Identifying Potential Sexual Deviants during the U.S. Navy's Recruiting Process

Emily K. Wilson, Bachelor of Fine Arts

Master's Capstone: Research, Synthesis, and Applications

Professor M. Jean Russell, Ph.D.

2 May 2014

			Form Approved
Report Documentation Page			OMB No. 0704-0188

Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

1. REPORT DATE **02 MAY 2014**	2. REPORT TYPE **N/A**	3. DATES COVERED **-**	

4. TITLE AND SUBTITLE **Identifying Potential Sexual Deviants during the U.S. Navys Recruiting Process**	5a. CONTRACT NUMBER
	5b. GRANT NUMBER
	5c. PROGRAM ELEMENT NUMBER
6. AUTHOR(S)	5d. PROJECT NUMBER
	5e. TASK NUMBER
	5f. WORK UNIT NUMBER

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) **Catholic University of America 620 Michigan Ave., N.E. Washington, DC 20064**	8. PERFORMING ORGANIZATION REPORT NUMBER

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)	10. SPONSOR/MONITOR'S ACRONYM(S)
	11. SPONSOR/MONITOR'S REPORT NUMBER(S)

12. DISTRIBUTION/AVAILABILITY STATEMENT **Approved for public release, distribution unlimited**

13. SUPPLEMENTARY NOTES

14. ABSTRACT

15. SUBJECT TERMS

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT **UU**	18. NUMBER OF PAGES **26**	19a. NAME OF RESPONSIBLE PERSON
a. REPORT **unclassified**	b. ABSTRACT **unclassified**	c. THIS PAGE **unclassified**			

Standard Form 298 (Rev. 8-98)
Prescribed by ANSI Std Z39-18

Abstract

The human cost of sexual assault in the U.S. Navy is extremely high, and is a bane to the Navy's morale and mission. The purpose of this research study was to discover and analyze known forms of identifying personnel with a predisposition for sexual deviance, with the goal of disqualifying them during initial screening before admittance to Naval service. The researcher analyzed three assessments that predict characteristics pointing to potential sexual misconduct, including the Sexual Adjustment Inventory, the Shedler Westen Assessment Procedure and the Dispositional Indicators of Risk Exposure, and the Sexual Experiences Survey (SES). The SES showed the highest potential of successful use and implementation when administered in conjunction with a focused education program such as the Navy's Sexual Assault Intervention Training. Instituting a two part prevention process would greatly reduce the total numbers of both perpetrators and victims of sexual assault.

Introduction

<u>Introduction Statement</u>

The human and financial costs of sexual assault in the U.S. Navy are extremely high. Recruiting and training sailors is expensive, and the damages associated with the devastation of victims of sexual assault in lost time, medical needs, investigative and judicial processing and potential separation of victimized but qualified personnel as a result of assaults have widespread and detrimental effects on the effectiveness and mission readiness of the Navy. To truly affect prevention of sexual misconduct, the Navy must start by diminishing the number of potential perpetrators from joining the service.

Sexual assault is a bane to the Navy's morale and mission. By implementing an assessment measuring risk of sexual deviance during the recruiting stage, the Navy can potentially protect its greatest asset – its sailors – from the hardships undertaken when sexual assault touches their lives. This research will present an alternative avenue in sexual assault prevention, traditionally addressed through policy and training.

The researcher has witnessed countless examples of how sexual misconduct is a plague in the military and society in general. It has no place in an institution funded by the taxpayers and manned by the sons and daughters of our country. Those who would perpetuate sexual misconduct lack the honor, courage and commitment needed to ensure the Navy's success. In addition to providing sexual assault prevention and response training to military members, it would be useful to measure personality factors that indicate a predisposition for sexual deviance that could be addressed before admitting applicants into Naval service.

<u>Purpose of the study</u>

The purpose of this research study was to discover and analyze known forms of identifying personnel with a predisposition for sexual deviance (in the form of sexual assault) with the goal of disqualifying them during initial screening before joining the Navy. This study attempted to determine whether there are tools that can reliably predict certain personality types that define the characteristics of sexual offenders. Subsequently, this project further studied the feasibility of incorporating a standardized test during the recruiting process to detect specific risk factors into its judgment on potential sailors' character, thereby preventing potential offenders from entering Naval service.

Numerous agencies research and release reports on sexual assault in the military every year. Much of the research focuses on policy and institutionalized prevention efforts. As of the writing of this paper, there are no (publically released) reports that address measurement of risk factors that point to future likelihood of sexual misconduct as a method of preventing assault. The U.S. government currently has methods of assessing personality factors that measure potential risk to security in jobs

of a classified or sensitive nature, and periodically conducts studies to gauge the percentage of self-admitted offenders in the Naval community. The researcher posits that elements of these processes could be tailored to specifically predict risk of future sexual misconduct.

Research problem

The research problem involves identifying an assessment of sufficient reliability and validity to accurately identify individuals displaying risk factors that indicate a predisposition for sexual deviance. The assessment must be a dependable enough predictor of potential sexual misconduct to justify its use in disqualifying otherwise qualified Navy applicants. The test must be unobtrusive enough in its methodology that its purpose of measuring sexual deviance is not automatically obvious. The researcher posits that identifying potential sexual deviants during the recruiting process can help address the Navy's sexual misconduct problem for the benefit of the fleet and potential future victims.

Sexual assault has been highlighted in the media recently. These incidents are detrimental to the Navy in terms of public trust and perception, and may affect recruiting and retention of sailors. The Navy cannot afford to miss out on qualified individuals because of the bad behavior of a relatively small percentage of the population. This research will provide the Navy an opportunity to consider addressing the problem of sexual assault before an assault devastates victims, careers, morale and the image of the Navy.

Research questions

Identifying potential sexual deviants during the U.S. Navy's recruiting process; a study to answer the following questions: are there assessments that elicit truthful responses to questions identifying the tester as a current or potential sexual offender? Do these assessments show high levels of reliability, validity and accuracy in identifying relevant risk factors? Do the assessments have high utility in terms of their cost to administer? Are there data to support evidence of rehabilitation after multiple applications of any particular assessment? What degree of acceptability do the assessments hold for those surveyed?

Methodology description

This study attempted to measure the effectiveness of current available assessments in identifying risk of sexual deviance with the goal of incorporating them into the Navy's recruiting and/or screening process. Information regarding current tools for measuring sexual deviance was obtained from previously published reports on the subject. A comparative analysis was then conducted on the Sexual Adjustment Inventory, Shedler Westen Assessment Procedure and Dispositional Indicators of Risk Exposure, and Sexual Experiences Survey (SES) assessments to determine their utility in predicting whether sailors are likely to perpetuate sexual misconduct.

Overall Project Summary

The data collection determined that the SES met the majority of criteria indicating its usefulness as a tool in identifying likely perpetrators of sexual crimes. In order to enact real change on the prevalence of sexual misconduct in the Navy, a new process must be adopted at the Department level and disseminated down to every ship, squadron and command. The current model of annual general military training has not been effective in discouraging sexual assault, though it has been successful in increasing the *number of reported assaults*. The researcher posits that by combining a filtering mechanism for decreasing the number of sexual deviants from entering Naval service and a specialized (screened for effectiveness) sexual prevention and response training program, the Navy may begin to decrease the real number of assaults that affect Naval service members across the globe. The researcher recommends use of the SES to filter admitted sexual abusers out during in-processing, followed by the Sexual Assault Intervention Training to decrease likelihood of perpetration by remaining qualified sailors.

Literature Review

<u>Introduction statement</u>

       In order to answer the research question, the Literature Review focused on the major themes of identifying perpetrators of sexual crimes via self-report assessments and the effects of training meant to prevent sexual harassment and assault on incoming Naval personnel.

<u>Identifying Perpetrators of Sexual Crimes Via Self-Report Assessments</u>

       In McWhorter, Stander, Merrill, Thomsen and Milner's 2009 article, *Reports of Rape Reperpetration by Newly Enlisted Male Navy Personnel,* the authors examined self-admitted "attempted and completed rape (ACR)" incidents reported by voluntary participants of Navy recruits processed through the Recruiting Training Command in Great Lakes, Illinois. In their analysis of the data, McWhorter et al. found "13% [of tested individuals] reporting engaging in sexual behavior that approximates legal definitions of ACR" (2009). When analyzing the specifics of the ACR incidents, those that admitted to ACR behavior were more likely to be multiple as opposed to single offenders, used substances to incapacitate their victims as opposed to having used force, and to have known their victims as opposed to having assaulted strangers (McWhorter et al., 2009).

       McWhorter et al. use their data to debunk the popular rape myth "characterized by a man violently attacking a stranger" (2009). Their results, though limited in scope, show that those who have previously committed ACR are significantly more likely to reperpetrate in the future. The implications of these reports indicated that the number of actual (admitted) offenders is greater than those self-reported, and that a possible significant percentage of sailors enlisted in the Navy could be considered high-risk in terms of the likelihood of sexually assaulting during their Naval career. The authors posited that these findings help explain why many assaults go unreported and subsequently, why many offenders go undetected and are free to victimize repeatedly.

       In presenting the background for pursuing their study, McWhorten et al. described well-known statistics regarding sexual violence in the United States. As many as one in six women have experienced sexual assault, and the gap between victims and reported incidents may be as high as 96%. This is especially true in the military, where similarly high numbers of men are the victims of sexual violence and are even further underreported than identical crimes against women. "Estimated victimization rates, coupled with high underreporting rates, suggest that undetected rapists, that is, men who are never reported or prosecuted for perpetrating ACR, constitute a sizeable group" (McWhorten et al., 2009).

       McWhorten et al. surveyed a population of 2,925 male Navy recruits at the Recruit Training Command in Great Lakes, Illinois. Of the initial population, only those surveys wherein the subjects participated in both the initial and either 6 or 12-month follow-up survey were used. The pool was further reduced if respondents provided

incomplete ACR data, resulting in a usable population of 1,146. The survey asked questions that determined specific characteristics of the ACR incidents, including whether the event was an attempted or completed rape, whether it involved using either drugs or force, and whether the victim was either known or was a stranger. In their results, 13% reported at least a single ACR incident. Of those, 71% reported as instigating only before military service, 15% offending only during their initial period of military service (between the initial survey and the follow-up survey) and 14% reporting incidents occurring both before entering the military and during their initial period of service (McWhorten et al., 2009). "Of the 865 lifetime ACR incidents reported by these men, reperpetrators committed 95% of ACR incidents" (McWhorten et al., 2009).

Analysis of the data indicated that offenders having perpetrated a sexual crime prior to military service were nearly 10 times more likely to commit ACR in the military than those who had not previously committed sexual assault. In scrutinizing the demographics of respondents, there was no consistent correlation between sexual offenders and "marital status, level of education, age, family-of-origin, income level, and race/ethnicity" (McWhorten et al., 2009). There was, however, a clear pattern between the number of ACR incidents and "assault severity, methods, and victim" (McWhorten et al., 2009). Offenders were more likely to have completed than attempted rape, to have used substances rather than force to incapacitate their victims and to have known their victims rather than assault a stranger (McWhorten et al., 2009).

In their conclusions, the study's authors recommend education as a means of preventing sexual assaults, as well as summarized other researchers' means of addressing the problem.

Some strategies proposed by other researchers include improving perceptions of risk factors in social dating situations, changing attitudes and beliefs that directly and indirectly support sexual violence, encouraging a reduction in alcohol consumption, teaching communication skills, limiting peer approval of sexual aggression, and increasing empathy for the experience of the victim and understanding of the aftereffects of rape. (McWhorten et al., 2009)

In Lisak and Miller's 2002 article, *Repeat Rape and Multiple Offending Among Undetected Rapists,* data was pooled from multiple samples in which 1,882 college attending men "self-reported acts [that] met legal definitions of rape or attempted rape." The data showed that 6.4% were admitted offenders, with 63.3% of those individuals disclosing their perpetration of multiple rapes. The assessment used was based on the Sexual Experiences Survey (SES), which contained "behaviorally specific questions" that avoided use of charged words such as "rape, assault, abuse, or battery" (Lisak & Miller, 2002). In addition to reporting this data, the authors discussed limitations of their study as well as common perceptions regarding acquaintance rape and how such cases are much less likely to be both reported and prosecuted.

To begin, Lisak and Miller described statistics regarding sexual assault, in that "it is estimated that between 64% and 96% percent [sic] of all rapes are never reported to

criminal justice authorities and that only a small minority of reported cases, especially nonstranger assaults, ever result in the successful prosecution of the offender" (2002). This helps explain the gap between the estimated number of assaults and known perpetrators of these crimes. From the data collected for the purpose of this study, 6.4% (120) of those surveyed admitted to rape or attempted rape. Those who completed the survey were paid for their participation, signed consent forms prior to contributing, and were told the assessment was to study "childhood experiences and adult functioning" (Lisak & Miller, 2002). "There was nothing in the study description that could have alerted potential participants to the nature of the questions to be asked" and "to avoid evoking defensive reactions in participants, it does so without referencing any of those legal terms [of rape, attempted rape, or sexual assault]" (Lisak & Miller, 2002).

In analyzing the data obtained from the surveys, the authors obtained the following findings:

> Of the 1,882 men in the total sample, 120 (6.4%) met criteria for rape or attempted rape. A majority of these men, 80.8%, reported committing rapes of women who were incapacitated because of drugs or alcohol; 17.5% reported using threats or overt force in attempted rapes; 9.2% reported using threats or overt force to coerce sexual intercourse; and 10% reported using threats or overt force to coerce oral sex…Of the 120 rapists, 76 (63.3%) reported committing repeat rapes, either against multiple victims, or more than once against the same victim. In total, the 120 rapists admitted to 483 rapes, or 4.0 rapes each. (Lisak & Miller, 2002)

Questions posed to the participants left out charged language that might indicate immoral behavior by using neutral terms describing sexual situations. Examples of such questions were:

> 1. Have you ever been in a situation where you tried, but for various reasons did not succeed, in having sexual intercourse with an adult by using or threatening to use physical force (twisting their arm, holding them down, etc.) if they did not cooperate?

> 2. Have you ever had sexual intercourse with someone, even though they did no [sic] want to, because they were too intoxicated (on alcohol or drugs) to resist your sexual advances (e.g., removing their clothes)? (Lisak & Miller, 2002)

In scrutinizing their methodology, Lisak and Miller identified several limitations of their study. Namely, that there was no "independent corroboration of the acts reported by the participants" (2002) and that the "non-random nature" (2002) of the data collected could not be construed as representative of the prevalence of sexual assault in the general public. The first limitation was addressed by two supplementary studies in which follow-up interviews were conducted in conjunction with the surveys. When items answered on the survey indicated the respondent had committed a sex crime, interview questions (structured in a similar manner to the questions on the survey) were asked to

confirm the respondent understood the question and was answering truthfully. The second limitation was addressed by comparing the percentage of admitted offenders in this sample with percentages found in similar samples (Lisak & Miller, 2002).

Lisak and Miller touched upon how acquaintance rape is reported far less than nonstranger rape, especially when the incident did not involve a weapon or physical injuries. "There is a continuing perception, both generally and within the criminal justice community, that rapes committed by undetected rapists – rapes of acquaintances that typically go unreported – are somehow less serious than stranger rapes" (2002). When methods such as drugs or alcohol were involved in the act, there was a greater prevalence of the victims' stories being scrutinized and treated with more suspicion (Lisak & Miller, 2002). "Consistent with the tendency to view nonstranger rapes as less serious than stranger rapes, it is not uncommon to find discussions of nonstranger rape referring to 'miscommunication' and 'misunderstanding' between the offender and the victim" (Lisak & Miller, 2002).

Effects of Training Meant to Prevent Sexual Harassment and Assault on Incoming Naval Personnel

In Rau, Merrill, McWhorter, Stander, Thomsen, Dyslin, Crouch, Rabenhorst and Milner's 2010 article, *Evaluation of a Sexual Assault Education/Prevention Program for Male U.S. Navy Personnel,* the authors described the effectiveness of a Navy-developed prevention program meant to increase rape knowledge, lower rape myth acceptance and increase victim empathy. The program, known as the Navy Sexual Assault Intervention Training (SAIT) "was generally effective in changing men's knowledge, beliefs, and feelings on the key measures, regardless of participants' histories of coercive sexual behavior" (Rau et al., 2010). Sexual aggressiveness and rape perpetration was measured through the use of a self-report assessment, the SES, which used neutral language to gauge sexually destructive history. "Because men who have previously engaged in sexual coercion are likely to hold more rape-supportive attitudes and beliefs, we examined whether the effectiveness of the SAIT program varied for men with vs. without a history of sexually coercive behavior" (Rau et al., 2010). The results of the study found the program to be effective for both perpetrators and non-perpetrators, and were even more potent when outcome measures were administered as both a pre-test and a post-test.

Rau et al., in the search for solutions to the military's sexual assault problem, conducted a controlled clinical study of 1,505 male Navy recruits who had completed basic training and were awaiting service school training at Naval Station Great Lakes, Illinois. All members of the program participated voluntarily and each participant was assigned into one of four control groups. Members were either trained in the SAIT program or a comparison program, and participants were further broken out into either a group pre-tested with specific outcome measures or not pre-tested. All members were surveyed for the specific outcome measures after completing their training.

In the SAIT program, the content "focused on acquaintance sexual assault perpetrated by men on women and covered the military definitions of sexual assault and Uniform Code of Military Justice regulations concerning the consequences of sexual assault" (Rau et al., 2010) and consisted of a lecture, discussion opportunities, audio dramatizations and a short film. The comparison training was of equal length to the SAIT training, but was comprised of an educational video dramatizing the story of a college student who had contracted HIV through a sexual encounter. The comparison program did not touch on sexual aggression or assault. Participants in each of these training programs were also separated into one of two groups – those that completed outcome measures that "included a measure of rape knowledge, two measures of rape myth acceptance, and a measure of rape empathy" (Rau et al., 2010) *before and after* completing their training and those that completed the outcome measures *only after* the training.

In their results, Rau et al. found that "nearly 1 in 5 men (20%) reported engaging in some form of coercive sexual behavior, and 4% admitted prior rape of a woman" (2010). In general, respondents were conversant on about half of the rape knowledge items, had low acceptance of rape myths and high empathy for rape victims. "Not surprisingly, men with a history of sexual coercion, compared with those without such a history, exhibited lower levels of rape knowledge, greater acceptance of rape myths, and less empathy" (Rau et al., 2010). For those participants that completed a pre-test before training, greater levels of empathy and lower levels rape myth were accepted in post-test results, compared to those who had not completed the pre-test. "This indicates that the SAIT program was equally effective for men with and without a history of sexually coercive behavior, and regardless of whether men were assigned to complete a pretest before the intervention" (Rau et al., 2010).

In their conclusions, Rau et al. found the results of the study promising – the outcome measures tested for "have all been associated with the likelihood of sexual assault" (2010). This program, in comparison to other sexual assault intervention programs, was also found to be successful in increasing the levels of empathy men reported for rape victims. Rau et al. pointed out two limitations to their study; that "the current findings should be replicated before conclusively determining that the intervention is effective" and that "use of a self-report measure, the SES, to assess sexually coercive behavior raises concerns about socially desirable responding and under-reporting" (2010). The authors of this study had performed other studies on rape perpetration by Navy sailors, and suggested possible reasons for the lower number of self-reported sex crimes in this study as compared to those studies to be: a decline in coercive behavior over time; a greater number of rapists declining to participate in the survey; or the difference in progress through initial processing that the sample group was taken from (completed basic training vs. entering basic training) (Rau et al., 2010). "The documented effectiveness of the SAIT program, juxtaposed with the enormity of the sexual assault problem and its consequences, argue for additional exploration of the possible utility of incorporating the SAIT program as a standard part of Navy training" (Rau et al., 2010).

In the Department of Defense's (DoD) *Annual Report on Sexual Harassment and Violence at the Military Service Academies: Academic Program Year 2012-2013,* a summation of the "effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence involving academy personnel" (p. 8) was conducted in accordance with section 532 of the John Warner National Defense Authorization Act of 2007. For the purpose of this literature review, the researcher focused on the sections of the report detailing results found at the United States Naval Academy (USNA). Out of 4,536 midshipmen, there were 15 reported incidents of sexual assault. In its findings, the report concluded that the "USNA is in compliance with the Department's policies regarding sexual harassment and sexual assault" (Department of Defense, 2013, p. 74), with detailed summaries of its lines of effort in prevention, investigation, accountability, advocacy/victim assistance and assessment.

The DoD admitted at the start of its report that the estimated number of cadets and midshipmen experiencing unwanted sexual contact was likely many times the number of reported offenses. "Reports of sexual assault made to Department authorities provide limited insight into the overall phenomenon of sexual assault at the MSAs [Military Service Academies]… sexual assault in the United States and military society is underreported, meaning that reports to authorities are outnumbered by the sexual assaults estimated to occur using surveys of a given population" (Department of Defense, 2013, p. 31). Survey data showed that though students believed reported incidents were taken seriously by leadership "they remain concerned that reporting a sexual assault will impact their reputation and social standing with classmates" (Department of Defense, 2013, p. 6). The academies have continued to cultivate principles of dignity and respect at their institutions, but the reality has shown that "the dynamics of group behavior indicates that the same social forces that give people a collective sense of identity also work to maintain the silence or complicity of peers when a few misbehave" (Department of Defense, 2013, p. 45).

In the section of the report concerning the USNA, the ratio of reported sexual assaults to student population was .3%, which included both restricted and unrestricted reports. Victims opting to file a restricted report did not involve criminal investigative or judicial processes, but were provided access to medical care and advocacy services. Unrestricted reporting provided victims with all the services offered in restricted reporting, but also resulted in command and/or law enforcement notification and investigation. Despite confidentiality expected in such sensitive matters, far greater numbers of individuals were involved in unrestricted versus restricted reporting.

To determine that the USNA was in compliance with the DoD's policies concerning sexual assault prevention and response (SAPR), the lines of effort of prevention, investigation, accountability, advocacy/victim assistance and assessment were evaluated. To gauge the effectiveness of the Academy's prevention efforts, the report evaluated strategies of fostering a climate of dignity and respect; training; education (curriculum); and mitigating high-risk behaviors or threats. In assessing the USNA's investigative efforts, the report focused on the relationship and collaboration between the Naval Criminal Investigative Service (NCIS) and the Academy; the

USNA/NCIS's approaches to victim communications (in improving participation and confidence); and timely and accurate results in investigations. To evaluate accountability, the report reviewed SAPR and prevention of sexual harassment (POSH) programs oversight; role of and support from specially trained professionals; and attorney special training. In determining the efficiency of advocacy/victim assistance, the areas of victim advocacy services; midshipmen *awareness* of victim advocacy services; and advocacy support personnel training were evaluated. To gauge the effectiveness of the Academy's assessment efforts, the report detailed outcome-based metrics that measured program performance and used climate surveys to determine the programs successes.

Though the USNA was found in compliance with DoD policies, several unintended consequences of stern guidance from Naval leadership resulted during the efforts to foster a climate of dignity and respect.

> A few victims who had previously reported sexual assault said they left the address feeling as though they had failed, brought discredit to the academy, and that they were to blame for the alarming statistics in the SAGR [Service Academy Gender Relations] survey…

> Some male midshipmen perceived they were being unfairly characterized as "potential rapists" by the messaging in the address. (Department of Defense, 2013, p. 76)

Several examples of other areas needing improvement included the need to address concerns of social retaliation from peers in reporting sexual assault, ensuring certain advocacy support personnel received training prior to assuming their duties, and limiting SAPR victim advocate (VA) positions to those outside the chain of command, since VAs had the legal responsibility to maintain confidentiality whereas all other personnel had a legal obligation to report known crimes.

Critiques of literature review topics

Identifying Perpetrators of Sexual Crimes Via Self-Report Assessments

In McWhorter, Stander, Merrill, Thomsen and Milner's 2009 article, *Reports of Rape Reperpetration by Newly Enlisted Male Navy Personnel,* the authors discovered a disturbing number of self-proclaimed sexual offenders through a voluntary self-report survey. Though the scope and quantity of test takers was limited (1,146 personnel submitted usable data), an incredible 13% admitted to what the authors characterize as the "legal definition of ACR [attempted and completed rape]" (McWhorter et al., 2009). Though it is not mentioned in the article, the legal definition of ACR as known by the authors is a significant point that should have been included. The distinction is important – the Department of Justice (DOJ) defines rape as "the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim" (Attorney General, 2012).

The Uniform Code of Military Justice (UCMJ), which is the governing authority to which active duty sailors much conform, defines rape as:

> Any person subject to this chapter who commits a sexual act upon another person by—
>
> (1) using unlawful force against that other person;
>
> (2) using force causing or likely to cause death or grievous bodily harm to any person;
>
> (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping;
>
> (4) first rendering that other person unconscious; or
>
> (5) administering to that other person by force or threat of force, or without the knowledge or consent of that person, a drug, intoxicant, or other similar substance and thereby substantially impairing the ability of that other person to appraise or control conduct. (Uniform Code of Military Justice, 2012)

The UCMJ definition is much broader than the DOJ version, and further, the UCMJ has specific descriptions of not only rape, but sexual assault, aggravated sexual contact, and abusive sexual contact. Understanding which definition McWhorten et al. conducted their study under makes a difference in understanding their view of ACR events.

What is most alarming about the results of this study is that despite admitted instances of sexual violence, the self-reported offenders graduated from the Recruiting Training Command and were dispersed into the Naval community. The recommendation to simply provide better education regarding risk factors, attitudes and beliefs and safety in alcoholic consumption is an extremely faulty method of preventing sexual assault. In studying the psychology of rapists, the researcher has found that those who perpetrate sexual violence do so out of psychopathic or sociopathic tendencies. Those who create sexual assault and prevention policy in the Navy have a tendency to assign responsibility for sexual assaults on victims (e.g. avoid risky situations that may result in victimization) or providing offenders the benefit of the doubt (e.g. teach potential offenders that having sex with an incapacitated individual is wrong). If the Navy feels it must teach this lesson to its sailors, then those sailors should not have met the character prerequisites to be recruited into Naval service.

In Lisak and Miller's 2002 article, *Repeat Rape and Multiple Offending Among Undetected Rapists,* the authors revealed how questions lacking incriminating language such as "rape, assault, abuse, or battery" (Lisak & Miller, 2002) can elicit truthful responses from undiscovered offenders of their deviant sexual history. The researcher was surprised that the percentage of admitted offenders was as high as the results

found, given the inherent *wrongness* associated with answering "yes" to many of the sample questions. It is certainly true that more honest responses are found when the sponsors of a survey guarantee confidentiality and anonymity for the suppliers of the information collected, but it is still hard to believe that even those who fully understand the immorality of their actions will freely admit to them in studies such as these.

The implications of results found in Lisak and Miller's study are electric. Not only do they show that it is possible to get at least a certain percentage of offenders to admit to their crimes, but it demonstrates that a great percentage of these admitted sexual deviants commit *most* of the total number of sexual assaults.

The evidence that a relatively small proportion of men are responsible for a large number of rapes and other interpersonal crimes may provide at least a partial answer to an oft-noted paradox: namely, that while victimization surveys have established that a substantial proportion of women are sexually victimized, relatively small percentages of men report committing acts of sexual violence. (Lisak & Miller, 2002)

In applying this theory to Naval Recruiting, there exists the possibility to eliminate a portion of these men from admittance to Naval Service. This would significantly decrease the total number of assaults, since multiple source data show that a small number of perpetrators are responsible for a majority of the crimes. Even if self-report assessments administered to Navy recruits did not identify every sexual deviant, the results of eliminating a few from the ranks would have exponential results in preventing future victims.

Effects of Training Meant to Prevent Sexual Harassment and Assault on Incoming Naval Personnel

In Rau, Merrill, McWhorter, Stander, Thomsen, Dyslin, Crouch, Rabenhorst and Milner's 2010 article, *Evaluation of a Sexual Assault Education/Prevention Program for Male U.S. Navy Personnel*, the authors demonstrated the success of focused, target-specific sexual assault prevention training in changing the attitudes and beliefs of Naval recruits. Varying studies have produced varying degrees of results in terms of discovering the percentage of sexually aggressive or abusive individuals that self-report their behavior within the general population. Since these studies have relied on self-report and admittance of sexually deviant behavior, the Navy cannot rely solely upon such assessments to weed out all potential perpetrators.

Much of the Navy's current training programs do little to address perpetrators, and focus more upon how not to become a victim.

For many years, the way we tried to combat sexual assault was we taught our potential victims to be "harder targets"… the admonishments were never to walk alone, always to have a buddy, don't get drunk, don't go out with people you don't trust, or don't wear provocative clothing. Some of these are unwritten rules,

but everyone knows the rules…the problem is that if a victim violates one of these unwritten rules and comes forward, there is a possibility that someone might say, "Well, what were you wearing? Were you drunk? Did you go out without a buddy? Did you have a plan for getting home?" This can pretty quickly transform into victim-blaming. (Mulrine, 2014)

Self-report measures will never be able to prevent all sexual predators from entering Naval service. For those that do penetrate whatever layers of security the Navy puts into place to weed out potential deviants, a comprehensive program like the Navy's SAIT should become mandatory training to help improve sailor education and understanding. By increasing rape knowledge and appreciation of rape myths, sailors can be trained to have higher levels of empathy for victims and lower levels of tolerance for perpetrators. A truly effective *prevention and training* policy should first use (1) a self-report measure, such as the SES, to filter admitted sexual abusers out during in-processing, followed by (2) a focused education program, such as the SAIT, to decrease likelihood of perpetration by remaining qualified sailors.

In the Department of Defense's (DoD) *Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2012-2013,* the report concluded that the United States Naval Academy (USNA) was in compliance with policies regarding sexual assault prevention and response despite the limited number of official reports received by authorities. The findings detailed many of the efforts and initiatives implemented, yet many elements of the process *not* mentioned in the report discredit the supposed successes of the USNA's programs.

For example, the report made several mentions of a now well-publicized case involving an alleged victim and three USNA football team alleged perpetrators. In that case, the alleged crime took place at an off-campus property wherein alcohol was consumed and conduct unbecoming future Naval officers was displayed and witnessed by the many house party participants. The alleged victim in that case was so intoxicated that she did not remember most of the evening, but became aware of her sexual conduct via social media in the days following the party. After reporting the incident to authorities, the alleged victim was subjected to a military judicial process that completely undermined the confidence victims should feel in admitting their victimization.

> After four days and more than 20 hours of relentless questions about her medical history and motivations, her dance moves and underwear, the 21-year-old midshipman who has accused three former Naval Academy football players of raping her pleaded on Saturday for a day off from testimony. It was granted by the hearing's presiding officer but not before the request triggered more skepticism from defense attorneys, who said the young woman was faking her exhaustion. (Henneberger & Shin, 2013)

This case exhibited the grey area of consent wherein the alleged victim instigated sexual behavior under the influence of drugs or alcohol. When this is the case,

perpetrators insist that the victim fully consented to any and all sexual acts, freeing them of guilt and destroying the reputation and standing of the "immoral" victim. In the *Annual Report*, the DoD's policy defines sexual assault as "intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent" (Department of Defense, 2013, p. 18). It also states that "a current or previous dating relationship or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent" ((Department of Defense, 2013, p. 18). If this is the case, then the alleged victim should not have been subjected to highly offensive and degrading questions regarding her "dance moves and underwear", when DoD policy has made it clear that not only are these facts irrelevant, but intoxicated individuals *cannot consent* to any sexual acts.

Understanding the prevalence of self-admitted perpetrators is outside the scope of reports such as DoD's *Annual Report on Sexual Harassment and Violence at the Military Service Academies*, but inconsistencies with facts in the reports and realities experienced by victims of the process have highlighted the Navy's continued habit of victim-blaming versus holding perpetrators accountable for their actions. The above case involving the USNA's football players indicates that this culture persists despite the ample amount of training midshipmen receive throughout their academic career and before being commissioned in the officer corps.

Conclusion statement

After reviewing material related to studies of self-admitted offenders already in the Navy and reports of on-going training and policies meant to curb a culture that perpetuates such conduct, the researcher feels that preventing those who sexually assault from entering the Navy is the best way to decrease the actual number of victims. Those who commit this type of crime are the worst form of bullies, using their bodies to dominate and hurt those they have determined they have the best chance of victimizing with the least risk of repercussions. Training that increases awareness and empathy is best served for those who do not *already* exhibit these bullying tendencies.

Methodology

<u>Introduction Statement</u>

In Ghauri and Grønhaug's *Research Methods in Business Studies*, the authors state, "case study research is particularly useful when the phenomenon under investigation is difficult to study outside its natural setting and also when the concepts and variables under study are difficult to quantify" (2011, p. 109). In using secondary data as the basis for this study, the researcher felt confident in its reliability because "the data…are of high quality and reliable as they are collected and compiled by experts using rigorous methods" (Ghauri and Grønhaug, 2010, p. 94). Though most of the data found had been collected for a purpose other than the researchers, its reliability was easily verified through thorough review of report citations and data sources.

<u>Studies</u>

In order to answer the research questions the researcher conducted a content analysis as the data collection method. The material used for this study is considered *secondary data* by Ghauri and Grønhaug wherein "secondary data are information collected by others for purposes that can be different from ours" (2011, p. 90). The researcher identified three assessments to determine the most effective methods to reliably identify risk factors that may detect potential sexual offenders:

The Sexual Adjustment Inventory (SAI)

In the first study, titled *Civic Research Institute Chapter 22, Sex Offender Assessment Sexual Adjustment Inventory*, Dr. Herman Lindeman described how the SAI used "truthfulness scales" to judge the honesty of answers to questions to 13 scales of sexual deviance and paraphilias.

The Shedler Westen Assessment Procedure (SWAP) and the Dispositional Indicators Risk Exposure (DIRE)

In the second assessment, titled *Identifying Personality Disorders that are Security Risks: Field Test Results*, Olga Shechter and Eric Lang described how the use of the SWAP and DIRE identified personality disorders that expert clinicians agreed constitute security risks.

The Sexual Experiences Survey (SES)

In the third study, *Sexual Experiences Survey: A Research Instrument Investigating Sexual Aggression and Victimization*, Mary Koss and Cheryl Oros discussed a measurement instrument that identified behavior meeting the legal definitions of various sex crimes.

Relevant risk factors included admitted perpetration of behavior meeting the legal

definition of rape and personality traits that point to a lack of empathy inherent in those who have used sexual activity in dominating and holding power over others. For the purpose of this study, the legal definition of rape is the one outlined in Article 120 of Title 10 United States Code, Chapter 47, the Uniform Code of Military Justice. This is important to note because differing agencies have differing definitions of what constitutes a sexual crime.

Instruments/Case Studies

The criteria used to evaluate the effectiveness of the assessments were:

(1) *Does the assessment elicit truthful responses to questions identifying the tester as a current or potential sexual offender?*

(2) *Has the assessment shown high levels of reliability, validity and accuracy in identifying relevant risk factors?*

(3) *Does the assessment have high utility in terms of its cost to administer?*

(4) *Are there data to support evidence of rehabilitation after multiple applications of the assessment?*

(5) *Does the survey have a high degree of acceptability?*

Procedure

The assessments were each analyzed for their effectiveness criteria and subsequently compared and contrasted to each other. Each evaluation analysis was conducted over a two-week period, followed by two months of synthesis during the compare/contrast stage.

Conclusion statement

The results of the data collection will be tabulated in the Results Section of this project.

Results

The following are the tabulations of the results of the data collection.

Instrument results

Case Study 1: The Sexual Adjustment Inventory

(1) *Does the assessment elicit truthful responses to questions identifying the tester as a current or potential sexual offender?*	Yes
(2) *Has the assessment shown high levels of reliability, validity and accuracy in identifying relevant risk factors?*	Yes
(3) *Does the assessment have high utility in terms of its cost to administer?*	No
(4) *Are there data to support evidence of rehabilitation after multiple applications of the assessment?*	No
(5) *Does the survey have a high degree of acceptability?*	No

Case Study 2: Shedler Westen Assessment Procedure and the Dispositional Indicators of Risk Exposure

(1) *Does the assessment elicit truthful responses to questions identifying the tester as a current or potential sexual offender?*	Yes
(2) *Has the assessment shown high levels of reliability, validity and accuracy in identifying relevant risk factors?*	Yes
(3) *Does the assessment have high utility in terms of its cost to administer?*	No
(4) *Are there data to support evidence of rehabilitation after multiple applications of the assessment?*	No
(5) *Does the survey have a high degree of acceptability?*	Yes

Case Study 3: The Sexual Experiences Survey – Long Form Victimization

(1) *Does the assessment elicit truthful responses to questions identifying the tester as a current or potential sexual offender?*	Yes
(2) *Has the assessment shown high levels of reliability, validity and accuracy in identifying relevant risk factors?*	Yes
(3) *Does the assessment have high utility in terms of its cost to administer?*	Yes
(4) *Are there data to support evidence of rehabilitation after multiple applications of the assessment?*	No
(5) *Does the survey have a high degree of acceptability?*	Yes

Conclusion statement
The results will be analyzed in the Conclusion Section of this project.

Summary, Conclusions and Recommendations

Summary of data collection

Each of the assessments were evaluated to determine if they met the criteria necessary to prove they would be effective tools for use in the Navy's recruiting process. After analyzing the Sexual Adjustment Inventory (SAI), Shedler Westen Assessment Procedure (SWAP) and the Dispositional Indicators of Risk Exposure (DIRE), and the Sexual Experiences Survey (SES), the researcher found that all of the instruments met at least two criteria pointing to their usefulness as tools for identifying and screening potential perpetrators of sexual assault, with the SES showing the most potential in its usefulness to the Navy.

Conclusions from the data results

(1) *Does the assessment elicit truthful responses to questions identifying the tester as a current or potential sexual offender?*

All three assessments indicated their ability to elicit truthful responses to questions identifying the tester as a current or potential sexual offender. The SAI proved this by using two *truthfulness scales.*

> The inclusion of two truthfulness scales in the same test is rare, and it is even more uncommon in a sex offender test. Incorporating these two (sex-item and non-sex item) truthfulness scales in the same sex offender test has many advantages. The two Truthfulness Scales instill confidence in the test data, and also enable comparison of sex-related and non-sex-related responding. Invalid tests can now provide considerable insight into an offender's motivation. These truthfulness scales identify self-protective, recalcitrant and guarded offenders that minimize their problems and attempt to "fake good" or in some cases lie. (Lindeman, 2009)

The SWAP/DIRE was able to ensure truthfulness in its reporting by "eliminating the reliance on self-report by asking clinicians to make judgments about the personality of the target individual" (Schechter & Lang, 2011), taking the inherent inaccuracies of self-assessment and exposure out of the equation when determining the existence of a potential offending characteristic.

The SES elicited truthful responses by using questions that left out charged language indicating immoral behavior by using neutral terms describing sexual situations. "To avoid evoking defensive reactions in participants, it does so without referencing any of those legal terms [of rape, attempted rape, or sexual assault]" (Lisak & Miller, 2002).

(2) *Has the assessment shown high levels of reliability, validity and accuracy in identifying relevant risk factors?*

All three assessments showed high levels of reliability, validity and accuracy in identifying relevant risk factors of potential sexual deviants. The SAI "identifies sexual deviance and paraphilias in people accused or convicted of sex offenses," and "has been standardized on thousands of sex offenders" (Lindeman, 2009). The predictive validity and accuracy results for each of the 13 scales studied were 96.7% or greater, and in some cases (the sexual assault scale, exhibitionism scale and alcohol scale) identified 100% of offenders (Lindeman, 2009).

The SWAP/DIRE was found by clinicians to be highly reliable in "assessing deficits in interpersonal relationships and emotional processes, which helped to identify successful psychopaths who may lack the deviant behavior history" (Schechter & Lang, 2011), while the SWAP's "dimensional scoring system provided them with a hard score validating the presence of a disorder" (Schechter & Lang, 2011).

For the SES, criterion validity was proven through subsequent interviews with those who had self-reported deviant behavior, with a ".61 correlation between questionnaire and interview classifications…with a 94% agreement between the two methods of classification" (Lisak & Miller, 2002). The SES was also found reliable within the context of its confidentiality and anonymity agreements with the users.

(3) *Does the assessment have high utility in terms of its cost to administer?*

The SAI and the SWAP/DIRE did not have high utility in terms of their costs to administer, while the SES met this criterion. The SAI is a privately owned assessment of Behavior Data Systems, Ltd. The assessment is intended to be "used in adult and juvenile courts, substance abuse clinics, diversion programs, corrections (prisons), probation departments, [and for use in] domestic violence treatment" (Professional Online Testing Solutions, 2004) and not as a tool for mass screening for employment.

The SWAP/DIRE requires skilled and trained clinicians to administer and analyze the results of the assessment, and so has limited potential as a tool for screening applicants.

The SES is a publically available survey, which can be distributed and completed in a short time frame. This type of assessment would be ideal in terms of mass screening, as it could easily be included in the battery of assessments and tools the Navy currently uses to screen candidates applying for Naval service without significantly altering the time needed to process potential sailors.

(4) *Are there data to support evidence of rehabilitation after multiple applications of the assessment?*

None of the assessments analyzed for this study showed data to support

evidence of rehabilitation after multiple applications of the assessment, though each of the evaluations showed great potential in *identifying individuals* who would benefit from additional intervention to help prevent future sexual deviance.

(5) *Does the survey have a high degree of acceptability?*

The SAI did not have a high degree of acceptability amongst those who had taken the assessment, while the SWAP/DIRE and the SES showed acceptability amongst test-takers. The SAI is so explicit in its purpose that users could not possibly misinterpret the intent of the results. Examples of questions contained are "Young boys and/or young girls excite me sexually," "Some men and women need to be forced into sex so they can enjoy it," and "I often think of people's reactions when I show them my genitals (sex organs)" (Sexual Adjustment Inventory, 2014).

The SWAP/DIRE was shown to be effective "for establishing a positive rapport with the subject" (Schechter & Lang, 2011) and "instilling feelings of trust in the personnel and compelling them to turn to the clinical team in the future if they start experiencing problems on the job and/or in their personal life" (Schechter & Lang, 2011).

The SES showed a high degree of acceptability by its volunteer rate of taking the assessment and by the neutral language describing sexual activities included in the test. By maintaining neutrality, the user of the test would not necessarily believe the assessment to be *assuming* sexual deviance on the part of the taker.

Recommendations

Although the SES showed significant potential in its usefulness to the Navy as a tool for screening potential sexual offenders, follow up studies should be conducted before the Navy implements such a tool. A larger population of recruits should be screened with the assessment without any guarantee of confidentiality or anonymity to determine the true percentage of individuals who will honestly self-report past sexual crimes. Further, the individuals who take the assessment should undergo the Navy's Sexual Assault Intervention Training as outlined in Rau, Merrill, McWhorter, Stander, Thomsen, Dyslin, Crouch, Rabenhorst and Milner's 2010 study.

The SES met four out of five criteria the researcher posited would result in successful use and implementation by the Navy when used to screen applicants for future potential sexual deviance. This instrument showed it could elicit truthful responses to questions identifying the tester as a current or potential sexual offender; had high levels of reliability, validity and accuracy in identifying relevant risk factors; had high utility in terms of its cost to administer; and had a high degree of acceptability amongst those who had taken the assessment.

As previously stated, the SES would be ideal in terms of mass screening, as it could easily be included in the battery of assessments and tools the Navy currently uses

to screen candidates applying for Naval service without significantly altering the time needed to process potential sailors. The reliability and accuracy of truthful responses may be affected without the guarantee of confidentiality and anonymity, though with neutral enough language would be able to elicit a certain percentage of self-admitted offenders who meet the Uniform Code of Military Justice's definition of sexual crimes.

In applying the SES to Naval Recruiting, there exists the possibility to eliminate a portion of self-admitted offenders from admittance to Naval Service. This would significantly decrease the total number of assaults and have an exponential effect on preventing future victims. By implementing a comprehensive program like the Navy's SAIT, sailor education and understanding would increase rape knowledge and appreciation of rape myths and the training would encourage sailors to have higher levels of empathy for victims and lower levels of tolerance for perpetrators. An effective prevention and training policy should first use the SES to filter admitted sexual abusers out during in-processing, followed by the SAIT to decrease likelihood of perpetration by remaining qualified sailors.

References

Attorney General Eric Holder Announces Revisions to the Uniform Crime Report's
 Definition of Rape. (2012). Retrieved from Department of Justice website:
 http://www.justice.gov/opa/pr/2012/January/12-ag-018.html

Ghauri, P.N., & Grønhaug, K.. (2010). *Research Methods in Business Studies (4th
 Edition)*, London: FT Pearson.

Henneberger, M. & Shin, A. (2013, August 31). Military's handling of sex assault cases
 on trial at Naval Academy rape hearing. *The Washington Post*. Retrieved from
 http://www.washingtonpost.com/local/militarys-handling-of-sex-assault-cases-is-
 on-trial-at-naval-academy-rape-hearing/2013/08/31/5700c9de-10d3-11e3-b4cb-
 fd7ce041d814_story.html

Lindeman, H. H. (2009). Chapter 22, Sex Offender Assessment Sexual Adjustment
 Inventory*. Civic Research Institute.* Retrieved from the Sexual Adjustment
 Inventory website: http://www.sexual-adjustment-inventory.com/pdf/adult-juv-sai-
 chapter.pdf#zoom=90,0,0

Lisak, D. & Miller, P. M. (2002). Repeat Rape and Multiple Offending Among
 Undetected Rapists. *Violence and Victims*, *17*, 73-84. Retrieved from
 http://www.innovations.harvard.edu/cache/documents/1348/134851.pdf

McWhorter, S.K., Stander, V.A., Merrill, L.L, Thomsen, C.J. & Milner, J.S. (2009).
 Reports of Rape Reperpetration by Newly Enlisted Male Navy Personnel (Report
 No. 07-16). San Diego, CA: Naval Health Research Center.

Mulrine, A. (2014, February 24). US military's new tactic to curtail sexual assaults: nab
 serial 'predators'. *The Christian Science Monitor*. Retrieved from
 http://www.csmonitor.com/USA/Military/2014/0224/US-military-s-new-tactic-to-
 curtail-sexual-assaults-nab-serial-predators

Professional Online Testing Solutions. (2004). Retrieved from the Behavior Data
 Systems website: http://online-testing.com

Rau, T. J., Merrill, L. L., McWhorter, S. K., Stander, V. A., Thomsen, C. J., Dyslin, C.
 W., Crouch, J. L., Rabenhorst, M. M. & Milner, J. S. (2010). Evaluation of a
 Sexual Assault Education/Prevention Program for Male U.S. Navy Personnel.
 Military Medicine, *175*, 429-434. Retrieved from www.dtic.mil/cgi-
 bin/GetTRDoc?AD=ADA523463

Sexual Adjustment Inventory. (2014). Retrieved from the Behavior Data Systems
 website: http://online-testing.com

Shechter, O. G. & Lang, E. L. (2011). Identifying Personality Disorders that are Security

Risks: Field Test Results. *Defense Personnel Security Research Center*. (Report Number 11-05). Monterey, CA.

Uniform Code of Military Justice, 10 U.S.C. §920 (2012).

U.S. Department of Defense. (2013). *Annual Report on Sexual Harassment and Violence at the Military Service Academies: Academic Program Year 2012-2013* (Report No. A-FD2D4B5). Washington, DC: Author.

Biography of the Author

Emily Wilson, a lieutenant in the U.S. Navy, earned her Bachelor of Fine Arts in Computer Art and Design from Jacksonville University in Jacksonville, FL in 2007. Upon graduation, she was commissioned as an officer and became a winged P-3 Orion pilot in January of 2009. After redesignating as a Human Resources Officer in March of 2011, LT Wilson began her pursuit of a Master's degree in Human Resources Management at Marymount University in Arlington, VA, finishing her degree at Catholic University of America in May of 2014.