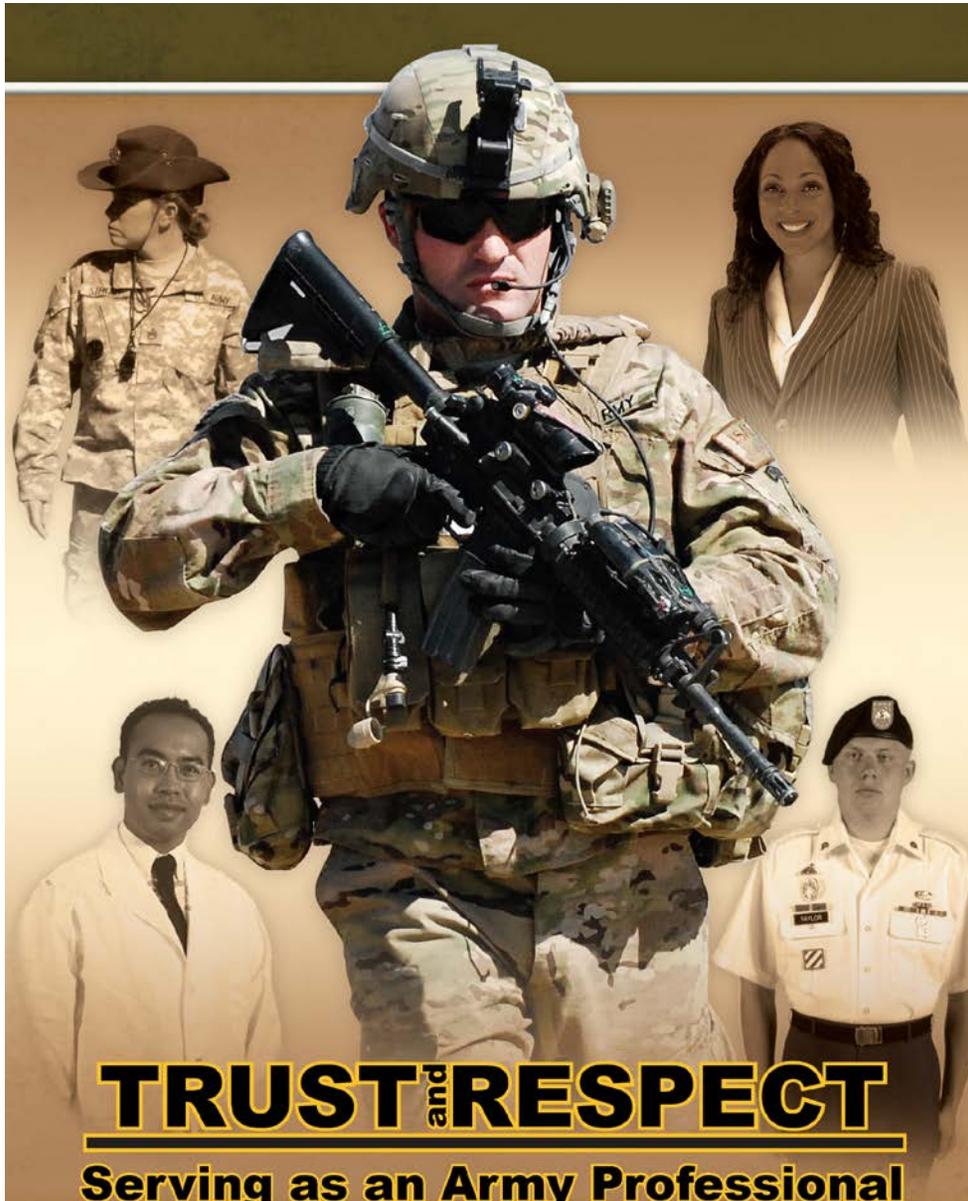


The Effects of Sexual Harassment/Sexual Assault on the Army Profession



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CASE-EX VIDEO VIGNETTE: DISCUSSION GUIDE

For all members of the Army Profession

<http://cape.army.mil>

The Effects of Sexual Assault/Harassment on the Army Profession

Table of Contents

1:	Basic Concepts	p. 4
2:	Facilitation: Best Practices	p. 4
3:	Video Transcript	p. 5-9
4:	Additional Resources.....	p. 10
5:	Sample Discussion Questions.....	p. 11-15
6:	AAR/Check on Learning.....	p. 15

BASIC CONCEPTS

- Watch the video and read the transcript prior to discussion.
- Review “Facilitation Best Practices.”
- See “Additional Resources” for more content.
- Think about a personal experience, story, or event which relates to the scenario and consider using this as a way to start the discussion.
- Present each part of the vignette and lead an open discussion which relates to desired learning outcomes. Listed below are “Sample Discussion Questions” to assist in facilitating the class.
- After watching and discussing each part of the story, identify the takeaways and discuss how each participant will apply this experience.

FACILITATION: BEST PRACTICES

The facilitator’s main role is to be a catalyst for conversation and learning about the topic at-hand. This module contains two rounds of discussion and ends with time to reflect on personal stories and vignettes that relate to the module.

Here are some key points to consider when preparing to facilitate a discussion:

- Let participants do most of the talking.
- The facilitator’s key role is to ask questions which spark thought and conversation.
- Ensure you engage everyone within your group and set the conditions for them to share thoughts openly. Do not let any one person or group of people dominate the conversation.
- Have questions prepared for each round to drive the conversation. Ask open-ended questions and encourage participants to elaborate on their answers/thoughts.

You are the catalyst for conversation. Make sure you continue to ask questions that make your group dig deeper. For more information and guidelines on facilitating professional development discussions, visit the CAPE Website at <http://cape.army.mil>.

VIDEO TRANSCRIPT



First Signs of Unprofessional Behavior

When we got back from Christmas that was when everything kind of started to lay into place that was not right. And a particular drill sergeant, who called me out sometimes during stuff, had a specific nickname for me which was "TJ". He called me out a lot more to sing in front of the formations. Um, he would pick on me a lot more. He picked on a few other privates a lot more. I noticed him kind of singling out people more. He would start off little with something and see if you would say anything or do anything, see if you would tell other privates. It all kind of worked its way into what it became. But he was very, very sly. He was mastermind at it.

Red Flags

I had one occasion where a battle buddy and I, we were running down the stairs, and a particular drill sergeant... he yelled down the stairwell and he was like "hey privates" and... the battle buddy in front of me was down a step where she couldn't see him. And as he was talking to her, um, he was making kissing and winking faces at me and so that would have been my first red flag. We ran back down to formation and I was like, "battle buddy, this just happened" and she was like "I didn't see it" so we really couldn't report it and we really couldn't say

anything about it. It was just one thing that had happened.

I was out on the firing range and the same drill sergeant came around and as he cleared my weapon, he was asking me if, if I would let him have sex with me or if there was anybody in the barracks that he could. Um, and I was, I was so shocked. I was like "no, drill sergeant. You know, I don't know if anybody in the bay would, would wanna do that." I said, you know, "No.". When I got back I went to that same battle buddy. Her and I talked about it and she was like "wow, I can't believe he said that." And there was nobody around though because the firing range was set up differently. And, um, so there was no, again no witnesses for anything. But that would have been my second red flag.

The Assault

The next day was then when the actual assault happened. We were pulling everything out and were doing an inventory for everything for a change of command. So, as we're pulling things out, he had yelled from his office... "Hey TJ" So I came into his office and that was when the actual assault happened. He had kind of cornered me and he, he knew what he could do where other privates wouldn't see from the bay. After the assault had happened I ran out and I was, oh I was looking for a battle buddy to go over to the other bay cuz I knew I needed to tell somebody. And I was crying hysterically and everybody was so worried about what they were doing they didn't, they didn't really stop and pay attention to me. Like what had just happened or asked me what was going on. I was absolutely just mortified. I was terrified. I had no idea what to do.

And I went and I talked to this battle buddy and she was like “you’ve got to tell somebody”. But we didn’t know who.

Seeking Help

We were very stuck on who, who we trusted, who we thought would help us. We are on basic training. We are new to the rank system. We don't understand everything, we don't understand the army. And so we took a little bit of a, a little bit of an opportunity to kinda, kinda brainstorm and kind of think about what was going on. Even though I was still absolutely hysterical and I was, oh I was so lost. We had then had the opportunity to go the PX during that day.

And while we were there it, it was just eating me alive. And I just, I couldn't, couldn't keep it together and I had just started bawling. And then everybody, it became more apparent that there was really something wrong, cuz I am a very outgoing person and there was definitely something wrong.

Misplaced Loyalty

More privates kind of got involved. Um, particular one was a male private and he heard my story and he was very good friends with the drill sergeant who had done this. So as soon as we got back from the PX he ran up there and told that drill sergeant that I was gonna tell on him. And that was when stuff got kind of crazy. Um, as soon as he found out, he started throwing stuff in his office. Oh, he was swearing up and down the _____. He said "you bring her in here". And I was like "I am not going over there. That is not gonna happen. He can come over here and yell at me with all these privates in this room. He can come over here. I'm not going over there where there's nobody over there".

Um, so those privates went over there and told him that and he came back and said that he was gonna come drag me by my hair if I didn't go over there. I said I would like to request to talk to a different drill sergeant. And that was when another drill sergeant came up and he pulled me into that office and I had told him everything that had happened. And he pretty much asked me if I wanted to open up that can of worms. He said that is my battle buddy's career that you're about to mess with. Um, he asked me if I was dreaming. He asked me if I was lying. Um, he brought in another drill sergeant who was one of my other ones and that drill sergeant was like "you know we should really report this". So they did. They called the first sergeant.

Trust Between Soldiers and Leaders

It was on a weekend. She was not very happy about coming in on the weekend. So when she came in, she was pretty hot. She came in there, she questioned all three of us, and then she had all three of us write statements. They read through them and they made the determination that this drill sergeant wasn't smart enough to do this. That he didn't have any reason why he would do this. He has a family. He has a wife. So, they went with the fact that they were just gonna keep it at company level and kind of sweep it underneath the rug. And they didn't, didn't believe me at all. They, the next day they tried to tell me that I was getting chaptered out for having a lack of integrity. Um, they moved me to a different platoon and that platoon absolutely, none of the drill sergeants liked me at all. They all, they all harassed me, they all hazed me. They all had their own opinions of what, what happened. They all thought he was a stellar drill sergeant.

Earning Trust

During the next day we were doing combatives and this sergeant major walked by and I was like this is it cuz I, there's nothing else, nobody's gonna do for me. So I went and I talked to sergeant-major and he, he, he finally put his foot down. And he brought all the females up to that bay. He said "I need to know what's going on. I need to know if this drill sergeant is doing anything to anybody. Because right now I have a private with an allegation and nobody's gonna believe her unless there's more." And finally people broke. Finally we had hands all over the room. We had comments that he had said that were inappropriate. You know behavior that he shouldn't have done and there was also some rape cases.

Lost Faith in the Profession

When I approached the sergeant-major I really had no idea if he would be able to help me or if he had any idea of what was going on. I pretty much was going off of a, going off of a blank sheet, just hoping that somebody would listen. By then I had lost faith in every single person that was wearing this uniform.

Competence Over Character

During the time where the investigation was going on, a lot of the males really, really stuck with this drill sergeant. They really thought he was he was great. Um, he really was a good drill sergeant. He taught us the basics of survival instead of sitting there doing the silly stuff, pushups and stuff. He was very good, ah, with tactical stuff, with life saving things. Um, so a lot of people, they did stick behind him during this. But, honestly by then I was, if you didn't like me, don't talk to me.

Um, many times people, people look at just the outside, you know, competence that somebody has, and the outside character and the outside way that a person presents themselves from the outside this drill sergeant was stellar. He was fast-tracking on his way to first sergeant. He really was. Um, a lot of times people miss, they miss the, the singling out stuff, and they miss him pulling females to the side. Cuz if you're a male, you don't, you don't particularly pay attention to that. Us females, we kinda try to stick together as a team once somebody kind of said something. "Hey this guy's kinda creepy." We all kinda gathered on that bandwagon to kinda look out for each other. But if you're, if you're a male and you're not noticing it, you're kind of lost and you really just kind of think of him as a stellar Soldier.

Trust Between Soldiers

Um, there was many things I could have done. Um, we thought about, thought about talking to the chaplain. We thought about talking to a drill sergeant. We thought about not saying a word. I confided in more than one person which definitely helped me get a little bit more of a view. A lot of the motivation to keep going would be from my battle buddies. Um, they offered to move me to a different company to get me away from everybody in that unit, all the drill sergeants and everything, but I opted to stay there because really during those, those three or four days where I was just absolutely hounded on, those females really, we really got a tight connection. And, um, that's what the army's all about.

The Effect on Trust

As a private, um, and being demeaned by so many, so many higher ranking NCOs, especially male and female, kind of definitely has affected me in many ways. Um, just even being here, I, I definitely act different towards male NCOs. Like it's, it's, it just happens. I have no control over it. If they approach me in a wrong way or if they say "hey, you know, this needs to be better" I take that personally instead of as a soldier. When it comes to trusting chain of command, you definitely say I have a little bit of issues with that as well. I am like the first person to run up to somebody higher and skip that middle person because to me that was, that was the only way anybody heard me was to skip all the way up to a sergeant-major. So that was, that was kind of the way that now is triggered in my brain that stuff will get done when really it should be, you know, keep it at the lowest level.

Personal Courage

I was not the only person, um, that this drill sergeant had victimized. There were many and there was many in that same unit with me in that same bay.

Once I had came forward, they saw what I had went through, all the hazing, all the harassment and they were terrified. Those, those other females had made a pact not to say anything. They weren't gonna say anything till the day they died. They were gonna let me sink.

I have asked them, you know, where did you come from and how did, how did your situation happen, and why didn't you say anything? And they just, they all had said that they were not strong enough. They didn't feel like they could trust anybody there and they didn't want to put

themselves out there and have people look at 'em funny. You know, they, they were scared. They were just like any other person would be. I was scared. Um, but when it came down to it, they really just wanted to know that somebody was gonna do something. Of course you're not gonna say anything if, if somebody higher up is telling you that they're gonna rip your rank off and kick you out. So early in the game, that may be all you have. You came into the army with the army. So a lot of times, people, I know from their situation they were very scared that they would lose their career.

Trust Between Soldiers and the Army

While I did have the option to get out of the army, um, I choose not to. I decided that, you know, my, my father was prior military. My grandfather was prior military. My other grandfather was. It's not, it's not the Army. It is the person that did this and the people that followed him, that had bad judgment. The military doesn't tell you to take away your morals and your standards. Sometimes people just forget when they put on that rank that maybe, maybe this isn't right, or maybe they're using their rank for their own advantages.

Be Passionate and Approachable

The training that we had, um, was very interesting. In the first couple weeks we get there, they compile every little single little thing that they need to throw at you in a PowerPoint, death by PowerPoint. We had so many slide shows to go through; EO, SHARP, how to do this, how to do that. Um, when it came down to it, I honestly can't remember one thing particular that came from any of the videos at all because we were so tired, and we were so beat

down, and none of those videos helped me at all.

The SHARP program, definitely could have been enhanced if they had maybe a live speaker talk about it, or if they just had somebody that was passionate about it. I think that's where a lot of times it gets kind of get thrown under the rug. We just make people the SHARP, but they're not passionate about it. They have no desire to, to really get with victims and see how, how they operate because you can't really fix something that's a problem if you don't understand where that person may be coming from. A lot of the times I've ran into a few that just, they're not approachable. As a victim, you need to be approachable. If I can't approach you with my deepest, darkest secrets, you are nothing. You, you

are of no help. All the training you have is nothing if I don't come forward.

Moral Courage

For other soldiers out there, for this, you know, any, any sort of harassment or assault or rape, bring it to somebody's attention. It doesn't matter who, just somebody because it will eat you alive. It will stay in you and nobody can walk around with that for the rest of their lives and not be miserable. Like you have to tell somebody about it. Um, that way something can be done if there are repercussions from it. There are proper, ah, steps that say that that is not allowed. Um, I just want people to know that there are others out there like myself. There are, you're not alone

ADDITIONAL RESOURCES

The following resources are available:

	<p><u>Center for the Army Profession and Ethic:</u></p> <p>Visit the CAPE Website: http://cape.army.mil</p>
<p>The Charlotte Observer</p>	<p><u>In the News:</u></p> <p>http://www.charlotteobserver.com/2012/11/17/3672302/dri-l-sergeant-convicted-on-sex.html</p>
 	<p><u>Army SHARP Program:</u></p> <p>http://www.sexualassault.army.mil/</p>

SAMPLE DISCUSSION QUESTIONS

“First Signs of Unprofessional Behavior”

[Watch “First Signs of Unprofessional Behavior” – 00:25 to 01:12]

1. PFC Schuette talks about noticing the drill sergeant singling her and others out more after Christmas. When does singling someone out become an issue?
2. She calls him a mastermind at this kind of behavior. What do you think she means by that statement?

“Red Flags”

[Watch “Red Flags” – 01:13 to 02:34]

1. Describe the events leading up to PFC Schuette’s second red flag. How do you think these events affected PFC Schuette and her battle buddy?
2. What are your responsibilities in a situation like this? As a leader? As a battle buddy? As a bystander?
3. Imagine yourself in PFC Schuette’s position. What would you have done and why? What else could she have done?
4. What guidance does the SHARP program provide to PFC Schuette and/or other Soldiers facing this type of situation?

“The Assault”

[Watch “The Assault” – 02:35 to 03:31]

1. Why do you think the drill sergeant thought he could get away with this?
2. PFC Schuette mentions in this and the last segment that he knew what he could do. How does this impact her and others actions?
3. What factors contributed to them not knowing what to do?
4. Why didn’t any of the other trainees report his negative behavior?

“Seeking Help”

[Watch “Seeking Help” – 03:32 to 04:24]

1. What impact does the culture/climate have in situations like these?
2. PFC Schuette talks about brainstorming with her battle buddy. What courses of action would you take if you were in this situation?
3. In this segment she mentions for the second time that she “lost it”, why did no one ask her if she was okay? What is your responsibility to your fellow Soldiers?
4. Do you think any of the other drill sergeants saw any signs in this drill sergeant’s behavior? If so, why didn’t they do anything?

“Misplaced Loyalty”

[Watch “Misplaced Loyalty” – 04:25 to 05:53]

1. She mentions that other Soldiers got involved. If more got involved why did they decide to stick by the drill sergeant?
2. Where does PFC Schuette’s strength come from when confronting her attacker? How did he get away with physically threatening her?
3. What did you think about the drill sergeant’s question about opening a “can of worms” and messing with his battle buddy’s career? Why does he question her allegations? What are the leader’s responsibilities at this point?

“Trust Between Soldiers and Leaders”

[Watch “Trust Between Soldiers and Leaders” – 05:54 to 06:56]

1. How do the actions of the company leadership make you feel? What could have been done better?
2. What led the company leadership to think they could keep this at the company level?
3. What do actions like this do to the trust between Soldiers and their leaders?

“Earning Trust”

[Watch “Earning Trust” – 06:57 to 07:45]

1. Why does PFC Schuette think talking to the CSM is her only option? What other options can you come up with?
2. Why does the CSM need others to come forward? What would have happened if no one else came forward?

“Lost Faith in the Profession”

[Watch “Lost Faith in the Profession” – 07:46 to 08:09]

1. Why had PFC Schuette lost faith in the chain of command and her fellow Soldiers?
2. What other channels could she have used to report this abuse? (e.g., Chaplain, SHARP representative, I.G., Commander’s open door policy, mental health professionals, etc.)

“Competence over Character”

[Watch “Competence Over Character” – 08:10 to 09:39]

1. What is it about this drill sergeant that some Soldiers and leaders in the unit want to stick by him and abandon PFC Schuette?
2. PFC Schuette mentions that people tend to miss the signs that are given. What do you think she means by that? Why is it so easy for people to miss these signs?
3. She points out that males don’t pay attention to that kind of stuff. Why do males or females see these events differently?

“Trust Between Soldiers”

[Watch “Trust Between Soldiers” – 09:40 to 10:24]

1. PFC Schuette says that there were many things that she could have done. If you were in a similar situation what courses of action would you consider?
2. How did the trust she had in her battle buddies help her in this situation? How did they fail to help her?
3. PFC Schuette mentions that this is “what the Army is all about.” What do you think she means by that?

“The Effect on Trust”

[Watch “The Effect on Trust” – 10:25 to 11:30]

1. PFC Schuette talks about how this event has affected her in many ways. Describe in what ways it has affected her. What are some other effects these situations have on individuals and units?
2. What effect do these events have on her chain of command or leaders?
3. How can this kind of damage to the climate be repaired?

“Personal Courage”

[Watch “Personal Courage” – 11:31 to 12:51]

1. Why did so many people fail to come forward with this information?
2. How could command climate have affected this situation differently?

“Trust Between Soldiers and the Army”

[Watch “Trust Between Soldiers and the Army” – 12:52 to 13:33]

1. What allowed her to continue to believe in the Army?
2. Why do people use their rank and position to benefit themselves?

“Be Passionate and Approachable”

[Watch “Be Passionate and Approachable” – 13:34 to 14:54]

1. Discuss why she believes SHARP training in IET is so ineffective. How can SHARP training be improved?
2. What ways could you think of that would help others understand the long term effects on Army professionals and on the profession?
3. Why does PFC Schuette think that the selection of the SHARP trainers matter? What do you think of this?
4. How do instances of sexual assault and sexual harassment affect each one of the 5 essential characteristics of the Army Profession?

“Moral Courage”

[Watch “Moral Courage” – 14:55 to 15:41]

1. How did PFC Schuette display moral courage? How does this relate to the Army Values?
2. She mentions that there are proper steps to follow in these situations. What are they?

AAR/CHECK ON LEARNING

Personal Vignettes and Takeaways

Facilitator asks students to share any personal vignettes and takeaways from the module.

It is important for the group to relate to this story on a personal level. Conclude the module emphasizing the significance of PFC Schuette’s story. Soldiers should walk away with a better understanding of the decision point, and be able to properly convey the importance of the decision-making process to Soldiers in their unit.

Upon concluding, the following questions are useful for determining learning and promoting reflection:

Learning	Q – What did you learn from listening to the reactions and reflections of other Soldiers/civilians? Q – What are the future implications of this decision and or experience?
Reflection	Q – How do you feel/what do you think about what you learned? Q – What will you do with your new information? Q – How can you apply this experience to better develop yourself and your fellow professionals?