



## Strategies to Eliminate a Sexual Assault Retaliation Climate

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to address negative behaviors pertaining to a Sexual Assault Retaliation Climate.

**How Sexual Assault Retaliation Climate is measured on the DEOCS:**

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.

### Strategies

- Empower all members with the necessary tools, skills and abilities to ensure the safety, opportunities and fair treatment are afforded to everyone without the fear of retaliation.
- Provide professional development training to members in supervisory positions on how to respond to a sexual assault and the early warning signs of peer retaliation immediately following a sexual assault.
- Train all members to recognize behaviors that constitute retaliation (e.g. bullying, unequal treatment).
- Educate all members to ensure they are aware of available resources and organizations to address retaliatory actions (Commanders, IG, MCIO, Legal, SVC/VLC, Medical, and Spiritual).
- Ensure subordinate commanders are appropriately informed, empowered, and resourced to create the professional environment Service members deserve.
- Create an interactive event where you invite individuals who were sexually assaulted to share their stories and the impacts, including the treatment experienced after being sexually assaulted.
- Enhance your organization's training of military and civilian supervisors to more effectively respond to reporters of misconduct, anticipate and proactively address potential problems.
- Frequently communicate the repercussions of retaliatory misconduct and publicize measures taken to address varying forms of retaliatory behavior.
- Monitor professional opportunities (e.g., interfering with a promotion, unreasonably downgrading someone's evaluation, unfairly denying an award) of the member who was sexually assaulted and the reporter of the sexual assault, when applicable.
- Increase factual knowledge of sexual assaults and what it means to be re-victimized.



## 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

DoD Retaliation Prevention and Response Strategy: Regarding Sexual Assault and Harassment Reports, April 2016

[http://sapr.mil/public/docs/reports/Retaliation/DoD\\_Retaliation\\_Strategy.pdf](http://sapr.mil/public/docs/reports/Retaliation/DoD_Retaliation_Strategy.pdf)

Military OneSource <http://www.militaryonesource.mil/>

<http://www.sapr.mil/>

<https://www.safehelpline.org/>

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

<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 1752-5B

### 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](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/>

