



# What have we learnt from NATO research

Sexual Violence in the Military

NATO Science and Technology Office

Human Factors in Medicine Research Task Group 295



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# Learning outcomes

1. To better understand the purpose and function of NATO research groups
2. To gain a broad overview of the process involved NATO research on sexual violence
3. To see the recommendations of RTG 295
4. Opportunity to quiz panel members



# Agenda

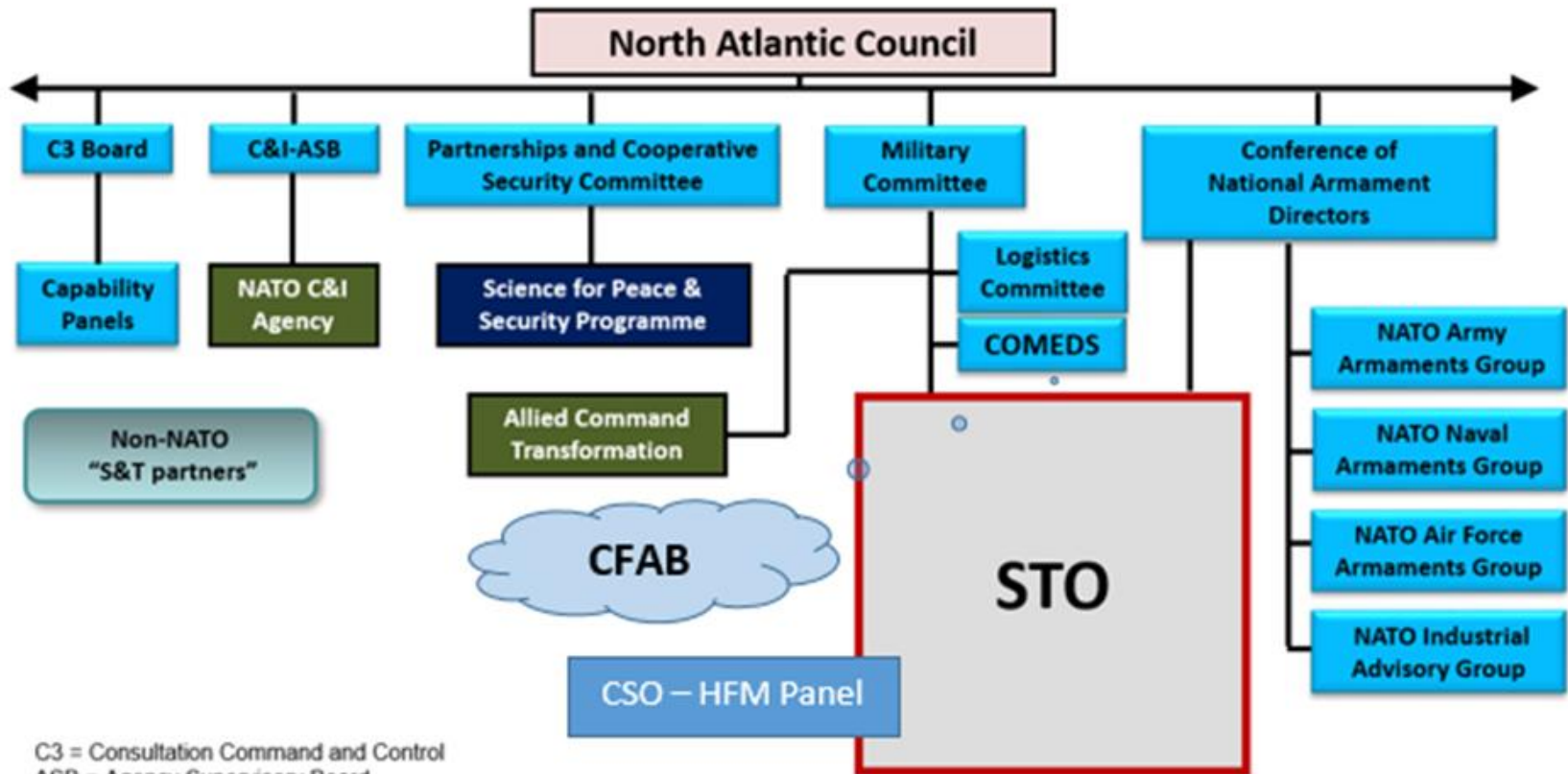
- Overview
- Process
- How NATO panels are formed
- Underpinning principles of the work
- Panel findings and recommendations
  - County specific
  - Definitions
  - Survey development (Grp work)
  - Training scenarios (Grp work)
- Panel recommendations



How the NATO panels work

**It's very complicated**

# The NATO S&T Community since 1 July 2012



C3 = Consultation Command and Control  
 ASB = Agency Supervisory Board  
 C&I = Communications and Information  
 COMEDS = Committee of the Chiefs of Military Medical Services

**HFM**

Optimizing health, human protection, well-being and performance of the human in operational environments.



**IST**

Improving consultation, command & control and information systems, and enhancing information.



**SAS**

Providing expert analytical support for better decisions in NATO operations and capability development.



**SET**

Advancing sensors & electronic technologies for intelligence, surveillance, target acquisition, reconnaissance, electronic warfare and navigation.



**SCI**

Advancing knowledge concerning systems engineering, counter threat and interoperability.



**AVT**

Ensuring platform and weapons superiority for force protection, surveillance, and deployment.



**NMSG**

Exploiting modelling and simulation to its full potential across NATO and the Nations to enhance both operational and cost effectiveness.





## Generation of ideas for research

- Top down – to meet NATO priorities
- Bottom up – to address challenges identified on the ground





## How to get things off the ground

- TAP creation
- Panel endorsement
- Exploratory Team (12 months)
- TAP refinement, creation of a programme of work and support of at least 3 NATO countries
- Panel scrutiny and endorsement
- Creation of activity



# Potential Outcomes

1. Research Task Groups (RTG)
2. Research Symposia (RSY)
3. Research Specialists' Meetings (RSM)
4. Research Workshops (RWS)
5. Lecture Series (RLS)
6. Collaborative Demonstrations of Technology (CDT)
7. Long-term Scientific Studies (LTSS)
8. Military Application Studies (MAS)
9. Research Technical Courses (RTC)
10. Specialist Teams (ST)



# STO HFM RTG 295

Sexual Violence in the Military



# Panel Members

<b>Name</b>	<b>Country</b>	<b>Role</b>
Dr. Sanela DURSUN	Canada	CO-CHAIR
Professor Matthew FOSSEY	UK	CO-CHAIR
Ms. Ulrike BECKMANN ZIMMERMANN	Germany	MEMBER
Lt Col Jonathan BUXTON	UK	MEMBER
Ms. Helena HOFFMAN	Sweden	MEMBER
Ms. Paula LANCHBURY	UK	MEMBER
Col Vasile MARINEANU	Romania	MEMBER
Lt Col Camilla SJÖHLEN	Sweden	MEMBER
Ms. Anna SJÖLANDER	Sweden	MEMBER
CDR Dr Leedjia SVEC	USA	MEMBER
Col Dr Vesna TRUT	Croatia	MEMBER
Ms. Eugenia KALANTZIS	Canada	Mentor



# The delivery of the group

Exploratory Team (ET) – Bucharest, Romania

RTG 10 meetings over 4 years

- Meeting 1 – Paris, France (June 2018)
- Meeting 2 – Zagreb, Croatia
- Meeting 3 – Ulm, Germany
- Meeting 4 – London, UK
- Meetings 5 – 9 Online due to Covid
- Meeting 10 – Halifax, Canada (Oct 2022)
- Submission – Jan 2023



# Function of the panel



# Setting the background

Over the past 12 months the *#Me Too movement* has spread across the globe and has stimulated organisations world-wide to consider sexualised behaviours in the workplace. The Armed Forces are not immune and sexual violence is a pervasive problem in many NATO militaries despite numerous initiatives to end it. Sexual harassment and violence in the military have a negative impact on sustainable capability, unit morale, cohesion and operational readiness. It also negatively affects individual physical and mental health, leading in some cases to PTSD and even suicide. Furthermore, the public perception and trust in NATO is at some risk through damaging media stories about sexual violence and harassment amongst its members, especially on operations. The corollary of this reporting is the potential impact on retention and recruitment at a time when many militaries are struggling in these areas.



# Addressing the challenges

RTG-295 will investigate the approaches taken by different NATO militaries and gain a common understanding of the mechanisms and challenges involved in eradicating sexual harassment and violence within the military. The panel will provide recommendations on the approaches to measurement and develop a set of principles to define sexual harassment/violence as well as reporting mechanisms to ensure joint NATO interoperability. The work of RTG will provide the command structure with the tools to address and minimise the problem thus improving effectiveness and operational readiness. This research panel is particularly timely because the numbers of women are gradually increasing in NATO armed forces, especially in combat and operational roles.





# Framework per Country



- Policies and Practices Related to Sexual Misconduct
- Reporting
- Reporting of Sexual Misconduct
- Roles and Responsibilities of COs and Other Members of the Chain of Command
  - Action by a CO
  - Administrative Action – General
  - Information for Victims During Disciplinary Processes



- Policies and Practices Related to Personal Relationships in the Workplace
- Tracking of Sexual Misconduct
  - Previous and Current Initiatives
  - Training
  - Measurement
  - Victim Support
- Research and Measurement of Sexual Misconduct



# Definitions



# Process and Challenges

- Agreeing on broad definitions
- Cultural/translation sensitivity
- Cognitive interviewing
- Refine, discuss, refine
- Consensus



# Workplace

*Workplace is defined as the place where you engage in work related activity, to include social events outside of work, work travel, and other duties associated with work whether or not they took place at your usual place of work.*



# Sexual Harassment

*Sexual harassment is defined as behavior of a sexual nature that is unwanted and has the purpose or effect of violating your dignity. Including, but not limited to: any unwelcome sexual advance, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts or gestures of a sexual nature.*



# Sexual Assault

*Sexual assault is defined as unwanted sexual contact and includes a broad range of behaviours, ranging from unwanted sexual touching to sexual violence.*





# Survey Development



# Principles

To develop an instrument that:

- Is ethically sound
- Places least burden on those completing it
- Can both quantify and qualify
- Is sensitive to subjective experience
- Is culturally agnostic
- Adaptable without losing sensitivity
- Brings together best practice from across NATO



# The task

- Gathering examples of practice
- Agreeing on broad question sets
- Refine, discuss, refine
- Developing and agreeing on individual questions
- Refine, discuss, refine
- Translations
- Nation-specific cognitive interviewing
- Refine, discuss, refine
- Consensus



## **Survey outline** (37Qs with logic, completion time 10-15 mins)

- Demographics
- Experiences of harassment (subj)
- Processes for reporting (subj/obj)
- Experiences of support (subj)
- Experiences of assault (subj)
- Processes for reporting (subj/obj)
- Experiences of support (subj)



## Group Work (20 mins)

- How could you use the data collected to develop an organisational “heat map”?
- How could you “visualise” the data to best affect strategic and operational change?



# Training Scenarios



# Challenges

Developing scenarios that are:

- Authentic
- Not nationally or culturally specific
- Could be used by trainers to promote debate and discussion



# Process

- Initial scenarios developed by UK team
- Refine, discuss, refine (face validation)
- Consensus





## Group Work (20 mins)

- Develop a sexual harassment scenario specific to your work environment
- How could you use this scenario in a training situation to stimulate discussion?



## Recommendations of the NATO RTG

1. We propose the adoption of common definitions for sexual harassment and sexual violence across NATO documents. These definitions are set out above and have been debated at length by this expert panel.
2. We recommend the use of a validated tool for collecting data on the range of issues relating to sexual harassment and sexual violence, which will enable reflection and action to tackle issues. This RTG has developed this instrument, and it is now available for general use.
3. Finally, we propose investment in new technologies and training interventions to change attitudes and culture and, ultimately, to change behaviours and eradicate the pernicious effect of sexual harassment and sexual violence in the workplace



## Next steps

- Awaiting endorsement of the HFM panel
- Very positive reception of the work
- NATO keen for this to be adopted and taken further
- Raising the profile of the work