

Encompass

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Center for
Personal and
Professional
Development

April 2012

Leading the Way in Sailor Development – Sexual Assault Awareness Month

Message from the CO

COs, XOs, Dept Heads, Leaders at all levels,

April is Sexual Assault Awareness Month (SAAM); this IS your business; it affects your mission. I urge each of you to take a very close look at how this is being handled within your command. Talk about it, and then talk about it some more - it's a *CRIME*.

This month's Encompass is replete with links to information, statistics and websites that will afford you the opportunity to talk frankly with your command. These tend to be very hard words to say; leaders have got to stand firm, be involved and discourage any climate that allows this conduct to exist, perceived or otherwise.

Need help? Check out these resources:

[Navy Personnel Command Sexual Assault Prevention and Response Web page](#)
[Department of the Navy Sexual Assault Prevention and Response Office](#)
[Navy Knowledge Online Bystander Intervention Page](#)

– CAPT JP Newcomer

CMC Corner

April is Sexual Assault Awareness Month. There is no place in a professional organization - especially the Navy - for sexual assault and every command is facing this challenge. It is everyone's responsibility to help eradicate this crime from our Navy. While the act of sexual assault can be devastating to the victim, we must also not forget those affected who are close to the victim. Shipmates, families and friends are seriously impacted by this heinous act, and these second- and third-order effects can erode the trust in the command. We must ensure a professional and safe working environment. Many times problems start with off-handed remarks and jokes that are sexual in nature and as leaders we need to step in and stop it when we see or hear this behavior. I encourage each of you to check out the resources listed in this month's Encompass and use them to make sure your command handles this serious issue appropriately.

– CMDCM Ken Schmidt

Quick Hits

 [CPPD Leans Forward on SAAM Training](#)

 [Bystander Intervention Atypical Navy Training](#)

Go to

 [Navy Knowledge Online](#)

 [Navy College Office Website](#)

 [Virtual Education Center](#)

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1-877-838-1659

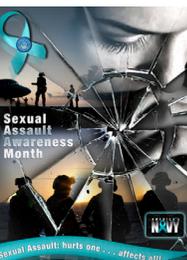


Personal Development



A foundational element of the U.S. Navy's Sexual Assault Prevention program is [Bystander Intervention](#). Implemented throughout the Naval Education and Training Command domain in January 2012, incoming technical training students participate in facilitated discussions to strengthen their situational awareness and skills for intervening when a fellow shipmate may be in or entering a potentially dangerous situation. As of early April, more than 11,000 Sailors have received training in intervention techniques. They have learned about four tactics of intervention (direct, indirect, distraction and protocol) and, as leaders, you should know these techniques as well. An overview of these concepts can be found on Navy Personnel Command's [Sexual Assault Awareness Month](#) website. All Sailors are expected to step in to prevent poor decision making and destructive decisions. Make sure your Sailors are empowered to intervene on behalf of their fellow shipmates. The only wrong answer when seeing a shipmate in a risky situation is to do nothing.

Professional Development



[Research](#) underscores the relationship between command climate and the prevalence of both sexual harassment and sexual assault. In fact, focusing on factors that influence command culture can significantly reduce the risk of sexual violence and improve environmental safety for all Sailors. As leaders, we must consider the potential message we send to our Sailors if we are lax about sexist comments and behavior. This inaction can create the perception that off-color jokes or inappropriate comments are condoned and lead to an escalation of abuses throughout a command. Hostile work environments can increase the odds of sexual violence six-fold as the [Continuum of Harm](#) is advanced. All leaders should be aware of the resources available from the [Department of the Navy Sexual Assault Prevention and Response Office](#) and begin preparing for the additional training for Navy leaders being launched this summer.

Voluntary Education



For the command triad, as you educate your commands on the policies and guidelines to eliminate sexual assault throughout the year, consider the education counselors within our [Navy College Offices](#) as another referral source. While they are not trained to provide the help and assistance of the command-level [Sexual Assault Response Coordinator](#) (SARC) or SAPR [Victim Advocate](#), many times during educational counseling, significant life-altering events come to light. If a victim of sexual assault comes to a Navy College Office counselor, we will ensure he or she is referred to the right resources with discretion and respect. Invite the staff of your local Navy College Office to your training sessions, so they know who the right points of contact are at your command.

Key Messages/BLUF

- ◆ The Department of the Navy is taking action to eliminate sexual assault from our ranks.
- ◆ Every member of the Navy-Marine Corps team is responsible for creating a command climate that is intolerant of sexual harassment and sexual assault.
- ◆ Our ultimate goal is a Navy culture of professionalism, respect and trust where sexual assault is eliminated and never tolerated.

[To learn more about CPPD click here.](#)