



## Lesson 3

# Chief Petty Officer Selectee Leadership Course

CPPD-LEAD09-004

# Lesson 3

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- Character



# Objectives

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- Describe the meaning of character.
- Identify the influence of the Navy Core Values on character.
- Describe the realities of sexual assault in the Navy.
- Explain your leadership role in the prevention of sexual assault.
- Explain your leadership role in the response to sexual assault.



# Quote

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“Nearly all men can stand adversity, but if you want to test a man's character, give him power.”

— *Abraham Lincoln*





# How Would You Define Character?

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Purpose: To define character

- Instructions:
  1. In your own words, how would you define character?
  2. Share your definitions.



# Character

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- Chief Petty Officers (CPOs) abide by an uncompromising code of integrity, take full responsibility for their actions, and keep their word. This will set a positive tone for the command, unify the Mess, and create esprit de corps.



# Character and Integrity

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Purpose: To define character and integrity

- Instructions: As a group, brainstorm and capture the answers to:
  1. How does a Sailor's character and integrity play a role in being a CPO?
  2. How would a CPO ensure that the command climate is conducive to promoting character and integrity?



# Character and Core Values

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- Do the right thing, not necessarily the popular thing
- It's not about what's easy; it's about what's right



# Quote

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“Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are.”

— *John Wooden*



# Role-Play 1

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# Debrief 1

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# Role-Play 2

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# Debrief 2

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# Resources and Reporting

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- SAPR Team
  - Sexual Assault Response Coordinator (SARC)
  - SAPR Victim Advocate (VA)
  - Healthcare Personnel
  - Chaplain
- Reporting Options
  - Unrestricted Reporting
  - Restricted Reporting



# Sexual Assault Response Coordinator (SARC)

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- Military or DOD civilian who serves installation, tenant, and operational commanders as the SAPR subject matter expert and central POC. The SARC also:
  - Tracks sexual assault cases from the initial report through final disposition and resolution.
  - Ensures that SAPR VAs are trained.
  - Ensures that sexual assault victims receive responsive care.



# SAPR Victim Advocate (VA)

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- A military service member or DoD civilian who provides non-clinical crisis intervention, referral, and ongoing non-clinical support to adult sexual assault victims. The VA also:
  - Responds immediately to victims of sexual assault; provides information and explains reporting options.
  - Accompanies victims during medical, investigative, and legal procedures.
  - Helps victims through barriers and makes referrals for assistance.





# Unrestricted Reporting

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- The process used by an individual to disclose, without requesting restricted reporting, that he or she is the victim of a sexual assault.
- Under these circumstances, the victim's report to the SARC, SAPR VA, healthcare personnel, command authorities, or other persons are reportable to law enforcement and will be used to initiate an official investigation process.



# Restricted Reporting

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- The process used by an individual to report that he or she is the victim of a sexual assault to specified officials on a confidential basis.
- The victim's report and any details provided to the SARC, SAPR VA, or healthcare personnel will not be reported to law enforcement or the command.
- An official investigation will not be initiated unless the victim changes his or her report to an unrestricted report.



# Effects of Sexual Assault

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Purpose: To identify the effects of sexual assault.

- Instructions: In two groups, brainstorm and capture the answers to:
  - What are some effects sexual assault can have on individuals (victims, families, shipmates)?
  - What are some effects sexual assault can have on commands?



# Quote

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- “On any given day, as many as three individuals in our Navy and Marine Corps are sexually assaulted. And that number is low – many assaults go unreported.”

– *MCPON Mike Stevens*



# The Reality of Sexual Assault

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- The majority of sexual assaults are:
  - Blue-on-blue
  - Shipmates against shipmates
- Offenders and victims are:
  - All grades/ranks
  - Both genders



# Sexual Assault

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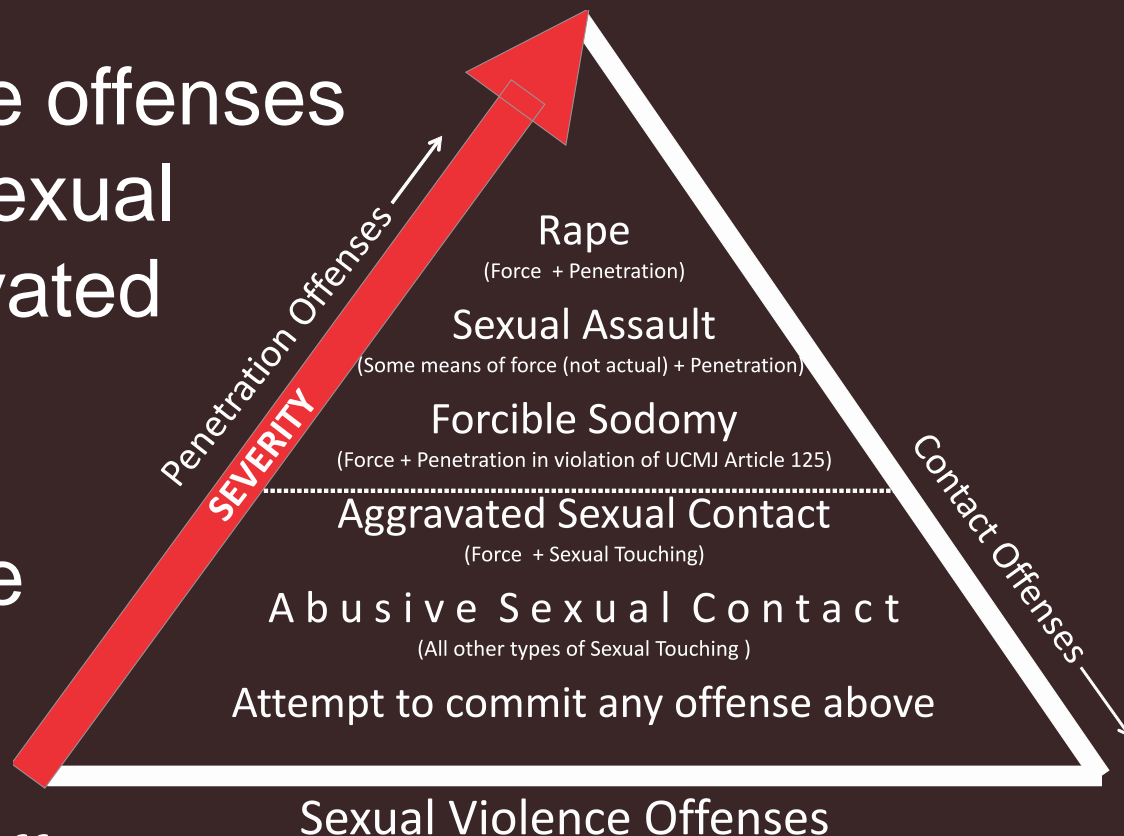
- Intentional sexual contact, characterized by use of force, physical threat, or abuse of authority, or when the victim does not or cannot consent.





# Sexual Violence Offenses

- Sexual violence offenses include rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses.



# What is Consent

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- Freely given permission to engage in an act.



# Consent “Red Flags”

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- Silence
- Assumptions
- Current or former relationships
- Alcohol



# Consent

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- Words or overt acts indicating a freely given agreement to the sexual conduct at issue by a competent person.
- An expression of lack of consent through words or conduct means there is not 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.



# Consent (cont'd)

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- A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved in the sexual conduct at issue shall not constitute consent.
- There is no consent where the person is sleeping or incapacitated.



# Sexual Assault and Alcohol

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# Sexual Assault and Alcohol

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- Alcohol plays a role in the majority of reported sexual assault cases.
- Alcohol use does not preclude the ability to give or receive consent, but engaging in sexual activity while drinking is legally risky behavior.



# Bystander Intervention

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- A strategy that motivates and mobilizes people to act and prevent harm when they see, hear, or otherwise recognize signs of an inappropriate or unsafe situation



# Bystander Intervention Strategies

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- **Direct** – Talk to the person acting inappropriately, or to the potential victim.
- **Indirect** – Suggest that someone observing the situation might be concerned about the person's conduct.
- **Distraction** – Use your creativity, such as humor, to distract people, and de-escalate the situation.
- **Protocol** – Report what you observed “up the chain” and seek guidance on how best to respond.



# What Would You Do?

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# Continuum of Harm

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## Sexual Harassment

## Sexual Assault

**Gender-focused  
jokes, sexual  
comments,  
vulgar pictures**

**Seductive  
behavior and  
inappropriate  
advances**

**Touching,  
pinching,  
groping**

**Threats,  
blackmail,  
sexual  
bribery**

**Physical force,  
sexual fondling,  
sodomy, rape**



# What Would You Do?

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# Myths and Misperceived Norms

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- False assumptions, attitudes, and beliefs taken to be true:
  - Create an environment where sexual misconduct is tolerated.
  - Contribute to a culture in which victims are afraid to report.



# The Chief

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# Preventing Sexual Assault

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Purpose: To identify ways to prevent sexual assault.

- Instructions: As a group, brainstorm and capture the answers to:
  - What are some concrete actions you, as the Chief, can take to prevent sexual assault?



# Quote

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- “Sexual assault prevention and response is about courage: for victims to report, for shipmates to intervene, and for leaders to do what needs to be done. We all must have the courage to do what's right....”

— *RDML Martha E. G. Herb*



# Retaliation

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- Violation of the UCMJ
- Forms of retaliation
  - Denial of privileges, advancement opportunity, or favorable jobs
  - Ostracism – exclusion from social acceptance, privilege, or friendship
  - Maltreatment – abusive or unwarranted, unjustified or unnecessary treatment
- Social media – online messages and comments intended to ostracize



# Responsibility

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- It's our responsibility to recognize, discuss, and end retaliation
- Your Job:
  - Report all offenses you observe
  - Treat personnel that report with honor and respect
- Report to:
  - Chain of Command through trusted mentor
  - Inspector General hotline: 1-800-522-3451
  - SECNAV Website: <http://www.secnav.navy.mil/ig>



# Additional Resources

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- DOD Sexual Assault Prevention and Response Office: [www.sapr.mil](http://www.sapr.mil)
- [www.myduty.mil](http://www.myduty.mil)
- [www.safehelpline.org](http://www.safehelpline.org)



# Knowledge Check

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- Describe the meaning of character.
- Give three reasons why character is important in your role as a CPO.
- Give one example from each Navy Core Value (Honor, Courage, and Commitment) of how Sailors can use them to influence character.



# Knowledge Check

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- Explain the reality of sexual assault in the Navy.
- Describe three things you can do to prevent sexual assault.
- What reporting options and resources are available in the event of a sexual assault?



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# Summary

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