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Liberty Call and Navy Military Training

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LIBERTY CALL AND NAVY MILITARY TRAINING

A Research Paper

Presented to the Faculty of the
Department of Occupational and Technical Studies
At Old Dominion University

In Partial Fulfillment for the
Requirements for the
Master of Science in
Occupational and Technical Studies

By

Yvette Isabel Bartholomew

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APPROVAL PAGE

This project was prepared by Yvette I. Bartholomew under the direction of Dr. John M. Ritz in OTED 636, Problems in Occupational and Technical Studies. It was submitted to the Graduate Program Director as partial fulfillment of the requirements for the Master of Science in Occupational and Technical Studies.

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Yvette I. Bartholomew

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CHAPTER I

INTRODUCTION

As part of the Revolution in Training (RiT) the Center for Personal and Professional Development (CPPD) decided to update the delivery method of the Navy Military Training (NMT) course. The NMT was a two day instructor-led course that enlisted Sailors attended between graduating from boot camp and the start of A-school.

The contract for the proposed update was given to Will Interactive to create an interactive video, similar to the ones Will Interactive had already created for the Army and Air Force. This interactive video, called Liberty Call, was beta-tested in Fall 2006 at three locations in the U.S. This research study was completed to ensure that NMT using Liberty Call was effective.

Statement of the Problem

The problem of this study was to compare the achievement levels of Navy Recruit Training Course graduates prior to receiving Navy Military Training using the interactive video 'Liberty Call' with a facilitator with the achievement levels after completing Navy Military Training.

Hypothesis

The hypothesis of this research study was as follows:

H: Navy Military Training using Liberty Call is effective when it comes to teaching new Sailors about Sexual Harassment, Fraternization, Suicide Awareness, Drug and Alcohol Abuse, Hazing, Discrimination, and Sexual Assault.

Background and Significance

The Revolution in Training (RiT) challenged the U.S. Navy to improve its training programs. Part of this challenge was to reduce the number of days new Sailors spent in training prior to joining the fleet. This approach saved the Navy money, and also gave the individual Sailor access to training when they needed it.

As part of this RiT, the Center for Personal and Professional Development was investigating the use of an interactive video, similar to what the Army and Air Force were already using (Prensky, 2001). The contract for that interactive video went to Will Interactive, who had previously created such interactive videos for the Army (see www.willinteractive.com).

The interactive video titled Liberty Call was designed to reinforce the following topics during the NMT course:

- Suicide Awareness

- Alcohol Abuse
- Drug Abuse
- Sexual Harassment
- Fraternalization
- Hazing
- Discrimination, and
- Sexual Assault

There were other topics covered in NMT, but Liberty Call did not cover those topics. Additional topics covered in NMT include Time, Anger, and Stress Management, as well as Ethical Decision Making. The knowledge gained in these additional topics were not covered by this research study.

Liberty Call was an interactive video that allowed the student to make decisions and experience the consequences of those decisions, good and bad. The student played four different characters during the video and the goal for the student was to play each character successfully to prevent a kidnapping and sexual assault of a fellow Sailor. All four characters had to be played successfully for the student to succeed in this challenge.

As Liberty Call was a new training product for the Navy that would replace part of an existing course, this research was performed to ensure the correct decisions

would be made for the format of training. After receiving the beta version of Liberty Call, the Center for Personal and Professional Development (CPPD) decided that the vendor's claims needed to be verified, prior to Liberty Call being adapted by the Navy for the NMT course. The results of this study were that verification.

Essentially, the purpose of this study was to help make the decision on whether to implement Liberty Call Navy wide for use during NMT courses. On a wider scale, this study will also help the center determine whether to give additional contracts to Will Interactive.

Limitations

The limitations of this study were as follows:

1. This study was only concerned with a portion of the existing NMT course and as such the results only apply to that portion of the course.
2. The Sailors were limited to the Surface and Aviation communities, Sailors from the Medical, Subsurface, or Nuclear communities did not participate in this study.
3. The study was performed in Fall 2006.
4. The study was conducted at three major Navy A-school sites in the United States.

Assumptions

In this study there were several factors, which were assumed to be correct. The assumptions were as follows:

1. The majority of Sailors participating in this study were first time Sailors, who were coming straight from boot camp, and not from the fleet.
2. The age range of the Sailors was from 18 to 34, with a range of Armed Services Vocational Aptitude Battery (ASVAB) test scores represented in the sample.
3. The sample selected at random was a true cross-section of new Sailors, and the time of year the study was performed did not have any impact on the test results.
4. The rank of the Sailors was between E-1 and E-3, with the majority at the E-2 level.

Procedures

The research study compared the pre-test and post-test results of 83 students who went through the NMT course using Liberty Call. Students were tested at three training sites in the US, including Naval Air Station Oceana Dam Neck Annex in Virginia, Naval Air Station Pensacola in Florida, and Naval Station Great Lakes in Illinois.

The Beta test team collected the data for the Liberty

Call based NMT course for each site visited. The Beta test team's mission trained one instructor to facilitate the Liberty Call NMT at all three sites to prevent possible data contamination occurring if several different instructors had been used. The Beta test team observed the course at each site and gathered additional informal and subjective feedback from both the instructor and the students. The pre-test and post-test results were used to determine whether the Liberty Call NMT course was effective.

Definition of Terms

To aid the reader in understanding the terms used in this research study, the following list of terms was created:

- **A-School** - Basic Navy job training for new enlisted Sailors.
- **AFWT** - Armed Forces Qualification Test, also known as ASVAB.
- **ASVAB** - Armed Services Vocational Aptitude Battery - given to everyone interested in joining the military; the score determines whether the person is qualified to join the military, and what types of jobs might be open to that person.
- **CPPD** - Center for Personal and Professional

Development - The center is responsible for creating training courses in the personal/soft skills area for all Sailors, not including technical or leadership training.

- **NMT** - Navy Military Training - A two day class that Recruit Training Course graduates receive in the week prior to starting A-school.
- **RiT** - Revolution in Training - A Navy wide initiative to improve training opportunities.
- **RTC** - Recruit Training Course - Navy boot camp.

Overview of Chapters

Chapter I dealt with the need to determine whether the Liberty Call NMT course is effective. The problem of this study was to compare the achievement levels of Navy Recruit Training Course graduates prior to receiving Navy Military Training using the interactive video 'Liberty Call' with a facilitator with the achievement levels after completing Navy Military Training.

The research study was quasi-experimental in nature, using a pre-test and post-test approach to compare the achievement levels of the students going through Liberty Call NMT. After the data were collected, they were analyzed to determine whether the achievement levels increased. To assist the reader, a list of definitions was provided.

Chapter II, Review of Literature, addresses the existing knowledge in the field, particularly with regards to defining the type of instructional method used by Liberty Call and existing comparison of such instructional methods with traditional classroom and lecture-based instructional methods. Chapter III, Methods and Procedures, provides the methodology, instruments, and techniques used to complete the study. Chapter IV, Findings, contains the detailed analysis of the results of this study. Finally, Chapter V, Summary, Conclusions, and Recommendations, concludes with the study results as proposed by the research goals and provides further research recommendations.

CHAPTER II

REVIEW OF LITERATURE

This review of literature defines the type of instructional method used by the interactive video Liberty Call and attempts to find existing comparisons between that type of instructional method with other instructional methods, particularly lecture-based classroom methodologies. Those types of classroom methodologies are currently used by the Navy to conduct Navy Military Training (NMT).

Definition of Instructional Method

Will Interactive's Liberty Call uses short videos along with decisions that the participant can make and then experience the result of those decisions. This type of instructional method is variously known as scenario-based e-learning (Kindley, 2002) or as interactive game-based learning (Smith & Mann, 2002).

According to Kindley (2002) "scenario-based learning is learning that occurs in a context, situation, or social framework" (see <http://www.learningcircuits.org/2002/may2002/kindley.htm>). By embedding the knowledge to be learnt, scenario-based learning enables the learner to become involved and engaged in their own learning experience.

Liberty Call uses an overarching scenario to engage the learners in various situations that the new Sailor may encounter during their time at A-school and allow the Sailor to make decisions and experience the impact of those decisions in a safe environment. In that sense, Liberty Call uses scenario-based learning. This is taken one step further, as Liberty Call is not a pure e-learning tool, but rather uses a 'blended' approach. That is Liberty Call is supplemented with an instructor/facilitator to ensure that information contained within the scenarios are brought forward and discussed in class.

Overall, Liberty Call follows the design of a video game relatively closely; there is an opening scene, which explains what the student must do and why. The learner then follows four characters and makes decisions along the way until the learner either fails to change the outcome of the game or makes the right decisions and moves forward to the next character.

According to Hackett (2001), there are three main components that a game has to have. The games must give the learner some responsibility; this relates back to the opening scene of Liberty Call, where the learner is introduced to the four characters and their mission. Secondly, the game must be a safe place to fail. While

Liberty Call does force the learner to repeat a character until all the right decisions have been made, no one actually gets hurt in the process. Thirdly, the game has to provide the player with rewards. In Liberty Call, once all four characters have been played successfully, the finale shows how by working together the four characters prevented a tragedy from occurring (Will Interactive, Liberty Call, 2006).

The primary reason to develop Liberty Call was to create a more engaging product and to replace 16 hours of traditional classroom instruction. Liberty Call's instructional method provides a richer experience by giving the students simulations of real life, which allow them to learn and apply some of the important concepts that they will face in A-school (Aitkin, 2004).

In the military, off-the-shelf games are used to train servicemembers for various realistic scenarios that prepare them for war (see <http://www.dodgamecommunity.com/>). In fact Prensky (2001) states that "The Air Force now just takes it for granted that its pilot candidates have played every military flight simulator games there is" (see <http://culturalpolicy.uchicago.edu/conf2001/papers/prensky.html>). This means the candidates have already been exposed to fighting tactics, which is harder to learn than the

actual mechanics of flying.

Comparisons with Lecture-based Methods

Of the potentially similar studies found, only three appeared to be similar enough to review here. The first study to be reviewed was by Rogers (2004), which compared two popular instructional methods to teach drafting. The first method was the traditional laboratory environment where the students were led by an instructor. The second method for comparison was a commercially available modular drafting package that the students completed at their own pace while in the laboratory.

This study compared the outcome of the instructional methods when it came to attainment levels by the students using a pre-test and post-test. Thirty students participated in the study; fifteen students were taught using the instructor-led method, while the remaining fifteen were taught using the modular drafting package.

Overall, there was no difference in attainment levels between the two groups. However, there was a subjective difference for the instructors, who preferred the modular drafting package to the traditional instructor-led course, primarily because it offered the instructor more opportunities to meet the needs of individual students.

In the discussion of the Rogers (2004) study, the need

for further research in this topic area was explained. In particular more studies that compared the student outcomes at the end of a course of instruction were needed.

Jennings and Bayless (2003) was another study that compared two instructional methods with the student outcomes. This study compared two sections of two courses. One section was delivered using a traditional instructor-led class in a computer lab, while the other section was delivered using WebCT, an online learning and presentation platform. Both sections of the same course were taught by the same instructor to remove instructor effect in the results. Eighty-six students in total were part of the research study. Of those, 39 students completed a course online, while 47 students completed the computer laboratory course.

Both instructors used the same assignments and tests for both sections of the course to ensure that the results could be compared. Overall, there was no difference in student outcomes (grade point averages) between the two instructional methods. While the students decided which type of course they wanted to complete, it appeared to make no difference to their learning outcomes.

Another study worth mentioning was by Yildirim, Ozden, and Aksu (2001), which not only compared the student

outcomes of the two instructional methods used, but also looked at knowledge acquisition and retention. This study compared a hypermedia learning environment with a traditional classroom/laboratory teaching biology in ninth-grade. While this study does not use the same age group as the Liberty Call study, the results were still interesting, nonetheless.

In this study 39 students were assigned either of the two instructional methods using a matched-pair technique, though in the end only 27 students participated throughout the study (12 students from the traditional classroom, and 15 students from the hypermedia learning environment). Both groups received the same pre-, post-, and retention test. Overall, there was no difference in achievement levels between the two instructional groups when the post-test results were compared. However, the retention test did reveal that those students that received the hypermedia learning environment retained knowledge better, when compared to the traditional classroom.

This study looked at declarative knowledge, as well as conditional and procedural knowledge when it came to the various tests. The hypermedia learning environment appeared to be more successful in embedding the new knowledge in the student, when compared to the traditional classroom. The

authors give several potential reasons for this. The first was that the hypermedia learning environment allowed the students to construct their own framework of knowledge, as they could proceed at their own pace, in the order they choose, and could review any material at any time.

Summary

In conclusion, while there were plenty of studies that compared instructional methods of some kind, there were very few studies found that compared the student outcome between instructional methods. Neither was there much research available that compared game-based learning with the traditional classroom lecture. According to Smith and Mann (2002), "There is little systematic experimental academic literature on the benefits of DGBL (digital game based learning) games approach in learning" (p. 398).

This was confirmed by the meta-study done by Bernard, et al (2004) who compared traditional classroom with distance learning instructional methods. That study also showed that other instructional methods, such as the one used in this study, were as effective as other methods. The implementation of the instructional method was key to making it a success.

CHAPTER III

METHODS AND PROCEDURES

This research was a quasi-experimental study that compared pre-test and post-test results. This chapter provides more details on the population that was studied, the research variables that were used in the hypotheses, as well as the instrument that was used for this study. The actual classroom procedures will be described, followed by a description of the data collection methods and statistical analysis used. The chapter will conclude with a summary.

Population

From the 2004 Population Representation in the Military Services, the make up of the population joining the Navy was as follows:

- **Age:** 74.33% of all new Sailors (numbering 74,680) were between the ages of 17 and 20, and 50.59% were 18 or younger, only 8.58% were 25 years of age or older.
- **Gender:** 79.62% of new Sailors were male.
- **Race:** The majority of new Sailors were White (58.90%), the largest minority were Blacks at 24.25%, followed by Hispanics at 16.45%, all other racial grouping made up the rest of the population.

- **Education:** 98.57% of all new Sailors had a high school diploma or equivalent, which compares to only 79.67% of 18-24 year Civilians.
- **Armed Forces Qualification Test (AFQT):** 56.88% of new Sailors scored at or above the 50th percentile on the AFQT.

Overall, the most typical new Sailor is White, under 19 years of age, with a high school diploma or equivalent, and a better than average AFQT score. 83 Sailors participated in this study. From the demographic data collected, 93.98% of the Sailors were in the Navy less than five months and can be presumed to have come straight from boot camp. Five Sailors (or 6.02%) had eight months or more time in the Navy. Of these, one Sailor had 48 months in the Navy and can be presumed to be changing rate.

The age range of the Sailors that participated was from 17 to 31, with an average age of 19.6. Slightly more females participated in the study than the Navy average at 27.71% versus the Navy average of 20.38%.

Research Variables

From the hypothesis of this study:

H: Navy Military Training using Liberty Call is effective when it comes to teaching new Sailors about Sexual Harassment, Fraternization, Suicide Awareness,

Drug and Alcohol Abuse, Hazing, Discrimination, and Sexual Assault.

The only hypothesis was a predictive hypothesis, with the Liberty Call NMT training materials as the independent variable, and the test scores as the dependent variable. Other extraneous variables that could impact the results of this study were:

- The instructor's experience with the materials and prior preparation time with the Liberty Call and his/her familiarity with the existing NMT materials (or the lack thereof);
- The actual students participating in this study may have had a makeup different to the expected demographics; and
- The environment, particularly the classroom where the training took place, may or may not have been suitable for the delivery of Liberty Call.

Instrument Design

The pre- and post-tests were designed by the staff at the Center for Personal and Professional Development (CPPD) with 27 questions on a Likert like scale to test for behavioral responses, and the remainder of the questions, 42 for the pre-test and 44 for the post-test, were knowledge based and were primarily multiple-choice question

and answer formats, as well as a few matching questions and open answer questions. The results of the pre-test were used to determine what the students already knew about the topics covered by both Liberty Call and the existing NMT, while comparison of the results of the pre-test and post-test were used to evaluate the hypothesis of this research study.

Both the pre-test and post-test were paper and pencil based tests, utilizing a paper answer sheet. The qualitative data were gathered using a course evaluation form.

Procedures

In January 2006, the Center for Personal and Professional Development (CPPD) identified the learning sites to be visited for the research study of Liberty Call. The sites that were visited in October and November of 2006 included: Naval Air Station Oceana Dam Neck Annex in Virginia, Naval Air Station Pensacola in Florida, and Naval Station Great Lakes in Illinois.

The pilot test team trained one instructor in the use of Liberty Call NMT. Only this trained instructor then presented the course to the students. The pilot test team observed the instructor and gathered additional informal and subjective feedback from both the instructors and the

students.

Methods of Data Collection

The test team collected the data for the Liberty Call based NMT course for each site visited, using the same pre- and post-test. After the tests were collected, the raw test results were entered into a Microsoft Excel spreadsheet for further analysis. At this time the data were manipulated for four of the multiple answer questions that utilized a Likert type scale to ensure that the test would score correctly.

Statistical Analysis

The data gathered from the pre- and post-test were analyzed to determine whether the hypothesis was true, as well as to determine whether there were any additional information that could be gathered from the results. For the statistical analysis, t-test's were performed on both the pre- and post-test results for all three testing sites individually and overall.

Summary

This chapter detailed the typical Sailor that took part in this study was White, just over 19 years of age, with a high school diploma or equivalent, and a better than average AFQT score. The two main research variables were identified as the pre-test results and the post-test

results. The data were gathered using paper-based pre- and post tests, with the results being gathered in a Microsoft Excel spreadsheet.

The data were collected during the pilot test of Liberty Call in October and November 2006 by the pilot test team. The data gathered were analyzed and t-tests were performed to prove or disprove the hypothesis of this study. In the next chapter the findings of this research study are detailed.

CHAPTER IV

FINDINGS

The problem of this study was to compare the achievement levels of Navy Recruit Training Course graduates prior to receiving Navy Military Training using the interactive video 'Liberty Call' with a facilitator with the achievement levels after completing Navy Military Training. This chapter contains the results of this study collected from the pre-test and post-test answer sheets. The data were used to determine if there was a significant difference between the pre-test and post-test scores of Sailors that received the Liberty Call NMT.

Explanation of Tables

The pre-test and post-test, designed by CPPD staff, were given to all students at each test site. The tests were designed to measure both behavioral attitudes, as well as knowledge. The number of questions completed by each student and the number of correct responses were recorded for comparison by CPPD staff. The results were used by the researcher to compare the test results for both the behavioral and knowledge based questions, as well as for the combined questions, by pilot test site. The comparisons of the pre-test and post-test results, including the paired t-test, appear in Table I for the Dam Neck site, Table II

TABLE I

DAM NECK PILOT- 18 & 19 OCT 2006

Behavioral Questions		Knowledge Questions		Combined Results	
Pre-Test	Post-Test	Pre-Test	Post-Test	Pre-Test	Post-Test
81	86	32	30	113	116
76	87	31	38	107	125
66	67	28	28	94	95
91	121	26	30	117	151
102	108	25	22	127	130
95	100	29	25	124	125
93	114	25	32	118	146
93	112	27	32	120	144
79	101	26	24	105	125
96	109	30	22	126	131
70	100	28	23	98	123
90	107	24	30	114	137
71	108	36	33	107	141
108	114	29	21	137	135
88	101	26	30	114	131
91	103	14	28	105	131
86	100	26	24	112	124
97	112	32	31	129	143
114	103	32	20	146	123
86	106	24	26	110	132
101	124	27	29	128	153
95	104	34	30	129	134
90	105	24	26	114	131

$N = 23$ $N = 23$ $N = 23$ $N = 23$ $N = 23$ $N = 23$
 $\bar{X} = 89.5$ $\bar{X} = 104$ $\bar{X} = 27.6$ $\bar{X} = 27.6$ $\bar{X} = 117.1$ $\bar{X} = 131.6$

$t = 4.134$

$t = 0$

$t = 3.965$

TABLE II

PENSACOLA PILOT - 3 & 4 NOV 2006

Behavioral Questions		Knowledge Questions		Combined Results	
Pre-Test	Post-Test	Pre-Test	Post-Test	Pre-Test	Post-Test
97	105	26	29	123	134
102	102	28	26	130	128
74	109	24	28	98	137
90	98	31	23	121	121
89	94	30	33	119	127
81	89	27	24	108	113
104	114	24	36	128	150
86	97	29	33	115	130
98	114	22	21	120	135
87	94	21	26	108	120
89	111	25	26	114	137
88	99	31	26	119	125
110	104	26	32	136	136
95	81	23	29	118	110
104	96	32	27	136	123
99	101	23	22	122	123
90	105	25	29	115	134
100	97	24	28	124	125
92	87	25	28	117	115
85	105	23	30	108	135
80	77	26	25	106	102
91	107	28	30	119	137
96	100	22	27	118	127
90	98	26	31	116	129
81	92	28	24	109	116
126	125	28	28	154	153

N = 26

N = 26

N = 26

N = 26

N = 26

N = 26

 $\bar{X} = 93.2$ $\bar{X} = 100$ $\bar{X} = 26$ $\bar{X} = 27.7$ $\bar{X} = 119.3$ $\bar{X} = 127.8$

t = 2.31

t = 1.858

t = 2.685

for the Pensacola site, Table III for the Great Lakes site, and Table IV for all test sites.

The scores were tabulated for both the pre-test and post-test for each site, and the mean scores calculated for the behavioral questions, the knowledge based questions, and for the combined questions. The mean score for the pre-test and post-test was used in a paired t-test to determine if a statistically significant difference existed between the two means.

The mean scores for the Dam Neck test site were:

- Behavioral questions pre-test 89.5 and post-test 104, with a paired t-test result of 4.134;
- Knowledge questions pre-test 27.6 and post-test 27.5, with a paired t-test result of 0;
- All questions combined pre-test 117.1 and post-test 131.6, with a paired t-test result of 3.965.

The calculated paired t-test results did exceed the 0.01 level of significance for both the behavioral questions and the combined questions, but not for the knowledge questions. Refer to Table I which shows the comparison results for the Dam Neck test site.

The mean scores for the Pensacola test site were:

- Behavioral questions pre-test 93.2 and post-test 100, with a paired t-test result of 2.31;

TABLE III

GREAT LAKES PILOT - 13 & 14 NOV 2006

Behavioral Questions		Knowledge Questions		Combined Results	
Pre-Test	Post-Test	Pre-Test	Post-Test	Pre-Test	Post-Test
76	85	28	28	104	113
79	96	24	30	103	126
87	120	26	24	113	144
89	90	26	30	115	120
115	119	31	35	146	154
101	126	28	30	129	156
84	92	25	31	109	123
96	100	33	35	129	135
97	96	32	33	129	129
81	84	28	27	109	111
98	94	22	28	120	122
84	99	36	33	120	132
90	100	21	23	111	123
90	105	28	31	118	136
63	81	30	27	93	108
90	114	23	26	113	140
94	104	30	33	124	137
79	121	21	30	100	151
77	103	29	35	106	138
98	110	32	32	130	142
97	81	28	29	125	110
92	100	31	31	123	131
89	125	28	31	117	156
116	104	30	30	146	134
78	92	26	24	104	116
105	95	30	34	135	129
106	121	25	24	131	145
70	64	28	29	98	93
81	87	31	35	112	122
103	112	32	32	135	144
96	93	22	33	118	126
101	104	27	27	128	131
96	99	23	28	119	127
92	105	27	32	119	137

N = 34

N = 34

N = 34

N = 34

N = 34

N = 34

 $\bar{X} = 90.1$ $\bar{X} = 100.6$ $\bar{X} = 27.7$ $\bar{X} = 30$ $\bar{X} = 118.6$ $\bar{X} = 130.6$

t = 3.075

t = 2.678

t = 3.057

TABLE IV
ALL TEST SITES

Behavioral Questions		Knowledge Questions		Combined Results	
Pre-Test	Post-Test	Pre-Test	Post-Test	Pre-Test	Post-Test
81	86	32	30	113	116
76	87	31	38	107	125
66	67	28	28	94	95
91	121	26	30	117	151
102	108	25	22	127	130
95	100	29	25	124	125
93	114	25	32	118	146
93	112	27	32	120	144
79	101	26	24	105	125
96	109	30	22	126	131
70	100	28	23	98	123
90	107	24	30	114	137
71	108	36	33	107	141
108	114	29	21	137	135
88	101	26	30	114	131
91	103	14	28	105	131
86	100	26	24	112	124
97	112	32	31	129	143
114	103	32	20	146	123
86	106	24	26	110	132
101	124	27	29	128	153
95	104	34	30	129	134
90	105	24	26	114	131
97	105	26	29	123	134
102	102	28	26	130	128
74	109	24	28	98	137
90	98	31	23	121	121
89	94	30	33	119	127
81	89	27	24	108	113
104	114	24	36	128	150
86	97	29	33	115	130
98	114	22	21	120	135
87	94	21	26	108	120
89	111	25	26	114	137
88	99	31	26	119	125
110	104	26	32	136	136
95	81	23	29	118	110
104	96	32	27	136	123
99	101	23	22	122	123
90	105	25	29	115	134
100	97	24	28	124	125
92	87	25	28	117	115

Behavioral Questions		Knowledge Questions		Combined Results	
Pre-Test	Post-Test	Pre-Test	Post-Test	Pre-Test	Post-Test
85	105	23	30	108	135
80	77	26	25	106	102
91	107	28	30	119	137
96	100	22	27	118	127
90	98	26	31	116	129
81	92	28	24	109	116
126	125	28	28	154	153
76	85	28	28	104	113
79	96	24	30	103	126
87	120	26	24	113	144
89	90	26	30	115	120
115	119	31	35	146	154
101	126	28	30	129	156
84	92	25	31	109	123
96	100	33	35	129	135
97	96	32	33	129	129
81	84	28	27	109	111
98	94	22	28	120	122
84	99	36	33	120	132
90	100	21	23	111	123
90	105	28	31	118	136
63	81	30	27	93	108
90	114	23	26	113	140
94	104	30	33	124	137
79	121	21	30	100	151
77	103	29	35	106	138
98	110	32	32	130	142
97	81	28	29	125	110
92	100	31	31	123	131
89	125	28	31	117	156
116	104	30	30	146	134
78	92	26	24	104	116
105	95	30	34	135	129
106	121	25	24	131	145
70	64	28	29	98	93
81	87	31	35	112	122
103	112	32	32	135	144
96	93	22	33	118	126
101	104	27	27	128	131
96	99	23	28	119	127
92	105	27	32	119	137

N = 83

N = 83

N = 83

N = 83

N = 83

N = 83

 $\bar{X} = 91.2$ $\bar{X} = 101.4$ $\bar{X} = 27.1$ $\bar{X} = 28.6$ $\bar{X} = 118.4$ $\bar{X} = 130$

t = 5.5

t = 2.52

t = 4.97

- Knowledge questions pre-test 26 and post-test 27.7, with a paired t-test result of 1.858;
- All questions combined pre-test 119.3 and post-test 127.8, with a paired t-test result of 2.685.

The calculated paired t-test results did exceed the 0.05 level of significance for both the behavioral questions and the knowledge questions, and the 0.01 level of significance for the combined questions. Refer to Table II which shows the comparison results for the Pensacola test site.

The mean scores for the Great Lakes test site were:

- Behavioral questions pre-test 90.9 and post-test 100.6, with a paired t-test result of 3.075;
- Knowledge questions pre-test 27.7 and post-test 30, with a paired t-test result of 2.678;
- All questions combined pre-test 118.6 and post-test 130.6, with a paired t-test result of 3.057.

The calculated paired t-test results did exceed the 0.01 level of significance for all three means. Refer to Table III which shows the comparison results for the Great Lakes test site.

The mean scores for all test sites were:

- Behavioral questions pre-test 91.2 and post-test

101.4, with a paired t-test result of 5.5;

- Knowledge questions pre-test 27.1 and post-test 28.6, with a paired t-test result of 2.52;
- All questions combined pre-test 118.4 and post-test 130, with a paired t-test result of 4.97.

The calculated paired t-test results did exceed the 0.01 level of significance for both the behavioral and knowledge questions, as well as the combined questions. Refer to Table IV which shows the comparison results for the all test sites.

Summary

Chapter IV provided the results of the pre-test and post-test results for each test site. The data were presented in three parts, showing the results of the behavioral questions separately from the knowledge questions and then showing the overall results combining the scores for both types of questions used on the pre-test and post-test. The data were used to calculate the mean scores and a paired t-test was performed to determine if any significant difference existed between the means. Chapter V will provide the conclusions and recommendations of the study.

CHAPTER V

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The problem of this study was to compare the achievement levels of Navy Recruit Training Course graduates prior to receiving Navy Military Training using the interactive video 'Liberty Call' with a facilitator with the achievement levels after completing Navy Military Training. This chapter contains a summary of the results, as well as the conclusions of this study. Finally, recommendations were made for further study.

Summary

The hypothesis of this research study was:

H: Navy Military Training using Liberty Call is effective when it comes to teaching new Sailors about Sexual Harassment, Fraternization, Suicide Awareness, Drug and Alcohol Abuse, Hazing, Discrimination, and Sexual Assault.

A pre-test and post-test was used to measure the achievement levels of new Sailors at three different pilot test sites. The results of the pre-test and post-test were compared to determine whether the Sailors learned something from the Liberty Call NMT. A paired t-test was used to determine whether there was any significant difference between the means of the pre-test and post-test.

Conclusions

The findings of this study showed that there was a significant difference in the behavioral questions for all three test sites, and hence also for the combined question results. The knowledge questions did not show any significant difference at the Dam Neck test site, the first test site, but they did show a significant difference at the later two test sites. The minor changes made to the delivery of the Liberty Call NMT after each test site showed in increased scores for the knowledge questions. Overall, the results from all three test sites showed a significant difference for both the behavioral and knowledge questions, as well as the combined questions.

According to the data collected, the t-test results for the Dam Neck test site were: 4.134 for the behavioral questions, 0 for the knowledge based questions, and 3.965 for the combined test results. Even though there was no significant increase in the achievement levels for the knowledge based questions, the results of the combined questions show that there was an overall increase in achievement levels at the 0.01 level of significance. Therefore, the researcher can accept the hypothesis that the Liberty Call NMT was effective for the Dam Neck test site.

For the Pensacola test site, the t-test results were even more encouraging. The t-test results were: 2.31 for the behavioral questions, 1.858 for the knowledge based questions, and 2.685 for the combined test results. The t-test results showed that there was an increase in achievement levels at the 0.05 level of significance for both the behavioral questions and the knowledge questions, and at the 0.01 level of significance for the results of the combined questions. Therefore, the researcher can accept the hypothesis that the Liberty Call NMT was effective for the Pensacola test site.

The test results for the final test site at Great Lakes were even better than the previous two test sites. The t-test results were: 3.075 for the behavioral questions, 2.678 for the knowledge based questions, and 3.057 for the combined test results. The t-test results showed that there was an increase in achievement levels at the 0.01 level of significance for both types of questions and the results of the combined questions. Therefore, the researcher can accept the hypothesis that the Liberty Call NMT was effective for the Great Lakes test site.

Overall, the test results for all three test sites showed a significant difference. The t-test results were: 5.5 for the behavioral questions, 2.52 for the knowledge

based questions, and 4.97 for the combined test results. The t-test results showed that there was an increase in achievement levels at the 0.01 level of significance for both types of questions and the results of the combined questions. Therefore, the researcher can accept the hypothesis that the Liberty Call NMT was effective for all three test sites.

Recommendations

Based on the research findings and conclusions of this study, the researcher includes the following recommendations:

1. Additional research is needed in order to ensure that the final Liberty Call NMT course that is released to the fleet is at least as effective as the Liberty Call NMT that was used during the assessments of this study.
2. Further research should be conducted to determine whether any further improvements could be made to the Liberty Call NMT course to produce even higher achievement levels when comparing pre-test results to post-test results.
3. Follow up research should be conducted to determine whether the instructor and/or other locations have any negative influence on the achievement levels of

Sailors participating in the Liberty Call NMT course.

4. Follow up research should be conducted in one year's time to determine the most effective way to deliver the Liberty Call NMT course across the Navy.

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APPENDIX A
APPLICATION FOR EXEMPT RESEARCH

APPENDIX B OLD DOMINION UNIVERSITY APPLICATION FOR EXEMPT RESEARCH

Note: For research projects regulated by or supported by the Federal Government, submit 10 copies of this application to the Institutional Review Board. Otherwise, submit to your college human subjects committee.

Responsible Project Investigator (RPI)		
The RPI must be a member of ODU faculty or staff who will serve as the project supervisor and be held accountable for all aspects of the project. Students cannot be listed as RPIs.		
First Name: John	Middle Initial: M	Last Name: Ritz
Telephone: 757-683-4305	Fax Number: 757-683-5227	E-mail: jritz@odu.edu
Office Address: Ed 228		
City: Norfolk	State: VA	Zip: 23529
Department: OTS		College: Education
Complete Title of Research Project: Comparison of Two Teaching Methods for Navy Military Training		Code Name (One word): Bartholomew-Liberty
Investigators		
Individuals who are directly responsible for any of the following: the project's design, implementation, consent process, data collection, and data analysis. If more investigators exist than lines provided, please attach a separate list.		
First Name: Claudia	Middle Initial: Y	Last Name: Bartholomew
Telephone: 757-233-7275	Fax Number:	Email: cbart008@odu.edu
Office Address: 614 Westcove Court		
City: Norfolk	State: VA	Zip: 23502
Affiliation: <input type="checkbox"/> Faculty <input checked="" type="checkbox"/> Graduate Student <input type="checkbox"/> Undergraduate Student <input type="checkbox"/> Staff <input type="checkbox"/> Other _____		
First Name:	Middle Initial:	Last Name:
Telephone:	Fax Number:	Email:
Office Address:		
City:	State:	Zip:
Affiliation: <input type="checkbox"/> Faculty <input type="checkbox"/> Graduate Student <input type="checkbox"/> Undergraduate Student <input type="checkbox"/> Staff <input type="checkbox"/> Other _____		
List additional investigators on attachment and check here: _____		
Type of Research		
1. This study is being conducted as part of (check all that apply):		
<input type="checkbox"/> Faculty Research	<input checked="" type="checkbox"/>	Non-Thesis Graduate Student Research
<input type="checkbox"/> Doctoral Dissertation	<input type="checkbox"/>	Honors or Individual Problems Project
<input type="checkbox"/> Masters Thesis	<input type="checkbox"/>	Other _____

Funding

2. Is this research project externally funded or contracted for by an agency or institution which is independent of the university? Remember, if the project receives ANY federal support, then the project CANNOT be reviewed by a College Committee and MUST be reviewed by the University's Institutional Review Board (IRB).

Yes (If yes, indicate the granting or contracting agency and provide identifying information.)
 No

Agency Name: US Navy, Center for Personal Development
Mailing Address: 2025 Tartar Avenue, STE 218, Virginia Beach, VA 23461-1933
Point of Contact: Debra Harrison-Youngs
Telephone: 757-492-7629

Research Dates

3a. Date you wish to start research (MM/DD/YY) 10/20/2006
3b. Date you wish to end research (MM/DD/YY) 10/19/2007

Human Subjects Review

4. Has this project been reviewed by any other committee (university, governmental, private sector) for the protection of human research participants?

Yes
 No

4a. If yes, is ODU conducting the primary review?

Yes
 No (If no go to 4b)

4b. Who is conducting the primary review?

The Center for Personal Development in conjunction with the Human Performance Center.

5. Attach a description of the following items:

- Description of the Proposed Study
- Research Protocol
- References
- Any Letters, Flyers, Questionnaires, etc. which will be distributed to the study subjects or other study participants
- If the research is part of a research proposal submitted for federal, state or external funding, submit a copy of the FULL proposal

Note: The description should be in sufficient detail to allow the Human Subjects Review Committee to determine if the study can be classified as EXEMPT under Federal Regulations 45CFR46.101(b).

Exemption categories

6. Identify which of the 6 federal exemption categories below applies to your research proposal and explain why the proposed research meets the category. Federal law 45 CFR 46.101(b) identifies the following EXEMPT categories. Check all that apply and provide comments.

SPECIAL NOTE: The exemptions at 45 CFR 46.101(b) do not apply to research involving prisoners, fetuses, pregnant women, or human in vitro fertilization. The exemption at 45 CFR 46.101(b)(2), for research involving survey or interview procedures or observation of public behavior, does not apply to research with children, except for research involving observations of public behavior when the investigator(s) do not participate in the activities being observed.

(6.1) Research conducted in established or commonly accepted educational settings, involving normal educational practices, such as (i) research on regular and special education instructional strategies, or (ii) research on the effectiveness of or the comparison among instructional techniques, curricula, or classroom management methods.

Comments: This research study is a comparison of two instructional methods.

(6.2) Research involving the use of educational tests (cognitive, diagnostic, aptitude, achievement), survey procedures, interview procedures or observation of public behavior, unless: (i) Information obtained is recorded in such a manner that human subjects can be identified, directly or through identifiers linked to the subjects; AND (ii) any disclosure of the human subjects' responses outside the research could reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability, or reputation.

Comments:

(6.3) Research involving the use of educational tests (cognitive, diagnostic, aptitude, achievement), survey procedures, interview procedures, or observation of public behavior that is not exempt under paragraph (b)(2) of this section, if: (i) The human subjects are elected or appointed public officials or candidates for public office; or (ii) federal statute(s) require(s) without exception that the confidentiality of the personally identifiable information will be maintained throughout the research and thereafter.

Comments:

(6.4) Research, involving the collection or study of existing data, documents, records, pathological specimens, or diagnostic specimens, if these sources are publicly available or if the information is recorded by the investigator in such a manner that subjects cannot be identified, directly or through identifiers linked to the subjects.

Comments:

(6.5) Does not apply to the university setting; do not use it

(6.6) Taste and food quality evaluation and consumer acceptance studies, (i) if wholesome foods without additives are consumed or (ii) if a food is consumed that contains a food ingredient at or below the level and for a use found to be safe, or agricultural chemical or environmental contaminant at or below the level found to be safe, by the Food and Drug Administration or approved by the Environmental Protection Agency or the Food Safety and Inspection Service of the U.S. Department of Agriculture.

Comments:

PLEASE NOTE:

1. You may begin research when the College Committee or Institutional Review Board gives notice of its approval.
2. You **MUST** inform the College Committee or Institutional Review Board of ANY changes in method or procedure that may conceivably alter the exempt status of the project.

Responsible Project Investigator (Must be original signature)

Date

Description

As part of the Revolution in Training (RiT) the Center for Personal Development (CPD) decided to update the delivery method of the Navy Military Training (NMT) course. The NMT is a two day instructor-led course that enlisted Sailors attended between graduating from boot camp and the start of A-school.

The contract for the proposed update was given to Will Interactive to create an interactive video, similar to the ones Will Interactive had already created for the Army and Air Force. This interactive video, called Liberty Call, is being beta-tested in Fall 2006 at various locations throughout the US. This research study is being completed to ensure that Liberty Call is as effective as the existing instructor-led training.

Statement of the Problem:

The problem of this study was to compare the achievement levels of Navy Recruit Training Course graduates receiving Navy Military Training using the existing instructor-based training compared to instruction using the interactive video 'Liberty Call' with a facilitator.

Population/Research Subjects

The subjects were chosen randomly in that no specific group of A-school students was selected, but rather the students that happened to be at the applicable A-school at the time were selected to participate in the study.

Population

From the 2003 Population Representation in the Military Services, the make up of the population joining the Navy was as follows:

- **Age:** 72.19% of all new Sailors (numbering 78,634) were between the ages of 17 and 20, and 48.38% were 18 or younger, only 9.52% were 25 years of age or older.
- **Gender:** 83.21% of new Sailors were male.
- **Race:** The majority of new Sailors were White (59.76%), the largest minority were Blacks at 21.83%, all other racial grouping made up the rest of the population.
- **Education:** 97.5% of all new Sailors had a high school diploma or equivalent, which compares to only 79.15% of 18-24 year Civilians.
- **Armed Forces Qualification Test (AFQT):** 60.77% of new Sailors scored at or above the 50th percentile on the AFQT.

Overall, the most typical new Sailor is White, under 19 years of age, with a high school diploma or equivalent, and a better than average AFQT score. From the assumptions, the Sailors participating in this study were all first time Sailors, who were coming straight from boot camp, and not from the fleet. The age range of the Sailors was from 18 to 34, with a range of Armed Services Vocational Aptitude Battery (ASVAB) test scores represented in the sample.

Procedures

In January 2006, the Center for Personal Development (CPD) identified the learning sites to be visited for the research study of Liberty Call. The sites that to be visited include, Naval Air Station Oceana in Virginia, Naval Air Station Oceana Dam Neck Annex in Virginia, and Great Lakes in Illinois.

The pilot test team will train the instructors in the use of Liberty Call in the classroom. Only trained instructors then present the course to the students. The pilot test team will observe each instructor and gather additional informal and subjective feedback from both the instructors and the students.

Human Subject Protection

The participants will be asked to participate in the study during the introductory session when the nature of the study is explained to them. The consent form will be discussed and each participant asked to sign the form. Those that do not wish to participate will be assigned other military duties by their instructors.

While the participant's name is collected on the consent form, it is not asked for on the questionnaires, nor on any tests. That way the tests and test answer sheets cannot be linked back to the individual participant. Furthermore, the researcher of this study will not participate in the pilot sessions and will only receive the answer sheets and questionnaires after the fact.

Methods of Data Collection

The pre- and post-test will be sent to each learning site in advance of the pilot test team arrival, to allow the instructors to collect data on the existing instructor-led Naval Military Training (NMT) course. The pilot test team will collect the data for

the Liberty Call based NMT course for each site to be visited, using the same pre- and post-test. After the tests are collected, the Scantron cards will be scanned to compile the test data and store it in electronic form.

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Consent Form

I, _____, understand that the US Navy Center for Personal Development is conducting an evaluation of enhanced Navy Military Training (NMT) instruction.

I. Nature and Purpose:

I agree to volunteer as a participant in the evaluation cited above. I understand the purpose of this evaluation is to provide feedback on the utility and effectiveness of this video. I will make recommendations and suggestions with respect to video content, realism, ease of use, and also agree to participate in a focus group discussion to provide any additional feedback I feel is necessary.

II. Participant Responsibilities:

My information will be gathered through questionnaire responses and focus group discussion.

III. Discomforts and Risks:

There are no expected discomforts or risks associated with this evaluation.

IV. Participant Assurances:

I understand that my participation in this study is completely voluntary. I understand that I can withdraw from the study at any time without penalty. I also understand that the researcher of this study may terminate my participation if he/she feels this to be in my best interest.

I understand that my anonymity is assured, and that I will not be identifiable by name or description in any reports or publications about this effort. I also understand that the focus group discussions will be audio recorded in order for the researcher to accurately capture participant comments and suggestions.

I have read this consent document. I understand its contents, and I freely consent to participate in this study under the conditions described. I have received a copy of this consent form.

Research Participant: _____ Date: _____

Participant Number: Age: Gender: TIS:
Sailor Development Continuum Apprentice Pretest

Please circle the best answer(s) to each question.

- 1 Match the position to the responsibility that best describes their role in the chain of command:
- | | |
|-----------------------|--|
| Command Master Chief | a. Reports to the CO on all matters relating to enlisted policy. |
| Commanding Officer | b. Head of the chain of command |
| Department Head | c. Reports to the CO for operational readiness and to the XO for administrative matters. |
| Division Chief | d. Senior enlisted person within a division in charge of leading, guiding, and directing the business of a division. |
| Division Officer | e. Reports to the Department Head and is responsible for the training and operational readiness of a division. |
| Executive Officer | f. Specifically charged with executing the orders of the CO and responsible for all matters relating to personnel, command administrations, and good order and discipline. |
| Leading Petty Officer | g. Responsible for the coordination and supervision of divisional work activities. |
- 2 Under what conditions are male Sailors authorized to wear earrings?
- A. in civilian attire when in a duty status or while in/aboard any military ship, craft, aircraft, or in any military vehicle
 - B. in civilian attire while not on military property in the United States**
 - C. in all foreign countries
 - D. within any base or other place under military jurisdiction
- 3 Sailors are required to maintain the "Buddy System". (Select all that apply.)
- A. in Phase I Liberty.**
 - B. in Phase II Liberty.**
 - C. in Phase III Liberty.
 - D. when overseas.**
 - E. when required by the CO.**
 - F. when you are not on duty.
 - G. You are not required to use the "Buddy System."
- 4 Select the statement that best describes Phase Liberty Set Back.
- A. Personnel may be set back to earlier phases of liberty for improper conduct or violation of standards.**
 - B. Personnel may not be set back to earlier phases of liberty for improper conduct or violation of standards.
 - C. Personnel may not be set back to earlier phases of liberty for poor academic performance.
 - D. Personnel may not be set back to earlier phases of liberty for poor physical performance.
- 5 Violating articles of the UCMJ can result in any of the following EXCEPT:
- A. Captain's Mast
 - B. Court-Martial
 - C. Separation from Service
 - D. Extra military instruction**
 - E. Loss of pay

- 6 F. Reduction in paygrade
G. Restriction
Your way you handle your personal finances can have a large impact on your Navy career because .
A. you could lose your security clearance.
B. you could have long term debt.
C. you will not have enough to go out on the weekend.
D. you will not be able to buy a car.
- 7 You are required to PT of how many time weekly.
A. Two
B. Three
C. Four
D. Five
- 8 When your duties require entry into opposite sex berthing areas, you are authorized access to the other gender berthing under what conditions?
A. After announcing “Male on deck” or “Female on deck” and entering the space.
B. After announcing “Male on deck” or “Female on deck” and waiting a few moments before entering.
C. When you want to enter.
D. You are invited in by a resident.
- 9 If you commit sexual assault you will be prosecuted to the fullest extent of the law and you will receive:
A. appropriate disciplinary and administrative actions from your command.
B. an immediate discharged from the Navy.
C. an immediate transfer to a new duty station.
D. extra military instruction.
- 10 What is the most common location to find information on the uniform of the day?
A. In the message traffic
B. In the SORM
C. On the message board
D. On the Quarterdeck
- 11 Navy Legal offers services including the preparation of wills, power of attorneys, and ?
A. Child Development Centers
B. Dining facilities
C. Equipment rentals
D. Tax preparation
- 12 Common services offered are MWR are?
A. Auto hobby shops
B. Bowling alleys
C. Child Development Centers
D. Club facilities
E. Equipment rental
F. Fitness centers
G. Golf courses

- H. Information, Tickets, and Tours**
I. Legal
J. Libraries
K. Personal Growth Retreats (CREDO)
L. Swimming pools
M. Theaters
N. Thrift Stores
O. Veterinary
P. Navy Marine Corps Relief Society
- 13 What is an intentional act of self-harm that results in death is known as?
A. Suicide
B. Suicide attempt
C. Suicidal behavior
D. Suicidal thought
- 14 What are the four key warning signs that someone may be considering suicide?
A. Substance abuse or the increase in use of alcohol.
B. Situations that a Sailor labels as “hopeless” such as the end of an important relationship like a fiancé, boyfriend, girlfriend, serious work, or legal trouble.
C. Hints or talks about suicide.
D. Low self esteem
E. Loss of interest in activities
F. Changes in sleeping habits
- 15 What should you do if you believe someone may be suicidal?
A. Change the subject.
B. Leave the person alone.
C. Make light of the situation.
D. Notify the chain of command.
- 16 Which statement reflects the Navy’s Responsible Use policy on alcohol use?
A. Alcohol incidents will follow him/her throughout his/her career.
B. Every one gets another chance.
C. Every one must be responsible for their use of alcohol.
D. Every one of legal drinking age must be responsible for their use of alcohol.
- 17 What is the Navy’s policy regarding drinking for underage Sailors?
A. "I was drunk" is a valid excuse for arriving late for duty.
B. Drinking while underage violate the law and will be treated accordingly.
C. The responsible use policy applies to underage Sailors as well.
D. You can do what you want on your own time.
- 18 Where can you use tobacco products when in uniform?
A. In barracks rooms and berthing areas.
B. In designate tobacco use areas.
C. In dining facilities on base.
D. In heads.
- 19 Fraternalization is most comprehensively defined as any personal relationship____.

- A. another military member of the opposite sex
B. that contravenes the customary bounds of acceptable officer-enlisted relationships
C. that violates customary bounds of acceptable senior-subordinate relationships
D. with another military member
- 20 Sexual harassment is a form of sex discrimination that must meet three criteria. The behavior must be sexual in nature, be unwelcome, and
A. be by a member of the other gender.
B. be repeated.
C. occur in or have an impact on the work environment.
D. occur in the workplace.
- 21 The Buddy System is best described as:
A. Two or more Sailors going out in a group and staying in a group.
B. Two or more Sailors going out in a group and then going their separate ways.
C. Two or more Sailors of the same gender going out in a group and staying in a group.
D. Two Sailors going out together and staying together.
- 22 Which statement most accurately describes sexual assault?
A. A non-consensual sexual attack by a stranger.
B. A non-consensual sexual attack or attempt to attack, regardless of gender or relationship.
C. A non-consensual sexual attack, regardless of gender or relationship.
D. A sexual attack that involves a weapon.
- 23 What is the Navy's policy on sexual assault? It is a crime and it .
A. is incompatible with Navy values.
B. must be reported.
C. will be tolerated if no one complains.
D. will be prosecuted.
- 24 Which of the following statements best describe the Navy policies on alcohol and drug use?
A. The Navy has a "Responsible Use" policy for alcohol and drugs.
B. The Navy has a "Responsible Use" policy for alcohol but a "Zero Tolerance" policy for drugs.
C. The Navy has a "Zero Tolerance" policy for alcohol and drugs.
D. The Navy has a "Zero Tolerance" policy for alcohol but a policy "Responsible Use" for drugs.
- 25 How does the Navy deter and detect drug use.
A. Blood Test
B. Breathalyzers
C. Random urinalysis
D. Self reporting
- 26 What is Blue-on-Blue?
A. violence by Sailors against Sailors.
B. violence by Sailors against Airmen.
C. violence by Sailors against Marines.
D. violence by Sailors against Police.

- 27 What can you do to prevent getting an STD, you should put the condom on before any sexual contact and leave the condom on until all sexual contact is over, reduce the number of your sexual partners and .
A. Drink beer instead of mixed drinks.
B. Stay sober and in control.
C. Use any oil-based lubricants like Vaseline or baby oil.
D. Use birth control pills.
- 28 When are Public Displays of Affections (PDA) authorized on base?
A. Never, while you are in uniform.
B. Never.
C. When both people are the same gender.
D. When you are in civilian clothing.
- 29 Operational Risk Management (ORM) is defined as a process used to?
A. eliminate risk in a variety of situations.
B. eliminate risk in safety situations.
C. minimize risk to acceptable levels in a variety of situations.
D. minimize risk to acceptable levels in safety situations.
- 30 Hazing is defined as:
A. any activity that could be deemed as demeaning.
B. soliciting or coercing another to perpetrate any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful.
C. soliciting or coercing another to perpetrate any activity that is sexual in nature, unwelcome, and involves members of the opposite gender.
D. the physical abuse of another Sailor.
- 31 Which of the following statements are true about fraternization in the Navy?
Fraternization is punishable under the UCMJ and
A. is excused or lessened by a subsequent marriage between the offending parties.
B. is not excused or lessened by a subsequent marriage between the offending parties.
C. Servicemembers married to each other will be assigned in the same chain of command.
D. .Sailors serving at Joint command are not under the authority of Navy.
- 32 Having alcohol in the barracks at "A" School is authorized if:
A. you are over 21
B. never
C. you are in Phase III Liberty
D. if you are a fleet returnee
- 33 Disparaging remarks, slurs, jokes, and epithets are all forms of:
A. discrimination.
B. hazing
C. sexual harassment
D. suicide
- 34 The two types of reports a victim of sexual assault can make are restricted and .
A. Formal
B. Informal
C. Mandated

35

D. Unrestricted

When faced with discrimination, equal opportunity, hazing, or sexual harassment violations, you have the right to file a grievance whether you are the victim, witness, or have knowledge of the incident by filing either:

- A. a restricted or informal complaint
- B. a restricted or unrestricted complaint
- C. an informal or formal complaint**
- D. an informal or unrestricted complaint

APPENDIX B

SAILOR DEVELOPMENT CONTINUUM APPRENTICE A - PRE-TEST

Number: _____

Sailor Development Continuum Apprentice A

Sexual Harassment

1. In the event that you were the victim of sexual harassment that was initiated by a shipmate, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

2. In the event that you were the victim of sexual harassment that was initiated by a supervisor, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

If another shipmate did the following, would you consider this sexual harassment?

3. Asks you to have sex with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

4. Asks you to have sex with the threat that refusing to have sex will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

5. Asks you to go out on a date with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

6. Asks you to go out on a date with the threat that refusing will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

7. Touches you on private parts of the body; for example, breasts, buttocks, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

8. Touches you on parts of the body not considered private; for example, shoulder, hand, arm, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

9. Looks at you in a flattering way.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

10. Makes gestures (signs) of a sexual nature.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

11. Makes comments about your uniform or appearance that are meant to be complimentary.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

12. Makes comments about you or your appearance meant to be insulting.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

13. Makes sexually offensive comments.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

14. Tells sexually oriented jokes.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

Fraternization Case Studies

CASE #1

LT Schiavo is a female department head. YN3 Smith, a female, is assigned to another Navy command. At a local 10K race, LT Schiavo meets YN3 Smith and they engage in a friendly conversation. This conversation reveals that the two of them share an interest in hiking. The two begin taking weekly hiking trips. These trips continue over an extended period of time. More often than not, LT Schiavo and YN3 Smith are the only two individuals on the trip.

15. There is nothing wrong with a Lieutenant and a Third Class Petty Officer in different commands going on hiking trips together.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

16. If they only go hiking together on a special occasion, it is probably okay.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

17. A Lieutenant and a Petty Officer should not be seen together in a social situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

18. The issue of working at different commands changes the rules.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

19. Case Study #1 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

CASE #2

ENS Brand is the Assistant Public Affairs Officer at NAS Alameda. LI2 Donald reports for duty and is assigned to the base public affairs office and to ENS Brand's division. During check-in, the Ensign discovers that Petty Officer Donald is qualified to take the First Class exam during the upcoming exam cycle. LI2 Donald confesses that she is having trouble studying; ENS Brand volunteers to help during off duty hours in the base library. One night after a study session, ENS Brand suggests they go for some food and drinks. A few months pass and the study sessions continue. One night, ENS Brand informs PO Donald that he is expecting an important phone call and asks if she minds studying at his apartment.

20. ENS Brand should never have offered to help Petty Officer Donald.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

21. PO Donald should have said something to her LPO about ENS Brand's offer to help.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

22. There is no problem with ENS Brand and PO Donald meeting at the library.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

23. Petty Officer Donald should have initiated a discussion with ENS Brand about their relationship.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

24. Both parties are at fault in this situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

25. Case Study #2 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Suicide

26. In the event that you observed some of the warning signs and/or behaviors associated with suicide in a fellow shipmate, rate your “ comfort level ” in reporting that shipmate to the chain of command.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

If you noticed another shipmate doing the following, would you consider this person to be a potential suicide risk?

27. After a recent breakup, Seaman Daniels has become somewhat of a loner, and you have smelled alcohol on his breath the past few mornings during quarters.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

Matching:

Match the Navy support person with the correct service he/she provides:

- | | |
|--|---|
| <p>28. CMEO</p> <p>29. DAPA</p> <p>30. SARC</p> <p>31. SAVI Advocate</p> <p>32. SARP</p> | <p>A. Acts as liaison between the command and medical after an alcohol related incident.</p> <p>B. Provides financial information to service members.</p> <p>C. Provides diversity and equal opportunity advice.</p> <p>D. Provides a victim-sensitive system to prevent and respond to sexual issues.</p> <p>E. Provides alcohol counseling and referral for treatment.</p> <p>F. Provides education and training concerning sexual assault.</p> |
|--|---|

Match Vocabulary:

- | | |
|---|---|
| <p>33. Suicide</p> <p>34. Hazing</p> <p>35. Fraternalization</p> <p>36. Sexual Harassment</p> <p>37. Discrimination</p> <p>38. Blue-on-Blue</p> | <p>A. Disparaging remarks, slurs, jokes, and epithets.</p> <p>B. Inappropriate relationships between superiors and subordinates that could result in favoritism.</p> <p>C. An intentional act of self-harm that results in death.</p> <p>D. Violence by Sailors against Sailors.</p> <p>E. Soliciting or coercing another to perpetrate any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful.</p> <p>F. A non-consensual sexual act or attempt to attack, regardless of gender or relationship.</p> <p>G. Any act that denies equal treatment of people due to race, gender, or age.</p> |
|---|---|

Multiple Choice:

39. The penalty for abusing drugs in the Navy is:
- A. extra military instruction.
 - B. transfer to a medical facility.
 - C. separation from Service.
 - D. transfer to a new duty station.
40. What is/are the immediate risk(s) associated with alcohol misuse?
- A. There are no risks
 - B. Impaired judgment
 - C. Stroke
 - D. Liver damage
 - E. Coordination impairment
 - F. C & D
 - G. B & E
41. Violating articles of the UCMJ can result in any of the following EXCEPT:
- A. Captain's Mast
 - B. Court-Martial
 - C. Separation from service
 - D. Extra military instruction
 - E. Loss of pay
 - F. Reduction in paygrade
 - G. Restriction
42. The way you handle your personal finances can have a large impact on your Navy career because:
- A. you could lose your security clearance.
 - B. you could have long term debt.
 - C. you will not have enough to go out on the weekend.
 - D. you will not be able to buy a car.
43. The excessive or repeated use of alcohol that adversely affects the user's health, family, or ability to perform on the job is alcohol _____:
- A. dependence.
 - B. incident.
 - C. consumption.
 - D. abuse.
44. Alcohol is classified as a/an:
- A. stimulant.
 - B. depressant.
 - C. anti-inflammatory.
 - D. anti-depressant.

45. If you commit sexual assault you will be prosecuted to the fullest extent of the law and you will receive:
- A. an immediate discharge from the Navy.
 - B. an immediate transfer to a new duty station.
 - C. appropriate disciplinary and administrative actions from your command.
 - D. extra military instruction.
46. You should carry condoms with you:
- A. if you might have sex.
 - B. only when you are planning on having sex.
 - C. at all times.
 - D. whenever you go to a party.
47. Unprotected sex can lead to all the following EXCEPT:
- A. Pregnancy
 - B. STDs
 - C. Viral infections
 - D. Hypertension
48. Which of the following is NOT one of the four key warnings that someone is considering suicide?
- A. Situations that a Sailor labels as “hopeless” such as the end of an important relationship.
 - B. Hints or talks about suicide.
 - C. Substance abuse or the increase in use of alcohol.
 - D. Purchases excessive gifts, shopping and food binges.
 - E. Mental health problems like depression and previous suicide attempts or gestures.
49. If you believe someone may be suicidal you should:
- A. change the subject.
 - B. leave the person alone.
 - C. make light of the situation.
 - D. notify the chain of command.
50. A person who first recognizes the threat or risk of suicide and takes action to prevent the possibility of suicide is known as:
- A. Action Actor
 - B. First Responder
 - C. First Actor
 - D. Action Responder
51. The Navy’s _____ Campaign enhances fleet readiness by reducing alcohol abuse and incidents as well as provides a safe and productive working environment.
- A. SMART
 - B. Right Start
 - C. Right Spirit
 - D. Tipsy Taxi

52. What is the Navy's policy regarding drinking for underage Sailors?
- A. Drinking while underage violates the law and you will be treated accordingly.
 - B. The responsible use policy applies to underage Sailors as well.
 - C. You can do what you want on your own time.
 - D. You can drink overseas and on U.S. Military Installations.
53. Where can you use tobacco products when in uniform?
- A. In barracks rooms and berthing areas.
 - B. In designated tobacco use areas.
 - C. In dining facilities on base.
 - D. In heads.
54. Sexual harassment is a form of sexual discrimination that must meet three criteria. The behavior must be sexual in nature, be unwelcome, and _____.
- A. be by a member of the other gender.
 - B. be repeated.
 - C. occur in or have an impact on the work environment.
 - D. occur in the workplace.
55. Rape under the UCMJ is:
- A. non-punishable.
 - B. defined as sexual intercourse with force, however slight, and without consent.
 - C. applicable only to single Sailors.
 - D. applicable to single and married Sailors.
 - E. B & C
 - F. B & D
56. The Navy's policy on sexual assault states it is:
- A. a crime and it is incompatible with Navy values.
 - B. a misdemeanor and must be reported.
 - C. a misdemeanor but will be tolerated if no one complains.
 - D. not a punishable offense.
57. The Navy's policy on tobacco?
- A. limits smoking breaks.
 - B. prohibits tobacco use while in uniform.
 - C. provides encouragement and professional assistance to stop smoking.
 - D. screens for lung and throat cancer.
58. How does the Navy deter and detect drug use?
- A. Blood Test
 - B. Breathalyzers
 - C. Random urinalysis
 - D. Self reporting

59. To prevent getting an STD, you should put the condom on before any sexual contact and leave the condom on until all sexual contact is over, reduce the number of your sexual partners, and .
- A. Drink beer instead of mixed drinks.
 - B. Stay sober and in control.
 - C. Use any oil-based lubricants like Vaseline or baby oil.
 - D. Use birth control pills.
60. When are Public Displays of Affections (PDA) authorized on base?
- A. Never, while you are in uniform.
 - B. Never.
 - C. When both people are the same gender.
 - D. When you are in civilian clothing.
61. Fraternalization is punishable under the UCMJ and
- A. is excused or lessened by a subsequent marriage between the offending parties.
 - B. is not excused or lessened by a subsequent marriage between the offending parties.
 - C. service members married to each other will be assigned in the same chain of command.
 - D. Sailors serving at a Joint command are not under the authority of Navy.
62. Having alcohol in the barracks at "A" School is authorized:
- A. if you are a Fleet returnee.
 - B. never.
 - C. if you are in Phase III Liberty.
 - D. if you are over 21.
63. When faced with discrimination, equal opportunity, hazing, or sexual harassment violations, you have the right to file a grievance whether you are the victim, witness, or have knowledge of the incident by filing either:
- A. a restricted or informal complaint.
 - B. a restricted or unrestricted complaint.
 - C. an informal or formal complaint.
 - D. an informal or unrestricted complaint.
64. Most decision making in the Navy is:
- A. long term
 - B. short term
 - C. situational
 - D. impersonal
65. A common decision making mistake is to:
- A. rely too much on expert information.
 - B. underestimate the value of information received from others.
 - C. listen to your feelings or gut reactions.
 - D. A & B
 - E. B & C

66. The first step in wise decision making mistake is to:
- A. analyze the problem
 - B. consider your goals
 - C. recognize the problem
 - D. gather information
67. Failing to report witnesses unlawful acts made by military members to the chain of command is:
- A. punishable under the UCMJ.
 - B. questioned but understood and dismissed.
 - C. accepted and logged into a leave activity log.
 - D. Accepted under the unwritten law of being a snitch.

Short Answer:

List the 3 major components that make up Navy Core Values.

68. _____
69. _____
70. _____

APPENDIX C

SAILOR DEVELOPMENT CONTINUUM APPRENTICE A - ANSWER SHEET

Sailor Development Continuum Apprentice A Answer Sheet

Sexual Harassment

1. In the event that you were the victim of sexual harassment that was initiated by a shipmate, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

2. In the event that you were the victim of sexual harassment that was initiated by a supervisor, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

If another shipmate did the following, would you consider this sexual harassment?

3. Asks you to have sex with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

4. Asks you to have sex with the threat that refusing to have sex will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

5. Asks you to go out on a date with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

6. Asks you to go out on a date with the threat that refusing will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

7. Touches you on private parts of the body; for example, breasts, buttocks, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

8. Touches you on parts of the body not considered private; for example, shoulder, hand, arm, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Sailor Development Continuum Apprentice A Answer Sheet

9. Looks at you in a flattering way.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

10. Makes gestures (signs) of a sexual nature.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

11. Makes comments about your uniform or appearance that are meant to be complimentary.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	5	4	3	2	1

12. Makes comments about you or your appearance meant to be insulting.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

13. Makes sexually offensive comments.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

14. Tells sexually oriented jokes.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Fraternization Case Studies

CASE #1

LT Schiavo is a female department head. YN3 Smith, a female, is assigned to another Navy command. At a local 10K race, LT Schiavo meets YN3 Smith and they engage in a friendly conversation. This conversation reveals that the two of them share an interest in hiking. The two begin taking weekly hiking trips. These trips continue over an extended period of time. More often than not, LT Schiavo and YN3 Smith are the only two individuals on the trip.

15. There is nothing wrong with a Lieutenant and a Third Class Petty Officer in different commands going on hiking trips together.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

Sailor Development Continuum Apprentice A Answer Sheet

16. If they only go hiking together on a special occasion, it is probably okay.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

17. A Lieutenant and a Petty Officer should not be seen together in a social situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

18. The issue of working at different commands changes the rules.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

19. Case Study #1 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

CASE #2

ENS Brand is the Assistant Public Affairs Officer at NAS Alameda. LI2 Donald reports for duty and is assigned to the base public affairs office and to ENS Brand's division. During check-in, the Ensign discovers that Petty Officer Donald is qualified to take the First Class exam during the upcoming exam cycle. LI2 Donald confesses that she is having trouble studying; ENS Brand volunteers to help during off duty hours in the base library. One night after a study session, ENS Brand suggests they go for some food and drinks. A few months pass and the study sessions continue. One night, ENS Brand informs PO Donald that he is expecting an important phone call and asks if she minds studying at his apartment.

20. ENS Brand should never have offered to help Petty Officer Donald.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

21. PO Donald should have said something to her LPO about ENS Brand's offer to help.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

22. There is no problem with ENS Brand and PO Donald meeting at the library.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

Sailor Development Continuum Apprentice A Answer Sheet

23. Petty Officer Donald should have initiated a discussion with ENS Brand about their relationship.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

24. Both parties are at fault in this situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

25. Case Study #2 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

Suicide

26. In the event that you observed some of the warning signs and/or behaviors associated with suicide in a fellow shipmate, rate your “ comfort level ” in reporting that shipmate to the chain of command.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

If you noticed another shipmate doing the following, would you consider this person to be a potential suicide risk?

27. After a recent breakup, Seaman Daniels has become somewhat of a loner, and you have smelled alcohol on his breath the past few mornings during quarters.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Matching:

Match the Navy support person with the correct service he/she provides:

- | | |
|---|---|
| <p>28. C CMEO</p> <p>29. A DAPA</p> <p>30. E SARC</p> <p>31. D SAVI Advocate</p> <p>32. F SARP</p> | <p>A. Acts as liaison between the command and medical after an alcohol related incident.</p> <p>B. Provides financial information to service members.</p> <p>C. Provides diversity and equal opportunity advice.</p> <p>D. Provides a victim-sensitive system to prevent and respond to sexual issues.</p> <p>E. Provides alcohol counseling and referral for treatment.</p> <p>F. Provides education and training concerning sexual assault.</p> |
|---|---|

Sailor Development Continuum Apprentice A Answer Sheet

Match Vocabulary:

- | | | |
|--------------|-------------------|--|
| 33. C | Suicide | A. Disparaging remarks, slurs, jokes, and epithets. |
| 34. E | Hazing | B. Inappropriate relationships between superiors and subordinates that could result in favoritism. |
| 35. B | Fraternization | C. An intentional act of self-harm that results in death. |
| 36. F | Sexual Harassment | D. Violence by Sailors against Sailors. |
| 37. G | Discrimination | E. Soliciting or coercing another to perpetrate any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. |
| 38. D | Blue-on-Blue | F. A non-consensual sexual act or attempt to attack, regardless of gender or relationship. |
| | | G. Any act that denies equal treatment of people due to race, gender, or age. |

Multiple Choice:

39. The penalty for abusing drugs in the Navy is:
A. extra military instruction.
B. transfer to a medical facility.
C. separation from Service.
D. transfer to a new duty station.
40. What is/are the immediate risk(s) associated with alcohol misuse?
A. There are no risks
B. Impaired judgment
C. Stroke
D. Liver damage
E. Coordination impairment
F. C & D
G. B & E
41. Violating articles of the UCMJ can result in any of the following EXCEPT:
A. Captain's Mast
B. Court-Martial
C. Separation from service
D. Extra military instruction
E. Loss of pay
F. Reduction in paygrade
G. Restriction
42. The way you handle your personal finances can have a large impact on your Navy career because:
A. you could lose your security clearance.
B. you could have long term debt.
C. you will not have enough to go out on the weekend.
D. you will not be able to buy a car.

Sailor Development Continuum Apprentice A Answer Sheet

43. The excessive or repeated use of alcohol that adversely affects the user's health, family, or ability to perform on the job is alcohol _____:
- A. dependence.
 - B. incident.
 - C. consumption.
 - D. abuse.**
44. Alcohol is classified as a/an:
- A. stimulant.
 - B. depressant.**
 - C. anti-inflammatory.
 - D. anti-depressant.
45. If you commit sexual assault you will be prosecuted to the fullest extent of the law and you will receive:
- A. an immediate discharge from the Navy.
 - B. an immediate transfer to a new duty station.
 - C. appropriate disciplinary and administrative actions from your command.**
 - D. extra military instruction.
46. You should carry condoms with you:
- A. if you might have sex.
 - B. only when you are planning on having sex.
 - C. at all times.**
 - D. whenever you go to a party.
47. Unprotected sex can lead to all the following EXCEPT:
- A. Pregnancy
 - B. STDs
 - C. Viral infections
 - D. Hypertension**
48. Which of the following is NOT one of the four key warnings that someone is considering suicide?
- A. Situations that a Sailor labels as "hopeless" such as the end of an important relationship.
 - B. Hints or talks about suicide.
 - C. Substance abuse or the increase in use of alcohol.
 - D. Purchases excessive gifts, shopping and food binges.**
 - E. Mental health problems like depression and previous suicide attempts or gestures.
49. If you believe someone may be suicidal you should:
- A. change the subject.
 - B. leave the person alone.
 - C. make light of the situation.
 - D. notify the chain of command.**

Sailor Development Continuum Apprentice A Answer Sheet

50. A person who first recognizes the threat or risk of suicide and takes action to prevent the possibility of suicide is known as:
- A. Action Actor
 - B. First Responder**
 - C. First Actor
 - D. Action Responder
51. The Navy's _____ Campaign enhances fleet readiness by reducing alcohol abuse and incidents as well as provides a safe and productive working environment.
- A. SMART
 - B. Right Start
 - C. Right Spirit**
 - D. Tipsy Taxi
52. What is the Navy's policy regarding drinking for underage Sailors?
- A. Drinking while underage violates the law and you will be treated accordingly.**
 - B. The responsible use policy applies to underage Sailors as well.
 - C. You can do what you want on your own time.
 - D. You can drink overseas and on U.S. Military Installations.
53. Where can you use tobacco products when in uniform?
- A. In barracks rooms and berthing areas.
 - B. In designated tobacco use areas.**
 - C. In dining facilities on base.
 - D. In heads.
54. Sexual harassment is a form of sexual discrimination that must meet three criteria. The behavior must be sexual in nature, be unwelcome, and _____.
- A. be by a member of the other gender.
 - B. be repeated.
 - C. occur in or have an impact on the work environment.**
 - D. occur in the workplace.
55. Rape under the UCMJ is:
- A. non-punishable.
 - B. defined as sexual intercourse with force, however slight, and without consent.
 - C. applicable only to single Sailors.
 - D. applicable to single and married Sailors.
 - E. B & C
 - F. B & D**
56. The Navy's policy on sexual assault states it is:
- A. a misdemeanor and must be reported.
 - B. a crime and it is incompatible with Navy values.**
 - C. a misdemeanor but will be tolerated if no one complains.
 - D. not a punishable offense.

Sailor Development Continuum Apprentice A Answer Sheet

57. The Navy's policy on tobacco?
- A. limits smoking breaks.
 - B. prohibits tobacco use while in uniform.
 - C. provides encouragement and professional assistance to stop smoking.**
 - D. screens for lung and throat cancer.
58. How does the Navy deter and detect drug use?
- A. Blood Test
 - B. Breathalyzers
 - C. Random urinalysis**
 - D. Self reporting
59. To prevent getting an STD, you should put the condom on before any sexual contact and leave the condom on until all sexual contact is over, reduce the number of your sexual partners, and .
- A. Drink beer instead of mixed drinks.
 - B. Stay sober and in control.**
 - C. Use any oil-based lubricants like Vaseline or baby oil.
 - D. Use birth control pills.
60. When are Public Displays of Affections (PDA) authorized on base?
- A. Never, while you are in uniform.**
 - B. Never.
 - C. When both people are the same gender.
 - D. When you are in civilian clothing.
61. Fraternalization is punishable under the UCMJ and
- A. is excused or lessened by a subsequent marriage between the offending parties.
 - B. is not excused or lessened by a subsequent marriage between the offending parties.**
 - C. service members married to each other will be assigned in the same chain of command.
 - D. Sailors serving at a Joint command are not under the authority of Navy.
62. Having alcohol in the barracks at "A" School is authorized:
- A. if you are a Fleet returnee.
 - B. never.**
 - C. if you are in Phase III Liberty.
 - D. if you are over 21.
63. When faced with discrimination, equal opportunity, hazing, or sexual harassment violations, you have the right to file a grievance whether you are the victim, witness, or have knowledge of the incident by filing either:
- A. a restricted or informal complaint.
 - B. a restricted or unrestricted complaint.
 - C. an informal or formal complaint.**
 - D. an informal or unrestricted complaint.

Sailor Development Continuum Apprentice A
Answer Sheet

64. Most decision making in the Navy is:
A. long tem
B. short term
C. situational
D. impersonal
65. A common decision making mistake is to:
A. rely too much on expert information.
B. underestimate the value of information received from others.
C. listen to your feelings or gut reactions.
D. A & B
E. B & C
66. The first step in wise decision making mistake is to:
A. analyze the problem
B. consider your goals
C. recognize the problem
D. gather information
67. Failing to report witnessed unlawful acts made by military members to the chain of command is:
A. punishable under the UCMJ.
B. questioned but understood and dismissed.
C. accepted and logged into a leave activity log.
D. Accepted under the unwritten law of being a snitch.

Short Answer:

List the 3 major components that make up Navy Core Values.

68. **Honor**

69. **Courage**

70. **Commitment**

APPENDIX D

SAILOR DEVELOPMENT CONTINUUM APPRENTICE B - POST-TEST

Number: _____

Sailor Development Continuum Apprentice B

Sexual Harassment

1. In the event that you were the victim of sexual harassment that was initiated by a shipmate, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

2. In the event that you were the victim of sexual harassment that was initiated by a supervisor, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

If another shipmate did the following, would you consider this sexual harassment?

3. Asks you to have sex with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

4. Asks you to have sex with the threat that refusing to have sex will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

5. Asks you to go out on a date with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

6. Asks you to go out on a date with the threat that refusing will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

7. Touches you on private parts of the body; for example, breasts, buttocks, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

8. Touches you on parts of the body not considered private; for example, shoulder, hand, arm, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

9. Looks at you in a flattering way.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

10. Makes gestures (signs) of a sexual nature.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

11. Makes comments about your uniform or appearance that are meant to be complimentary.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

12. Makes comments about you or your appearance meant to be insulting.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

13. Makes sexually offensive comments.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

14. Tells sexually oriented jokes.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

Fraternization Case Studies

CASE #1

LT Schiavo is a female department head. YN3 Smith, a female, is assigned to another Navy command. At a local 10K race, LT Schiavo meets YN3 Smith and they engage in a friendly conversation. This conversation reveals that the two of them share an interest in hiking. The two begin taking weekly hiking trips. These trips continue over an extended period of time. More often than not, LT Schiavo and YN3 Smith are the only two individuals on the trip.

15. There is nothing wrong with a Lieutenant and a Third Class Petty Officer in different commands going on hiking trips together.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

16. If they only go hiking together on a special occasion, it is probably okay.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

17. A Lieutenant and a Petty Officer should not be seen together in a social situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

18. The issue of working at different commands changes the rules.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

19. Case Study #1 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

CASE #2

ENS Brand is the Assistant Public Affairs Officer at NAS Alameda. LI2 Donald reports for duty and is assigned to the base public affairs office and to ENS Brand's division. During check-in, the Ensign discovers that Petty Officer Donald is qualified to take the First Class exam during the upcoming exam cycle. LI2 Donald confesses that she is having trouble studying; ENS Brand volunteers to help during off duty hours in the base library. One night after a study session, ENS Brand suggests they go for some food and drinks. A few months pass and the study sessions continue. One night, ENS Brand informs PO Donald that he is expecting an important phone call and asks if she minds studying at his apartment.

20. ENS Brand should never have offered to help Petty Officer Donald.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

21. PO Donald should have said something to her LPO about ENS Brand's offer to help.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

22. There is no problem with ENS Brand and PO Donald meeting at the library.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

23. Petty Officer Donald should have initiated a discussion with ENS Brand about their relationship.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

24. Both parties are at fault in this situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

25. Case Study #2 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Suicide

26. In the event that you observed some of the warning signs and/or behaviors associated with suicide in a fellow shipmate, rate your “ comfort level ” in reporting that shipmate to the chain of command.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease

If you noticed another shipmate doing the following, would you consider this person to be a potential suicide risk?

27. After a recent breakup, Seaman Daniels has become somewhat of a loner, and you have smelled alcohol on his breath the past few mornings during quarters.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always

Matching:

Match the Navy support person with the correct service he/she provides:

- | | |
|---|---|
| <ul style="list-style-type: none"> 28. CMEO 29. DAPA 30. SARC 31. SAVI Advocate 32. SARP | <ul style="list-style-type: none"> A. Acts as liaison between the command and medical after an alcohol related incident. B. Provides financial information to service members. C. Provides diversity and equal opportunity advice. D. Provides assistance to a victim of sexual assault. E. Provides alcohol counseling and referral for treatment. F. Generally acts as a regional coordinator for the SAVI program. |
|---|---|

Match Vocabulary:

- | | |
|--|--|
| <ul style="list-style-type: none"> 33. Suicide 34. Hazing 35. Fraternalization 36. Sexual Harassment 37. Discrimination 38. Blue-on-Blue | <ul style="list-style-type: none"> A. Disparaging remarks, slurs, jokes, and epithets. B. Inappropriate relationships between superiors and subordinates that could result in favoritism. C. An intentional act of self-harm that results in death. D. Violence by Sailors against Sailors. E. Soliciting or coercing another to perpetrate any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. F. A non-consensual sexual act or attempt to attack, regardless of gender or relationship. G. Any act that denies equal treatment of people due to race, gender, or age. |
|--|--|

Multiple Choice:

39. The penalty for abusing drugs in the Navy is:
A. extra military instruction.
B. transfer to a medical facility.
C. separation from Service.
D. transfer to a new duty station.
41. Alcohol is classified as a/an:
A. stimulant. B. depressant. C. anti-inflammatory. D. anti-depressant.
42. The Navy's policy regarding drinking for underage Sailors is:
A. drinking while underage violates the law and you will be treated accordingly.
B. the responsible use policy applies to underage Sailors as well.
C. you can do what you want on your own time.
D. you can drink overseas and on U.S. Military Installations.
42. If you believe someone may be suicidal you should:
A. change the subject.
B. talk to a friend.
C. make light of the situation.
D. notify the chain of command.
43. If you are convicted of sexual assault you will be prosecuted to the fullest extent of the law and you will receive:
A. medical attention and counseling from Fleet and Family Support Centers.
B. an immediate transfer to a new duty station.
C. appropriate disciplinary and administrative actions from your command.
D. extra military instruction.
44. You should carry condoms with you:
A. if you might have sex.
B. only when you are planning on having sex.
C. at all times.
D. whenever you go to a party.
45. Unprotected sex can lead to all the following EXCEPT:
A. hypertension
B. pregnancy
C. STDs
D. vaginal infections
46. Sexual harassment is a form of sexual discrimination that must meet three criteria. The behavior must be sexual in nature, occur in or have an impact on the work environment, and be_____.
A. unwelcome.
B. repeated.
C. on a military installation.
D. by a member of the other gender.

47. The Navy's policy on sexual assault states it is:
- A. a crime and it is incompatible with Navy values.
 - B. a misdemeanor and must be reported.
 - C. a misdemeanor but will be tolerated if no one complains.
 - D. not a punishable offense.
48. The Navy's policy on tobacco?
- A. limits smoking breaks.
 - B. prohibits tobacco use while in uniform.
 - C. provides encouragement and professional assistance to stop smoking.
 - D. screens for lung and throat cancer.
49. How does the Navy deter and detect drug use?
- A. Blood Test
 - B. Breathalyzers
 - C. Random urinalysis
 - D. Self reporting
50. One method to help prevent getting an STD is to:
- A. ask your partner if they have a STD.
 - B. use a condom before and after sexual contact.
 - C. use oil-based lubricants like Vaseline and baby oil.
 - D. use birth control pill.
51. When are Public Displays of Affections (PDA) authorized on base?
- A. Never, while you are in uniform.
 - B. Never.
 - C. When both people are the same gender.
 - D. When you are in civilian clothing.
52. In a sexual assault situation, it is recommended to physically fight back only if:
- A. there is no weapon.
 - B. you think you can win.
 - C. it is never recommended.
 - D. you have mace or pepper spray.
53. Failing to report witnesses unlawful acts made by military members to the chain of command is:
- A. punishable under the UCMJ.
 - B. questioned but understood and dismissed.
 - C. accepted and logged into a leave activity log.
 - D. Accepted under the unwritten law of being a snitch.

Short Answer:

List two types of reporting methods you can file if you are a victim of sexual assault.

54.

55.

List two types of reporting methods you can file if you are a victim of discrimination, or sexual harassment.

56.

57.

List 3 of the 4 key warning signs someone may display if they are considering suicide.

58.

59.

60.

A person who first recognizes the threat or risk of suicide and takes action to prevent the possibility of suicide is known as a/an _____.

61.

62. What is the name of the Navy's Campaign to enhance fleet readiness by reducing alcohol abuse and incidents as well as provide a safe and productive working environment?

If filing a restricted report, name 3 people you could report to.

63.

64.

65.

List the 5 steps in ethical decision making.

66.

67.

68.

69.

70.

Name two universal principals to use when making an ethical decision.

71.

72.

APPENDIX E

SAILOR DEVELOPMENT CONTINUUM APPRENTICE B - ANSWER SHEET

Sailor Development Continuum Apprentice B Answer Sheet

Sexual Harassment

1. In the event that you were the victim of sexual harassment that was initiated by a shipmate, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

2. In the event that you were the victim of sexual harassment that was initiated by a supervisor, rate your “comfort level” in regard to reporting such an incident.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

If another shipmate did the following, would you consider this sexual harassment?

3. Asks you to have sex with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

4. Asks you to have sex with the threat that refusing to have sex will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

5. Asks you to go out on a date with the promise that it will help you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

6. Asks you to go out on a date with the threat that refusing will hurt you on the job.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

7. Touches you on private parts of the body; for example, breasts, buttocks, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

8. Touches you on parts of the body not considered private; for example, shoulder, hand, arm, etc.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Sailor Development Continuum Apprentice B Answer Sheet

9. Looks at you in a flattering way.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

10. Makes gestures (signs) of a sexual nature.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

11. Makes comments about your uniform or appearance that are meant to be complimentary.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	5	4	3	2	1

12. Makes comments about you or your appearance meant to be insulting.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

13. Makes sexually offensive comments.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

14. Tells sexually oriented jokes.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Fraternization Case Studies

CASE #1

LT Schiavo is a female department head. YN3 Smith, a female, is assigned to another Navy command. At a local 10K race, LT Schiavo meets YN3 Smith and they engage in a friendly conversation. This conversation reveals that the two of them share an interest in hiking. The two begin taking weekly hiking trips. These trips continue over an extended period of time. More often than not, LT Schiavo and YN3 Smith are the only two individuals on the trip.

15. There is nothing wrong with a Lieutenant and a Third Class Petty Officer in different commands going on hiking trips together.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

Sailor Development Continuum Apprentice B Answer Sheet

16. If they only go hiking together on a special occasion, it is probably okay.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

17. A Lieutenant and a Petty Officer should not be seen together in a social situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

18. The issue of working at different commands changes the rules.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

19. Case Study #1 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

CASE #2

ENS Brand is the Assistant Public Affairs Officer at NAS Alameda. LI2 Donald reports for duty and is assigned to the base public affairs office and to ENS Brand's division. During check-in, the Ensign discovers that Petty Officer Donald is qualified to take the First Class exam during the upcoming exam cycle. LI2 Donald confesses that she is having trouble studying; ENS Brand volunteers to help during off duty hours in the base library. One night after a study session, END Brand suggests they go for some food and drinks. A few months pass and the study sessions continue. One night, ENS Brand informs PO Donald that he is expecting an important phone call and asks if she minds studying at his apartment.

20. ENS Brand should never have offered to help Petty Officer Donald.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

21. PO Donald should have said something to her LPO about ENS Brand's offer to help.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

22. There is no problem with ENS Brand and PO Donald meeting at the library.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	5	4	3	2	1

Sailor Development Continuum Apprentice B Answer Sheet

23. Petty Officer Donald should have initiated a discussion with ENS Brand about their relationship.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

24. Both parties are at fault in this situation.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

25. Case Study #2 is an example of fraternization.					
	①	②	③	④	⑤
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Score	1	2	3	4	5

Suicide

26. In the event that you observed some of the warning signs and/or behaviors associated with suicide in a fellow shipmate, rate your “ comfort level ” in reporting that shipmate to the chain of command.					
	①	②	③	④	⑤
	Very distressed	Somewhat distressed	Undecided	Somewhat at ease	Very at ease
Score	1	2	3	4	5

If you noticed another shipmate doing the following, would you consider this person to be a potential suicide risk?

27. After a recent breakup, Seaman Daniels has become somewhat of a loner, and you have smelled alcohol on his breath the past few mornings during quarters.					
	①	②	③	④	⑤
	No Never	Hardly Ever	Undecided	Sometimes	Yes Always
Score	1	2	3	4	5

Matching:

Match the Navy support person with the correct service he/she provides:

- | | |
|---|--|
| <p>28. C CMEO</p> <p>29. A DAPA</p> <p>30. E SARC</p> <p>31. D SAVI Advocate</p> <p>32. F SARP</p> | <p>A. Acts as liaison between the command and medical after an alcohol related incident.</p> <p>B. Provides financial information to service members.</p> <p>C. Provides diversity and equal opportunity advice.</p> <p>D. Provides assistance to a victim of sexual assault.</p> <p>E. Provides alcohol counseling and referral for treatment.</p> <p>F. Generally acts as a regional coordinator for the SAVI program.</p> |
|---|--|

Sailor Development Continuum Apprentice B Answer Sheet

Match Vocabulary:

- | | | |
|--------------|-------------------|--|
| 33. C | Suicide | A. Disparaging remarks, slurs, jokes, and epithets. |
| 34. E | Hazing | B. Inappropriate relationships between superiors and subordinates that could result in favoritism. |
| 35. B | Fraternization | C. An intentional act of self-harm that results in death. |
| 36. A | Sexual Harassment | D. Violence by Sailors against Sailors. |
| 37. G | Discrimination | E. Soliciting or coercing another to perpetrate any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. |
| 38. D | Blue-on-Blue | F. A non-consensual sexual act or attempt to attack, regardless of gender or relationship. |
| | | G. Any act that denies equal treatment of people due to race, gender, or age. |

Multiple Choice:

39. The penalty for abusing drugs in the Navy is:
A. extra military instruction.
B. transfer to a medical facility.
C. separation from Service.
D. transfer to a new duty station.
41. Alcohol is classified as a/an:
A. stimulant.
B. depressant.
C. anti-inflammatory.
D. anti-depressant.
42. The Navy's policy regarding drinking for underage Sailors is:
A. drinking while underage violates the law and you will be treated accordingly.
B. the responsible use policy applies to underage Sailors as well.
C. you can do what you want on your own time.
D. you can drink overseas and on U.S. Military Installations.
42. If you believe someone may be suicidal you should:
A. change the subject.
B. talk to a friend.
C. make light of the situation.
D. notify the chain of command.
43. If you are convicted of sexual assault you will be prosecuted to the fullest extent of the law and you will receive:
A. medical attention and counseling from Fleet and Family Support Centers.
B. an immediate transfer to a new duty station.
C. appropriate disciplinary and administrative actions from your command.
D. extra military instruction.

Sailor Development Continuum Apprentices B Answer Sheet

44. You should carry condoms with you:
A. if you might have sex.
B. only when you are planning on having sex.
C. at all times.
D. whenever you go to a party.
45. Unprotected sex can lead to all the following EXCEPT:
A. hypertension
B. pregnancy
C. STDs
D. vaginal infections
46. Sexual harassment is a form of sexual discrimination that must meet three criteria. The behavior must be sexual in nature, occur in or have an impact on the work environment, and be_____.
A. unwelcome.
B. repeated.
C. on a military installation.
D. by a member of the other gender.
47. The Navy's policy on sexual assault states it is:
A. a crime and it is incompatible with Navy values.
B. a misdemeanor and must be reported.
C. a misdemeanor but will be tolerated if no one complains.
D. not a punishable offense.
48. The Navy's policy on tobacco?
A. limits smoking breaks.
B. prohibits tobacco use while in uniform.
C. provides encouragement and professional assistance to stop smoking.
D. screens for lung and throat cancer.
49. How does the Navy deter and detect drug use?
A. Blood Test
B. Breathalyzers
C. Random urinalysis
D. Self reporting
50. One method to help prevent getting an STD is to:
A. ask your partner if they have a STD.
B. use a condom before and after sexual contact.
C. use oil-based lubricants like Vaseline and baby oil.
D. use birth control pill.

Sailor Development Continuum Apprentice B Answer Sheet

51. When are Public Displays of Affections (PDA) authorized on base?
A. Never, while you are in uniform.
B. Never.
C. When both people are the same gender.
D. When you are in civilian clothing.
52. In a sexual assault situation, it is recommended to physically fight back only if:
A. there is no weapon.
B. you think you can win.
C. it is never recommended.
D. you have mace or pepper spray.
53. Failing to report witnessed unlawful acts made by military members to the chain of command is:
A. punishable under the UCMJ.
B. questioned but understood and dismissed.
C. accepted and logged into a leave activity log.
D. Accepted under the unwritten law of being a snitch.

Short Answer:

List two types of reporting methods you can file if you are a victim of sexual assault.

54. **Restricted**

55. **Unrestricted**

List two types of reporting methods you can file if you are a victim of discrimination, or sexual harassment.

56. **Formal**

57. **Informal**

List 3 of the 4 key warning signs someone may display if they are considering suicide.

58. **Mental problems**

59. **Talk of suicide**

60. **Substance abuse or Hopeless situations**

A person who first recognizes the threat or risk of suicide and takes action to prevent the possibility of suicide is known as a/an **First Responder**.

61. What is the name of the Navy's Campaign to enhance fleet readiness by reducing alcohol abuse and incidents as well as provide a safe and productive working environment?

62. **Right Spirit**

If filing a restricted report, name 3 people you could report to.

63. **SAVI**

64. **Medical**

65. **Health Care Provider**

Sailor Development Continuum Apprentice B
Answer Sheet

List the 5 steps in ethical decision making.

66. **Define the issue**

67. **Determine who is responsible**

68. **Examine choices**

69. **Define options**

70. **Implement solutions**

Name two universal principals to use when making an ethical decision.

71. **Do the best good**

72. **Do no harm**

APPENDIX F

HUMAN SUBJECTS RESEARCH CLOSE OUT REPORT

**APPENDIX J
 OLD DOMINION UNIVERSITY
 HUMAN SUBJECTS RESEARCH CLOSE OUT REPORT**

A close out report should be submitted when data collection and data analysis are complete.

Responsible Project Investigator (RPI)			
First Name: John		Last Name: Ritz	
Telephone: 757-683-4305		Email: jritz@odu.edu	
Department: OTS	IRB Identifier: 06-085	Expiration Date: 11-21-2007	
Complete Title of Research Project: Liberty Call and Navy Military Training			Code Name (one word): Bartholomew-Liberty
Data on Number of Subject's Studied			
<p>1. Indicate the number of subjects studied in the space provided.</p> <p>1a. What is the total number of subjects enrolled since the last approval? 83</p> <p>1b. What is the total number of subjects to date? 83</p> <p>1c. What is the sex and ethnicity distribution of the subjects? Please fill in the table below. (This information is required for all studies that are NIH-sponsored. It is recommended, but not required, that other researchers provide this information.)</p>			
Sex		Ethnicity	
Males: 60	Black, Non-Hispanic:	Caucasian, Non-Hispanic:	Native American/Alaskan:
Females: 23	Hispanic:	Asian/Pacific Islander:	Other/Unknown:
Summary of Results			
<p>2. Please summarize results to date and any relevant information from other studies. Please also discuss any changes in procedures and anticipated risks or benefits. Please attach reprint(s), if available.</p> <p>The hypothesis of this research study was: H: Navy Military Training using Liberty Call is effective when it comes to teaching new Sailors about Sexual Harassment, Fraternalization, Suicide Awareness, Drug and Alcohol Abuse, Hazing, Discrimination, and Sexual Assault.</p> <p>A pre-test and post-test was used to measure the achievement levels of new Sailors at three different pilot test sites. The results of the pre-test and post-test were compared to determine whether the Sailors learned something from the Liberty Call NMT. A paired t-test was used to determine whether there was any significant difference between the means of the pre-test and post-test.</p> <p>The findings of this study showed that there was a significant difference in the behavioral questions for all three test sites, and hence also for the combined question results. The knowledge questions did not show any significant difference at the Dam Neck test site, the first test site, but they did show a significant difference at the later two test sites. The minor changes made to the delivery of the Liberty Call NMT after each test site showed in increased scores for the knowledge questions. Overall, the results from all three test sites show a significant difference for both the behavioral and knowledge questions, as well as the combined questions.</p>			

3. Were there any medical, legal, or practical difficulties that have been encountered in this time interval of the study aside from adverse events? For example, difficulties would include complaints of subjects, logistic problems of performance, or any difficulties that may pertain to the rights of subjects.

- Yes **(If yes, please summarize below.)**
 No

4. Were there any adverse events encountered during the study?

- Yes _____ **(If yes, please summarize below.)**
Number
 No **(go to 5)**

4a. Have all adverse events been reported to the IRB?

- Yes
 No **(If no, attach a letter of notification with an explanation)**

5. Did you experience any problems with the consent process?

- Yes **(If yes, describe the problem(s) and how they were corrected in the space provided. Use additional sheets if necessary.)**
 No

6. Please identify the location of the project files in the space provided.

All project files are in the possession of the Center for Personal and Professional Development, 2025 Tartar Avenue, Virginia Beach, Virginia.
Only the test questions and answer sheets, with no identifying information, remain in the project files. All electronic data is password protected and also contains no identifying information.

Responsible Project Investigator (Must be original signature)

Date