

## DEOMI News Highlights

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DEOMI News Highlights is a weekly compilation of published items and commentary with focus on equal opportunity, equal employment opportunity, diversity, culture and human relations issues. The DEOMI News Highlights is a management tool intended to serve the informational needs of equity professionals and senior DoD officials in the continuing assessment of defense policies, programs and actions. Further reproduction or redistribution for private use or gain is subject to original copyright restrictions.

### **Face of Defense: Female Advisor Heads to Afghanistan [Marine Corps Cpl. Andrew S. Avitt, *American Forces Press Service*, November 22, 2010]**

- Staff Sgt. Tricia McBride is the first female Marine assigned to advise host-nation forces in Afghanistan
- She will deploy as part of a six-member team to teach and evaluate Afghan military logistician instructors in Kabul
- “The biggest challenge that I’m facing now is the reaction to me teaching a class,” McBride said. “I’ve haven’t heard a lot of positive things are far as females being instructors, because the [Afghan] men do look at the women differently.”

#### [Face of Defense: Female Advisor Heads to Afghanistan](#)

### **Air Force looks to make cuts in chaplain force [Scott Fontaine, *Air Force Times*, November 27, 2010]**

- Chaplains of all denominations will be involuntarily separated through a selective early retirement board and reduction-in-force process by the end of FY 11
- Chaplains numbers will reduce from 528 to no more than 480 active duty chaplains and the number could dip to 470
- The Office of the Chief of Chaplains adamantly denied the cuts would hurt the Air Force’s ability to address airmen’s spiritual needs

#### [Air Force looks to make cuts in chaplain force](#)

### **Real wingmen act [Col. Eric Axelbank, 65<sup>th</sup> Air Base Wing, Lajes Field, Azores, *U.S. Air Force official web site*, November 12, 2010]**

- Preventing sexual assault requires a culture change at the grassroots level
- Secretary of the Air Force Michael Donley addressed attendees at the Sexual Assault Prevention and Response Leader Summit, 4 Nov., stating ‘there is no tolerance for sexual assault in our Air Force and leaders at all levels must be engaged’
- Dr. Dorothy Edwards, Green Dot, Inc., Executive Director, a speaker at the conference, revealed three most notable reasons why bystanders do not intervene: diffusion of responsibility, evaluation apprehension and modeling

#### [Real wingmen act](#)

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# Diversity

## Face of Defense: Female Advisor Heads to Afghanistan

**By Marine Corps Cpl. Andrew S. Avitt,  
Marine Corps Air Ground Combat Center Twentynine Palms  
American Forces Press Service, 22 November 2010**

MARINE CORPS AIR GROUND COMBAT CENTER, TWENTYNINE PALMS, Calif., Nov. 22, 2010 – Afghan soldiers are in for a surprise when they meet their new instructor, Marine Corps Staff Sgt. Tricia McBride, the first female Marine assigned to advise host-nation forces in Afghanistan.

After being the first woman to graduate from the Marines' advisor training group program, McBride, from Wilmington, Del., will deploy with a team of six to teach and evaluate Afghan military logistician instructors in Kabul, Afghanistan.

"It's a good feeling," McBride said. "To be the first at anything is good, but to be the first female -- especially in the Marine Corps -- is just great."

But it's only the beginning for McBride and the rest of her team. After the Taliban takeover in 1996, Afghan women were not allowed to attend schools or work outside of their homes, making professional interaction with women an uncomfortable situation for some Afghan men.

"The biggest challenge that I'm facing now is the reaction to me teaching a class," McBride said, recalling the lessons she received on Afghan culture during her training here. "I have been told they're not going to take me seriously, and they'll just get up and walk out of the classroom."

McBride said she and her teammates gained an understanding of Afghan language and culture during their training.

"Let's just say I haven't heard a lot of positive things as far as females being instructors, because the [Afghan] men do look at the women differently there," she said. "I'm going to show them that I'm just like the rest of the guys. I'm going to show them that, although I am a woman and I might do some things a little different, we're all brothers and sisters.

We are all here to help each other and to learn from each other," she continued, "So, hopefully, just because I'm a woman, they won't take that away from me."

McBride also received courses on Afghan etiquette and common challenges that advisors face, said Capt. Ben Lawless, a supply officer, instructor and assessor with the advisor training group.

"I think they have done very well," Lawless said of his students. "They have shown a thorough understanding of how to use an interpreter while executing a class to a host-nation force."

McBride, he said, is a professional who can surmount any challenge she encounters.

"She'll be able to handle it," Lawless said.

# Navy SEALs seek racial mix

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(Note: Dr. Warren Lockette is now the Assistant Secretary of Defense for Clinical and Program Policy, Health Affairs)

**CORONADO, Calif. (19 Aug 2002)** -- Navy SEALs, among the military's elite, are finding one of their toughest battles on the homefront.

Navy SEALs have long been known as fierce warriors. Now, they want to be known for their racial diversity as well. Minorities make up 13 percent of the SEALs' enlisted force and 10 percent of its officers. Officials say they want to do better.

The Navy's special warfare branch, historically one of the whitest segments of the U.S. military, is making an ambitious effort to increase the number of blacks, Hispanics and Asians in its ranks. And the campaign, now in its third year, is beginning to show results.

Between 1997 and this year, the percentage of minorities among the 1,600 enlisted SEALs has risen from 9 percent to 13 percent; minorities represent nearly 10 percent of the Navy's 600 SEAL officers, up from 6 percent, according to figures compiled by the RAND Institute and Naval Special Warfare Command.

Last month, the SEALs' recruiting effort was honored by the NAACP for its success in increasing diversity as well as changing mindsets within the tight-knit organization.

Rear Adm. Eric Olson, the Navy's top SEAL, said the problem of minority underrepresentation has been one of perception, not qualification.

Minority applicants have graduated from the punishing six-month screening process, which eliminates seven out of every 10 who attempt it, at the same rate as whites, he said.

"The problem has been getting them to show up in numbers," said Olson. Many minorities either never considered the SEALs, he said, or believed they had no chance of making it. "The sense that we are an elite force prevented some who had the ability, the potential to serve as SEALs, from starting that journey."

A 1999 RAND study, commissioned by Congress, found that blacks were underrepresented in the SEALs and other U.S. military special operations units and noted that the SEALs were widely perceived as a "white" organization.

In comparison to the diversity rate of the SEALs, minorities make up 17 percent of the Navy's 400,000 sailors and 20 percent of its more than 76,000 officers. Of the military branches, only the Army is more diverse with minorities accounting for 40 percent of the force.

Olson assumed command of Naval Special Warfare in Coronado in 1999, the same year the RAND study was issued, and decided to use it as a springboard for change.

Olson said he believes a diverse force is both "simply right" and a practical matter. SEAL teams routinely operate, often in secret, around the globe.

"The more diverse we are, the more we are in some way like the people in the places we go, the more quickly and successfully we can do what we went there to do," Olson said.

In 1999, just 18 minority candidates signed up for SEAL training and seven graduated. Olson decided to expand the size of training classes to broaden the applicant pool without lowering the rigorous entry standards. In February, the SEALs had 57 minority candidates; 18 of them graduated.

<http://www.cdnn.info/industry/i020819/i020819.html>

While diversity numbers have improved in the past five years, the SEALs concede greater change in the ranks will take longer, in large part because of the 2 1/2-year training process it takes to become a full-fledged member of a SEAL team.

The Navy special operations force has gone outside its ranks to find someone to lead its diversity effort: Dr. Warren Lockette, the SEALs' 47-year-old civilian medical officer.

Lockette, who led integration efforts at two Michigan medical schools, has brought an outsider's perspective to the sometimes insular culture of the SEALs.

He has sent white SEAL operators to recruit at predominantly black high schools, hoping that both the recruiter and his audience learn from the experience. He set up mentoring opportunities for minority SEALs.

As a member of the selection board for SEAL officers, he has challenged candidates — and fellow board members — to bring something unique to the organization, be it fluency in the Indonesian language or a graduate degree in oceanology.

"What I want people to do is not feel they have limitations," Lockette said.

Last month, Lockette was chosen from among the entire roster of Navy personnel to receive an NAACP award honoring an individual's efforts to strengthen racial equality in each service branch.

The SEALs "recognize the value of diversity," said Lockette, who is black. "I have seen institutions that wouldn't care."

Rick May, commanding officer of SEAL Team Five, has known Lockette since 1987 and lauded the doctor's work.

"He is all about sensitizing people to the plight of those less fortunate and encouraging people to give back, to help wherever they can," said May, who hosted junior Navy ROTC students from Detroit during a visit to San Diego.

Lockette also has helped bring students from the University of Michigan into the SEALs — a handful of men affectionately dubbed the "Wolverine platoon." Richard Witt, a Hispanic graduate student at Michigan, started doing research with Lockette on the physical stresses affecting SEAL trainees, and then decided to enlist.

"Dr. Lockette is definitely influencing changes in the Naval Special Warfare community," Witt, a junior-grade lieutenant in the SEALs, said via e-mail from an undisclosed location overseas, where he is part of the U.S.-led war on terrorism.

Witt has helped spread the word about the SEALs to Navy ROTC students in black colleges and high schools, many of whom hadn't considered careers in special warfare.

"The word is getting out and now there is a system in place that continues to help others in the future as well," Witt wrote. "I am an example of this system."

The RAND study found that minorities were discouraged from considering a special forces career when they didn't see anyone like themselves. Researchers found that minorities in special operations were often uncomfortable as the only nonwhite members of units.

Out in the field, Witt said he has no problem being an officer and one of two Hispanics in his unit.

"I feel comfortable in the role of an officer given the opportunity to lead. I also feel comfortable in the role of helping to promote diversity within Naval Special Warfare," he wrote. "If I don't do both of these well, I don't belong in this community."

**SOURCE - Reuters**

## Whitewater to hold diversity week fest

### Event created as reaction to 3 hate crimes this semester, in most recent occurrence black students' tires slashed

By Melissa Hanson

The Badger Herald, November 22, 2010 6:32 p.m.

After a recent rash of hate crimes committed on the University of Wisconsin-Whitewater campus, students will hold the first annual "This Is Our House" diversity week to celebrate and educate students on diversity.

According to UW-Whitewater junior and a diversity week Coordinator Donvontae Walton, the week-long event will begin Nov. 29 and run through Dec. 3.

In an e-mail to [The Badger Herald](#), Walton said he and other students had always wanted to have a diversity week on the campus, but the event was mostly inspired by the number of hate crimes the campus has witnessed.

"[The] majority of the students are not for tolerating what is happening and we want everyone to know that," Walton said.

Walton said student organizations such as Residence Life, Royal Purple, the Whitewater Student Government and the university have all collaborated in order to make diversity week possible.

A series of events will take place throughout the week, including presentations made by guest speakers, a diversity panel and conversations with UW-Whitewater officials on the student's perspective of diversity on campus.

UW-Whitewater Vice Chancellor Thomas Rios said the university made great strides to address the issue of diversity on campus and he believes diversity week will be a continuation of the university's efforts.

Rios said he thought students would greatly benefit from the "Ask a Black Dude" panel, an event that will allow students to pose questions to black students.

"For students who have never been exposed to different cultures, it will give them the opportunity to get that exposure and generate some good conversation," Rios said.

Rios also said he believed the event would be an important one for the campus even if the hate crime incidents had not occurred.

He added UW-Whitewater is not the only school dealing with diversity issues; these issues have caused problems on campuses nation-wide.

Within the past semester, three hate crimes have been committed against UW-Whitewater students.

The most recent crime was committed earlier in November when the cars of several black students were vandalized and marked with the letters "KKK."

The two other crimes occurred earlier in the semester and both involved the assault of students due to their perceived sexual orientation.

**[http://badgerherald.com/news/2010/11/22/whitewater\\_to\\_hold\\_d.php](http://badgerherald.com/news/2010/11/22/whitewater_to_hold_d.php)**

Dalton said he hoped the week would remind students to be proud of the diverse culture on campus and speak out against acts of hate.

“What we hope that people take from all of these events is a different perspective of each community that is represented on our campus,” Dalton said. “We also hope that they can stand up for what is right.”

Some students were not convinced diversity week would influence the beliefs and thoughts of all students.

UW-Whitewater freshman Jamee Jurecki said she thought diversity week would help to expand her horizons, but doubted it would do anything to change the minds of the people and students who hold discriminatory beliefs.

“The people who have been doing these things and supporting these crimes will not be in attendance at this event,” Jurecki said.

# **Human Relations**

# Between Firefights, Jokes, Sweat, And Tedium

By James Dao

New York Times November 22, 2010 Pg. 1

NAHR-i-SUFI, Afghanistan — From his rooftop position, Sgt. Santiago Zapata watched the firefight begin after prayer call ended, a rocket-propelled grenade exploding as the muezzin's voice was still fading into the Afghan dusk.

Tracer rounds whizzed overhead, mortar shells burst nearby and heavy machine guns clattered. Then as suddenly as it began, it was over. Sergeant Zapata brushed away the powdery dust that coated him like flour, walked downstairs and started to sing.

“Sometimes when we touch,” he warbled, his mind stuck on a tune recorded before he was born 30 years ago. “Hey, how does that song go?”

“The honesty's too much,” a soldier helped.

“And I have to close my eyes and cry,” yet another continued, in a comically quavering falsetto. (The actual lyric: “And I have to close my eyes and hide.”)

For G.I.'s, life on the front lines has two sides. There are, of course, the adrenaline-fueled moments of fighting, when soldiers try to forget their fear, remember their training and watch one another's backs.

And then there is everything else, the dirty, sweaty, unglamorous and frequently tedious work of being infantrymen. Filling sandbags. Stirring caldrons of burning waste. Lying in the dirt while on guard duty. Cleaning weapons. And more than anything else, waiting — for orders, for patrols, for the chance to sleep or eat. They even wait for the fighting they know will come.

It is a life of wild pendulum swings. One moment, their sergeants are barking at them to stay ready, eyes focused, rifles loaded, protective gear at hand. In the next, the soldiers are searching for amusement, killing time with the skill of people who have had plenty of practice.

They tell stories about girlfriends, wives, drinking and sex. They wrestle and play Six Degrees of Kevin Bacon. They share music on iPods and check football scores on BlackBerrys. They debate evolution and chase chickens. They argue over comic-book heroes and then tell more stories about sex.

During a six-day mission in October with Delta Company, First Battalion, 87th Infantry Regiment, both sides of frontline life were on display. Firefights, truck-flipping mine explosions and earth-shaking mortar exchanges. And the pauses in between, when life in their encampment felt like a guys-only slumber party.

Pfc. William Moody taught Afghan police officers how to curse in English. Specialist Joshua Chamberlain sang a dirty song about his soon-to-be ex-wife. And Staff Sgt. Jonathon Clark and Sergeant Zapata, on their fifth deployment together, argued over an issue that had divided the men of the (Sergeant Clark: “If you took Clark Kent as a man, Bruce Wayne would whip his ass. He knows karate.” Sergeant Zapata: “Batman's got skills, but those aren't superpowers. You could just kill him with a gun.”)

Inevitably, as the vacant minutes multiplied, many soldiers — though not all — found themselves craving combat.

[http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?\\_r=2&partner=rssnyt&emc=rss](http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?_r=2&partner=rssnyt&emc=rss)

They had come here to train the Afghan police. But fighting is the reason many of them signed on to be infantrymen. In a war with no easily defined endpoint, combat provides some sense of progress, at least when the enemy is bloodied. And if nothing else, it makes time pass faster.

“When our platoon actually goes out there and we do get into firefights, the guys love it,” said Sergeant Clark, a squad leader in Second Platoon. “They get tired of just sitting.”

### **A Show of Strength**

The roughly two dozen men of Second Platoon arrived in the village of Nahr-i-Sufi before daybreak, after tripping through rutted cotton fields and splashing through irrigation canals under the cover of darkness.

The village bordered hostile territory to the north, where a mix of local Pashtun fighters and Islamist separatists from Uzbekistan and Tajikistan held sway. When they camped here for three days in July, insurgents attacked them every day, twice a day.

American commanders could draw a line on a map that, when crossed, would almost certainly lead to a fight. Nahr-i-Sufi was right on that line, only a mile from the fortified police headquarters for the district, known as Chahar Darreh.

Being on the border meant that the elders of Nahr-i-Sufi seemed prepared to support whichever side they thought was winning the war at that moment. Delta Company, accompanied by a small troop of Afghan police officers, was there to show that they were stronger.

Second Platoon set up camp in a residential compound on the village’s northwestern corner, the most likely to come under fire first. The owner sent his wife and children to a neighbor’s home, but he stayed, bantering with the police and the soldiers, who showed him how to tuck tobacco under his lower lip and spit into a bottle. (They politely refused his green Afghan “dip,” worrying that it contained opium.)

But later that morning, the owner received a phone call that made the soldiers suspicious, and they confiscated his cellphone. He departed, taking his two cows. Later, village elders would say that they were not pleased to be forced from their homes, particularly because it was harvest season.

“I apologized to him,” Sgt. First Class Craig Pritchard said later of the owner. “This is war.”

The first sound of combat arrived at midmorning with an explosion on the main road. An American truck had hit a mine that pitched it onto its roof and sent two of its tires sailing into adjacent fields. But the four people inside survived and were evacuated by helicopter to be treated for concussions and cuts.

Inside their newly appropriated compound — with its 10-foot walls, stable, courtyard filled with chickens and main house — the soldiers hurried their preparations for battle.

The roof of the mud-brick house became their main fighting position, from which soldiers could fire unhindered at insurgents hiding in a tree line 500 yards away. All morning they lugged 30-pound sandbags from a nearby command post and hefted them one by one up a ladder onto the thatched roof, which bowed under their weight.

Every soldier in the platoon except the medic was required to do guard duty on the roof, two hours on, two off. It could be cold, uncomfortable, mind-numbing work, lying prone behind sandbags that barely covered their helmets. But Pfc. Cade Guidry, a 22-year-old from Louisiana known as Bayou, volunteered repeatedly for the duty because he wanted to fire his weapon.

“I’m an adrenaline junkie, I admit it,” he said. “I love to fight.”

[http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?\\_r=2&partner=rssnyt&emc=rss](http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?_r=2&partner=rssnyt&emc=rss)

Some officers warned the younger soldiers that once they had seen casualties or experienced a close call or two, they might be less eager to see combat. (Six American soldiers have died in the region since March: two from the battalion, which is part of the 10th Mountain Division; three from mine-clearing teams working with the battalion; and one from a Special Forces unit.)

Specialist David Gedert, for one, had lost some of his enthusiasm for the fight. He was a thoughtful 21-year-old from Detroit with an interest in poetry and Japanese films as well as guns. As an infant, he was given up for adoption, and he grew up wondering who his biological parents were. A little more than a year ago, he found a tattered photo of his biological mother in a shoebox and had her likeness tattooed on his left arm, thinking he would never meet her. (He did, just weeks before deploying.)

On Facebook, Specialist Gedert once proclaimed himself a fan of “anything that goes boom.” But earlier in the deployment, he was almost hit by a rocket-propelled grenade. Now, explosions made him jumpy

— and just about every firefight began with an explosion.

“That first R.P.G. kind of spoiled it for me,” he said early in the Nahr-i-Sufi mission. “I’m not eager to be in a fight.”

### **Life as an Open Book**

If upstairs was for fighting, downstairs was for everything else.

Here, an open-air hallway connected two bedrooms lined with dusty pillows and cushions. The only furniture was two rusted bed frames with no mattresses. On a wall hung the lone adornment: a photo ripped from a magazine depicting a rustic village, perhaps European. Water came from a well, light from a single bulb.

Here the soldiers ate, slept, shaved, played and bantered, like brothers who knew one another’s every quirk. Specialist Chamberlain, 26, personified their open-book way of life.

The platoon medic, Specialist Chamberlain, raised on a ranch in Arizona, was also its troubadour and jester. On some missions, he took along his 6-string and 12-string guitars, passing them around for anyone to pick. He sang his own country-style songs and told stories, often about himself — like the time he raced to a bar near Fort Drum in upstate New York to help a friend in a fight, only to be arrested before throwing a punch.

As everyone knew, he had married the same woman twice. The first time they were teenagers who lived on food stamps. By his telling, she cheated on him and they split up. But after joining the Army, he fell for her again and they remarried — until, on leave during this deployment, he says, he discovered she was cheating on him. Again. He has filed for divorce. Again.

“I loved her,” he said. “And I thought she loved me.”

When they were not eating, sleeping or pulling guard duty, the soldiers often engaged in a jazz-like form of debate, riffing on topics like whether chickens had evolved from dinosaurs or big cats could be properly domesticated. But no subject captured their imaginations more vividly than il Duce.

Il Duce was a mound of human waste spotted in a latrine at their home base that was so spectacular someone had given it a name. Discussing it had become the unofficial platoon pastime. Squeeze peanut butter on bread, il Duce was mentioned. Discuss a film, starring roles were pondered: Predator versus il Duce. Mention Facebook, plans for an il Duce fan page were hatched.

But as often as not, conversations led back to home. “When we go home, everything will be great,” Pvt. Brandon Thompson mused between firefights one morning. “Air-conditioning will be great.

Cold water will be great. Sleep will be great.”

“Yeah,” Specialist Christian Dupree interjected, “for about a month.”

Each night, as the chatter died down and the temperatures dropped below 50, the men downstairs crowded into a bedroom, wrapped themselves in ponchos and struggled to stay warm, lying side by side on the dirt floor, as close as canned fish.

### **A Sudden Attack**

Each day brought gunfire, sometimes intense, sometimes sporadic. Under rules of engagement intended to prevent civilian casualties, the Americans rarely shot first, even when they suspected insurgents of gathering nearby. But when the enemy attacked, the soldiers returned fire with overwhelming force: .50-caliber machine guns, sniper rifles, mortars and grenade launchers.

One afternoon, two squads from Second Platoon fanned out into the fields bordering the main road, looking for trigger wires to buried explosives. They did not find a wire, but a team of snipers stumbled upon a handful of insurgents dressed in black who were dashing out of a house a few hundred yards off the road. One of the insurgents launched a grenade that exploded just a few feet behind the Americans, knocking several to the ground. None were badly hurt.

Across the street, another squad from Second Platoon heard the explosion and ducked into an empty house. Within minutes, machine guns and mortar rounds were going off in several directions: small bands of insurgents were attacking American positions on the other side of town. The squad dashed back toward its compound, which was taking fire.

One of the soldiers in that squad was Private Moody, who had played bass in a popular heavy metal band in his hometown, Asheville, N.C. At 26, he was older than many of his platoon mates and had proved himself steady in combat. When the platoon was ambushed in a village called Qaryatim in July, he reacted quickly and shot an insurgent fighter trying to flank the unit.

With his caustic sense of humor, he loved to rage against the “garrison rules” requiring soldiers to maintain dress and hygiene standards even on combat missions, including daily shaves. Now his squad was getting lost in the narrow alleys of Nahr-i-Sufi, jumping over walls and banging on locked doors. When the soldiers finally reached their own compound, panting and sweating, Private Moody wondered why they had not stood and fought.

“Did you hear about our new reaction on contact?” he quipped. “We run!”

Sergeant Pritchard exploded in anger. The squad had to regroup to avoid being surrounded, he argued. “What are you, a strategic genius now after one year in the Army?” he yelled.

### **Making Friends and Enemies**

On Day 5, the company began its withdrawal from Nahr-i-Sufi. Leaving was no simple matter. The Afghan police had received reports of improvised explosive devices along the route, either strung from the trees or buried in the road. A mine-clearing team led the way, looking for both.

Trucks known as Huskies that carried metal detectors and ground-penetrating radar went first. Behind them, the 20-ton “Buffalo” used mechanical arms to probe the dirt for wires and explosives.

Somehow, they missed one. Twenty yards behind the Buffalo, a thundering explosion from a deeply buried mine tossed an armored truck into the air and left a 10-foot-deep crater.

“Welcome to H. M. E.” said Pfc. Robert Gooch, a gunner inside the Buffalo, referring to the homemade explosives containing fertilizer that their equipment had trouble detecting.

Though the mine was powerful, it had not penetrated the heavily armored truck, and injuries were

[http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?\\_r=2&partner=rssnyt&emc=rss](http://www.nytimes.com/2010/11/22/world/asia/22grunts.html?_r=2&partner=rssnyt&emc=rss)

not life-threatening. But for the next 20 hours the convoy remained stalled, as first a tow truck and then a crane failed to pull the truck upright. Finally, before dawn the next day, a German tank succeeded.

For the G.I.'s, the wait was excruciating. Some were stuck inside trucks. Others camped in compounds without their packs, freezing. To some, it seemed a fittingly futile end to the mission.

Clearly, they had alienated some residents of Nahr-i-Sufi. But the fighting might have also had a positive impact: shortly after it ended, an insurgent commander from a nearby village announced that he was switching sides. American commanders were convinced that their show of force was the reason. (Those commanders believe they inflicted more than a dozen casualties on the insurgents.)

For Specialist Gedert, the mission was memorable in a different way.

On a patrol, his squad had found itself in a firefight in the middle of a field. Specialist Gedert looked up and saw a man in a black robe with a Kalashnikov rifle hiding behind trees 30 yards away. He fired his automatic weapon from the hip and cut the man down.

He recalled the moment later with evident pride. "It was awesome," he said. But then he paused and reconsidered. "And scary. It was dumb luck. It could have been me."

Wearily, he joined his platoon mates as they unloaded their trucks back at their home base in Kunduz. A warm shower, a hot breakfast, Facebook, cigarettes and sleep were their priorities, pretty much in that order. But there was one other pressing matter.

"Got to shave," Private Moody said as he shouldered his pack and began the trudge back to his tent.

# DoD Starts Wounded Warrior Task Force

## Air Force News

**Military.com, 22 November 2010**

WASHINGTON -- Officials from the office of the undersecretary of Defense for personnel and readiness have announced the names of 14 members who will serve on the Department of Defense Task Force for Care, Management, and Transition of Recovering Wounded, Ill, and Injured servicemembers.

The four-year mission of the congressionally directed task force is to provide independent advice and recommendations to the department, ensuring comprehensive services are provided to wounded servicemembers and their families.

The task force will look at areas including medical and non-medical case management, staffing of wounded-warrior units, performance and accountability systems, services for traumatic brain injury and post-traumatic stress disorder, as well as the effectiveness of the Centers of Excellence. Individual servicemembers, their families and the public will have the opportunity to provide input to the task force as it develops its recommendations on DOD's wounded-warrior programs.

"Caring for our wounded, ill and injured is job one," said Clifford L. Stanley, the undersecretary of Defense for personnel and readiness. "Our goal is to lead the way in integrated service, including case management, information resources, family member support, and transitioning our wounded warriors to civilian life. The collective expertise and knowledge of the task force members will play a critical role in guiding our efforts to provide the best possible quality of life for servicemembers and families."

Membership consists of seven DOD members and seven non-DOD members with expertise in areas such as medical care and coordination, medical and non-medical case management, vocational training, the disability-evaluation process, veterans' benefits, experience in wounded warrior care, and treatment of TBI and PTSD.

The 14 appointees are as follows:

Air Force Surgeon General Lt. Gen. Charles B. Green, M.D., DOD co-chair

Navy Cmdr. Timothy Coakley, M.D.

Justin Constantine

Ronald Drach

Marine Corps Col. Timothy E. Frank

Dr. Karen S. Guice, Ph.D.

Army Master Sgt. Brett Hightower

Army Maj. Gen. Karl R. Horst

Suzanne Crockett-Jones

Master Sgt. Christian S. MacKenzie

Dr. Steven J. Phillips

Army Maj. Gen. Richard A. Stone, M.D.

David Rehbein

Dr. Russell A. Turne

The non-DOD co-chair will be named at the group's first official meeting.

The task force will operate within the Federal Advisory Committee Act guidelines and will be responsible to the secretary of Defense, through the undersecretary of Defense for personnel and readiness.

The task force will present their independent findings and recommendations to the secretary of Defense within twelve months. Following review by the secretary, the task force's report and recommendations will be sent to Congress.

<http://www.kansascity.com/2010/11/23/2467169/in-harrisonville-thousands-line.html>

## **In Harrisonville, thousands line street to keep Phelps clan away from soldier's funeral**

**By Donald Bradley, The Kansas City Star  
Kansas City Star, November 24, 2010**

As if a bell tolled a neighbor's trouble, folks came running.

The first showed up before the sun Tuesday, huddling and shivering in the cold and the dark. Others soon came, and before long their numbers stretched a block on both sides of Mechanic Street in front of Harrisonville's Our Lady of Lourdes Catholic Church.

People drove from three or four counties away. Buses arrived, bellowing exhaust into the cold, bringing loads of schoolkids and senior citizens. People took off work. Some brought dogs. Farmers parked pickups nearby.

It wasn't a fire, but a burning sense of what was the decent thing to do for one of their own who had given his all.

By 9 a.m., an hour before the funeral of Army Cpl. Jacob R. Carver, an estimated 2,000 to 3,000 people, many of them waving American flags, lined nearly a half-mile of the street in front of the church, making sure Fred Phelps and his Westboro Baptist Church/family congregation were crowded out, peacefully kept far from shouting distance of the funeral.

"This soldier died so (Phelps) could do what he does, as stupid as that is," said Steve Nothnagel of Harrisonville as he looked at the turnout. "I'm so proud of what is happening here today. This is a community coming together. I know it's not just Harrisonville; they're coming from all over."

The call had gone out by word of mouth and Facebook: Come to Harrisonville, line the streets. Let's protect this family on this saddest of days.

Not long ago, the same strategy against Phelps was pulled off in Weston. As one woman that day said: "We're like any small town. We fight a little between ourselves. But today, we're all together."

By the time the Phelps clan rolled into Harrisonville, the only spot open to them was next to a Casey's Store nearly a third of a mile from the church.

The seven protesters got out of their van and waved their signs and ranted their slogans that soldiers' deaths were God's punishment for America's tolerance of homosexuality.

Opponents drowned them out with a rousing rendition of "God Bless America" and chants of "USA! USA!" and "Go home! Go home!"

"We can't stop them, but we can be louder," a man said.

After a near skirmish between the two groups, the Topeka group bailed before the funeral procession passed.

Angel Needham, 15, a sophomore at Cass Midway High School — from which Jacob Carver graduated in 2008 — said she believed in free speech and the First Amendment.

"I just don't get why he (Phelps) has to do it at funerals," Angel said.

With parental permission, Cass Midway students were allowed to attend the funeral and take part in the human buffer.

**<http://www.kansascity.com/2010/11/23/2467169/in-harrisonville-thousands-line.html>**

Carver, 20, a member of the 101st Airborne Division from Freeman in Cass County, was killed Nov. 13 along with four other soldiers in a suicide bomb attack in Afghanistan.

He came from a large family and joined the Army shortly after graduation from Cass Midway, where he played football, loved to dance, and was known as the boy who would take any dare.

“He was a really good kid,” said Principal Doug Dahman, who joined a group of letter jacket-clad students in the line in front of the church.

Next to him was a man from Platte City, who got up at 4:30 a.m. Farther down was John Yeager, who came as part of a group of Blue Springs firefighters.

“We’re here for the family,” Yeager said. “Nobody should have to hear that on this day.”

So many people agreed with that sentiment that officers from the Belton and Pleasant Hill police departments, the Cass County Sheriff’s Office, and the Missouri Highway Patrol helped with crowd control.

Truck driver Tom Anderson said of the outpouring: “It’s heartbreaking and it’s heartwarming.”

As usual, the Patriot Guard Riders, braving subfreezing temperatures to get to Harrisonville, provided a motorcycle escort for the funeral procession.

“Look at all those flags out waving out there,” said Donna Byam, a member of the group. “He’s (Phelps) responsible for that.”

Her husband, Brad Byam, nodded: “A silver lining in a dark cloud.”

## Lesbian cadet who quit seeks return to West Point

By Associated Press

USA Today, November 26, 2010

FINDLAY, Ohio — Katherine Miller got pretty good at hiding her sexuality in high school, brushing off questions about her weekend plans and referring to her girlfriend, Kristin, as "Kris."

She figured she could pull it off at the U.S. Military Academy at West Point, too. After all, "don't ask, don't tell" sounded a lot like how she had gotten through her teen years.

But something changed when she arrived at West Point two years ago. She felt the sting of guilt with every lie that violated the academy's honor code. Then, near the end of her first year, she found herself in a classroom discussion about gays in the military, listening to friends say gays disgusted them.



"I couldn't work up the courage to foster an argument against what they were saying for fear of being targeted as a gay myself," Miller told The Associated Press in an interview this week. "I had to be silent. That's not what I wanted to become."

What she has become is an unlikely activist for repealing the ban on gays serving openly in the military. She resigned from the academy in August and within days was one of the most prominent faces of the debate. Yet her greatest hope now is that she can return to the place she just left.

For that to happen, President Barack Obama must make good on his promise to gay rights groups that he would push to repeal the 1993 law by the end of the year. The U.S. House already has signed off on the idea, and the Senate is preparing to debate it in the coming weeks.

The Defense Department on Tuesday will release a report that will help shape what Congress decides. The study has examined whether lifting the ban can be done without disrupting the armed services and current war efforts and includes a survey of about 400,000 troops.

Defense Secretary Robert Gates and the chairman of the Joint Chiefs of Staff both have said they would rather see Congress change the law than have it struck down by the courts and risk losing control of how the changes would be put in place.

Adm. Mike Mullen told ABC's "This Week" this month that asking people to lie about themselves goes against the integrity of the armed forces.

Miller, 21, grew up in rural northwest Ohio, where she was captain of her high school softball team and voted most likely to become president.

She started dreaming of going to West Point around the time she turned 16 — more than a year before she came to accept that she was gay. Even after that, the "don't ask, don't tell" policy was no more than a passing concern.

She wanted to be a leader at the academy, someone with honor. She excelled, ranking near the top of her class of more than 1,100 cadets going into their third year. But Miller also was hiding in fear. "I realized that I wasn't becoming the leader of character that I wanted to be," she said.

[http://www.usatoday.com/news/military/2010-11-26-west-point-lesbian-cadet\\_N.htm?csp=hf](http://www.usatoday.com/news/military/2010-11-26-west-point-lesbian-cadet_N.htm?csp=hf)

Other gay cadets in her small circle of friends tried to persuade her to stick it out. Conforming, after all, is a tenet taught in the military.

"It was definitely an option," Miller said. "I just chose not to live my life that way. I'm pretty stubborn in my values. I needed to get out and declare who I was."

She still wonders whether she should have stayed and tried to survive under the policy. "At the same time, I don't think that I would've made nearly the impact that coming out publicly made," she said.

What hurt the most after her resignation were negative comments from people in her hometown. Some were hateful. Some accused her of wasting the military's time and money. Some called her selfish for taking a spot in the academy from someone else.

"My intentions were honorable. It wasn't to become a gay rights activist," she said. "It was something I was forced to think about once I got there."

Miller resigned a week before she would have been required to commit to finish her final two years and serve five years in the military. Cadets who withdraw in their first two years don't owe the government service or compensation for the education and benefits they've received.

There was no answer Friday at the academy's public affairs office. A West Point spokesman said in August that Miller had done very well academically, militarily and physically while at the academy.

The harshest criticism from her former classmates came after she wore her dress whites while walking the red carpet with Lady Gaga at the MTV Video Music Awards. They felt she was using her uniform to make a political statement.

Miller doesn't regret the decision. But she doubts she'll wear her uniform again — at least not until she's back at the academy.

"I'm trying to get back into the military," she said. "I'm not trying to make that difficult when that occurs."

She calls strangers "sir" and "ma'am." She wears her black hair tightly pulled back.

Miller is now preparing her application to the academy in case Congress acts quickly on "don't ask, don't tell." She knows not everyone will welcome her back but thinks the military will become a stronger institution for it by opening up to all qualified candidates.

"There's going to be hostility toward me, and that's inevitable," she said.

For now, Miller is attending Yale University and taking three classes, including U.S. lesbian and gay history and sexual gender in society — courses not found at the academy.

She has found freedom in the school's gay community and likes staying up late. Still, her heart is in West Point.

She misses the respect, the hierarchy — everything but one rule.

<http://www.starnewsonline.com/article/20101119/articles/101119554?p=1&tc=pg>

# Ship's namesake Gravely led with string of firsts

By Amy Hotz, [Amy.Hotz@StarNewsOnline.com](mailto:Amy.Hotz@StarNewsOnline.com)  
StarNews Online, 19 November

The commissioning ceremony for the [USS Gravely](#), with its waving flags, brass bands and neatly aligned men in sparkling uniforms will be an epic event for Cmdr. Douglas Kunzman. The USS Gravely will be the first ship he ever captains.

It will be remembered by every crew member there, from the lowest ranking seaman to the senior officers, because they will forever be known as plankowners. From now on, each time they step aboard, their presence will be announced and honored.

But an 88-year-old former school teacher will be sitting in the front row today. And it's likely this moment will mean more to her than anyone.

Alma Gravely is the ship's sponsor and the wife of the ship's namesake, the late Vice Adm. Samuel Lee Gravely Jr.

"Sponsor" is the title given to the person chosen to christen a naval vessel. Gravely christened this ship on May 16, 2009, in Pascagoula, Miss. The sponsor's duty after that is to remain in contact with the crew and stay involved in special events throughout the life of the ship.

It is a responsibility that will take up quite a bit of time. But, Gravely said, when she received the call that a ship would be named after her husband, her first thoughts were of how he would react.

"It's just such a great honor. I wish that they could do that before people died because he would be so proud," she said. "He wouldn't say very much, but inside he would really, really be proud and just amazed."

They met in college through Vice Adm. Gravely's sister. Soon after, he tried to enlist in the Army like his father. But doctors refused him, saying he had a heart condition. So he signed up for a two-year stint in the Navy. When it was over, he went back to school to earn a degree in history. He and Alma married in 1946.

Gravely was called back into the service to become a recruiter after the Navy opened up better positions for blacks, Mrs. Gravely said. The young sailor took every chance to advance himself and became a pioneer in the Navy.

Gravely was the first African-American to command a U.S. Navy warship, the destroyer USS Theodore E. Chandler. He was the first black to command a warship in combat, the USS Taussig, the first to be promoted to flag rank, the first to rise to the rank of Vice Admiral and, when he was selected to lead the U.S. Third Fleet, he became the first black to command a U.S. fleet.

Nothing was easy, however.

"Of course everything was segregated at that time, trying to open itself up. But still, a lot of things happened. People just weren't ready for it, desegregation," Mrs. Gravely said. "There were things that happened that should not probably have happened."

Once, she said, her husband was put in jail for impersonating an officer. Not many people had ever seen a black man with such a high rank and didn't believe he earned the uniform. It took quite a bit of effort to get him out of jail even with proof of his rank, she said.

**<http://www.starnewsonline.com/article/20101119/articles/101119554?p=1&tc=pg>**

On another occasion, a man stared so hard at Gravely in his officer's uniform that the man walked right into a fence.

"He wasn't one to talk about it all," Mrs. Gravely said. "He just had to overlook it. And he did overlook it. Put it behind him and reached for his goals."

It's that steadfastness, determination and quiet resolve that Kunzman said he wants to ingrain in the culture of this new ship.

"Having met her, experienced her in person and also having learned a lot about the history of Adm. Gravely, and the things he did. He's an American hero. He's a Navy hero because he's the first to conquer so many things in the United States Navy when it comes to diversity," Kunzman said.

"And he would not let anything turn him back. So to command a ship of this technology and also to represent that family is a phenomenal experience and also a privilege that I do not take lightly."

<http://www.tennessean.com/article/20101122/NEWS01/11220320/Soldier+s+return+surprises+family+as+70+000+cheer+at+Nashville+s+LP+Field>

## **Soldier's return surprises family as 70,000 cheer at Nashville's LP Field**

### **Family is reunited at Titans-Redskins game**

by Erin Quinn

Tennessean, 22 November 2010

She stood in the middle of LP Field. There were 70,000 people cheering around her, but they were all just a blur. The announcer's voice boomed something about a surprise.

Jodi Foster spun her head around, scanning the sea of baby blue jerseys, not knowing what to expect.

Then she saw him.

Mark Foster was smiling and handsome and wore Army camouflage. He held bundles of yellow and red roses and was driven in a golf cart to the middle of the football field.

Jodi and their 12-year-old daughter, Kayla, ran to him.

They last saw him eight months ago, when he left for Afghanistan, his fifth deployment.

Jodi cried as she ran, and embraced him hard when she reached him.

"I couldn't get to him fast enough," said Jodi, 33.

The Fort Campbell Army sergeant swept them up in his arms as the crowd roared and media cameras circled.

It was the sort of moment that always made them choke up on TV. This time, it was happening to them.

The mother and daughter, along with Jodi's stepson and stepdaughter, thought they had simply won a contest for an essay they collectively wrote about Mark for Sunday's Veterans Day program put on by the Tennessee Titans, LP Building Products and Actus Lend Lease.

For Mark and Jodi Foster, it was a day of romance that the military hadn't previously afforded them.

There's nothing warm and fuzzy about combat in a desert and life on post as an Army wife.

"We all have to make tremendous sacrifices," said Jodi, who is originally from Ohio.

The couple had a quick and cheap wedding and not much of a honeymoon.

They celebrate Thanksgivings, birthdays and anniversaries weeks or months after the actual day.

#### **Doesn't read the news**

The news terrifies Jodi, so she just doesn't read it.

She's nauseated at every knock at the door, fearing it's the somber men in military dress blues coming to deliver the news she has had nightmares about.

Through five deployments, she has been both mom and dad. A self-proclaimed clingy wife, she has learned to fix the car and the sink and be the disciplinarian to the kids.

But Sunday was their day for romance.

<http://www.tennessean.com/article/20101122/NEWS01/11220320/Soldier+s+return+surprises+family+as+70+000+cheer+at+Nashville+s+LP+Field>

"It was like prom night," said the 101st Combat Aviation Brigade sergeant, who is home for two weeks before he goes back to combat. "I was so nervous. It was like my wedding day all over again."

As Jodi and Kayla clung to each side of their big, strong Army sergeant, the three walked off the field. The fans stood and clapped. Toby Keith's "American Soldier" blared from the speakers.

And, although the Titans lost 19-16 in overtime to the Washington Redskins, the Fosters' day was perfect.

"To me, my husband is just the best," she said. "Even Trace Adkins isn't better than he is. I mean, it's close, but I think my husband is wonderful."



**Mark Foster walks off the field with his wife, Jodi, and their daughter, Kayla, after surprising them during the second quarter of the Titans-Redskins game at LP Field. (JAE S. LEE / THE TENNESSEAN)**

***JODI FOSTER'S WINNING ESSAY***

*"When I asked my three kids why they are proud of their dad, Sgt. Mark E. Foster, I was impressed by what they had to say. Our son Cody said, "Dad never gave up on me when everyone else did. He laid out my life's path in front of me and taught me the skills to follow it on my own. I see the honor in his eyes every morning he puts on that uniform, and one day I want my family to look at me the way we look at dad." Our daughter Hunter, says, "My dad drove in a snowstorm at 35 mph from Kentucky to Ohio, a nine-hour trip, that ended up taking 16, just to spend a few hours with me and hold my hand after my knee surgery, then had to leave the next morning to make it back to work on time. If that's not a true sacrifice I*

*don't know what is." Our 12-year-old, Kayla, kept it short and sweet, "My dad loved me enough to adopt me. No one gave me to him, mom, he picked me." I am proud of him for enduring what he does and the sacrifices and choices he has made in life to give us the life we have today."*

# Miscellaneous

# HOLIDAY GUIDANCE For Department of Defense (DoD) Personnel<sup>1</sup>

Prepared by  
DoD Standards of Conduct Office, Office of General Counsel  
November 18, 2010

The holiday season is traditionally a time of parties, receptions, and exchanging gifts. However, even during the holiday season, the Standards of Conduct apply. To ensure you do not unwittingly violate the standards, a brief summary of the applicable rules is set out below. If you have any questions, please contact your local ethics counselor.

## **General Gift Rule:**

DoD personnel may not accept gifts offered because of their official positions or offered by a “prohibited source,” unless an exception applies.

A prohibited source is anyone who:

- Seeks official action by DoD;
- Does business or seeks to do business with DoD;
- Has interests that may be substantially affected by the employee’s performance of duty;  
or
- Is an organization composed of members described above.

**Lobbyist Gift Ban:** In addition to the above rule, *full-time civilian political appointees may not accept gifts from registered lobbyists or lobbying organizations*. For purposes of the lobbyist gift ban, “gifts” are most items of value; examples are free attendance at dinners and other meals, receptions, sporting events, and similar widely attended gatherings. Political appointee includes all full-time non-career Presidential appointees, non-career Senior Executive Service (SES) appointees, and non-career appointees excepted from the competitive service by reason of being of a confidential or policymaking character (e.g., Schedule C, politically appointed term SES or equivalent).

## **PARTIES, OPEN-HOUSES, AND RECEPTIONS:**

DoD personnel may attend events where an exclusion or exceptions applies (see below).

### **Exceptions & Exclusions:**

Gifts from Prohibited Source including DoD Contractors: DoD personnel may *not* accept gifts, including attendance at parties, open-houses, and receptions, from contractors and contractor personnel, event *unless* one of the following applies:

<sup>1</sup> Including Guidance on Receptions, Parties, and Gift Exchanges Involving Co-workers, Contractors, and Supervisors

1. Deminimus Gift: DoD personnel may accept gifts (other than cash) not exceeding **\$20**, as long as the total amount of gifts that the personnel accepts from that source does not exceed \$50 for the year.
2. Personal Gift: DoD personnel may accept gifts, even from a contractor employee that are based on a **bona fide personal relationship**. (Such personal gifts are actually paid for by the contractor employee rather than the contractor.)
3. Widely-Attended Gathering: DoD personnel may generally attend an open-house or reception, and accept any gift of refreshments if it is a **widely-attended gathering**, and the employee's supervisor determines that it is in the agency's interest that the employee attend.
4. Open to the Public: DoD personnel may accept invitations (even from contractors) that are open to the public, all Government employees, or all military personnel.
5. Gifts unrelated to DoD employment: DoD personnel may accept invitations offered to a group or class that is not related to Government employment (For example, if the building owner where your office is located throws a reception for all of the tenants of the building).
6. Modest Items of Food and Refreshments: DoD personnel may food items consisting of soft drinks, coffee, pastries, or similar refreshments not constituting a meal may be accepted since they are not considered to be a gift.
7. Gifts based on Outside Business or employment relationships: DoD personnel may accept attendance at events which are solely based on outside business or other employment relationships. For example, a DoD employee's spouse works at a Defense contractor. The DoD employee may accompany the spouse to the contractor's holiday party since the invitation is to the spouse as an employee, and not to the DoD employee because of his or her position.

Between DoD Employees: DoD personnel may accept gifts, including attendance at parties, open-houses, and receptions, from other DoD personnel, if one of the following applies:

1. Invitation from a subordinate (who makes less): DoD personnel may accept personal hospitality at the residence of a subordinate that is customarily provided on the occasion.
2. Invitations from a supervisor or a co-worker: No restrictions. Enjoy!

## **GIFTS AND GIFT EXCHANGES**

Gifts and Gift Exchanges That Include Contractor Personnel:

1. Gifts from contractors, even during the holidays, may not exceed \$20.
2. Gifts to contractors: Check with the contractor about their restrictions on gift acceptance.

Between DoD Personnel: Supervisors may **not** accept gifts from subordinates or DoD personnel who receive less pay, **unless** one of the following exceptions applies:

1. During holidays, which occur on an occasional basis, supervisors may accept gifts (other than cash) of **\$10 or less** from a subordinate.

2. Supervisors may accept food and refreshments shared in the office and may share in the expenses of an office party.
3. If a subordinate is invited to a social event at the supervisor's residence, the subordinate may give the supervisor a hospitality gift of the type and value customarily given on such an occasion.

Please note, there are no legal restrictions on gifts given to peers or subordinates, however, common sense (and good taste) should apply.

#### **OTHER IMPORTANT INFORMATION:**

1. You may not solicit outside sources for contributions for your party. This includes funds, food, and items.
2. Generally office parties are unofficial events, and you may not use appropriated funds to pay for them.
3. Beware that door prizes or drawings could involve gambling, which would require compliance with state statutes and Federal regulations. DoD regulations prohibit gambling in the Pentagon and on Federal property or while in a duty status. GSA regulations ban gambling in GSA owned or controlled buildings.
4. You may not use appropriated funds to purchase and send Greeting cards.
5. As a general rule, participation at holiday social events is personal, not official, and therefore use of government vehicles to/from such events would not be authorized. However, there may be very limited circumstances in which a senior official or officer is invited to attend because of his official position and where he will be performing official functions at the event as opposed to being invited because he or she is an important person. In these situations, use of a government vehicle may be authorized, subject to normal "home-to-work" transportation restrictions. Note, however, that it would be difficult, if not impossible, to justify the use of a government vehicle when a function involves one's immediate staff/office or events comprised of personal friends. All requests for use of a government vehicle to attend holiday social events should be reviewed on a case-by-case basis.

#### **RULES APPLICABLE TO CONTRACTOR EMPLOYEES:**

Many contractors have rules of ethics or business practices that are similar to the Federal rules. Take these rules into consideration before offering contractor employees gifts or opportunities that they may not be able to accept.

#### **Examples:**

- a. **Office Party (non-duty time):** Your office is having a holiday party during the non-duty lunch hour or after work and asks each person attending to pay \$5 to cover refreshments and to bring a pot luck dish or dessert. Contractor employees may attend, pay \$5, and bring food because these contributions are not considered to be gifts, but a fair share contribution to the refreshments. **Remember**, contributions must be voluntary, so soliciting must be done with care to ensure there is no pressure. Also, ensure this is non-duty time for the contractor employees as well.

2. **Office Party (duty time):** What about a party that cuts into duty hours? The Government usually may not reimburse a contractor for its employees' morale and welfare expenses. The contractor has to decide whether to let its employees attend and forego payment for their time, or insist that they continue to work. If contractor employees are allowed to attend, the contractor must also decide whether it would pay its employees for that time, even though the Government would not reimburse it. The contractor does not have to pay its employees for that time. Consult the contracting officer and ethics counselor before inviting contractor employees to a function during their duty hours.
3. **Gift to Supervisor:** Your office wants to give the office supervisor a gift. However, you can't solicit other employees for contributions to a group gift. (Group gifts are permitted only for special, infrequent events such as retirements.) As for contractor employees, you can't ask them to contribute anything, as it is considered soliciting a gift from a prohibited source. Even if contractor employees volunteer to contribute cash, it may not be accepted because the \$20 exception does not apply to cash.
4. **Exchange of Gifts:** Your office, including the contractor employees, wants to exchange gifts at the party. Because it is difficult to have truly **anonymous** gift exchanges, you will want to restrict the value of such "random or exchanged" gifts to the authorized \$10.00 or less if personnel receiving different pay levels are involved. Gift exchanges in which employees purchase gifts for other employees whose names they drew at random are more troublesome. Where contractor personnel are involved, a \$20 per contractor company limit applies. Where an employee may buy a gift for a superior, the \$10 limit is prudent. Some organizations consider such a gift exchange to be exchanges of items of equivalent value, and that everyone participating is paying market value for the items, so no one is receiving a gift. Only in that case would the suggested monetary limits not apply. The best practice is to limit gifts to \$10 or less when involving more than a very small group of equivalently paid co-workers.
5. **Private Parties (Federal Personnel):** One of your Government co-workers is having a party at his house and has invited office personnel, including the contractor employees. A gift of food and refreshments to a contractor employee does not violate Government ethics rules. The contractor employees may want to check with their contractor's rules before accepting (since many contractors have similar ethics rules). If the contractor employee brings a hospitality gift, it may not exceed \$20. If such a gift is edible, even if it exceeds \$20, the host may accept it on behalf of all the guests and share it with them.
6. **Private Parties (Contractor Employee):** If a contractor employee is having a personal party and invites Government personnel, normally Government personnel must decline, since the food, drink, and entertainment is a gift from a prohibited source. Several exceptions may permit attendance, however. Under the \$20 rule, if the average cost per guest does not exceed \$20, Government personnel may accept (However, if the cost per guest is \$40, the "I won't eat more than \$20 worth of food." defense will not work). Also, Government personnel may accept if the invitation is based on a bona fide personal relationship with the contractor employee. Finally, if the party qualifies as a widely-attended gathering (involving a large number of persons representing a diversity of views) and the employee's supervisor determines that it is in the agency's interest for the employee to attend, the employee may enjoy the food, drink, and entertainment. Government personnel who desire to take a gift to show their appreciation for the

hospitality should consult with the contractor employee to determine if he or she may accept such a gift in accordance with the contractor's rules of ethics.

7. **Private Parties (Contractor-sponsored):** If the contractor is sponsoring an employee's party or open-house, and you are invited by the contractor (or an employee of the contractor), you may not attend unless one of the exceptions in paragraph #6, above, apply.

***HAVE A WONDERFUL HOLIDAY SEASON. PLEASE REMEMBER THAT THIS GUIDANCE ONLY HIGHLIGHTS COMMON QUESTIONS, AND DOES NOT COVER EVERY SITUATION. IF YOU ARE UNSURE, CONTACT YOUR ETHICS COUNSELOR.***

# Facebook - Fraternization or a useful tool?

By Scott Fontaine

Air Force Times, Nov 22, 2010

When Capt. Joe Crispen receives a friend request on his Facebook account from a senior airman or a staff sergeant, he thinks long and hard before he clicks on “accept.”

Crispen, assigned to Eglin Air Force Base, Fla., has friended only a couple of enlisted airmen because he can't help but wonder if he's violating Air Force policy or even breaking the law.

“Is it a fraternization issue?” Crispen asked. “Does it show favoritism? I am in the middle of that argument.”

The explosive growth of social-networking sites — Facebook claims more than 500 million active users who spend more than 700 billion minutes per month posting to one another's walls — has raised new questions about appropriate online behavior for airmen.

Exactly how many airmen use Facebook is anybody's guess, and the Air Force doesn't have a way to track how many minutes airmen spend on the website, although it can determine how much data is being traded between users and the domain, according to Col. Harold Bullock, deputy commander of the 624th Operations Center, the operational arm of 24th Air Force, which oversees cyber operations across the service.

So far, Bullock said, the amount of information exchanged hasn't been “statistically significant.”

An Air Force Instruction governing Internet usage warns airmen about posting classified information or materials that could jeopardize operation security but not about getting too close to co-workers.

Right now, airmen have to figure out for themselves when a cyberspace “friend” becomes something more, although AFI 36-2090 on professional and unprofessional relationships lays out the rules for fraternization in the real world and the Uniform Code of Military Justice forbids fraternization, defined as unduly personal contact.

“Military members share the responsibility of maintaining professional relationships,” said Lt. Col. Karen Platt, a spokeswoman in the Air Force public affairs office at the Pentagon. “Airmen are continually reminded of their responsibilities through various professional military education, annual briefings and via their supervisors. Actions in response to unprofessional relationships are handled at all levels in the Air Force.”

The Air Force's lack of an online fraternization policy is probably because relationships are such a gray area, said Michelle Lindo McCluer, executive director at the National Institute of Military Justice at American University in Washington.

“Fraternization is very much a sliding scale,” she said. “For instance, if you're a [lawyer] and you go lunch with your paralegal, it's fostering morale. But say you go to lunch with the same paralegal every day for a month — you have a problem with fraternization.”

“With social media, it might be OK to friend between officers and enlisted or of varying ranks. But you could have a problem if you’re socializing as equals. If I were still briefing people, I’d say not to friend your boss and not to friend your subordinates.”

#### Different philosophies

Airmen are all over the board when it comes to who they friend and what they share.

Staff Sgt. Patrick White adds only people he knows. He is reluctant to friend officers because he wants to keep a professional relationship with his chain of command.

“[Facebook] is a powerful tool of communication, but it isn’t something that you should openly share to just anyone,” White wrote in response to a call-out from our website for airmen to share their Facebook habits. “If I work with you and you want to be on my friend list that is fine. Once I PCS I will likely drop you unless there is some networking or real friendship connected to it.”

White’s Facebook friends shouldn’t expect to find too much personal information. If a supervisor or a subordinate adds him, he accepts but blocks permission to view family photos and other personal information.

“I’ll be happy to add anyone,” said White, who is assigned to RAF Lakenheath, England, “but don’t expect to be able to peer into more than a profile photo and some very basic information.”

Staff Sgt. Rian Hudson friends anyone he talks to regularly and adds younger airmen to make sure “they are making smart choices off duty.”

“People have a habit of posting everything on Facebook, including pictures of the wild party they went to the night before,” wrote Hudson of Osan Air Base, South Korea.

Crispen, the officer at Eglin, is not only picky about who he friends but about where he does his networking. He doesn’t believe in using work time to socialize and is infuriated by his colleagues who spend hours on Facebook each day.

The Air Force allows airmen to use their office computers for personal matters as long as they don’t abuse the privilege, said Beth Gosselin, also a spokeswoman in the Air Force public affairs office. Specifically, she said, personal usage must be “of a reasonable duration and frequency,” approved by supervisors, must not affect job performance and must not overburden the network.

From a leader’s standpoint, Crispen thinks the personal use policy is a bad one.

“It is hard enough to keep airmen’s attention and focus, and get the job done. Now give them a way to screw off at work – what a genius idea that was,” he wrote. “While a possible morale builder, it detracts from getting the everyday job and mission done.”

#### ‘A communication tool’

The one thing every airman can agree on is that word travels fast on social networking websites, which can be both good and bad.

White, the NCO at Lackenheath, has seen both.

Once, White logged onto Facebook and saw an airman comment “I woke up and it is raining in my room.” Plumbers had shut off the water in the dorms to do some work; the room flooded when they turned the water back on because an airman had accidentally left open a tap.

“Some quick phone calls after we saw the comment we were able to get the valves closed before the problem got too out of hand,” he wrote. “All thanks to a young first term airman’s post on Facebook.”

Another time, White also logged on and learned from a co-worker’s wife that her deployed husband hadn’t called her in two months. He put the two in contact and “had a firm talk with him about his duties toward his family even while away.”

Especially for deployed airmen, Facebook is an invaluable tool to keep in touch with what’s going on back home.

Tech. Sgt. Andre Figueroa has used Facebook during his time in Iraq to talk with family and friends and to get to know the airmen whom he replaced and who will be replacing him.

“I am not a big phone person,” he wrote, “but put me behind a keyboard and I can go on and on.”

At Osan, the computers on base are the only ones that work when a blackout hits, said Hudson, the staff sergeant. A couple of months ago, a typhoon that blew through knocked Hudson’s computer off line. He logged onto his work computer and notified his family and friends that he was OK.

“In general, it’s helpful to me to friend people that I work with, play sports with, or that I think I may run into again in the future,” he said. “It’s a great way to network and keep up with what’s going on all around the world.”

Facebook has sometimes provided the only way for Senior Master Sgt. Mark Kanitz to contact airmen transferring to Aviano Air Base, Italy. They had already been outprocessed at their previous base and couldn’t be reached any other way.

“We use it as a communication tool, not a social website,” Kanitz wrote. “We do not provide photos and have no hard rules who we friend. What airmen are doing on their on time I’m not sure of, I personally don’t have time to look at our personnel’s Facebook pages.”

## Method to erase traumatic memories may be on the horizon

By Meredith Cohn, The Baltimore Sun  
*The Baltimore Sun, November 22, 2010*

Soldiers haunted by scenes of war and victims scarred by violence may wish they could wipe the memories from their minds. Researchers at the **Johns Hopkins University** say that may someday be possible.

A commercial drug remains far off — and its use would be subject to many ethical and practical questions. But scientists have laid a foundation with their discovery that proteins can be removed from the brain's fear center to erase memories forever.

"When a traumatic event occurs, it creates a fearful memory that can last a lifetime and have a debilitating effect on a person's life," says Richard L. Haganir, professor and chair of neuroscience in the Hopkins School of Medicine. He said his finding on the molecular process "raises the possibility of manipulating those mechanisms with drugs to enhance behavioral therapy for such conditions as **post-traumatic stress disorder**." The research has drawn interest from some involved in **mental health** care, and some concern.

Kate Farinholt, executive director of the mental health support and information group NAMI Maryland, said many people suffering from a traumatic event might benefit from erasing a memory. But there are a lot of unanswered questions, she said.

"Erasing a memory and then everything bad built on that is an amazing idea, and I can see all sorts of potential," she said. "But completely deleting a memory, assuming it's one memory, is a little scary. How do you remove a memory without removing a whole part of someone's life, and is it best to do that, considering that people grow and learn from their experiences."

Past research already had shown that a specific form of **behavior therapy** seemed to erase painful memories. But relapse was possible because the memory wasn't necessarily gone.

By looking at that process, Haganir and postdoctoral fellow Roger L. Clem discovered a "window of vulnerability" when unique receptor proteins are created. The proteins mediate signals traveling within the brain as painful memories are made. Because the proteins are unstable, they can be easily removed with drugs or behavior therapy during the window, ensuring the memory is eliminated.

Researchers used mice to find the window, but believe the process would be the same in humans. They conditioned the rodents with electric shocks to fear a tone. The sound triggered creation of the proteins, called calcium-permeable AMPARS, which formed for a day or two in the fear center, or amygdala, of the mice's brains.

The researchers are working on ways to reopen the window down the road by recalling the painful memory, and using medication to eliminate the protein. That's important because doctors often don't see victims immediately after a traumatic event. PTSD, for example, can surface months later.

Haganir, whose report on erasing fear memories in rodents was published online last month by **Science Express** also believes that the window may exist in other centers of learning and may

<http://www.baltimoresun.com/health/bs-hs-erasing-memories-20101122,0,342650.story>

eventually be used to treat pain or drug addiction.

Connie Walker, a Leonardtown mother of an **Iraq war** veteran suffering from PTSD, said there isn't enough attention given to the injuries of service members in general and she specifically supports research into PTSD-related therapy. But Walker, a 23-year-Navy veteran herself, said she wouldn't want her son to take a medication to erase what he witnessed.

She said her son began functioning well after he was finally able to get therapy, which she said should be more readily available to every wounded veteran.

"My gut reaction to a drug that erases memories forever is to be frightened," she said. "A person's memory is very much a part of who they are. I recognize we all have some bad memories, though I doubt they can compete with what's coming back from **Iraq** and **Afghanistan**. But how can a drug like that be controlled? What else gets eliminated accidentally?"

For now, there aren't yet drugs to erase memories. But there are medications also targeting the amygdala and used with behavior therapy that can lessen the emotional response to painful memories in those with PTSD, such as propranolol, a beta blocker commonly used to treat hypertension.

Paul Root Wolpe, director of the Center for Ethics at Emory University in Atlanta, says permanently erasing memories in humans, if it can be done, wouldn't be a lot different ethically than such behavior modification. Both are memory manipulation. But he said erasing memories is fraught with many more potential pitfalls.

He also said that PTSD sufferers, such as service members in Iraq and Afghanistan, frequently experience more than one traumatic event, and trying to eliminate all the memories could significantly alter a person's personality and history. So could forgetting a whole person after a painful loss or breakup, as depicted in the 2004 movie "Eternal Sunshine of the Spotless Mind."

Wolpe said it can be called dementia when someone forgets that much of their past.

"I don't know what it means to erase that much of a person's life," he said. "You'd leave a giant hole in a person's history. I tend to doubt you'd even be able to."

Further, he said, the safeguards necessary to protect the process from abuse would be difficult. Inmates or soldiers in danger of capture could be subjected to it, for example. Many questions should be decided before testing is pursued in humans, because its use may become "too tempting," he said.

Wolpe could see only limited uses for erasing a memory for now, such as for those suffering after a rape or single terrifying event.

"Certainly, there may be appropriate applications," he said. "But human identity is tied into memory. It creates our distinctive personalities. It's a troublesome idea to begin to be able to manipulate that, even if for the best of motives."

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# OASIS hopes to help combat stress victims

**By Gidget Fuentes - Staff writer**

**Posted : Saturday Nov 27, 2010 9:05:43 EST**

SAN DIEGO — Sailors, Marines and other service members sidelined by post-traumatic combat stress and associated problems such as depression, anxiety or substance abuse now have a new place to heal.

A team of Navy medical personnel created OASIS — Overcoming Adversity and Stress Injury Support — a 10-week residential treatment program designed to get troops back into fighting form. It's believed to be the first of its kind for residential treatment geared to combat veterans.

The program uses “cognitive processing therapy,” a treatment protocol shown to effectively treat post-traumatic stress disorder by helping patients make sense of their traumatic experiences, understand how those experiences affect their lives and learn skills to overcome, recover and, ultimately, return to their military job and transition to a more normal life.

Lt. Cmdr. Paul Sargent, a psychiatrist at Naval Medical Center San Diego and the program's medical director, set up the pilot project at Naval Base Point Loma, Calif., as an intensive, 24/7 program that integrates therapy, counseling and constant care in a multidisciplinary approach. Navy medical officials held a grand opening Nov. 19.

OASIS is aimed at service members “who have tried other treatments and it hasn't worked out as well for them,” Sargent said. “They need a higher level of care.”

Participating service members live in the alcohol-free facility in four-person rooms, with men and women berthed separately.

“They do have their own individual locker space,” he said. “They need to expect to share a room,” which is intended to break suffering patients' preference for avoidance and isolation.

Unlike traditional civilian residential programs, patients as well as staff “all wear uniforms every day. That is an important part of treatment,” Sargent said. “We maintain our military bearing. This is a military treatment facility, and we have an expectation of return to duty.”

The program begins with a two-week orientation designed to help patients with the transition. “They may not be really ready to deal with the trauma they have experienced,” Sargent said. “We spend two weeks in here just working with them to build up their coping skills.”

For the next eight to 10 weeks, patients will receive individual psychotherapy, medication management, vocational rehabilitation, stress and sleep management, and even sessions geared to relaxation, recreation, yoga and meditation. Family therapy also is included.

Three nights each week, patients join in group therapy sessions, which can include input from Vietnam War veterans “to understand that these issues they face are the ‘same problem, different war,’ ” Sargent said.

And there's organized time for recreation, games to build trust and just plain fun.

Eventually, patients can receive therapeutic passes — chances to get off-site for up to 12 hours and “work with some of the stuff that they've learned,” he said.

## **Rebuilding their strength**

The concept uses a “strength-based” curriculum designed to help patients build their inner strength and teach them coping and life skills that they somehow have forgotten as they struggled with their mental health.

“Unfortunately, when people are dealing with significant depression, they can lose sight of what is their strength,” Sargent said. “The most important thing to understand is this is going to help people to better understand themselves and better understand how trauma has played a role in their life, and to better understand the role that has had in the memories of their past.”

The program is open to all services — even those facing medical boards or separation — and is strictly voluntary, Sargent said. To join, service members must get permissive temporary assigned duty or temporary duty orders from their command.

“They can’t be ‘volun-told’ to come. They can’t be ordered to come,” he said. “This is for people who want to be in treatment.”

Patients must be sober for at least five days and generally not suffer from any ongoing traumatic brain injury that would prevent them from fully participating in the psychotherapy treatments.

Sargent hopes to best the 50 percent success rate that traditional outpatient cognitive processing therapies usually achieve. When done on an outpatient basis, he said, “this type of therapy is very challenging to do, especially when you are surrounded by all of your life’s responsibilities,” including job and family demands.

But by providing a more intense program as a 24/7 live-in situation for patients who actively seek help, he hopes to see even greater success.

“Our goal is to get people where they want to be in life,” he said. “The patient has to be a willing participant and a collaborator ... and we work as a team to do that.”

The pilot program, developed by Sargent and funded in part by the Navy’s Bureau of Medicine and Surgery, began in August with five patients. The second class of nine patients is in session, and Sargent envisions the program with a staff of 14 mental health professionals supporting 20 patients at a time at Point Loma and possibly other military installations.

## **Suicidal vets find lifeline on social Web sites**

### *Effort to help ramps up against suicides, trauma*

**By Lindsay Wise, Houston Chronicle**  
**Houston Chronicle November 27, 2010**

It was 4 a.m. on a weekday when the first person posted a suicidal threat on the Department of Veterans Affairs' Facebook page.

By the time VA director of new media Brandon Friedman woke up at 6 a.m., he already had several e-mails in his inbox alerting him to the note posted by a distraught veteran. Friedman hadn't even showered yet.

"It was like a deer in the headlights moment," said Friedman, an Army veteran of Iraq and Afghanistan who had been hired to promote VA services on Facebook, Twitter, Flickr and YouTube.

The possibility that a veteran might use one of the social media sites to express intention for self-harm had never occurred to Friedman.

"We were not in good shape in terms of preparing for something like that, so it was a huge lesson for us," he said of the incident in April. "We handled it. Everything turned out OK. ... I was determined not to have somebody end their own life on my watch."

Now his staff monitors Facebook around the clock, and Friedman has VA's director of suicide prevention on speed dial. If a veteran expresses suicidal thoughts in a post or comment, a trained counselor will reach out and contact that veteran directly.

#### **A crucial factor**

In the urgent search for innovative ways to combat the alarming rise of military suicides, social media sites have become an unexpected lifeline for veterans in crisis.

"It's amazing when you call a veteran on the phone because you've been able to locate them and you say, 'I'm very concerned about what you wrote on the Facebook page and I want to talk to you about it,'" said Janet Kemp, VA national mental health director for suicide prevention. "They're truly amazed that someone cared enough to do that."

Kemp estimated that VA investigates suicidal posts on Facebook about once every six weeks or so. Two or three might occur in a cluster and then weeks will go by before it happens again, she said.

"We've gotten some into care who perhaps weren't in care before, so I feel good about that," Kemp said. "Sometimes it just takes knowing that someone is listening to them to really make a difference."

#### **They know the situation**

The Army lost a record 163 soldiers nationwide to suicide last year. Since 2001, other branches of the armed forces also have experienced increased suicide rates as the civilian rate remained steady.

"Online tools are not the silver bullet for these problems, but they're an absolutely essential piece of the overall solution," said Daniel Atwood, director of digital engagement for Iraq and Afghanistan Veterans of America, a national advocacy group.

In 2008, IAVA created "Community of Veterans," an online social network for Iraq and Afghanistan veterans.

<http://www.chron.com/disp/story.mpl/metropolitan/7312787.html>

Veterans must submit documents to the site to prove they served in Iraq or Afghanistan before they're allowed to join.

"The thing that sort of differentiates it is that it's a space where everyone on there knows they're talking to Iraq and Afghanistan veterans, which gives it that exclusivity and confidentiality," Atwood said.

An online emergency involving a veteran at risk of suicide occurs about once a month, Atwood said. In such cases, Community of Veterans members have been able to get in touch with IAVA staff, who works with the veteran to get help, he said.

Online connections are particularly important to Iraq and Afghanistan veterans, not just because their generation is very media savvy but also because they're geographically dispersed, Atwood said.

About 14 percent of America's population served in World War II, Atwood said. As a veteran at the time, "you likely had someone in your neighborhood who shared that experience with you," he said.

Today less than 1 percent of Americans serve in the military, so an online meeting place can help bridge those gaps, lessening the sense of isolation some veterans experience when they return from combat, Atwood said.

"This new generation is facing a new set of challenges," he said. "They've got elevated unemployment and climbing suicide rates, so building that community despite those distances is critical."

### **New website coming**

In Houston, the Lone Star Veterans Association is about to launch a website designed as a local version of IAVA's Community of Veterans.

The site will include job listings for veterans and an eMentoring program that will allow members to chat one-on-one with fellow vets who've been trained as peer mentors.

"We are taught to identify certain indicators or warning signs where somebody sounds like they're going to hurt themselves or someone else, obviously we're going to get them help," said LSVA president John Boerstler, a Marine veteran who served in Iraq.

But the website's primary purpose is to create a social network for Houston-area veterans and their families, Boerstler said.

Veterans will be able to post blog entries, add friends, invite them to events offline, leave comments, upload photos and join groups, like on Facebook. "It's just an opportunity to keep that camaraderie alive and meet other veterans and be there for one another in case they do have issues," Boerstler said.

# Misconduct

<http://ebird.osd.mil/ebfiles/e20101122790417.html> or  
[http://seattletimes.nwsourc.com/html/localnews/2013478445\\_steroids21m.html](http://seattletimes.nwsourc.com/html/localnews/2013478445_steroids21m.html)

## **Steroid use on the rise in the Army**

### **A dozen local troops confess to investigators; Some say dangerous drugs help many bulk up for strenuous combat duty**

**By Hal Bernton**

**Seattle Times, November 21, 2010**

Just weeks before his battalion of some 700 soldiers departed for Afghanistan in summer 2009, Lt. Col. Burton Shields had a disconcerting visit from an Army investigator.

The agent said several soldiers under Shields' command at Joint Base Lewis-McChord had admitted to illegal use of steroids. One of the suspected users was a battalion captain.

Shields, who led the 4th Battalion, 23rd Infantry Regiment, was skeptical. He questioned whether Army investigators might have mistaken legal dietary supplements for steroids.

But in the days that followed, the captain, as well as a lieutenant, first sergeant and nine other soldiers, admitted using steroids, according to investigative documents that offer a rare look at illegal use of those drugs in the military.

Steroid use in the Army has been on the rise amid a prolonged period of warfare. To prepare for — and perform — on combat tours of duty, some soldiers told investigators they turned to steroids to boost their brawn.

The latest Defense Department survey — conducted in 2008 — found that 2.5 percent of Army personnel had illegally used steroids within the past 12 months, a jump from three years earlier, when 1.5 percent said they had used these drugs illegally.

The percentage of infantry soldiers taking steroids may be higher than for the overall Army.

Several soldiers from the 4/23 Battalion, who confessed to using steroids, estimated that more than half the unit of some 700 soldiers had sampled steroids, according to investigative documents obtained by The Seattle Times under the federal Freedom of Information Act. One soldier had a scheme for continuing steroid use in Afghanistan through the receipt of mail-order packages that would disguise the drugs in lotion packets.

Anabolic steroids can increase muscle mass and strength.

But to achieve these effects, the steroids are typically taken at much higher levels than those prescribed by doctors. These drugs can raise the risk of high blood pressure, heart and liver disease, and side effects can include mood swings, irritability and increased aggression, which can be a volatile attribute for soldiers headed off to battle.

"The use of steroids is a short-term gain for long-term problems that individuals are going to have, and we cannot tolerate them in any way, shape or form," said Gen. Peter Chiarelli, the Army's vice chief of staff, who has taken a leadership role in Army efforts to reduce drug use among soldiers.

Costly testing limited

Soldiers may be tested for steroids when a commander has probable cause to suspect abuse.

But since 2008, only about 300 soldiers have been tested for steroids, according to Army statistics provided by Chiarelli. In contrast, the Army conducts random testing of more than 450,000 soldiers each year for use of marijuana, cocaine, heroin and other narcotics.

<http://ebird.osd.mil/ebfiles/e20101122790417.html> or  
[http://seattletimes.nwsourc.com/html/localnews/2013478445\\_steroids21m.html](http://seattletimes.nwsourc.com/html/localnews/2013478445_steroids21m.html)

Army officials say the steroid analysis is too expensive to be included in the random drug testing. The Army cost for a steroid urinalysis ranges from \$240 to \$365 per sample, which compares with a cost as low as \$8 per sample for marijuana, according to Army statistics.

#### Seattle police tip

At Joint Base Lewis-McChord, steroid use in Shields' battalion might have gone undetected if not for a tip in June 2009 from the Seattle Police Department. While investigating illegal gambling, a Seattle undercover detective encountered a battalion soldier who talked about steroid use and distribution. The Seattle police tipped off the Army Criminal Investigative Command, which had agents interview soldiers.

In the documents released to The Seattle Times, the names of battalion soldiers who admitted to using steroids were blacked out because none of the soldiers were convicted of any crimes. The soldiers were subject to other disciplinary actions, including an Article 15 punishment slapped on the captain, who was subject to pay forfeiture and up to 30-day confinement to his quarters.

Shields, the battalion commander, declined to be interviewed for this story.

But Maj. Kathleen Turner, a Joint Base Lewis-McChord spokeswoman, said the captain, first lieutenant and first sergeant who used steroids were subject to disciplinary actions and did not deploy to Afghanistan.

#### Usage an open secret

In the nine years since the 9/11 attacks, Joint Base Lewis-McChord has sent tens of thousands of troops to Iraq and Afghanistan.

In Iraq, some soldiers say steroid use was no secret.

"No one really hid this," said Seth Manzel, an Army veteran who served from 2004-05 in Mosul, Iraq, with the 1st Brigade, 25th Infantry Division. "I walked into a squad leader's room one time, and he was with another soldier who had his pants down around his ankle. He had a needle and was injecting that soldier."

Manzel said about a half-dozen soldiers in his 35-man platoon used steroids. His roommate and several other soldiers took steroids purchased from American contractors who worked at the Mosul base, and they injected themselves with needles provided by medics, he said.

Officers, he added, weren't eager to investigate steroid use.

"If a captain sees his soldiers getting stronger at a quicker rate, that's not necessarily a bad thing," said Manzel, who now operates Coffee Strong, a Lakewood, Pierce County, coffee shop, and has been active in the anti-war movement.

Some soldiers report steroid use among Army Rangers, who repeatedly cycle through war zones for months of difficult duty.

One Ranger veteran told The Seattle Times that several members of his unit were "juicing" while in Iraq in 2005, including a squad leader. The Ranger veteran said he also intended to take steroids but forgot his doses back at Lewis-McChord, so he took them upon his return.

"While I was doing them, I doubled in (muscular) size," the veteran said.

But there were side effects.

<http://ebird.osd.mil/ebfiles/e20101122790417.html> or  
[http://seattletimes.nwsourc.com/html/localnews/2013478445\\_steroids21m.html](http://seattletimes.nwsourc.com/html/localnews/2013478445_steroids21m.html)

He was angry much of the time, quick to snap at his girlfriend, and he found himself on an emotional roller coaster while coming off the steroids. But he sees value in steroids for soldiers heading off to combat.

"There is a broad spectrum of things that could kill you in a war zone. You need to be aggressive and quick. I would do them again in a heartbeat."

Rush "to get stronger"

In early 2009, the 4/23 Battalion learned that instead of going to Iraq that summer, the soldiers would head to southern Afghanistan to battle the Taliban insurgency.

The battalion was part of an infantry brigade equipped with eight-wheeled Stryker vehicles. But many of the combat missions in the rural south would require long foot patrols through villages, farm fields and hill country, where loads carried by individual soldiers could weigh more than 90 pounds.

To gain muscle and endurance, battalion soldiers worked out with weights and jogged with armor. And some shared tips on steroids such as Decadrol, Anadrol and Winstrol that soldiers said cost from \$200 to \$500 for an eight-week supply.

"I wanted to get stronger. I knew we were deploying," one soldier, who used an injectable steroid as he trained for Afghanistan, told investigators. "We had this road march through the woods [during training], and I almost fell out, and they had to take my weapon ... I wanted to make sure that didn't happen over there."

The steroids were purchased easily from online Internet sites and delivered to off-base houses. One soldier said he then would distribute the drugs at a gathering point in front of a barrack.

After Seattle police tipped them off, Army investigators sought to conduct steroid urinalysis on the entire battalion of some 700 soldiers. That request was rejected by Army legal officials because there was a lack of evidence to justify it, according to investigative documents.

But the Army investigators did conduct more-limited testing, along with interviews of soldiers and officers. Some battalion officers, when interviewed by investigators, expressed surprise at the steroid use.

But another battalion captain admitted to taking steroids twice at his apartment in DuPont. He felt comfortable enough to inject the drug even as a first sergeant in the unit was visiting his home.

"At first I disagreed with him and told him not to mess with it," the first sergeant told investigators.

Then the first sergeant had a change of heart. Offered steroids by the captain, he injected the drugs during a two-month period.

# Religion

## **Air Force looks to make cuts in chaplain force**

**By Scott Fontaine - Staff writer**

**Air force Times, 27 November 2010 9:03:45 EST**

The Air Force is pushing dozens of chaplains out the door at the same time it is urging airmen with personal struggles to get counseling, often provided by clergy.

By the end of this fiscal year, which ends Sept. 30, the Air Force will have no more than 480 active-duty chaplains — the total stands at 528 today — and the number could dip to 470, according to the Office of the Chief of Chaplains. A PowerPoint slide obtained by Air Force Times puts the number at 465.

The number of Air Force chaplain assistant positions will hold steady at 338, according to Beth Gosselin, a service spokeswoman.

Chaplains of all denominations will be involuntarily separated through a selective early retirement board and reduction-in-force process. Roman Catholic priests, in shortest supply across the military, are eligible to leave only through early retirement.

The worst-case scenario of 465 chaplains would leave the Air Force with one chaplain for every 714 airmen. With some chaplains “unavailable for person-to-person ministry,” the slide states, the ratio would balloon to 785 to 1.

The Navy provides one chaplain for every 700 sailors and Marines, according to the PowerPoint slide. The Army has a ratio of 350 to 1.

The Office of the Chief of Chaplains adamantly denied the cuts would hurt the Air Force’s ability to address airmen’s spiritual needs.

“The AF Chaplain Corps is constantly assessing ministry needs and actively pursuing ways to rebalance and reprioritize resources and ministries as it continues to meet the changing needs of airmen and their families,” according to a statement released through the service’s public affairs office. “Our commitment to service members is strong and Air Force chaplains, combined with our joint chaplains, are available to provide spiritual care and guidance to any service member, at any time.”

Former Chief of Chaplains Donald Harlin, though, called the move “reckless, short-sighted and incomprehensible.” Harlin led the Chaplain Corps from 1991-95, when he retired as a major general.

“Chaplains in Iraq and Afghanistan conduct worship services, Bible studies, provide sacramental ministries, visit the troops, have spontaneous prayers on the battlefield, counsel anywhere and everywhere needed, and calm the anxious before they embark on the most dangerous missions of their lives,” Harlin wrote in an e-mail to Air Force Times.

“During Vietnam we enlarged the size of the chaplaincy. I recognize the pressures that the Air Force is under to cut our ranks, but cutting the Chaplain Corps in these dangerous times is a big mistake.”

<http://www.airforcetimes.com/news/2010/11/air-force-to-cut-chaplains-112710w/>

## **High demand**

Chaplains are keeping busy.

They recorded almost 180,000 visits in 2009, a 37 percent increase in just two years. The 2007 number was more than 130,000 visits, according to the Chief of Chaplains Office.

Combat-stress related sessions jumped 350 percent, suicide interventions rose by almost a third. Deployment-related visits increased by 25 percent, and workplace issues were up 35 percent.

Those numbers include visits from soldiers, sailors and Marines — often at deployed locations, Gosselin said.

The wife of Chairman of the Joint Chiefs of Staff Adm. Mike Mullen has talked about chaplains and what an important role they play in preventing suicides and helping troops cope with the stresses of both home and job.

“You can see a chaplain and it doesn’t go any further. And you can see a chaplain — you don’t have to go on base to do this,” Deborah Mullen told a crowd at Naval Station Norfolk, Va., in May. “They’re a great resource. As a matter of fact, chaplains have gone more from spiritual counseling into counseling for stress, addiction, grief, all kinds of other mental health issues, than they ever have in the past.”

Chaplains, according to the Chief of Chaplains Office, are “just one of many” caregivers who can provide emotional support — including some who aren’t officially affiliated with the Air Force.

“Airman and family readiness offices, mental health counselors and supervisors all contribute to the well-being of our airmen,” the statement read. “Additionally, Air Force chaplains maintain close relationships with spiritual advisors in the local community to further support services to airmen and their families.”

For Gary Higgs, a Baptist chaplain and retired colonel, the cuts highlight another problem: The shortage of ministers to conduct military funerals. He conducted about 20 funerals last year and said he expects to perform about the same number this year.

“I continue to serve as a volunteer because the Air Force has always taken care of its own,” Higgs said. “Now it seems that the Air Force is joining with sentiment of those who make ungodly decisions for our nation.”

## **Personal encounters**

Dozens of readers responded when Air Force Times asked for their thoughts about the looming cuts; most criticized the service’s decision. Several shared stories about a chaplain intervening at a critical moment in their life.

One reader, a lieutenant colonel, told how an on-base Catholic priest came to his aid 13 years ago when his 6-month-old daughter fell seriously ill and required emergency surgery. The officer and his wife couldn’t reach their parish priest to baptize their baby so they called the on-base priest. He arrived in 20 minutes to perform the rite.

<http://www.airforcetimes.com/news/2010/11/air-force-to-cut-chaplains-112710w/>

“This priest didn’t hesitate to answer our call for help,” wrote the officer, who asked not to be identified to protect his daughter’s privacy. “His response isn’t unique to military chaplains, but it was the answer we needed when we needed it, and he was the only one to answer.”

A noncommissioned officer who only wanted to be identified by his first name, Joseph, told how he and his wife visited a chaplain when they were on the brink of divorce.

They each spent a day with the chaplain, and then he talked to them together.

“Not one time was God, religion or anything brought up,” the NCO wrote. “My marriage has never been better in the 10 years that we have been together. Even in time of despair, when you are far away from your loved one, all you need is a confidential ear to chat with and have no worries of repercussions.”

Another airman’s experience has left him soured on the chaplaincy.

“I found out my wife was having an affair three weeks prior to me deploying,” he said. “I contacted the chaplain’s office daily and the assistant was not able to put me through to his office so I left messages.”

No one returned his call, he said.

“In my opinion, the Air Force can cut as many chaplains as they want,” he said. “The ones they have aren’t doing a good enough job as it is.”

Most of chaplains whom Tom Keel worked with in his 24 years as a chapel manager were “lazy, narrow-minded, and egotistical,” he wrote.

“So, as the Air Force downsizes, there is no real reason why not to outsource the chaplaincy,” wrote Keel, who retired as a master sergeant in 1995. “When there are no churches in the local area, use contract chaplains. The Air Force did away with cooks and it survived. We have rent-a-cops on the gates.”

<http://www.military.com/news/article/army-news/chaplains-attend-iraq-sfi-conference.html>

# Chaplains Attend Iraq SFI Conference

by Capt. Efreem Gibson, Army News Service|

Military.com, 22 November 2010

CAMP VICTORY, Iraq -- Chaplains from across Iraq and Afghanistan gathered on Camp Victory, Iraq, Nov. 15, to attend a five-day conference designed to promote a new approach to improving Soldiers' spiritual wellness.

The conference was led by the founders of the Spiritual Fitness Initiative, retired Lt. Col. Dr. Glenn Sammis and the Rev. Dr. Chrys Parker. Both chaplains specialize in the treatment of sexual assault, Post Traumatic Stress Disorder, and psychodrama.

SFI was created about 10 months ago to improve Soldiers' well-being through spirituality. SFI teaches the development of a Soldier's spiritual health first, with the belief that other aspects of their health can improve after becoming spiritually resilient. The founders of SFI stress that the program is not meant to be an alternative, but rather a supplement to other methods for improving Soldiers' resiliency.

"We want to intervene at the front of Soldiers' lives, not at the back of their ambulance," said Parker.

For years, chaplains in the military have assisted service members who go through a traumatic experience. SFI views chaplains as the primary facilitators of the program and focuses its training towards the chaplain corps.

"Most traumatic events have an element of soul wounding," said Parker. "Quite frankly, the chaplains have the expertise on how to deal with the spiritual damage that is inherent in trauma."

Maj. Thomas Bruce, the brigade chaplain for the Enhanced Combat Aviation Brigade, 1st Infantry Division, attended the conference and said he recognized the need for his chaplains to get training on how to aid in the healing process of Soldiers.

"Healing from trauma is more than just physical," said Bruce. "There is a spiritual component of healing. Our vision is to see chaplains participating in a holistic approach to treating trauma."

During the conference, SFI methods were taught without the use of electronic interfaces, such as videos and slideshows. Training was mostly conducted through hands-on exercises and group discussions.

"The root of the training and education is experienced-based in nature," said Sammis. "We want people to learn by doing. They should see, hear, and feel what they are learning."

The training centered around four principles: command, control, communication, and collaboration. The intent was to expand the skill sets chaplains already possess to build a Soldier's resiliency by giving them a way to help Soldiers take ownership of their spiritual life. The principles also teach people to be honest with God, cope with stress, and be a positive influence to themselves and others.

"The training was helpful and had a positive impact on me," said Pvt. Jeremy Armstrong, a chaplain's assistant assigned to the Enhanced Combat Aviation Brigade. "I learned a lot about people and myself. I'm glad I got the chance to attend the training," said Armstrong.

SFI has been implemented in a few units in both garrison and deployed environments. Parker and Sammis hope to ultimately have the concept taught Army-wide.

"We are very much interested in and enthused about SFI," said Lt. Col. William T. Barbee, Deputy Director for the Center for Spiritual Leadership at Fort Jackson, S.C., who worked with Parker and Sammis at the conference. A study is set to begin next year to measure the effects of SFI and its impact on Soldiers.

## **Contractors, civilians fill chaplain vacancies**

**By Scott Fontaine**

**Air Force Times, Nov 21, 2010**

The short supply of Catholic priests nationwide is forcing the Air Force to fill its own thin ranks with contractors and civilian workers who can't serve where they are most needed — Iraq and Afghanistan — because they don't wear the uniform.

Today, the Air Force has 91 priests — 67 are on active duty, 13 are general-schedule federal employees and 11 are contractors — and intends to create six more GS positions. Still, the service needs another 120 on active duty, said Lt. Col. Gerald McManus, a staff chaplain at the Office of the Chief of Chaplains.

The Air Force began using contractors about 10 years ago when the shrinking number of priests left more and more bases without a Catholic chaplain. Now, eight bases have no priest. One is Joint Base Anacostia-Bolling Air Force Base, D.C.

“It used to be there were three Catholic chaplains at Bolling,” McManus said.

The Army, Navy and Marine Corps are having an equally difficult time recruiting priests in uniform. More than 700 of 1,000 slots for active-duty Catholic chaplains across the military remain unfilled, said Deacon Mike Yakir, chancellor for the Archdiocese for the Military Services, USA.

The Air Force is the only branch to create GS positions, but all the services use contractors. The archdiocese doesn't view civilian employment as a long-term solution, Yakir said.

“We think of the idea of the contractors as a stopgap to filling the job of active-duty chaplains,” he said.

The need for priests in the war zones is even more acute. Most priests spend much of their deployment scrambling to reach as many bases as possible. At some remote outposts, a priest might be able to visit only once a month — provided the weather cooperates and there is transportation available.

Seventeen U.S. Catholic chaplains are serving in Afghanistan, said Col. Brett Causey, the U.S. Forces-Afghanistan command chaplain. Other NATO countries have sent chaplains to Afghanistan, Causey added, but he did not know the number.

U.S. Forces-Iraq did not respond to a request for the number of priests serving in its theater.

Because they can go to Iraq and Afghanistan, active-duty priests have a grueling operational tempo — deployment schedule — six months away, six months at home.

Stateside, they are spread almost as thin since they must help all service members; contractors and federal employees can minister only to those in their denomination.

“They're called upon to do more and more,” McManus said of the active-duty priests.

<http://www.airforcetimes.com/news/2010/11/air-force-contractors-chaplain-vacancies-112010w/>

The Air Force Recruiting Service uses a variety of methods to recruit priests. Officials were in Baltimore this week for the United States Conference of Catholic Bishops meeting. The recruiting service's marketing department sends about 15,000 postcards every six months to invite priests to familiarization sessions.

The Air Force's outside advertising agency places ads in Catholic magazines, and Recruiting Service personnel visit 24 seminaries a year.

"Many will see the information five, 10, 15 times before they respond," said Lt. Col. John Kinney, the Recruiting Service's chief of chaplain accessions.

The Air Force loses five or 10 Catholic priests a year so the Recruiting Service aims to recruit 10 priests a year. It has recruited six priests in each of the past two years, but Kinney is hopeful the goal can be reached this year, he said.

The Archdiocese for the Military Services is also encouraging priests to join, and the archdiocese helps pay the cost of tuition for seminarians who agree to join the military. At the Baltimore meeting, Archbishop Timothy Broglio urged his fellow bishops to encourage their priests to join the military.

"We have to be constantly in front of them," Kinney said.

# Lessons of Hate at Islamic Schools in Britain

By **JOHN F. BURNS**

**New York Times, November 22, 2010**

LONDON — A British network of more than 40 part-time Islamic schools and clubs with 5,000 students has been teaching from a Saudi Arabian government curriculum that contains anti-Semitic and homophobic views, including a [textbook](#) that asks children to list the “reprehensible” qualities of Jews, according to a [BBC documentary](#) broadcast on Monday.

The 30-minute “Panorama” program quoted the Saudi government-supplied textbook as saying that Jews “looked like monkeys and pigs,” and that Zionists set out to achieve “world domination.” The program quoted a separate part of the curriculum — for children as young as 6 — saying that someone who is not a believer in Islam at death would be condemned to “hellfire.”



*Andrew Testa for The New York Times*

*On a BBC TV program, a book used in Islamic schools in Britain showed where to amputate hands and feet as a punishment.*

The program said the textbooks had been obtained by an “undercover” Saudi Arabian researcher who asked for them during a visit to one of the Saudi-backed schools and clubs, which meet in the evenings and on weekends in a network that is linked to the cultural bureau of the Saudi Embassy in London.

On Monday, the embassy did not respond to requests for comment, but Saudi officials quoted by the [BBC](#) disavowed direct responsibility for the schools and clubs and described the teachings cited in the program as having been “taken out of their historical context.”

One of the textbooks, according to the BBC program, prescribed execution as the penalty for gay sex, and outlined differing viewpoints as to whether death should be by stoning, immolation by fire or throwing offenders off a cliff. Another set out the punishments prescribed by Shariah law for theft, including amputation of hands and feet. A BBC video accompanying an article on the program’s Web site showed a textbook illustration of a hand and a foot marked to show where amputations should be made.

Michael Gove, the education minister in the government of Prime Minister [David Cameron](#), said on the program that the government would not tolerate “anti-Semitic material of any kind in English schools.” He elaborated in interviews with British newspapers, saying there was also no place in British schools for teachings against gay men and lesbians. But Mr. Gove appeared to be at pains not to allow the issue to develop into a confrontation with [Saudi Arabia](#).

“Saudi Arabia is a sovereign country,” he said in a statement issued as the program was broadcast. “We have no desire or wish to intervene in the decisions that the Saudi government makes in its own education system. But we are clear that we cannot have any anti-Semitic material of any kind being used in English schools.”

Mr. Gove added that Ofsted, the government-appointed agency with oversight of education and children’s services, would be “reporting to us shortly” on measures to tighten oversight of part-time schools, whose teaching is currently free of the controls imposed on full-time schools.

<http://www.nytimes.com/2010/11/23/world/europe/23britain.html>

“Panorama,” which first appeared on the BBC nearly 60 years ago, is described by the corporation as the world’s longest-running current affairs documentary program. Other “Panorama”

investigative programs in recent years have focused on the [Vatican](#)’s restrictive rules for dealing with accusations of child molestation by priests, the Pentagon’s inability to account for billions of dollars spent in Iraq, and a pattern of alleged bribes and kickbacks among coaches and scouts in English professional soccer.

Neal Robinson, a theology professor at Leeds University who has written widely about the Koran and Islamic teachings, said in the BBC program that the material cited from the textbooks was taken from ancient texts, and added: “To present it cold, as it is here, as part of the teaching of Islam, is not wise. In the wrong hands, yes, I think it is ammunition for anti-Semitism.”

# **Sexual Harassment/ Assault**

<http://www.af.mil/news/story.asp?id=123230696>

# Real wingmen act

**Commentary by Col. Eric Axelbank, 65th Air Base Wing  
U.S. Air Force official web site, 12 November 2010**

11/12/2010 - **LAJES FIELD, Azores (AFNS)** -- Preventing sexual assault requires a culture change at the grassroots level. Applying President Harry S. Truman's "the buck stops here" motto teaches wingmen to avoid passing responsibility for action to others when witnessing sexual harassment or a situation that may lead to sexual assault.

Leaders, by nature of their actions or inaction, define Air Force culture and establish precedent.

Secretary of the Air Force Michael Donley opened up the Sexual Assault Prevention and Response Leader Summit held in Crystal City, Va., Nov. 4. His message to wing leaders made clear that "there is no tolerance for sexual assault in our Air Force," and that "leaders at all levels must be engaged."

The research of Dr. Dorothy Edwards', the Green Dot, Inc. executive director, revealed the three most notable reasons why bystanders do not intervene. They are diffusion of responsibility, evaluation apprehension and modeling.

The "passing the buck" example above exemplifies diffusion of responsibility. In this case, responsibility for action is transferred to someone else who may or may not act. Evaluation apprehension refers to the notion of the fear of being embarrassed.

And lastly, modeling is where Airmen set the example and define culture either through their action or inaction. In order to prevent sexual assault, Airmen must overcome these three causes of non-intervention.

Leaders must also carve out time to talk to Airmen about their responsibility to intervene. This is another venue where wingmen must act and live up to the Airman's Creed.

One of the key themes of the Air Force Sexual Assault Prevention and Response program is that sexual assault is a perpetrator's issue as opposed to a victim's issue.

Too often, institutions focus on the victim and what the victim did or did not do. Attention must be centered on the perpetrator, because according to Dr. David Lasik, a clinical psychologist from the University of Massachusetts, more than 90 percent of all rapes are committed by serial offenders.

This alarming statistic is minimized when the focus is shifted to the victim versus the serial rapist.

Doctor Lasik also outlined the typical sequence of a sexual attack. Perpetrators normally plan their attacks in advance. The first step rapists employ is to identify a vulnerability, such as intoxication, instability and/or being alone. The second step is their attempt to increase vulnerability by, for example, increasing the victim's level of intoxication.

Lastly, the perpetrator seeks to isolate the victim. This can be done by driving the victim home or taking the victim to an unpopulated location.

**<http://www.af.mil/news/story.asp?id=123230696>**

Faced with these types of situations, wingmen must intervene and proactively prevent this crime from happening.

Having the courage to act prevents that "corrosive thread which shoots through the fabric that is the Air Force as an institution," according to Anne Munch, an American Prosecutors Research Institute faculty member.

During the 2010 Sexual Assault Prevention and Response Leader Summit, Secretary Donley also impressed upon the participants that Airmen should "keep faith with their fellow Airmen."

Real wingmen are not bystanders who diffuse their responsibilities. Real wingmen act!