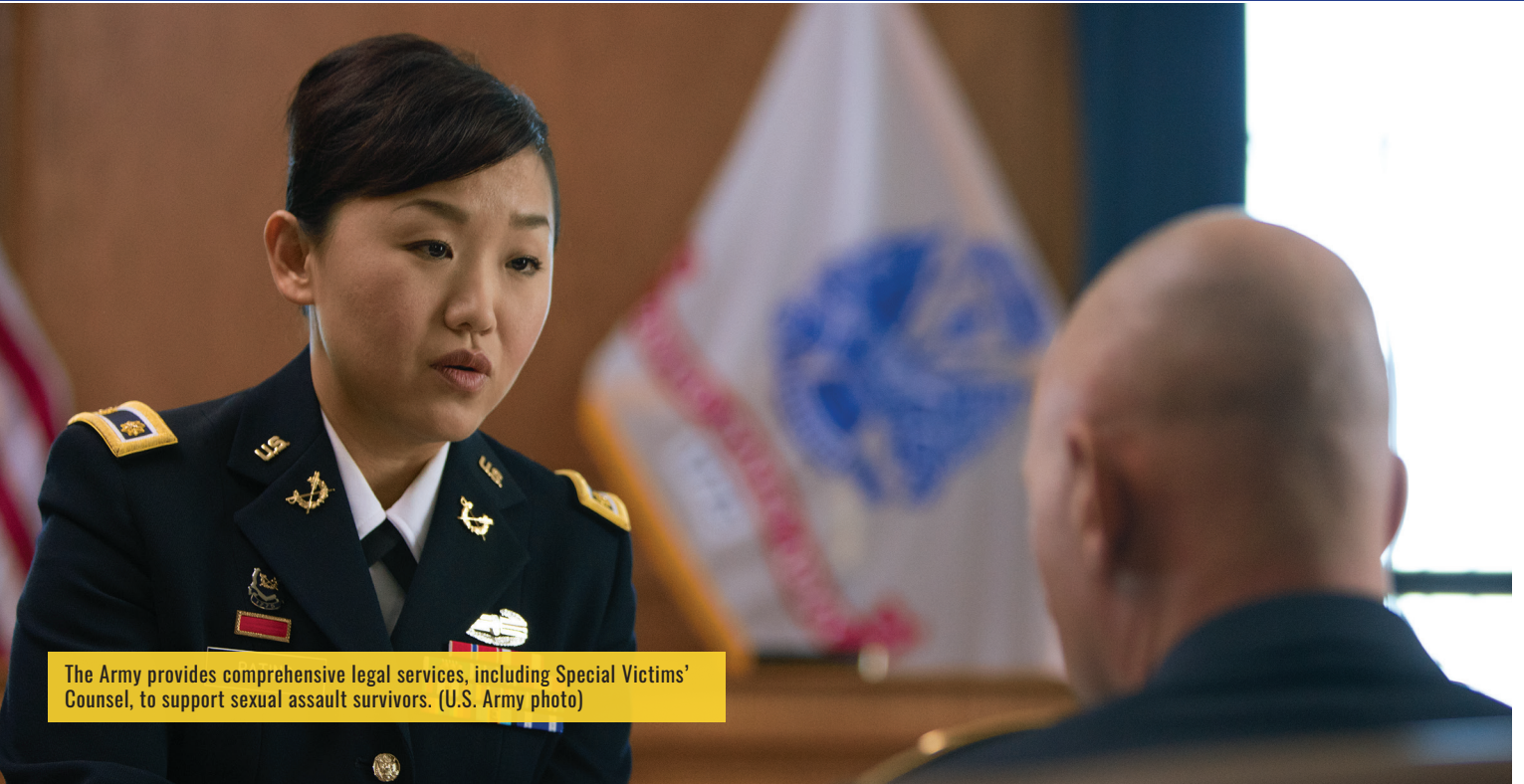




ARMY RESILIENCE COMMUNITYLINK

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER | DECEMBER 2021



The Army provides comprehensive legal services, including Special Victims' Counsel, to support sexual assault survivors. (U.S. Army photo)

Survivors Have Rights to Legal Services Provided by the Army

By Antonietta Rico, Army Resilience Directorate

To ensure sexual assault survivors receive full support after an assault, commanders, leaders, and Soldiers should be aware of the comprehensive legal services the Army provides.

Sexual assault victims may be eligible for legal assistance provided by the Army. Additionally, those same eligible sexual assault survivors can receive support from investigation through any military disciplinary process from a Special Victims' Counsel.

"SVCs are specially trained to represent clients—not to support the government or the command," said Lt. Col. Carol Brewer, Chief of the Army's SVC Program. "An SVC's mission is to empower victims so that their interests and their voices are heard throughout ... a very complicated process."

An SVC's job is to help the victim understand the military justice process and to educate them on their rights, resources, and options; this empowers them to make informed decisions, Brewer said.

SVCs receive special training in the military justice process

and receive trauma-informed training to be able to sensitively respond to their client's needs. During interviews with criminal investigative agencies and law enforcement, sexual assault survivors can request to have an SVC present.

SHARP professionals, such as SARCs and VAs, commanders, NCOs, Criminal Investigation Division staff, and other military professionals who provide support services to sexual assault survivors should brief the victim on their right to be assigned an SVC and facilitate the provision of an SVC to the victim.

"By having well-informed empowered victims, the Army is more likely to be able to hold (offenders) accountable," Brewer said. "That is critical, not just to our justice system, but to our overall good order and discipline."

Sexual assault survivors can also directly request an SVC at their installation's legal services office. Even if they have filed a restricted report, they are eligible to talk to an SVC. For those who have not filed a report, they can discuss their options with an SVC. SVCs will also meet with survivors at another place of

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DIRECTOR'S COLUMN

Team,

Every Soldier is a valued member of our Army team, and senior Army leaders recognize that engaged leadership is key in building protective factors in Soldiers, creating cohesive units, and preventing suicide. On Nov. 29, Gen. Joseph M. Martin, Vice Chief of Staff, led a chain teach initiative with Commanding Generals across the Army, to ensure effective local implementation of the Suicide Prevention Program (see adjacent article). The intent of this chain teach is for in-person training of the Suicide Prevention program for every leader in the Army, down to the most junior leaders in teams and squads.

It's important for leaders to recognize the factors that contribute to a higher risk of suicide—relationship, financial, and legal and or administrative problems; easy access to lethal means, such as a firearm; as well as previous experience of sexual assault or domestic violence—and engage when they see their Soldiers struggling with these challenges. Leaders must encourage their Soldiers to seek help by facilitating their access to resources.

Chaplains, behavioral health providers, Suicide Prevention Program personnel, substance abuse program personnel, Family programs, and local R2 Performance Centers are just a few of the resources the Army makes available. These resources are critical enablers of command teams in their suicide prevention efforts.

During the holidays, it is especially important for leaders to stay alert. Some Soldiers might not be able to travel to see Family and friends and this can lead to feelings of isolation. Having a sense of connectedness is a strong protective factor against suicide, reach out to the Soldiers in your formations who may be feeling alone, and make it a point to consciously foster connection in your units.

As the year comes to an end, I hope that you will take well-deserved leave to

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Army Launches New Suicide Prevention Initiative

From U.S. Army Public Affairs

WASHINGTON—The Army is implementing a public health approach to suicide based on Centers for Disease Control suicide prevention efforts. The new, comprehensive and integrated policies, which focus on prevention, rather than intervention, are outlined in the forthcoming Army Suicide Prevention Program regulation scheduled to be published in the first quarter of 2022.

Gen. Joseph M. Martin, Vice Chief of Staff, led a chain teach initiative Nov. 29 that will soon reach the most junior leaders in teams and squads to ensure consistent implementation of the Army Suicide Prevention Program across the force. The intent of this chain teach is for in-person training of every leader in the Army. The active-duty Army will complete the chain teach by March 1, 2022, while reserve components will finish by Sept. 1, 2022.

"Suicide is a societal issue, and the U.S. Army is not immune. Our formations comprise Soldiers that reflect the nation they've sworn to defend," said Martin. "We, as leaders, owe it to each Soldier to educate their leaders at every echelon on how to recognize signs of mental health challenges, where to seek the appropriate resources and the importance of ensuring individuals feel connected to others."

Ultimately, through this initiative Martin wants Soldiers to know they matter.

"It is essential that suicide prevention is a continual focus and chain teach is one of the current Army suicide prevention initiatives," Martin said.

While leaders will have discretion to tailor the discussions with their Soldiers, the suicide prevention training must, at a minimum, address the following topics: leader visibility tools and processes for recognizing risk and protective factors, identifying available resources, engaging in targeted prevention,

"I'm personally initiating the first session, because there's nothing more important than our people."

Gen. Joseph M. Martin, Vice Chief of Staff



Gen. Joseph M. Martin, Vice Chief of Staff (Courtesy photo)

implementing early intervention strategies, and accomplishing post prevention actions. Leaders are also required to discuss stigma reduction methods and the Army's efforts to foster cohesive and inclusive teams.

To support this initiative, the Army provided commanders with briefing slides and a script to generate the discussion with their Soldiers and copies of the Army's new Senior Commander and Unit Commander Implementation Handbooks.

"The chain teach event is to strengthen the Army's focus on prevention," said Lt. Gen. Gary A. Brito, Deputy Chief of Staff, G-1. "This initiative will enable a shared understanding of the importance of fostering healthy unit and community cultures and developing a sense of connection among all members of the Army Family. We will do this by building cohesive teams, enhancing resilience, and addressing individual challenges early, before they become crises."

Sgt. Maj. of the Army Michael A. Grinston said this initiative is one aspect of the Army's suicide prevention efforts and is designed to empower Soldiers and augment leaders' continuous focus on this issue.

"Our intent is to get upstream of suicide by ensuring Soldiers have a comprehensive understanding of what resources are available and how to use them," Grinston said.

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Resilience in Focus series
Hunt the Good Stuff (#HTGS) and Active Constructive Responding (ACR)

VIDEO: RESILIENCE IN FOCUS HUNT THE GOOD STUFF



DOD: Safe-To-Report Policy Protects Survivors From Being Disciplined for Minor Collateral Misconduct

From the Army Resilience Directorate

The Department of Defense took an additional step to remove barriers to sexual assault reporting by issuing an Oct. 25 memo instructing each military service to implement Safe-To-Report policies in accordance with the National Defense Authorization Act for FY 2021. The Safe-To-Report policy safeguards sexual assault victims from facing disciplinary action when they report a sexual assault if minor "collateral misconduct" (such as underage drinking) is discovered during the investigation.

The policy provides commanders discretion in deciding whether an offense is a minor offense, however the memo outlines some of examples of "collateral misconduct" that generally should be treated as minor for purposes of the Safe-to-Report Policy, including:

- The victim was drinking underage at the time of the assault.
- The victim was engaged in an unprofessional relationship with the accused at the time of the sexual assault.
- The victim was in violation of lawful orders establishing curfews, off-limit locations, school standards, barracks/dormitory/berthing policies, or similar matters at the time of the alleged sexual assault.

The policy also outlines "mitigating circumstances" commanders should

consider when determining whether the collateral misconduct is minor, including:

- The victim engaging in misconduct after the sexual assault, which may be related to symptoms of exposure to trauma, e.g., the victim engaged in underage drinking as a coping mechanism to alleviate sexual assault trauma symptoms.
- The victim's age and military experience level.
- Whether the suspect is in a position of authority over the victim or a higher grade than the victim.
- Whether the suspect engaged in actions to stalk, harass, haze, coerce and/or otherwise influence the victim to engage in sexual behavior.

According to the memo "If the alleged collateral misconduct is non-minor, then the Safe-to-Report Policy does NOT apply and the victim could be subject to disciplinary action. However, if the alleged collateral misconduct is deemed minor, then the Safe-to-Report Policy does apply and the victim shall not be disciplined."

The Safe-to-Report Policy will become effective once each service issues their respective policies. For full details on the policy, see the memo Safe-to-Report Guidance to Services and NGB for issuing their corresponding policies at <https://sapr.mil/policy>.

SMA Visits Fort Hood's People First Center, Talks to Soldiers, Discusses 'This Is My Squad'

By Staff Sgt. Daniel Herman, III Corps Public Affairs

Sgt. Maj. of the Army Michael A. Grinston visited Fort Hood, Texas, to talk to Soldiers, discuss the pilot "This is My Squad" app, and to tour the People First Center Oct. 27-28.

The People First Center focuses on creating a supportive environment for leaders and Soldiers. Soldiers train on how to prevent sexual harassment and how to notice when things are different with their Soldiers so they can intervene to prevent suicidal ideations, for instance. Additionally, Soldiers get a chance to bond as squads, platoons, and companies while learning more about each other as individuals.

Grinston spoke to leading experts and

trainers at the center, those who work in specialties such as the Sexual Harassment and Assault Response Program, the Army Substance Abuse Program, equal opportunity, suicide prevention, master resiliency training, spirituality, and the Family Advocacy Program.

Discussion focused on incorporating physical training into the curriculum, and ensuring the staff at the center had a way to measure success. Additionally, he left the People First Center chain of command with questions to consider regarding the growth and future of the center.

Read the full story: <https://www.dvidshub.net/news/408236/sergeant-major-army-sees-positivity-fort-hood-tests-new-app>

Workplace & Gender Relations Survey is Now Available

By U.S. Army Public Affairs

WASHINGTON - In an effort to assess our efforts in preventing sexual harassment, sexual assault, and gender discrimination, the Department of Defense is administering the 2021 Workplace and Gender Relations Survey of Military Members, or WGR, beginning Dec 9.

Prior to the pandemic, the survey was conducted biennially by the Office of People Analytics (OPA), with the survey of the Active Component administered on even years and the survey of the Reserve Component on odd years. As a result of COVID-19, the 2020 survey was postponed and is now being combined with the scheduled Reserve Component survey.

The Department of Defense has been conducting the Congressionally-mandated WGR since 1988. Administered by the Office of People Analytics the WGR provides the Department's official estimates of the prevalence of sexual assault, sexual harassment, and gender discrimination in the military.

The gender relations survey also provides a wealth of other information regarding Service member's experiences and perceptions and supports the Department's ability to prevent and respond to sexual harassment and sexual assault.

"After 20 years of war, our top priority remains our people and we must address head on the harmful behaviors that tear at the fabric of our force," according to Chief of Staff of the Army, Gen James C. McConville.

Read the full story: https://www.army.mil/article/252586/workplace_gender_relations_survey_skipped_in_2020_now_open_again.

Active, Reserve, and National Guard Soldiers

In your opinion, has sexual harassment in the military become more or less of a problem?

Go to DODSurveys.mil to confidentially share your opinion



People First Task Force Building More Cohesive Teams

By Michael Reinsch, Army News Service

WASHINGTON – One year ago, the Army created the People First Task Force to help address harmful behaviors and build cohesion across the Army.

The Task Force was created to respond to the list of findings and recommendations within the Fort Hood Independent Review Committee report released Dec. 8, 2020. Following the committee's report, the PFTF has spent the last year coordinating efforts and initiatives to address harmful behaviors that were outlined. They are tackling these issues with assistance from organizations and leadership internal and external to the Army – including the Department of Defense's 90-day Independent Review Commission on Sexual Assault.

In the last year, the PFTF has analyzed the findings and recommendations of the FHIRC, and has implemented approximately half of the 70 recommendations Army-wide. The team is also reevaluating current policy and programs; presenting recommendations for a redesign of the SHARP program; integrating HQDA-wide response, reform, and implementation of policy, programs and directives; and adapting Army policies, processes, and programs to build diverse, adaptive and cohesive teams.

"The programs we are reevaluating and transforming get to the heart of building cohesive teams," said Brig. Gen. Christopher Norrie, director of PFTF. "Our Army senior leaders along with everyone on our team focuses daily efforts on strategic methods to improve the outcomes of our people through strategic prevention and response planning, evaluation of our programs structure and resources and listening to Soldiers within all Army ranks."

In April 2020, several months after the PFTF was established, the task force launched the Cohesion Assessment Team pilot with the goal of providing units with assessments to drive the progression of the climate and culture of the Army: to build more cohesive teams.

"Soldiers just want to be heard. They want a leader to just say 'I got you, I understand you, and I am going to support you,'" said Sgt. Maj. Osvaldo Martinez, PFTF. "As leaders, we have to spend some time to get to know our people and take the opportunity to build our team. As a Task Force we are encouraging these conversations to happen at all levels."

The Cohesion Assessment Team is an organization of individuals who are subject matter experts in a variety of fields who conduct organizational climate assessments to further build cohesive, lethal, and fit teams.

"(The CAT) informs commanders at echelon of potential blind spots that may exist within their organization," said Col. Jennifer McDonough, Cohesion Assessment Team lead, as part of the People First Task Force. "It provides tools and best practices that we have found throughout the Army to help address elements specific to organizational climate and culture factors."

Having subject matter experts on the team allows for them to provide more than just a cursory look at a unit. The team is able to provide an overall assessment and identify blind spots from the perspective of professionals in the area they are observing.

Commanders are responsible for hundreds if not thousands of Soldiers at once: leaders at higher levels of command might not be aware of some of the events happening at lower levels.

"As much as a commander wants to know absolutely everything and may be dedicated to knowing everything that's going on inside of their organization; there are oftentimes things happening a commander may not be aware of," McDonough said. "This is not to say the commander did anything wrong, but it helps bring some of those things they may not see to the forefront."



Sgt. Maj. Julie A.M Guerra, deputy chief of staff, G-2, listens to junior enlisted Soldiers brief at the U.S. Army People First Task Force Solarium at West Point, N.Y, March 19, 2021. The Solarium was held to help junior service members to communicate with the Army's senior leaders about finding solutions to important issues occurring in the Army. (U.S. Army photo by Sgt. Elizabeth Rundell)

Some examples of blind spots may be how an organization communicates information with each other, feelings of exclusion by members of certain ethnicities or races, or aggressive leadership. These issues may begin at the company level but can have a big impact on the Army as a whole.

Another type of blind spot is bias.

"To be human is to have bias," said Col. Lisa Teegarden, psychologist assigned to the PFTF with an emphasis on organizational psychology. "They're just ways of perceiving the world, and we can't perceive it in a 360 degree, wholly accurate way."

Read the full story: https://www.army.mil/article/252613/people_first_task_force_building_more_cohesive_teams

CHOOSE OPTIMISM

Optimism is not a personality trait, it's a thinking style you can learn. Next time you're facing a challenge:

- Acknowledge you're in a tough situation & have faith you will prevail
- Identify & put effort on what you can control, not on what you can't
- Focus on finding solutions & help, instead of ruminating on the problem



If you want additional training on developing an optimistic thinking style, set-up one-on-one sessions with an MRT-PE at your nearest R2 Performance Center: <https://www.armyresilience.army.mil/ard/R2/R2-Performance-center.html>



Celebrate Responsibly: Alcohol Consumption and the Holidays

By Tara Davis, Army Resilience Directorate

The holiday season often comes with festivities, celebrations and gatherings centered around indulging in seasonal foods, beverages, and treats. This is a time when Soldiers can reconnect with Family and friends, take leave, and have freedom from a regimented schedule.

“The holidays are when you get together with friends and Family the most ... and there can be a propensity to overindulge in alcoholic beverages,” said Michael Muldoon, New Hampshire Army National Guard’s Risk Reduction Coordinator.

Although celebrations can be a tempting time to test your limits, it’s important to keep moderation in mind.

For some Soldiers, the holiday season may mean not being able to visit with loved ones out of state, feelings of isolation, and additional financial struggles.

“This is a time of year when Soldiers and Families can start feeling a little depressed because of the holidays that are coming up,” said Dale Gallows, New Hampshire Army National Guard Suicide Prevention Coordinator.

Soldiers with financial or mental health struggles may think using alcohol or other substances is doing them good, but all it is doing is adding gasoline to a pretty serious fire, Muldoon said.

According to the CDC, being under the influence of alcohol or another substance increases the risk of death by suicide. This may be because alcohol and some substances result in a loss of inhibition and can increase impulsive behavior, according to the National Center for Injury Prevention and Control.

Muldoon and Gallows emphasize that resources, intervention, and prevention



Dale Gallows (left) and Michael Muldoon (right) give a presentation to New Hampshire Army National Guard Soldiers. (Courtesy photo)

strategies could prove useful during this time. They recommend planning ahead before getting into a potentially dangerous situation that may also lead to serious legal repercussions, such as driving under the influence. Planning can look like scheduling a ridesharing service; setting a drink limit for yourself; self-identifying triggers that have appeared around the holidays before and avoiding them; and reflecting on your goals to stay motivated.

It’s important to get resources before the holiday season rather than after, they said. They recommend service providers continue to make efforts to reduce stigma for seeking help, and utilize resources such as the new “Engage” training modules, which help Soldiers have challenging conversations by teaching them how to be aware, take responsibility for, and have a plan when a fellow Soldier may need help. Engage Training can be conducted at your nearest R2

Performance center, www.armyresilience.army.mil/ard/R2/R2-Performance-center.html.

Stigma around seeking help can be one of the reasons Soldiers don’t reach out. Muldoon said Soldiers may fear facing stigma or a negative impact to their careers if they seek help.

“We will do anything in our power possible to help them (regardless of needed services),” Muldoon said.

If you’re in crisis please contact the Military and Veterans Crisis Line at 1-800-273-8255. For additional support contact Military OneSource at 1-800-342-96471. You can find additional resources by contacting the New Hampshire National Guard ASAP at <https://nh.ng.mil/Soldier-Services/Substance-Abuse-Program/> or your nearest ASAP location www.armyresilience.army.mil/ASAP/pages/location.html.

Army Introduces Behavioral Health Pulse Tool to Help Leaders

By Chet Curtis, Army Resilience Directorate

WASHINGTON—The Army Resilience Directorate presented a new visibility tool at the Annual Association of the U.S. Army meeting Oct. 13 at the Walter E. Washington Convention Center. The Behavioral Health Pulse tool was presented during the meeting’s Warrior’s Corner.

BH Pulse is a survey tool that Behavioral Health Officers use to provide commanders with an assessment of behavioral health stressors across their formations, helping commanders to better understand risk factors in their units and to develop a plan for intervention. It consists of a survey, a manual for administering the survey, and a quick reference guide.

“This capability has been in the Force for some time now,” said, Col. Matt Weber, Chief, Ready and Resilient Division, but we have made it more useable for commanders to enable them to really

pulse their formations to get a better sense of what’s going on.”

The BH Pulse, formerly known as the Unit Needs Assessment, was developed at the Walter Reed Army Institute of Research, in conjunction with psychiatrists from the Office of the Surgeon General.

“The BH Pulse is a 15–20-minute survey that is anonymous,” said Dr. Jim Anderson, Research Scientist. “It’s offered through web/mobile or paper/pencil and is retained at brigade level and distributed at company level and requires a participation rate of 70% of the company in order to process the individual surveys.”

“BH Pulse facilitates the analysis of behavioral health (suicidality, depression, anxiety, PTSD), work environment, social relationships, deployments,

sexual harassment and sexual assault, interpersonal violence, and other behaviors such as sleep, alcohol use, and unsafe driving according to Jennifer Phillips, Senior Scientist.

Information gathered from the BH Pulse is used to improve communication, recommend appropriate interventions, target prevention activities, develop risk-reduction strategies, and monitor progress of improvement actions.

The BH Pulse survey will be one more tool helping Army leaders better understand the overall behavioral health of their units to make changes and implement programs to help service members.

ARD also participated in another Warrior’s Corner presentation on Oct. 11 entitled “Call to Action: Reducing Suicide in Army Formations.”

AROUND THE FORCE

- ▶ SHARP
- ▶ Suicide Prevention Program (SP2)
- ▶ Ready and Resilient
- ▶ ASAP



Army SHARP Academy SARC/VA Career Course Graduation Award Recipients Recognized

FORT LEAVENWORTH, Kan. – On Nov. 10, the Army SHARP Academy graduated 26 students from the SARC/VA Career Course. During each course graduation ceremony, individuals are recognized by the ASA staff and their peers for their exceptional performance. Col. Lawrence Burns, SHARP Academy Director, and Command Sgt. Maj. Stephen H. Helton, Command Sergeant Major, U.S. Army Combined Arms Center and Fort Leavenworth, Kan., personally recognized each of the Class 22-001 recipients. The awardees were Sgt. 1st Class Kacie Chavez, Schofield Barracks, Hawaii, who received the Academic Excellence Award as well as the Spirit Award; and Maj. John Rock, Louisville, Ky., who also received the Spirit Award. Congratulations and best of luck to all Class 22-001 graduates! (Courtesy photo)



Whistleblower Reprisal Training and Development with NATO

USAREUR-AF – The U.S. Army NATO Brigade SHARP Team and Command Sgt. Maj. Bryan Valenzuela hosted a whistleblower reprisal training and development session for National Support Element Detachment NCOs, Command Sergeants Major, First Sergeants, and HR professionals. The intent was to build a culture of prevention and support through training and education while providing the best possible support to Soldiers and Families, ensuring a high level of readiness. Mr. Victor Strange, from the USAREUR-AF Office of the Inspector General, also spoke and encouraged senior enlisted leaders to think of concerning behaviors, early warning signs, and the vital role they play before, during, and after a protected communication is made. He also ensured leaders were knowledgeable in what reprisal looks like, and how to educate and prevent reprisal from happening in their ranks. (Photo by Sgt. 1st Class Brandy Jackson-Frazier)



412th Theater Engineer Command Observes 2021 Red Ribbon Week with Anti-Drug Celebration

VICKSBURG, Miss. – Soldiers and Civilians of the 412th Theater Engineer Command sported their favorite football jerseys and shirts in support of Red Ribbon Week, Oct. 23-31. The 412th TEC is made up of three brigades and five Direct Reporting Units located in 20 states east of the Mississippi River. Their formation is nearly 13,000 Army Strong Soldiers! The group exemplifies this year's theme of "Drug Free Looks Like Me" with smiles, balloons, and sports. The fun gathering signifies how many individuals spend their good times socializing, getting creative, and enjoying hobbies without the need for drugs in their lives. (Courtesy photo)



MRT-PEs train Soldiers, Junior Leaders on Ask, Care, Escort - Suicide Intervention

ITALY – Eric Urrutia, MRT-PE, teaches the two-day Ask, Care, Escort-Suicide Intervention to a group of students. The Army ACE-SI training provides Soldiers with the awareness, knowledge, and skills necessary to intervene with those at risk for death by suicide. The training helps Soldiers avoid letting their fears govern their actions in relation to preventing death by suicide, teaching Soldiers and junior leaders steps they can take to prevent death by suicide, and teaching them to have confidence in their ability to do so. If interested in the training, contact your nearest R2 Performance Center. (Courtesy photo)



Sky Soldiers in the Field with Performance Expert

GERMANY – Annie Moody, MRT-PE, headed outdoors with the 173rd Airborne Brigade to teach performance and resilience skills while they were conducting the "Bayonet Ready" exercise in Germany. The exercise is designed to facilitate the brigade commander's gated training strategy to build lethal units in a kinetic, simulated combat scenario against a thinking opposing force. The motto of the 173rd Airborne Brigade, also known as Sky Soldiers, is "Always Lethal, Agile, and Combat Ready." They routinely train alongside NATO allies and partners to build interoperability and strengthen the Alliance. "It has been a great experience to see what resilience in the field looks like and gain a better understanding of how to optimize performance by seeing the Soldiers in action," Moody said. (Courtesy photo)



Progressive Muscle Relaxation During Initial Entry Training

FORT BENNING, Ga. – Nicole Knight, MRT-PE, teaches Progressive Muscle Relaxation (PMR) to Initial Entry Training Soldiers as they head into black phase. This phase is characterized by reduced supervision from drill sergeants and platoon sergeants; reinforcement of common skills, values, and traditions taught in Basic Combat Training; and increased emphasis on Military Occupation Specialty tasks. PMR techniques relieve muscle tension and stress in the body. Destressing is critical when facing challenges in training and in life. (Courtesy photo)



ARD Webinars Offer Stories of Resilience, Inspiration, Insight

By David Gercken, Army Resilience Directorate

"I didn't save Amy. So, I wrote my book to save other Amys. I wrote it because of an inscription at the Holocaust Museum: 'Thou shalt not be a victim; thou shalt not be a perpetrator, but, above all, thou shalt not be a bystander,'" best-selling author Janine Latus told the October Outreach Webinar audience describing the loss of her sister to domestic violence.

Recent webinar presenters, including Latus, shared powerful stories of facing challenges and tragedy, how they dealt with them, and insights into thriving and assisting others coping with the same difficulties.

Sharing her poignant personal story and insights into prevention and intervention, Latus used her loss as the foundation for discussing sexual harassment, sexual assault, domestic violence, and the importance of bystander intervention and supporting victims of these horrific incidents. Although both she and her sister suffered abuse, it was the death of her sister that pushed Latus to become a vocal advocate for victims. Personalizing what are sometimes considered just statistics, she inspired the audience to create environments where people are treated with respect and feel comfortable discussing complex issues. She also challenged the audience to not be complacent in the face of abuse but to speak out for those who cannot speak for themselves.

During the November webinar, Col. Eric Kreitz, assigned to the Army's 1st Special Forces Command at Fort Bragg, North Carolina, discussed his battle with alcohol while also trying to be a Soldier, husband, and father. Based on his experiences, Kreitz offered insights for individuals dealing with substance misuse issues, Family and friends impacted by the misuse, and leaders who have Soldiers that are struggling. Additionally, in discussing his experiences with the Army Substance Abuse Program, he provided a positive example for Soldiers and others who feel their career could be negatively impacted if they self-refer or are referred to ASAP.

These powerful presentations and more are offered every month during the Army Resilience Directorate's Outreach Webinar Series. As a professional development forum and platform for discussion, these webinars provide the latest ideas, initiatives, and world-class presenters and are open to everyone. For more information please visit: www.armyresilience.army.mil/ard/webinar.html and follow @ArmyResilience on both [Facebook](https://www.facebook.com/ArmyResilience) and [Twitter](https://twitter.com/ArmyResilience).



ARD graphic by Kevin Johnson

Winter Resilience Strengthening Campaign

We all need reminders to help us stay resilient. That's why ARD has created the Winter Resilience Strengthening Campaign for public affairs officers, R2PC Program Managers, SHARP PM's, SP2 Managers, and other ARD stakeholders to lead their own social media campaigns to build resilience.

Head over to the ARD products on demand site to download the social media toolkit with actionable tips to help Soldiers stay resilient this winter: <https://marcomcentral.app.pti.com/Ironmark/ARDMaterials>

We're all fighting hard battles. Check on each other.





Empowering Survivors *LEGAL SERVICES Continued from page 1*

their choosing if survivors feel apprehensive about going to the Client Services / Legal Assistance Office. Conversations between SVCs and survivors are confidential and privileged.

Sexual assault cases are evaluated by special victim prosecutors, who have also received extra training on special victim cases. They represent the government and evaluate whether it is appropriate to prosecute a case before a military judge. SVPs are hand selected based on their experience, and thus are entrusted with tough cases to prosecute, such as sexual assault, Brewer said.

"The Army JAG Corps' policy is that any case involving a sexual assault or Family violence will be reviewed by the special victim prosecutor," Brewer said.

Depending on the difficulty of the case, the prosecutor will either mentor another counsel prosecuting the case, or handle the case themselves, she said.

If a victim has a concern about a prosecutor, they can reach out to their legal services office or talk to their SVC who can share their concerns with the appropriate authority.

Article 6b in the Uniform Code of Military Justice also grants victims certain additional rights.

"There are specific rules to make sure that victims are treated with fairness and respect throughout the process," Brewer said.

First and foremost, the victim has a right to be reasonably protected from the alleged assailant; they have a right to receive notice of court proceedings involving their case; and they have the right to not be excluded from any public hearing or proceedings related to their case. Victims also have the right to be heard at the proceedings, including by the judge, as well as the right to confer with the prosecutors representing the government, and share their experiences and express their thoughts on what justice looks like for them, said Brewer. They also have the right to be informed about the conviction, sentencing, imprisonment, and

release of the offender.

If a victim is not being provided their rights, an SVC is the victim's primary advocate.

"The Special Victims' Counsel can reach out to the military judge, or other person in a position of authority, on behalf of the victim to make sure those rights are respected," Brewer said. "When the victim's rights are not being respected, the special victims' counsel's job is to step in—whether it's filing motions in the court, filing complaints with the commander, or coming up through their technical chain of supervision (even up to myself at the program) to reach out and try to help their clients. That is when a special victims' counsel gets to be their client's advocate and support that victim."

SVCs are independent and only answer to their installation's legal services chain of command, they do not report directly to any other commander on post.

"Having someone whose sole mission is to support you, and who can much more objectively look at the process really can be critical," said Brewer. "It allows (victims) to focus on healing and telling their truth and their story ... They'll have someone who is totally on their team, who is there rooting for them and supporting them ... They'll have someone on their team who is 100% behind them."

Survivors may also work with legal assistance attorneys, who help with collateral legal matters. They may also receive support from victim witness liaisons, who help survivors with logistics surrounding travel to and from a court martial and ensure victims receive updates regarding the confinement or release of the perpetrator. Other professionals involved in special cases include special victim paralegals who are enlisted and assist SVPs, and special assault investigators, who work with CID and have special training to investigate sexual assault offenses. For more details on the legal services mentioned see the Army Resilience Directorate's Special Victims' Counsel [brochure at https://go.usa.gov/xewKq](https://go.usa.gov/xewKq) or visit www.jagcnet.army.mil/SVCounsel.

Nurture Family Connections *DIRECTOR'S COLUMN Continued from page 2*

recharge and spend some quality time with your Family and friends. If driving, remember to rest, so that you may arrive safely to celebrate with loved ones. To ensure a safe New Year's, I encourage you to celebrate responsibly. Have a designated driver or call a ride-sharing service if you're drinking.

Finally, I'd like to extend my special appreciation to every member of the Army Resilience Directorate team. Your work matters. Your contributions make a difference

daily in the lives of Soldiers and their Families. I look forward to your safe return to work after the new year, as we continue our mission to strengthen Soldiers and enhance the readiness and resilience of our total Army force. Thank you for all you do each day in support of our Soldiers. Have a joyful holiday season, and a safe and happy new year.

Army Strong!
James A. Helis, Ph.D.

News Briefs: SAPR Policy Updates

The following updates to Department of Defense policy and procedures for the Sexual Assault Prevention and Response program and adult sexual assault investigations are effective as of Nov. 10, 2021.

As a result of concerns and necessities identified in the field and requirements of the NDAA 2020, a rapid update of policies, responsibilities, and procedures for the SAPR program and the investigation of evidence collection in adult sexual assault cases is being implemented. A memorandum issued Nov. 10 requires several policy updates and requirements of DOD Components.

One of the updates includes the increased eligibility criteria to report a serial offender into the Catch a Serial Offender Program. The following are eligible to submit a report to the CATCH Program:

- Adult sexual assault victims who file, or have already filed, a Restricted Report with a DD Form 2910.
- Adult sexual assault victims who file, or have already filed, an Unrestricted Report with a DD Form 2910 and the identity of their suspect was not disclosed by the victim or not uncovered by law enforcement to include MCIOS (e.g., third-party report with no suspect identification).
- Information received via the CATCH Program will not trigger an investigation unless the victim(s) of the reported sexual assault agree to convert their reporting option from Restricted to Unrestricted, or if originally an Unrestricted Report (see above) if the victim(s) now agree to participate in the investigation.

Additional updates have been made to the following:

- DoD Directive 6495.01, "Sexual Assault Prevention and Response (SAPR) Program."
- DoD Instruction 6495.02, Volume 1, "Sexual Assault Prevention and Response (SAPR) Program Procedures."
- DoD Instruction 5505.18, "Investigation of Adult Sexual Assault in the Department of Defense."

For full details on the recent policy changes, and a complete list of the updates, see <https://www.sapr.mil/latest-policy-updates>.



ARMY RESILIENCE

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER

DECEMBER 2021

HAIL AND FAREWELL

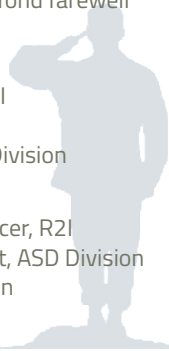
We invite the Army Resilience Directorate community to join us in welcoming new members to ARD headquarters. Congratulations to current members on taking new positions, and a fond farewell to outgoing members departing the Directorate.

Hail

- Master Sgt. Antonietta Francois, R2I NCOIC, R2I
- Mr. Ozzie Smith, Training Analyst, R2I
- Mr. Phan Dang, IT Systems Specialist, SHARP Division

Farewell

- LTC Rachel Tyler, Health, Health Promotion Officer, R2I
- Mr. Albert Mack, D&A Abuse Program Specialist, ASD Division
- Mr. Phillip Vaughn, Program Analyst, ASD Division



UPCOMING EVENTS

JANUARY

NASPA Alcohol, Other Drug, and Campus Violence Prevention Conference
Jan 13-15: This conference will highlight current trends and emerging issues, campus or community coalitions and partnerships, evidence-based and evidence-informed practices, innovative solutions and changing practices, and the strategic prevention framework. **Location:** Boston, Mass. **Learn more:** <https://www.naspa.org/events/strataod>

Fort Hood: Suicide Prevention Seminar: Emotional Intelligence
Jan 20: Presentation on how emotional intelligence can be a protective factor for persons at risk of suicide. Dr. Eren Watkins will be a supporting panelist for the event. **Location:** Fort Hood, Texas **Learn more:** <https://home.army.mil/hood/index.php>

MARCH

IACP 2022 Officer Safety & Wellness Symposium
March 15-17: This symposium is for law enforcement professionals to learn from experts in the field about resources and best practices when developing comprehensive officer safety and wellness strategies. **Location:** Atlanta, Ga. **Learn more:** <https://www.theiacp.org/OSWSymposium>

Anxiety and Depression Association of America Conference
March 17-20: Common Psychopathology: What Can the Past Tell Us About the Future? **Location:** Denver, Colo. **Learn more:** <https://adaa.org/conference/future-past-conferences>

Society for Public Health Education (SOPHE)
March 22-25: This conference includes more than 30 innovative plenary and concurrent offerings in health education theory, research, and practice. **Location:** Virtual **Learn more:** https://www.sophe.org/professional-development/conferences_events/2022-annual-conference/

Resilience in Focus series

Hunt the Good Stuff (#HTGS) and Active Constructive Responding (ACR)



Watch the video: <https://www.facebook.com/ArmyResilience/videos/2025822764244864/>

SOCIAL MEDIA UPDATE

TOP FACEBOOK POST

U.S. Army Resilience Directorate

The Golden Triangle is the triad of support Soldiers rely on. It includes Family, fellow Soldiers and leaders. Let's take better care of each other.

- Treat others with Dignity and Respect
- Take care of each other

Reach: 3.5K

Follow @ArmyResilience

Please coordinate with your Public Affairs Office to share or retweet @ArmyResilience content on Command or Installation Facebook and Twitter platforms. Contact Mr. Chet Curtis for questions regarding ARD social media at chester.r.curtis2.civ@army.mil.

TOP TWEET

U.S. Army Resilience Directorate @ArmyResilience · Nov 26

Holidays can be tough, please call the Military Crisis Line if you notice you're struggling. There is always someone to talk to. #ConnectToProtect veteranscrisisline.net/get-help/milit...

1-800-273-8255 PRESS 1

Confidential chat at [VeteransCrisisLine.net](https://veteranscrisisline.net) or text to 838255

U.S. Department of Veterans Affairs
U.S. Department of Defense

Impressions: 25.5K

Army Resilience Directorate

ARD COMMUNITY LINK

December 16, 2021. Volume 5, Issue 6

The ARD Community Link newsletter is an authorized bi-monthly publication produced by the Army Resilience Directorate for the Army community. The contents of the ARD Community Link are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Army. The editorial content of the ARD Community Link is the responsibility of the Communications, Outreach & Leadership Engagement branch at ARD. For questions, or to subscribe or submit articles and photographs to ARD Community Link, please contact the editor at antonietta.rico.ctr@mail.mil. This publication is available for download at: <https://www.dvidshub.net/publication/1102/r2-community-link-newsletter>

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