



U.S. ARMY

WARRIOR JUSTICE: Vignette One



FACTS:

A male CPT met a woman on a military post in Area I, Republic of Korea. The woman was separated from her husband, a junior enlisted Soldier, and the CPT was aware of her marital status. Shortly after meeting, the CPT and the woman began a consensual sexual relationship. During the course of this relationship, the CPT often spent the night at the woman's off-post apartment without having a valid pass. One day, after the CPT and the woman had an argument, the woman reported to military authorities that the CPT sexually assaulted her, and a CID investigation began.

RECOMMENDED DISCUSSION QUESTIONS:

- What are your thoughts on this situation?
- In what ways can behavior by Senior Leaders affect the morale and well-being of the entire unit?
- Do you think the CPT's misconduct would make subordinate Officers, NCOs, and Junior Enlisted Soldiers more or less likely to follow his orders? Why or why not?
- Do you think it is appropriate for a Soldier's Chain of Command to address misconduct that involves private, consensual behavior?
- What are your thoughts on the action taken against the CPT?

WARRIOR JUSTICE:

The report of sexual assault was not supported by enough evidence to prosecute, but the 2ID Commanding General gave the CPT a General Officer Memorandum of Reprimand and placed it in his permanent Army Military Human Resource Record for committing adultery and violating curfew.



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WARRIOR JUSTICE: Vignette Two



FACTS:

A male CPT became romantically interested in a female SPC that he worked with in a staff office. Their relationship started off very professionally and they found that they shared many common interests. Occasionally, a sexist or crude joke was exchanged between all members of the office, but no one objected or complained. As time progressed, the CPT started engaging the SPC through social media. Many of the comments made by the CPT were sexual in nature and the SPC became very uncomfortable. Eventually, she stopped responding and filed a complaint against the CPT for Sexual Harassment. After an investigation, the complaint was founded.

RECOMMENDED DISCUSSION QUESTIONS:

- What are your initial thoughts about this situation?
- Does this really happen in our organizations and if so, does it always get reported?
- How could this incident affect the unit's morale and/or readiness?
- What resources are available for Soldiers who file Sexual Assault complaints?
- Do you think the history of inappropriate comments and jokes in the workplace contributed to this problem?
- What are your thoughts on the action taken against the CPT?

WARRIOR JUSTICE:

The CG gave the CPT an Article 15. He was sentenced to forfeit one half month's pay for one month, restriction for 30 days, and a written reprimand.



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WARRIOR JUSTICE: Vignette Three



FACTS:

One Saturday night after he had been drinking off-base, a male SGT came to the door of a female SPC and knocked. The SPC asked the SGT if everything was ok, but he did not say anything as he motioned for her to let him inside her room. Reluctantly, the SPC let the SGT inside of her room, and again asked what was wrong. The SGT said that everything was fine, but that he wanted to hang out with the SPC. The SPC then asked the SGT to leave and told him that he was about to break curfew. The SGT refused to leave, and instead put his arms around the SPC, touched her breasts and buttocks, and made inappropriate sexual comments towards her, until the CQ NCO came to the door.

RECOMMENDED DISCUSSION QUESTIONS:

- How do you think the SGT's misconduct affected the SPC's work performance and personal life?
- What course of action can a junior Soldier take if she is faced with an NCO or Officer who is acting unprofessionally towards her or others?
- What actions can leaders at all levels take to prevent sexual misconduct in our barracks?
- Do you think the SGT would have acted this way if he hadn't been drinking? Why or why not?
- What are your thoughts on the action taken against the SGT?

WARRIOR JUSTICE:

The SGT was referred to a Summary Court Martial where he was found guilty of fraternization, breaking curfew, and abusive sexual contact. The SGT was reduced to E4, ordered to forfeit \$1,552.00 of his pay, and was restricted to the battalion area for two months.