



# **CJTF Phoenix VII Equal Opportunity and Sexual Assault Prevention and Response Programs Newsletter**



EO/SAPR Team: LTC VanCort and MSG Misericordia

**Edition 4, 1 September 2008**



Welcome from the EO/SAPR Team for CJTF Phoenix VII, we hope that you find this newsletter beneficial in the performance of your duties as an Equal Opportunity Leader (EOL) and/or Victim Advocate (VA). We have placed many useful tools on the CJTF PHX VII intranet site at:

<https://tfphx.oneteam.centcom.mil/Pages/default.aspx>. You can find guidance, procedures, forms, posters, training packages, etc for both Equal Opportunity and Sexual Assault Prevention and Response. We welcome your feedback, comments, suggestions, etc.

*Thank you for accepting this critical duty appointment as either an Equal Opportunity Leader (EOL) or Unit Victim Advocate (UVA). This duty may seem insignificant day-to-day but will be invaluable to any Warrior who may require your assistance. All the efforts put into prevention of discrimination, harassment or assault will reap benefits and keep our unit's mission ready. Let us know when your evaluation is due. We will provide you or your rater with feedback on your critical additional duty for consideration in your evaluation. When it comes time for you to depart the CJTF, remind your ARSIC Command of your impending departure and the need to identify and/or train a replacement; take the time to transition your replacement if time/personnel allows; and advise this office 30 days prior to your departure from theater so we can acknowledge all our EOLs and UVAs for their service. Thank you for all you do for the CJTF Phoenix Warriors*

## **Equal Opportunity and Prevention of Sexual Harassment**

**ALL EOL's** please ensure command policy letters and posters are displayed throughout your FOB's. Ensure they contain EOL names and contact information. With the consistent flux in personnel in/out it is essential to keep this information current and posted.

### **If you know you will be departing theater in the coming months advise your Commander.**

There will be an EOL Course at Camp Phoenix from 6-11 Oct 08 (7&12 Travel days) Command can never have enough "eyes and ears" on the ground especially with the numerous FOBs and Camps in our Area of Operations. All service regulations stipulate 2 EOLs per unit and ARSIC HQ's provides this service for their forces.

**Please Assist!!** The Task Force-wide Organizational Climate Survey is underway and will be available until 30 Sep 08. We are asking all EOL's to ensure the word gets out throughout your command so we have maximum participation. This survey is not specific to Equal Opportunity but to command climate overall. Good command climate facilitates a good EO climate.

**Reminder:** Continue to conduct and document all refresher training. We are receiving feedback that the training packets have been useful and many units have completed the training.

**Teamwork and Camaraderie.** Mission success is driven by our service members being able to work as a

team. Key to teamwork is camaraderie. Camaraderie builds open and direct communication, frequent praising of each others' contributions, and most importantly mutual support. That is all well and good for teams whose members like each other, but what if they don't like each other? Much of the time we like or dislike someone, it relates more to how well we understand them. Socialization has been different for all of us, most of us enter adulthood ill-equipped to deal with the myriad of personalities, temperaments, cultures, values, beliefs, ideologies, religions, and idiosyncratic behaviors of those we meet. One way to break down these barriers is to expand one's understanding of their own values, beliefs, and attitudes and learn and embrace those of others. We celebrate special observances to allow all members of the team to learn and embrace the differences of others. Outstanding teamwork and camaraderie will lead to the success of the unit and mission accomplishment.

### **EOL Toolbox**

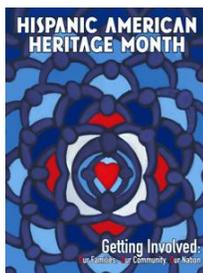
Is your unit or section having problems with morale, communications, cohesion, leadership? Any and all of these can take a toll on mission success if not addressed. As a leader and/or EOL, if you suspect any of these issues this may be the time to do a focus group or sometimes called a sensing session. Anyone can conduct a focus group/sensing session and it is a useful tool to add to your toolbox. Group sessions can prevent little problems from becoming bigger ones. There is a great video on the DEOMI website that can assist you in preparing and conducting a session. Check out

[http://www.deomi.org/TrainingMedia/MS\\_FocusGroups.cfm](http://www.deomi.org/TrainingMedia/MS_FocusGroups.cfm).

Also there is a section and an appendix in TC 26-6 – Extract follows:

“ Focus groups are a form of group interview to gather specific information about the unit or given command. They may be formal or informal events conducted by the chain of command or other staff personnel. However, they are most effective when participants are free to discuss their feelings and share their opinions about the organization. Through focus groups, leaders learn which specific events or unit activities induce both favorable and unfavorable responses by participants. To avoid issues of intimidation or reprisals, leaders are encouraged to conduct focus groups among a sampling of Soldiers from similar peer groups, junior enlisted, junior NCOs, senior NCOs, and officers.”

Additional information on planning and conducting focus groups is contained at TC 26-6, Appendix F (on the intranet site). This assessment tool can be used for a variety of issues not just those pertaining to EO.



### Hispanic American Heritage Month 15Sep-15Oct 08

This years theme is **Getting Involved: Our Families; Our Community; Our Nation.** EOL's should work with command and service members to take time to embrace the Hispanic culture, diversity and recognize its many contributions to our units, military service and our nation. Having a working understanding of differences between our own cultures, that of a host nation, our teammates in a joint environment, coalition partners, or even our enemies on the battlefield makes us much more effective in carrying out our mission. Conducting special observances is a step in facilitating education and understanding. There is information on our intranet site on how to conduct special observances as well as posters for local printing. Additionally, the Defense Equal Opportunity Management Institute has many useful tools at <https://www.deomi.org/>

<https://tfphx.oneteam.centcom.mil/Pages/default.aspx>  
**SOP's for EO and SAPR are on this website. If you are looking for forms, checklists, etc., they are here. It is a working site and new items are added all the time.**

## Sexual Assault Prevention and Response Program

### Prevention/awareness:

You should have received a vinyl SA Awareness Poster and informational tri-folds. We will have additional materials out soon as well. Please let us know if you have not seen these items.

Request All UVA's ensure that posters are displayed throughout their FOB which contains UVA names and phone numbers. Ensure your Chaplain and TMC, especially have this information. With the consistent flux of personnel in/out it is essential to keep this information current and posted. Additionally, they should contain the following information:

**Sexual Assault Hot Line:** 431-7454/7453  
(Confidential hot line – manned by SARC's at Bagram)  
**Military OneSource:** Overseas:00-800-3429-6477 OS Collect:1-484-530-5908 (Confidential Hotline)  
**Phoenix TMC,** Bldg A-4 237-2412  
**Phoenix DSARC:** 318 237-2241 or 070044476  
**Bagram ER** 431-3207 (5436)

### Response:

The Medical SOP has been completed and the Brigade Surgeon will be distributing to all medical facilities in the AOR in the coming weeks. Items still in process with SAPR office: Table of contents for a continuity book; and additional level III options. All UVA's have some "due ins" we are still looking for regional contacts and periodic updates on any climate issues or trends.

**Commanders Guide** – There is a Commander's guide to responsibilities in the SAPR Program. It highlights on prevention/awareness and actions to take if a service member, DOD civilian or contractor is sexually assaulted. **Please pass this tool on to Commanders within your organization.**

**SAPR and DOD:** As many of you may be aware, congress has been highly critical of the Military's Sexual Assault Prevention and Response Program. Here at CJTF Phoenix SAPR office we want to prove them wrong, that we continue to provide our service members with information, prevention and awareness, and are prepared to respond should an incident occur. Additionally, the policy will expand to incorporate DOD Civilians and Contractors here in the very near future. They will be entitled to reporting options, medical treatment, services etc.

**Your feedback is essential to us.**

## **Good News and Ideas from the Field**

" There is very little business to report from Camp Blackhorse. We have posted prevention and contact posters around the camp (living areas, DFAC, MWR facility). We are making a presentation to the shop OIC's at tomorrow's staff meeting regarding restricted vs. unrestricted reporting so that they can do some internal training. We are planning on doing refresher SAPR training in a few weeks for Blackhorse personnel. There are no incidents to report--mostly because people are staying vigilant to remain professional and safe." *ARSIC-C UVA.*

## **In the News:**

### **House Panel Blasts DOD Over Response To Sexual Assault Claims**

By Leo Shane III, Stars and Stripes

WASHINGTON--House members infuriated by slow progress on the military's response to sexual assault claims accused defense leaders of a cover-up and tossed a senior department official from a Thursday hearing on the issue.

"Years of inaction at the DOD continue to speak volumes about senior leadership's commitment to our service members and civil servants," said Rep. Christopher Shays, R-Conn. "When it comes to sexual assault in the military, the DOD has absolutely no credibility.

"I really hope heads roll."

Military officials at the House Oversight and Government Reform subcommittee hearing said improvements have been made in training and crime reporting options for victims in recent years, but acknowledged more work needs to be done.

"Even one sexual assault violates the very essence of what it means to be a soldier," said Lt. Gen. Michael Rochelle, deputy chief of staff for the Army. "I can assure you the Army treats this very, very seriously."

But lawmakers questioned that, noting that defense officials are two years behind on convening a Congressionally ordered task force to examine the issue, and have failed to establish a department-wide database of cases to better track complaints.

A GAO survey of 14 military installations earlier this year found that half of sexual assaults in the ranks go unreported, despite new policies designed to protect victims' privacy.

Committee members had subpoenaed Kaye Whitley, director of the Department's Sexual Assault Prevention and Response Office, to testify

at Thursday's hearing, but defense officials instructed her to stay away from the hearing.

Principal Deputy Undersecretary of Defense Michael Dominguez told committee members the decision was designed to emphasize his responsibility in the area of sexual assault reporting, and not an attempt to keep information away from the representatives. In testimony, he listed improvements and shortfalls by the department in recent years.

But subcommittee chairman Rep. John Tierney, D-Mass., dismissed him from the hearing before he could give any testimony, calling the decision not to have Whitley testify "willful and blatant disrespect" for the lawmakers and sexual assault victims.

He said committee members will consider seeking legal action against both Whitley and Dominguez, noting no legal exemption for them ignoring the subpoena.

Defense statistics show that sexual assault complaints in the services dropped 9 percent from 2006 to 2007, to 2,688. But Rep. Louise Slaughter, D-N.Y., said she believes that has more to do with changes in definitions of sexual assault within the department than an actual drop.

Witnesses told the panel that the reporting process remains adversarial, often pitting victims of crimes against the perceived good of the unit.

Mary Lauterbach told lawmakers she believes her daughter Maria would be alive today if Marine Corps officials took her rape allegations more seriously.

Maria, a lance corporal stationed at Camp Lejeune, N.C., was eight months pregnant when she was murdered in December. Corps officials have charged Cpl. Cesar Laurean, a fellow Marine whom she accused of sexual assault, with the crime.

Lauterbach said officials failed to transfer her daughter off base after the rape accusation, and ignored threats made against her.

The night she was killed Maria was ordered to attend a unit Christmas party which Laurean would also attend.

Ingrid Torres, a Red Cross worker who was raped by an Air Force doctor while working at Kunsan Air Base in South Korea, said victim services vary wildly from base to base, and often involve different standards for different victims.

"Civilians are not afforded the same protections as active-duty military personnel after suffering an assault," she said, noting confusion among different investigators as to what the Air Force's responsibility was. "If I knew then what I know now, I can't say for sure I would have reported it."

Members of the committee said they were appalled, noting that they had heard similar stories from constituents.

"We keep thinking that the DOD would get it by now, but they don't," said Rep. Michael Turner, R-Ohio. "It's alarming."

*Please feel free to provide input to this newsletter. We will publish this on a monthly basis on the 1<sup>st</sup> of each month. Please forward any input to LTC VanCort or MSG Misericordia NLT the 25<sup>th</sup> of each month. Thank you all for your role and in performance of this invaluable service you provide to Commanders and Warriors!*