



Vignette One

FACTS:

A male SGT was at the fitness center with two subordinates when he decided to 'cup check' them by hitting them in their clothed testicular areas. Later, one of the victims reported the incident to their first line supervisor and the supervisor did not inform anyone of the incident. Eventually, word of the incident reached command channels and a CID investigation ensued. The SGT was titled for abusive sexual contact, given a field grade article 15, and reduced to SPC.

DISCUSSION QUESTIONS:

- Do your Soldiers know the boundaries between horseplay and criminal misconduct?
- What is your viewpoint regarding male on male sexual assault and similar crimes?
- What would happen to a leader/commander who chalked this type of misconduct up as 'horseplay' and decided not to report the incident?
- What should we do when we receive a report of sexual assault?
- What are some ways an observer or even the first victim could have intervened before the second Soldier became a victim?



Vignette Two

FACTS:

A male MAJ was known for making comments about women in the Army in the presence of his male subordinate Soldiers. On one such occasion, during a field exercise, upset with the fact that he and other male Soldiers would have to share a tent with a female Soldier, the MAJ made a number of vulgar and sexually explicit remarks. This included commenting that women only join the Army to find husbands and to have sex, and that they can get any man they want, whenever they want. After an investigation into these comments, it was determined that the MAJ's inappropriate comments created an offensive working environment and caused the Soldiers in the unit to lose respect for the MAJ. The MAJ received a GOMOR that was filed in his permanent Army Human Resources Record.

DISCUSSION QUESTIONS:

- Are sexually explicit comments about *all* women in violation of Army Equal Opportunity policy, Sexual Harassment policy, or both?
- Does it matter that the comments were made only in front of men? Why or why not?
- If you were a male subordinate of the MAJ, what would you have done if you heard the comments?
- If you were a female Soldier, and heard about the MAJ's comments second-hand, how would you react?



Vignette Three

FACTS:

A male SFC was conducting a barracks inspection of a junior enlisted female Soldier's room. After the inspection started, the SFC told the Soldier to follow him back to his room so that he could "Show her what clean looks like." Reluctantly, the female Soldier followed the SFC back to his room, where she was told to clean his room and move furniture. The SFC touched the Soldier on the arm several times. After more than an hour of being in his room, the SFC instructed the Soldier to sit on his bed and lick her lips in front of him. The Soldier finally left the room and reported the incident to her 1SG and PSG. The SFC received an Other Than Honorable discharge from the Army.

DISCUSSION QUESTIONS:

- What are your thoughts on this particular situation?
- Have you seen or experienced similar behavior by others SM's, if so elaborate?
- How could this incident affect the unit's morale and/or readiness?
- How could you help prevent this?
- At what point does one know when they have permission to touch another person?
- Is verbal consent required prior to making physical contact with someone else?
- Would the Soldier have been within her rights to refuse to enter the SFC's barracks room without a battle buddy?