

TIPS TO PREVENT TRAINEE ABUSE AND SEXUAL HARRASSMENT

1. Units must fully cooperate and enforce the Battle Buddy system at all times. Whether the IET soldier is in BCT, AIT, or OSUT; every unit Cadre person must fully enforce this system. Battle Buddies should be no more than one arms length away from each other at all times. This includes dining facilities, barber shops, and especially when just in the Company area.
2. Battle Buddy systems do not just apply to IET soldiers. Unit Cadre should also utilize the battle Buddy system. When dealing with soldiers who are being counseled, or when Cadre is administering corrective action, it is a safe practice to have a Cadre battle Buddy present to defend off any allegations that might arise.
3. Leaders must display an enormous amount of morale courage when dealing with each other. When you notice a Cadre member displaying conduct that you deem is inappropriate you have two options. The first option is to dismiss the conduct and let it continue to occur, or you can professionally and tactfully tell your Battle Buddy that you feel their actions are inappropriate. As a new Drill Sergeant, I dismissed the actions of IET soldiers standing at "Parade Pretty". However, my veteran partner was quick to correct the soldier and then pulled me to the side and mentored me and reinforced what was taught to me in Drill Sergeant School. There is only one standard. The Drill Sergeant Creed states "I will insist that each soldier meets and maintains the army standards of Military Bearing and Courtesy consistent with the highest traditions of the U.S. Army".
4. Dealing with initial entry soldiers is so much different than dealing with seasoned soldiers in the operational Army. Leaders and Cadre in IET must continue to understand that they are there to role model at **ALL** times. Even though soldiers reach the milestones set forth in TRADOC Reg 350-6, even though they make it to phases 4, 5, and 5+ doesn't mean that leaders stop role modeling. The same rules that apply during phases 1-3 in reference to the treatment of IET soldiers are the same rules that apply forever!!!! The phase privileges change, the rules of Trainee Abuse do not. This is where many Drill Sergeants go wrong.
5. Every unit Cadre member must remember why they are in the IET environment. IET soldiers are the most impressionable during their informative weeks of IET. What you do is what they will do. No matter who you are, what Platoon you are in, you directly impact each and every one of these soldiers. Whether you're the PT stud or the weapons expert, these soldiers want to be just like you. Not only are you their ticket who offers them the right to passage, but also you are the whole Army picture to them.
6. Many patterns of misconduct start with premature unprofessional actions that could have been stopped before they became illegal actions. Some of these actions are cutting up or joking with IET soldiers. There is a difference between motivating soldiers and opening a class with a joke or motivator, and being unprofessional. Cadre are not present to be liked, but are there to be reckoned with and to be respected. Respect will be earned by being tough yet fair. Joking and teaching nothing will not earn respect.

7. There are many gestures that Drill Sergeants are known for. Some of these are the famous hand pointing. Do not point fingers. Finger pointing in the Human Dimension habitually results in pushing, poking, and in some cases striking. Try and talk with hands to instruct, but keep them in close to the body and **always** stay at least 1-1 ½ arms length away from soldiers. This will cause you not to touch the soldier at any time during corrective training.

8. Think before you speak. No response in IET is timed. IET soldiers for a lack of better terms, live in your world, under your control, under your conditions. Take your time to think of an educated and proper response. Remember “Privates act like Privates”. Privates should ask numerous questions because they are full of questions. They want to know as much as you and they want to know it immediately. Famous phrases might get a quick laugh by soldiers who have less than 3-4 months in the Army. I guarantee the man or woman with at least 20 years wont laugh as hard.

9. There is no secret safe with an IET soldier. Your actions are not only monitored at all times, but they are also broadcasted. When your unit does poorly on the range, everyone knows before you return. When your unit performs with great success, everyone knows. When Cadre act inappropriately, everyone knows, and they know quickly. It’s one thing if a leader or an NCO gets out of line and doesn’t want to play by the rules. It’s another when you allow that action to destroy the entire unit, but first last and always, I am an American soldier, sworn to protect the constitution of the United States against all enemies both foreign and domestic.