



Sexual Assault Retaliation Climate

Military member's or employee's perception of whether retaliation would occur if a sexual assault was reported in their unit/organization.



The following item is used to assess Sexual Assault Retaliation Climate on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. In my workgroup, reporters of sexual assault would be:
 - a. Excluded from social interactions or conversations.
 - b. Subjected to insulting or disrespectful remarks or jokes.
 - c. Blamed for causing problems.
 - d. Denied career opportunities (e.g., denied training, awards, or promotions).
 - e. Disciplined or given other corrective action.
 - f. Discouraged from moving forward with the report.

		Favorable	Unfavorable
Indicators		<ul style="list-style-type: none"> Strong ethics and compliance programs, training efforts, and robust systems of accountability Supervisors encouraging observers of a sexual assault/inappropriate behaviors to intervene early Peers recognize retaliatory behavior and have the social courage to intervene and report crimes Leaders recognize bystanders in public for taking appropriate actions after an incident Senior leaders discuss negative behaviors and actions they want to deter/prevent 	<ul style="list-style-type: none"> Identifying unprofessional and cruel conduct on social media Abrupt changes in leadership/personnel as a result of lack of trust and confidence Existence of “barracks gossip” or “grapevine” speculation about a sexual assault or a suspected investigation Misdiagnosis of medical conditions resulting in erroneous discharges
	Outcomes	<ul style="list-style-type: none"> Unit members are empathic to victims of sexual assault, reducing victim blaming Confidence, decisiveness, and strength in the victims and the sexual assault program increases Victims are able to focus on getting needed assistance and re-victimization will be minimized Command teams are able to focus on mission execution, maintaining readiness, and sustaining the morale 	<ul style="list-style-type: none"> Individuals no longer spend time together; exclude individuals Unit members who report a sexual assault also experience retaliation Sexual trauma individuals may develop anxiety, post-traumatic stress, depression, engage in self-harm, self-medicate (with alcohol or other substances), and/or withdraw from social interactions If members perceive reporters are subjected to abusive behavior, expulsion or disruption to their career, they will be less likely to self-report

For more information, go to Assessment to Solutions on deomi.org. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor