

Strategies to Encourage a Sexual Assault Prevention Climate

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to encourage a Sexual Assault Prevention Climate.

The following items are used to assess Sexual Assault Prevention Climate on the DEOCS:

My immediate supervisor:

- a. Models respectful behavior.
 - b. Promotes responsible alcohol use.
 - c. Would correct individuals who refer to coworkers as “honey,” “babe,” “sweetie,” or use other unprofessional language at work.
 - d. Would stop individuals who are talking about sexual topics at work.
 - e. Would intervene if an individual was receiving sexual attention at work (e.g., staring at someone’s chest, standing too close, rubbing someone’s shoulders).
 - f. Encourages individuals to help others in risky situations that could result in harmful outcomes.
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Strategies

Foster a culture of dignity and respect by creating and enforcing policies to promote a positive response climate including:

- Implement policies and activities to increase organizational support
- Offer training to educate personnel on prevention strategies
- Create peer support groups that can be anonymous circles of support for victims
- Ensure immediate leaders are communicating (to all personnel) the resources available for victims

Leadership should lead by example and promote trust between members including:

- Clearly communicate (to all personnel) that leadership does not, and will not tolerate disrespect towards others
- Create a professional development program to educate junior leaders on recognizing and addressing inappropriate behaviors
- Quickly correct any misconduct and do not encourage or engage in inappropriate behavior
- Demonstrate values and behaviors you want your subordinates to display
- Clearly demonstrate through words and action that accountability is highly valued in your unit

Engage personnel to actively participate in promoting a prevention climate including:

- Create an award system that provides incentives and/or recognition to personnel for developing creative and innovative prevention strategies
- Create an anonymous feedback forum where personnel can share their ideas, thoughts, and concerns to leadership
- Do not reprimand personnel when they speak up on an issue that needs to be addressed by leadership

Additional Resources

Sexual Assault Prevention and Response (SAPR) Program
Department of Defense DIRECTIVE NUMBER 6495.01 January 23, 2012
Incorporating Change 3, Effective April 11, 2017

Sexual Assault Prevention and Response (SAPR) Program Procedures
Department of Defense DIRECTIVE NUMBER 6495.02 March 28, 2013
Incorporating Change 3, Effective May 24, 2017

Military OneSource <http://www.militaryonesource.mil/>
<http://www.SAPR.mil>
<https://www.safehelpline.org>
www.DEOMI.org
www.DEOCS.net
<https://www.cdc.gov/violenceprevention/sexualviolence/index.html>

USCG

Sexual Assault Prevention and Response (SAPR) Program
COMDTINST M1754.10E

USMC

Sexual Assault Prevention and Response (SAPR) Program
MARINE CORPS ORDER 1752-58

USN

Sexual Assault Prevention and Response (SAPR) Program
OPNAVINST 1752.1C

USAF

Sexual Assault Prevention and Response (SAPR) Program
AIR FORCE INSTRUCTION 90-6001 Incorporating Change 1

USA

Sexual Assault Prevention and Response (SAPR) Program
Army Regulation 600-20 CH 8

Additional Reading

Army SHARP Guidebook

<http://www.preventsexualassault.army.mil>

USN/USMC Commander's Quick Reference Legal Handbook Jan 2015

<http://www.hqmc.marines.mil>

The Airmen Handbook 1 October 2015

http://static.e-publishing.af.mil/production/1/af_a1/publication/afhandbook1/afhandbook1.pdf

USCG Command Toolkit

<http://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Health-Safety-and-Work-Life-CG-11/Office-of-Work-Life-CG-111/Sexual-Assault-Prevention-and-Response-Program>