

Case Study: E-4 and E-2 have Consensual Sex in Barracks

Description:	Unmarried female E-4 and unmarried male E-2 have consensual sex in barracks.
Background:	Male E-2 plane captain visits female E-4 in base female barracks. Sailors caught by senior female petty officer and reported. Both sailors receive captain's mast from respective CO.

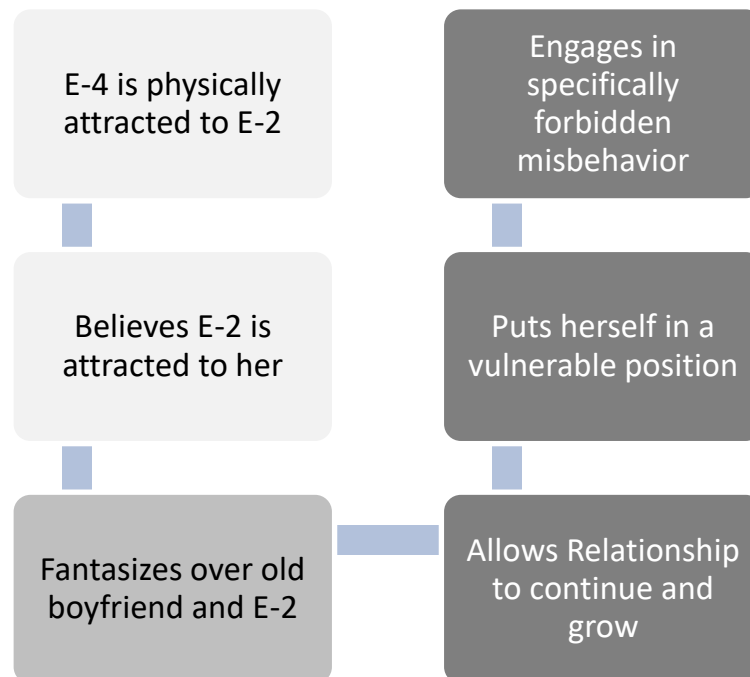
Findings:

1. E-2 is attached to a squadron visiting NAS for weapon's training prior to deployment. E-4 is assigned to NAS security team.
2. E-2 approaches E-4 in mess hall and strikes up conversation. She later recalls he kidded her about "being a cop." She said she thought he was cute. He told investigators that she was "eyeballing" him and that she liked him. They ate dinner together and chatted; then both went to work night shift.
3. The next day at breakfast both continued the friendly conversation. The E-4 admitted that she had had an immediate attraction to the E-2; he reminded her of a high school boyfriend. She also said she thought he was attracted to her by the way he acted. She said she did not intend on acting on the attraction because she was a petty officer and on the security team. She does mention that she has an automobile and offered to take the E-2 off-base when work allowed.
4. Both sit together at the mess hall dinner that night, prior to working night check. E-4 mentions that her roommate works days. E-2 suggests that he visit her the following afternoon. E-4 accepts invitation.
5. The next afternoon the E-2 visits the E-4 as planned. However, they are observed entering her room by another petty officer who notifies base MPs. The MPs enter the room and catch the sailors in a compromising position.

6. E-4 admitted that she knew the rules about males in the female barracks and about sex in the barracks. She said she knew that as a petty officer and on the security team she was expected to not only behave in her personal life but also to encourage and enforce positive behavior in others. She said that she just let him get the better of her.
7. Both sailors were awarded Non-Judicial Punishment (NJP) from their respective Commanding Officers.

Thought to Action Chain

1. Diagram the thought-to-action for the E-4.
 - a. Attraction to E-2, believes the E-2 is attracted to him, compares E-2 to old boyfriend, allows a relationship with E-2 (out-of-town sailor) to grow, puts herself in a vulnerable position, engages in known and specifically forbidden misbehavior.



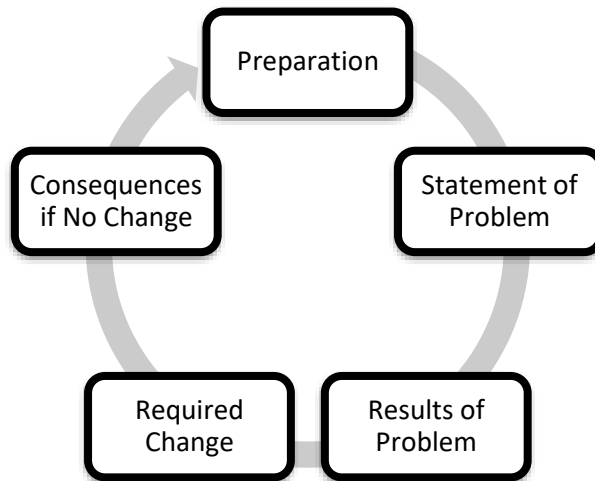
Facilitation Questions:

1. Where in the chain did the E-4 go wrong?
2. What is the E-2's responsibility in all of this?

3. Morals and other issues aside, is consensual sex between the two permitted?
4. If the E-4 envisioned a sexual encounter, why didn't she use her car and go off base?
5. Why did she put herself at such risk?
6. What could the command, others have done to prevent her from placing herself at risk?

Social Constructive Confrontation Discussion:

1. The first opportunity for constructive confrontation is internal. In this case, the E-4 and the E-2 would have benefitted from a constructive confrontation with themselves. They both need to ask themselves what they expect to result from their behavior and what the consequences might be. What is the benefit risk analysis? The E-4 is also risking her status in the security force. What are her goals and how do her decisions with the E-2 affect them?
2. A next opportunity for confrontation might come from a friend or colleague. These "on-lookers" often know about or strongly suspect affairs or misbehavior. Have you ever been in such a situation? Approaching a friend or co-worker in such a situation would be very difficult and you would have to be sure that real, negative consequences were likely. Using the case study, your own observations, or a hypothetical example, how would you realistically handle such a confrontation? Look at the wheel below for a template.



Preparation:

1. Put yourself in the position of a co-worker on the security force. You are watching the budding relationship and you were in a position to overhear some of the planning between the two. You have decided to confront the E-4. What does this step mean to you? How would you prepare? In what setting would this type of confrontation best take place?

Statement of Problem:

1. What is the problem (or likely result) of the misbehavior? What problem is it for you? What problem is it for the unit, etc.?
2. How would you state this to your colleague/friend?
3. Listen.

Results of Problem:

1. Using the example, what are the likely results or negative outcomes from the problem and how would you state that to the friend?
2. Listen.

Required Change:

1. What change in behavior do you want to see?
2. Listen.

Consequences If No Change:

1. Hopefully, by this point in the confrontation you are having a discussion and not a shouting match. The understanding of consequences would be something that both of you agree to vice you listing them.

Case Conclusions:

1. What main points did you take from this case study?
2. What are your concerns as a facilitator with this case study?