

Department of the Army  
Headquarters, United States Army  
Training and Doctrine Command  
Fort Monroe, Virginia 23651-1047

\*TRADOC Pamphlet 350-36

14 October 2010

Training

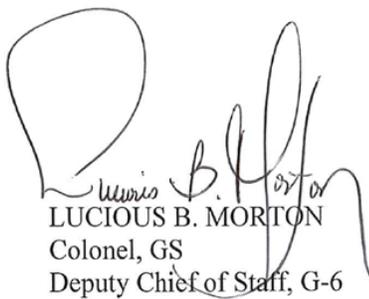
TRADOC Trainee Abuse Prevention Program

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FOR THE COMMANDER:

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**History.** This publication is a major revision. The portions affected by this revision are listed in the summary of change.

**Summary.** This pamphlet describes methods of preventing, detecting, investigating, and reporting allegations of trainee abuse, as required by TRADOC Regulation (TR) 350-6 and TR 1-8. It serves as a guide to Initial Military Training (IMT) leaders for the implementation of effective programs designed to prevent and eradicate trainee abuse.

**Applicability.** This pamphlet applies to all elements of the United States Army Training and Doctrine Command (TRADOC) engaged in the training of IMT Soldiers.

**Proponent and exception authority.** The proponent for this pamphlet is the U.S. Army Training and Doctrine Command (TRADOC) Deputy Commanding General for Initial Military Training (DCG-IMT) (ATCG-MT). The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority in writing, to a division chief with the proponent agency or its direct reporting unit or field operating agency, in the grade of colonel or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that

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\*This pamphlet supersedes TRADOC Pamphlet 350-36, dated 30 Jan 03.

includes a full analysis of the expected benefits and must include formal review by the activity's senior legal officer. The commander or senior leader of the requesting activity will endorse all waiver requests before forwarding them through higher headquarters to the policy proponent.

**Army management control process:** This regulation does not contain management control provisions

**Supplementation.** Supplementation of this regulation and establishment of command and local forms are prohibited without approval from TRADOC DCG-IMT (ATCG-MT), 11 Bernard Road, Fort Monroe, VA 23651.

**Suggested improvements.** Send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to the Deputy Commanding General for Initial Military Training, ATTN: (ATCG-MT), 11 Bernard Road, Fort Monroe, VA 23651. Suggested improvements may also be submitted using DA Form 1045 (Army Ideas for Excellence Program (AIEP) Proposal).

**Distribution.** This publication is only available on the TRADOC Homepage at <http://www/tradoc.army.mil>.

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## **Summary of Change**

TRADOC Pamphlet 350-36

TRADOC Trainee Abuse Prevention Program

This revision, dated 14 October 2010

- o Changes Initial Entry Training to Initial Military Training throughout the pamphlet.
- o Changes proponent to Deputy Commanding General Initial Military Training.
- o Updates chapter 2, para 2-1.a and deleted para 2-b.
- o Updates para 2-2 to read Initial Military Training.
- o Updates para 2-3.a, U.S. Army Accessions homepage to read DCG-IMT homepage throughout the publication.
- o Updates para 2-3.b.
- o Updates para 3-2, b Serious Incident Reports to read AR 190-45, chapter 9.
- o Updates para 3-4, suspension of drill sergeants can be found in AR 600-200, paragraph 8-17.
- o Deletes Chapter 4, Trainee Abuse Case Studies.
- o Deletes Chapter 5, Trainee Abuse Prevention Training Materials.
- o Updates Glossary to add Basic Officers Leadership Course (BOLC).

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## **Chapter 1**

### **Introduction**

#### **1-1. Purpose**

This pamphlet will assist in understanding the TRADOC Trainee Abuse Prevention Program. It describes the procedures and methods of preventing, detecting, investigating, and/or reporting allegations of trainee abuse. This pamphlet also provides commanders with materials that may be used when developing trainee abuse prevention training programs.

#### **1-2. References**

Required and related publications are provided in [appendix A](#).

#### **1-3. Explanation of abbreviations and terms**

Abbreviations and terms used in this pamphlet are explained in the [glossary](#).

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## **Chapter 2**

### **Trainee Abuse Prevention and Detection**

#### **2-1. The Secretary of the Army's senior review panel on sexual harassment**

The Secretary of the Army established a Senior Review Panel for allegations of sexual misconduct in the Army. The panel was given the mission of reviewing the Army's human relations environment, with particular emphasis on sexual harassment. The panel's findings focused on four main areas: the Army Equal Opportunity Program; the extent of sexual harassment in the Army; leadership; and initial military training (IMT).

#### **2-2. TRADOC objective**

The TRADOC mission is to provide competent, capable, and well-trained Soldiers, ready to fight and win our Nation's wars. There is no greater obstacle to the effective IMT environment than the improper treatment of trainees. As thousands of young people enter the U.S. Army, they place their trust in TRADOC to provide high standards of training, professional leadership, and an acceptable quality of life. Trainee abuse undermines that trust by violating [Army Values](#), disrupting military order and discipline, and destroying a positive training environment. As such, the TRADOC Trainee Abuse Prevention Program is designed to prevent, detect, report, investigate, and eradicate trainee abuse in any form.

#### **2-3. Preventive measures**

Trainee abuse actions are not those of a professional cadre member or permanent party Soldier; they destroy the ability to build our most essential weapon system—the American Soldier. Any actions of cadre members, which do not directly relate to the trainee's health, welfare, training, or another official purpose, may be trainee abuse. The primary goal of the TRADOC Trainee Abuse Prevention Program is to prevent incidents of trainee abuse, through cadre training, effective detection of at-risk cadre and abusive acts, and a supportive command climate.

a. Training. All commanders should have a training program that educates cadre members regarding the dangers of trainee abuse. This training should specifically focus upon prevention

and why abuse occurs (for example, frustration with trainees, marital problems, financial difficulties, or physical attraction toward trainees). Effective training tools may include quarterly or semiannual small group sensing sessions; officer/noncommissioned officer professional development classes, where previous instances of trainee abuse are analyzed; or formal trainee abuse presentations during all initial cadre training courses.

b. Detection of at-risk cadre and abusive acts. The duties associated with a drill sergeant, advanced individual training (AIT) platoon sergeant, or an IMT instructor are challenging. Long hours, complex duties, and time away from Family members can cause frustration, anger, and other problems that may lead to trainee abuse. An effective system to detect at-risk cadre, and a supportive command climate that encourages cadre to seek assistance from their fellow cadre, the chain of command, local chaplains, or counselors could combat these problems. To be effective, drill sergeants, AIT platoon sergeants, commanders, and cadre should rely heavily upon each other by being vigilant for signs or indications of a potential abuser. These cadre members are our first lines of defense against trainee abuse.

c. Supportive command climate. Commanders should encourage drill sergeants and instructors to take “ownership” of problems they see in other cadre members, by intervening early to ‘nip in the bud’ any acts of abuse, provide counseling to an at-risk cadre member, and report the matter to the chain of command immediately. Commanders should implement programs that keep these key trainers fresh, alert, properly oriented, and motivated.

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## Chapter 3

### Reports and Investigations

#### 3-1. Reporting trainee abuse

Allegations of trainee abuse received by a commander should be reported. Timely reporting of allegations of trainee abuse is vital to the command. Reporting requirements for allegations of trainee abuse are found in TRADOC Regulation [1-8](#) and Army Regulation (AR) [190-45](#). All IMT commanders should be familiar with these requirements, and have copies readily available.

#### 3-2. Types of reports

a. *Operations report (OPREP)*. The OPREP is designed to provide the TRADOC Command Group “real time” information regarding important events or adverse incidents in the command. The Commanding General, TRADOC considers allegations of trainee abuse a serious matter, and requires commanders to report allegations to the headquarters. Specifically, commanders should follow procedures in TR 1-8, for reporting all allegations of trainee abuse to the TRADOC Emergency Operations Center via OPREP, unless the commander can quickly determine that the allegation is not credible. “Quickly determine” means that the commander finds the allegation is without merit in 2 hours. If more than a few hours are necessary to make the credibility determination, the commander should report the allegation to headquarters. Under no circumstances should the report be delayed longer than 8 hours from the time the commander learns of the allegation. If the report is made after 8 hours, then an explanation of the delay should accompany the OPREP. When in doubt, file the OPREP.

b. ***Serious Incident Reports (SIR)***. In addition to the OPREP, commanders should submit a SIR for allegations that are listed as a reportable incident under [AR 190-45](#). Commanders should also file a SIR if it is determined that the incident may be of concern to Headquarters, Department of the Army, based on the nature, gravity, potential for adverse publicity, or potential consequences of the incident. A sample SIR report is in AR 190-45, figure 9-1.

### **3-3. Investigating trainee abuse**

Commanders should investigate all allegations of trainee abuse, regardless of the nature, magnitude, or source of the complaint, and keep a record of all allegations (even if determined not to be credible). Commanders may use several methods to investigate trainee abuse allegations. These include a commander's inquiry, an [AR 15-6](#) investigation, or a law enforcement investigation. While investigating allegations, commanders should consider appropriate actions to ensure a prompt investigation to protect the interests of the organization.

a. ***Preliminary inquiry***. At a minimum, commanders must conduct a preliminary inquiry into every allegation of trainee abuse. For minor allegations, this inquiry may be as simple as an interview of the complainant and any witnesses to the incident. Extreme profanity, minor assaults, and improper physical training (PT) are examples of cases that could be properly investigated through the preliminary inquiry.

b. ***Administrative investigation (AR 15-6)***. In more complex cases, the commander should consider use of an administrative investigation, in accordance with (IAW) AR 15-6. This investigation requires a formal appointment of an investigating officer (IO) by the proper "appointing authority," and is much more structured than the preliminary inquiry. Complex cases involving multiple witnesses, victims, allegations, or suspects, may be properly investigated through the AR 15-6 investigation.

c. ***Law enforcement investigations***. In serious cases, the commander should contact law enforcement personnel. Personnel of the Criminal Investigation Division (CID) and the Military Police Investigations Unit are experts in investigating serious criminal matters such as rape, indecent assault, or sodomy, and should be given immediate notice of any trainee abuse allegations involving such serious criminal acts.

### **3-4. Suspension of drill sergeants**

[AR 614-200](#), paragraph 8-17, requires the suspension of drill sergeants when there is a serious incident involving an allegation of trainee abuse, where an investigation is mandated (such as an investigation conducted by CID or military police investigator or conducted IAW [AR 15-6](#)).

### **3-5. Judge Advocate assistance**

Commanders and investigative officers should immediately contact their trial counsel or other servicing judge advocate regarding complex or serious cases. The timely advice of an attorney will ensure the commander or IO takes the appropriate action to properly investigate the trainee abuse allegation. When in doubt, call your attorney.

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**Appendix A**  
**References**

AR 15-6  
Procedures for Investigating Officers and Boards of Officers

AR 190-45  
Law Enforcement Reporting (serious incident reporting)

AR 600-20  
Army Command Policy

AR 614-200  
Enlisted Assignments and Utilization Management

TRADOC Reg 1-8  
TRADOC Operations Reporting

TRADOC Reg 350-6  
Enlisted Initial Entry Training (IET) Policies and Administration

[Manual for Courts-Martial, United States](#)

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## Glossary

### Section I Abbreviations

AIT	advanced individual training
AR	Army Regulation
BCT	basic combat training
BOLC	Basic Officers Leadership Course
CID	Criminal Investigation Division
DA	Department of the Army
DS	drill sergeant
IAW	in accordance with
IET	initial entry training
IMT	initial military training
IO	investigating officer
OPREP	operations report
OSUT	one station unit training
PT	physical training
SIR	serious incident report
TR	TRADOC Regulation
TRADOC	Training and Doctrine Command
U.S.	United States

### Section II Terms

#### **cadre**

All military or civilian personnel who command, supervise, instruct, train, or directly support IMT Soldiers.

#### **trainee**

All personnel undergoing initial military training (BCT, AIT, OSUT, or BOLC-B). Also included are those inprocessing at the reception station, awaiting training in fitness training units, receiving English or foreign language training, and/or those who have completed training and remain in a holdover status. Trainee also includes prior service Soldiers, Soldiers undergoing reclassification training, and personnel from other services undergoing IMT on TRADOC installations.

#### **trainee abuse**

Any improper or unlawful physical, verbal, or sexual act against a trainee by a cadre member. Examples may include assault, extreme PT not IAW a plan of instruction, extreme profanity, rape, sodomy, sexual harassment, extortion of money, or any personal relationship that is not required by the training mission.