



Sexual Assault Awareness Discussion Guide

The Sexual Assault Awareness Event is intended to focus on how we can achieve culture change to eliminate sexual assault. Throughout our culture, there are many myths and assumptions about sexual assault victims and offenders. As we learn to recognize the reality of how sexual predators operate and how other behaviors escalate into sexual assault, we can start to bring about the culture change we need in the Coast Guard. Each person in the Coast Guard is charged to continue the discussion on sexual assault in the Coast Guard community and assist in highlighting the responsibilities that each person plays in prevention and response.

Read-Ahead (for facilitators: Chiefs)

Introduction

Visual media is a powerful communication tool and can evoke strong emotional reactions. It is essential for facilitators to be sensitive to the fact that this discussion might upset some people. Some people may get visibly emotional, while others may conceal their feelings. Recognize that it is possible that a victim of sexual assault, a predator, potential offender, and/or person who has been previously accused of sexual assault may all be in attendance. Some personnel may have been victimized in the Coast Guard; some may have been victimized prior to joining. Let attendees know that it is acceptable to leave the room; however, do so in a way that does not draw attention to anyone who leaves as a “victim.”

Note: The term “victim” is used throughout rather than “survivor”, which is the well-known term often used by advocacy groups. It is up to the person who was victimized to decide when to call themselves a “survivor.” The term “victim” best describes a person subjected to the crime of sexual assault. The term “sexual predator” is also used in this event. That is not meant to imply that everyone charged with a sexual assault is a predator or guilty of sexual assault. Individuals will be presumed innocent until the point they are convicted by a court.

A Sexual Assault Response Coordinator (SARC), Victim Advocate (VA), or chaplain should be in attendance at this event if at all possible. We recognize that this may be challenging for some units due to scheduling conflicts and proximity to these resources. If any of these members are present at your event, they should be introduced prior to playing the film. This support person is charged with observing the discussion and watching for anyone who might have an emotional reaction. Facilitators should advise this individual, prior to the event, to discreetly check on the welfare of anyone who leaves the room during the training. If a SARC, VA, or chaplain is not available, members of the Chief’s Mess and Command should pay particular attention to members who might have an emotional reaction, ensuring that they that they offer available services or the opportunity to connect the member with a SARC, VA, or chaplain.

The inclusion of this individual(s) ensures that any victim attending the event has an immediately identifiable resource available to speak with if the discussion becomes overwhelming; and, all of the attendees can easily identify one of their first-responders. This is an important “safety net” function. It is



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important that personnel understand that their leadership is engaged and committed to supporting victims of sexual assault.

Instructions

- Your command will receive a DVD of the 135 minute film to be used for this event in the mail. Watch the DVD at least 48 hours before the event to increase your familiarity with the material being presented and ensure that your DVD and DVD player are working properly. It is also recommended that you download the film from the CG Portal at <https://cglink.uscg.mil/62a60865> in case a backup copy is needed. (This file is quite large and may take some time to download.)
- Read the entire script before the event.
- If you are confused by any of the talking points in this guide or on the film, reach out to your SARC for clarification before the event so that you are prepared if questions come up.

Event Objectives

- **Recognize that the perceptions and reputations of victims and those accused of sexual assault do not change how we respond to sexual assault in the Coast Guard.**
- **Understand that offensive or harassing comments and behaviors in our workforce can lead to more serious issues like sexual assault.**
- **Realize that sexual predators work to deceive everyone around them, not just the victims that they lure in.**
- **For the purposes of responding to sexual assault, one should assume that the report is true. The Military Justice system will later sort out whether there was an actual criminal offense.**
- **Understand the reporting options available, as well as the resources available for assistance.**
 - **Unrestricted reporting** is any disclosure of a sexual assault to the chain of command, law enforcement, or any active duty service member, and must be reported to CGIS.
 - **Restricted reporting** is a confidential disclosure of a sexual assault to ONLY a SARC -- typically Employee Assistance Program Coordinator (EAPC/SARC) located at the local Work-Life Regional Practice, a Victim Advocate, or military Health Care Provider. Family Advocacy Specialists (FAS) are the back-up SARCs, if the EAPC/SARC is unavailable. Chaplains do not "take" restricted reports, but have "privileged communications" status.
 - **Resources**
 - See the local SARC (typically the EAPC at cognizant Work-Life Regional Practice - POC list attached), a Victim Advocate, or a military healthcare provider.
 - Go to <https://www.safehelpline.org>.
 - Call the Safe Helpline at 1-877-995-5247.
 - CGSUPRT @ 855-247-8778.
 - Call 911 if you are in immediate danger.



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Agenda:

Time	Topic	Tools / Resources
5 Minutes	Opening Remarks	<ul style="list-style-type: none">See Opening Remarks Section
5 minutes	Message from Leadership	<ul style="list-style-type: none">Select “Admiral Papp” from the menu on the DVD. Play Commandant’s remarks regarding sexual assault from the 2014 State of the Coast Guard Address on the DVD.
43 Minutes	Mr. Russell Strand’s Presentation (Part I)	<ul style="list-style-type: none">See Video and Open DiscussionSelect “Mr. Strand” from the menu on the DVD. Play Mr. Russell Strand’s presentation from the DVD.
10 Minutes	Break	<ul style="list-style-type: none">Pause DVD.
75 Minutes	Mr. Russell Strand’s Presentation (Part II)	<ul style="list-style-type: none">Continue playing the DVD after the break
5 Minutes	Optional Break	<ul style="list-style-type: none">Pause DVD.
17 Minutes	Mr. Russell Strand’s Presentation (Part III)	<ul style="list-style-type: none">Continue playing the DVD after the break
15 Minutes	Discussion	<ul style="list-style-type: none">See Discussion QuestionsAdditional questions are provided if time permits
5 Minutes	Closing Remarks	<ul style="list-style-type: none">See Suggested Closing ScriptProvide local Sexual Assault Response Coordinator (SARC) and Victim Advocate Contact information.<ul style="list-style-type: none">See Appendix for list.Provide overview of resources on CG SAPR Website and SAPR Portal page

EVENT SCRIPT

Opening Remarks

Suggested Opening Script

Welcome! April is Sexual Assault Awareness Month, so we are going to have a discussion about the relationship between culture change and the elimination of sexual assault. We will begin the session with some remarks from the Commandant and then watch a video of a presentation that was given last month to the Coast Guard, but first let’s quickly review the reporting options available to victims of sexual assault:



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- Unrestricted reporting is any disclosure of a sexual assault to the chain of command, law enforcement, or any active duty service member, and is reportable to the Coast Guard Investigative Service (CGIS).
- Restricted reporting is a confidential disclosure of a sexual assault to ONLY a SARC (EAPC or FAS at local Work-Life Regional Practice), a Victim Advocate, or military health care provider. Chaplains do not “take” restricted reports, but have “privileged communications” status (meaning that whatever is told to them is not reportable anywhere).

Play Commandant’s remarks from DVD.

Video and Open Discussion

Introduction to Video Script

At this point I want to introduce you to your (Sexual Assault Response Coordinator (SARC) / Victim Advocate / Chaplain). He/she is going to sit in on this session with us today, because he/she is one our unit’s best resources when it comes to a discussion of sexual assault.

The video that we’re going to watch today is of a presentation that Mr. Russell Strand presented to approximately 250 of our Service’s most senior leaders. Mr. Russell Strand is the Chief of the U.S. Army Military Police School Behavioral Sciences Education and Training Division. He is a retired U.S. Army CID Federal Special Agent with an excess of 39 years of law enforcement, investigative, and consultation experience.

We’ll let the topics discussed in the video guide our conversations. It’s important that we talk both frankly and respectfully about sexual assault so that we can tackle this problem head-on.

We want everyone to participate in the conversation as sexual assault is an incredibly important issue — however, if you are a victim of sexual assault or know a shipmate who has been sexually assaulted, this is not the place to tell that personal story. As an alternative, you CAN privately share that information with a VA or SARC.

Many of the topics in this video may remind you of situations you have seen in the workplace or outside of work. Although personal stories that connect with these cultural issues are good to identify, this is not the time to report an individual or individuals who have conducted inappropriate or criminal behavior that you have witnessed. Sharing hypothetical situations without personal identifiers is acceptable. Following this presentation, you should determine if the situation needs to be reported to your chain of command or other required means and take action if necessary. We might speak about facts and scenarios during the course of this discussion. These are hypothetical cases and are not in reference to any ongoing criminal or military justice case. If you are aware of an ongoing criminal case, please do not discuss those facts here today. Also remember that all members who have been accused of a crime are entitled to the presumption of innocence.

Please turn all cell phones off. If you need to step out at any point, please do so quietly but we expect you to return promptly.



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As you watch, pay attention to the cultural issues that you may have seen before in society and in our Service. Think about how our command can avoid applying these stigmas if a report of sexual assault occurs. Also, consider ways our command can contribute to the cultural change that Mr. Strand describes on the path to eliminating sexual assault.

Russell Strand Presentation

- **Start the Presentation.**
- There will be a pause in the video at about 43 minutes in. Stop the film and allow a 10 minute break for attendees to use the bathroom and stretch.
- After the 10 minute break, restart the video where you left off.
- There will be another pause after 75 minutes, you may pause here and allow a second break for 5 minutes.
- After the 5 minute break, play until the end (about 17 more minutes).
- Once the film ends, go through the next three discussion questions with your command. If time permits, there are additional questions that you may consider covering.

Discussion Questions

Question for Discussion: In the beginning of the film, Mr. Strand describes how society frequently focuses on the victim instead of the perpetrator when cases of sexual assault are reported. This is interesting because for most other violent crimes, the focus remains on the perpetrator. How can we avoid victim-blaming when we hear about a report of a sexual assault in our command?

Possible Answers:

- *Take all reports seriously.*
- *Save judgment for the judges and juries.*
- *Understand that no one “asks to be raped.”*
- *Rape is never justifiable based on how a victim dressed or acted.*

Question for Discussion: In his presentation, Mr. Strand describes some offensive terms like “slut” and “whore” and how they’re applied differently between genders. If another Coastie made a derogatory comment or inappropriate compliment about another member of our command, such as “slut”, “whore” or “man-whore”, what would be an appropriate response?

Possible Answers – Do one of the following

- *Tell that person that his/her comments are inappropriate and unprofessional and are not welcome at our command.*
- *Say, “These type of conversations may be normal for you and your [mom, friends, etc.] but this command does not condone them.”*
- *Pull the member aside privately and mention that the individual’s comments aren’t “cool”.*
- *Talk to another leader at this command such as a chief or officer that you trust and ask if he or she could address the problem.*

Question for Discussion: During his presentation, Mr. Strand covers the range of negative issues that a victim may be struggling with following a sexual assault. As it is likely that you may work with someone who was a victim of sexual assault (either currently or in the future) and is suffering from depression, post-traumatic stress disorder (PTSD), suicidal or other thoughts, how can we as a command and individuals help the victim?



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Possible Answers:

- *Command: Promote resources that could help victims like Safe Helpline, CG SUPRT, VAs, SARCs, etc.*
- *The command's accountability regarding military standards can help earn the victim's trust, so that he or she could come forward and know his or her report would be taken seriously, and not "brushed under the rug".*
- *Individuals: If you see another Coastie struggling with personal issues, avoid quick judgment and offer to listen or mention your concerns to your chain of command or a Chaplain, if assigned.*
- *Stand up to the rumor mill.*

If there is time, here are some additional discussion questions that you could have your command discuss.

Additional Question for Discussion: Should the reputation of the victim or potential offender matter in the way that we respond to a report?

Possible Answers:

- *No, people with any type of reputation can be offenders or become victims.*
- *A victim can become a target simply because the offender knows the victim will be seen as unreliable.*
- *Past meritorious service does not excuse sexual assault. Just because someone has served honorably in the past does not mean that we can ignore criminal behavior.*
- *When we let reputations dictate our responses to a sexual assault, the victims tend to feel ostracized and looked down upon as opposed to the perpetrators.*

Additional Question for Discussion: As we learn to understand how men and women in our society may be viewed differently when engaging in the same activities, such as sex, what can we do to prevent this from happening in our Service?

Possible Answers:

- *Do not derogatory comments when referring to others.*
- *Do not gossip.*
- *Treat each other with respect and act as professionals.*
- *Most of these types of conversations should not even be discussed in a professional work environment.*

Additional Question for Discussion: So, it probably is not too surprising to hear, as Mr. Strand describes, that people can conceal who they are while working to gain the trust of their peers and colleagues. Unfortunately, we do not have a cookie-cutter model for how an offender looks and/or acts. How can we work to prevent situations where a shipmate could become a target of a trusted individual who is concealing a predatory nature, or the 3rd persona mentioned in the video?

Possible Answers:

- *By being inclusive so others are not left out.*
- *Group bystander intervention.*
- *Doing things as a team is more fun anyhow.*



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Additional Question for Discussion: How does Mr. Strand interpret bystander intervention?

Possible Answers:

- Bystander Intervention doesn't start at the bar. It is standing up against the name calling and incidents of sexual harassment when you hear or see them.
- "The standard you walk past is the standard you accept."

Additional Question for Discussion: Towards the end of the presentation, Mr. Strand explains that there are 3 things that offenders need. What are these 3 things and how can we prevent them from obtaining them here at our command?

Possible Answers:

- *1. Steady stream of trusting victims, 2. Cover for what they truly are, 3. Organization /Community that will protect them.*
- *We can remove the steady stream of trusting victims by looking out for members who are being ostracized or receiving excessive attention from another member.*
- *We can remove cover for what the offenders truly are by conducting thorough background screening of personnel and watching out for each other routinely. Frequently, offenders have repeated incidents of domestic violence, sexual harassment, and other behaviors as they are all related.*
- *In the Coast Guard, we will not be an organization that protects offenders, and we WILL take all reports of sexual assault seriously.*

Additional Question for Discussion: On the Road Map to change, where do you see our command and why? How do you think we can get to the next steps and complete the change?

Possible Answers:

- All answers.

Closing Remarks

Suggested Closing Script

Thank you for your participation today. I think we can all take something away from this presentation as we work to achieve a culture that is free of sexual assault and the other behaviors that precede it.

Achieving this culture change to eliminate sexual assault is not just about the actions and words of a few individuals in the Coast Guard. Everyone has to be involved and committed to our core values of Honor, Respect, and Devotion to Duty. The culture change needs to be apparent within and outside the Coast Guard because, as Mr. Russell Strand said, "heroes don't rape, and heroes don't let other 'heroes' rape." We do not just protect and serve those in immediate danger, we protect each other.

Please take a look at the contact list for the SARCs, as well as other available resources. Some other SAPR resources such as related military organizations, civilian organizations, and books for coping and recovery are available on the SAPR website at http://www.uscg.mil/worklife/sapr_resources.asp.

This concludes our training for the day. Thank you for your attention and participation.



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Appendix: SARC Point of Contact List

Sector	Point of Contacts	Address
D-1 Boston	Jon-Eric Garcia (617) 223-5012 (617) 894-9603 ioneric.garcia@uscg.mil	CG HSWL Regional Practice Boston 427 Commercial Street Boston, MA 02109-1027
D-1 CGA	Shannon Norenberg (860) 701-6647 (860) 625-1002 shannon.e.norenberg@uscg.mil	Coast Guard Academy 15 Mohegan Avenue New London, CT 06320-8108
D-1 New York	Leslie Cardona (718) 354-2265 (617) 549-3717 leslie.s.cardona@uscg.mil	CG HSWL Regional Practice New York 215 Drum Road Wing C, Room 103 Staten Island, NY 10305
D-5 Cape May	Glen Corlin (609) 898-6731 (609) 846-6418 glen.p.corlin@uscg.mil	CG HSWL Regional Practice Cape May 1 Munro Avenue Cape May, NJ 08204-5000
D-5 Portsmouth	Magnus Graham (757) 295-2048 (757) 510-2772 magnus.j.graham@uscg.mil Lauren Jennings (757) 686-4031 (757) 334-0985 lauren.p.jennings@uscg.mil	CG HSWL Regional Practice Portsmouth 4000 Coast Guard Blvd Portsmouth, VA 23703-2199
D-5 Washington DC	Brian Van Dyke (202) 372-4081 (202) 631-1592 brian.d.vandyke@uscg.mil	CG HSWL Regional Practice Washington D.C. 2701 Martin Luther King Jr Ave SE Washington, DC 20032
D-7 Miami	Corinne Pascoe (305) 278-6675 (786) 566-9763 corinne.p.pascoe@uscg.mil	CG HSWL Regional Practice Miami 15614 117th Avenue Miami, FL 33177-1623
D-8 Houston	James Green (504) 253-4709 (504) 628-5307 james.g.green@uscg.mil	CG HSWL Regional Practice Houston/Galveston 9640 Clinton Drive Houston, TX 77029-4324
D-8 New Orleans	Teresa Blais (504) 253-4711 (504) 628-5307 teresa.blais@uscg.mil	CG HSWL Regional Practice New Orleans 1790 Saturn Street New Orleans, LA 70129-2218



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D-8 St Louis	Christopher Hooper (314) 269-2319 (314) 606-5072 christopher.m.hooper@uscg.mil	CG HSWL Regional Practice St Louis 1222 Spruce Street Ste. 2.102B St Louis, MO 63103-2832
D-9 Cleveland	Dolores Cherry (216) 902-6356 (216) 357-8407 dolores.a.cherry@uscg.mil	CG HSWL Regional Practice Cleveland 1240 E. 9th Street Cleveland, OH 44199-2060
D-11 Alameda	Kim Cosley (510) 437-3927 (510) 812-2297 kim.cosley@uscg.mil	CG HSWL Regional Practice Alameda USCG Island 1 Eagle Road Building 16 Alameda, CA 94501-5100
D-11 San Pedro	Tiffani Collier (310) 521-6136 (310) 877-3779 tiffani.collier@uscg.mil	CG HSWL Regional Practice San Pedro 1001 S. Seaside Avenue Building 38 San Pedro, CA 90731-0208
D-13 Seattle	Kristin Cox (206) 217-6607 (206) 384-6777 kristin.l.cox@uscg.mil Shirley Dujardin (206) 217-6608 (206) 849-8343 shirley.v.dujardin@uscg.mil	CG HSWL Regional Practice Seattle 1519 Alaskan Way South Building 1 S., Floor 3 Seattle, WA 98134-1102
D-14 Honolulu	Jeri Couthen (808) 842-2090 (808) 227-1026 jeri.l.couthen@uscg.mil	CG HSWL Regional Practice Honolulu 400 Sand Island Parkway Work-Life Division Honolulu, HI 96819-4326
D-17 Kodiak	John Eaton (907) 487-5525 x276 (907) 942-0465 john.f.eaton@uscg.mil	CG HSWL Regional Practice Kodiak Building N-27 Storis Drive Kodiak, AK 99619-5022
D-17 Juneau	Clinton Watanabe (907) 463-2127 (907) 209-1513 clinton.m.watanabe@uscg.mil	CG HSWL Regional Practice Juneau 709 West 9th Street Juneau, AK 99802-5517