



# BTAC BULLETIN

EMERGING ISSUES, TRENDS, CAPABILITIES, AND BEST PRACTICES IN INSIDER THREAT ANALYSIS

## SEXUAL VIOLENCE

### INSIDER THREAT NEXUS

Sexual violence is one of the least reported violent crimes in the United States, despite a high incidence rate. Regardless of low rates of reporting and prosecution, it remains that sexual violence can have lasting psychological and physical effects on a survivor, and cause degradation in organizational culture and impact mission outcomes. The challenge for leaders in sexual violence prevention and insider threat mitigation is they are more likely to become aware of situations where an employee is a victim after an incident versus situations where someone is on a "path" to commit sexual violence. Despite this, maintaining awareness of concerning sexual violence indicators and predatory behaviors in the workplace can lead to early identification and intervention.

Over half of women have experienced sexual violence involving physical contact

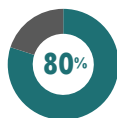


Almost 1 in 3 men have experienced sexual violence involving physical contact

## SEXUALLY VIOLENT BEHAVIOR IN THE WORKPLACE

Supervisors and co-workers should take note of comments or behaviors indicative of sexual mistreatment or potential violence, manipulation or coercion, or signs of intimidation or dominance by one employee over another. Individuals who engage in sexual harassment are more likely to commit other acts of sexual violence (unwanted sexual contact or touching, exposing one's genitals or naked body including sending pictures, masturbating in public, watching someone in private acts without their knowledge, and physical sexual assault). Harassing behaviors can be a type of boundary testing/violation and utilized to

objectify or dehumanize the victim<sup>1</sup>. Other indicators of risk for escalating sexual violence include a lack of empathy, victim blaming, aggressive domineering behavior, acceptance of a general use of violence, early sexual initiation, coercive sexual fantasies, preference for impersonal sex and sexual risk-taking, hostility towards women, adversarial sexual beliefs, intolerant strict adherence to traditional gender roles, hyper-masculinity, or prior sexual victimization or perpetration.<sup>2</sup>



Research has found that **8 out of 10** rapes are committed by someone known to the victim.<sup>3</sup>

## PREDATORY ESCALATION MAY INVOLVE

- ❑ Establishing the appearance of an appropriate workplace relationship
- ❑ Desensitization to discussions of sexual topics and touch
- ❑ Developing trust by sharing secrets
- ❑ Boundary testing and escalation of behavior/interest
- ❑ Use of power and control
- ❑ Reacting defensively when confronted, attempting to rationalize the behavior "They didn't tell me to stop!" "It was just a joke."

### BYSTANDER ACTIONS

## 1 Disrupt the Situation

When witnessing harassment or threatening behavior, it should not be dismissed as "joking," or "just the way a person is." Instead try to distract the harasser or insert yourself into the interaction to help the targeted person and give them an opportunity to leave the environment.

## 2 Don't Act Alone

Call on others around you to help. The more people who come together to interrupt the situation, the stronger the message that such behavior is unacceptable.

## 3 Confront the Harasser

Intervene by respectfully and directly telling them that their words or actions are inappropriate. Try not to aggravate the situation, stick to exactly what has happened, don't exaggerate.



**DITMAC**

DOD Insider Threat Management and Analysis Center

1, Laurie A. Rudman and Kris Mescher, Of Animals and Objects: Men's Implicit Dehumanization of Women and Likelihood of Sexual Aggression. *Personality and Social Psychology Bulletin* 38, iss. 6 (2017), 734 – 746 2.Tharp, A. T., DeGue, S., Valle, L. A., Brookmeter, K.A., Massetti, G. M., & Matjasko, J. L. (2013). A systematic qualitative review of risk and protective factors for sexual violence perpetration. *Trauma, Violence, & Abuse*, 14 (2) 133-167. 3. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, National Crime Victimization Survey, 2010-2016 (2017).