

**FR-PM-01**

**Sexual Misconduct in the Canadian Armed Forces**

Symposium Chair: Lesleigh E. Pullman, PhD  
Department of National Defence, Canada

Sexual misconduct has been described as an “undeniable problem” in the Canadian Armed Forces (CAF; Deschamps, 2015). The consequences of sexual misconduct in the workplace can be extensive (Willness, Steel, & Lee, 2007). In response to this, the Department of National Defence (DND) has invested in policy, research, and interventions aimed at eliminating sexual misconduct in the CAF.

In the first presentation of this symposium, Manon Mireille LeBlanc will describe the historical context which prompted a renewed focus on eliminating sexual misconduct in the CAF, as well as present the results of the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF), highlighting the prevalence and characteristics of sexual misconduct among Regular Force and Primary Reserve members. In the second presentation, Lesleigh Pullman will describe the results of the SSMCAF administered to CAF members in basic training (recruits and officer cadets), focusing on the prevalence of sexual misconduct among CAF recruits and officer cadets, perceptions of the CAFs response to sexual misconduct, as well as bystander behaviours in response to sexual misconduct. In the last presentation of this symposium, Commander Dave Woycheshin will present data from the Operation HONOUR Tracking and Analysis System (OPHTAS). OPHTAS is designed to record and track incidents of sexual misconduct reported to the chain of command of CAF units. OPHTAS information includes details of an incident and the actions taken in response to an incident.

This symposium is rated: Adult | Intermediate | Research

## ***BLENDING VOICES. STRENGTHENING LIVES.***

2020 ATSA Conference | Friday October 23 | 2:30 PM – 4:00 PM

### **History, Prevalence, and Characteristics of Sexual Misconduct in the CAF**

Manon Mireille LeBlanc, PhD  
Department of National Defence, Canada

In 2014, following negative media reports on sexual misconduct in the Canadian Armed Forces (CAF; Mercier & Castonguay, 2014a; 2014b), then-Chief of the Defence Staff (CDS), General Lawson, commissioned an independent external review to investigate sexual misconduct in the CAF. This external review found that sexual misconduct in the CAF was both widespread and endemic to its culture (Deschamps, 2015). In response to these findings, the Department of National Defence initiated an operation to eliminate sexual misconduct in the CAF – Operation HONOUR. A variety of initiatives are subsumed under Operation HONOUR, focusing on 1) understanding the underlying causes of sexual misconduct in the CAF; 2) responding to sexual misconduct incidents as they occurred; 3) supporting victims of sexual misconduct; and 4) preventing sexual misconduct from occurring in the first place.

One of these initiatives was to contract Statistics Canada to develop, administer, and analyze a survey to measure sexual misconduct in the Regular Force and Primary Reserves. This survey was first administered in 2016, and then again in 2018. The Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF) measured three forms of inappropriate sexual behaviour that occurred either inside or outside the military workplace: (1) sexual assault (experienced), (2) sexualized harassment (witnessed or experienced), and (3) discrimination based on sex, sexual orientation, or gender identity (witnessed or experienced).

The current presentation will describe the historical context in which Operation HONOUR was developed. Additionally, this presentation will report the 2018 results of the SSMCAF, highlighting significant changes between the 2016 and 2018 results when appropriate. These analyses will primarily focus on the prevalence of sexual misconduct in the CAF, as well as select characteristics of victims and perpetrators. This foundation will provide important contextual information for the remaining presentations within this symposium.

#### **Learning Goals**

- Upon completion of this educational activity, learners should be better able to describe the historical context in which Operation HONOUR was developed.
- Upon completion of this educational activity, learners should be better able to describe various initiatives subsumed within Operation HONOUR.
- Upon completion of this educational activity, learners should be better able to describe the prevalence and characteristics of sexual misconduct in the Canadian Armed Forces.

**Dr. Manon Mireille LeBlanc** is a scientist at the Department of National Defence. She received her B.A. (Honours) in psychology from Concordia University, her M.A. in industrial-organizational psychology from the University of Guelph, and her Ph.D. in organizational behaviour from Queen's University. Her research has been published in several academic journals (e.g., *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, and *Military Medicine*) and has been presented at national and international conferences. Her research focuses on sexual misconduct, bystander behaviour, and harassment (e.g., abuse of authority).

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### **Sexual Misconduct in the Canadian Armed Forces Training Environment**

Lesleigh E. Pullman, PhD  
Manon Mireille LeBlanc, PhD  
Zhigang Wang, PhD  
Department of National Defence, Canada

Statistics Canada administered the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF) to Regular Force and Primary Reserve Force members in 2016 and 2018, with a third administration scheduled for 2021. For logistical reasons, Statistics Canada did not administer the SSMCAF to Canadian Armed Forces (CAF) members in basic training. Director General Military Personnel Research and Analysis was asked to administer the SSMCAF to recruits in Basic Military Qualification (BMQ) and officer cadets in Basic Military Officer Qualification (BMOQ). Individuals who graduated from either BMQ or BMOQ during a specified time period were invited to complete the SSMCAF during their last week of training. Prior to survey administration, a bystander question was developed and included in the SSMCAF.

The current presentation will discuss the results of the SSMCAF administered to recruits and officer cadets. The results will focus on the prevalence of sexual misconduct in basic training, respondents' perceptions of CAF responses to sexual misconduct, the most common bystander actions taken, as well as the most common reasons for not taking action. The risk factors for sexual misconduct in the CAF training environment will also be discussed.

#### **Learning Goals**

- Upon completion of this educational activity, learners should be better able to describe the prevalence and characteristics of sexual misconduct in the Canadian Armed Forces basic training environment.
- Upon completion of this educational activity, learners should be better able to identify risk factors for sexual misconduct in the Canadian Armed Forces training environment.
- Upon completion of this educational activity, learners should be better able to identify factors that may render Canadian Armed Forces members less willing to intervene when witnessing sexual misconduct

**Lesleigh E. Pullman** completed her Ph.D. in experimental psychology in 2018 at the University of Ottawa. In 2017, she joined Director General Military Personnel Research and Analysis (DGMPRA) at the Department of National Defence as a student researcher. She now works as a Defence Scientist with the Research Methodology section of DGMPRA. She investigates a variety of topics related to military personnel and their families, including financial stability, spousal employment and income, military marriage, military family well-being, and sexual misconduct in the Canadian Armed Forces.

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### **The Operation HONOUR Tracking and Analysis System**

Commander Dave Woycheshin, PhD  
Department of National Defence, Canada

Starting on 1 April 2016, all organizations in the Canadian Armed Forces (CAF) were directed to report incidents of sexual misconduct for coalition in a master database. In January 2018, the Operation HONOUR Tracking and Analysis System (OPHTAS) was created for use by the chain of command of CAF units as a dedicated means of recording, tracking and conducting trend analysis of incidents of sexual misconduct. Incidents of sexual misconduct reported to the chain of command on or after 1 April 2016 are to be recorded in OPHTAS, regardless of when the incident occurred. OPHTAS data on the number of incidents reported since 1 April 2016 and the number of incidents that have occurred since 1 April 2016 will be presented. Detailed information related to sexual assaults, including profiles of sexual assault victims and perpetrators, and detailed information related to incidents of sexual misconduct other than sexual assault will also be presented. Differences between OPHTAS data and data reported in the Survey on Sexual Misconduct in the CAF will be highlighted.

#### **Learning Goals**

- Upon completion of this educational activity, learners should be better able to understand how the Canadian Armed Forces tracks incidents of sexual misconduct and how they track the outcomes of these incidents.
- Upon completion of this educational activity, learners should be better able to understand the complexity of measuring the incidents and outcomes of sexual misconduct in the Canadian Armed Forces.
- Upon completion of this educational activity, learners should be better able to understand the range of behaviours that constitute sexual misconduct in the Canadian Armed Forces context.

**Commander Dave Woycheshin** is the Section Head of the Research Coordination and Performance Measurement team with the Directorate of Professional Military Conduct – Operation HONOUR. His team is responsible for running the Operation HONOUR Tracking and Analysis System throughout the entire Canadian Armed Forces. In his previous position, he was a Section Head at Director General Military Personnel Research and Analysis, where his duties included liaising with Statistics Canada on the development, administration and reporting of the Survey on Sexual Misconduct in the Canadian Armed Forces. Commander Woycheshin completed a Bachelor of Science and a Master of Science at St. Mary's University, Halifax N.S., and a Ph.D. in Psychology at Western University, London, Ontario. He had the opportunity to serve at the Regional Command (South) Headquarters at Kandahar Air Field with the U.S. Army 10th Mountain Division headquarters staff from October 2010 to May 2011.

### References

- Deschamps, M. (2015). External review into sexual misconduct and sexual harassment in the Canadian Armed Forces. *External Review Authority: Department of National Defence*. Ottawa, Canada.
- Mercier, N. & Castonguay, A. (2014a, April 22). Crimes sexuels: le cancer qui ronge l'armée Canadienne. *L'Actualité*. Retrieved from <http://www.lactualite.com/societe/crimes-sexuels-le-cancer-qui-ronge-larmee-canadienne>.
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- Willness, C. R., Steel, P., & Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology, 60*, 127-162. doi: <https://doi.org/10.1111/j.1744-6570.2007.00067.x>