1. PREVENTION

A TEAM EFFORT THAT STARTS WITH YOU!
Everyone plays an important role in prevention at every level within our units, organizations, and communities.

2. SEXUAL HARASSMENT AND SEXUAL ASSAULT CONTINUUM AND IMPACTS ON READINESS

Sexual harassment and sexual assault reduces a unit's overall mission readiness by destroying trust, teams, and unit cohesion.

- Engaged Leadership
- Army Values
- Good Order and Discipline
- Dignity and Respect
- Ethical Standards
- Accountability
- Warrior Ethos
- Civilian Creed

KEEP IT IN THE GREEN!
Cat Calls
Sexual Innuendos
Cornering or Blocking
Sexually Oriented Cadence
Unsolicited Sexually Explicit Texts or Emails

EARLY WARNING SIGNS

- Excessive Flirting
- Toxic Atmosphere
- Inappropriate Jokes or Comments
- Disparaging Comments on Social Media
- Inappropriate Work Relationships

- Sending Unsolicited Naked Pictures
- Indecent Recording or Broadcasting
- Nonconsensual Kissing or Touching
- Indecent Exposure
- Indecent Viewing
- Bullying or Hazing
- Retaliation
- Stalking
- Abusive Sexual Contact
- Aggravated Sexual Contact

Leader engagements and intervention opportunities occur throughout the continuum. Report incidents of sexual harassment or sexual assault to a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).

3. PREVENTION

- Communicate your boundaries.
- You have the right to say "no."
- Drink responsibly and have a plan.
- Travel with friends or in a group.
- If you see something, step up and intervene.
- Achieve consent.
- Safeguard each other.

4. BYSTANDER INTERVENTION PROCESS

WHAT IF IT WAS YOUR FAMILY MEMBER OR FRIEND?

1. NOTICE THE EVENT.
2. INTERPRET THE EVENT AS A PROBLEM.
3. ACCEPT PERSONAL RESPONSIBILITY TO DO SOMETHING.
4. DECIDE HOW TO INTERVENE USING THE 3DS:
   - DIRECT: Address the perpetrator, remove people from the situation.
   - DISTRACT: Change the subject, ask someone to do something, mention that someone is coming.
   - DELEGATE: Arrange for someone to intervene or take people out of the situation.
5. TAKE ACTION!
5. SEXUAL HARASSMENT

DEFINITION
Unwelcome sexual advances, requests for sexual favors, verbal comments, and physical conduct of a sexual nature where submission to or rejection of them can impact or interfere with someone’s job, pay, or career. Guidelines apply 24/7, on or off-installation.

TWO TYPES
QUID PRO QUO: Conditions placed on a person’s career or terms of employment in return for sexual favors.

HOSTILE ENVIRONMENT: When personnel are subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature.

THREE CATEGORIES
VERBAL: Jokes, comments, whistling, or pet names.
NONVERBAL: Staring, displays, messaging, or music.
PHYSICAL CONTACT: Touching, cornering, or kissing.

REPORTING OPTIONS
ANONYMOUS: Encourages reporting and keeps anonymity.
INFORMAL: File complaints with a full-time brigade-level SARC.
FORMAL: File complaints with commanders/SARCs (Soldiers) or Equal Employment Opportunity office ( Civilians).

SEXUAL HARASSMENT is punishable with the full range of administrative, non-judicial, and judicial actions.

6. SEXUAL ASSAULT

DEFINITION
Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Guidelines apply 24/7, on or off-installation.

CONSENT: A freely given agreement to the conduct at issue by a competent person.

▶ An expression or lack of consent through words or conduct means there is no consent.

▶ Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.

▶ Current or previous dating, social or sexual relationships, or the manner of the person’s dress does not constitute consent.

▶ A sleeping, unconscious, or incompetent person cannot consent.

▶ All the surrounding circumstances should be considered in determining whether or not a person gave consent.

SEXUAL ASSAULT is a crime and punishable by both the Uniform Code of Military Justice (UCMJ) and/or civilian law.

7. EXPEDITED TRANSFERS

Sexual assault victims who file an unrestricted report can request expedited transfer or reassignment using Department of the Army (DA) Form 4187, Personnel Action, from their current unit to:

▶ Another unit on a different installation.
▶ Another unit on the same installation.
▶ Another company within the same battalion.
▶ Another battalion within the same brigade.
▶ Another brigade within the same division.

Commanders (battalion or above) have 72 hours to recommend approval or disapproval of the request.

8. ALCOHOL AND CONSENT FOR SEX

Sex acts or contact with a person when you know, or reasonably should have known, that the person is incapable of consenting due to drug or intoxicant impairment is a crime.

The UCMJ states that a person is incapable of consenting to sex when they cannot describe the nature of the conduct, are physically incapable of declining participation, or cannot communicate unwillingness to engage in the sexual conduct.

There is no specific amount of alcohol that causes a person to be incapable of consenting under the law.

It is incorrect to say that a person with a certain blood alcohol content level is incapable of consenting.

It is incorrect to say that a person who has consumed any alcohol is incapable of consenting.

Sexual assault reports that involve alcohol and the ability to consent will depend on the unique facts and circumstances of each case. There is no standard-defining rule.

9. RETALIATION

DEFINITION
Wrongfully taking or threatening to take adverse personnel action, or withholding or threatening to withhold favorable personnel action against a person who reports or plans to report an offense. Retaliation also includes the following:

▶ Acts of cruelty, oppression, or maltreatment.
▶ Excluding a person from social acceptance, privilege, or friendship (known as ostracism).

THIS IS NOT OKAY!