavioral Programs, Marine and Family Programs Division

Intervene and Report

Resources for Reporting (*Running Time 4:25*)

PAGE 1

Audio: All Department of the Navy civilians have resources available to them to assist in their recovery whether or not they choose to officially report the crime.

Not all services will be provided by the Department of the Navy; support may come from local programs.

They may seek confidential information and referrals for support from a Sexual Assault Response Coordinator or SAPR Victim Advocate.

SARCs and VAs are highly trained individuals with the knowledge and skills to support victims and connect them with the best resources to meet their needs.

Contact information for SARCs and VAs can generally be found on posters in Department of the Navy facilities and via command and installation websites. They respond 24/7.

You may also seek confidential assistance through your Civilian Employee Assistance Program, the DoD Safe Helpline, or local medical and counseling resources in most states.




If there is a medical emergency or an urgent safety concern, you should always call 911.

Note that civilian employees are not required to report a sexual assault to their supervisor. If they do so, however, supervisors may be required to contact law enforcement.

On screen:

Resources

All Department of the Navy Civilians

	<p>Sexual Assault Response Coordinator (SARC) SAPR Victim Advocate (VA)</p>
	<p>Civilian Employee Assistance Program (CEAP) Appropriated Funds Employees Contact: 1-844-DONCEAP (1-844-366-2327) Non-Appropriated Funds Employees Contact: 1-800-932-0034 Civilian Counselors/Rape Crisis Centers Civilian Medical Providers</p>
	<p>Safe Helpline: 1-877-995-5247 Local Helplines</p>

PAGE 2

Audio: Some Department of the Navy civilians qualify for additional long-term services and have a confidential reporting option available to them.

These include civilian employees who serve in the Guard or Reserves, or are adult dependents of service members.

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians




Emily, the victim in our drama, would qualify for these services because she is married to a Sailor. She would have access to military medical care and counseling services, and would be entitled to an attorney through the Victims' Legal Counsel.

A printable guide to all resources can be found on the Resources page of this training site.

On screen:

Resources

Resources for Service Members and Their Dependents 18 and Older

	Restricted or Unrestricted Reporting Sexual Assault Response Coordinator (SARC) SAPR Victim Advocate (VA)
	Restricted or Unrestricted Reporting Military Medical Providers Military Family Life Counselors
	Safe Helpline: 1-877-995-5247 Local Helplines Victims' Legal Counsel Chaplains

PAGE 3

Audio: The Department of the Navy encourages victims of sexual assault to report criminal acts, but this is ultimately the decision of the victims except in cases where a mandatory

reporter has learned of a crime. This includes supervisors, law enforcement, and medical care givers in some states.

All civilians may report to local law enforcement.

Service members and their dependents have options to file reports with members of the SAPR team.

An unrestricted report triggers a law enforcement investigation and supervisor and command notification. With a restricted report, a victim maintains confidentiality, no commander or supervisor notification is made, and no law enforcement investigation will take place.

Reporting an incident of sexual assault may prevent future assaults by preventing the perpetrator from harming others and demonstrating that victims who report do receive the care and support they deserve.

On screen:

Where to Report

Local Law Enforcement

- All Department of the Navy civilians may report an incident of sexual assault to local law enforcement
- Call 911 if there is an immediate safety concern

Unrestricted Report

- This option, available to service members and their adult dependents, is “need to know”
- It triggers a law enforcement investigation
- SARCs, SAPR VAs, medical providers, and NCIS may accept a report

Restricted Report

- This option, available to service members and their adult dependents, is confidential
- It does not trigger a law enforcement investigation
- Only SARCs, SAPR VAs, chaplains, and counselors can maintain confidentiality in all locations



PAGE 4

Audio: Although numerous improvements have been made to victim support and care, many people are still reluctant to report when they have been sexually assaulted.

Shown here are some of the more common barriers to reporting. These barriers may be more prevalent for some groups, such as male victims.

Remember: Victims who want support but are not ready to report can always contact a SARC or SAPR Victim Advocate for access to confidential resources.

On screen:

Common Barriers to Reporting

Sexual assault is an underreported crime.

There are many reasons victims do not report, including:

- Fear of not being believed
- Fear of being labeled weak (especially in male-dominated environments)
- Feelings of embarrassment, shame, or guilt
- Not wanting to relive the event
- Fear of retaliation
- Tolerance of inappropriate sexual behaviors and comments by leaders or supervisors

PAGE 5

Audio: Fear of retaliation is a common barrier to reporting sexual assault. Retaliation occurs when any kind of harm is done in response to reporting a sexual assault. Harm may be tangible, such as damage to one's career, or social, such as gossip or ostracism.

On screen:

Retaliation

Retaliation may take many forms, including:

- Verbal or physical abuse or threats
- Revealing the identity of the victim or person reporting the assault
- Spreading misinformation about the victim or their supporters
- Ostracizing the victim or their supporters
- Interfering with the career of the victim or their supporters

PAGE 6

Audio: Victims, their family members, witnesses, and responders are all protected by law against acts of retaliation. If you suspect retaliation, consult your supervisor, Equal Employment Opportunity Counselors, Human Resources, or the Inspector General's Office.

On screen:

Reporting Retaliation

Anyone who experiences or suspects retaliation may get confidential guidance on reporting from their SARC or SAPR VA.

Incidents may be reported directly to:

- Equal Employment Opportunity Counselors
- Human Resources
- Supervisors inside or outside reporting chain
- Inspector General's Office

PAGE 7

Audio: Before we move to the next module, let's check our knowledge of key information from this module.

On screen:

Knowledge Check

Knowledge Check 1

On screen:

For confidential support after a sexual assault, whom are the best people to contact?

- 1) Sexual Assault Response Coordinator (SARC)
 - 2) Your supervisor
 - 3) Naval Criminal Investigative Service (NCIS)
 - 4) Sexual Assault Prevention and Response Victim Advocate (SAPR VA)
- A. 1 and 3
 - B. 2 and 4
 - C. 1, 2, and 3
 - D. 1 and 4
 - E. All of the above

Knowledge Check 2

On screen:

Which of the following are common barriers that could keep people from reporting when they have been sexually assaulted?

- 1) Uncertainty about what constitutes sexual assault.
 - 2) Fear of not being believed.
 - 3) Fear of being labeled weak (especially in male-dominated environments).
 - 4) Feelings of embarrassment, shame, or guilt.
 - 5) Fear of retaliation.
- A. 1, 2, and 3 only
 - B. 2 only
 - C. 3, 4, and 5 only
 - D. 1 and 5 only
 - E. All of the above

Knowledge Check 3

On screen:

What type of reporting is confidential, has no law enforcement investigation or command involvement?

Select the best answer.

- A. Call to 911
- B. Restricted
- C. Call to NCIS
- D. Unrestricted

Knowledge Check 4

On screen:

During a dinner with colleagues after a long day of training, you notice that Vanessa is slurring her words and seems a little wobbly.

You shared a ride to the restaurant and planned to do the same after dinner.

Roger, another member of the team, has been refilling Vanessa's wine glass all night.

You are tired and want to leave. Roger offers to give Vanessa a ride so "we can see where the night takes us."

Which of the following are appropriate bystander intervention responses?

- 1) Tell Roger that Vanessa came with you and is leaving with you.
 - 2) Text a teammate across the table and ask if Vanessa is OK.
 - 3) Tell Vanessa, "Don't do anything I wouldn't do," and call a taxi for yourself.
 - 4) Don't risk embarrassment by saying anything; Vanessa has commented before on how attractive Roger is.
 - 5) Tell Vanessa you need to discuss a time-sensitive work task on the way back to the hotel.
- A. 1 and 5 only
- B. 2 and 3
- C. 4 only
- D. 1, 2, and 5
- E. None of the above

PAGE 8

Audio: In the next module, we will discuss how to respond to a sexual assault.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Respond

(Image of "NEXT" button)

Respond

Introduction (*Running Time 0:45*)

PAGE 1

Audio: After this module, you will understand some of the many ways that trauma may manifest after a sexual assault.

You will be aware of supportive measures you can take to assist a colleague or friend who has experienced sexual assault.

You will know that recovery is possible.

On screen:

Respond

This module covers:

- The effects of trauma
- Ways to support someone who has experienced a sexual assault
- Resources for recovery

PAGE 2

Audio: In this next drama, a Department of the Navy civilian observes that a colleague isn't quite herself. How she responds when she learns why makes a big difference.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Drama: Aftermath



(Image of "NEXT" button)

Respond

Drama: Aftermath (*Running Time 9:32*)

On screen:

Participating in a training on a sensitive and serious subject matter, like that of sexual assault, can evoke feelings of discomfort.

The following video depicts realistic scenarios.

If you desire support at any time, please click on "Resources" at the top of the page.

Click on the "RESUME" button to continue.

(Image of RESUME button)

PAGE 1

Audio: **(Video transcript)**

JORDAN: Running's probably the only part of my life where I feel...sort of in control.

STACEY: Hey girl, what's with the limp?

JORDAN: It's nothing.

STACEY: I don't know, putting in 40 miles a week doesn't seem like nothing.

JORDAN: I said it's fine! Don't worry about it!

STACEY: Okay.

On screen:

Aftermath



PAGE 2

Audio: **(Video transcript)**

JORDAN: Hey, Stacey. I'm sorry about outside. I was just in a hurry.

STACEY: Look, I've been giving you space because you seem distracted, but...after this morning, I can tell something's up, and it has nothing to do with running.

STACEY: Do you want to get a coffee and talk about it?

JORDAN: Okay. Yeah. I do.

JORDAN: Hey!

STACEY: So, what's been going on?

JORDAN: I...I don't know...umm...I don't know where to start. I guess it started before the four-day weekend.

On screen:



PAGE 3

Audio: **(Video transcript)**

JORDAN: You know that guy? Carpenter? Long eyelashes. Nice smile. Well, we'd been bumping into each other. Maybe by accident. Maybe kind of not.

JORDAN: Yeah, but I prefer trail running just 'cause it gives me stuff to look at. Treadmills are so boring.

CARPENTER: Yeah. No, I can definitely relate. There's a lot of beautiful places to run around here.

JORDAN: Yeah.

CARPENTER: I saw you stretching though. Are you running today?

JORDAN: Mm-hmm! Yeah!

CARPENTER: Okay, how much you gonna run today?

JORDAN: Five...maybe.

CARPENTER: Five...sounds like a good run. Umm...I got PFT coming up kind of soon. You mind if I join you one these days?

JORDAN: I mean, yeah...if you can keep up.

CARPENTER: Oh...that's a challenge.

JORDAN: (laughing)

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

CARPENTER: That's a challenge.

JORDAN: We'd just chat about nothing really. He was getting pretty friendly. Sent out good vibes. Not too intense.

JORDAN: Oh hey!

CARPENTER: How are ya?

JORDAN: How do we always run into each other?

CARPENTER: Uh...we work at the same place. (laughs)

JORDAN: It was obvious to me, even then, that he was checking me out. And I'd be lying if I said I didn't like it.

On screen:

Two Months Earlier



PAGE 4

Audio: **(Video transcript)**

JORDAN: We started texting back and forth.

(text message notification)

(message sent notification)

(text message notifications)

(message sent notification)

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

JORDAN: I was kind of expecting him to maybe ask me out. Make the first move. Then, right before the weekend, he told me about the party over at Miguel's.

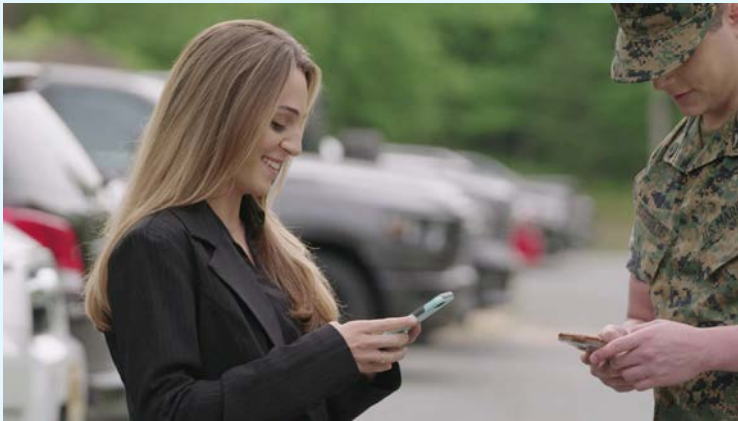
CARPENTER: Miguel from the office has a party this weekend, if you want to come by?

JORDAN: Oh, yeah?

CARPENTER: Yeah, I can send you the address.

JORDAN: Yeah. Okay, sure. That sounds fun.

On screen:



Dan: Check off your miles today?

Jordan: Taking a day off to rest. Foot's kinda hurting

Dan: Feel better. Sprained my ankle last year. Set me back months. 🙄

Jordan: ❤️

PAGE 5

Audio: **(Video transcript)**

(music playing)

JORDAN: It was fun right away. Mostly talked a lot. Turns out we're both from Iowa. If you can believe it, he's into this ice climbing thing.

CARPENTER: So, Silos about 85 feet high. And the first time I did it, I'm not gonna lie, I was pretty scared.

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

JORDAN: (laughs) That's not fun.

CARPENTER: It can be.

(music playing)

JORDAN: (laughs)

(music playing)

JORDAN: (laughs)

JORDAN: (inaudible)

JORDAN: So, do you rock climb as well, or you just stick to ice? (laughs)

CARPENTER: Actually, no, I do like rock climbing. It's really fun.

JORDAN: Oh yeah, that's cool.

CARPENTER: You should try it sometime.

JORDAN: Sure. Yeah, I've tried it a couple of times.

CARPENTER: You wanna...

JORDAN: Are we going upstairs?

CARPENTER: Uh yeah. It's...it's getting kind of loud down here. I kind of want to talk to you like one-on-one.

JORDAN: I mean...can we hang out down here?

CARPENTER: Just...just for a little while.

JORDAN: (laughs) Okay.

JORDAN: I mean, it's kinda getting late.

CARPENTER: It's only for a little bit, I promise.

JORDAN: (laughs) Okay.

On screen:



PAGE 6

Audio: **(Video transcript)**

JORDAN: Since it happened, the hardest thing has been avoiding him.

On screen:



PAGE 7

Audio: **(Video transcript)**

JORDAN: Running's probably the only part of my life where I feel...sort of in control. The rest of the time I just work, go home, eat the wrong things, rearrange my closet. I haven't wanted to talk to anybody.

Sexual Assault Prevention and Response (SAPR) for Department of the Navy Civilians

STACEY: You know, I could tell something was off because you've been so focused on running, during your breaks, and leaving right after work. And...that smile you gave...when I asked how you were doing...the one that I KNOW is fake.

JORDAN: I'm sorry about all of that.

STACEY: No. No. Don't be sorry. I'm sorry that you have to go through this alone. And thanks for wanting to talk to me about this.

On screen:



PAGE 8

Audio: **(Video transcript)**

STACEY: You know...my brother was assaulted and he didn't want to talk to anybody either. But he got some support that really seemed to help.

JORDAN: I don't know, it's odd...all these weeks...I've sort of blocked it out. I've been feeling numb. Like I'm wandering around in a fog. It's as if there's a pane of glass between me and the world, and I'm watching myself living, but it's someone else. Someone on TV or movie. It's weird.

JORDAN: Pieces of what happened sort of fell into a memory hole. Until just the past day or so. I guess I wanted to believe it never happened.

JORDAN: I never should have gone upstairs with him.

On screen:



PAGE 9

Audio: **(Video transcript)**

STACEY: It's not your fault. Not at all.

JORDAN: I wish I could believe that's true, but...I keep replaying everything that happened.

STACEY: Look, I'm more than happy to listen to whatever you want to tell me, and it's okay if you don't want to talk to me at all. Do you want to talk to the SARC? Or the chaplain about this?

JORDAN: Thanks. I just...I'm not sure.

STACEY: And I can help you get the support you need. Take the next step.

JORDAN: I'm not exactly sure what to do. It's been over a month.

STACEY: Do you want to go to the SARC together? I'm pretty sure I saw a poster with a helpline we can call first. Or we can contact NCIS. I know it's a lot to decide, but I am here for whatever you choose to do.

On screen:



PAGE 10

Audio: **(Video transcript)**

JORDAN: Okay, um...I gotta go.

CARPENTER: Why aren't you having fun?

JORDAN: Yeah, it's late, and I didn't really want this.

CARPENTER: Yeah, well, I'm having fun. You should...I think you should stay.

JORDAN: I gotta go.

CARPENTER: I really think you should stay.

JORDAN: (sighs) Yeah...I think I need help.

STACEY: We're gonna get through this.

On screen:



PAGE 11

Audio: **(Video transcript)**

JORDAN: You slowing down?

STACEY: Yeah, I'm tired.

JORDAN: Okay, let's walk some.

STACEY: Whoa.

JORDAN: Well, that was a good start.

STACEY: I can't believe you've done 26 of these in a row.

JORDAN: I know it sounds lame, but I just put one foot in front of the other.

STACEY: So, how's counselling been? It's okay, if you don't want to talk about it.

JORDAN: No, it's fine. I do. You've been here for me through this whole mess. I won't say things are back to the way they were before, but I've decided that it's just not going to define my life. I'm not going to let it. (sighs) But...enough about me. Let's go another mile.

STACEY: Girl seriously!

JORDAN: Yeah. Come on! Faster! Go! (laughs)

On screen:

Six Months Later



Respond

Aftermath Review (*Running Time 0:50*)

PAGE 1

Audio: Stacey was a very empathetic and supportive colleague.

She did several things right, including noticing that something was bothering Jordan and respectfully following up to see if she was okay.

That opened the door for Jordan to talk.

Stacey's response gave Jordan the confidence she needed to contact the local SARC.

We will hear more about how to support someone who shares that they have been sexually assaulted.

But first, let's take a moment to expand on the definition of consent.

On screen:

Help Is Available



PAGE 2

Audio: In the last module, we learned that consent is a freely given agreement to the conduct at issue by a competent person. This can be through words or actions.

This brief documentary will explain some additional elements of consent.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Documentary: Consent

(Image of "NEXT" button)

Respond

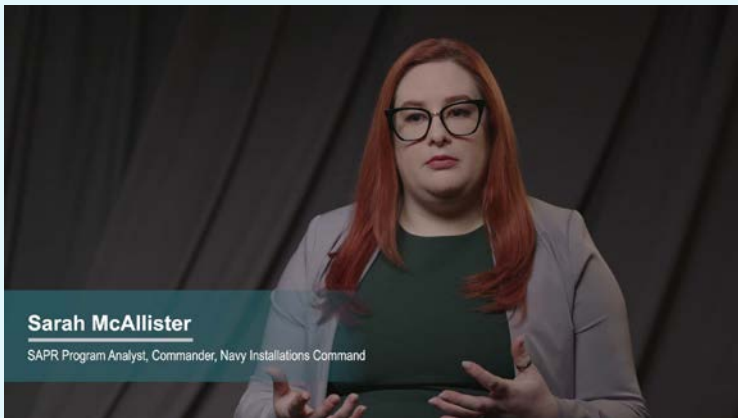
Documentary: Consent (*Running Time 1:21*)

PAGE 1

Audio: ***Sarah McAllister speaking*** Consent is that freely given agreement to whatever sexual contact is going to be...is taking place.

SSgt Charles Mallinckrodt-Reynosa speaking It is anything that is overt or direct...way of communicating that says you are okay with what's happening. And either that's verbal or nonverbal. There's reciprocation. There's again, voicing it saying "Yes, this is something I like", or "Hey, keep doing this." Or again, if you respond through body language, that is consent, assuming you're of sound mind, and you are aware and cognizant of everything that's going on, and you are okay with it, and you're an active participant in it.

On screen:



Sarah McAllister, SAPR Program Analyst, Commander, Navy Installations Command

SSgt Charles Mallinckrodt-Reynosa, Victim Advocate, USMC

PAGE 2

Audio: ***Zuzana Hall speaking*** Consent has to be given at every point in an interaction, right? So, an individual may consent to kissing because they feel comfortable with the other person. So, they may consent to the kiss, but they may not feel comfortable moving forward, where they may not feel comfortable having intercourse with this said individual. And consent can be withdrawn at any point.

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Katie Stratchko speaking You may be in a state where you can't consent. Maybe you're asleep. Maybe you are unconscious. Maybe you are so intoxicated that you are not able to...to make that informed decision in order to consent.

On screen:



Zuzana Hall, Sexual Assault Response Coordinator, USMC

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

Respond

Consent Review (*Running Time 1:32*)

PAGE 1

Audio: As explained in that last documentary, consent may be revoked at any time.

Here are some additional points about consent, including that the manner of dress, lack of resistance, or a previous sexual relationship do not indicate that consent has been given.

In the "Aftermath," Jordan acknowledges that she was interested in Carpenter and flattered by the attention and his invitation to Miguel's party.

She reluctantly agreed to go upstairs with Carpenter. She consented to spending some time upstairs away from the noise, but her words and actions after that indicated that she did not want to go further.

She second-guesses her decision to even go upstairs, taking some of the blame. That is a normal reaction to sexual assault, but Jordan is in no way to blame for what Carpenter did to her.

On screen:

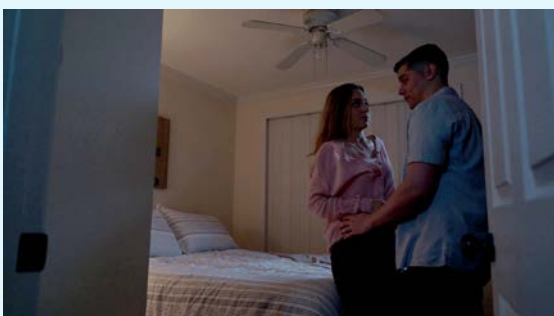
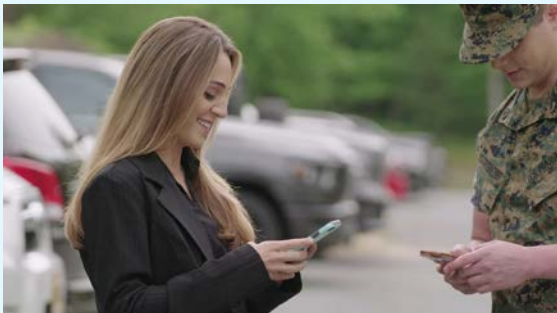
Definition: Consent

A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.

Source: DoDD 6495.01 "Sexual Assault Prevention and Response Program"

Additional information about consent:

- Consent may be revoked at any time
- Consent is NOT constituted by:
 - Manner of dress
 - Lack of verbal or physical resistance
 - A current or previous sexual relationship with aggressor
 - Lack of verbal or physical resistance because the person is sleeping or incapacitated
 - Consent given during a previous interaction, earlier in the current interaction, or for a different act or behavior
 - Engaging in risky behaviors or situations



(Image of "RESUME" button)

PAGE 2

Audio: In this next documentary, our experts will provide some additional information on how people respond following a sexual assault. In many cases, they experience trauma.

You will realize there is no such thing as a "normal" reaction; each person's response is "normal" for them.

You will also learn some ways you may offer support if someone confides in you about experiencing sexual assault.

Click on the "NEXT" button to proceed.

On screen:

Coming up next:

Documentary: The Effects of Trauma



(Image of "NEXT" button)

Respond

Documentary: The Effects of Trauma (*Running Time* 5:21)

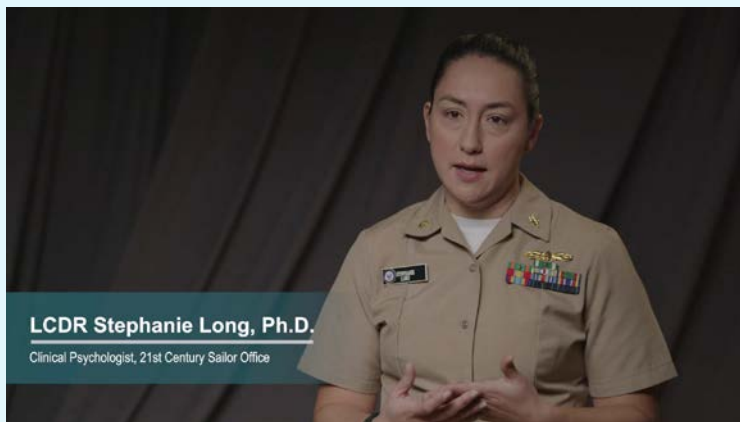
PAGE 1

Audio: ***LCDR Stephanie Long, Ph.D. speaking*** Trauma really impacts people in a variety of ways. Some of the most common things that I've seen as a...as a provider are definitely some people become really depressed after experiencing trauma. Some become very anxious. Some start to have problems in their relationships. Some turn to substance use as a...as a way to cope or to self-medicate. And these things aren't mutually exclusive. Like, somebody could experience all of those things after a trauma or maybe just one or...or a couple.

Katie Stratchko speaking It's also normal, maybe not to feel anything. Maybe you feel numb, and that can feel strange. You know, "I should be feeling these things," well, not necessarily.

Sarah McAllister speaking They can feel confusion. They may not feel safe. They may not feel like that they can trust anyone or talk to anyone, even the people that they're most closest to and they have a really deep relationship with.

On screen:



LCDR Stephanie Long, Ph.D., Clinical Psychologist, 21st Century Sailor Office

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

Sarah McAllister, SAPR Program Analyst, Commander, Navy Installations Command

PAGE 2

Audio: ***LCDR Stephanie Long, Ph.D. speaking*** People who experience a trauma don't always show symptoms right away.

Katie Stratchko speaking I have worked with someone who, maybe this happened to them an hour ago, and I've also worked with someone where this happened 30 years ago. I think a lot of folks feel like they can do this by themselves. And it may work for a little while, and then they finally realize that "Hey, you know, I maybe I can't do this by myself, maybe I...I do need that support."

On screen:



LCDR Stephanie Long, Ph.D., Clinical Psychologist, 21st Century Sailor Office

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

PAGE 3

Audio: ***LCDR Stephanie Long, Ph.D. speaking*** Another category is avoidance. And so, to avoid thinking about it, avoid talking about it, avoid people, places, and things that will remind someone of the trauma they've been through. A lot of times when we think of avoidance, we think of physical avoidance or distraction, but it can also take the form of being really busy at work and...and throwing...someone throwing themselves into new pursuits or new goals just to try and stay so busy that they don't have time to think about the...the awful experiences that they've been through. Sometimes people who have been traumatized don't remember everything that's happened.

Katie Stratchko speaking When you are going through a traumatic experience, your brain is going into survival mode. So, a lot of those brain's functions are focusing on keeping you alive. It's not focused on memory.

On screen:



LCDR Stephanie Long, Ph.D., Clinical Psychologist, 21st Century Sailor Office

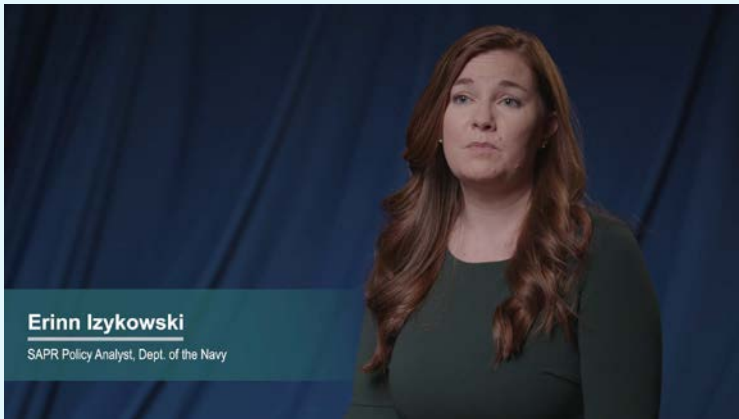
Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

PAGE 4

Audio: ***Erinn Izykowski speaking*** So if someone has shared with you that they're a victim of sexual assault, that is their way of asking for some sort of support.

Katie Stratchko speaking There's three different "A's" that you can...can utilize. So, number one is going to be Appreciating. So, the fact that someone is coming to you to disclosing, that is a really big deal. That means that they're comfortable with you, and that means that that they trust you. "Thank you for coming to me, thank you for reaching out, thank you for feeling like you can talk to me about this." Number two, you're going to be Acknowledging them. They just went through a very traumatic experience, so, you know, "I'm so sorry that you went through this, I'm just so glad that...that you're here and that I can support you through this." And then from there, you're going to Assure them. So, assure them that this is not their fault, and you're assuring them that you are going to be there for them to support them in whatever support that they would like to receive, whatever that looks like for them.

On screen:



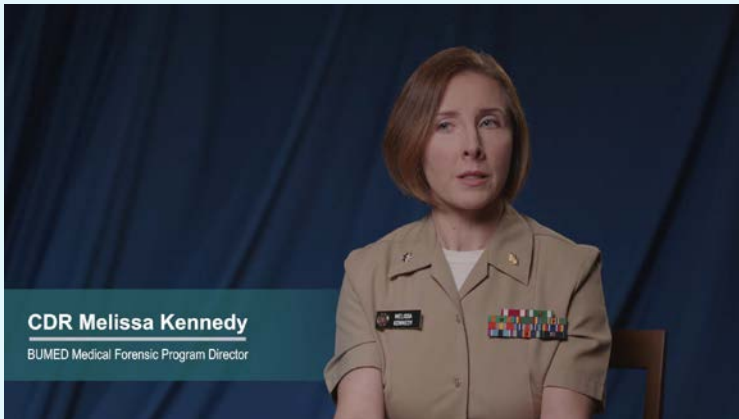
Erinn Izykowski, SAPR Policy Analyst, Department of the Navy

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

PAGE 5

Audio: ***CDR Melissa Kennedy speaking*** Trauma is not necessarily always something that you can see, and there might be injury that otherwise you...you can't see with the naked eye. And allowing us to do some medical examination, head-to-toe exam, things that will help us determine if there's any injury that does need to be treated. We can offer...you know...to draw labs and...and provide prophylactic medication, pregnancy...you know...determination. We have the training and the specialty to be able to provide compassionate trauma-informed, patient-centered care.

On screen:



CDR Melissa Kennedy, BUMED Medical Forensic Program Director

PAGE 6

Audio: **LCDR Stephanie Long, Ph.D. speaking** The goal of counseling or therapy would be to process the trauma that...that someone's experienced, so that they can resolve it and...and move past it. Trauma tends to...to rock our very foundation, our beliefs about how the world operates, our beliefs about ourselves and our place in the world, how we think about others. And so, I almost think of a tower that's kind of like crumbled, and now we're slowly putting the pieces back together and trying to recreate another tower. And it may not look the exact same, but the idea is that through counseling and therapy, someone can look at some of those beliefs that have been so shaken up and figure out how to move forward.

Katie Stratchko speaking I have worked with someone who has absolutely been able...and they have been promoted and they have really...you know...successfully gotten themselves to a place on their healing journey where they are able to...I don't want to say get back to a sense of normalcy before the assault because this is a life-altering experience...but they have been able to absolutely thrive.

On screen:



LCDR Stephanie Long, Ph.D., Clinical Psychologist, 21st Century Sailor Office

Katie Stratchko, Sexual Assault Response Coordinator, U.S. Navy

Respond

The Effects of Trauma Review (*Running Time 1:51*)

PAGE 1

Audio: How you respond to someone who confides in you can have an impact on their recovery.

When someone trusts you enough to share something so personal, it can be hard to know what to say or how to respond.

Remember the three A's: Appreciate, Acknowledge, and Assure.

On screen:

Review: Providing Support

The way you respond matters to someone who has experienced a sexual assault.

You can show support by remembering the three A's:

- Appreciate: "Thank you for feeling like you can talk to me about this."
- Acknowledge: "I'm sorry you went through this."
- Assure: "This is not your fault. I am here for you."

PAGE 2

Audio: Remember, reactions to trauma can take many forms and there is no "right way" to respond.

Changes in mood, behavior, or work performance are common. Withdrawing from others is not unusual as victims may not know whom to trust. It's also common to have trouble remembering the specific details of the assault.

These and many other responses are normal.

On screen:

Review: Effects of Trauma

There is no “right” way to react to trauma. Reactions to trauma can take many forms, including:

- Changes in mood (e.g., irritability, loss of interest, mood swings)
- Changes in behavior (e.g., increased use of alcohol or other negative coping behaviors)
- Changes in work performance
- Withdrawing from others
- Gaps in memory
- Hypervigilance

PAGE 3

Audio: Counseling and other support services may aid in recovery.

Remember that all Department of the Navy Civilians may reach out to the SARC and SAPR Victim Advocate for confidential consultation and for connection to resources. All victims of sexual assault – regardless of gender, race, color, or sexual orientation – are legally entitled to support that maintains their dignity.

The Civilian Employee Assistance Program and the Safe Helpline are also available to all.

There is a large supportive team made up of trained professionals who want to help victims in their recovery. They are just a phone call, click, or text away.

On screen:

All Department of the Navy Civilians

	<p>Sexual Assault Response Coordinator (SARC) SAPR Victim Advocate (VA)</p>
	<p>Civilian Employee Assistance Program (CEAP) Appropriated Funds Employees Contact: 1-844-DONCEAP (1-844-366-2327) Non-Appropriated Funds Employees Contact: 1-800-932-0034 Civilian Counselors/Rape Crisis Centers Civilian Medical Providers</p>
	<p>Safe Helpline: 1-877-995-5247 Local Helplines</p>

PAGE 4

Audio: Let's complete our final knowledge checks before moving to the final exam.

On screen:

Knowledge Check

Knowledge Check 1

On screen:

Which of the following statements are true regarding consent?

- 1) Consent is only a concern in new relationships.
 - 2) Consent may be revoked at any time.
 - 3) Lack of physical or verbal resistance does not constitute consent.
 - 4) Consent is indicated by words or overt acts freely given by a competent person.
 - 5) Once consent is given it is maintained for the relationship.
 - 6) Consent is not constituted by a person's manner of dress or by a prior sexual relationship.
- A. 2, 4, and 6 only
 - B. 2, 3, 4, and 6
 - C. 1, 2, and 5
 - D. 3 and 6 only
 - E. All of the above

Knowledge Check 2

On screen:

Individuals who experience sexual assault may display symptoms or associated effects of trauma. What are some symptoms or behaviors that victims may experience?

- 1) Withdrawing from others
 - 2) Increase in alcohol use or other negative coping behaviors
 - 3) Changes in mood (e.g., increased irritability, loss of interest, or mood swings)
 - 4) Hypervigilance
 - 5) Gaps in memory
 - 6) Decline in work performance
- A. 1, 2, 3, and 6 only
 - B. 2, 3, 4, and 5 only
 - C. 1, 4, and 6 only
 - D. 1, 3, and 5 only
 - E. All of the above

Knowledge Check 3

On screen:

Which of the following is an appropriate way you can offer support to someone who has experienced sexual assault?

Select the best answer.

- A. Give your advice on how to recover from the event.
- B. Ask for details about what happened.
- C. Listen to them, and ask if they feel safe or need medical attention.

PAGE 5

Audio: Now you will be presented with a final exam to test your overall knowledge of the information presented to you in this training course. Click on the "NEXT" button to proceed to the final exam.

On screen:

Coming up next:

Final Exam

(Image of "NEXT" button)

Final Exam

On screen:

1. To begin the Final Exam, click the button below.
2. Questions may be completed in any order. Use the icons on the left to jump to a different question.
3. You may return to previous questions to change your answer.
4. If you need to review course material, a link to jump to that part of the course will be provided.
5. Once all questions are answered, you will be able to proceed to final grading.
6. Failure to achieve a score of 80% or higher after three attempts will require you to restart this course.

(Image of "Start Exam" button)

(Please note: The Final Exam questions on the training site will appear in random order.)

Final Exam Question 1

On screen:

Choose the correct Department of Defense (DoD) definition of sexual assault:

- A. Behavior that is unwelcome or offensive to a reasonable person and that interferes with work performance or creates an intimidating, hostile or offensive work environment.
- B. Intentional sexual contact characterized by use of force, threats, intimidation or abuse of authority or when the victim does not or cannot consent.
- C. A pattern of behavior resulting in emotional/psychological abuse, economic control, and/or interference with personal liberty that is directed towards a current or former spouse.
- D. Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature.

Reference: Understand and Prevent - Introduction, Page 2

Final Exam Question 2

On screen:

Which of the following behaviors contribute to a healthy workplace environment?

- 1) Working collaboratively with team members
- 2) Respecting and supporting peers
- 3) Sharing off-color jokes
- 4) Respecting personal boundaries
- 5) Withholding information on group projects

A. 1, 3, and 5

B. 2 and 4 only

C. 4 only

D. 1, 2, and 4

E. All of the above

Reference: Continuum of Harm Review, Page 1

Final Exam Question 3

On screen:

For confidential support after a sexual assault, whom are the best people to contact?

- 1) Sexual Assault Response Coordinator (SARC)
 - 2) Your supervisor
 - 3) Naval Criminal Investigative Service (NCIS)
 - 4) Sexual Assault Prevention and Response Victim Advocate (SAPR VA)
-
- A. 1 and 3
 - B. 2 and 4
 - C. 1, 2, and 3
 - D. 1 and 4
 - E. All of the above

Reference: Resources for Reporting, Page 1

Final Exam Question 4

On screen:

Which of the following are common barriers that could keep people from reporting when they have been sexually assaulted?

- 1) Uncertainty about what constitutes sexual assault.
 - 2) Fear of not being believed.
 - 3) Fear of being labeled weak (especially in male-dominated environments).
 - 4) Feelings of embarrassment, shame, or guilt.
 - 5) Fear of retaliation.
- A. 1, 2, and 3 only
 - B. 2 only
 - C. 3, 4, and 5 only
 - D. 1 and 5 only
 - E. All of the above

Reference: Resources for Reporting, Page 4

Final Exam Question 5

On screen:

What type of reporting is confidential, has no law enforcement investigation or command involvement?

Select the best answer.

- A. Call to 911
- B. Restricted
- C. Call to NCIS
- D. Unrestricted

Reference: Resources for Reporting, Page 3

Final Exam Question 6

On screen:

Which of the following statements are true regarding consent?

- 1) Consent is only a concern in new relationships.
 - 2) Consent may be revoked at any time.
 - 3) Lack of physical or verbal resistance does not constitute consent.
 - 4) Consent is indicated by words or overt acts freely given by a competent person.
 - 5) Once consent is given it is maintained for the relationship.
 - 6) Consent is not constituted by a person's manner of dress or by a prior sexual relationship.
- A. 2, 4, and 6 only
- B. 2, 3, 4, and 6
- C. 1, 2, and 5
- D. 3 and 6 only
- E. All of the above

Reference: Consent Review, Page 1

Final Exam Question 7

On screen:

During a dinner with colleagues after a long day of training, you notice that Vanessa is slurring her words and seems a little wobbly. You shared a ride to the restaurant and planned to do the same after dinner. Roger, another member of the team, has been refilling Vanessa's wine glass all night. You are tired and want to leave. Roger offers to give Vanessa a ride so "we can see where the night takes us." Which of the following are appropriate bystander intervention responses?

- 1) Tell Roger that Vanessa came with you and is leaving with you.
 - 2) Text a teammate across the table and ask if Vanessa is OK.
 - 3) Tell Vanessa, "Don't do anything I wouldn't do," and call a taxi for yourself.
 - 4) Don't risk embarrassment by saying anything; Vanessa has commented before on how attractive Roger is.
 - 5) Tell Vanessa you need to discuss a time-sensitive work task on the way back to the hotel.
- A. 1 and 5 only
- B. 2 and 3
- C. 4 only
- D. 1, 2, and 5
- E. None of the above

Reference: Intervention Review, Page 1

Final Exam Question 8

On screen:

Individuals who experience sexual assault may display symptoms or associated effects of trauma. What are some symptoms or behaviors that victims may experience?

- 1) Withdrawing from others
 - 2) Increase in alcohol use or other negative coping behaviors
 - 3) Changes in mood (e.g., increased irritability, loss of interest, or mood swings)
 - 4) Hypervigilance
 - 5) Gaps in memory
 - 6) Decline in work performance
- A. 1, 2, 3, and 6 only
- B. 2, 3, 4, and 5 only
- C. 1, 4, and 6 only
- D. 1, 3, and 5 only
- E. All of the above

Reference: The Effects of Trauma Review, Page 2

Final Exam Question 9

On screen:

Which of the following is an appropriate way you can offer support to someone who has experienced sexual assault?

Select the best answer.

- A. Give your advice on how to recover from the event.
- B. Ask for details about what happened.
- C. Listen to them, and ask if they feel safe or need medical attention.

Reference: The Effects of Trauma Review, Page 1

Final Exam Question 10

On screen:

Which of the following behaviors would be considered Sexual Harassment on the Continuum of Harm?

- A. Intentional sexual contact without consent
- B. Making a joke about someone's sexual orientation
- C. Sexual touching, pinching, and groping
- D. Collaborating with co-workers on a large project

Reference: Continuum of Harm Review, Page 1

Final Exam Question 11

On screen:

Which of the following behaviors would be considered Sexual Assault on the Continuum of Harm?

- A. Intentional sexual contact without consent
- B. Making unwanted sexual advances toward another person
- C. Making a joke about someone's sexual orientation
- D. Respecting personal boundaries

Reference: Continuum of Harm Review, Page 1

Final Exam Question 12

On screen:

Which of the following would be considered a Healthy Environment behavior on the Continuum of Harm?

- A. Making a joke about someone's sexual orientation
- B. Making unwanted sexual advances toward another person
- C. Collaborating with co-workers on a large project
- D. Sexual touching, pinching, and groping

Reference: Continuum of Harm Review, Page 1

Final Exam Question 13

On screen:

Which of the following behaviors would be considered Sexual Harassment on the Continuum of Harm?

- A. Respecting personal boundaries
- B. Sexual touching, pinching, and groping
- C. Intentional sexual contact without consent
- D. Making unwanted sexual advances toward another person

Reference: Continuum of Harm Review, Page 1

Final Exam Question 14

On screen:

Which of the following behaviors would be considered Sexual Assault on the Continuum of Harm?

- A. Collaborating with co-workers on a large project
- B. Sexual touching, pinching, and groping
- C. Making unwanted sexual advances toward another person
- D. Making a joke about someone's sexual orientation

Reference: Continuum of Harm Review, Page 1

Final Exam Question 15

On screen:

Which of the following would be considered a Healthy Environment behavior on the Continuum of Harm?

- A. Intentional sexual contact without consent
- B. Making unwanted sexual advances toward another person
- C. Making a joke about someone's sexual orientation
- D. Respecting personal boundaries

Reference: Continuum of Harm Review, Page 1

Conclusion

Audio: This concludes the Department of the Navy training on Sexual Assault Prevention and Response.

Thank you for participating.

Please wait while your record is updated.

On screen:

Congratulations!

You have completed the Final Exam.

(Check mark displayed on screen)

Thank you for participating!

Please wait while your record is updated.

To receive credit for this training, please contact your local training coordinator.