

2015

Interpersonal Safety of Active Duty Women in the Deployed Environment of Bagram Afghanistan

Cynthia Tara Ferguson
Walden University

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Walden University

College of Health Sciences

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2015

Abstract

Interpersonal Safety of U.S. Military Women in the
Deployed Environment of Bagram, Afghanistan

by

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MFA, Seton Hill University, 2014

MPH, The George Washington University, 2009

MSN, Case Western University, 1998

BSN, Old Dominion University, 1992

Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

Doctor of Philosophy

Public Health

Walden University

February 2015

Abstract

In the United States Armed Forces, 30% of women in the military suffer physical assault each year; in 2009, there were 22 reported cases of sexual assault in the U.S. Central Command. Aggravated assault, gang violence, sexual assault, homicide, and suicide can damage the morale of military personnel at a deployed site and collectively cost millions of dollars over time. Interpersonal violence in the United States military is destructive to the military system and directly diminishes mission readiness. This study was designed to illuminate the environmental, cultural, and political influences that affect interpersonal safety among military women in the deployed environment of Afghanistan with the goal of discovering mechanisms to improve interpersonal safety for that population. Grounded theory was used to analyze data obtained from U.S. military women in Bagram, Afghanistan and their environment concerning interpersonal safety. This information was used to generate a relational social theory based on themes, patterns, and relationships; the theory of US Military Interpersonal Safety, Violence Prevention, and Response. This theory is intended to improve interpersonal safety as well as prevent and counter violence in the deployed setting. Applying this theory is expected to promote better assessment, development, implementation, and evaluation of violence prevention and response healthcare programs meant to mitigate violence and assist military members who have been victims of violence. This study promotes positive social change by identifying precursors of interpersonal violence in a deployed environment and creating a strong foundation for understanding how to prevent interpersonal violence and create response programs to address this issue.

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Dedication

To my husband Jim, for his patience, love, and unprecedented understanding while I worked to complete this dissertation. To Kira and Sean, my dearest children, who have been and always will be my greatest inspiration to make the world a better place.

Acknowledgments

My sincere thanks go out to my dissertation chair, Dr. Peter Anderson, and my committee members and qualitative methods experts, Drs. Deborah Wilson and Paige Wermuth. Without their guidance, patience and encouragement, I would not have gained the depth of understanding necessary to complete my research. My entire dissertation committee was responsive to what I needed to complete this work, and they will ever have my sincere gratitude.

My former professors from George Washington University, Drs. Sarah Orndorff and Steven Lubkemann, helped me uncover my love for qualitative research and instilled in me a respect for the stories of people everywhere. Because of their influence, I will always work hard to understand the power of thoughts, words, diasporas, and culture, and to think first before doing.

Many people in the military helped me through this work. I salute and thank the Navy and Army qualitative researchers who shared their knowledge with me, and the brave participants and key informants who granted me interviews. That they took some of their precious time to share their stories with me, sometimes at great personal risk, is extremely courageous; they have my ultimate respect.

I'd be remiss if I didn't include my battle-buddy love and appreciation to the Kentucky ADT, Bagram 2010, who, when I wasn't sleeping, eating, or working, provided my deployed life with many nights of guitar music, country song and camaraderie in between the blasts and shakes of mortars and rockets. Hooah and Semper Fortis!

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Chapter 1: Introduction to the Study

Introduction

Bagram is a U.S. military base situated in the northern portion of Afghanistan, on a piece of land that sits squarely in the center of a ring of Hindu Kush Mountains. The perimeter of the compound is framed with high concrete walls topped with rings of razor wire. Inside the base is a composite of dirt paths and paved roads, gravel walkways, concrete walkways, and more concrete walls. Small huts made of plywood stand pressed together near the northwest side of the airfield, and airplane hangars line the tarmac of the flight line. Humvees and mine-resistant ambush-protected (MRAP) vehicles travel, one behind one another, down the only main road, Disney Drive, named after 21 year old Army Specialist Jason A. Disney who lost his life in Bagram in 2002 (Jones, 2013). In their wake they leave a trail of grey dust.

This grey dust is everywhere. It lays a thin blanket of smudge over the buildings; covers the few vehicles allowed inside the compound, and invades the barrier of sunglasses on the faces of people as vehicles pass by. At times, the dust completely obscures the sun, especially when the spring winds swell up and twist like a Tasmanian devil across the ground. This is Bagram, Afghanistan, home base to several thousand American and NATO forces, as well as U.S. and international contractors and local Afghans. It is one of the places that United States President Barack Obama listed in December 2009, when announcing plans to deploy 30,000 U.S. troops in an effort to shore up his strategy to destroy the momentum of the Taliban and increase stability to the country's government (CNN, 2009). The deployment of these troops, the President

announced, would increase the number of U.S. military personnel in Afghanistan to over 100,000, which would be further augmented by over 40,000 NATO soldiers (CNN, 2009, para. 24).

In Bagram, locally available media transmit social issues and training topics related to individual safety and personal respect. Base televisions broadcast messages via the Armed Forces Network (AFN) to frequently remind military personnel that sexual assault will not be tolerated. Information provided to the troops encourages military personnel with thoughts of suicide to immediately seek assistance from a physician, counselor, or military chaplain. Posters and flyers related to violence prevention are visible in places throughout the base, and professional personnel are stationed at Bagram specifically for dealing with issues of interpersonal violence. Despite these proactive measures and interventions, interpersonal crimes and incidents continue to occur with as many as twenty to thirty incidents reported per month (Personal communication Bagram Military Police, 2010).

Developing effective programs to prevent violence are imperative because of the consequences of violence in this context. Stressors related to interpersonal violence, combined with hardships of serving in a deployed combat arena, increase the potential for development of posttraumatic stress disorder (PTSD) over time (Street, Stafford, Mahan, & Hendricks, 2008). Women in the military have reported experiencing incidents of sexual harassment, unwanted sexual contact, and other physical assaults while on deployment, resulting in some women having left their military careers earlier than originally intended due to those experiences (Sadler, Booth, Cook, Torner, &

Doebbeling, 2001). In order to develop useful programs to prevent such occurrences, it is important to understand both the culture and the environment in which women serve.

The literature review for this study identified very little literature that addressed the subject of understanding the environment and foundation of the deployed social structure and of the perceptions and experiences of military personnel in that environment. Of the literature that was found, most research consisted of studying veterans or active duty women post-deployment. A 2003 quantitative study examined, deployment and risks for domestic violence in a group of active duty military men who had deployed to Bosnia (McCarroll et al., 2003), concluding that deployment was not a significant predictor of post-deployment violence. Another quantitative study examined the topic of post-traumatic stress disorder (PTSD), healthcare utilization, and the cost of care in 270 female veterans who reported experiencing sexual assault while in the military (Suris, Lind, Kashner, Borman, & Petty, 2004). This study supported the hypothesis that higher levels of PTSD are found in military women who experience sexual assault while on active duty (Suris et al., 2004). This study did not separate numbers of women who had a history of deployment versus those who had not been deployed, thus making it unclear, for the purposes of this study, whether military women experienced more incidents of sexual assault while on deployment, or whether more women who were deployed were at greater risk from PTSD after experiencing a sexual assault in theater.

There is minimal literature concerning the interpersonal safety of women serving in the US armed services. This research gap includes a lack of grounded theory research

studies of interpersonal safety in the deployed environment. The relevant literature identified by this review dealt primarily with post-deployment domestic violence issues, sexual abuse of military women pre and post-military, and working with military women who are veterans. For example, one such study presented a meta-analysis of research military female veterans, highlighting military women's issues such as exposure to traumatic events, suicide-related ideation and behaviors, body dissatisfaction and eating disorders, relationship and marital functioning, and social support (Ghahramanlou-Holloway, Cox, Fritz, & George, 2011). It also discussed issues such as exposure to traumatic events focused largely on exposure to combat, sexual trauma, and potential for experiencing PTSD.

The literature review for this dissertation did not identify any comprehensive studies that researched the various types of interpersonal safety/interpersonal violence experienced by women in the military while living in the deployed environment although several studies discussed the sole topic of sexual violence experienced by women in the military. No grounded theory studies of interpersonal safety or interpersonal violence were found that focused on women and interpersonal violence in the military. This study was specifically designed to help fill this gap in the literature.

Medical and anthropological literature related to this topic primarily describes deployment issues of violence in the military as those related to crimes of sexual assault. Sexual assault prevention and response (SAPR) and suicide prevention programs are used in the overseas military theater with the expectation that they will mitigate interpersonal violence issues in the same way they do in the United States (Department of Defense,

2010). Unfortunately, however, suicides and sexual assaults have increased in the deployment arena over the past two years (Alvarez, 2009; Department of Defense, 2010).

Problem Statement

The deployed environment in which United States military personnel live and operate is very different from their environment stateside. When overseas, and particularly in areas considered a war zone, military personnel must focus their concerns on personal safety and the safety of members of their units (Wilson, 2008). Women in the military are a gender minority, and suffer incidents of sexual harassment, sexual assault and other physical assaults despite the number of prevention and response programs that area currently in the deployed arena (Street et al., 2008). Thirty percent of women in the military suffer some form of physical assault and workplace violence is a common experience for many military women (Sadler et al., 2001).

This harassment and assault has dire consequences. Each mission depends on unit cohesion and the ability of individuals to function with the knowledge that among each other, they are safe (Wilson, 2008). Soldiers, sailors, marines, and airmen depend on a developed trust of each other in order to successfully negotiate dangerous missions (Wilson, 2008). Interpersonal violence and a lack of safety within units and in the larger environment creates a problem with cultivating and maintaining trust (Dunivan, 1997). To date, there are no studies that describe and explain the deployed military environment in relation to issues of interpersonal safety among military personnel. This study was designed to improve understanding of the perceptions, ideas, attitudes, and experiences of the female military population that experience violence and threats to personal safety

from other Armed Services personnel in the deployed environment. Its planned design outcome was developing a theory to examine current programs and subsequently assess, plan, implement, and evaluate future violence prevention programs.

Nature of the Study

A qualitative method design using a grounded theory approach was selected for this study. To better understand a phenomenon, theory can generate a framework to examine, test and explain an experience as well as develop interventions to address a social problem. Grounded theory fits the needs of this research ideally because so little research has been done in this area, and the descriptions of the physical and cultural environment of deployed personnel as well as their perceptions, ideas and concepts of that environment are scarce. Denzin and Lincoln (2005) stated the following about grounded theory: “A major strength of grounded theory methods is that they provide tools for analyzing processes, and these tools hold much potential for studying social justice issues” (p. 57-58). Social Justice issues are often complex, and baseline factors that contribute to complications in these issues are often multifaceted (Denzin and Lincoln, 2005). Generating a grounded theory based on a problem that exists serves as a foundation upon which the development of solutions to the problem can be built upon (Denzin and Lincoln, 2005). In particular, when considering issues related to interpersonal violence and crime among military members, the theory generated in this study can assist in developing systems to analyze processes and programs.

This study used observation, field notes, and semi-structured interviews with key informants and study participants to investigate the perceptions, experiences, and ideas of

active duty military women in the deployed environment of Bagram, Afghanistan. For the purpose of this study, the term 'key informants' denotes professional personnel on the base who run programs or who care for the population, such as the Morale, Welfare, and Recreation (MWR) Center, the Spiritual Centers, or medical personnel at the hospital. These individuals interact with military women who are deployed to Bagram and are in the unique position to observe interpersonal safety issues between military personnel in the local environment. The study participants were active-duty military women who were deployed to Bagram for a minimum of thirty days at the time of the study.

This study took into consideration a wide range of influences on female military personnel such as military culture, the environment of Afghanistan, and stresses of being away from home and on deployment. The goal of this study was to generate a theory from data collected in the field, so as to provide foundational information regarding the broad spectrum of interpersonal safety issues as viewed by military women on deployment. Foundational information is the most basic foundation or groundwork of information needed to understand a particular topic and begin to adequately address it. Foundational information from this research can later be tested and potentially used to improve violence prevention and response programs in the deployed environment.

Research Questions

The descriptive study design led to the selection of broad research questions. The research questions were:

1. What are the interpersonal safety perceptions, attitudes, beliefs, and experiences of military service women in the deployed environment of Bagram, Afghanistan?
2. How does the military culture of Bagram, Afghanistan affect U.S. service women's perceptions, attitudes, and beliefs about interpersonal safety?
3. What environmental influences of Bagram's social atmosphere affect U.S. service women's experiences, perceptions, attitudes, and beliefs of interpersonal safety?

Purpose

The purpose of this study was to develop an understanding of the environmental, cultural, and political influences that affect interpersonal safety among military women in the deployed environment of Afghanistan with the goal of discovering mechanisms to improve interpersonal safety for women in the military. The results of this research may generate a theoretical model that displays their coping process and the meanings they assigned to their experiences. The data collection for this study took place solely in Bagram, Afghanistan, and analyses of the data were performed later in the United States.

The grounded theory methodology of this study was used to understand the lived experiences of active duty military women in the war environment, particularly in regard to interpersonal safety while deployed to Bagram, Afghanistan. The theory generated from this study presents future researchers with options to further test and examine instances of violence that occur while military personnel are deployed, and may assist the United States military in gaining greater insight into how to assess, develop, implement,

and evaluate healthcare programs to assist women who have been subjected to interpersonal violence.

Conceptual Framework

The conceptual framework for this study was adapted from the theory of violence between family members, as developed by Straus in 1973, and the culture of violence theory, as developed by Wolfgang and Ferracuti in 1967. Straus (1973) used a general systems theory approach to further develop and explain the theory of violence between family members, which falls under the description of a multidimensional model. This theory was originally used to explain the occurrences of family violence, describing it as a “systemic problem” that takes into account the individual, the family, and the social environment (Straus, 1973).

The systems theory of violence between family members argues that continuing violence is a systemic product of social entities, such as a family or other social networks, instead of the result of an individual’s pathological action (Straus, 1973). Under the tenets of this theory, ascending spirals of violence are due to positive feedback, while the process of dampening social conditions (reducing risks that contribute to violence) maintains violence at static levels, also known as negative feedback (Straus, 1973).

Straus (1973) described a system of positive and negative feedback. In this system, positive feedback explains how violence tends to increase in social systems. Escalations of violence due to this positive feedback occur through processes that include: labeling, reinforcement of an individual using violence after successfully accomplishing violence, the development of expectations of one’s role and self concept

(tough versus violent), and the creation of secondary conflict over the use of violence (Straus, 1973). Negative feedback occurs when precursors to violence are mitigated, when violence is not rewarded or reinforced, when role expectations are altered to reflect those more conducive to peaceful societal expectations, and when labels that are used to negatively describe individuals are reduced and/or extinguished (Straus, 1973). Within a military culture, this can be difficult since many military members are rewarded frequently with positive feedback in their daily role as military member and war fighter, and violence prevention programs seek to enforce negative feedback in their lives both among each other and in their roles outside of their military duties.

Straus (1973) primarily focused on physical violence, which was defined “A general systems theory approach to a theory of violence between family members.” In his paper, Straus (1973) described a family as an entity “generally seen as a social group committed to non-violence between its members” (p. 106). The literature discussed in this same study includes examples of violence between family members that suggest a universal commonality of violence in certain family situations, however.

Straus (1973) highlighted the importance of understanding that most sociological issues involve multifactorial elements so numerous that it is impossible to pinpoint what directly affects a situation. Even when paying strict attention to the most important factors, key elements may still be overlooked. Examining the problem of interpersonal violence, and feelings of interpersonal safety within a group, using grounded theory to look deeply into those multiple elements, as well as considering the individual, the group

(or family) and the environment, can possibly serve to generate a theory upon which a foundation of further research, programs and policies can be built.

Wolfgang and Ferracuti's (1967) subculture of violence theory examined violence that occurred based on societal norms and structure. This theory is divided the theory into two basic perspectives: (a) cultural approval of violence and (b) the subculture of violence. The theory uses a premise that acts of violence are more likely to occur within a culture that accepts violence as normal and acceptable behavior (Wolfgang & Ferracuti, 1967). In the same study, these authors also examined several areas of historical research pertaining to the subculture of violence, which they termed integrated conceptualization. The topics that they examined included psychoanalytic theories of aggression, medical and biological studies, psychometric techniques, frustration and aggression hypothesis, containment theory, the concept of catharsis, child-rearing practices and aggression, social learning and conditioning and the cultural context (Wolfgang & Ferracuti, 1967). After examining how all of these related to their current research they stated the following, "Probably no single theory will ever explain the variety of observable behavior. However, the subculture-of-violence approach offers, we believe, the advantage of bringing together psychological and sociological constructs to aid in the explanation of the concentration of violence in specific socio-economic groups and ecological areas: (Wolfgang & Ferracuti, 1967, p. 161).

One limitation of this theory is that the research was performed with a discrete population within a subculture of urban, lower-class African American males (Kurst-Swanger & Petcosky, 2003). The researchers explained criminological behaviors and

homicide rates in this demographic, but did not address occurrences of violence outside of this subculture group (Kurst-Swanger & Petcosky, 2003). In particular, Wolfgang and Ferracuti did not consider the population of the military, its culture, and existing subcultures, in their analysis.

The systems theory of family violence is appropriate to consider in relation to the current study because the military is a social group that is committed to nonviolence between its members. Violence that exists within this social system is counterproductive to the function of its social system and inhibits the military from achieving its goals (Wilson, 2008). The subculture of violence paradigm is equally essential to consider when contemplating the military culture and the subcultures that exist within its framework. In the U.S. military violent action against the enemy is acceptable. It is one of the reasons that the military itself exists, to be able to respond with an appropriate level of force when needed (Wilson, 2008).

Yet, military personnel are expected to know and understand when violence is appropriate and when it is not. In addition, some roles within the military are geared more toward violence than others, such as Navy Seals who are exclusively of the male gender and trained in hand to hand combat as well as advanced weaponry (Couch, 2003). Military medical personnel, or administrative professionals who also serve in military roles, are less involved in participating in violence although their main purpose is to support it in the event it is needed.

Description and explanation of social phenomenon cannot easily be quantified in research. Attempting to quantify it robs social research of the richness of the data, which

is often enveloped in narrative description (Charmaz, 2007). The grounded theory methodology for this project was influenced by Glaser and Strauss's (1999) explanations of how theory from data can be generated by using qualitative methods in a systematic manner to describe and explain existing phenomena. Since the purpose of this study was to develop an understanding of the environmental, cultural, and political influences that affect interpersonal safety among military women in the deployed environment of Afghanistan, grounded theory was the methodology that seemed most appropriate. In Glaser and Strauss's work (1999), their 1967 social research expounded upon the benefits of grounded theory methods for generating theory in little known or minimally understood areas of inquiry.

Operational Definitions

Grounded theory. Grounded theory, developed by Glaser and Strauss in 1967, is a specific methodology designed with the purpose of constructing theory from data. Theoretical constructs in grounded theory are derived from the analysis of qualitative data (Corbin & Strauss, 2008).

Interagency/organizational safety. How free from occurrence or risk of injury, danger, or loss an individual feels within an organization or agency (Tobin, 2001). Examples of individuals in organizations or agencies in this study are personnel within the same military service, within sub-sets of military services, or within the entire military itself.

Interpersonal safety. The term "interpersonal" means: "1. of or pertaining to the relations between persons. 2. Existing or occurring between persons" (Collins English

Dictionary, n.d.). The term “safety” refers to “...the state of being safe; freedom from the occurrence or risk of injury, danger, or loss” (Collins English Dictionary, n.d.). Therefore, “interpersonal safety” refers to how free from occurrence or risk of injury, danger or loss an individual feels in relations existing between other persons.

Interpersonal violence. The various forms of violence that occur between personnel with whom there is a close personal, professional, or community relationship (WHO, 2010).

Key informant. Individuals used in grounded theory research to assist the researcher in examining specialized systems or processes (example: How the process of sexual assault prevention works in a deployed environment, etc.). Key informants are insiders who work and/or live within the environment of study, and who are knowledgeable about the subject matter, the environment or situation of study, and who willingly provide information to the researcher concerning the topic of study (Weiss, 1994). Interviews with key informants may also assist the researcher in developing a fuller understanding of where the best pool of participants exists in the process of theoretical sampling (Glaser & Strauss, 1999).

Key informant interview. Also known as the “expert interview,” the key informant interview is a loosely structured conversation with individuals who have experience and specialized knowledge concerning the topic the researcher desires to understand (Glaser & Strauss, 1999).

Semi-structured interviews. Semi-Structured interviews use basic questions as a beginning point for an interview; however, interviews generally progress to what the

interviewee desires to discuss, and data are derived from what the interviewee considers important concerning the subject (Glaser & Strauss, 1999).

Assumptions

Four assumptions were made during this study:

1. Interpersonal violence can be prevented by developing programs, which incorporate an understanding of the environment, culture and resources of a specific area.
2. The deployed environment in Bagram, Afghanistan, is different from the military environment in the United States.
3. The information provided by government and military agency sources on the rates of violence is true and accurate.
4. Key informants and participants will respond truthfully and openly to interview questions.

Limitations

A major limitation of this study was the limited amount of time available for collecting data. Lag times with military Institutional Review Board approvals, letters of approval and military assessments of this research proposal foreshortened the time to collect data, since my time of deployment to Afghanistan was finite. An additional limitation was my role as an officer in the United States Navy. It may have been perceived by junior personnel that the researcher was researching this issue with the purpose of assigning guilt or blame to individuals who discuss incidents of interpersonal violence. Therefore establishing trust in the community was extremely important as well as ensuring participants understood their responses were confidential.

Delimitations

This research will focus on the population of female military personnel deployed to Bagram, Afghanistan at the time of my deployment, and will not include men.

Because of the increased potential for military women to suffer from interpersonal violence in the deployed environment, only women will be selected for this research.

Bagram, Afghanistan, was selected as the location of this study for convenience. Studies of other deployed environments such as forward operating bases or smaller installations more likely to suffer from local Taliban attacks, might yield different results or could expand further on developing concepts and drawing theories from the research. That approach was outside the parameters of the proposed study because of time and travel limitations.

Significance of the Study

The structure of the military, with hierarchical ranks dictating relationships of subordination and superior command status, was developed to create order that would help to ensure the success of the mission (Dunivin, 1997). At the same time, however, it requires compliance with orders, and interactions among servicemen and women can be different from the way they exist in the world outside the military (Dunivin, 1997). Thus, there is the possibility that rank or rate (individual job specialty) may affect the way people deal with a stronger personality or person.

This study is timely, in that today there are continuing debates as to whether commanders in the U.S. military should maintain their right to handle sexual assault investigations within their armed forces (McLaughlin, 2013). Commanders fiercely

desire to maintain that right in part because they see it as their responsibility and integral role in the chain of command, however advocacy groups have pressured members of Congress, particularly those who sit on the Armed Services Committee, to relieve military leadership of that responsibility and place it in the hands of prosecutors instead. During an Armed Services Committee hearing, a member on the panel of commanders brought before the committee stated that, “. . . removing commanders from the investigative process undermine their troops' trust in them, but it would also deny them the effective tool of nonjudicial punishment, known as Article 15” (McLaughlin, 2013). From a military perspective, that argument is logical and has merit, while from a civilian perspective, it does not (McLaughlin, 2013). In order to determine the effect of such a change in military process, deep consideration should be given to the overall culture of the military and whether or not such a change would truly be effective. One method of helping to determine that is to gain the perspective of those who live and work in the junior ranks, as well as those commanders who experience handling these issues.

In this study, interviews with American women serving in one deployed military environment yielded information that was useful for gaining a better understanding of the unique dynamics of interpersonal relationships and threats to personal safety in a military structure. The information also provided insight into current experiences and military cultural issues related to interpersonal safety in the deployed environment and subsequently provided information that could be used for the development of more effective violence prevention and violence response programs. But designing more

effective programs, the mission capability of the United States military would be enhanced.

The social change implications for this research are that positive change could result from a more comprehensive and targeted development process in the area of violence prevention and response in the military, with the cumulative result of enhancing prevention of violence and response care to military personnel not only in deployed environments, but perhaps even globally. This research focused on perceptions, attitudes, beliefs, and experiences of female military personnel and sought to determine the cultural milieu of the deployed environment that alters typical relationships. The study did not include the environment that exists in the continental United States (CONUS).

Since time alters memories, it is preferable to capture information in the field with service members who have immediate perceptions and direct experience within a culture that manages violence as part of its mission. This information is often lost over time and needs to be captured in the environment instead of relying on memory or retrospective data. Only where participants live and interact can the researcher observe and document specific surroundings and see local circumstances that contribute to the study. Only in the current environment can key informant information be gathered first hand and immediately. In that environment, study participants are far more likely to fully recollect and describe their perceptions, attitudes, beliefs, and experiences about interpersonal safety. The information that was gained during this study may assist the military in more fully understanding violence in its ranks, particularly toward women in the deployed

environment, and may give the armed services a better perspective for developing and implementing violence prevention and response programs in the future.

This research study, which used a grounded theory research approach, sought to describe and explain the deployed environment of Bagram, Afghanistan, in 2010 as well as to understand the interpersonal safety perceptions of military women deployed there. By so doing, this research captured the very foundation of the current military culture of Bagram and analyzed the perceptions and experiences of military women in that environment. This information, utilizing grounded theory, resulted in the formation of a theoretical construct that can be used to assist the DoD in future developments of interpersonal safety, violence prevention, and response programs that will foster positive social change in the military community.

Summary and Transition

Interpersonal safety of military personnel on deployment, particularly females, who are fewer in number and may be less physically powerful, is a concern in a war environment (Sadler, et al., 2001). Women in the military must have a sense of kinship and trust when working with other military personnel, and should not have to live and work in an environment where they feel threatened by relationships with other military persons--male or female (Sadler et al., 2001). Despite the efforts of the DoD and individual branches of the U. S. armed forces, workplace violence has been a common experience for military women (Sadler et al., 2001).

The chapter introduced issues of interpersonal violence that exist in the deployed environment, but there remain questions about the causes, effects, and extent that

violence exists today. Chapter 2 presents a review of salient literature that supports the concept that violence is a public health issue and that, like civilians, military women need to be free of interpersonal violence to maintain a healthy lifestyle while both working and living in a culture created to counter or commit violence. Chapter 3 describes and explains the qualitative methodology for using a grounded theory approach and illustrates the methods I used for selecting participants and key informants. The chapter also includes protections afforded to participants to ensure their responses remain confidential and assurances that their safety and mental well-being will be primary concerns. Chapter 4 describes the results of the study and Chapter 5 is used to reflect upon and interpret the results as well as offer recommendations for further research.

Chapter 2: Literature Review

Introduction

This chapter includes a review of relevant literature about issues of interpersonal safety and interpersonal violence in the U.S. military. Specific literature dealing with interpersonal safety and interpersonal violence issues in military deployed environments is sparse. This review begins with a description of violence as a public health problem and is followed by further descriptions of violence as a public health issue in the military and violence against women in the military. It highlights the need for such a study because of the stresses that violence, such as sexual assault, places on members of the military. It also demonstrates the immediate and lingering costs of violence. The end of this chapter examines literature describing why participants for this study are best interviewed in their local environment as opposed to interviewing participants in CONUS, and concludes with a description of how the literature review is related to the chosen methodology for this research. Topics specifically included in this chapter include: research strategies, violence as a public health problem, violence as a military public health problem; violence and women in the military; violence, sexual assault and resulting stress; the cost of violence; interviewing research participants in their environment; and literature related to the chosen methodology.

Literature Search Strategy

Walden University's online library resources and the U.S. military's Edward Stitt online library, now known as the Darnell Bio-medical Resource Center, were used to

access a variety of resources for this literature review. Database sources searched included Anthrosource, OVID, PubMed, EBSCO, and Medline. In addition, the World Health Organization (WHO) website on violence and public health was used. The literature searched was from the 1980s to the present. Anthropology data sources were searched as well as traditional medical data sources, with the intent of discovering more information on military culture in relation to the topic. Sites searched for information on military deployment often highlighted the topic of violence, aggravated assault and suicide. This prompted me to look deeper into those areas.

The key word strings used singularly and in combination in the review of literature include: *women military deployment, military interpersonal violence, deployment safety, interpersonal safety, violence and public health, military culture, armed forces culture, violence and U.S. military, military sexual assault, and military suicide.*

Violence as a Public Health Problem

Violence and its effects on health are often overlooked in healthcare communities. Violence is frequently considered the primary domain of law enforcement or social services (Lawson & Rowe, 2009). The concept of violence as a public health issue is recent within the health professions; however, key leaders in the public health system in the United States realized the connection between violence and health as early as the 1970s (CDC, 2008). As an example, in 1979, the U.S. Surgeon General, Julius B. Richmond, underscored that concept when he identified violent behavior as a key public health priority (CDC, 2008).

The CDC recognized the need to develop a national program to assist in reducing injury-related death and disability in the workplace in its studies on patterns of violence that were published in the 1980s (CDC, 2008). In 1990, *Healthy People 2000* included violent and abusive behavior as 1 of 22 public health priority areas in the national disease-prevention campaign (CDC, 2009). The CDC established the National Center for Injury Prevention and Control (NCIPC) in 1992 (CDC, 2008), a national center that now serves as the foremost federal organization for the prevention of violence in the United States and currently houses the Division of Violence Prevention (DVP). Today, leaders within the CDC understand that violence has a detrimental effect on the health of communities across the United States, and disintegrates the integrity of society in a variety of ways. There is not, however, an equivalent Division of Violence Prevention in the US Military.

Violence as a Military Public Health Problem

Preventing violence, particularly interpersonal violence, is an important public health goal (Lawson & Rowe, 2009). Approximately 25% of women in the United States report being victims of physical or sexual violence from a partner or close associate at some time in their lives. Over a million and a half women, and almost 900,000 men suffer from physical assault or rape by intimate partners in the United States annually (Whitaker, Haileyesus, Swahn, & Saltzman, 2007).

Perceptions of adequate interpersonal safety are important in all populations and affect various levels of health (WHO, 2004). Interviews with military veterans who have experienced violence have repeatedly supported the belief that the culture of the

environment that these people live and work in is integral to their job performance (Sadler et al., 2001). In military culture, being able to implicitly trust a fellow military member is imperative to peace of mind for a soldier, sailor, marine or airman (Dunivin, 1997). Therefore, it is important to consider that various perceptions, attitudes, beliefs, and experiences related to interpersonal safety may also affect the performance abilities of military personnel in a deployed environment.

In the U.S. military, many programs have been developed to combat various forms of violence. The DoD Sexual Assault Prevention and Response (SAPR) was developed in 2004 and designed to combat issues of sexual violence. The Defense Center of Excellence (DCoE) was developed in response to and designed to combat posttraumatic stress disorder (PTSD) and military suicide. These programs are examples of how the DoD has addressed its goal to decrease interpersonal violence. No grounded theory study to date has examined why violence occurs in military ranks, however. In particular, there is a gap in the literature concerning why violence occurs within military ranks when personnel are stationed in areas of deployment.

Incidents of violence between military personnel, including sexual assaults, fall under the Central Command (CENTCOM) Area of Responsibility (AOR) (DoD, 2009). Twenty-two cases of sexual assault were officially reported in the CENTCOM Area of Responsibility (AOR) during fiscal year 2009 (DoD, 2010). New research designed to examine violence as a whole, rather than paying attention to independent incidents, will provide for the formation of a theory related to interpersonal safety in deployed

environments. In turn, this theory may be used as a foundation to develop better prevention and response programs in health promotion and crime prevention areas.

Exposure to interpersonal violence issues may decrease military vigilance and morale and may contribute to decreased functioning and depression. These issues, including aggravated assault, verbal harassment, sexual assault, homicide or suicide, have been shown to affect civilian populations (Gorman-Smith, & Tolan, 1998; Shafii & Shafii, 2003). Gorman-Smith and Tolan (1998) expanded an understanding between the exposure to violence and family relationships. The study authors explained that little was known about the risk of children's exposure to violence and factors that reduce negative outcomes associated with witnessing violence when incidents occur (Gorman-Smith & Tolan, 1998). They found that risks of exposure to violence were associated with living arrangements (e.g., house versus apartment, and a longer length of living time in an area), and a relation between increased community violence and increased family violence was noted (Gorman-Smith & Tolan, 1998). Gorman-Smith and Tolan studied the relationship between exposure to community violence and characteristics of family to further explore the issue.

There is a long list of studies that have documented an association between an individual's exposures to violence and either emotional or behavioral negative outcomes. These negative outcomes include depression, anxiety, posttraumatic stress disorder and increased aggression (Gorman-Smith & Tolan, 1998). Gorman-Smith and Tolan postulated that aggression is more likely result when there is violent aggression in the community. Despite the fact that Gorman-Smith and Tolan focused their efforts more on

studies of children and youth, the information they obtained may also translate to adults with similar experiences. Negative outcomes may even be compounded for adults who have suffered violence in their childhood and subsequently suffer it later in their maturity (Crawford & Fiedler, 1992).

In this longitudinal study, data were obtained from the Chicago Youth Development Study (CYDS), and from the Exposure to Violence Interview using a sample of 245 Latino and African-American boys who came from lower income neighborhoods (Gorman-Smith & Tolan, 1998). Results of the study showed that, over a one-year period, an increase in depression and aggressive behavior occurred among the youth that appeared to be related to their exposures to community violence. Advantages of this study were the access to the population and the already developed tools to initiate the study. In addition, it seemed well grounded in previous literature review of the problem of exposure to community violence and individual behavior. Drawbacks to this study were that it was complex, lengthy and utilized more of a quantitative approach toward evaluating items such as: Emotional Cohesion, Support, Communication and Shared Deviant Beliefs.

Given that this study included interviews of both the youth participants and the families of the participants, it may well have benefited from a more qualitative approach, or mixed methods approach. An interesting finding was that this study demonstrated that there was a significant level of aggression associated with families with a high degree of organization or “structure” (Gorman-Smith & Tolan, 1998). Structure was described by Gorman-Smith and Tolan (1998) as, “...organization and support and intolerance of

antisocial values” (p. 107), which is a structure similar to the basic structure within military organizations.

In a study done by Crawford and Fiedler (1992), 17 men and 8 women were to be discharged from military service during basic training due to mental health issues. Of those identified, five males and five females admitted to physical and/or sexual abuse during their childhood (Crawford & Fiedler, 1992). In another recent study done by Williams and Bernstein (2011), military sexual trauma and its prevalence, impact and treatment were studied, and previous sexual abuse before entering the military was cited as a risk factor for developing PTSD due to experiencing sexual trauma while in the military. Another study, which examined gender differences among military personnel who were admitted to psychiatric wards by reviewing their military electronic medical records, highlighted prior violence related to child abuse and sexual abuse factors which contributed toward suicide ideation, suicide attempts and the completion of suicide of women in the military (Cox, et al., 2011).

Military members often serve as something akin to a close-knit family with each other, particularly when deployed or working in a war environment (Dunivin, 1997). Many of those members come from previous home lives where they’ve experienced violence in the past, and so establishing trust and a safe environment is essential in building a cooperative team. The need to decrease interpersonal violence, and increase personal safety is imperative to the fulfillment of military missions, and necessary for the peace of mind of its members. Individual programs exist in the military that attempt to deal with violence issues such as sexual assault, domestic violence and suicide, however

the numbers of incidents have not decreased and some (such as suicide and sexual assault) have only increased (DoD, 2010).

Although several studies of female veterans have surveyed participants after their deployments and investigated issues related to suicide, sexual assault and PTSD, there are no studies presently found in the literature that examine current experiences of interpersonal safety in the deployed environment and generate theory from those studies. This study seeks to describe and explain the current deployed environment of Bagram, Afghanistan, and interpersonal safety perceptions of military women deployed there.

Violence and Women in the Military

As of September 30, 2008, the population of the U.S. military included 34,300 female officers, and 163,600 enlisted women, totaling 197,900 active duty women in the service (Defense Manpower Data Center, 2010). In 2008, women made up 14% of the U.S. armed forces (Defense Manpower Data Center, 2010). In Afghanistan, there are over 71,000 active duty military personnel deployed (Defense Manpower Data Center, 2010). Women constitute approximately 10% of the forces in Iraq and Afghanistan and are 16% of the 3.5 million members of all of the U.S. armed forces (Musick, 2009).

Because of their relatively small representation, women may be more at risk for suffering from interpersonal violence, as gender imbalances have frequently been the catalyst for violence (Hesketh & Xing, 2006). Hesketh and Xing emphasize this point by highlighting the fact that large differences in gender are a well-established correlate to violent crime, and that there is a relationship between the development of violence and disparities of sex ratio. Countries such as Canada, China, Korea, and India have noted

that imbalance of genders positively contribute to an increase in antisocial behavior and violence between the sexes and in communities (Basu, 2010; Hesketh & Xing, 2006). In addition, because of the lack of sexual needs being met within a population of mostly males, sexual trafficking and coercion have been noted in some populations (Hesketh & Xing, 2006). Women are twice as likely to be assaulted in the workplace as men are, and they are at increased risk of becoming victims of homicide in the workplace (LaMar, Gerberich, Lohman, & Zaidman, 1998).

Military women run a risk of suffering from issues related to violence in the deployed environment (Donahoe, 2005). For example, Sadler et al. (2001) examined environmental risk factors of military women and nonfatal assault of women who served in the Vietnam, post-Vietnam, or Persian Gulf War (PGW). After excluding rape and domestic violence, Sadler et al. (2001) found that workplace violence was a common experience for many military women and that physical assault was experienced by 30% of them. Among this group, physically assaulted women reported that such incidents led to their leaving their military careers earlier than originally intended. In the same study, 79% reported having experienced sexual harassment during their military service, and 54% reported unwanted sexual contact.

Dunivin (1997) took note of the culture of the U.S. military and its paradigm shift toward accepting women in combat roles. Dunivin described the predominant “combat masculine warrior” (CMW) culture of the military and its effect on acceptance of females in combat roles. Although the Dunivin paper was written over 13 years ago, women in the military still deal with the problem of acceptance today. Traditionalists continue to

believe that women are not strong enough for the military and those who prefer the CMW paradigm see women as a hazard to the combat environment (Dunivin, 1997). Military personnel who believe this way, and give voice to it, may perpetuate a hostile environment for military women to both work and live.

A woman's exposure to interpersonal violence issues such as aggravated assault, verbal harassment, sexual assault, and workplace violence may decrease military vigilance and morale and may contribute to decreased personal functioning and depression, since these issues were shown to affect civilian populations in previous studies (Donahoe, 2005). In studies of women veterans, participants have described issues such as risk factors for women's nonfatal assault in military environments (Sadler et al., 2001) and stressors faced by women deployed to Iraq and Afghanistan (Street, Stafford, Mahan, & Hendricks, 2009). There were no studies found in the literature that examined current experiences of interpersonal safety of women in the deployed environment.

Violence, Sexual Assault, and Resulting Stress

While sexual assault and other sex crimes are not the only interpersonal violence issues that women face, these are the predominate issue in the literature. For example, in a cross-sectional survey of 4,918 veterans by Murdock et al. (2004), 69% of female combat veterans and 86.6% of female noncombat veterans reported in-service or post-service sexual assaults. In total, 71% of females surveyed reported experiencing in-service sexual assault (Murdock, 2004).

A meta-analysis of literature by Street, Vogt, and Dutra (2009), examined stressors experienced by military women, violence associated with sexual assault, sexual harassment, and gender harassment in several studies. Street et al. concluded that stressors related to interpersonal violence, combined with serving in a deployed combat arena, increased the potential for development of posttraumatic stress disorder (PTSD) over time. The reduction of stressors related to interpersonal violence, therefore, have the potential to reduce the impact of war zone deployment and allow for decreased threats to the mental health and wellbeing of women who serve in the military.

Several authors have highlighted problems related to sexual assault in the deployed environment; however none of the authors considered the totality of violence in the deployed environment. For example, in the study by Kelly et al. (2008), telephone surveys were used to obtain responses from 1,496 female veteran participants with the purpose of exploring trends between the effects of sexual assault and combat exposure on military women and their use of veteran's healthcare services. Statistical analyses of the data were completed using Chi-Square difference tests for demographic data and a modified Bonferonni procedure to analyze the participants' responses to the surveys (Kelly et al., 2008). In this study Kelly et al. (2008) found that there was greater use of Veterans Health Administration (VHA) care among veteran females who reported having a history of sexual assault as compared to veteran females without a history of sexual assault.

Sadler et al. (2001) used quantitative methods in computer assisted telephone interviews in a cross-sectional study of 558 female veterans who had served in Vietnam,

and subsequent eras of military service, with the purpose of understanding military women's exposures to various types of non-fatal violence. Data from the interviews were analyzed using bivariate logistic regression analyses, odds ratios and logistic regression (Sadler et al., 2001). In this study, Sadler et al. (2001) found that violence toward military women appeared to be promoted by the environment in which they served. Issues such as sexual harassment, physical violence and sexual violence were surveyed as well as behaviors of women while off duty versus on duty (Sadler et al., 2001). Situations such as serving under leadership that demonstrated tolerance or support of sexual harassment and/or a sexualized workplace, as well as easy access of opposite sex to living/sleeping quarters was found to contribute toward non-fatal violence toward military women (Sadler et al., 2001). Among the women surveyed, former military females also identified leadership behaviors and support as factors contributing to their experience of violence in the workplace (Sadler et al., 2001).

Murdoch (2004) implemented a cross-sectional survey of 4,918 male and female veterans in a quantitative study, with the purpose of understanding the connection between military experiences of sexual assault and the rate of veterans seeking disability benefits from Veteran's Affairs. This author reported that among veterans who experienced combat exposure, the prevalence of in-service sexual assault was 4% for males and 71% for females (Murdoch, 2004). Murdoch (2004) later described in her paper how rape victims' frequently depicted feelings that the world is unjust and that they feel a loss of self efficacy after experiencing assault, and that these common feelings

seemed more profound in military service women who served alongside their male military counterparts.

The literature discussed above highlights quantitative studies by researchers assessing individual topics of violence toward women in military communities, thus demonstrating existing problems of violence issues for women in the military services. This review shows that work in discovering and quantifying issues of violence against military women has been done. The research does not, however, generate theory or discuss related theories that may describe and/or explain environmental, cultural, and political influences that affect interpersonal safety among military women.

The Cost of Violence

Violence is costly (Lawson & Rowe, 2009). In the United States of America, the cost of violence is estimated to be at least 3.3% of the gross domestic product (WHO, 2004). Additionally, in the 2003 report, “Costs of Intimate Partner Violence against Women in the United States”, by the Centers for Disease Control and Prevention (CDC), it was estimated that costs of violence against women related to physical assault, stalking, rape and homicide, exceeded over \$5.8 billion per year.

Interpersonal violence within the military is destructive and directly impacts mission readiness (Dunivin, 1997). Incidents related to aggravated assault, gang violence, sexual assault, homicide, and suicide undermine the very fabric of the United States military and collectively cost millions of dollars to address over time (Special Agent J. Wright, personal communication, July 16, 2010).

Perceptions of interpersonal safety, as well as existing environmental factors, are important in various populations and affect various levels of bio-psycho-social health (WHO, 2004). The WHO described the many factors that come together to influence both individual and community health as “the social determinants of health” (Health Impact Assessment, 2010). These social determinants of health may include income, social status, physical environment, and education. Social determinants of health also include issues related to environmental safety and the existence of violence in the community.

Information from interviews with military veterans who have experienced violence in the past suggests that the environment people live and work in colors their perceptions, beliefs, and attitudes about their safety (Sadler et al., 2001). Therefore, it is important to consider that those perceptions, attitudes, beliefs, and experiences related to interpersonal safety may also affect the performance abilities of military personnel in a deployed environment (Reed, 2007).

Interviewing Research Participants in their Environment

This research study contains some ethnographic components, as it is concerned with military culture and influences within military culture. If at all possible, it is important to interview participants in their natural environment (Rossman & Rallis, 2003). Memories are not static; they can fade or change over time (Geraerts, 2008; Landau, 2009). There is a tendency for people to revise memories to fit their current perspective of themselves, and many may embellish details of what they believe happened (Feldman, 2005; Whetstone, 1998). False memories can be so persuasive that they can cause people to change their behavior (Geraerts, 2008). In a study of beliefs and

memories, Geraerts (2008) found that it is possible to change long-term behaviors in others by inducing false memories using simple suggestive techniques.

This information helps to illustrate the understanding that perceptions, attitudes, beliefs, and experiences of participants while in theatre will yield more accurate data than relying on post deployment surveys or research done well after the participant has left the theatre. The closer to the time of the occurrence of an incident, the clearer and more precise a memory will be and therefore, the more accurate the data.

Literature Related to Chosen Methodology

This study utilizes a qualitative research approach to gather data for the purpose of generating a theory of interpersonal safety in the deployed environment. The purpose of qualitative research is to understand and learn new information about the social world. The ultimate purpose of qualitative research is learning. Qualitative research is a process that groups data (images, words, sounds, numbers) into building blocks of information (Rossman & Rallis, 2003). In qualitative research, the study itself is conducted through the researcher, and the researcher makes decisions based on the emerging processes of inquiry. Qualitative research is further defined as a process that “takes place in the natural world, uses multiple methods, focuses on context, emergent rather than tightly prefigured, and is fundamentally interpretive” (Rossman & Rallis, 2003, p. 8).

Grounded theory is a method designed to build a theoretical foundation beyond a domain of study, with an end result that provides substantive or formative level middle range theory (Glaser & Strauss, 1967). In grounded theory, the researcher examines the totality of the central issue by first examining the key points of data retrieved

(microscopic level) and then later rendering an overall theory from the ideas and concepts discovered within the data (macroscopic level) (Wuest, 2007).

The overall aim of a grounded theory approach is to identify main concerns of persons within the community, as well as a number of strategies that can be implemented to alleviate that concern (Pettigrew, 2000). Grounded theory is a precursor to change, because it recognizes the complexity of social worlds and, when it is uncovered, explains the behaviors of a community to itself (Pettigrew, 2000). Creswell (2007) states that the main intention of grounded theory is to "...move beyond description and to generate or discover a theory" (pp. 62-63). The commonality among participants in this form of research study is that each individual would have experienced the same process under inquiry, and from the theory generated by the study additional frameworks for future research and programs could be developed (Creswell, 2007).

In summary, issues related to violence are not only a public health problem in the general civilian populations, but are also a public health problem in the US military. Among the population of the US military, women are most vulnerable because of their relative smaller numbers and persistent cultural and ideological views of women that exist in the United States. The majority of research in this area has focused on sex crimes toward women rather than issues such as work place violence or gang violence, probably due to political and advocacy group focus on those issues. Regardless of the type of violence that occurs, it is costly both in terms of financial assets of the government and in psychosocial well being for individuals and communities.

No related literature was found that reviewed the comprehensive topic of military interpersonal safety or interpersonal violence in the deployed environment, or the theories that might exist within those topics. While some literature dealt with surveys of veterans related to sex crimes, literature is sparse in examining violence issues as a whole in the deployed environment. This lack of information in the literature review crystallized my own understanding that a grounded theory approach would be the best method for this research study.

Chapter 3: Research Method

Introduction

This grounded theory study was designed to understand the historical culture of the United States military, engage in participant observation of a deployed military location as it existed in 2010, and utilizing participant interviews to identify population ideas, beliefs, and concepts of interpersonal safety in the community. I approached this study using a constructivist paradigm which focuses on the phenomenon being studied instead of the methods used to study it in order to look deeply at the foundational and theoretical problem concerning interpersonal safety and interpersonal violence in the deployed environment. A constructivist approach, as opposed to a positivist approach, takes the view that society ultimately constructs its own reality (Denzin & Lincoln, 2005). This approach was deemed best-suited for the basic identified problem because there were no foundational theories on interpersonal safety in the deployed environment, and because military culture is an integral and inseparable part of society in Bagram,.

This study used interview data that I collected under a military IRB approval through the Military Research Medical Command (MRMC) in September 2010. The MRMC gave its approval after multiple reviews of a research proposal that matched my then-in-current research proposal at Walden University. I subsequently notified the Walden University IRB of this procedure and received its approval for me to collect data using the provided military IRB approval. This approval was granted due to the limited time available for data collection and my Walden University proposal not yet being ready for submission.

Research Design

The research design for this study utilized a grounded theory methodology. It used qualitative methods to analyze secondary data obtained via qualitative methods of data collection and focusing/refocusing on the data throughout the process, to identify analytic interpretations of participants' worlds (Denzin & Lincoln, 2005). Denzin and Lincoln (2005) stated the following about grounded theory: "A major strength of grounded theory methods is that they provide tools for analyzing processes, and these tools hold much potential for studying social justice issues" (p. 507-508). Since this study dealt primarily with issues of interpersonal safety and interpersonal violence, and these issues center around social justice, it was an ideal approach for grounded theory methodology.

Researchers engaged in a grounded theory research project use the following steps:

1. Conduct observations and interviews,
2. Collect data,
3. Refine emerging analyses,
4. Develop a group of conceptual categories based on an understanding of actions and words of the participants along with researcher observations,
5. Develop theories relative to the patterns of responses that emerge from the categories (Charmaz, 2006):.

These steps in the grounded theory research are not necessarily done sequentially, but are often done simultaneously. Researchers using a grounded theory methodology spend a

significant amount of time extracting abstract ideas and concepts from field observations as well as arriving at meaning from actions and verbal encounters with participants (Denzin & Lincoln, 2005). These ideas, concepts and meanings are used to describe and explain discovered relationships and include the abstract concepts that envelope those relationships (Denzin & Lincoln, 2005). It is from those relationships and abstract concepts that theory is generated.

This study used a composite of different ethnographic methods, including observation, field notes, key-informant resources, and semi-structured interviews. These methods assisted in developing a theory of the unique factors that involve interpersonal violence in the deployed environment, as suggested by LeCompte and Schensul (1999). Observations and field notes about the military base at Bagram, in conjunction with interviews with key informants and military study participants, helped to capture a more complete picture for the generation of a grounded theory.

While interviews were the key component in this research study, other methods such as field notes and observations were employed to assist with generating theory. Charmaz (2006) acknowledged that qualitative researchers frequently choose a single method, such as interviewing, for a study; however combining various methods is useful in qualitative research and may provide richer data. This approach, also known as triangulation, increases the trustworthiness of the data obtained by allowing the researcher to cross check the variety of information obtained using additional qualitative methods (Denzin & Lincoln, 2005). The combination of observation, field notes, key

informant interviews, and interviews with study participants in the study design provided well-rounded data for generating theory.

Qualitative methods rather than a quantitative approach were used in this study for the following reasons: (a) attitudes, experiences, beliefs, and practices cannot be objectively and numerically quantified, and (b) there are no foundational theory studies of military interpersonal safety and violence in the deployed arena (Denzin & Lincoln, 2005). The information obtained through a qualitative approach is different from that collected from a quantitative study (Denzin & Lincoln, 2005; Rossman & Rallis, 2003). Qualitative studies use interviews of specific populations, interpret data from what interviewees have discussed, and analyze how that population describes and explains what members of the population have experienced (Denzin & Lincoln, 2005).

In qualitative research, the researcher uses analytic tools such as open coding and theoretical coding, to code or denote ways research participants express themselves in words or for noting incidents that occur (Denzin & Lincoln, 2005). The purpose of open coding is to generate as many codes as possible to fit the data that has been obtained (Munhall, 2007). In theoretical coding the researcher compares and contrasts codes, and arrives at basic themes and ideas comprised of the amalgamation of codes. Computer programs are available to assist the qualitative researcher with coding, and are further discussed in the data analysis section at the end of this chapter.

Grounded theory methodology, primarily developed and explained by Glaser and Strauss (1967), is a constant comparative method that is neither solely deductive nor inductive, but is one which coalesces into a mixture of both forms of reasoning

depending on the process and method of inquiry (Denzin & Lincoln, 2005). The process of data sampling, data analysis, and theory development is therefore not separate and distinct, but an evolution that must be repeated in a cycle until the phenomenon to be researched can be fully described and explained (Denzin & Lincoln, 2005). The combination of the researcher's observations, information from key informants, and the data synthesized from semi-structured interviews will result in several categories of information that should result in full theory development. When data saturation occurs (meaning, when no new information is uncovered), and additional participants or information would not significantly alter the emerging theory, then the collection of data will stop (Munhall, 2007).

Grounded theory in particular, is useful in studying organizations and organizational cultures (Martin & Turner, 1986). Martin and Turner (1986) discussed the utility of grounded theory in organizational research and expounded upon the benefit of using this method to generate foundational theories. By combining qualitative methods such as semi-structured interviewing and participant observation, a researcher can examine a variety of data, which allows a fuller picture of the research to be visualized and understood (Martin & Turner, 1986). A grounded theory approach may also be more useful than large surveys, when seeking to facilitate desirable change within an organization, because it includes detailed data from participants, as well as the researcher's observations of the local area, rather than using preselected answers written in a specific format or seeking short responses from senior personnel within the organization as is done in short answer or survey methods (Martin & Turner, 1986).

The Role of the Researcher

My role as the researcher included conducting all of the elements involved in this study, including the research design, collection of data, synthesis and analysis of data and reporting on overall findings of the study. In the formation of the research design, I first identified that there were no studies found that linked all of the aspects of violence prevention and response into one sound theory. This is important because there is a significant problem regarding interpersonal safety of women in deployed environments. Although several programs and policies developed within the Department of Defense have addressed violence prevention and response, my investigation of the origins of these programs found that there was limited empirical research concerning the foundation of understanding upon which these programs were built.

Additionally, there is no evidence that military programs in the United States were transferred to the deployed arena after an evaluation of their applicability to an environment of war. The Department of Defense constantly adapts its process of dealing with violence prevention and response as evidenced by numerous Instructions on domestic violence, sexual assault and sexual harassment. However, without a logical blueprint to facilitate organizational change, programs that are developed or redesigned in the future may not be optimal for US Armed Forces personnel and may fail to address the particular nature of the problem. This study was designed in part to address this lack of information.

My role in data collection for this study included developing research questions, identifying the appropriate population to study and the appropriate place of study,

conducting both participant and key informant interviews, observing local population interactions and writing field notes. My personal experience as a military member, and Nurse Corps officer provided increased understanding of interviews and observations, as I was previously familiar with the language, the culture and the organizational structure of the military. My pertinent educational background included both graduate studies and experience with individual studies of violence prevention and response; this focused my research lens on the key areas of violence or non-violence that needed to be considered as I collected my data and assisted me with asking the proper follow up questions during interviews.

My study implementation included several cautions against researcher bias. My view of the world as a military member, combined with my education, may have inadvertently influenced my assumptions in the research; this understanding led me to work diligently to guard against this and recognize personal bias in my study. My time on deployment at Bagram Air Base provided an increased understanding of the study environment, but may also have biased me because of my own personal experiences. For example, while in Bagram, I lived in a plywood house, and walked outside to the portojohns, which were approximately 50 feet from my living space. The area was dimly lit, however I never felt threatened or in danger from fellow soldiers, airmen, marines or sailors. My feelings of insecurity, or threat, came mainly from the occurrences of rocket or mortar attacks, and occasionally from senior-level personnel in my workspace. It is these personal experiences that may have inadvertently biased my analysis of transcripts and field notes. Any bias that I noted during my analysis was mediated by utilizing my

mentors and methods expert on my dissertation committee to also review my interview transcripts, followed by my comparing their interpretation of my data analysis with the committee's reviews.

Because I had a higher military rank as an officer and Commander, and correspondingly greater seniority in the military than the persons who were interviewed, it was essential to minimize any perception of coercion for participants who took part in this study. When recruiting participants or performing interviews, I took care not to advertise my rank or to wear my uniform. In the deployed environment, the only alternate clothing allowed for U.S. military personnel is the physical fitness uniform (PT gear), which is Service (Army, Navy, Air Force) specific, and PT clothing is what I wore. This reduced the likelihood of intimidation or perception of coercion.

Interview Questions

Interview questions using qualitative methodology are often developed and/or refined as the research study progresses (Corbin & Strauss, 2008). The immediate research goal was to determine women's perceptions of their physical and emotional security among their fellow troops. To gain an understanding of their perceptions, I asked participants, in a semi-structured interview format, the following sample of questions which are also documented in the Study Participant Research Interview Guide in Appendix A.

1. Describe a safe (living, working, playing) environment.
2. Describe your initial ideas of what Bagram would be like before you were deployed here.

3. What were your initial impressions of Bagram when you arrived?
4. What types of recreational activities are you involved in at Bagram?
5. Describe your impressions of the current level of personal safety among fellow members of the military in the environment of Bagram.
6. What sights, sounds, conversations, or other experiences have contributed to your perceptions of personal safety in the environment of Bagram, Afghanistan?
7. Describe any changes on Bagram AFB during your time here that has increased or decreased your perception of personal safety on Bagram AFB.
8. If you could make recommendations for how to improve personal safety on Bagram AFB, what recommendations would you make, and why?

These questions were not all inclusive of themselves, but meant only to serve as basic topics to generate conversation in the direction of understanding active duty women's experiences, perceptions, attitudes and beliefs of interpersonal safety in the deployed environment.

Procedures for Gaining Access to Participants

At the time of this study, I was a U.S. Navy active duty nurse who lived in the deployed environment where I collected data for the research. I had access to all of the study's participants on the Bagram Air Force Base by proximity of daily living. I advertised for study participants using U.S. military IRB-approved recruitment flyers (see Appendix E) in public places where I observed military social interactions such as: on public transportation and bus stops, at Morale/Welfare/Recreation centers, dance events,

religious services, military exchange/shopping areas. Advertisement flyers referred potential participants to this researcher's private Internet address instead of a military Internet address in order to minimize any hint of coercion due to military rank. I did not wear my uniform when interacting with participants or when conducting participant interviews. None of the participants inquired about my military rank, and only one participant was aware of my rank during the interview. I explained to all participants that knowledge of my military rank had the potential to bias their statements and that I preferred my rank to be anonymous. This aspect was important, because in order to avoid any semblance or intimation of coercion due to my military rank of Navy Commander it was best not to actively volunteer it.

Bagram Air Base is approximately 5,000 acres in size, and hosted over 27,000 active duty military and government employees at the time of data collection (Army Environmental Policy Institute, AEPI, 2010). Because deployments are anywhere from six months to a year long, personnel come into and leave Bagram frequently. Because most personnel move in and out of this environment regularly, people who did not work directly with me were more likely not know my military rank unless I informed them.

Ethical Protection of Participants

The researcher for this study, me, as well as dissertation committee members, are the only persons to have full access to audio recordings, transcriptions, and data. In addition, a methodology expert on the committee worked with me throughout the data analysis process to further validate findings and processes. Audio recordings were transcribed verbatim by me and transcripts were sent to the dissertation committee

methods expert, Dr. Debra Wilson, PhD, for review. All participant and key informant consent forms, audio recordings and transcripts are currently maintained in a double locked secure space at my place of employment as well on my password protected computer. All items were available for review at any time by members of the dissertation committee.

Data stored for this study includes audio-recorded interviews, transcripts of interviews, field notes from public observations and data analysis material. Electronic data is kept on a password-protected computer, remains in the possession of me. The collected data will be stored for a minimum of seven years.

Ethical Concerns of Observation

Observational methods and ethical concerns are an ongoing topic of discussion in research. One view in this area is that communities should be notified that they are being observed whenever a research protocol is put into effect that requires social, community observation (LeCompte & Schensul, 1999). Another view is that communities need not be notified if ethical principles of confidentiality, respect to populations and beneficence are applied (LeCompte & Schensul, 1999).

The advantage of notifying the public of ongoing research is that this procedure allows the community of study to be aware they are being observed. The disadvantage of this is that the goal of observing a population is to obtain information regarding behaviors, activities and daily routines in the 'natural' setting and notifying a population that they are being observed may cause them to change their behaviors, activities and

daily routines (known as the Hawthorne Effect) thereby rendering the researcher's observations of little value.

Modern researchers have generally agreed that observation of a population being researched is acceptable as long as the process is monitored by a research entity such as an IRB, and/or a colleague or academic member, to ensure that observations are done ethically (Schensul, Schensul, and LeCompte, 1999). The research community also agrees that it is not feasible to obtain informed consent from each individual in an entire population when attempting to observe that population (Schensul, Schensul, and LeCompte, 1999).

The following are actions that some researchers have instituted to help increase integrity of the research while providing ethics in notifying the community they are being observed:

1. Post a general notice in the community about the research in progress. This may be done a via notification flyer placed in public spaces.
2. Review observational research practices with mentors and/or impartial colleagues.
3. Do not use personal identifiers in observations/field notes, and maximize confidentiality as much as possible.
4. Keep observations/field notes in a secure area when not in use.

For this research proposal, all of the above actions were done.

Consent Process

I was responsible for obtaining informed consent of the study participants and key informants. Each participant who was considered for an interview was fully informed that the interviews would be audio recorded and transcribed, and that the audio-recordings and transcriptions would be kept confidential. Participants were informed they could elect to participate in the interview process and not be tape-recorded, in which case the primary investigator would take notes during the interview, and the notes will be used as data. No participants in this study declined to be recorded.

Participants were informed that none of their personal identifying information would be released. Recordings, notes, and transcriptions are kept in a lock box at the researcher's place of employment, and under password-protected and encrypted computer files. The consent process took place in a secure space at the Craig Joint Theatre Hospital (CJTH) or in another secure area that was agreed to by the participant and me.

Compensation for Participation

Per D. Depaul of the Army MRMC IRB, military personnel on deployment are technically considered on duty 24 hours a day, 7 days a week, and therefore it is against military policy to provide compensation to individuals who participated in this study (personal communications, 03 September 2010). Study participants were notified via the recruiting flyer, and during the informed consent process, that there was no compensation provided for volunteering for this study.

Risks and Safeguards

Risks in this study included the following

1. Potential loss of confidentiality. Safeguards included: (a) all audio-recordings and transcripts are kept inside a secure password protected computer, and (b) only non-identifying information was used during the recording, data analysis and the final written report.

2. Potential recollection of unpleasant events related to any experiences of decreased safety or experiences with violence. Safeguards included: (a) participants were fully informed of this potential risk, and contact information for behavioral health assistance, via the Combat Stress Clinic at Heahe Craig Hospital, was provided to the participant before the commencement of any interview, and (b) participant was fully informed that any time during the course of the interview, she may choose to stop the interview and choose any information she provided not to be used in the study in which case it would then be destroyed.

3. Potential disclosure of reportable events. Safeguards included the following. Reportable events, and the result of disclosing reportable events, were fully discussed with each participant. The requirements to report to the proper authorities were fully described on the participant Informed Consent form. In personal communications with research D. Wilson, PhD, professor at the School of Psychology at Walden University and qualitative methods expert, regardless of the primary investigator's obligation to contact proper authorities in the case of reportable events, participants often disclose events and talk freely, and any resulting referrals to behavioral health are usually therapeutic for the participant (private communication, May 7, 2010).

Reportable events included such incidents as sexual assault, in which case the installation Sexual Assault Response Coordinator (SARC) would have been contacted and the participant would still have had the option to maintain confidentiality with the SARC if so desired under Restricted Reporting per the DoD Instruction 6495.02. Cases in which an individual may have confessed a desire to harm herself or others would necessitate an automatic referral to behavioral health, and if that had occurred, the researcher would have directly assisted the participant in obtaining immediate care from a behavioral health professional at Heath Craig Hospital. Confidentiality in this case would still be maintained because the participant would be referred directly to a behavioral health professional who maintains confidentiality via their professional obligations.

Withdrawal From Study Participation

Participants were informed that they could withdraw from the study any time without penalty, up until the point that the study was completed and published, and they were given my full contact information so they could request to withdraw from participating if they later chose to do so. If a participant decided to withdraw from participating in the study, all materials obtained from that individual (audio-recordings/transcripts/notes) would have been completely destroyed/deleted. The research consequences of a participant withdrawing would depend on the state of completion of the research. At the time of the submission of this paper, no participants have requested to withdraw from the study.

If the research was in the investigative and data collection phase at the time a

participant decided to withdraw from the study, then I would have deleted the participant's information and would have recruited a new candidate for an interview. If the participant withdrew at the data-analysis phase, it may have affected the outcome of the study if the data did not reach a saturation point. In this case, I would have been required to return to the research site to find another participant.

Participant Selection, Observation and Field Notes

The population selected for this study was active duty military women, from the ages of 18 to 80, who were stationed in the deployed environment at Bagram, Afghanistan, for at least 30 days. The setting for this research was the military base at Bagram, Afghanistan. The base is approximately 11 kilometers (6.8 miles) southeast of Charikar in the Parwan province of Afghanistan and is surrounded by the Hindu Kush Mountains. U.S. forces (Air Force, Army, and Navy) all work together with NATO and International Security Assistance Forces (ISAF) on the base.

Study Participants

The target population was women who were members of the active and reserve military forces assigned to the U. S. base at Bagram and who lived in that environment for a minimum of 30 days. Pregnant active duty females were excluded as they are a vulnerable population, and pregnant females are automatically redeployed out of theatre once it is known they are pregnant (Sanchez, 2007). Pregnancy of female active duty members was ruled out during initial informed consent procedures by asking the female if she is pregnant.

The amount of time judged to be adequate for participants to become acclimated to the culture and environment of Bagram, and to settle into the community was approximately 30 days. This judgment was based on unofficial discussions with members of the local population who stated that it took them anywhere from 3 weeks to a month to begin to feel comfortable in the Bagram environment.

Participants were recruited through flyers posted on base in public places such as recreation areas, gymnasiums, medical facilities, and the military exchange (PX). Participants were all volunteers who responded to the advertisements, and who meet criteria for the study. In an effort to obtain interviews from a broad range of locations on the base, however, participants who responded after initial interviews were completed, were selected more purposefully by location, utilizing a map of the base to plot where interviewees originated and determining where a gap in interview representation may occur. The goal for this research was to attempt to obtain interviews from different locations, ranks (officer versus enlisted) and job categories.

Bagram Air Force base is a 5,000-acre tract of land that revolves around a large central aircraft landing strip. All housing and workspaces are peripheral to the landing strip itself. Those who live on the north side of the compound have greater access to fast food, MWR activities and are in close walking distance of many of those activities. Those who live on the south side of the installation have fewer resources. In addition, the southern side of the installation has a majority of military personnel who are associated with flight operations; namely pilots and aircraft maintenance crews, whereas the north

side of the compound includes support staff such as medical personnel, administrative offices, military law enforcement and investigative services.

Convenience sampling was used to obtain volunteers to participate in this research study; they self-selected and responded to some form of research advertisement, such as a flyer or poster announcing the research study and requirements for participation in the study (Munhall, 2007). Purposeful sampling occurs when the researcher deliberately selects their sample by deciding if the potential participant fits within the sample parameters, and whether or not that participant will serve as a good informant for the study at hand (Munhall, 2007).

In qualitative research, there are typically no set numbers for the research sample size (Munhall, 2007). In this study, semi-structured interviews were conducted with 10 U.S. active duty military women, and/or U.S. active reserve military women deployed to Bagram AFB Afghanistan. Saturation level of information in qualitative research is based on obtaining the full range of concepts accessible through the data sources or when no new information is presented (Munhall, 2007). In this study, a total of 10 participants were obtained within a thirty-day timeframe because the researcher was scheduled to redeploy and only had a limited time to obtain participant interviews. In addition to participant interviews, the researcher interviewed 11 key informants on the military base in order to increase the likelihood of saturation level of information and assist in demonstrating trustworthiness of the data.

Key Informants

Key informants play a crucial role in understanding the community, the environment, and the culture of a study group. A total of 11 key informants were asked to participate in semi-structured interviews based on their active professional roles in the community as law enforcement, counselors, lawyers, morale welfare and recreation (MWR) employees and other professions.

There were four major groups of key informants included in the study. The purpose of forming these groups was to increase confidentiality of the professionals participating in the study. At least two key informants were chosen from each major groups below:

1. Counselors: To include chaplains, psychologists, sexual assault response coordinators (SARCs), combat stress personnel, unit victim advocates.
2. Legal personnel: To include lawyers, law enforcement, security, military investigators (NCIS/OSI/CID)
3. Medical personnel: To include physicians, nurse-practitioners, registered nurses, hospital corpstaff, military medics, emergency response personnel to include fire fighters.
4. Base services: Morale welfare and recreation (MWR) personnel, safety office personnel, beauty salons, PX and the dining facilities (DFAC).

In the research analysis, key informants were not described by specific profession, but by their general grouping. When describing the key informants and their responses in any written documentation, a general classification pseudonym was used for each

individual and no identifying personal information was used in the final report. This is because the military population at Bagram is small, respectively, and there are specific job roles in the environment that it takes only a small amount of information to identify an individual.

The following were sample questions generally asked of key informants:

1. How long have you been in Bagram, Afghanistan?
2. What safety issues, either positive or concerning, have you noticed between military personnel?
3. Consider interactions between military personnel and their relationships.

Describe what you consider a “safe group” and/or “safe working environment” among groups of military personnel.

4. What military programs do you feel are effective in promoting a safe interpersonal/group/working environment at Bagram?
5. What programs would you like to see develop?
6. What programs would you like to see dissolve or be removed?
7. Describe any concerning practices/experiences you have knowledge of in regard to military personnel, interpersonal relationships and interpersonal violence.

Location of Observations

The specific locations used in this study, for observation of interactions of military personnel, were: Morale, Welfare and Recreation Facilities (i.e.: 8-Ball facility; The Vulture’s Nest; the gymnasiums (Clamshell and The Rock); Camp Cherry Beazley

MWR), military dining halls, shopping areas such as the main PX, north PX and nearby Afghan stores, the Green Bean coffee shop, the U.S.O., and any of several smoking areas located on base. I also used public transportation areas such as the base shuttle bus, and shuttle bus-stop waiting areas. The reason for selecting these locations was based on my ability to publically visualize the greatest numbers of social interactions between military personnel.

Field Notes

Field notes are information recorded by the researcher, according to what the researcher has seen, heard or experienced in other sensory fashion (Rossman & Rallis, 2003). Field notes may be taken by hand or audio recorded by the researcher (Rossman & Rallis). For this study, field notes were hand written and recorded during observations or as soon as possible after observations. Field notes did not include any observations during participant or key informant interviews. The two methods of field notes and interviews were kept separate in order to avoid duplication or over documentation.

Steps for taking field notes (Rossman & Rallis, 2003) (Seyfarth, n.d.):

- a. The researcher keeps a specific journal that includes field notes.
- b. Dates and times are recorded for each encounter.
- c. The pages of each paper/entry are divided into two sections to allow for the researcher to write objective observations on the left side of the paper (double-entry notes), and the researcher's reflections on those observations on the right hand side.

d. If field notes are taken via audio recording, the researcher must remember to document date/time via audio, and to record both objective observations and then reflections on those observations.

e. The researcher decides on which geographical area and/or population she/he would like to observe. This is done in correspondence with research goals and research questions.

f. Field notes are complete when the researcher feels he/she has gathered enough pertinent information to contribute toward answering the research topic and/or question. In this study, field notes were kept starting the date of military IRB approval for research from MRMC, and stopped the day the researcher redeployed back to the United States. A limitation of this was the minimal time the researcher had to observe and document interactions between military personnel in public places.

Data Collection and Analysis

The data collection for this study was approved in a prior research proposal via a military U.S. Army MEDCOM IRB. Participants were US military active duty or active reserve females who were on deployment in Bagram, Afghanistan for 30 days or more. Individuals recruited for the study were volunteers who responded to a local advertisement for the research study, and were screened to ensure they met the requirements for the study. Participants who met the study requirements and volunteered were scheduled a date, time and place to be interviewed.

Participants were informed of the interview process, their rights as a participant, that interviews would be recorded, and they were given my contact name and number.

Participants were given a handout explaining the research study before their interview, the study was explained once more at the beginning of the interview and once all of their questions were asked they signed the consent form. All participants understood that they could choose to stop the interview at any time and elect to have their interview or transcripts of their interview deleted and not included in the study up until the point the data were analyzed and published.

All key informants were volunteers who responded to the research request for a volunteer interview, and all individuals understood their information would be confidential. In order to maximize confidentiality, the key informants' gender, rank, military affiliation, age and specific group affiliation was not identified. Key informants were given a handout that explained the purpose of the research study, and after answering all of their questions; they signed a consent form for the interview. They understood their interview would be audio-recorded and that at any time they could request to stop the interview, and request that their information not be utilized up until the research was analyzed and published.

Data Collection

Data collection included observations, field notes, and interviews with study participants and key informants. Interviews with key informants of Bagram Air Force Base included a discussion of issues such as overall security of the base; respect toward fellow soldiers/sailors; and atmosphere of safety. Field notes were written in notebooks and/or noted on a password-protected laptop computer, then compiled into a comprehensive Word document. Interviews were audio recorded and/or handwritten and

then transcribed. All transcriptions were placed on a password-protected computer, and all audio recordings were placed both on a password-protected computer via MP3 audio file, and locked in a double lock box kept in my possession.

Instrumentation and Materials

This was a qualitative study utilizing observations, field notes, and audio-recorded interviews. A set of interview questions for participants and key informants was used as an instrument, as well as myself as the researcher. Only tape recorders, computer programs for synthesis of audio recordings and observations, and hands on qualitative methods have been utilized.

Data Analysis of Interviews

The combination of primary investigator observations, information from key informants, and the data synthesized from semi-structured interviews of participants and field notes were examined with the purpose of generating a full theory development upon completion of the research study. At the onset of data analysis, field notes from observations and experiences, the interviews of key informants and interviews of participants were fully transcribed. Each set of transcriptions were analyzed separately using three phases of coding termed: open, axial and selective (Creswell, 2007). Open coding was done initially with each data set in order to examine the data in detail and categorize it (Creswell, 2007). Coding in this manner allowed the researcher to analyze the text for categories, which emerged as the researcher asked questions while reviewing the data, and made comparisons of categories that emerged (Corbin & Straus, 1998). It is this process that I began with, examining each separate group of data within each

transcript for categories that become apparent. In addition, I used the qualitative research computer programs, NVivo-8 and NVivo-9 (discussed later in this chapter) to save and organize these codes.

The process of grounded theory data collection and data analysis is demonstrated below diagram in a simplified diagram that I constructed (Figure 1), which is derived from the readings of Charmaz (2009) and Glaser and Strauss (1999). This diagram shows the progression of grounded theory development, from the initial stages of the researcher's formulation of a research question through theory development. Once the researcher has considered and formulated a research question, then the researcher decides on the best methodology in order to research that question. When a methodology is decided upon, based on the specifics of the research question and the best 'fit' for the research approach, then a proposal is drafted, sent to the Institutional Review Board (IRB) for approval, and once approved the researcher may begin data collection utilizing the specific tools (observations, interviews, field notes) for his/her chosen methodology. Once the data are collected, analysis of data begins. This is done after transcribing any interview recordings or field notes as necessary. The first step in the analysis is coding, discussed later in this paper, and then the analysis is refined and moves toward the generation of a theory.

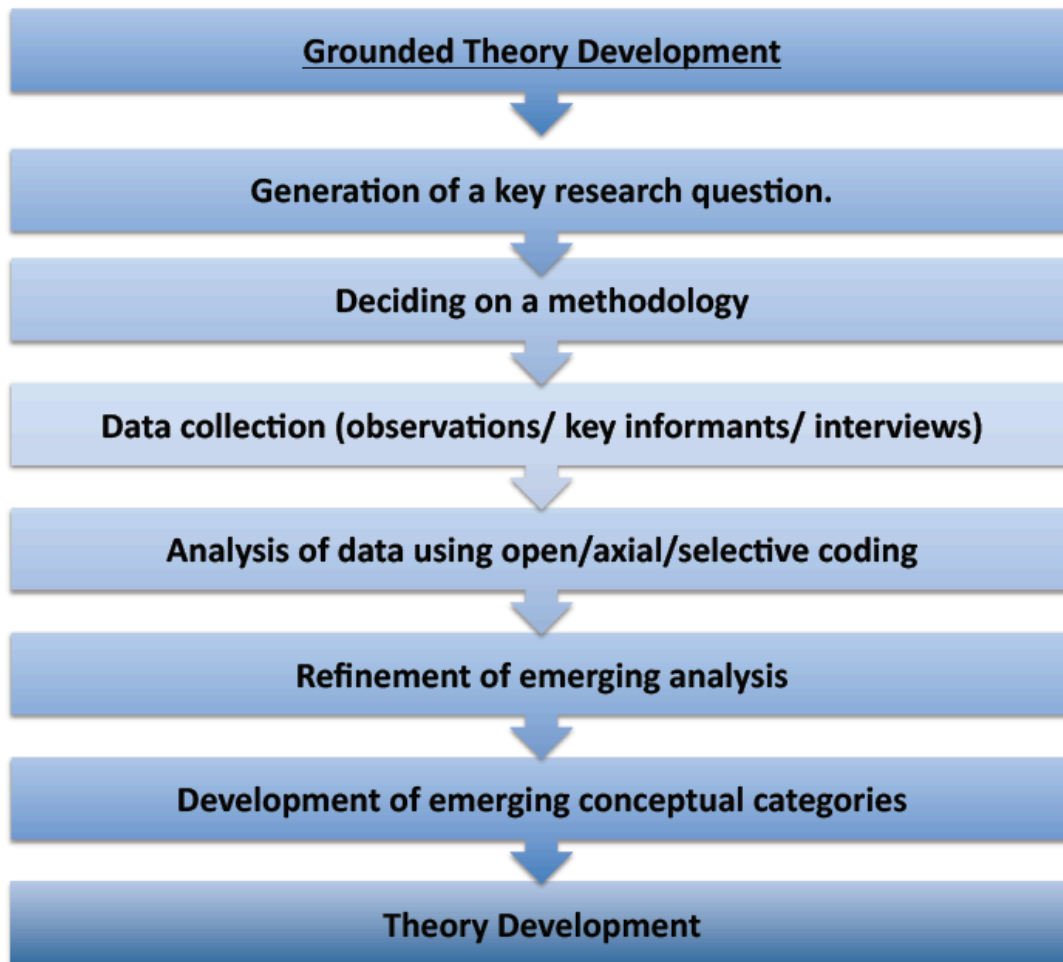


Figure 1. A diagram showing the theory development process for this study.

Data analysis is done during the qualitative research study, utilizing the previously described coding methods of data in order to arrive at categories, and themes that are uncovered throughout the research (Denzin & Lincoln, 2005; Saldana, 2009).

Coding in grounded theory research is an ongoing process and continually forms from new data that are obtained in the research process (Denzin & Lincoln, 2005). Once the open coding phase is complete, I will move into axial coding, what Straus and Corbin

(1998) describe as "...linking categories at the level of properties and dimensions" (p. 124) in which I take the categories and subcategories derived from open coding and reassemble the data into more precise explanations about phenomena found in the data. It is important to understand that open coding and axial coding are not necessarily done sequentially, and that the researcher will move back and forth between these two processes as she examines the data (Straus & Corbin, 1998). Categories and subcategories are studied throughout the individual transcripts, and then the sets of transcripts, until the researcher is satisfied she has exhausted the descriptions of the phenomena under investigation (Straus & Corbin, 1998). At this level, the words and phrases participants use to describe events or experiences, as they are found in open coding, are processed into the researcher's overall interpretation, or paradigm of what is actually going on with those events (Straus & Corbin, 1998). Creswell (2007) describes the end result of this process as generating or building a theory of the process under study.

Selective coding, the third part of the process, has the purpose of interrelating the categories derived from the data, and integrating and refining them until an overall theory takes shape (Straus & Corbin, 1988). Using this process, the researcher links the concepts she constructed from each set of data (field notes, key informant interviews and participant interviews) to generate theory. Straus and Corbin (1998) take particular care to state that the word "constructed" in this sense means, "... that an analyst reduces the data from many concepts and sets of relational statements that can be used to explain, in a general sense, what is going on" (p. 145).

After examining the data, the researcher chooses a central category from the categories constructed. Choosing the central category is important, because it must relate to all of the other categories and be a true representation of the main theme of the research (Straus & Corbin, 1998). In order to do this, the researcher writes a story line for each data set (field notes, interviews of key informants and interviews of participants) and cross-compared the story lines of the three sets. A story line allows the researcher to answer the basic question of “what seems to be going on here” and arrive at the central category, or central idea, within the research (Straus & Corbin, 1998). Once this central idea has been decided on, it is given a name, and then the researcher goes back and examines the other categories, and applies them to the central category. Using the story line method once again, she links those categories to the existing themes. She also uses a diagram to assist with the understanding of the concepts of the data, and to provide an understanding of the relationships among those concepts. The overall goal of this process is to explain all of the data in a theoretical scheme that results in final integration of the data into theory (Straus & Corbin, 1998).

Analysis of Field Notes

Analysis of field notes is done much like analysis of semi-structured interviews in qualitative research; however more of a “descriptive coding” is used. Saldana (2009) describes descriptive coding in the following way.

Descriptive Coding is appropriate for virtually all qualitative studies, but particular for beginning qualitative researchers learning how to code data, ethnographies, and studies with a wide variety of data forms (e.g. interview

transcripts, field notes, journals, documents, diaries, correspondence, artifacts, video) (p. 46).

This method allows for data to be categorized at a very basic level, and in this way, an organizational understanding of the study can be obtained by the researcher (Saldana, 2009).

To analyze field notes, the researcher may do the following (Saldana, 2009):

- a. Transcribe field notes into a word document for ease of analyzing word, sentence and idea patterns.
- b. Akin to how coding is preformed for grounded theory using semi-structured interviews; basic words, sentences, ideas and themes are noted in the word structure of field notes and collected into categories, as well as the impressions/reflections of the researcher.
- c. Develop specific categories from coding.
- d. From categories, extract basic themes.
- e. In the case of combining qualitative methods, the themes from field notes are compared/contrasted with information derived from (in this case) semi-structured interviews of participants, and basic information obtained from key informants.

Qualitative Software Programs

NVivo qualitative research programs are data analysis programs frequently used to aid in data analysis with qualitative data gathered from audio-recorded interviews, notes from interviews, and notes from observations. These programs allow the researcher to input the transcripts and examine the variety of codes the researcher synthesizes from

the data and catalog them, making it much easier for the researcher to recognize emerging themes and ideas (Munhall, 2007). NVivo programs are more frequently used by researchers who have a Windows, or an IBM based system (Creswell, 2007).

The program NVivo (developed in 1999) is a computer software package designed for qualitative data analysis and is utilized by qualitative researchers who work with an intense amount of text-based and/or multimedia information (QRS International, 2007). Large volumes of data are more easily organized and synthesized, and a deep level of analysis and organization can be obtained from the data. NVivo can be used in a wide variety of research methods such as grounded theory, phenomenology and literature reviews (QRS International, 2007). The NVivo-8 and NVivo-10 programs are the programs the researcher used for analysis of data for this research study because it was usable with her current computer system, and it is considered both intuitive and user friendly by her peers and mentors who have similar systems.

In summary, several measures were taken to protect participants' and key informants' confidentiality, and to reduce any perception of coercion of participants due to higher military rank. All interviews were on a volunteer basis, and specifics of the research were explained in detail verbally and on a before the participant and/or key informant signed the consent form. Participants and key informants were given the opportunity to ask questions, and were given a copy of their consent form at the beginning of the interview. Each participant and key informant was told that they could request that their audiotape and/or information not be used at any time, and the interviewer's contact information was given to the participant.

Participant interviews were completed in a quiet and private environment within the Heathe Craig Hospital, or in a place the participant requested where she felt safe and comfortable. In the case of key informants, interviews were done at their place of work, or in a place they designated feeling comfortable giving the interview, which included the option of being interviewed at Heathe Craig Hospital.

Interviews were recorded utilizing both a cassette tape recorder and an Olympus electronic recorder, and were transcribed by me. Dual recordings were done in case one of the recording methods malfunctioned, as was the case in 5 recordings for this research. In addition, one key informant declined to be tape/audio recorded. In this case, extensive notes were taken; however after discussion with methods experts it was suggested that this case be dropped from the key informant analysis due to the method of data collection inconsistency compared to the rest of the key informants.

Per my IRB approvals, transcriptions with non-identifying information were stored on a password-protected computer where only I had access to the transcription information. Transcript information was provided to my dissertation committee via requests for individual review and analysis. Electronic recordings were also stored on my password-protected computer, per IRB approvals, and were released to my dissertation committee per their request for analysis. Cassette recordings were stored in a lock box in my military office, under double lock, and per my IRB approvals, will be destroyed once this research is published. Raw data, written transcripts of participant and key informant interviews and my field notes, will be kept on my password protected computer for a total of seven years at which time they will also be completely deleted.

Chapter 4: Results

Introduction

The purpose of this research was to develop an understanding of the environmental, cultural, and political influences that affected interpersonal safety among military women in the deployed environment of Bagram military base in Afghanistan. This dissertation study was designed to discover mechanisms to improve interpersonal safety for women on deployment in the military and, ultimately, to generate a theoretical model displaying the meanings they assigned to their experiences. The study data was obtained exclusively from a previously approved study that I had previously conducted on the military base of Bagram, Afghanistan. This previous study was approved by a military Institutional Review Board (IRB) and the Walden University IRB; the original data collection took place while I was stationed on the Bagram Air Base starting 9 September until the date of 07 November 2010.

This chapter is divided into eight separate sections. The first section is this introduction. The second section includes a description of the deployed military setting in Bagram, Afghanistan, where the research data was collected. The demographics of this study are highlighted in the third section, and the fourth section consists of how the data were collected from participants and key informants on Bagram as well as how I documented my field notes. In the fifth section I describe the process of my triangulated data analysis. The sixth section is an examination of the trustworthiness of the data and the seventh section of the chapter includes the findings within the data. The final section is a summary of the chapter overall.

Setting

This study was done in the operational theater of war in Bagram, Afghanistan. This region is a very controlled area in which military personnel's activities are tightly managed and their actions are restricted; military duties are paramount and overall security operations are high. Most participants had trouble getting away from their military duties for an hour. These on-duty activity restrictions led to some participants coming for interviews during their off-duty time, usually after a 12-hour shift.

Military personnel in this environment are constantly arriving and returning back to the United States. The population is therefore not static, but ever changing. It's possible that this constant flux of personnel contributed to a less stable environment and may have impacted participants' responses. In addition, the ever-present threat of rockets, mortars or the possibility of being shot at from snipers off base may have influenced the participants' responses and interpretation of my study results.

Recruitments and Demographics

I collected minimal demographic information from the participants because military members make up a vulnerable population in which individuals can sometimes be identified using very little information. Service affiliation, for example, was not recorded in order to increase confidentiality. All participants were female; their age is reported by decade rather than precise age to help protect their identities.

Interview data was collected from a mix of participants from the study population and from key informants. Ten participant interviews were completed for this study; the participants' demographic information is summarized in Table 1. Eleven interviews were

also collected from key informant; their information is provided in Table 2. Interviews were done in a semi-structured interview format utilizing loosely designed questions crafted to obtain a broad description of participant and key informant experiences. Data were recorded with both an Olympus electronic recorder and a cassette recorder. These two methods of recording were utilized in case of failure of one method.

Table 1

Schedule of Participant Interviews

Name	Date 2010	Active D/R	Age Group	# of Times Deployed	Total Projected Deployment Time	Months on This Deployment
Participant 1	09/21	AD	20-29	1	12 Months	9
Participant 2	09/22	AD	20-39	1	10 Months	8
Participant 3	09/28	AR	40-49	3	18 Months	13
Participant 4	09/28	AD	30-39	1	12 Months	4
Participant 5	10/05	AD	40-49	3	4 Months	6
Participant 6	10/05	AR	30-39	2	12 Months	9
Participant 7	10/06	AD	20-29	1	6 Months	1
Participant 8	10/12	AD	30-39	4	12 Months	6
Participant 9	10/14	AD	30-39	3	12 Months	2 ½
Participant 10	10/17	AD	20-29	1	12 Months	3

AD—Active Duty; AR—Active Reserve.

In addition to participant interviews, 11 key informant interviews were collected from four major groups (Medical, Base Services, Legal, & Counselor) on Bagram Air Base. There were two variations in data collection with key informants. I was able to interview five counselor key informants instead of just two, so I interviewed five counselors. In addition, there was an unusual circumstance in which the first legal key informant declined to be audio recorded or audio taped, so I was only able to take notes

during this interview. After a discussion with my methods expert, I decided not to include this key informant's interview for the sake of continuity in method and transcription.

Table 2

Schedule of Key Informant Interviews

Name	Date	Order of Interview	Status
Counselor #1	09/14/2010	1	AD
Medical #1	09/15/2010	2	AD
Counselor #2	09/17/2010	3	AD
Legal #2	09/17/2010	4	AD
Medical #2	09/19/2010	5	AD
Base Services #1	09/20/2010	6	AD
Counselor #3	09/24/2010	7	AD
Base Services #2	09/29/2010	8	CIV
Legal #3	10/08/2010	9	AD
Counselor #4	10/08/2010	10	AR
Counselor #5	10/11/2010	11	AD

AD—Active Duty; AR—Active Reserve; CIV—Civilian.

Researcher Field Notes

The final portion of data used for this study consisted of field notes. I provided community notifications of my planned research observations two days in advance via the base radio and flyers; in this way, base personnel were informed of an active research observation. I also placed flyers in locations where observations of military personnel interpersonal interactions were planned. These flyers were placed in the community immediately after I received approval from the military IRB, after which I began recording my observations of interpersonal interactions and researcher experiences while on Bagram Air Base. These notes were handwritten in notebooks and transcribed into

Word documents for ease of analysis later. The observations included experiences at social events such as hip-hop night and a Hispanic Month celebration at the large gymnasium called the Clam-Shell. These also include my observations from a full tour of the base completed on local transportation buses, visits to the military exchanges and dining halls, and recordings of all study observations.

Data Collection and Storage

Data for this research were obtained from a prior research study, as described above, while I was deployed in Bagram, Afghanistan. As noted, a military IRB committee approved this prior study. In the military IRB-approved study, interviews were obtained from 10 female active duty participants, and 11 key informants between the dates of 09 September 2010 and 07 November 2010. In addition, I also documented field notes. After the data were collected, none of the data were analyzed until the research approval of the Walden University IRB. The data previously collected in this study were then examined.

Data for this research is stored in my password-protected computer, as well as within a private lock box in my office at my place of business. Only I have the key to the lock box and the file cabinet where the lock box is stored. I am the only person with direct access to the raw data and information.

Data Analysis

I utilized the program NVivo-8 for initial analysis of the data, and then later used NVivo-10 for viewing data and creating a model. NVivo-8 was used first because it was the most current program available to me. NVivo-10 was used later because of better

performance of the newer program and the ability to easily create a model that reflected the data analysis.

I transcribed the audio recordings of participants and key informants, which were between 20 and 90 minutes in duration. I then sent transcripts of the recordings and research field notes to the methods expert on the dissertation committee for review and follow-up questions. I also uploaded the participant and key informant interviews in transcript form and my typed field notes into NVivo-8 program before beginning the process of coding the transcripts.

The central research questions were reviewed before coding the transcripts: 1. What are the interpersonal safety perceptions, attitudes, beliefs, and experiences of military service women in the deployed environment of Bagram, Afghanistan? 2. How does the military culture of Bagram, Afghanistan affect U.S. service women's perceptions, attitudes, and beliefs about interpersonal safety? 3. What environmental influences of Bagram's social atmosphere affect U.S. service women's experiences, perceptions, attitudes, and beliefs of interpersonal safety?

Transcript coding began first with listening to the audio-recordings, in the order of those interviewed, while noting key statements, phrases and paragraphs that related to the research questions and coding them in what is called a 'free node' in the NVivo-8 program. Free nodes are individual codes that are not yet formed into a group or category that denote an overall concept (QSR International, 2007). After several free nodes were coded, I reviewed and grouped them into what is termed 'tree nodes' in the NVivo-8 program. Tree nodes are parent nodes with groups of similar concepts, or child nodes,

listed within the broad tree node category. I listened to the audio recordings and reviewed the transcripts in their entirety a minimum of two times to ensure data were entered and coded appropriately as the research questions were considered. They were reviewed and edited once again when the data were transferred from the NVivo-8 to NVivo-10 program.

Once all of the transcripts were reviewed and coded, and the remaining free nodes were placed into the appropriate tree nodes, their relationships, themes and overall concepts were reviewed. This is what Strauss (1987) terms “selective coding.” During this process, the researcher periodically discussed the findings with dissertation committee members via email and telephone. In particular, the findings were discussed with the methods expert, D. Wilson, and I elicited questions and considerations from her as I analyzed the data.

Participant and key informant interviews were done using a semi-structured interview format with a basic open-ended question guide (see Appendix A); however, questions were not limited to the guide and therefore answers resulted in more of a free-form discussion approach. I adapted subsequent questions according to responses from participants.

Initial coding of free nodes was done of participant, key informant and field note transcripts after reading through all of the transcripts at least one time. As categories of nodes became apparent, they were moved into a tree, or parent, node until most free, or child, nodes had a place under tree nodes. Unrelated nodes were not included in the final analysis because they were too variant to be considered as part of a common theme and

not a part of the cumulative experience for participants. Because of this, unrelated nodes were discarded.

Evidence of Trustworthiness

Analyzing three different groups of data from participants, key informants and field notes helped to increase trustworthiness of the data in the coding process because each group of data were used to approach the research question from an alternate perspective. In addition, each group of data were examined separately and a cross comparison for codes, concepts and themes showed that much of the data intersected or relationships to each other could be demonstrated. These interactions and relationships increased the trustworthiness of the data, as the interviews and observations were not obtained from a single source. All credibility strategies were implemented as noted in Chapter 3.

Transferability

Graneheim and Lundman (2003) discussed meanings frequently used by qualitative researchers to describe and show their research work as trustworthy. Transferability is described as the ability to transfer the research findings to other groups, places, cultures or contexts (Graneheim & Lundman, 2003). While this research does not have direct transferability because it was done in only one location, at a single time-period, these findings may be relevant for other active duty females in other deployed environments, and thus further research should be considered to confirm these findings.

Dependability

Graneheim and Lundman (2003) reviewed issues of dependability in qualitative research; this means to consider aspects of the research design or unstable factors that may have influenced the researcher over time, or influenced the researcher's decisions as she performed her analysis. In particular, the authors cite taking extensive time for data collection, and obtaining long data sets, as a hazard to dependability (Graneheim & Lundman, 2003). The opposite may also be true, in that a researcher may be too hasty, or have too small a data set to make a good assessment of the data. Graneheim and Lundman (2003) also highlighted that, although sometimes it is important to question similar areas for all of the participants, that "interviewing and observing is an evolving process during which interviewers and observers acquire new insights into the phenomenon of study, that can subsequently influence follow-up questions or narrow the focus for observation" (p. 110).

Limitations

In this study, there was the limitation that only one researcher collected and analyzed the data, which was in the form of interviews and observations. The collection of the data occurred in a combat zone in Afghanistan, with military approval, while I was on active duty and additional researchers and assistants were not an option. This is a limitation because my data collection and interpretation could have impacted the study with personal bias. Because of this, I utilized the method of triangulation for gathering data, which included participant interviews, key informants, and field notes. This broad-spectrum collection of data provided information from different perspectives.

The research committee was allowed access to my transcripts for review, and asked questions about the research as the work progressed. In addition, the data were obtained from three separate areas (participants, key informants, and observations). Participants rapidly volunteered, and the data were collected before I returned to the United States. With each interview, I obtained new insights, which led me to ask different questions. Analysis, done at a later date, was dependent on my notes, transcripts, audio files of the interviews and my memory.

Confirmability

Polit and Hungler (1997) stated that confirmability refers “. . . to the objectivity or neutrality of the data” (p. 307), in that if at least two different people in a group were asked about the meaning of the data, there would be agreement. The best method for demonstrating confirmability is to be sure that the researcher constructs, and makes clear, an audit trail for an independent auditor or researcher to go by in order to—if desired—reproduce the researcher’s findings (Polit & Hungler, 1997).

It may be difficult for an auditor or fellow researcher to replicate or confirm these research findings only because it would be rare to find qualitative researchers who understand the deployed environment, military culture, and the observations and experiences that I personally went through during this study. It would take such a person to read through the data transcripts and understand the unique military language, the situations and the overall meanings embedded within. However, the best method of confirmability during my research analysis was during discussions with my research committee, specifically my methods expert Dr. Wilson. During conference calls and

emails, I described and explained how I systematically discovered the individual nodes (codes) in each transcript, and how I selected the basic nodes to go under the broader categories of tree nodes. I emailed portions of my transcripts to my methods expert, and described and explained to her how, out of the groups of tree nodes, I uncovered themes and then finally arrived at my overarching theme. My committee evaluated my process of coding, made suggestions, asked questions about my interpretation of the data and approved of the method I used to group codes to tree nodes, tree nodes to themes and then themes to an overarching theme or theory.

Results

Research Themes

There were a total of 21 people who were interviewed and who contributed to the codes identified within the transcripts. Each code was examined and then placed within the following groups of tree nodes according to their similarity in meaning. A total of thirteen primary themes emerged from the data and these themes either overlapped or demonstrated a relationship from the analysis of interviews of participants and key informants, and from research field notes. These themes were distilled into one or two words to describe the overall central theme that housed the individual tree nodes. The resulting themes were: safety, violence, leadership, deployed environment, social, behavioral mental-health, substance abuse, workplace, gender, military, safety, peers, spiritual and family.

Safety. There were 17 sources with a total of 80 references that were coded and placed in the following tree nodes: safety of base environment, definition of safe

environment, base safety advertisements, and safety among peers and safety among females. The first participant described a safe living environment as the following:

Participant #1: “Well, when you don’t have to worry about anybody breaking into your room. Um, I don’t know, just, not having to worry about your peers, ‘cause in our unit it is our peers that mostly harm you, it’s not an outsider. So, um, being safe would be like, um just not having to worry about nobody hurtin you while you’re sleeping, etcetera, I guess.”

When asked about interpersonal safety among fellow soldiers, sailors, marines in the environment of Bagram, she replied:

Participant #1: “To be honest, I feel safe around everybody besides my unit. To be, um, honest. Um, locals, ok. But um, the most problems that I’ve had since I got here was with my own unit, whether it be with sexual harassment, um, having to deal with guys twenty-four seven, even after you tell them “no” you know? And, um it makes it harder for you to go to work when the person is your boss, you know. So it would be, um . . . I’d rather be around anybody who’s not in my unit, to be honest.”

Initial codes for the Participant #1 interview included: safety, workplace discomfort, sexual harassment, gender harassment, unwanted sexual approaches, lack of offender consequences and no accountability. Some of these codes changed over time after re-reading them and going back over the transcript later.

Responses from Participant 1 caused me to reevaluate my research participant questionnaire, and I subsequently inquired specifically about interpersonal safety and issues of violence because my initial sample questionnaire was often interpreted as questioning about the safety of the physical environment. When I interviewed the second participant, I reevaluated my questions further as Participant 2 described her experience with a recent supervisor who was relieved of his duties:

Participant #2: “He was relieved of duty because, in my eyes, he’s a worthless human being. He, um. It was only to the females. Where we work at we have two males and three females. One of em’s my soldier. And I don’t know what his issue was, or what’s happened to him in his life, or past life, but he treated the females like CRAP. He treated us horrible, calling us everything from cunts, whores, bitches. We weren’t like the last deployment whores, you know, because we weren’t putting out.”

In this interview, Participant #2 described experiences of: gender disparity, workplace discomfort, a hostile work environment, poor leadership, perception of leadership failure and her need to shoulder responsibility for and protect the female soldiers she supervised. Based on the review of her transcript, those categories (nodes) were created and coded and eventually sorted into major categories, or tree nodes.

The initial interviews with participants made it clear that their experiences with various types of violence while on deployment contributed to their experiences of interpersonal safety, therefore the interview questions changed to reflect this information after the initial interviews.

Participants' transcripts were reviewed in order. Upon completion of the review and coding of Participant #5's transcript, basic themes were becoming apparent. Key informant interviews were performed during the same timeframe that participant interviews were performed, as well as documented experiences and observations in field notes. After coding participants' interviews, key informant interviews were coded and then the field notes were coded. Codes were moved into major categories and then into themes as they presented themselves. Also, during that time, memos were created as reminders for the researcher of thoughts about a certain passage, or a bias noted, or something the researcher remembered about deployment. The memos were reviewed periodically.

Violence. The largest coded theme was that of non-war related interpersonal violence. There were 510 references to a code or category within the theme of experiencing interpersonal violence. Every source (participant, key informant, field notes) described some sort of experience with violence. Main tree nodes housed within the theme of violence included: sexual violence, workplace violence, suicide, homicide, verbal violence, domestic violence, theft, prior life experiences with violence or crime, hearsay of violence, violence prevention and response, stalking, gang violence and reporting.

Prior life experiences with violence or crime were essential to include in the coding process since it was mentioned enough to notice in the interviews and since those prior experiences have been shown to negatively impact the mental health of military

women after they join the military, particularly if they suffer military sexual trauma (MST) after they join the service (Kelly, Skelton, Patel & Bradley, 2011). In their 2011 study, Kelly et al. found that 20-40% of female veterans had suffered from some kind of MST while serving in the military. Their study included 135 participants, and 94.5% of the female veterans studied reporting experiencing a minimum of one trauma prior to their service in the military, whether physical, sexual or psychological, or a combination of traumas (Kelly et al., 2001). Seventy-seven percent of the women studied reported trauma as adults, which most often included sexual assault, and 52.6% of the women studied reported sexual trauma and/or physical and psychological trauma while they were children.

The reason that those prior experiences are relevant in relation to interpersonal safety between fellow military personnel, is that studies have revealed that females who have had prior experiences of violence are more at risk for experiencing violence later in life (Merrill et al., 1999).

Leadership. The second most coded area was within the theme of leadership, which had 275 references. Thirteen sources had codes that fell within the theme of leadership. Main tree nodes noted were: perceptions of poor leadership, results of leadership actions, perception of leadership failure, expectations of leadership, leadership action, leadership behaviors and leadership training.

Leaders in the military are not only responsible for their own duties, but they are responsible for the health, professional development and welfare of all military personnel they are charged with, and yet despite their responsibility, military women are two times

more likely to be assaulted at work, and/or likely to die from homicide at their job than from other work related incidents (Sadler et al., 2001).

Deployed Environment. The overall deployed environment which included either surprises or difficulties in 244 references, was a theme that all 22 sources identified in some way as contributing to their interpersonal safety. Most individuals who were interviewed admitted to some sort of preconception of what the deployed environment would be like. Tree nodes dominant within this theme were: size of the military base, surprises and difficulties of deployed environment, sports and physical fitness, lighting, overcrowding, bathrooms, social recourses, privacy, housing quarters and recreation.

Social. The social theme within this study included 215 individual codes, with tree nodes that covered: social activities, sex, socialization, communication, expectations of adult behavior, being alone, fraternization, individual recreational activities, mutual interpersonal relationships, poor judgment and lack of boundaries.

Behavioral Mental Health. Twenty-one out of 22 sources coded for some aspect within the theme of behavioral mental health. There were 182 references that were combined to arrive at this theme. Major tree nodes included: stresses of deployment, sense of belonging, helplessness, cries for help, anger, desire for reduced military restrictions and increased personal freedom, relaxation, depression, sleep, combat stress, anxiety mental stress, violent feelings and relationship stresses.

Substance Abuse. There were 141 references coded from 20 sources within the theme of substance abuse. The greatest numbers of tree nodes were: alcohol, substance abuse programs, medication, smoking, prescription medications, ecstasy and toxicology.

Workplace. Eighteen sources made 97 references that were coded under the theme of workplace. The majority of codes were placed in the tree nodes of: work hours, avoidance of work, accountability, command climate, mutual respect, positive work environment, workplace conflicts going too far and age and experience.

Gender. The theme of gender was found in 11 sources, with 88 references coded under tree nodes such as: gender imbalance, female perceptions of male military, male perceptions of females in the military, perceptions of gender roles at work, how females feel males perceive them, female perceptions of other military females and female gender harassment.

Military. Fourteen sources, with 87 references coded, contributed to the theme of military. Tree nodes discovered in analysis included: military culture, military rules and regulations, expectations of military, military weapons, military planning for troops, distrust of military programs and restrictions.

Peers. The theme of peers was seen after coding 52 references and discovering tree nodes such as: peer relationships, peer support, peer and supervisor caring, peer conflict, lack of peer support, labeled outsider and peer pressure negative behavior.

Spiritual. The spiritual theme was visible after 12 sources contributed to 39 references that were coded and placed under the following tree nodes: spiritual support, chaplains, spiritual activities and spiritual identity.

Family. Seven sources provided twelve references that were coded and placed under three individual tree nodes: marital issues, family and being away from family.

Research Questions

The development of this study was based on three research questions. Each research question is listed below and followed up with an example of participants' responses. After the responses there is a brief discussion concerning the responses.

1. What are the interpersonal safety perceptions, attitudes, beliefs, and experiences of military service women in the deployed environment of Bagram, Afghanistan?

When examining the data, reading, rereading and then coding, patterns began to emerge that answered this question. The more interviews I did searching for interpersonal safety experiences, the more I found that issues of violence were deterrents to women feeling safe in their living spaces and at work on the base. For example, below, Participant 2 describes her experience of unease with her supervisor at work, which contributed to the development of themes of leadership and workplace violence:

Participant 2: "Um, when we first got here, for the first three months we got here, we had a really serious problem. With our NCOIC, he's an E-7. He's relieved of duty now; he's not allowed to be around us anymore. Um. Once we got rid of THAT situation, now everything's fine. It's all, it's great. It's a good experience here."

Participant 3 voiced her concern about the decreased visibility; lack of lights, at night in her living environment, the desire to travel in groups of two to be safe and the lack of police/security vigilance in her area. This kind of statement contributed to the development of themes related to safety and deployed environment.

Participant 3: “There’s some places on BAF, I’m like phsew, it’s kinda dark over there. Like even in the chapel area, it’s really dark over in that area, and I’m like you know, you’d think they would light it explicitly, but because the MP station, I guess it’s because they feel like the MP station is right there, but that doesn’t mean anything to some people, you know, they’re like, phsew, they’ll do whatever. So, lighting, and then there’s some issues like down towards the infantry villages it’s kinda dark through there too. I have some friends that live over there. Um usually we try to travel in groups of two.”

Participant 4 also highlighted her deployed environment as something that she was concerned about, and thusly it affected her experience of interpersonal safety, citing that the overcrowded base and contractors who are not bound by the same rules as the military, and contributed to her unease.

Participant 4: “So, um, coming here was a whole lot different because it’s more active here. Ah, you have more people here, you got more cars. You got more contractors here. You could very well experience road rage here.”

In the below quote, Participant 5 describes her experience with the bathrooms on base, and her concern with the distance of the bathrooms and limited lighting at night, which contributed to the development of the themes of safety and deployed environment.

Participant 5: “As a matter of fact they’re talking about possibly me moving here to this camp when the 300th rips out and the 210th comes in because the 210th will be living here, but I know there’s only one bathroom, female bathroom over there, so no matter where you live on this camp it’s a long walk to the bathroom

which again to me is a pain in the butt because it's not well lit, you're walking across rocks and unless I want to put my uniform on, full sneakers, all that kind of stuff it's just kind of a pain bathroom situation."

Participant 9 compared her experience in the war environment to the environment on a military base in the U.S., and stated that it was different. Her friends and work peers were often the same, and there was no way to get away from her work environment because it was also, primarily, her off-duty environment as well.

Participant 9: "You know, in garrison, you have your friends outside of work and not necessarily the people you work with all day long. So I think the dynamics of the interpersonal relationships here are a lot different than um, behaviors that might be exhibited in the rear."

Women who were interviewed also described daily incidents of harassment, workplace violence, assumptions concerning their sexuality and pressures for sex in addition to dealing with leadership problems. In the deployed environment, they felt they lived in a male dominated world where they were obligated to both work and live to perform their military duties. The following participant responses illustrate these experiences:

Participant 1: Um, the issue is, um...you don't want to sleep with him, so you tell him "no," then they gets, cause he's your boss, um they start making things you know, very very difficult...

Participant 2: Um, when we first got here, for the first three months we got here, we had a really serious problem. With our NCOIC, he's an E-7. He's relieved of duty now; he's not allowed to be around us anymore.

Participant 10: Right. Um, yes. We have had one Major who was the deputy three. He, um, he's actually leaving and people are extremely excited he's leaving. Uh, I would say he has a pretty aggressive leadership style um, where he makes people very uncomfortable to be in the office.

Sadler et al. (2001) found that women were twice as likely to be assaulted in the workplace as their male counterparts and they died more often from workplace homicide and accidents on the job. They also indicated that women's experiences of harassment and assault were greater in traditional male work roles where gender imbalance was still prominent. Participants highlighted experiences that echoed those findings.

Discussion

The responses of the participants were used to illustrate the relationships that led me to the answers for this question. Key informant responses and my independent observations had some similarities and served as a triangulation crosscheck to what participants described as their experiences. The responses to the research question concerning how participants experienced interpersonal relationships in terms of safety, demonstrates how there were shared relationships with other themes such as leadership, social issues and violence as illustrated above. During the coding process, I noted that some codes overlapped, and some groups or tree nodes overlapped. There were also concepts that overlapped as well. Some of the responses included in the theme of

environment shared relationships to themes of safety, substance abuse and mental health. As responses were coded into their categories, the overlaps and relationships were of similar categories were noted themes emerged. After examining the groups of basic themes, the theme that was the most dominant emerged. The most dominant theme was that of violence.

2. How does the military culture of Bagram, Afghanistan affect U.S. service women's perceptions, attitudes, and beliefs about interpersonal safety?

As described earlier, the military has its own unique culture, and there are subcultures within the overall branch of the U.S. military, and cultures within those cultures. Participant 1 described how she witnessed a member of her battalion being punished in a way that was inappropriate.

Participant 1: "The right kind of punishment would have been to make him clean his room correctly. And maybe make him do some, uh, police calling, some push ups."

Participant 2 described the deployment arena, and her uncertainty and discomfort with not being sure what was going to happen day-to-day while in Afghanistan.

Participant 2: "No Ma'am. We were supposed to go to Gardez. And so we researched about Gardez. And you know, we heard it was small, prepared ourselves packs for that and everything."

In the military, orders must to be followed or they result in some form of punishment. General Order Number 1 was a military order that prohibited all U.S. military personnel on base from having members of the opposite sex in their bunking

quarters. Participant 3's statement below is an example of how different orders in the different branches of the military contributed to disorder and confusion when it came to having visitors in their bunking quarters, and how the military sent a different message with items that were carried at the military exchange, a place where Bagram base personnel could go to purchase general items for eating and living.

Participant 3: “. . .you put out General Order Number one. And even the Air Force, the Air Force is not allowed to be in the other people's living areas and if you get caught then they deal with it severely. The Army's more laid back. Um, you can buy condoms at the PX, you can buy pregnancy tests at the PX, you can get them here at the hospital for free so it's kinda like, 'We don't want you to do it, but if you're gonna do it be safe.' So you're sending a mixed message. So I'm like, they either need to take that out of General Order Number One, . . .”

Participant 5 was a more senior military member, and described how the military uniform and proper dress code are important in the deployed environment for good order and discipline. This is not only a military rule, but part of the military culture since the wearing of the military uniform is mandatory. Uniforms need to be worn correctly, and loose rules contribute to junior personnel who push the boundaries of those rules.

Participant 5: “. . . maybe I've been in too long but all the rules that we have like wearing your PTs, doing this and doing that, I think it serves a greater purpose not just to because you should be in uniform all the time but it keeps people from – I don't know, like for example, I was walking past the smoke pit one day and this

little girl walked out and she's air force and her shirt wasn't tucked in and her hair was down and it looked like she blew dried it straight, nice and pretty. No.

So, I told her nicely I said, "Hey, you might want to go ahead, you know you have to have your hair up, your shirt has to be tucked," but see to me there's a bigger reason for all that, it's not because we don't want anyone to have fun and this that or the other, I just think it keeps things muted a little bit. We don't need to go flashing all that you got right now, wait until you go back to the States and – because I say that all the time, "I miss pretty clothes, I miss my girl clothes," I miss all that, that's not what we're here for right now, with that said, I know my mental, that whole thought ...much different than just two years ago when I was at (name).

In the next quote below, Participant 6 highlights how fellow military personnel she worked with in Bagram are considered "family" in the deployed environment, versus the non-deployed environment.

Participant 6: "Ah, cause see, as much as all of us might gripe, we're still a family and we watch out for each other, a lot of people don't have that back home. Their co-workers aren't their family, their co-workers they don't care what they do everyday. They don't watch each other the way we do and that's just the kind of culture we have."

The term "flagging," according to interviewees, is used to describe when someone points the muzzle of their weapon at a co-member of the military, or at "friendlies" which

means personnel who are fighting on the same side. Flagging is hugely frowned upon, and depending on the military service, it can result in immediate punishment. Different military services address the issue individually, and some may be lenient, while others may not be. According to interviewees, an accidental flagging can sometimes result in an accidental shooting, or what is called a negligent discharge. Participant 7 described her experience with this issue:

Participant 7: “No just the accidental flagging, and that’s it.”

Interviewer: “Uh hum. And how often does that happen that you know of?”

Participant 7: “I mean honestly it kind of happens quite often. You have to kind of be like, “Hey muzzle awareness, can you not point that thing at me?”

The offense of “jumping the chain” could be reprimanded or lead to other punishments. The responses of the participants, concerning this topic, are enlightening. Below are just a few examples:

Participant 1: Um, we’re all really close because of what he done. So that made us very very close. Um, cause we even had NCO’s in there who didn’t know what to do. Cause they never dealt with anything like that. With them, you know, going up the chain of command, telling them they was just makin it sweep under the rug till it like really escalated. So.

Participant 1 describes in the above statement that all of her peers are very close after suffering mental and verbal abuse, and how initially “going up the chain” or chain of command failed due to senior officers who chose to ignore the problem at first.

Participant 1 felt her leadership failed because they swept the problem “under the rug” and didn’t address her safety or those of her peers. The problem affected how safe the women felt. In a war zone, they were concerned about how a supervisor treated them.

In the example below, the military woman describes a supervisor’s / leader’s behavior, and calls him a “worthless human being.” Eventually her supervisor was relieved of duty, but during that time, in a foreign country, on a base where mortars and rockets are frequently fired onto the base, her greatest concern was her leader and his behavior toward her.

Participant 2: He was relieved of duty because, in my eyes, he’s a worthless human being. He, um. It was only to the females. Where we work at we have 2 males and three females. One of em’s my soldier. And, I don’t know what his issue was, or what’s happened to him in his life, or past life, but he treated the females like CRAP. He treated us horrible, calling us everything from cunt’s, whore’s, bitches. We weren’t like the last deployment whores, you know, because we weren’t putting out. We weren’t givin up. He, I never had any issues with anybody in my whole military career. He was the first person, and put me at parade rest. He got so close to my face he was spitting on me, that’s how close he was. And he told me, because I went um, down to the terminal alone, he was like “Women shouldn’t be going to the terminal alone. That’s how people get raped and killed.” and I don’t know. It was just, it was horrible. For three months it was horrible. And we was, sorta, because, you know, as you know in the military, we put our mission first. We shouldn’t have, not that I look back at it. But we

were makin sure all the people got in and out to their FOBs, and we had the mission going Third Brigade started, and then it turned into a big serious thing, and finally, we went to our chain of command but nobody did anything, cause he was blocking it. And when somebody said something to them, he was telling them that we were 'whining'. And that it's just that we were whining, we were being "little princesses" is what he said. And once it came to a head, and they figured out exactly what was going on he was pulled out of there like that. In two seconds he was gone. We haven't seen him since.

Participant 9: Oh um, (sigh) he, I, I consider myself a very competent person and a smart person. Um, I make mistakes but I don't appreciate, um, being micromanaged and I understand that bosses are different but he was a deputy to my boss so he wasn't necessarily in my chain anywhere. Um, and I just got to a point where I got tired of him checking up on every single task that I was doing when I was already reporting to my boss about it. Um, and yelling at, and yelling at me. I don't want to say yelling. Chastising me for not doing my job correctly or um, not doing it the way he would do the job and finally, he sent out one email that was kind of the breaking point where I just said, "You know what? I don't appreciate you talking to me like that. I don't care who you are. I understand you're the deputy but I'm your peer and that's not the way that peers should work together to get the job done." And he, ah, he came to me and asked me, you know, why I sent him that email and I started to yell at him and I decided that because of where we were at, at that time, which was in our JOC and there

were soldiers there and our boss was in the office, that that was not the place that we should continue that conversation. So I walked away from him. He later sent me another email. Um, basically telling me that you know, I was wrong and you know, how could I be such a baby to not want to discuss the option but you know, I wrote him an email back and I said, “Look, I appreciate everything you’ve done for the unit um and I wish you the best in your career.” Because he’s about to leave in about a month, less, well yeah, about a month. He is out the door.

Participant 10: I guess we...I don’t know. I think people kind of um, would be apprehensive including myself like I never thought it was that bad that I would risk setting him off. So I’m kind of saying here, I think is completely like wrong, you know. But um, I think people just kind of wanted to tiptoe around him like he’s leaving soon. Don’t worry about it. Um, but I think there’s definitely something (laughter) wrong. And you know, honestly, I didn’t do anything to help it or so I probably do regret that. That’s very wrong of me, looking back on it. But um, I don’t think anyone ever really officially said anything. They just kind of tiptoed around. I think some of the other majors which were his peers kind of confronted him and had some altercations like, “Hey, you can’t do this. You can’t do that.” But I think he was been kind of ostracized by the group. Um, but no one really officially took it to the chain of command.

Discussion

Participants responded to questions that related to military culture in various ways, and the responses above are a sample of those answers. Responses not only addressed military culture, but shared thematic relationships with safety, leadership, workplace violence, social issues, surrounding environment, behavioral/mental health and family. Military culture encourages a service-member within the organization to be strong both physically and mentally (Wilson, 2008). On Bagram Air Base, several independent military cultures exist within the overall military culture there. Not only do separate U.S. military services live there, but NATO forces inhabit the base as well. At the time the data were collected for this study, Polish, French, Korean, Egyptian and United Arab Emirates forces were stationed there.

Among the U.S. services, several cultures exist within each service. Examples are: security forces, special operations, medical forces, aviation, and Explosive Ordnance Disposal (EOD), just to name a few. Each group follows its own set of codes and behavioral expectations within the paradigm of the uniformed service that they both live and work in and sometimes, those expected behaviors are at odds. In particular, the chain of command or the expected route of leadership a military member is expected to follow is paramount. A junior member must adhere to the chain of command for good order and discipline in the military service. Jumping the “chain” is highly frowned upon. Yet, if junior members are suffering abuse from their direct supervisor in the chain of command, it can be construed as insubordination if the junior members do not initially talk to their supervisor regarding any perceived abuse.

Thus the central theme of violence, and the relationship between themes of leadership (including workplace, military, peers and gender), social (spiritual and family), deployed environment and safety, applied to the question of how military culture affects female service members, because the culture of the military, of their service, of their specialty and of their unit is intensely ingrained into part of who they are. Leadership, in particular, was an important part of answering this question because it is the primary point where the military members enter their environment in any service assignment.

3. What environmental influences of Bagram's social atmosphere affect U.S. service women's experiences, perceptions, attitudes, and beliefs of interpersonal safety?

The below statement supported Participant 1's view of her experience in Bagram. Having a chaplain was something positive in her world, and being able to have time to go worship God was important to her.

Participant 1: "We have the Chaplains... I, I think it's pretty good, to be honest."

Participant 2 commented on how her job in the deployed arena was something she couldn't take a break from, but she encouraged her subordinates to play outdoors together if work became slow. She felt there were some activities her subordinates participated in that were helpful to their overall deployment experience.

Participant 2: "We um, honestly, my job, my hours I haven't really been able to go do anything, but um we work out all the time, and like if we're sitting around and there's nothing going on I make everybody go outside and play kick-ball or something, or volleyball, and cause we have a good working...like everybody works really well together. But um, they go to a, a church and or like, an

organization, I forgot, it's like Eastern Star or something like that but um...I haven't had the chance personally, but I'm okay, like I just work out and read a lot (laughs)."

Below, Participant 4 also voiced going to church as an activity that she would like to participate in, but because of her work schedule, she was unable to attend as much as she liked.

Participant 4: "Well ma'am, when I first got here I was going to church but again my work schedule with me being the only, um, the only S-1 I have to, ah, you know, be available."

Participant 5, below, was concerned about the size of the base, and described her decreased desire to go anywhere other than work and her bunk area. She also seemed aware of individuals who drank alcohol in certain places, and expressed a desire to stay away from that kind of illegal activity.

Participant 5: "Here it's so big, I would even be afraid to even ask or inquire or whatever but I have not – but again I don't go anywhere, like I don't hangout places where I could possibly see if people were able to get a hold of alcohol or whatever."

In the next paragraph, Participant 6 described how her family missed her, in particular her husband. Her decreased social activity was self-imposed due to her feelings of loyalty to her family. She acknowledged the difficulty in trying to explain to her family what it was like on deployment.

Participant 6: “Uh hum. They have a harder time dealing with what’s going on over here, at least mine does because he is reading the news stories then he is relying on that as his only source of information. So, he thinks that I’m here and I’m going to get blown up. And here I am sleeping to rocket attacks and turning over and then I go, “Oh, we got hit, it shook, good night.” It’s completely different perspective because I know what it’s like here and he doesn’t. He’s just looking at news stories, um but for me I don’t really let much bother me as far as that goes, I can’t do anything by it anyway.”

In statements made by Participant 9, she championed many events, but did not know about many of them herself.

Participant 9: “Um, it might be, I don’t know how soldiers find out about the different programs so it’s more like a commander leader involvement type of issue in letting soldiers know that programs do exist out there, whether it’s, you know, sports activities or um, you know, fitness classes or um, you know like races, like the Amazing Race that our unit did.”

The third research question was addressed through violence or crime, and the relationship to themes of deployed environment, social, safety, leadership (workplace, military, peers and gender), and behavioral mental health. The overall deployed environment of the base, from women’s living spaces, to bathrooms, to community socialization, contributed to active duty women’s unsettling experiences, sexualized perceptions, careful attitudes and concerns of interpersonal safety. Part of their

experiences seemed to be strongly connected to gender imbalance and long work hours that often prevented them from being able to participate in social activities.

These influences are illustrated in a few instances when participants discussed their deployed environment in terms of military berthing areas or B-Huts. Participant #1 described several incidents that contributed to her decreased faith in the military police and her decreased sense of safety by stating:

Participant #1: “I seen people be hemmed up against a B-Hut in the middle of the night. Whether she wanted it or not, she was saying, “no.” So. I seen that quite a few times since I been here. So if they (*military police) could, I don’t know, just . . . no sayin they don’t do their jobs, but just come through the little areas, common areas where people live, and see.”

Participant #3 commented on an incident that contributed to feelings of discomfort on base when a male outside of her unit, who held a similar type of military job, would contact her late at night on her cell phone.

Participant #3: “So I just asked him one night, I’m like you know, “How come you only call me at all hours of the night,” I’m like, “...but you haven’t really said anything work related.” (laughs nervously) So, he didn’t call me for a while, cause I guess he got his courage up and called me one night and said, “I’m on my way to your B-Hut,” and I thought that was really strange, because, I’m like, I never told you where I lived, I’ve never said, “Hey can you come see me . . .,” I obviously have a ring on my finger. I’m in a relationship. I’m not married, but I wear this ring purposefully so that you don’t even have to guess. You know I’m in

a relationship. So uh, I said, “you know what” and I was sleepin at the time, “I’m gonna do you one better,” I said. “I’m gonna get dressed. I’m gonna meet you at the North PX.” So I figured if something got out of hand, least I’d be in the public, or whatever.”

Interviewer: Uh hum.

Participant #3: “ “I don’t know what I said or did to make you think that you could come to my room but that is not cool. That’s very disrespectful and I just don’t feel like this relationship is conducive to the kind of relationship I thought we were gonna have, so I just really would appreciate it if you didn’t call me.” And he hasn’t. (laughs a little). A lot of times it seems like a lot of males feel like, oh yeah, we bring females on deployment but they’re basically here for us to do what we want to do with them sexually. That’s not, so not, what we’re here for.”

Leadership and issues of workplace violence were factors that were strongly interconnected and associated with participant’s experience of the deployed environment. For example, Participant #3 described an experience during her deployment that related to workplace violence, failed leadership and gender imbalance:

Participant 3: One E-7 in particular, SGT First Class <K>, was very demeaning, degrading, would just call em “cunts” and I mean just all kinds of stuff. But I noticed he picked his victims, I guess that probably isn’t a good word, but, he picked his victims pretty carefully, cause he NEVER said ah, anything to me. He probably knew, because I have a pretty strong personality, and I really don’t take much crap. Not sayin that SGT <A> does, but she’s more laid back and more,

she's more uh I don't know, quiet, and she's not really confrontational. Not that I am either, but um, I guess because I am a larger woman, people tend to watch what they say. So uh, we talked, and she eventually went to the Chaplain, and they removed him. So our work environment got 100% better. Because you could just, I'd have to go over to their office, you could just cut the tension with a knife. Like, they were like, little soldiers; they had to be at attention all the time in the office. These are people you work with. They never could relax. It was always something. And he always something negative to say. Especially about being female. So once he left. It was pretty, pretty OK. Um.

Interviewer: And where did he go?

Participant 3: He went to another FOB. Um, ah, I think that uh, SGT <A> was a little upset, and I kinda can und...relate to why she's upset because it's like, you moved him to another FOB now some other females are going to have to be subjected to him.

Discussion

All participants discussed various surrounding environment issues that were eventually coded as nodes under the tree node of "perceptions of deployed environment," and the other nodes listed above. Other concerns they brought up, that seemed important to them, were situations described previously in this study, such as lack of privacy in the bathrooms, the toilet stalls that had only a shower curtain as a door and not a solid door, the fact that their B-Huts did not have walls that went to the ceiling and that their room doors used only a flimsy hasp to keep the door shut. Participants frequently mentioned

the size of the base, that it was large, and that the base seemed over-crowded. Too much lighting, and too little lighting, were factors of concern in their interviews, in that too much lighting could attract the enemy causing rockets or mortars to be aimed their way, and not enough lighting at night might leave them vulnerable to an attacker if they had to leave the B-Hut and trek a few yards to the bathroom.

Participants discussed various aspects of their social experience while on deployment. Social experiences included shared relationships to family, spirituality, environment, safety, substance abuse, behavioral mental health, leadership and violence.

Theory Related to Findings

Examining the findings and the statements related to the research questions above led me to research what past theories have been used to describe and explain participants' social experiences while on military deployment in a declared war zone. The participants involved in this research were female active duty members of the U.S. military on deployment in Bagram, Afghanistan. Because the participants were stationed with other military members, who live and work within the parameters of military culture, it seemed logical to begin with Walter Buckley's description of modern systems theory (MST) (1967) and his description of deviance.

After considering Buckley's MST, I read books and journals that provided information about culture and interpersonal violence (I found nothing on interpersonal safety), and I became interested in the research described in Wolfgang and Ferracuti's *Sociology and Subculture of Violence* (1967). In their text, Wolfgang and Ferracuti used their research to theorize violence in groups or in interpersonal relationships which

reflects the basic social values of the subculture it is within. Essentially, if violence occurs as part of the day-to-day routine, then it is accepted as the normative behavior and even expected depending on the situation. When considering the U.S. military, many of the job positions are focused on killing the enemy, or finding a method to subdue an enemy, such as a sniper, infantry or Navy Seal. Military personnel often live where they work, and there are close quarters on ships, submarines or forward operating bases, so the culture of the job exists in concert with off-duty or personal time. Wolfgang and Ferracuti's theory seemed to be important to my findings since the awareness of interpersonal safety of participants was described more by the presence or absence of interpersonal violence within the military culture. Wolfgang and Ferracuti's research, however, was limited since it was performed only on one group of young Black individuals within a single culture (Wolfgang and Ferracuti, 1967). In the next sections, I will examine more completely how these theories, and Glaser and Strauss's discovery of grounded theory, originally written in 1967, led me to my final conclusions that the interpersonal safety of military members depends on the subculture of violence within that community, and their conflicts and adaptations to it when dealing with the enemy versus dealing with their own society (Glaser & Strauss, 2008.)

Walter Buckley's Modern Systems Theory

As I contemplated the themes found in the research, I discovered it was important to consider the entire bio-psychosocial experience of the military females on deployment, as well as consider other theories that might embrace and describe the experiences of these women and possibly address their current state of existence. I reviewed several

related models and theories such as: behavior change, social contagion of violence, social contagion of crime, modern systems theory and workplace violence and aggression. Modern systems theory seemed the most likely theory to begin with since it considered groups of people related to their sociocultural interactions (Wolfgang and Ferracutti, 1967). It was useful to understand when considering the effects of the environment of the military on deployment, the impact of systems on a group of people, as in this case, the group of active duty deployed women. After examining the theory in comparison to my research and my data, it seemed the likely launch pad for examining the research data and themes.

Walter Buckley, Ph.D., 1921 to 2006, was considered one of the main fathers of the development of modern systems theory. In Buckley's 1967 book, *Sociology and Modern Systems Theory*, he describes how a modern systems approach in sociology makes more sense than accepting the constricted approaches of mechanical equilibrium and models that, during his work in the 60's, were solely organic in nature (Buckley, 1967).

After providing a discussion of several examples of existing research models, Buckley listed six benefits of sociology accepting a modern systems approach when performing social research (Buckley, 1997). The benefits namely included: having a common vocabulary by which to communicate research and theory findings; having a tool available that can be used for "treating large, complex organization" (p. 39); having a method by which sociologists could dialogue in terms of seeing the ". . . sociocultural system in terms of information and communication nets" (p. 39); acknowledging a model

by which groups and relations could be studied instead of single individuals; and utilization of the system for objective, definable research that and be used with purpose to study human behavior in groups, to include their cognitive processes and sociocultural emergence and dynamics (Buckley, 1967).

In the military, there are overarching language commonalities that are vastly different from the regular civilian language. For example, the acronym ASAP stands for “as soon as possible,” and the acronym AWOL means “absent without leave” (Joint Education and Doctrine Division, 2014.) In the military, acronyms are numerous and stand for a variety of things, so familiarity with the language and agreeing on commonality is essential in the research.

In addition, the U.S. military, overall, is a large organization with over 3.6 million members (Military One Source, 2012). Those members are clustered into sub-organizations such as the Army, Navy, Air Force, Marine Corps and Coast Guard. Each one of those groups is likely to have its own social behaviors, culture, language and dynamics.

Central Theory

After extensive reading on these theories and examining their models, I realized there were no theories that completely encompassed the experiences of military women related to interpersonal violence in the deployed environment. There also appear to be no theories to completely describe and explain the military groups overall, or their experience of interpersonal safety, or interpersonal violence, in the deployed environment.

I examined the data and compared the relationships of each of the themes to each other. The central theme that became apparent was that of violence. Violence was associated with all of the other themes, and I noted that each of the other themes was associated with some aspect of violence. Each theme examined was found to be associated to other themes, but there was no cause and effect of any factor in a theme.

Six themes did not share relationships, meaning they did not have overlapping of clusters of tree nodes or concepts, directly to violence, but instead shared relationships with primary themes that surrounded violence. Spiritual and family themes shared relationships with primary themes of social and behavioral mental health. Workplace, military, peers and gender themes shared more relationships with the primary theme of Leadership.

All of the transcripts were reviewed in order of participants and in order of key informant interviews done. My field notes were examined last. Saturation was reached after analysis of data from Participant #9. Key informant transcripts demonstrated similar themes, with no new themes notable after Legal #3's interview. Analysis of field notes described and explained some issues more in depth, but simply revisited the same themes coded in both the Participant and Key Informant transcripts in relation to the three main research questions.

Thus, after analyzing all of the data, a central theory seemed to emerge. This theory was titled: theory of U.S. military interpersonal safety, violence prevention and response (see Figure 2). The individual themes together provide a rainbow spectrum of

“keys” that affect the experience of safety in interpersonal relationships of active duty military women in the deployed environment of Bagram Air Base.

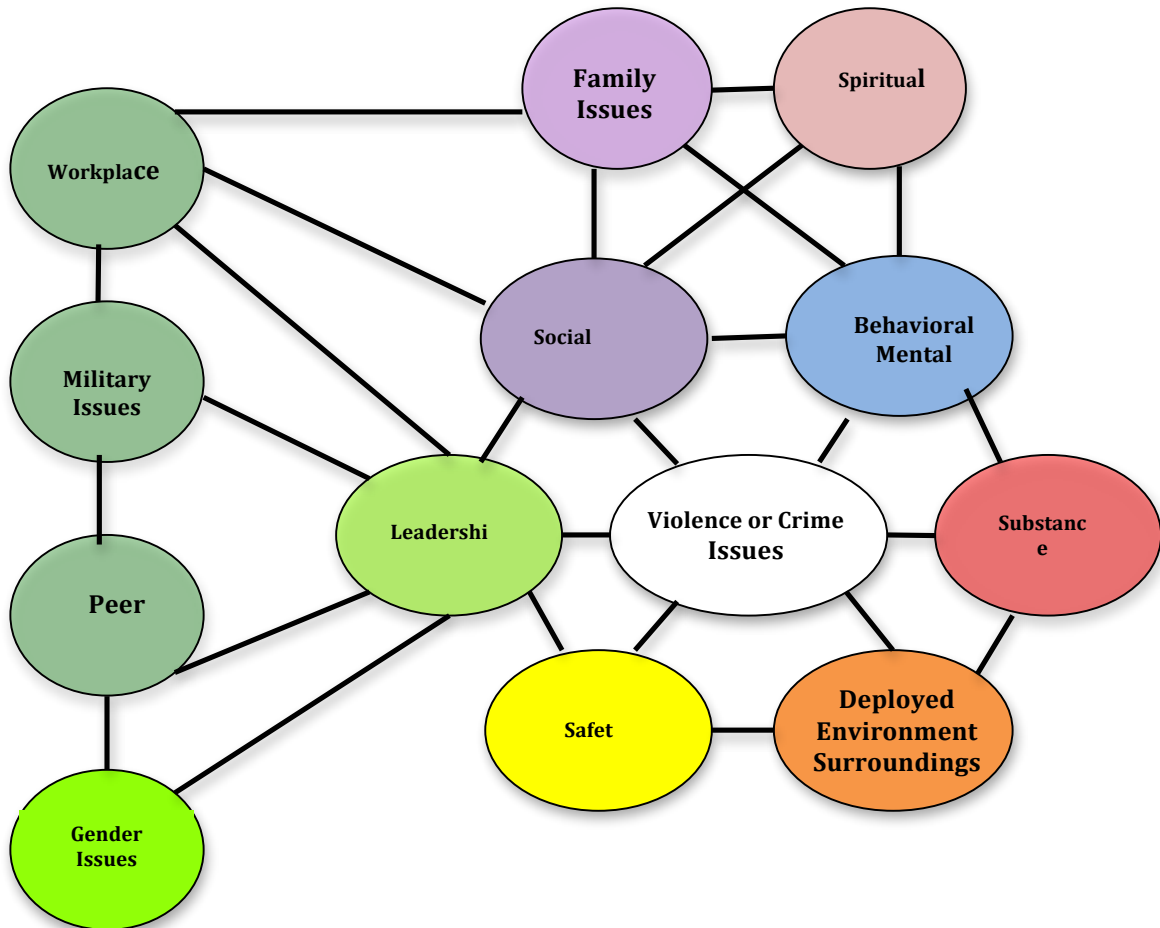


Figure 2. A diagram showing the interrelated aspects of the generated theory of U.S. military interpersonal safety, violence prevention, and response.

I used the descriptions of model making and symbols in NVivo 12 to suggest how to construct and describe the model (QSR International, 2012). Straight lines in NVivo models show associated relationships between connecting themes (shown as ovals) instead of a cause/effect relationship (QSR International, 2012). An association means

that in one theme there were components of other themes that shared a relationship (QSR International, 2012; see Figure 2).

A cause/effect relationship was indeterminable because the experiences of interpersonal safety and interpersonal violence were so multi-factorial. What was recognizable in the research were themes of leadership, which held more of an associated relationship with workplace/military/peers & gender themes because personnel and work related tasks fall under the purview of leadership. These themes seemed to relate to each other as well, and are much more closely related to leadership than with the direct central theme of violence.

In investigating the concepts of leadership, Yap (2007) discovered that the most common words associated with leadership were influence and motivation. Leadership is a central component of the military as an organization and affects it directly as a culture (Baker, 2008). It is with the aid of excellent leadership that a military culture, instituted to support and defend the country, will become a culture that does not tolerate interpersonal violence while performing violent tasks they are ordered to perform against other nations or terrorist groups (Fretwell, 2013). This is a concept inherent in the understanding of the military and in leadership, but exemplified in a 2012 statement documented by Peter Fretwell, and made by Admiral Jonathan Greenert, who underscored the importance of military leaders being able to address issues of sexual violence in the military directly, “Preventing and responding to sexual assault is not just a legal issue—it is assuredly a leadership issue—and fundamentally imbedded in what we call 'the charge of command’” (Fretwell, 2013, p.2).

When considering the entry point of the military active duty female into this spectrum, it is important to understand that she enters first through her leadership, by her deployment orders which order her to a specific unit or command. Her current leader must then assist her in preparing for deployment and later she reports to her next leader for acceptance into her unit. Leadership sets the tone for the military woman's initial experience of the deployed environment and she makes a journey through the interpersonal safety/violence prevention and response web from there.

A direct pathway to workplace, peer issues, military issues and gender issues, noted in green on the theory model, accompanies the female military member when she arrives in Bagram Afghanistan. These four items comprise the immediate hierarchy of existence for the military member. Once she has been introduced to her unit, settled in her room, has food and shower facilities, she can begin to notice her environment, think about calling family, meet other people and develop friendships, as well as nurture her spiritual needs.

In social and behavioral/mental health themes, there was a more direct association with family and spirituality because of overlap of concepts. Family and spirituality themes had concepts that overlapped social and behavioral/mental health themes (meaning there was not one isolated without the others).

Discrepant Cases

A review of participant and key informant interviews demonstrated one discrepant participant case. Participant #4 was the shortest interview; it was approximately twelve minutes long. The service member had very few experiences of interpersonal violence

and felt very safe on the military base. She described experiencing “road rage” from other personnel while at Bagram but otherwise felt it was a very safe base and she stated her workplace environment as:

“It’s a good working environment.”

When asked about recreational activities she was involved in, she stated:

“Well ma’am, when I first got here I was going to church but again my work schedule, with me being the only, um, S-1, I have to, ah, you know, be available.”

When asked, Participant #4 described the background behind why she was not able to attend church or other recreational activities and she stated: “It’s just time.”

Other than those instances, she had few other things to add. Some of the experiences she described did apply to other themes described in this paper. I felt it was significant to include this interview as an example of someone who believed the environment was safe overall. The interview provided a perspective of someone who has experienced a safe interpersonal environment on Bagram base, but perhaps because of her isolation and inability to interact with others, had reduced opportunity to evaluate the environment. Therefore, this case was still incorporated into the research despite its discrepancy.

Summary

Analysis of data from the transcripts of 10 participants, 11 key informants and 6 weeks of observations documented in my field notes resulted in the findings in this study. All participants were volunteers who responded to advertisements for the research study. Key informants were selected by their specialty, convenience and willingness to be

interviewed. Answers to interview questions and data within field notes demonstrated a strong central theme of violence as a factor in interpersonal safety, and coding items eventually became repetitive with no new themes discovered. Participants and key informants described primary surrounding themes such as Leadership, Social Issues, Behavioral Mental Health, the Deployed Environment, Substance Abuse and Safety as associated with their experiences of interpersonal safety.

In this chapter, the participants, key informants and field notes collected in this study were described. Additionally a description of the population within the study, and the adherence to qualitative methods and procedures was provided in order to provide confidence in the trustworthiness of the data.

In Chapter 5, a discussion of the following topics: interpretations of the research findings, limitations of the study, recommendations for further research, implications for social change and the final conclusion to the study will be provided.

Chapter 5: Discussions, Conclusions, and Recommendations

Introduction

This study addressed a literature gap concerning research on experiences of interpersonal safety by active-duty military women among other U.S. service members while on deployment. There were no studies in which researchers examined women's experiences while they were in the deployed theater, and nothing was found in which their circumstances during the time of their deployment was described and explained. In addition, I discovered there were few descriptions of resources and programs available in the deployed environment designed to help women adjust to the difficulties in their surroundings.

A grounded theory approach was used for this study with the intention of exploring and uncovering the root elements that contributed to a sense of interpersonal safety among military women in the deployed environment. It was also used to generate understanding concerning which aspects on a military base, located in a foreign war environment, might contribute to a lack of interpersonal safety among other military personnel. This study is valuable in that it demonstrates the problem of compromised interpersonal safety to military leaders so they can understand how their troops are affected as a unit, and it may help them find ways to promote respect and non-violence among each other so they can feel safe and stay focused on the military mission. Individuals who are distracted, fearful or anxious among fellow military personnel they are supposed to trust with their lives, will be more at risk for injury and mental instability,

and that risk will spread to the rest of the unit. Military members who feel safe and secure among other military members of their unit will find it easier to focus on military tasks and mission essential actions, and this will allow for a stronger military force, both physically and mentally, in the war environment.

The overall purpose of this study was to develop an understanding of the environmental, cultural, and social influences that affected interpersonal safety among U.S. military women in the deployed environment of Afghanistan with the goal of discovering mechanisms to improve interpersonal safety for women in the military and, ultimately, to generate a theoretical model to display their coping process and the meanings they assigned to their experiences. Key findings in this study were related to overall issues of violence in the deployed environment and associated factors. In particular, sexuality issues and gender imbalance were associated with women's experiences of interpersonal safety.

Another associated factor that contributed to women's experiences was the type of culture they belonged to while on deployment. Although not thoroughly explored in this study, it is also conceivable that participants were affected by their independent service cultures (Army, Navy, Air Force, Marine Corps), subcultures within those services, and specific job cultures and rank cultures (enlisted versus officer). I uncovered a better understanding of the factors that were associated with the experience of interpersonal safety of U.S. active duty military women in the deployed environment of Bagram Afghanistan, and issues to consider that may reduce future experiences of interpersonal violence in similar circumstances.

Interpretations of Findings

This study was guided by three main research questions as described in Chapter 1. They were constructed after an extensive literature review in which I searched for background information on central issues of military interpersonal safety and the female active duty experiences of interpersonal safety and violence in the deployed environment. During my literature review, I noted that most of the studies done on military women on deployment, were not begun until after the female service member returned from overseas duty, or after they'd left military service and/or became retired veterans.

This study of interpersonal safety of active duty women in Bagram, Afghanistan illustrates the overarching concerns military women have regarding disrespectful treatment in the workplace. Sexual harassment by male senior military members and failure of leadership to address those issues properly are counterproductive to providing a workplace and a social environment that is stress-free and crime-free. Themes generated in the research, such as peer issues, gender issues, military issues and workplace all relate to the role of leadership, as leadership in the deployed arena is in control of those areas of a military member's life.

Leadership sets the tone of the military members' perceptions, attitudes and beliefs, particularly in the deployed environment where leadership is the dominant feature for the service member, both during work and off hours. An example of how this overwhelmingly affected a female service member was found in a response from Participant #1, who described having to work for an abusive senior NCO. When asked

how the situation of working for him made her feel, she stated, “It made me want to die, to be honest. The first three months of this deployment was hell. A lot of hell.”

The above statement echoes the research points that Sadler et al. (2001) found regarding workplace violence and the experience of military women. Sadler et al. (2001) focused primarily on issues related to physical violence in the military workplace and found that service women reported having the common experience of violence in the workplace (Sadler et al., 2001). Over three-fourths of women in the Sadler study reported experiencing sexual harassment while working in military service (Sadler et al., 2001).

Although previous studies have highlighted physical abuse experienced by servicewomen, this prior literature has not addressed the emotional and psychological abuse women may experience in the military workplace. Although Dunivin (1997) described a gender paradigm shift toward male acceptance of women in the military and a changing culture in the US armed services, responses such as those of Participant #1 suggest that women are still fighting an ongoing battle for respect and equality among their male counterparts. This battle may have psychological repercussions. This dissertation study promotes using education, training, and vigilance geared toward preventing workplace violence, generating leadership support, and developing new policies that deter violence in the workplace.

Behavioral health and spirituality were themes separate from leadership and the results of leadership, but they were gently connected, sharing similar words in their themes or referring to other themes. Participants described emotional turmoil living with difficult issues they'd undergone and sought help. Others turned to the Church and God

as their source of strength. Individual DoD programs were developed to address these problems and support military members and their families, but each was developed on its own conceptual island and exists in the military isolated from brother/sister programs when they should probably be combined beneath one umbrella department (DoD, 2010).

Gender imbalances can cause women to be more at risk of suffering from violence (Hesketh & Xing, 2006). This condition was prevalent in the study environment, in this case with more men than women. The deployed environment itself, austere and rife with harsh conditions, particularly in war zone places such as Afghanistan, Iraq and Kuwait, is also factor in women suffering physical non-sexual violence as well (Sadler et al., 2001). Under such conditions, overall physical and mental safety may be compromised as morale and military vigilance diminish and become harder to maintain (Donahoe, 2005). This study uncovered and supported the theme of leadership written in Sadler et al.'s 2001 paper, where turning the blind eye away from issues such as sexual harassment, or a sexualized workplace, increased the likelihood of women experiencing non-fatal violence.

Alcohol and drugs were also significant factors in abuse. The illegal use of alcohol and over-the-counter medications such as Nyquil that contain 10% alcohol, mixed with the commonly prescribed drug Ambien given to military personnel for sleep, can contribute to substance abuse issues. They also increase the likelihood of a service woman being preyed upon or acting irresponsibly due to the side effects of alcohol combined with a sleeping agent. A service woman may not remember a post alcohol Ambien night. It's possible she behaved that night as if she were consenting to sexual

activity but later report being sexually assaulted, resulting in some members of her team believing her and others not. This often leads to behavioral health issues with servicewomen experiencing depression and anger (Sadler et al., 2001).

Conceptual or Theoretical Frameworks

The conceptual or theoretical frameworks that were hypothesized to apply to the results of this research, in Chapter 1 of this paper, are consistent with the findings in the data. When considering Murray Straus's (1973) theory of violence between family members, it was interesting to note that participants described their relationships with work units and peers as those that, by definition, constitute a family. Miriam Webster Online's (2013) definition of family is, "a group of individuals living under one roof and usually under one head." In this analogy, the head of a military family is the senior officer of an independent unit, governed by more senior officials but directly in charge of junior personnel. They have responsibilities that include providing for the physical and emotional welfare of service-members, ensuring that good order and discipline are maintained throughout the ranks, and settling disputes when they occur. Military personnel in units often endure episodes of violence like those that occur in other family situations. Emotional abuse, physical abuse, and incest are not uncommon. Participant #6 described this in an anecdote showing how military units are viewed from an insider's point of view:

As much as all of us might gripe, we're still a family and we watch out for each other; a lot of people don't have that back home. Their coworkers aren't their

family; their coworkers, they don't care what they do everyday. They don't watch each other the way we do and that's just the kind of culture we have.

Wolfgang and Ferracuti's (1967) subculture of violence theory assists in the understanding of the findings in this research. In addition, the word *military* means, “. . . of or relating to soldiers, arms, or war” (Miriam Webster, online). The word culture is appropriately defined by LeCompte and Schensul as “. . . beliefs, behaviors, norms, attitudes, social arrangements and forms of expression that form a describable pattern in the lives of members of a community or institution (p. 21). The United States Department of Defense exists to defend the U.S. in the cases of war, utilizing both defensive and offensive acts of violence to achieve its mission, and the culture of the military is ingrained in its people and is essential in order to achieve that mission.

During literature reviews, I found no studies that applied Wolfgang and Ferracuti's subculture of violence theory to the military, although there were numerous non-fiction novels written by special operations, intelligence and national security personnel that described the subcultures of violence in the military. This was intriguing since the two basic perspectives of the theory, cultural approval of violence and the subculture of violence, exist within the military. Cultural approval of violence in the military can be seen in daily operations of the military personnel. War exercises, combat training, and off- hours participation in video gaming with such first person shooter games as Battlefield, Halo, along with physical sparring and in paintball/airsoft games are all part of the approval of the military culture.

Subcultures of violence in the military include groups who have specialties considered somewhat elite. Army Rangers, Army Infantry, Navy SEALs, Marine RECON, pilots, rescue swimmers and other specialty teams have their own culture within military ranks and certain acts of violence that evolve and are tolerated within those cultures until deemed unacceptable by other military or civilian groups. As a brief example, there was an old Navy tradition of “tacking on the crow” of a newly promoted petty officer which involved the sailor’s work community and family sewing on his new rank in a stitching ceremony (DelaCruz, 2010). This tradition later evolved into shipmates punching the sailor in the upper arm to recognize their achievement, and tolerating the punches to the extent of excessive bruising was considered a rite of passage (DelaCruz, 2010). In the military, there are cultures within the culture that accept violence as a normal and acceptable behavior because it is part of their core training. In addition, there is evidence to suggest that the military specifically targets enlistments of youths from disadvantaged and low socioeconomic populations (APHA, 2012). Gang culture, street violence and impoverished ethnic groups are often overlooked and upon enlistment, the veneer of vigorous military training is expected to counteract these cultures. The truth is, it does not (APHA, 2012).

In short, no specific framework can apply completely to that of U.S. military members on deployment because service members are part of several cultures and many members see their independent units as family. In addition, they both live and work in their military communities, communities whose entire reason for existing is to respond to, or follow orders that result in violence. The thirteen themes discovered within the data

contribute, in various ways, to the overall experience of interpersonal safety in the deployed environment. The factors contributing to the themes, such as workplace violence or sexual assault, can impact the deployed female negatively if they are not recognized and managed well. Themes such as leadership, spiritual, workplace, safety, social and family, can be recognized by military leaders and they can work with the military members to help their overall experience of deployment be a safe one within their own ranks.

The military revolves around the concept of violence, whether defending a position, assisting an ally in fighting a war, or taking aggressive action toward thwarting an enemy after an attack. It is therefore prudent to consider the theoretical frameworks of subculture of violence and systems theory of family violence when researching and developing programs as a result of this study, because each concept or theory applies to the military member's experience on deployment, and cannot be separated. They are integrated into the very fabric that completes the tapestry of a culture designed for war.

Limitations of the Study

This study was performed with some limitations. The initial limitation was the population, as the study focused only on one deployed military community on one base at a certain period of time, and therefore the results of this study cannot be generalized to any other population. Another limitation was that there was only a total of six weeks in which to collect the data, and so data collection of interviews could not be theoretical but were instead obtained via convenience from volunteer participants and key informants with the hope that saturation of data would be evident after analyses of transcripts.

Having a single researcher collecting, transcribing and interpreting the data could call in to question trustworthiness of the data due to bias and interpretation due to a single viewpoint. In order to diminish issues of bias in this study, I used a triangulation approach by obtaining data from three sources: researcher field notes, participant interviews and key informant interviews. All transcripts of the data were submitted to my methods expert for review, and the process of data analysis and findings were fully discussed with my dissertation committee. Because I was also a member of the U.S. military, insights into statements made by participants and key informants were best interpreted by me due to my unique grasp of the culture and my own experience in the deployed environment of Afghanistan. It is also important to consider that as a member of the U.S. military, I included my observations in field notes--to include my own experiences related to interpersonal safety—and this many have contributed to personal bias during the study. The methods expert and dissertation committee served as important points of crosscheck for analysis, as well as points for dialogue in describing, explaining and translating interview responses of participants and key informants. Utilizing the above process, the data were analyzed in the best scenario possible.

Recommendations

Recommendations for the planning and preparation of condensed and streamlined programs for deployed military personnel were considered after analyzing the data. First, in order to increase interpersonal safety in the deployed environment, interpersonal violence must be decreased within the military ranks. Several elements in this research were associated with active duty women's experience of interpersonal violence and

decreased interpersonal safety, but because of the multi-factorial issues there were no clear causative elements. Regardless, the following recommendations based on interviews with participants and key informants, could reduce active duty women's experience of interpersonal violence and as a result, strengthen the military community:

1. Combine all military violence prevention and response programs, to include suicide prevention, and place them under the umbrella of one DoD department. Medical related aspects of these programs should fall under public health, and epidemiology of all issues related to violence should be tracked, researched and addressed by including feedback from military women in the deployed environment via focus groups, surveys and interviews, to help find solutions to increase interpersonal safety and prevent any form of interpersonal violence.
2. Provide adequate time for military personnel on deployment to take part in social and assistance programs during deployment by setting policy for no more than ten hours in a work day, and at least one day off a week, when not actively engaged in combat or urgent missions. Social and assistance programs provide avenues for women to seek help if there is a deficit in the experience of interpersonal safety at work or among peers. In this way, they can obtain spiritual assistance via chaplains, or utilize behavioral health or other social avenues to address any concerns related to their safety between supervisors, peers or other deployed military members.
3. Provide advertisements for these combined programs-- listed in number one-- on AFN radio, at the DFAC and other public places. One of the problems women mentioned was the difficulty of finding out what options were available to help increase

their experiences of interpersonal safety, or how to report when there was a threat to it.

Multiple advertisements focusing on the topic of interpersonal safety in the military ranks, what it means to feel safe with fellow military members and supervisors, and how to receive help in order to increase military women's sense of core safety would allow a single point of accountability for women to find information and answers to their questions. In addition, if they felt threatened, or recognize they are in an abusive or workplace violence situation, then they can call or go to these central programs to receive help

4. Create an effective DoD leadership course that trains military personnel in the art of caring for people under their leadership, particularly within the auspices of the deployed environment where personnel are likely to work within a joint military environment. A joint military environment is an operational mission, which utilizes members from more than one military branch. For example, members of the army, navy and air force work together on a deployment to Afghanistan to achieve a number of objectives. Train them to have proper leadership skills that focus how to treat their personnel, what their responsibilities to those they are leading and the consequences of any abusive leadership, as well as understanding the concept of workplace violence and how to mitigate it.

While the armed forces may feel they address these issues, my independent review of military leadership courses, as well as my own experience as a naval officer who has received beginner and advanced leadership training, has revealed that current leadership training is predominantly focused on concrete supervisor skills such as

performing evaluations, performing counseling for poor work performance, and receiving sensitivity and equality training on topics such as sexual harassment, sexual assault, domestic violence and suicide. There is a need for truly understanding what it means to be a leader and how to treat subordinates, peers and other leaders.

The DoD and all military services may benefit from examining the results of this study and doing further research on this topic. It may be that instead of having independent military offices and task forces, such as DoD SAPR (sexual assault prevention and response), the DoD U.S. Department of Defense Task Force on Domestic Violence (DTFDV) and the Defense Suicide Prevention Office (DSPO), it would be better to combine these programs into a single office. The single office could be named so that it covers all issues of interpersonal violence. An office with a name such as the DoD Violence Prevention and Response (VIPR) could be the major umbrella under which all of these independent offices work and provide military members with training, education and assistance.

Shifting personnel who currently exist in separate departments to combine them into one department, for example, merging the DoD Sexual Assault Prevention and Response (SAPR) office and the DoD Task Force for Domestic Violence under the umbrella of a larger proposed VIPR organization, could allow for a better understanding of how to improve the safety of military personnel. In addition, it would be better to shift authority over these departments in the Pentagon from the many leaders that exist, to only one or two leaders. This could result in a VIPR program that responds to several needs for more than half the cost. Having a central program that addresses all of the aspects of

interpersonal safety under one roof would potentially reduce the confusion for the military members and encourage them to have faith in a system that works cohesively and addresses all of their needs in preventing and responding to violence.

In the research, participants stated in several areas that they felt their leadership had failed them. In some instances, their leadership was blatantly abusive. When asking participants and key informants about leadership and various types of leadership courses available, as well as to what the content included, there was a sense that training to prevent workplace violence was not incorporated into leadership training. The development of a true leadership program that teaches military leaders the value of their people, and how to lead them without abusing them, would prevent violence that subordinates experience and could save millions of dollars.

Service members suffering mental trauma or suicide because of a poor or abusive leader, an abusive leader's potential involvement in the legal system, the cost of attending a court martial and leaving a vacant position in a unit, these are just a few of the things that the DoD should consider with the results of this study and further research.

Results of this study will be disseminated in the publication of an accepting medical or nursing journal, as well as in presentations at military medical conferences such as the Force Health Protection (FHP) conference and the Armed Forces Public Health Conference (AFPHC). Additional presentations may include the civilian American Public Health Association (APHA) conference or the Journal of Forensic Nursing.

Implications for Social Change

The implications for social change, based on the findings of this research, relate to the need for the military to tackle interpersonal safety issues, such as those that surround the central theme of violence or crime. With the development of the DoD workplace violence instruction in January 2014, positive social change is already on its way (DoD 2014). Because of this, military services may be better equipped to provide a positive experience of interpersonal safety of active duty women on deployment.

Military course changes that are focused on ensuring that leaders are trained to understand what constitutes abuse of their power and workplace violence, while simultaneously addressing social, behavioral health, substance abuse, safety and deployed environment issues could result in a healthier DoD workforce that is better able to achieve military missions. In addition, a more solid approach to violence prevention and response, and assuring that leaders are properly trained to understand how to treat their fellow military and subordinates could have the effect of strengthening the military while preserving its valuable manpower resources.

Military culture takes time to change. Implementing methods to decrease episodes of interpersonal violence is possible, however, dedicating a full office toward violence prevention and response as an umbrella for violence prevention could help further the goals of stopping substance abuse, sexual assault, domestic violence, child abuse and gang warfare. Reshuffling where these programs that currently exist in different places, and moving toward a concentrated violence prevention and response (VIPR) office, could decrease the amount of funding needed for these individual programs and additionally

allow all data related to violence and violence prevention to be available for a fuller picture of what violence issues are occurring in the military and what programs have worked over time.

On January 14, 2014, the first instruction on violence in the workplace was released. Titled DoD Instruction NUMBER 1438.06, this instruction is the first policy the military has put in place regarding workplace violence, and the document outlines prohibited individual military personnel behaviors in the workplace (DoD, 2014). This is a positive move by DoD to increase an environment of safety while military personnel are on duty, while serving in the U.S., overseas, or in a war environment, and it just may be a prelude for better things to come.

Conclusion

The military community is comprised of both male and female personnel, although the ratio of men to women is unbalanced. In order to provide for an environment that promotes and maintains interpersonal safety, military leadership could consider that the coordination of resources and program development should occur before a deployment takes place. In addition, the strength of the U.S. military is only as good as its leadership. The military must take a strong stance on ensuring that military leaders are properly trained in how to promote interpersonal safety and how to recognize interpersonal violence and address it quickly when it occurs. In addition, leaders need to be held accountable when they are abusive and/or negligent of the safety of their members and should be removed entirely from their current military environment and either retrained in proper leadership skills and values, or discharged from the service. In

order to do this, there must be a confidential reporting mechanism made readily available that allows military members to report abuses without fear of discovery or reprisal. Each report should be readily and thoroughly investigated from an outside and objective source, and as rapidly as possible to ensure safety of personnel and maintain unit cohesiveness and morale.

Although military women comprise only 25% of the armed forces deployed overseas, women are essential members of the DoD team who perform necessary skills required to combat the enemy and support their fellow troops. They have studied and passed the same courses as their male peers in their job roles and met the physical requirements; therefore not only they should be expected to perform equally in their tasks but they should be able to unfailingly trust in all of their fellow service members, whether they be men or women. One thing is certain. The increase in interpersonal safety, and development of instinctive trust of both military leaders and peers, will provide for a stronger DoD force now and in the future.

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Appendix A: Study Participant Research Interview Guide

Perceptions, Attitudes, Beliefs, and Experiences of Interpersonal Safety of U.S. Military Women in the Deployed Environment of Bagram, Afghanistan

Demographics:

1. How long have you been stationed at the Bagram AFB?
2. Demographic questions: Age range (20s, 30s, 40s, etc.); education:
general semi-structured interview questions:
 3. Describe a safe (living, working, playing) environment.
 4. Describe your initial ideas of what Bagram would be like before you were deployed here.
 5. What were your initial impressions of Bagram when you arrived?
 6. What types of recreational activities are you involved in at Bagram?
 7. Describe your impressions of the current level of personal safety among fellow members of the military in the environment of Bagram.
 8. What sights, sounds, conversations, or other experiences have contributed to your perceptions of personal safety in the environment of Bagram, Afghanistan?
 9. Describe any changes on Bagram AFB during your time here that has increased or decreased your perception of personal safety on Bagram AFB.
 10. If you could make recommendations for how to improve personal safety on Bagram AFB, what recommendations would you make, and why?

Appendix B: Interpersonal Safety Data Collection Sheet

1. Date: _____
2. Interview/Subject Number: _____
3. Military:
 - Active Duty _____
 - Active Reserve _____
4. Age Group:
 - <20 _____
 - 20-29 _____
 - 30-39 _____
 - 40-49 _____
 - 50-59 _____
 - >59 _____
5. # of deployments: _____
6. Total projected time this deployment: _____
7. Current time on station (this deployment): _____

Appendix C: Military Letter of Support

-----Original Message-----

From: Blackbourne, Lorne H COL MIL USA MEDCOM AISR
[mailto:Lorne.H.Blackbourne@us.army.mil]
Sent: Wednesday, May 12, 2010 8:23 PM
To: Ferguson, Cynthia T USA LCDR USN TF 62nd MED Research Team
Cc: McGraw, Leigh K. USA LTC USA TF 30TH MEDCOM; Gibbons, John A USA Lt
Col USAF TF MED (JC2RT); Sanders, Leslee F USA LTC 30th MEDCOM Clin Ops
Subject: RE: Protocol Request (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: FOUO

I support as it is a high military priority and do not believe it will take away from core mission. Challenges will be

Getting rapid IRB approval (may be seen as more than minimal risk) and follow on expert to continue after you leave. I would run by Annette

LB

-----Original Message-----

From: Ferguson, Cynthia T USA LCDR USN TF 62nd MED Research Team
[mailto:cynthia.t.ferguson@afghan.swa.army.mil]
Sent: Tuesday, May 11, 2010 7:08 PM
To: Blackbourne, Lorne H COL MIL USA MEDCOM AISR
Cc: McGraw, Leigh K. USA LTC USA TF 30TH MEDCOM; Gibbons, John A
USA Lt Col USAF TF MED (JC2RT); Sanders, Leslee F USA LTC 30th MEDCOM
Clin Ops
Subject: Protocol Request (UNCLASSIFIED)
Classification: UNCLASSIFIED
Caveats: FOUO

Greetings COL Blackbourne,

I am LCDR Cynthia Ferguson, a member of the JC2RT in Bagram, Afghanistan.

I am writing to you because I desire to continue the development of my qualitative research protocol while I am on assignment at the JC2RT. The protocol development

committee (PDC) at Bagram has reviewed my initial abstract and agrees that the research I propose is something that can be done only in theatre. To proceed with further development, your official support of my protocol is needed.

It is my hope that you will support this protocol. This specific research protocol is a "one-time shot," a unique opportunity to capture cultural and societal developments during a surge of military activity within a deployed environment, and to take note of the overall health effect it has on the existing population. The end result of the compiled data could help to make vast improvements in military public health program developments and in violence prevention. It may also assist in saving military lives and government finances.

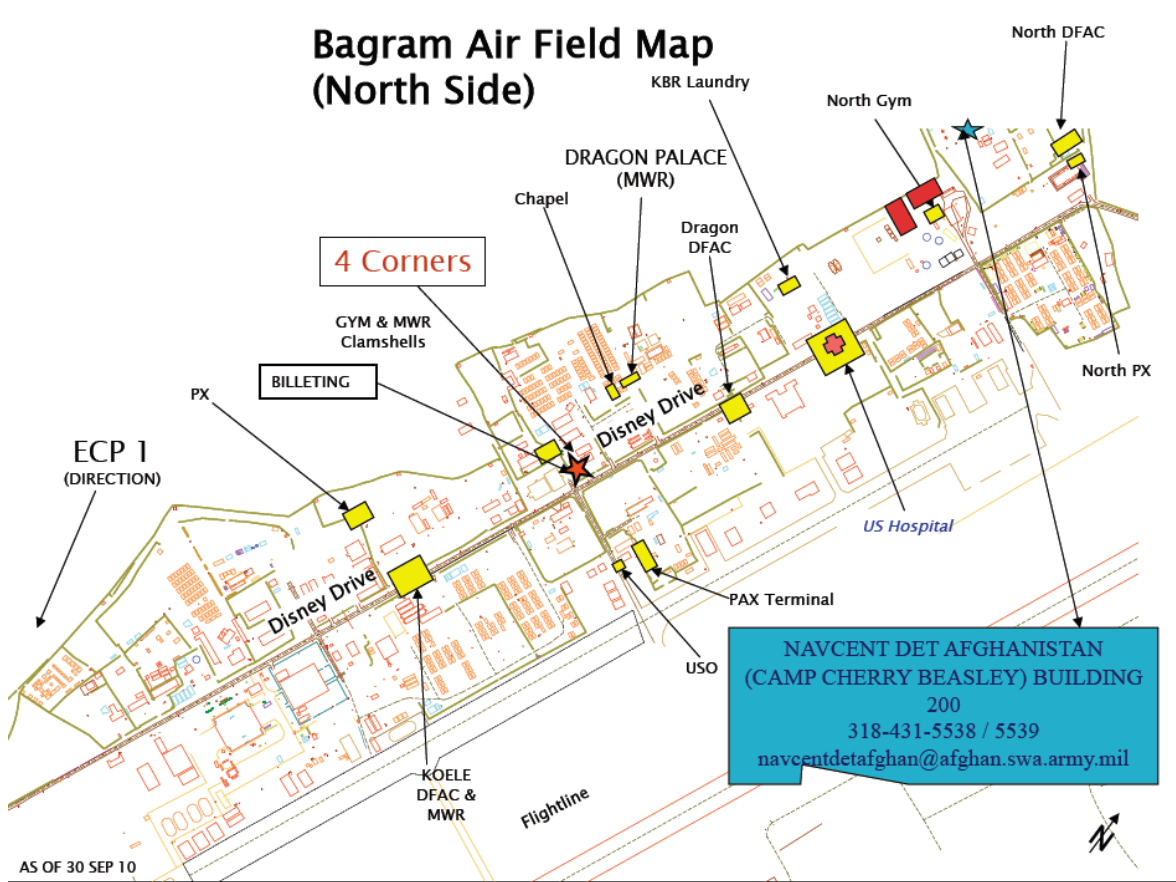
I have attached a one-page summary of my protocol for your review, as well as a copy of my CV. Should you support my protocol proposal, and if my completed protocol is approved through the MRMC IRB, I would require no more than 6 hours per week to work on the protocol. This is with the understanding that JC2RT duties must take ultimate priority, and that if needed I will use my off hours to collect data for my approved protocol. Thank you for your time and consideration.

Very respectfully,

LCDR Cynthia T. Ferguson

LCDR Cynthia T. Ferguson, CNM MSN MPH
SANE-A FNE-A PhD(C)
Staff Researcher JC2RT
Task Force Med
Bagram, APO AE
09354
DSN 318-431-9162

Appendix D: Map of Bagram Air Base



Appendix F: Scientific Approval of the CENTCOM Theater Protocol



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY INSTITUTE OF SURGICAL RESEARCH
3400 RAWLEY E. CHAMBERS AVENUE, BLDG 3611
FORT SAM HOUSTON, TEXAS 78234-6315

MCMR-SRZ

21 Aug 2010

MEMORANDUM FOR RECORD

SUBJECT: Scientific approval of CENTCOM Theater protocol

1. The protocol titled: Interpersonal Safety of U.S. Military Women in the Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach, has undergone appropriate scientific peer review and is consistent with good scientific research practice. It is recommended that the protocol be deemed acceptable for Institutional Review Board review. Scientific review checklists, other documentation and the final version of the protocol are attached.
2. POC is the undersigned, (210) 916-9562, Robert.rousseau@us.army.mil.

CF:
USAISR, ORCQM
MCMR-RP

A handwritten signature in black ink, appearing to read "R. Roussel", is positioned above the typed name of the signatory.

ROBERT R. ROUSSEL
LTC, MS
CENTCOM Scientific Review Director

Appendix G: Initial Approval of the Protocol



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY MEDICAL RESEARCH AND MATERIEL COMMAND
504 SCOTT STREET
FORT DETRICK, MD 21702-5012

MCMR-RPI

8 September 2010

MEMORANDUM FOR THE RECORD

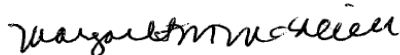
SUBJECT: Initial Approval of the Protocol, "Interpersonal Safety of US Military Women in the Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach," Submitted by LCDR Cynthia T. Ferguson, Bagram Airfield, Afghanistan, IRB Protocol Log Number M-10035

1. The Headquarters, U.S. Army Medical Research and Materiel Command Institutional Review Board (HQ USAMRMC IRB) serves as the IRB of Record for the subject protocol. The protocol has been reviewed for compliance with applicable human subject protection regulations. There are no outstanding human research protections issues to be resolved.
2. In accordance with 32 CFR 219.110(a,b), the protocol may be approved by expedited review because it involves no more than minimal risk and is included in the categories of research listed in the 9 November 1998 Notice in the Federal Register (63 FR 60364-60367) that may be reviewed by the IRB through an expedited review procedure, specifically research on individual or group characteristics or behavior (including, but not limited to, research on perception, cognition, motivation, identity, language, communication, cultural beliefs or practices, and social behavior) or research employing survey, interview, oral history, focus group, program evaluation, human factors evaluation, or quality assurance methodologies (Category 7).
3. The protocol (version dated 4 September 2010) is approved for a one-year period, 8 September 2010 - 7 September 2011, pending the approval of the U.S. Forces – Afghanistan Approving Official.
4. The study is approved to enroll up to 42 subjects.
5. The protocol must be reviewed for continuation IAW 32 CFR 219.109(e). A continuing review report with a copy of the current protocol must be submitted by 7 August 2011 to ensure approval on or before 7 September 2011.
6. Any modifications (including, but not limited to, changes in the principal investigator, inclusion/exclusion criteria, number of subjects to be enrolled, or procedures) must be submitted as a written amendment for the IRB's review and approval prior to implementation.
7. Any deviation to the protocol that may have an effect on the safety or rights of the subject or the integrity of the study must be reported to the IRB as soon as the deviation is identified.
8. Unanticipated problems involving risk to subjects or others and all serious adverse events must be promptly reported by telephone (301-619-6240), by e-mail (irboffice@amedd.army.mil), or by facsimile (301-619-4165) to the HQ USAMRMC IRB. A complete written report is to follow the initial notification.

MCMR-RPI

SUBJECT: Initial Approval of the Protocol, "Interpersonal Safety of US Military Women in the Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach," Submitted by LCDR Cynthia T. Ferguson, Bagram Airfield, Afghanistan, IRB Protocol Log Number M-10035

9. A final report must be submitted to the HQ USAMRMC IRB.
10. The point of contact for this action is Debra DePaul, RN, MSN, 301-619-2620.



COL MARGARET M. McNEILL, NC
Acting Chair
Headquarters, U.S. Army Medical
Research and Materiel Command
Institutional Review Board

Appendix H: Expedited Approval of Protocol

REPLY TO
ATTENTION OFDEPARTMENT OF THE ARMY
TASK FORCE 62 MED
BAGRAM AFGHANISTAN
APO AE 09354

TF62-MB-B

09 September 2010

MEMORANDUM CDR Cynthia T. Ferguson USN, Joint Combat Casualty Research Team,
Bagram Airfield, AfghanistanSUBJECT: Expedited Approval of Protocol, "Interpersonal Safety of US Military Women in the
Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach," Bagram
Airfield, Afghanistan, M-10035

1. Congratulations. The U.S. Army Medical Research and Materiel Command's (MRMC) Office of Research Protections, Institutional Review Board (IRB File No. M-10035) approved your protocol on 8 September 2010. Your protocol qualifies for an expedited review IAW 32 CFR 219.110(a, b) because it involves no more than minimal risk and is included in the categories of research listed in the 9 November 1998 Notice in the Federal Register (63 FR 60364-60367) that may be reviewed by the IRB through an expedited review procedure, specifically research on individual or group characteristics or behavior (including, but not limited to, research on perception, cognition, motivation, identity, language, communication, cultural beliefs or practices, and social behavior) or research employing survey, interview, oral history, focus group, program evaluation, human factors evaluation, or quality assurance methodologies. You will be subject to continuing review IAW 32 CFR 219.109(e) and protocol disclosure requirements IAW USFOR-A and Institutional Review Board policies and applicable regulations.
2. As the USFOR-A Approving Official, I approve this research to be conducted within the Afghanistan Theater. You may begin work on the protocol.
3. Please retain a copy of this memorandum in your study file.

A handwritten signature in black ink, appearing to read "Diane M. Flynn".

DIANE M. FLYNN
COL, MC
Approving Official
US Forces-Afghanistan Assurance

Appendix I: Consent to Participate in Research

Page 1 of 4

CENTCOM

CONSENT TO PARTICIPATE IN RESEARCH

Title of Protocol: Interpersonal Safety of U.S. Military Women in the Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach.

Principal Investigator: CDR Cynthia T. Ferguson, CNM MSN MPH PhD©

Funding Source(s)/Sponsor: N/A

INTRODUCTION

You are asked to participate in a research study conducted at the Bagram Heath Craig Hospital in Afghanistan, by CDR Cynthia T. Ferguson of the Joint Combat Casualty Research Team (JC2RT). You are asked to participate in this study because you are currently a U.S. military active duty female, or a U.S. Military Reservist female on active duty, and have currently been on deployment status at Bagram Air Force Base for at least 30 days.

Your participation in this study is voluntary. It is important that you read what is written below, and ask questions about anything you do not understand. You may want to talk with your family, friends, or others to help you decide if you want to be part of this study. When you feel that your questions have been answered, you will be asked if you agree to be part of the study or not. If you agree, you will be asked to sign this consent form. You will be given a copy of this form to keep.

WHY IS THIS RESEARCH STUDY BEING DONE?

The purpose of this research study is to gain an understanding of how U.S. military women, serving on Bagram Air Force base, perceive and experience issues related to Interpersonal Safety. It is also to understand their attitudes and beliefs in regard to Interpersonal Safety in this specific deployed environment.

* Note: The term "interpersonal" means: "1. of or pertaining to the relations between persons. 2. Existing or occurring between persons."¹ The term "safety" refers to "...the state of being safe; freedom from the occurrence or risk of injury, danger, or loss."² Therefore, "interpersonal safety" refers to how free from occurrence or risk of injury, danger or loss an individual feels in relations existing between persons.

WHAT WILL HAPPEN DURING THIS STUDY?

If you agree to participate in this study, you will be asked to do the following things:

- This study involves participating in a 1 to 2 hour interview regarding your attitudes, experiences, perceptions and ideas related to interpersonal safety on Bagram Air Force Base.
- The interview will be audio recorded. You may decline the audio recording of the interview. If you decline the audio recording of the interview, the interview will be written down or typed in a Word Document, by the researcher.

HQ, USAMRMC IRB Consent
Version 3



Version date: 04 September, 2010

- The interview is a onetime interview. At any time during the interview, you may stop the interview. If you stop the interview and decide that you do not want your information included in the study, you may request that the audio recording and/or transcript of your interview be destroyed.
- Your information will be kept completely confidential. Your name will not be included in the audio recording or in the written transcript, and your interview will be one interview among many other interviews. Your individual interview will not be identifiable.

WHAT ARE THE POTENTIAL RISKS AND DISCOMFORTS FROM BEING IN THIS RESEARCH STUDY?

During the interview, it's possible you may experience some psychological discomforts or social or legal risks when talking with the interviewer. This interview is about your perceptions, ideas and experiences in regard to interpersonal safety on Bagram Air Force Base. Should you have any psychological discomforts or concerns; the Interviewer will stop the interview and if desired or required, immediately contact the appropriate person to assist you. The Interviewer will also provide you with a name and contact number of appropriate persons to assist you, should you decide you would like to speak with someone after the interview is over.

Social and legal risks include possibly discussing with the Interviewer any crimes that may have occurred that you are aware of, and that have not already been reported to authorities. By law, the Interviewer is required to report any knowledge of a crime committed, that has not already been reported or investigated. You are encouraged to discuss only incidents or events that you are comfortable discussing.

WHAT ARE THE POSSIBLE BENEFITS FROM BEING IN THIS STUDY?

There is not direct benefit to you from being in this study; however, your participation may benefit others in the future by providing better understanding of the deployed environment in regard to women's perceptions, attitudes, beliefs and experiences.

WHAT ALTERNATIVE OPTIONS TO PARTICIPATION ARE AVAILABLE TO ME?

The only alternative option is not to participate in the study.

WILL I HAVE TO PAY FOR ANYTHING IF I TAKE PART IN THIS RESEARCH STUDY?

You will not have to pay for anything if you participate in this study.

WILL I BE PAID TO TAKE PART IN THIS RESEARCH STUDY?

There will be no compensation or payment for taking part in this research study.

HOW WILL YOU PROTECT MY PRIVACY AND THE CONFIDENTIALITY OF RECORDS ABOUT ME?

The principal investigator will keep records of your participation in the study. To protect your privacy, all of your study related records (audio recordings and transcripts of recordings) will be labeled or



“coded” with an assigned study participant number and will not include your name or social security number.

When the results of the research are published or discussed in conferences, no information will be included that would reveal your identity to others. If audio-tape recordings of you will be used for educational purposes, your identity will be protected or disguised by not identifying the person speaking and by voice alteration on the audio recording.

Authorized representatives of the following groups may need to review your research and/or medical records as part of their responsibilities to protect research participants:

- HQ, U.S. Army Medical Research and Materiel Command Institutional Review Board (HQ USAMRMC IRB)
- US Army Human Research Protections Office

Complete confidentiality cannot be promised for military personnel, because information bearing on your health may be required to be reported to appropriate medical or command authorities.

WHAT IF I DECIDE NOT TO PARTICIPATE IN THIS RESEARCH STUDY?

Your participation in this research is voluntary. You may decline to participate now or stop taking part in this study at any time without any penalty or loss of benefits to which you are entitled. Deciding not to participate now or withdrawing at a later time does not harm, or in any way affect your medical care or future relationships with Heathcraig Hospital.

WHAT COULD END MY INVOLVEMENT IN THE STUDY?

The investigator may withdraw you from participating in this research if circumstances arise which warrant doing so. Circumstances include not meeting criteria for the study; such as not having spent the minimum of at least 30 days at Bagram AFB. The investigator will make the decision and let you know if it is not possible for you to continue. Your taking part in the study may be stopped without your consent if it is determined by the investigator that remaining in the study might be dangerous or harmful to you.

WHO SHOULD I CALL IF I HAVE QUESTIONS OR CONCERNS ABOUT THIS STUDY?

If you have questions about the research at any time, you should contact CDR Cynthia T. Ferguson via email at Cynthia.t.ferguson@afghan.swa.army.mil, or ctferg13@hotmail.com. You may also call via phone at: DSN 318-431-9162

If you have questions regarding your rights as a research participant, you may contact either of the following:

USFOR-A Human Protections Administrator at DSN 318-431-2453

or

HQ, USAMRMC, IRB Office at Fort Detrick, MD at DSN 343-6240 or at 301-619-6240, or by email to irboffice@amedd.army.mil



I agree to the use of my data in the form of audio-recordings and transcriptions of those recordings in future research. Future research may involve: further studying and comparing transcripts in similar research protocols; listening to voice inflection of audio recordings in order to understand emotion and meaning related to the interview material.

Initial your choice.

Yes No

SIGNATURE OF RESEARCH PARTICIPANT

I have read the information provided above. I have been given an opportunity to ask questions and all of my questions have been answered to my satisfaction.

Printed Name of Participant

Signature of Participant

Date

SIGNATURE OF PERSON OBTAINING CONSENT

My signature certifies that the participant signed this consent form in my presence as his/her voluntary act and deed.

CDR Cynthia T. Ferguson, CNM MSN MPH PhD©

Date

ⁱ American Psychological Association (APA): interpersonal. (n.d.). *Dictionary.com Unabridged*. Retrieved May 07, 2010, from Dictionary.com website: <http://dictionary.reference.com/browse/interpersonal>

ⁱⁱ American Psychological Association (APA): safety. (n.d.). *Dictionary.com Unabridged*. Retrieved May 07, 2010, from Dictionary.com website: <http://dictionary.reference.com/browse/safety>



Appendix J: Research Field Notes

Researcher Interpersonal Safety Research Notes/Observations**15 August 2010 (Sunday)**

I arrived in Bagram Afghanistan on the 25th of April, 2010. It was my first deployment, and I felt a sense of excitement about it because I'd been selected to be one of two Navy Medical members to work with the Joint Combat Casualty Research Team (JC2RT). This would be the first time members of the U.S. Navy served on the JC2RT. The other Navy member, (name), a PhD in Astrophysiology, was probably landing in Kandahar at the other JC2RT station, at almost the same time.

Had I known what it would take to get me here, I might have had second thoughts about coming. A month ago, I was traveling on a Boeing 747 to Fort Jackson South Carolina for 3 weeks of Navy Individual Augmentee (IA) training. The training is held on an Army installation, and is instructed by highly trained Army Drill Sergeants. The training involved high familiarization and shooting of an M-16 rifle, and an M-9 pistol. It involved learning about firearms, communications, how to travel on a convoy, how to spot IED (improvised explosive devices) and finally convoy training. At the end of three weeks, I was on another plane off to Camp Virginia, Kuwait. In Kuwait we would experience what was called "white space" (resting, sleeping and acclimating), practice in rollovers in an MRAP and then a final convoy operation at the Udari Range.

The Udari Range in itself was a unique evolution. Sand storms blocked out the sun, and pelted our bodies the first day of classes, which were held in the same tents, that we slept in. Grit invaded the MRE's we ate for 3 days, and we were introduced to a combination of intense heat, camel spiders and the need to constantly hydrate and subsequently urinate.

Once the Udari Range evolution was complete, it was time to fly to my final destination of Bagram, Afghanistan. The flight to get to Bagram was, quite honestly, one of the most uncomfortable trips I've ever taken. Being packed into an Airforce C-17 (5 cramped seats in a row) wearing full Battle Rattle, was not my idea of a rollicking good time. My back ached horribly from the weight of the IBA (Interceptor Body Armor). My M-9 Berretta pressed uncomfortably against my thigh, providing a continuous gouging

32 into my right extremity. Shifting my weight to try to ease the pressure didn't work, and
33 somehow only made it worse.

34 I tried to sleep on the flight, hoping that slumber would make me forget the
35 discomfort. But, sleep wouldn't come, even with the loud lullaby hum of the C-17
36 engines ringing in my ears. It was fortunate the flight was not as long as anticipated.
37 Three 1/2 hours after leaving Kuwait, we were on the ground in Afghanistan. It was 05:
38 45.

39 The C-17 off-loaded us with engines still running because it was pressed for time.
40 All 155 of us passengers, still groggy from the trip and multiple jet lags, stumbled off the
41 plane and headed towards the terminal. Navy Reps met the seven of us who were Navy
42 members, and took us out to get our bags.

43 The Deputy-Director of JC2RT soon came to collect me and took me to lunch at
44 the DFAC (Dining Facility) before returning to the Navy Office to collect my 5 seabags
45 and my day pack. We then headed towards my new lodging to get me settled in. I
46 climbed into a government truck, and took in the surroundings. Dull dirt and dust,
47 prevalent on the streets and floating in the air, gave everything in the immediate area a
48 grey/brown look. My eyes found some solace, however, at the view of the brightly
49 covered snow capped Hindu Kush Mountains, which surrounded this place. They were
50 spectacular!

51 The lodging of my B-Hut was what I expected from what I'd read and heard from
52 other people. They are huts basically built from pieces of plywood, and nailed together.
53 When I entered my room, I was relieved to see that there was at least a mattress in there,
54 and a plastic "Walmart" chest of drawers to put some of my things in. Stepping across the
55 room to measure the space out, in total it measured about 6x12 feet.

56 My "door", simply a long piece of plywood sawed in half, with a little metal latch
57 on the inside, and small metal loop for a lock on the outside, looked as if it would fall in
58 on itself any moment. It provided only a semblance of privacy, and nothing for security.

59 The women in the Hut make the building a "Woman-Cave" by keeping it dark in
60 there 24/7. At least my space is my own. I have 2 little lamps, and two small wood
61 triangles nailed on a wall corner that serves as a bookshelf.

62 My "bathroom" is a group of porta-potties, not too far from my front door.
63 Cleanliness factors of the porta-potties may vary. I take my sani-wipes with me when I
64 go, and hope for the best. Nice little thing is that some of the seats automatically flip "up"
65 after use. This usually keeps the seat clean. Usually.

66 The female shower spaces can only be described as bad-nasty. The showers are up
67 on a second floor of a building that serves as a bathroom below, and a shower above. The
68 floors are made up of some type of corroded metal and partially covered with an overlay
69 of small wooden 2x2 slats that remain constantly slimy and wet from past users. Some of
70 the wood is rotten. Suffice to say, one does not dare enter without shower shoes, and best
71 to not look down if you can help it.

72 My B-Hut backs right up to the Flight Line...so the F-15's and C-17's test the very
73 fiber of my plywood walls every time they take off and land. The hospital is only a five-
74 minute walk, and the workout Center here is decent but gets extremely crowded in the
75 morning and late afternoon. My schedule is 10: 00-22: 00 (to include Physical Fitness
76 Hours, so I work out generally between 10-12, and then take lunch to try to minimize the
77 sardine-can factor of the small room we are all crammed into.

78 Other than that, I'm working hard to make sure I spend at least 15 minutes a day
79 on my dissertation, whether it's editing, writing, reading, etc. I just ordered 2 texts on
80 "Grounded Theory." One is a foundational text that I need to know really well, and that
81 I'll have to spend some time reading in depth.

82 Anyway, I'm getting into a routine with my assigned protocols, and I love
83 reviewing the charts, and examining them to see if certain trauma patients meet criteria
84 for the research protocols. Soon I'll be inputting data, and I'm interested to see that
85 process and how it works with different protocols. We are also responsible for reviewing
86 protocols that other university professors or military personnel want to do in the future.
87 We guide them through the application process and help them determine what might be
88 doable or not doable in terms of collecting various types of data.

89 This morning at 4: 30AM, the Bagram Base had an "Amber Alert." A mortar
90 (bomb) or rocket was apparently shot over the wire. I felt the rumbling of the explosion
91 while I lay in my rack (bed).

92 **22 August 2010 (Sunday)**

93 Cigar night on top of the hospital (20: 00-22: 00). Mostly physicians, and a
94 couple of nurses and Corpsmen. New benches were built for smokers by smokers.
95 Upgrades were done by a group of physicians there for ‘hanging out’. Discussions on
96 such taboo subjects such as Politics and Religion were the theme. The crowd is mostly
97 medical personnel, and generally male. There’s the occasional female that shows. One or
98 two females have smoked cigars for a while, but most seem to come for the novelty and
99 the socialization.

100 There were discussions concerning the World Trade Center (WTC) Bombing and
101 the desire for a Muslim group to build a mosque in the area. Most people in the group of
102 12 were opposed. Discussions of freedom of religion versus a socially disruptive religion.
103 One physician asked, “Is Islam a religion?” There were concerns that the Muslim
104 religion will try to take over the U.S., and statements that the U.S.’s greatest weakness is
105 also its strength, “Freedom of Religion.”

106 I could see that there was a lot of concern on the faces of the people as they
107 discussed this issue. Many saw “Islam” as a threat to their American society/ way of life.
108 While they held this discussion, F15’s and F16’s were taking off in the background, and
109 the Blackhawk’s were coming in with fresh wounded from the field.

110 Later at the Smoke Shack, the biggest activity was watching the football game on
111 TV. Games are on very late, and replayed for the troops a couple of times for them to see.
112 Game was SeaHawks versus the Packers, tied 14-14 in the second quarter. Shack
113 members had set up a coffee pot and a lock box for fresh coffee donations. One soldier
114 made coffee and passed it around while everyone watched the game. There was very little
115 conversation, and what did occur focused mainly on the game.

116 **27 August, 2010 (Friday)**

117 *Walking in BAF*

118 I’m amazed at all of the construction of the T-Walls everywhere. Multiple concrete
119 barriers that seem to be placed in a constant maze of places. There’s a T-Wall
120 ‘construction’ point on base, and I think they just keep building them to keep the locals
121 busy. To give them a job. What will happen when the military leaves this place? What
122 will happen to all of the T-Walls? The Afghani’s could build their own “World’s Largest
123 Maze” with them, and paint them with all kinds of designs for a background. The more

124 the T-Walls keep going up, the more claustrophobic I feel. And the more disoriented. I
125 couldn't find a building I needed to the other day, because I didn't recognize where it
126 was. One day the T-Walls weren't there, the next day they were.

127 Another thing that bothers me is the constant smoke/fumes from the local "burn
128 pit." Some days it's so strong, I wonder exactly what I'm breathing. The burn pit is
129 located on the far north side of the base, and it's an open burn area for all of the paper
130 (and other) refuse from BAF. I've heard a lot of folks on base discuss their concerns for
131 what they're breathing in, and I saw something in the paper about a class action suit by
132 contractors and government workers towards the U.S. Government, for their poor health
133 related to the open burn pits. I also find myself wondering how the pit affects the locals.
134 The smoke drifts over their homes depending on the wind, and it has to affect them too.

135 *Discussion at the Smoke Shack*

136 Army Specialist M. tells me, "My son is a product of Budweiser." The Specialist
137 is 26 years old. He has one son who was born out of wedlock. He's recently married
138 once and has one daughter. His wife is older than him. He talked about how many of his
139 problems occurred because of alcohol, and that he's tried to be better with not drinking
140 now. "Of course, it's easy on deployment," he told me, "...since we can't have alcohol."
141 He said he uses Ambien to get to sleep. "A lot of us do," he said. "It's the closest thing
142 to a drink before bed, and it's easy to get ahold of." I asked him what he meant by that,
143 and he said, "The docs give it out like candy. You just go to medical and tell em you
144 can't sleep, and then BAM, you've got what you need." I asked him why he needed
145 Ambien to sleep. He looked at me like I was crazy for not knowing. He said the constant
146 stress of dealing with his unit, the missions and the loud take-off's of the F15's and F16's
147 at night were enough to keep him from sleeping. But he cited family stresses and worries
148 too, that kept him awake at night. "The stuff just helps," he said.

149 **02 September 2010**

150 *Smoke Shack:*

151 Sgt M. plays a guitar song at the Smoke Shack called "Cum Stains on my Pillow"
152 and "Finger Fucking Sally." He asked all around before he played the songs, whether
153 anyone (male or female) would object to the songs. (*note: no one objects*)

154 He talked to me about being disgruntled with his ex-wife who took all of his
155 belongings. The only thing he could save was his motorcycle. He said she divorced him
156 because of his deployments, and he feels bitter towards women in general. He met a
157 young Airman who sings at Karaoke night at the Air Force MWR Eagles Nest, and he's
158 been having a relationship with her. She is leaving soon though, and he isn't sure what
159 will happen after she's gone. Sgt M, smokes cigarettes a lot, and he has asthma. He's a
160 parachute rigger, and makes frequent jokes about how crazy parariggers are.

161 **06 September 2010 (Labor Day Monday)**

162 Sgt "B." told me his father died when he was 14. He was the oldest of the
163 children. He has a younger brother and younger sister. After his father died, Sgt "B" was
164 diagnosed with epilepsy, then after a while it "just went away." He wasn't allowed to
165 join the military until he was off of epilepsy medication for two years. He also had one
166 grand-mal seizure that he didn't tell the military about before he joined, because he was
167 afraid they wouldn't let him in. Now he body-builds/ lifts weights and seems to be quite
168 proud of how he's sculpted his body. He told me he used to "noodle" catfish (noodling)
169 that were over 200lbs. It's a term for bare-hand catching catfish with your hands/arms.
170 He would go fishing every day when he was back home, and couldn't wait to get home
171 on his R&R to go fishing again. He plans on going back to Green River Kentucky for
172 fishing soon. He smokes sometimes, but prefers to "dip."

173 I asked Sgt "B." about his shaved arms and legs. It was something I've noticed while on
174 BAF, that a few men seem to shave their arms and legs. He said the reasons he shaves
175 are, that "It feels nice." "Hair is nasty." and "It shows off my tattoos better."

176 **September 8, 2010 (Wednesday):**

177 Many of the guys and a couple of girls were clustered in the smoke-shack. A
178 group of guys had pulled out their guitars (one of them had a Mandolin) and all played
179 together singing: "Wagon Wheel", and "Cotton Wood Tree". I also learned a country
180 slang word for diarrhea, "Mud-Butt."

181 **11 September 2010 (Saturday):**

182 *3AM/Attack:*

183 We were attacked at 03: 45 this morning. We all had to beat feet to the
184 shelters/bunkers after the alarm. Apparently, a shell hit the radio tower in the middle of

185 BAF (the most accurate hit yet). There were three casualties. We've had 3 attacks in the
186 past 18 hours, including one mortar during the day.

187 *Country Night. Opening Night at The Clamshell on BAF. 21: 00-23: 00*

188 Sparse crowd. Maybe 40 people total. Mostly spectators. The Clamshell (a giant
189 white oblong tent) had just opened up after a large renovation of the floor. It now sported
190 a new basketball floor. The sides of the building open up to let fresh air in.

191 Some military wore weapons to the event. (In BAF, military folks aren't allowed
192 to travel without their weapons. If they go somewhere without them, the weapon needs to
193 be locked somewhere secure and on BAF that's difficult.) Some folks line-danced, and
194 others 2-stepped.

195 While I was watching the dancing, a contractor (He told me he was ex-Special
196 Forces) asked me if I wanted to dance. (I was clearly wearing my wedding ring at the
197 time.) I said "sure" but told him I didn't know how to country dance. He said not to
198 worry, that he would teach me. "I'll lead," he said. I joked, "You won't let me lead?" He
199 shook his head and smiled. We danced the 2-step, and he taught me along the way.
200 During our dancing, he told me about being Special Forces since 2001, and that he
201 recently got out and went contract. "The money's a whole hell of a lot better," he said.
202 He was from Alabama originally. As I danced with him, I felt he was hitting on me a
203 little and began to feel extremely uncomfortable. I kept telling him stories about my
204 husband and my kids, but it didn't seem to make a difference in his approach.

205 He asked me why I was at the Country Night, and I told him that I'm a nurse
206 researcher, doing research on Interpersonal Safety. Suddenly he asked me, "Why am I so
207 angry? Sometimes I wake up and I just want to kill somebody." I tried not to act
208 surprised, and just asked, "Why do you think you're angry?" He said, "This place—this
209 place makes me angry." The music was loud, and didn't give us much opportunity to
210 have a long conversation.

211 I felt embarrassed that "A." (for Alabama, since I didn't know his name) came
212 right out and told me he was so angry he wanted to kill somebody. Interestingly, his
213 barracks was right near the radio tower that had been attacked earlier in the day. He told
214 me it shook him and the rest of his unit up a little.

215 After the dance, I excused myself, and when I was walking away from the
 216 Clamshell, a Chaplain came up to me and said, “I just got done talking to a girl with a
 217 history of sexual violence—who can she talk to at the hospital?” (The Chaplain was
 218 aware of my expertise in Sexual Assault /Forensics.) I referred him to Combat Stress,
 219 explaining they had Behavioral Health personnel she could talk to. She didn’t need an
 220 appointment, but could just walk on in. He said, “I’m so glad I saw you!”

221 This made me think about communications here on BAF. Cell phones were
 222 expensive to get. Most of the older folks didn’t buy the local cell phones, but the young
 223 people did, and paying for the minutes was worth it to them. I never bothered, because
 224 the only person I wanted/needed to talk to was my husband and I used Skype for that.

225 I remember I walked quickly back to my B-Hut because I was afraid that “A”
 226 might follow me back.

227 *Smoke Shack (Later that evening):*

228 Soldier read a letter to me from his mother. She included blank pages for him to
 229 write back. “She doesn’t use the Internet,” he said. “My mom is the biggest supporter of
 230 me. My Dad is even bigger.” Describes how she cried the day he enlisted. His mother
 231 currently keeps his one-year-old son. “I’m missing everything,” he said. He described
 232 how his son is starting to crawl/cruise-walking, and described missing his first haircut.
 233 His face was wistful. Sad. His mom had taken his son for his first haircut. “My momma
 234 cried,” he said.

235 For this soldier, his mother and his father were very important to him. He seems
 236 to miss home very much, and regrets missing his son growing up. He goes on
 237 deployments and stays with his unit to have a steady income and earn money. It pays
 238 better than anything else he could do back home.

239 **12 September 2010 (Sunday):**

240 *Phrase often heard on Deployment:* “I wish I had an ‘Easy Button’.

241 *Karaoke night: MWR AirForce.*

242 The smell of popcorn in the air. Square popcorn maker, old timey style, with
 243 greasy popcorn.

244 Black cushion chairs in a 20x40 ft room.. A couple of military personnel (3
 245 separate couples) intimate/ reaching over the black cushioned chairs to touch eachother.

246 They were sitting in the back. Would be singers singing to music to karaoke tunes.
 247 Music was mostly country, some metal, and some of what someone termed “chick
 248 music” (Vanessa Carlton).

249 *Smoke Shack:*

250 Discussions centered around the bombing/destruction of the World Trade center
 251 and building a mosque near the world trade center. One soldier said, “Fucking Hadgies.
 252 They already have a mosque near there.” There was talk/suspicious about who was
 253 funding the mosque, and concern over the growing presence of the Muslim religion in
 254 America. There was discussion over radicalism, and some soldiers wished that the
 255 Muslim religion would be outlawed in the U.S.

256 “It’s just a cover for extremist groups” one soldier said.

257 Overall there seemed to be a lot of blaming of the Muslim religion/Islam for the
 258 WTC bombing, and subsequently a blaming of the Islam religion for their deployment.
 259 “If that hadn’t fucking happened, we wouldn’t fucking be here” one soldier said.

260

261 **13 September 2010 (Monday: 10: 30 to 12: 15)**

262 Legal interview. Key informant #1 (10: 30 to 12: 15)

263 *Smoke Shack: (Afternoon/Evening)*

264 Discussions about local men in Afghanistan. One soldier stated he was told, “Men are for
 265 pleasure—Women are for making babies,” when discussing the Afghani culture. They
 266 described bestiality as common and frequently accepted among Afghani men.
 267 “...fucking sheep, cows and chickens” a soldier said laughing.

268 Bestiality is practiced in many countries,” another soldier said. Overall
 269 discussions centered around differences in sexual practices of Afghani’s versus
 270 Americans, as if trying to really separate the cultures (they/them versus us). (Myth or
 271 Truth?)

272 There seems to be a lot of bias and loathing of the male Afghani practices in
 273 Afghanistan. Talks that homosexuality is condoned/accepted in their culture. There are a
 274 lot of jokes on the base overall about “Man Love Thursday”, being the one day during the
 275 week that it’s OK to be homosexual. When men participate or are confronted with
 276 something feminine in the male community, or want to downgrade something they will

277 say “That’s so gay”. The phrase is meant to downgrade homosexuality, and boost
278 masculinity.

279 One Airman stationed with the Army Soldiers made homemade/ hand-designed
280 signs for the smoke shack that said “Smoker’s Oasis: Smoke em if you Got em”. And
281 another sign was a picture of a skull smoking a cigar. The artist Airman’s talent is taken
282 for granted. He is seen as an exaggerator and a liar among his group, and the artistic
283 Airman makes it worse because he talks a lot, and seems to know a lot of things, about a
284 lot of things. Members of the team talk about him when he isn’t there, and say negative
285 things when he isn’t around. They also tease him a lot when he is around, and he is
286 somewhat discounted unless someone wants some artwork from him.

287 I find it hard to tell if this individual is really accepted in his community or not.
288 His team members tease him mercilessly about his MRAP driving and some of his habits.

289 Another team member has horrible nightmares and wakes up screaming at night.
290 His team members tease him about it, and talk behind his back about him as well. They
291 talk about his habit of uncleanliness, and messy room. They talk about their concern that
292 he never showers. I don’t know if this is true. I’ve never noticed any body odor on him,
293 but team members insist he doesn’t shower.

294

295 **14 September 2010 (Tuesday: 13: 00)**

296 Counselor interview. Key informant #2.

297

298 **15 September 2010 (Wednesday: 10: 30)**

299 *Surroundings Note: I noted a soldier wearing a pink reflective belt today. In the*
300 *deployed environment on BAF, everyone is required to wear a reflective belt in and out of*
301 *uniform. One soldier told me that he was informed that if you saw someone wearing PT*
302 *gear, and a pink reflective belt and black socks with their PT gear, that it meant they*
303 *were prostituting themselves, or that they just wanted to have sex.*

304

305 Medical Interview 2. Key Informant #3

306

307 *Cigar Night: Hospital topside, (20: 00-22: 00)*

308 A group of guys built benches for the smoke-deck on top of the hospital,
309 providing upgrades for “hanging out.” Discussions on taboo subjects such as politics and
310 religion. WTC and building of Muslim Mosques in the area. Most folks disapproving of
311 the issue.

312 As we sat there talking and sharing some cigars, we noted that a Fallen Warrior
313 service was about to begin on the flightline. The C-17 was parked with the back doors
314 open, and as the ceremony began, we set aside our cigars, and stood at attention while the
315 ceremony began. They brought the bodies in caskets, out in the truck, and in orderly
316 formation they proceeded to load the bodies into the cargo hold. As many times as I’ve
317 witnessed this happen while on deployment, I’ve never had a dry eye, and never seen my
318 fellow Soldiers/Sailors/Airmen without some type of mist in their eyes as well. Each
319 person beside me is a nurse, a doctor, a surgeon, or a medic/corpsman, and each one of
320 them have seen the tragedies that our military men and women have faced. So many
321 leave without arms, or legs, or leave in a coma, or brain dead. Each one of them has seen
322 death, and each one of them has also cared for the enemy Taliban fighters who are
323 brought into the ER. The moment was sobering, and except for the blast’s of the F-16’s
324 and F-15’s headed off to do bomb drops who-knows-where, and the whip of the winds
325 across the tents, everything else was still. Once the ceremony was complete, people from
326 the fallen soldier’s units went onboard the airplane to say goodbye. It was heart
327 wrenching.

328 Not long after, a team of Blackhawks arrived with the latest casualties, and the
329 smoke pit on top of the hospital emptied out. ER docs, nurses and medics preparing to
330 take on the latest casualties. On days like this I wonder if it will ever end. Will we do this
331 forever? Send our best and our brightest into the field, and then send them home in
332 coffins or back to their families forever disabled in wheelchairs or worse?

333 *Smoke Shack:*

334 One soldier complained tonight that a young single female Airman he knew had a
335 “stalker.” The stalker was frequently walking up to the girl to say “Let me talk to you a
336 minute.” She would go with him, but she told the soldiers she hated the guy and that she,
337 “...wanted to strangle him” for bothering her. A couple of the soldiers became upset
338 with her story, and told her they’d take care of the guy.

339 **18 September 2010 (Wednesday)**

340 The United Arab Emirates (UAE) compound on BAF opens its facility twice a
341 week for outsiders to share an Arab style meal. I was told once, when I first got there,
342 that a female should never go alone, which I found out was bogus. There are so many
343 people that line up to eat at the UAE just to have something different/ something other
344 than U.S. DFAC food, that going alone is no problem.

345 We stand in line and wait for their UAE DFAC to open, usually 19: 00 (7PM)
346 and then walk in. Rules are that no one (including men) can wear shorts, and that the
347 magazine of our weapons must be removed.

348 Food available includes Hummus, olives, and Chai, along with various salads,
349 beans and meat dishes. Nothing is labeled in English, and so visitors take their chances if
350 they decide to try something. On this night, I noticed several mixed couples attending
351 dinner. Male and Female soldiers attending dinner like it was a night out. On the flat
352 screen T.V.'s in the facility, there were images of people worshipping in the Muslim
353 religion, and then suddenly the images flipped to a belly dancer dancing. It was the
354 oddest thing to see. She was voluptuous, and it was a stark contrast to the Muslim prayer
355 images I'd seen earlier.

356

357 *Smoke Pit later that PM:*

358

359 One soldier told me he was pulled aside by his Colonel, and asked into the
360 Colonel's office. He said he wanted to find out, "how he (the soldier) was doing." The
361 soldier told me he felt that the COL wanted to hear only what he wanted to hear, so the
362 soldier didn't really tell him much. He said he wished he could tell the COL what he
363 really thought. I asked him what he really thought.

364 He said, "We should be doing what the fuck we were brought out here to do."

365 "What is that?" I asked.

366 "Fucking ADT." He explained that they are supposed to be the
367 guarding/supporting personnel for agricultural efforts of the Afghani nationals. Instead,
368 they are required to sit out in the field in MRAPs and do "mine clearance" (helping to
369 clear landmines off of the land near BAF). I asked him why he didn't tell his COL that.

370 He said he didn't want the man to "blow a gasket." He had good things to say about his
371 leadership in general, but felt that saying what he really felt wouldn't do any good
372 because the leadership wouldn't listen.

373 I found out that night that someone found a IED parts near the North DFAC two
374 weeks ago. Detonator, wires, and other pieces, but no explosive was found. It was
375 underneath a speed bump near a guarded entranceway.

376 I also learned a weapons cache was found near the North Side, outside the wire,
377 by a local Afghani farmer. The farmer called it in. I was told the locals get paid when
378 the report weapons/explosives that they find. The soldiers told me there is a Taliban
379 stronghold to the East, and a lot of corruption among locals in some of these places.

380 The soldiers talked about someone finding part of an RPG and that they had
381 called it in to EOD. Then they were stupid enough to put it inside their truck and carry it
382 back to EOD. EOD had a fit. I was told EOD is mostly Air Force. I was surprised,
383 thinking it would be mostly Army. Special Forces guys on BAF live on Camp Montrond,
384 and are mainly comprised of Army personnel, but there are Navy Seals and Air Force
385 Special Forces as well. Special Operations Force (SOF) motto: "We're here, but we're
386 not here."

387 We discussed having dogs as mascots. "Mascots" are (any type of unit pet,
388 usually a stray cat or dog). The guys said dogs save lives, and told me a story about two
389 Mascot dogs that went crazy over a car entering the compound (not Bomb dogs) and the
390 car was searched. Ended up it was wired with explosives.

391 The "stalker" is still stalking the Air Force female I discussed earlier. The AF girl
392 told me she's upset because he told the guys he's fucking her. She says it's all lies, and
393 was very upset. She's being sent back to the U.S. because there's "no job for her now"
394 for some reason. She's a reservist, but it was unclear why she's being sent back.

395

396 **17 September 2010 (Friday)**

397

398 *Legal #2 Interview Completed.

399

400 *Local Description:* The Judge Advocate General's Office is a large 'pink' building
401 located near the Air Terminal. Everyone on BAF knows it as the "Pink Palace." It's
402 about 3 floors high. The military police (MP) station, run by the Air Force, is located
403 nearby, across the main street of Disney.

404

405 *Counselor Interview Completed

406

407 *Hispanic Heritage Night at the Clamshell:*

408 Tons of military personnel and contractors and GS (government service)
409 employees attended.

410 There was a huge amount of "Latino food", and some great guacamole with real
411 avocados. This was considered a huge treat. MWR personnel had constructed an "Aztec"
412 pyramid in the center of a dining area that held fresh fried tortilla chips. There was
413 dancing and a dance display of "salsa" dancers in very skimpy costumes. There was a lot
414 of whooping and hollering when the girls came out in their low cut, and short dresses.
415 More than 400 people attended, according to the ticket sales representative. Military
416 police roamed outside with "breathalyzer" equipment, randomly testing folks for alcohol,
417 or testing others who seemed to be impaired. Inside, couples were seen sitting on
418 eachother's laps sometimes, or close dancing.

419

420 **18 September 2010**

421

422 Today I visited Camp Warrior on the southern side of the base. I rode the 'shuttle
423 bus' since it's the only way to get around unless you want to walk a few miles or you
424 have access to a vehicle. The place is mostly comprised of tents. I learned a lot of
425 transient units stay there, folks who are going from one place of Afghanistan to another.
426 It reminded me of a "no mans land", like something out of a "Mad Max" movie. There
427 seemed to be suspicious attitudes there. I hung my research signs asking for participants
428 at the small chapel there, and near the little Subway sandwich shop (about the size of two
429 "walk in" closets) and an even smaller Green Beans coffee shop. There were tons of

430 generators for power in the area, and much of the place smelled like sewage. Camp
431 Warrior often gets the major drift of smoke from the nearby smoke pit.

432 Green Beans coffee shop is important, in that soldiers can sign up for a ‘free’
433 sponsored cup of coffee. People stateside can donate money for a cup of coffee for a
434 soldier, the soldier gets the coupon via the Internet and can bring it to the Green Beans to
435 cash it in.

436 The overall feeling of Camp Warrior was unfriendly. There was less concrete
437 here. Tons of dust, dirt, and places that held blown up Humvee’s and MRAPs, twisted
438 metal, and other ravaged vehicles. I noticed there were sparse entertainment facilities.
439 The biggest recreational facility was a tent that served as a gym. It was full when I
440 walked inside.

441 There’s a tower at stop 21A called with a sign that calls the area “Smack Town.”
442 Near there is the concrete T-Wall factory, and the Trash dump/burn pit.

443

444 **19 September 2010**

445

446 Medical Interview #2

447

448 *Smoke Shack: Thoughts:*

449 Sometimes I think I’ve never lost my back-home roots, though I never wanted to
450 keep them.

451 I hang out at the smoke-pit (a great source of local information on BAF) with the
452 Kentucky ADT, and I feel so at home. Accepted. I never listened to so much country
453 music in my life.

454 Sgt M had girl troubles today. He’s married with a 2-year-old daughter back
455 home, and a wife he doesn’t get along with. Sgt M met a woman here who ended up
456 having to go back to the U.S. She’s the same Air Force female I’ve discussed earlier,
457 who complained of a stalker. He’s Army, and feels like he finally found someone he
458 could talk to, but she had to leave. He was really bummed tonight, playing guitar and
459 singing sad songs.

460 The Kentucky boys have decorated the Smoke Pit to the hilt lately. I was gone
461 for four days on a teaching mission, and in that time they transformed it into something
462 special for them. They hung up brightly colored signs, and improved their “coffee” bar,
463 really making it their Oasis. It was interesting to note that they hung a poster with a sexy
464 girl on a motorcycle and a calander with sexy women on it. They couldn’t wait to show
465 me. They said, “Fergie! Look what we done!” They expected me to be proud, and I was
466 happy they’d done something to help fight the monotony of the environment they’d been
467 expressing to me lately.

468

469 **21 September 2010**

470

471 I had a discussion today with a 40-year-old male physician who is aware of my
472 research proposal and data collection. I told him I was surprised about an interview I’d
473 had with a Key Informant (I did not name her), because the female outright expressed
474 words to suggest that women desire preferential treatment in the military.

475 He told me that was his common experience and that at work in the U.S. he only
476 hired men or lesbian women, mainly because of this type of issue. A male colleague in
477 the room agreed with him stating that was the norm for him as well—that women in the
478 military expected superior if not better treatment in the work environment, than their
479 male counterparts.

480 ***Note: I found this surprising since I don’t believe I’ve ever felt that way. If*
481 *anything, I’ve felt the opposite. I’ve always felt that I needed to compete to be as good as*
482 *a man in the military, to be seen as an equal. I’ve felt I had to work twice as hard so my*
483 *performance would shot that I was just as good, but I never expected preferential*
484 *treatment. This concept/ idea has surprised me in a military world where it seemed that*
485 *the female is always portrayed as the underdog.*

486 In another conversation with another male, the male pointed out inconsistencies in
487 military work. A woman may get high press in a military paper for doing a labor
488 intensive job such as working a fork-lift or a crane (crane-operator) while for the male
489 it’s just considered business as usual/ accepted.

490

491 **22 September 2010**

492

493 *Smoke shack:*

494 Discussion today was over an NCOIC who was relieved of duty due to inappropriate
495 relations in the workspace and outside work. Two males and three females were caught
496 having sex, and there were fraternization issues. Some of them said the NCOIC was
497 preying on younger, junior enlisted women.

498

499 **24 September 2010**

500

501 *Counselor #3 Interview

502

503 **26 September 2010**

504

505 Work Discussions on “Don’t Ask, Don’t Tell” policy, related to an Airforce
506 Officer being removed from service because she’s lesbian. Staff members were visually
507 not commenting on the issue, afraid to take a stance one way or another.

508

509 **28/29 Wed/Thurs September 2010**

510

511 Interview with Key Informant: Base Services

512

513 *Cigar Night:*

514 USO: Pat Tillman USO. The Pat Tillman is a hardened wooden facility with
515 Internet, and Phones. It’s located right next to the Air Terminal and the Flightline. Most
516 attendees were male 12, and 2 female. Talks included discussions on cigars, politics,
517 differences between Iraq and Afghanistan deployments. One attendee was a COL, and
518 the Base Ops Officer. There was a mix of contractors, officers and enlisted at the event.

519 Mention of the “Taliban Tavern.” I’ve heard it mentioned a second time in a row
520 now, but this time it was not stated to be on the Special Forces compound. I’m told by
521 the Base Ops Officer that it is near ECPI (Entry Control Point 1), and that it does have

522 alcohol available. I was unable to clarify who gets to drink alcohol there, or how to get
523 in.

524 *****

525 *North DFAC Chow Line:*

526 Two enlisted African American female soldiers carried on a conversation in front
527 of me concerning their irritation at officers and how their supervisors and other officers
528 treated them like crap.

529 *Smoke shack:*

530 Tonight was full with BAF Kentucky ADT and visiting Texas ADT from FOB
531 Ghazni who were processing out to the U.S. after a year deployment. One Kentucky
532 ADT soldier was very angry that there were so many people in the smoke shack. He
533 said... "Tomorrow, all this is coming down!" When I asked him why, he said, "We built
534 this place, and now there's no room for us."

535 A large crowd in the smoke shack, and various Soldiers and Airmen playing
536 guitar. I heard one of the soldiers say, "This is turning into a damn officer's club."

537 Tempers were on edge. There seemed to be a lot of negative talk tonight. I
538 discovered that someone had stolen the refrigerator and the T.V. that were donated to the
539 Smoke-Shack and several people were upset at it, feeling as if there was decreased trust
540 in the area now.

541 Talks outside the shack included several people telling racial, religious and ethnic jokes,
542 and making fun of how commands come down so strongly on EO (equal opportunity)
543 issues.

544 One soldier I talked to said his mother and father would beat him silly if he ever
545 failed to hold a door open for a woman. He said, "God has mercy, but my parents don't."
546 He told me that his mother had found an Eminem Rap CD in his room one time, and
547 cried for three days, wondering where she went wrong. He said he'd only borrowed the
548 CD with the intention of listening to it, but didn't listen to it.

549 There was a lot of sexual talk in the shack tonight. New OR nurses had come with
550 a seasoned OR nurse and several sexual banter, winks and flirting were apparent. People
551 stayed up till 2AM talking before going to bed. I remember feeling uncomfortable with
552 the way the older OR nurse and the young nurses made sexual innuendos. It seemed as if

553 the men were very interested and paid attention to the new young nurses, and it seemed
554 as if the young nurses were very flattered.

555 **30 September 2010:**

556 Discussion with Chinese Female (CF) (Army Major/O4/Professional/Graduate
557 Degree) assigned to a Task Force unit. Superior was a female
558 LTC/Army/O5/professional/Graduate Degree. For six months of the deployment she was
559 badgered by her superior officer. She tried to do her job and worked hard, but her
560 superior/LTC was never satisfied with her work. Her superior never asked her about her
561 family, didn't know she had a sister with cancer in China, and basically knew nothing
562 about her. Stress tensions were so high in her workspace that she could not concentrate
563 on her work. She went to Combat Stress classes, and to various other stress reduction
564 activities (massage chair at the Red Cross). Supervisor never showed her concern or
565 asked her how she was doing. C.F. described feeling angry and nervous all of the time
566 and described an impressive increase in her blood pressure over the course of 6 months.
567 Described her deployment as one of her worst military experiences. Described feeling as
568 if she could do nothing right. At the time of her departure, she stated to this researcher
569 that she now knew why people commit suicide. Her superior did not see her off at the
570 airport or ask her if she needed assistance with her baggage. Her superior did not make
571 sure her fitrep was completed before her departure. The CF stated that friends in her
572 office were the only source of her remaining stable. She felt she was OK by the time she
573 left Bagram, and stated she was not thinking about hurting herself, but described being
574 extremely depressed while she was here. She felt her supervisor was abusive and
575 demonstrated very poor leadership. One of her key concerns was that this supervisor
576 would continue in her Army career and later command other personnel, and that other
577 subordinates would suffer like she had suffered during this deployment.

578 **October 3rd, 2010**

579 *Gospel Service at the Chapel.*

580 Well kept building with over 300 chairs. Stained plywood ceiling.

581 Music/Choir. There seemed to be a lot of pride in the music. The choir and music
582 section had their own spaces and general attendees all seemed to know the musicians and
583 choir members.

584 The majority of members at the service were African American. I think I was one
585 of 10 white people in a full church.

586 At this service today, the Reverend discussed ‘Suicide’ with the congregation, and
587 how we must fight to expose the Devil in our daily lives and recognize who the Devil is.
588 He admitted problems with thoughts of suicide in his own life, and encouraged the
589 congregation to rely on God and Jesus to save them and show them the path away from
590 such harmful thoughts. The Reverend said, “I’m going into the Enemy’s Camp, and I’m
591 gonna take back everything.”

592 The Reverend talked about violence, and talked about how a soldier had returned
593 home from deployment and the soldier and his son were fighting. The son said he wished
594 both his mother and father were dead, and that he was dealing with horrible issues
595 returning home. He asked for prayers for this soldier, and reminded people that no matter
596 how difficult their lives are that God and Jesus can help. He reminded them to pray to the
597 Lord for assistance.

598 *Surroundings Comment:*

599 Laundry is difficult to do on BAF. There are only certain places you can take
600 your laundry. These places are obscure little buildings that it takes time and effort to
601 find. You must bring it in a bag of laundry in a sack that can be tied off (Laundry Bag),
602 and you must have your name on it. You drop it off there, and sign a paper as a receipt of
603 laundry. It can take five to seven days to get your laundry back. BAF service members
604 frequently state that they think the laundry doesn’t use soap to clean their clothes, and
605 that they come back smelling ‘funky’, like oily or greasy.

606 Hospital personnel have it easier doing laundry in some ways. There are three
607 washing machines that staff can use, but they are frequently broken. There’s often a line
608 for the laundry and it’s first come first served. A person cannot put their laundry in line
609 and leave. The rule is you must be physically present. Still, other folks have people do
610 their laundry for them, so one person may be doing 4 or 5 batches of laundry. It can take
611 all day to get your laundry done.

612

613 **October 8th and 9th, 2010**

614 Key Informant Counselor #4 Interview done.

615 Legal #3 and #4 Interviews done.

616

617 Interviews today were very interesting. I had one interview with a Key Informant,
618 Counselor, who was kind of informative, but I felt I didn't get much useful information
619 during the interview. I was surprised there were many things she was not aware of,
620 according to her, and a few things she stated she was aware of. She was aware of alcohol
621 problems on BAF, but not drugs. She was aware of some work issues, but considered
622 them more of a younger generation issue than an older generation issue.

623 My interview today with another Key Informant, Legal, was long and involved
624 but yielded a lot of info. He showed me an evidence locker full of alcohol, which had
625 come in through (and been confiscated) the post office the past 2 days.

626 I found out I could do a "ride along" with Security, and hope to get an opportunity
627 to go out with the police next weekend. I found I was surprised that the PMO didn't
628 identify Camp Warrior as a trouble spot for violence issues, but said instead that overall
629 there were problems in "congested living areas."

630 *Hip Hop Night (22: 00-24: 00)*

631 Took J. & P. (females from work) with me to Hip Hop Night at the MWR near
632 the Phoenix DFAC. We had to sign in. They'd taken my research signs down that I'd
633 posted about observation. I put another one up. The atmosphere was very dark. A few
634 strobe lights pulsing. Several people began to show up shortly after 22: 00. The crowd
635 was mostly male. One D.J. in the back playing music loud. What surprised me was the
636 type of Hip-Hop music that was played. As a MWR event on base, generally no mention
637 of drugs, use of foul language or explicit sex themes are allowed in an organized event,
638 but in this event music included words such as "fuck", "fucking", "ass", "bitch". What
639 one would consider street language.

640 In addition as we listened to music and watched people dance, J. & P. were
641 approached by two soldiers who claimed to be Special Forces. One man was Black, the
642 other was Caucasian. They asked them if they wanted to go to Camp Montrond to a
643 party. One man told J. "You want to go where the real party is?" (Another soldier we
644 talked to later said it was probably best she didn't go.) The men kept pressuring J. and J.
645 turned to me and asked if we could leave the MWR. Other men outside smoking.

646 Male>Female ratio. J. said she saw two other younger girls leaving the MWR with the
647 soldiers later. Both girls stated they had felt extremely uncomfortable. Like they were at
648 a “meat market.” P. said it was a shame that the even was more organized into teaching
649 people how to hip-hop dance. When I returned home to my B-Hut, I checked my email.
650 A contractor from “Countermine” Security Forces wrote me a strange one-line email
651 asking me about my research on BAF. Her wrote, “What is this research you’re doing all
652 about?” I found it very strange. He didn’t even sign his message. I looked up his
653 organization on BAF and found out it was attached to Security.

654 **11 October 2010**

655 *Key Informant Counselor #5 Interview done

656 **14 October 2010**

657 *Participant #9 Interview done

658 **17 October 2010**

659 *Participant #10 Interview done

660 ~End~

1 Appendix K: Transcript Interview Participant 1

2 **Interviewer:** So what I want to know first is, you said you've been here for how
3 long?

4 **Participant 1:** I've been here for nine months.

5 **Interviewer:** OK. And in general, what's your educational background?

6 **Participant 1:** Um, High School Diploma.

7 **Interviewer:** All right. Any, uh, other college courses since you've been in?

8 **Participant 1:** One semester of college.

9 **Interviewer:** And military training?

10 **Participant 1:** Yeah, military training.

11 **Interviewer:** OK. All right. Just thinking about your interactions with your
12 peers, and with other military personnel, tell me how you would describe a safe living
13 environment. What is safe to you?

14 **Participant 1:** Well, when you don't have to worry about anybody breaking into
15 your room. Um. I don't know just, not having to worry about your peers, 'cause in our
16 unit it is our peers that mostly harm you it's not an outsider. So, um, being safe would be
17 like, um, just not having to worry about nobody hurtin you while you're sleeping, etc., I
18 guess.

19 **Interviewer:** OK. Um. Before you came to Bagram,

20 **Participant 1:** Uh huh,

21 **Interviewer:** I'm sure you knew you were coming...How far in advance did you
22 find out?

23 **Participant 1:** Um, six months prior.

24 **Interviewer:** Ok, and uh, so before you came to Bagram what were your initial
25 impressions, or what did people tell you about Bagram? What did you think it would be
26 like?

27 **Participant 1:** (Laughs) They say the usual. You gonna get blown up and hit
28 twenty-four seven. Um, they said it would be challenging. They did say that.

29 **Interviewer:** Uh hum.

30 **Participant 1:** So. Overall it has been very challenging.

31 **Interviewer:** Uhm hum. Did you have any expectations of what it would be

- 32 like? Whether it would be difficult, easy...?
- 33 **Participant 1:** I thought it would be very very difficult.
- 34 **Interviewer:** Uh hum.
- 35 **Participant 1:** Which it was. And has been.
- 36 **Interviewer:** OK. Um. So when you arrived to Bagram, what was your initial
37 impressions?
- 38 **Participant 1:** It wasn't as bad as people said it was. To be honest.
- 39 **Interviewer:** Uh hum. Can you expand on that?
- 40 **Participant 1:** Um, they said we might not have running water. We have running
41 water. Um. Whether it's cold or not we have running water. I thought we'd be eatin
42 MRE's the whole time we were here for, you know, breakfast, lunch and dinner but we
43 have hot chow. Um. We have places to do PT and it's not that bad at all.
- 44 **Interviewer:** Uh hum. Do you participate in any of the local activities here?
- 45 **Participant 1:** Besides church? No.
- 46 **Interviewer:** All right. So you go to...
- 47 **Participant 1:** Enduring Faith chapel.
- 48 **Interviewer:** Ok. Very good. So once a week?
- 49 **Participant 1:** Yeah. Once a week.
- 50 **Interviewer:** Nice. OK. Um. So uh, any other recreational activities that you
51 participate in other than going to service?
- 52 **Participant 1:** No.
- 53 **Interviewer:** All right. Um. So, expand a little bit on your impressions of
54 interpersonal safety among your fellow soldiers, sailors, marines in the environment of
55 Bagram. What's been your experience?
- 56 **Participant 1:** To be honest, I feel safe around everybody besides my unit. To
57 be...um...honest. Um, locals...OK. But um, the most problems that I've had since I got
58 here was with my own unit, whether it be with sexual harassment um, having to deal with
59 guys twenty-four seven, even after you tell them "no", you know? And, uh, it makes it
60 harder for you to go to work when the person is your boss, you know. So it would be,
61 um....I'd rather be around anybody who's not in my unit, to be honest.
- 62 **Interviewer:** Um, has your difficulties come mainly from, your um, your

- 63 superior, from your boss or mainly from your coworkers?
- 64 **Participant 1:** No, from the superior, the boss.
- 65 **Interviewer:** So that's been the major...
- 66 **Participant 1:** Yeah, that was like the hardest thing on this deployment.
- 67 **Interviewer:** Um. Is it one person, or...?
- 68 **Participant 1:** One.
- 69 **Interviewer:** One?
- 70 **Participant 1:** Yeah, just one.
- 71 **Interviewer:** Have you ever had the opportunity, to, um...?
- 72 **Participant 1:** Um, the issue is, um...you don't want to sleep with him, so you tell
73 him "no", then they gets, cause he's your boss, um they start making things you know,
74 very very difficult...Whether it be going on details, telling you you gonna do this...You
75 don't wanna hear the cussin, you know how it goes, ecetera, until it blew out of
76 proportion one day, and people actually got to hear and see how he really was. Which it
77 didn't have to escalate to that, you know, cause we was already letting people know, but
78 in our unit if you are the superior NCO, that means you done your time and you get away
79 with a lot. You know, 'cause EO complaints were, you know, done. People had filed
80 sexual harassment on him prior, and nothin' happened.
- 81 **Interviewer:** Uh hum.
- 82 **Participant 1:** So the result of that, we had to deal with him and his ways of not
83 changin. So, and nothing happened to him, they just moved him to another FOB. After it
84 blew out of proportion.
- 85 **Interviewer:** I see. And did you or anyone else submit an EO complaint, or..."
- 86 **Participant 1:** No, uh, we did what you call a "no contact order."
- 87 **Interviewer:** Uh hum. What is that? What does that mean?
- 88 **Participant 1:** Um, it's like we do a sworn statement. Tell em everything that
89 happens. And in our unit that means nuthin but swep under the rug. So, yeah, they just,
90 "drive on" as they say.
- 91 **Interviewer:** And how long ago did this, uh...
- 92 **Participant 1:** Um, a few months. It actually just, uh, stopped a few months ago.
- 93 **Interviewer:** And how have things been for you at work since then?

- 94 **Participant 1:** It's been, actually, good. It's been decent. We don't have to worry
95 about somebody creepin up on you, you know, makin you feel uncomfortable, miserable
96 because they are... So...It's worth commin into work now.
- 97 **Interviewer:** So, a lot better for you?
- 98 **Participant 1:** Oh, a lot better.
- 99 **Interviewer:** OK. That's good.
- 100 **Participant 1:** Yes.
- 101 **Interviewer:** What about your relationships with your peers?
- 102 **Participant 1:** Um, we're all really close because of what he done. So that made
103 us very very close. Um, cause we even had NCO's in there who didn't know what to do.
104 Cause they never dealt with anything like that. With them, you know, going up the chain
105 of command, telling them they was just makin it swep under the rug till it like really
106 escalated. So.
- 107 **Interviewer:** Uh hum. How would they sweep it up under the rug?
- 108 **Participant 1:** Um, by just movin' them to another FOB, and just told us to drive
109 on like nothing ever happened. So, to him, he's down there at another FOB doin the
110 same thing to someone else.
- 111 **Interviewer:** He's somewhere else now?
- 112 **Participant 1:** Uh hum. He's somewhere else now.
- 113 **Interviewer:** I see. Are there any other females in your unit?
- 114 **Participant 1:** Yeah, we have plenty of females. Uh hm. And they have to deal
115 with him now since they're down range with him.
- 116 **Interviewer:** Right. But. Um. So how many females where you are stationed
117 right now?
- 118 **Participant 1:** Where I'm stationed right now? There is four of us.
- 119 **Interviewer:** Compared to how many men?
- 120 **Participant 1:** Uh, six of them. My, uh, but not the whole (Unit Name), but just in
121 my little area where we work there are six of them and four of us.
- 122 **Interviewer:** Did any of the other females have problems?
- 123 **Participant 1:** Oh yeah.
- 124 **Interviewer:** They did?

- 125 **Participant 1:** Uh huh.
- 126 **Interviewer:** What about the males? Were they harassed at all by this one male?
- 127 **Participant 1:** Um. They were harassed sometimes, because they wasn't as hard
128 on us or treatin us like absolute crap, etcetera, so they tried to tell them to do stuff. They
129 wouldn't do it so....
- 130 **Interviewer:** Like what?
- 131 **Participant 1:** Like, he wanted them to be as rude and mean to us as he was. So
132 he would tell them to do certain stuff. Some of them weren't even superior NCO, some
133 were the same rank as me. But, it was like uh, sexist type thing because uh, um, he would
134 let the males get away with so much. You know, he was, like um, we had to work late, or
135 we couldn't do this. We had to tell him every move we make, the males just take off. You
136 know? Yeah, and you could see it. You had to be there just to understand how it was. But
137 yeah, he was very sexist.
- 138 **Interviewer:** How did it make you feel?
- 139 **Participant 1:** It made me want to die, to be honest. The first three months of this
140 deployment was hell. A lot of hell.
- 141 **Interviewer:** And, uh, what was your strength or your support?
- 142 **Participant 1:** God. That's like the only thing. Because, um, even other females at
143 work, it came to, um, very ugly, like uh...locking and loading, actually. It came to a very
144 bad point. Which our unit allowed it to get to that point.
- 145 **Interviewer:** Tell me about "locking and loading."
- 146 **Participant 1:** Like um, putting their weapon on "semi" and ready to fire on him.
147 So um...
- 148 **Interviewer:** Would this be all throughout the day or...?
- 149 **Participant 1:** It would just, he would kick a tamper, like he'd throw a meeting
150 and then he'd just pin-point one person the whole hour or two that he wanted to fuss and
151 cuss you out. Till one point, one of the females was already so stressed out to the, you
152 know, to the breaking point. And every body could see it, but he just kept tampering and
153 tampering, and it came to that point. You know, and that's when the unit decided, you
154 know, we better move him. But it shouldn't have to come to all that, you know? So.
- 155 **Interviewer:** And, uh, what about the other females? How do they feel?

- 156 **Participant 1:** Um, Uh. They're relieved, to be honest. That he's gone. But
157 they're not relieved because their "battles" are having to deal with him down there.
- 158 **Interviewer:** Have you ever been in this type of situation before?
- 159 **Participant 1:** I have. Domestic violence is known where I'm from, and I've had
160 to deal with it, but you wouldn't think you'd have to deal with it while you're in this
161 uniform.
- 162 **Interviewer:** Uh hum. Have you had to deal with domestic violence for your
163 personal self?
- 164 **Participant 1:** No. Not at all.
- 165 **Interviewer:** OK. Um. What about issues of theft or assault, among, not just
166 your unit but people on base. Have you ever had worries about fellow soldiers, sailors,
167 stealing from you or...Any assaults whether it's female on female, or male on female
- 168 **Participant 1:** Ah, the theft doesn't bother me. But assault, you can see that it
169 happens a lot.
- 170 **Interviewer:** Can you expand on that?
- 171 **Participant 1:** Um. They fight a lot. Amongst eachothers. Whether they be in the
172 offices, whatever. Like I said, in the unit we're in, they're so "hard core" they just sweep
173 everything under the rug like it never happened.
- 174 **Interviewer:** Who Fights?
- 175 **Participant 1:** Superior people. Um. Younger soldiers. Um, and it's over crazy
176 stuff. People's stress levels are ...we're already out here. And then they make stress more
177 than it has to be, so people they, they argue, arguing results to fighting and you know, it's
178 just swep under the rug. Eventually, you know, they're back buddies and stuff. So. But it
179 happens a lot.
- 180 **Interviewer:** Yeah. Is it mostly verbal or physical?
- 181 **Participant 1:** Mostly verbal, but it is physical as well.
- 182 **Interviewer:** What happens when it gets to the physical level?
- 183 **Participant 1:** Um, it doesn't last long, but they let em get it out of their systems.
- 184 **Interviewer:** Uh hum.
- 185 **Participant 1:** To the point where they, you know, fight, sit down, talk and then
186 eventually their back buddies. So it doesn't last a long time, but it doesn't have to go to

- 187 that point either. 'Cause we're all adults, you know?
- 188 **Interviewer:** So, they never call the MP's or something like that?
- 189 **Participant 1:** No.
- 190 **Interviewer 1:** So it's handled internally?
- 191 **Participant 1:** Exactly.
- 192 **Interviewer:** And usually, who is the one who had the last say about how that
193 goes?
- 194 **Participant 1:** The NCO. The NCO has the superiority.
- 195 **Interviewer:** So it's pretty much the NCO level?
- 196 **Participant 1:** Exactly.
- 197 **Interviewer:** Nobody's ever seriously hurt during this?
- 198 **Participant 1:** A couple bloody noses, that's about it.
- 199 **Interviewer:** Ok. (pause) Do you have any knowledge of anyone else on the
200 base, or with people you've talked with about difficulties much to what you described or
201 violence issues.
- 202 **Participant 1:** And the other thing I've had to deal with is preventin suicides in
203 the bathrooms. Twice.
- 204 **Interviewer:** Can you tell me more about that?
- 205 **Participant 1:** Um, I was going to take a shower, like one oclock in the morning.
206 The female was in there. And she had a razor, you know, like the little kind, like, I don't
207 know, like what you cut boxes with...straight blade razors. And she was going through
208 some stress. I don't know who she is...and I don't really know if she was military, but
209 um, she was going through a lot of stress at work, was the only thing she kept mumbling.
210 Husband at home cheating, you know, ecetera. Her kids out of control. Theres' nothing
211 she could do about it while she was here. So um, eventually, I talked her out of it and we
212 came and seen the Chaplain over here at the hospital. So from that point I don't know
213 what happened because it wasn't really none of my business.
- 214 **Interviewer:** Right.
- 215 **Participant 1:** Right. But just to make sure I got her here. Walked her over here
216 together.
- 217 **Interviewer:** And uh, what about the second time?

218 **Participant 1:** The second time, the girl wanted to take pills. And she was
219 military. She was in my office.

220 **Interviewer:** So she was in your unit?

221 **Participant 1:** (nodded) And it was in results to what the NCOIC had spoken to
222 her previously during the day, which I don't know what it was, but I know she wouldn't
223 have sex with him. I know it revolved around her getting harassed about sex. And she
224 was married, so you know. But she uh, wanted to take, uh...I don't know what it
225 was...Valiums or something, some kinda pills that's all I know. But uh, we got outta that
226 and I took her to the medics, so they took care of her from there. So she's actually doing
227 really good now.

228 **Interviewer:** Very good. What about um, speaking of pills, what about
229 substance abuse, alcohol use, drugs in your community? How much are you aware of
230 that? Have you seen that going?

231 **Participant 1:** In my community? Are you talkin about back home?

232 **Interviewer:** No, here. Your unit, or other people you interact with.

233 **Participant 1:** No, I'm not really aware of it to be honest, about alcohol, ecetera.
234 I hadn't had the drugs.

235 **Interviewer:** Nobody in your unit that you're aware of that uses alcohol.

236 **Participant 1:** No.

237 **Interviewer:** OK. Thinking about, just um, things that you would like to see,
238 um, on Bagram that would make things better.

239 **Participant 1:** Um, I would like to see the MP's really um, come through and do
240 thorough checks and make sure that everything's OK. Cause when they ride by, you can
241 see them and whatever doesn't seem right if they could like, you know, more, I guess, be
242 more like a police more...investigate a little bit more. Because everything that glitter
243 really doesn't glow, you know? So people hide a lot of stuff, and it's not, it's not hard to
244 hide from the MP's around here. They mostly stay on the straight roads. But they could
245 ride through the little subdivisions where people live and see what really goes on, far as
246 rapes, people getting harassed, you know?

247 **Interviewer:** Have you seen that happen?

248 **Participant 1:** I seen people be hemmed up against a B-Hut in the middle of the

249 night. Whether she wanted it or not, she was saying “no”. So. I seen that quite a few
250 times since I been here. So if they could, I don’t know, just ...not sayin they don’t do
251 their jobs, but just come through the little areas, common areas where people live and see.

252 **Interviewer:** You think that would be beneficial?

253 **Participant 1:** Right.

254 **Interviewer:** Any um, programs or anything that you wish were here that don’t
255 exist yet on BAF that you think would be helpful to help soldiers, sailors, in
256 relationships?

257 **Participant 1:** Mmmm, we have the Chaplains....I, I think it’s pretty good to be
258 honest. I really do.

259 **Interviewer:** OK. Anything that you want to get rid of? That you think is not
260 helpful?

261 **Participant 1:** Anything that I think is not helpful...Nah.

262 **Interviewer:** Going back just to ah, talk about leadership. Um aside from the uh,
263 aside the one superior you were talking about hows the rest of your leadership?

264 **Participant 1:** The leadership that was within my office is great, now that he’s
265 gone, but in the Task Force (Unit Name) area, there’s a lot of not good leadership.
266 There’s people that they just give the rank to, and you can tell. Because, um, usually a
267 good leader has lots of followers. Over that area, there’s more of um, let’s make it more
268 stressful. Hard as we possibly can because we’re deployed. Or , you know, they just gave
269 them stripes and ...

270 **Interviewer:** How do they do that? How do they make it stressful?

271 **Participant 1:** Um, far as, when they punish somebody, um, for in general, we
272 had a soldier go the first sergeant went through his room and his room was in a mess. The
273 NCO’s supposed to go through your room once a week to check and make sure of,
274 whatever.

275 **Interviewer:** Like Health and Welfare...

276 **Participant 1:** Exactly. Yeah, but because his NCO’s didn’t go through is room as
277 properly as they should have, when the first sergeant went through his room it was awful.
278 So, for his punishment, he had him lifting, um, the palettes that they do, the baggage on it
279 like at the terminal. They had him lifting that, they had him dragging bagsages way way

280 too much to be doing, and the person end up havin a hernia.

281 **Interviewer:** Oh.

282 **Participant 1:** Right. They lifting that thing by themselves. Ridiculous. So, a lot
283 of punishments that they do over there is not necessary. No.

284 **Interviewer:** In that case, in example, in your opinion, what would be the right
285 kind of punishment?

286 **Participant 1:** The right kind of punishment would have been to make him clean
287 his room correctly. And maybe make him do some, uh, police calling, some push ups,
288 something not extreme that it would give somebody a hernia. It's a correct and right way
289 to do something. Me, I wouldn't be for the outdoor, infantry type punishment stuff. No.
290 No. I don't agree with it at all.

291 **Interviewer:** Um, just to touch a little bit, one more time on when you said you
292 were feeling like um, like um you were going to hurt yourself. That your faith helped
293 you with that.

294 **Participant 1:** Right.

295 **Interviewer:** How long had you been dealing with that feeling?

296 **Participant 1:** Um, I was that way from the second week into getting into country
297 all the way until the end of April.

298 **Interviewer:** Were you able to talk to anybody about it?

299 **Participant 1:** It was no use in talking because, it, all it did was go round to him
300 anyway. And the only reason it was so hard for me when I got here was cause he thought
301 I was pathetic because I deployed with a broke foot. Which was not on my intentions to
302 come here with a broke foot. They sent me. So, he wanted me to run on the treadmills
303 and stuff, and there was no way to run with a cast and crutches. He wanted me to do so
304 much extra pushups and like everything that my profile said no to. Which he got away
305 with it. And then um I don't know. He just had me feeling really low cause I'm already
306 over here dealin with stress from back home. You know.

307 **Interviewer:** Do you have family back home?

308 **Participant 1:** Yes, I have a very sick mother, and a disabled sister. So they were
309 my main priorities, the reason I came, to get money for them. But to him, it was a waste
310 of my time coming, to be honest, I really felt like they should have sent me back home.

311 But they wouldn't.

312 **Interviewer:** Um. How long before you had the, your meeting with the Chaplain
313 to help you?

314 **Participant 1:** Um, I started talking to a Chaplain at the end of February. And she
315 helped me through understanding why people do the things that they do. And um, I
316 actually think she talked to somebody.

317 **Interviewer:** How long had you been there?

318 **Participant 1:** Had I been in country? I had been in country 40 days.

319 **Interviewer:** And you started talking to the chaplain...

320 **Participant 1:** Forty days.

321 **Interviewer:** So, um from the time that, ah, you starting having these troubles to
322 the time that he left, did you have some kind of support?

323 **Participant 1:** I did.

324 **Interviewer:** But it still didn't keep those feelings away?

325 **Participant 1:** It did eventually, when they, when he left,

326 **Interviewer:** When he left...

327 **Participant 1:** But while he was here, you walk into the office, you in a good
328 mood then just down, depressed. Back to the day before, because he never could let
329 anything go.

330 **Interviewer:** Um. Is there anything else you'd like to share with me today
331 regarding just um, interpersonal relationships in the military in the deployed
332 environment? Any perspective as to being a female in the deployed environment?

333 **Participant 1:** Hm. It's not as bad as I thought it was going to be. That's about
334 it.

335 **Interviewer:** And ah, I think from what you've expressed to me, your major bad
336 experience was really with one person,

337 **Participant 1:** With one person.

338 **Interviewer:** And you were able to access support networks

339 **Participant 1:** Exactly.

340 **Interviewer:** An um, to what extent do you think that was beneficial for you?

341 **Participant 1:** Um, to the extent that I think that, that's why I'm still here.

- 342 **Interviewer:** OK.
- 343 **Participant 1:** To be honest.
- 344 **Interviewer:** Thank you very much.
- 345 **Participant 1:** Thank you.
- 346 **Interviewer:** I really appreciate your time.
- 347 **Participant 1:** Uh hum.
- 348 **-End Transcript-**

1 Appendix L: Transcript of Interview Participant 2

2 **Interviewer:** How many deployments is this for you?

3 **Participant 2:** This is my first one.

4 **Interviewer:** OK. And how long to you expect to be on this deployment?

5 **Participant 2:** We got here in January.

6 (Break in recording)

7 **Interviewer:** February 2011?

8 **Participant 2:** Yes Ma'am.

9 **Interviewer:** And so how long have you been here so far?

10 **Participant 2:** Nine...Eight months.

11 **Interviewer:** OK. So, ah, just to start out with a couple questions here, um, we
12 talked a little bit about how long you've been here, and your age information—
13 demographics. Tell me about your educational background.

14 **Participant 2:** Um, well, I grew up in Detroit Michigan. I went to school—I was
15 real good with High School, um. I went to community college for a while. Didn't work
16 out. (giggle). So, I came into the military and then, now I'm three classes short of my
17 bachelors degree right now.

18 **Interviewer:** Congratulations.

19 **Participant 2:** Thank you.

20 **Interviewer:** What's, all right, what's your bachelors in?

21 **Participant 2:** Um Criminal Justice.

22 **Interviewer:** Very good. Okay. Um. So, in terms of your deployment here, I
23 know you're (*unintelligible*) on deployment. What was some of the things you heard
24 about um about Bagram before you came?

25 **Participant 2:** To be, to be honest, we didn't hear anything. We didn't even know
26 where we were staying. (laughs)

27 **Interviewer:** Really?

28 **Participant 2:** Yeah, we got here, and we were like the first party that came in,
29 me and my soldiers stayed here to push people out and that was it. And then we stayed.
30 (laughs)

31 **Interviewer:** How, how much notice did you have?

- 32 **Participant 2:** Um, we knew we were leaving early, two months prior, but when
33 we got here is when we actually found out, January 10th, when we got here, we found
34 out we were actually staying. Staying.
- 35 **Interviewer:** So you didn't know you were staying here?
- 36 **Participant 2:** No Ma'am. We were supposed to go to Gardez. And so we
37 researched about Gardez. And you know, we heard it was small, prepared ourselves
38 packs for that and everything.
- 39 **Interviewer:** Where is Gardez?
- 40 **Participant 2:** Um, I have to look at the map, it's this way, I know it sounds
41 terrible, but it's just about an hour flight from here, up north, so.
- 42 **Interviewer:** North? Ok. Near Pakistan or?
- 43 **Participant 2:** Fifty miles from the border of Pakistan.
- 44 **Interviewer:** OK. All right. So that was where you were planning...
- 45 **Participant 2:** Where we were supposed to go.
- 46 **Interviewer:** So you had um your Individual Augmentee training or CRC
47 training...
- 48 **Participant 2:** Yep, JRTC. November to Louisiana. Uh hum.
- 49 **Interviewer:** I see. Okay. So what made it happen that you were staying here?
- 50 **Participant 2:** Um, I, I, umph....
- 51 **Interviewer:** You don't know what happened?
- 52 **Participant 2:** I think that they wanted someone just to stay here, but I don't think
53 they explained that we were staying just to push people out, you know, just to make sure
54 all the PAX, the personnel, were moved in okay, everybody's got what they needed. And
55 then, they were like, "Well, you guys did a good job, so..." we stayed.
- 56 **Interviewer:** Uh hum. So, you hadn't heard anything about Bagram?
- 57 **Participant 2:** No I didn't. No ma'am.
- 58 **Interviewer:** And so what did you think when you found out you had to stay?
- 59 **Participant 2:** Um. Nothing really. Like, I was like okay. I just wanted to know
60 what entailed the job, and you know, make sure we do it the right way. As long as I had
61 my soldier with me, to stay which (unintelligible) to her, that's all I care about. I don't
62 care where we go, so long as I go with her. You know, that's all that matters.

- 63 **Interviewer:** What's your basic job?
- 64 **Participant 2:** Oh, we're 42 Alphas. S1's. Human Resources.
- 65 **Interviewer:** Human Resources.
- 66 **Participant 2:** Yeah.
- 67 **Interviewer:** I see. Okay. Um thinking about what you would consider a safe
68 environment, um, not because we're in a war zone, and we're dealing with the enemy,
69 but if we're talking about you know, interpersonal relationships and other military
70 personnel on base, what would you consider a safe environment? Your definition.
- 71 **Participant 2:** A safe environment? Um. Well. To be honest, like, where I work
72 out of right now, I feel safe. I really do. Um. They're good guys, excuse me, good male
73 soldiers. I don't think they'd let anything happen to us. And, I also think it's the vibe you
74 put out too, you know. Not that nobody deserves anything, even though we all work
75 hard, we're not there to flirt and have you know, that's, it's a safe environment for me to
76 work in. I have. Well, until I got HERE, I haven't experienced anything crazy. But um,
77 usually it's been a safe environment. Like, I don't know how to exactly explain it, but
78 nothing, I think I've never been in such a bad situation until I got here. And um, like I
79 said, where I work at, where I work at, everybody's good to each other. Nobody harasses
80 each other. We definitely get the work done. So I feel safe in my little area over
81 (tape cuts out for a few seconds, possibly over recorded or battery died)
- 82 **Interviewer:** Okay...Um. Considering your actions with your peers, and other military
83 personnel what has been your experience here so far at Bagram?
- 84 **Participant 2:** Um, when we first got here, for the first three months we got here,
85 we had a really serious problem. With our NCOIC, he's an E-7. He's relieved of duty
86 now; he's not allowed to be around us anymore. Um. Once we got rid of THAT situation,
87 now everything's fine. It's all, it's great. It's a good experience here.
- 88 **Interviewer:** Why was he relieved of duty?
- 89 **Participant 2:** He was relieved of duty because, in my eyes, he's a worthless
90 human being. He, um. It was only to the females. Where we work at we have 2 males
91 and three females. One of em's my soldier. And, I don't know what his issue was, or
92 what's happened to him in his life, or past life, but he treated the females like CRAP. He
93 treated us horrible, calling us everything from cunt's, whore's, bitches. We weren't like

94 the last deployment whores, you know, because we weren't putting out. We weren't givin
 95 up. He, I never had any issues with anybody in my whole military career. He was the
 96 first person, and put me at parade rest. He got so close to my face he was spitting on me,
 97 that's how close he was. And he told me, because I went um, down to the terminal alone,
 98 he was like "Women shouldn't be going to the terminal alone. That's how people get
 99 raped and killed." and I don't know. It was just, it was horrible. For three months it was
 100 horrible. And we was, sorta, because, you know, as you know in the military, we put our
 101 mission first. We shouldn't have, not that I look back at it. But we were makin sure all
 102 the people got in and out to their FOBs, and we had the mission going Third Brigade
 103 started, and then it turned into a big serious thing, and finally, we went to our chain of
 104 command but nobody did anything, cause he was blocking it. And when somebody said
 105 something to them, he was telling them that we were 'whining'. And that it's just that we
 106 were whining, we were being "little princesses" is what he said. And once it came to a
 107 head, and they figured out exactly what was going on he was pulled out of there like that.
 108 In two seconds he was gone. We haven't seen him since.

109 **Interviewer:** Where is he now?

110 **Participant 2:** They sent him to Gardez.

111 **Interviewer:** I see.

112 **Participant 2:** Yeah. So.

113 **Interviewer:** So he's still in the military and everything,...

114 **Participant 2:** Of course. Yes Ma'am. Of course. Yeah.

115 **Interviewer:** Okay. Um. What types, how did he harass you?

116 **Participant 2:** He just, he would just, it was constant. It was...He kept telling me
 117 every day, like, he'd say, "(name), I think you're a good worker but I don't think you
 118 should be an NCO." Just stuff like that, constantly. You know, constantly. And my
 119 soldier was wearing one of the boots, cause she had been hurt before we left, and so when
 120 she got here we were giving her time to heal and so she was wearing a boot. So when it
 121 was like one of those mornings actually at 4 o'clock in the morning, and he grabbed her
 122 at 5 and made her do a PT test. You know, like, this was when I was asleep and he did it
 123 to her cause she's only an E-3. And he knows that she's not gonna say no to him. And
 124 when I found out, I was like, you know, talking to him and he put me at parade rest and

125 told me I was babying her. I was like, “She’s on a profile.” You know, and it was just the
126 females. It was just us three girls. The other two guys (unintelligible), no problems.

127 Nothing.

128 **Interviewer:** So he, uh, didn’t treat the other males the same way?

129 **Participant 2:** No. Nope

130 **Interviewer:** Hmm. What about his leadership? You were unable to go to his
131 leadership...?

132 **Participant 2:** We did. We um. We were under Third Brigade. And we work for
133 our unit’s Three STD. But, down here, we fall under somebody else. So we went to them.
134 Like like we’re supposed to. Their First Sergeant, our Major, etcetera. . And um, they
135 knew there was a situation, but I don’t think they knew the extent of it, until it, you know
136 till it came, until it got really, really bad. They didn’t do anything. Um, I told, I told MY
137 supervisor, who was in Gardez, I told everybody, but MY supervisor who’s a man, says
138 I’m unable to believe cause he’s my friend. So that’s the kind of help, we got no help.
139 And we were actually getting ready to go to the IG and get help and everything, but then
140 it got to the point where somebody did something about it finally. And that’s when he
141 got relieved.

142 **Interviewer:** Who did something about it?

143 **Participant 2:** Um. I did. (laughs nervously). I couldn’t take it anymore. And I
144 just...I never...I don’t think...I don’t know if I had an anxiety attack but I’ve been very
145 calm my whole life, I mean I’m Buddhist, I’m happy and okay but this my first, I think,
146 anxiety attack. Cause he got to, he, um, cornered me in the office. And he was coming
147 closer and closer and I was trying to get him to go away and he wouldn’t so I just ran out
148 and I got everybody, and I was like, “You guys, we need to do something about this now,
149 or we’re packing our stuff up and leaving.” And they actually did do something about it,
150 and then they did an investigation. They did everything but,...

151 **Interviewer:** Did you have a higher-up...[crosstalk/unintelligible]

152 **Participant 2:** NCO. And I don’t think anything’s going to happen. I really don’t.
153 And that’s why I’m getting out.

154 **Interviewer:** Uh humm. Tell me a little bit more about that, and how it made
155 you feel.

156 **Participant 2:** Horrible. It made me feel horrible. Because I worked my butt off
157 for this unit. And in the Army, everything I've ever done. I have nothing but good things
158 across the board, you ask anybody. I work hard, I take care of my soldiers, and
159 everything. And the fact that I came here and for three months had to deal with
160 something like that, I mean, I was so pr..(unintelligible) my hair was starting to fall out,
161 and like I was, I never had that. I never experienced anything bad, cause we're fighting
162 another enemy and I should not be fighting the people that I work with. My fellow
163 soldiers, you know? And it made me feel HORRIBLE. And I was doing everything,
164 like, to keep them sane, cause I didn't care, when it came down to it and people's hearts
165 well I figured I was the buffer cause I was trying to take in all the impact. And not have
166 the girls have anything happen to them cause they were, they were losing their minds too.
167 But the worst part was it made me feel like crap, but the worst part is that nobody did
168 anything. And we did everything we were supposed to. You see those STUPID
169 commercials on T.V. all the time and everything, you know, about being harassed, you
170 know?

171 **Interviewer:** Tell me about the commercials on T.V..

172 **Participant 2:** We would see them and we'd laugh. Cause it was like, "If you feel
173 like you're being sexually harassed, or harassment, go to here. Follow chain of command
174 and everything." We did everything we were supposed to do. And, like my mom told me,
175 document everything. So every day he did anything, I went in my computer and wrote
176 down everything he said for that day, what he did to us, and it still wouldn't...Nothing, I
177 don't think anything's gonna happen.

178 **Interviewer:** Did you show it to anybody?

179 **Participant 2:** Oh yeah, I did. When they did the investigation, I showed em
180 everything. And people that I didn't even know that he was bothering, actually stood up
181 for us too. It's just that nobody did anything until someone actually took charge and
182 started it, so.

183 **Interviewer:** So, going back to the commercials you see on sexual harassment,
184 and sexual assault, um some of those things, where do you see them normally?

185 **Participant 2:** Ah, just on T.V., and like on the AFN commercials and everything.
186 It's just more like, I look at em now and I'm like "Really?" (laughs sarcastically) "Does it

187 really work? I don't know." To me, it didn't.

188 **Interviewer:** I see. Um. Did you ever feel like you were going to hurt yourself
189 or anything?

190 **Participant 2:** No. No. Never. Never. Because if one thing, you don't let the other
191 person win. You gotta stay strong and keep fighting back. Ahhh. I was worried about
192 my soldiers though. Because for me, I'm 33, I've been in the game long enough, there's
193 gonna be good guys, bad guys, civilians, soldiers, everything, I--I'm okay I can make it.
194 But I was worried them, And it actually, it got to the point where I was actually afraid for
195 one of em. And that's when it was like, "no" that's when it got to the point where
196 nobody's ever worth that, especially this guy, you know? So. That was the only time I got
197 a little scared for somebody.

198 **Interviewer:** What got you through the experience?

199 **Participant 2:** Um. I really dug. I mean had to like dig into my, my religion very
200 deep (laughs a little) and I had to remember, I tried to remember, everybody's equal in a
201 way and I gotta try to get through this. But, my soldiers are awesome. Those two females
202 that I have are AMAZING. And they take care of me. We always stuck together so.

203 **Interview:** Okay. Um. Leaving that for a little bit, and just thinking about
204 recreational activities and things that are available here on BAF, what kind of things are
205 you involved with in terms of recreational activities?

206 **Participant 2:** We um, honestly, my job, my hours I haven't really been able to
207 go do anything, but um we work out all the time, and like if we're sitting around and
208 there's nothing going on I make everybody go outside and play kick-ball or something, or
209 volleyball, and cause we have a good working...like everybody works really well
210 together. But um, they go to a, a church and or like, an organization, I forgot, it's like
211 Eastern Star or something like that but um...I haven't had the chance personally, but I'm
212 okay, like I just work out and read a lot. (laughs)

213 **Interviewer:** Do you find enough books to read?

214 **Participant 2:** Oh yeah. (laughs)

215 **Interviewer:** Are you aware there's a library here in the hospital.

216 **Participant 2:** I'll have to check that out sometime. (laughs)

217 **Interviewer:** But um, in terms of Interpersonal Safety, um, the things that you

218 see, what sights, sounds conversations, experiences have contributed to your perceptions
 219 of interpersonal safety here? You've had the experience at your work, but have you seen
 220 in your surroundings or environment that um show concerns of interpersonal safety to
 221 other military personnel?

222 **Participant 2:** Um. Honestly, I haven't seen anything. I know, like I said, we
 223 dealt with that guy, got rid of that situation, and then from that point on my eyes opened
 224 up to see that there's good people. I'm like, I mean, I can't speak obviously for every
 225 female on here, but I haven't seen anything bad. I mean, and if, I think that I have enough
 226 people around me to respect me that if I say something stupid they're like "shhh" if the
 227 Sergeant or Captain comes in the room or something, so...

228 **Interviewer:** Have you ever heard anything related to suicide, not just in your
 229 unit but on the base at all?

230 **Participant 2:** Um, yea... I mean, yeah. We got, at Fort (identifying information),
 231 we had to deal with that a lot. There's a high suicide rate I guess apparently in a lot of
 232 bases.

233 **Interviewer:** [crosstalk/unintelligible] here on Bagram?

234 **Participant 2:** A couple in our unit. We had a couple in our unit that killed
 235 themselves. And since we've been here, we actually had a First Sergeant that killed
 236 themselves.

237 **Interviewer:** Since you were here?

238 **Participant 2:** Since... Yes Ma'am. Um. Downrange, at one of the smaller FOB's.
 239 And um, that's all I've seen here for that. Actually, with where we work at, we haven't
 240 had any issues, not in (name).

241 **Interviewer:** So um, you haven't known or heard of anything on base?

242 **Participant 2:** No.

243 **Interviewer:** What about ah theft, um, you know people stealing from each other,
 244 have you had any problems with that?

245 **Participant 2:** Actually we haven't. No. I tell everybody, "When you leave, lock
 246 your room, do not leave that door open." I can't promise you, cause you know, there's
 247 jerks around here everywhere you go, (laughs) but uh, no we haven't had any issues.

248 **Interviewer:** Okay. Um. What about assault, whether verbal or physical,

249 criminal experiences like that you see outside the workspace.

250 **Participant 2:** No. The only time I've ever seen anything, is actually, cause we
251 run the R&R program, so you know, we know the combination of everybody coming in
252 and then all of the sudden, you know, it's like the Infantry guys are doing the paper
253 people, you know it's, it's crazy...that's the only time I saw people get in a fight. And
254 that's because somebody said something about, you know, of course the guys get all
255 crazy cause somebody said something or looked at them wrong. And they got into a fight.
256 And that was the only time I seen anything like that.

257 **Interviewer:** Was that physical?

258 **Participant 2:** Yeah, it got physical. Yes ma'am.

259 **Interviewer:** And what happened after that?

260 **Participant 2:** They broke em apart and called it a day, I think. (laughs).

261 **Interviewer:** No MP's or nothing...

262 **Participant 2:** No, no. No. Yeah, and there's been some situations at night where
263 the MP's have been around, but nothing that's affected us to deal with. Everythings to
264 (unintelligible) with National Guard had a couple fights . But. Nothing with us though.

265 **Interviewer:** So usually it's handled within the unit?

266 **Participant 2:** Yeah.

267 **Interviewer:** Okay. All right. Um. Okay. What um, are there any changes in
268 your time here that's increased or decreased your perception of interpersonal safety,
269 things that make you feel safer here, or decreased your perception of safety overall?

270 **Participant 2:** Nothing rea, I mean...there's nothing that I think that...the one
271 thing I think is awesome is they have all these programs for Taekwondo. I see that a lot.
272 And I try to get the girls to go. I wish I could go but. Um, I think it's awesome that they
273 offer those programs. Some sort of self defense is really important. Um, I haven't , there
274 hasn't been anything. No. On the inside. No.

275 **Interviewer:** Any other programs that you recommend or that you wish were on
276 base for people, that you haven't seen available?

277 **Participant 2:** Honestly? No. I think that Bagram has a lot and it's really really
278 good. You know, after seeing everything that the other guys, that they don't have
279 nothing, you know, we're lucky down here. I think they have awesome programs, they

280 keep with it, especially since that they got the college here too. That helps people a lot.

281 So

282 **Interviewer:** Uh humm. Um. Going back a little bit with to frustrations with
283 your one NCOIC, and thinking about the commercials and things that you saw, how
284 could that be improved? How could that line of communication or how would your
285 circumstances be improved so you'd been able to you know, not have to go through all of
286 that?

287 **Participant 2:** Right.

288 **Interviewer:** Have it come to a head like that?

289 **Participant 2:** I think it's hard because even though this happened to us, I can't
290 say this would happen across the board. You know, you could wind up with a really good
291 unit that if somebody said something then a light's gonna go off. And like, okay,
292 something's going on down there and we need to do something. It, it fell upon personal
293 people like my NCOIC, MY boss, when I told him, he should have done something. If
294 that had been my people, I'd been on the first flight down there. Like, "what's going on
295 down here? Let's clear this up and get.... Separate it. Make things better. We got a
296 mission to do." Um. The only, I don't know. I really don't know. It would have to be the
297 chain of command. The need to open up their eyes more and see what's going on.

298 **Interviewer:** So you think that, um, I mean I don't want to put the words in your
299 mouth, but was it more a leadership issue?

300 **Participant 2:** Yes.

301 **Interviewer:** In terms of taking initiative?

302 **Participant 2:** Yes. Yes. Exactly right. Because it was said. And it was brought
303 up, brought about. And it was KNOWN, and nobody did anything. NOBODY. It was
304 more like, "Oh, well we're not going to deal with that, because we have to deal with our
305 mission. And we know, that's important. That's our whole goal here, and our whole
306 point. But you have to have good working relationship, or the mission's not gonna
307 happen, so...I think it was our leadership that failed us.

308 **Interviewer:** Do you think they knew what to do? How to deal with it or...?

309 **Participant 2:** I think they could have. Easily. I mean, the Third Brigade, most
310 of those guys have been in, like our Sergeant Major, have been in the game long enough

311 to know. They know what to do, or how to fix it, but....

312 **Interviewer:** Right.

313 **Participant 2:** But,

314 **Interviewer:** In, in your opinion, was it fixed?

315 **Participant 2:** It, it's fixed...there's, there's a bandaid on it right now, is how I
316 look at it. Like, yeah, they fixed it cause they took him away, but what happens when he
317 does it to the next person? Or the next person, you know? And I've found more people
318 that he did this to, and I plan on ...like, it's gonna, when I get back, I'm not letting him
319 I'm not letting it stop. Like, cause that's why I'm getting out now. Because, if somebody
320 can wear this on their chest, you know, whether it be a man or a woman, and do that to us
321 just because they can and that was repeated in my mind. When he's an E-7 in the Army.
322 He is. And I was like, "I understand that." I do respect that rank. But not on HIM. And
323 what he did to us. That's why I'm getting out. I-I don't think it's fair. I feel like I was
324 failed, and I, if nothing happened and nobody's gonna do anything about it, then why
325 stay? You know, I'm not making a change.

326 **Interviewer:** Right.

327 **Participant 2:** So. But I will...I'm gonna follow it up when I get back though.
328 Definitely. I'm not gonna let it settle. Not for what he did. Because my soldiers are gonna
329 be in for a little bit longer, at least another three to four years. I don't want anyone to run
330 into someone like that again.

331 **Interviewer:** All right. What about, uh, domestic violence issues? Have you
332 seen or heard anything about what, uh, domestic violence issues in the environment, in
333 the theatre here?

334 **Participant 2:** Not, I haven't, no, I don't think here, because where we work at
335 we're not so much male and female all the time, or anybody. Back at, uh, Fort
336 [identifying information] there's always, ALWAYS people beating the crap out of
337 eachother. Always. It's like almost, like sad to say it's almost common. Every week. So
338 and so got into a fight, and his wife beat him up, you know, it's just like...

339 **Interviewer:** What about uh, women and men that go home to their spouses? Do
340 they have a risk of that when they go home?

341 **Participant 2:** Yeah, and since this is my first deployment, they told me to be

342 ready to see craziness when we get back. I'm not married so I don't know, but they said
 343 just be ready when we got back. That it's it's just gonna be, there's things that are gonna
 344 happen. I was like, "okay". So, I mean, it was heard about, but this is my first time to
 345 actually experience it with any of my soldiers. If they do anything stupid, I might have to
 346 go pick people up, so...

347 **Interviewer:** No issues of people pointing their weapons at eachother in your
 348 unit, or...?

349 **Participant 2:** Um, not here. Downrange, yes. I mean, I think like I said, that's a
 350 WHOLE different environment. I mean, where I work, there's like MP's, infantry,
 351 everybody, so they're all down there. And I'm sure. It's been like, sergeants on sergeants,
 352 you know, like, you know, "I'll shoot you" or whatever, you know. A lot of negligent
 353 discharges. We've had a lot of them.

354 **Interviewer:** Really?

355 **Participant 2:** Yeah. Um. So um, in Salerno, and farther out in Gazni, and in all
 356 those areas down there. But, I, nobody's shot anybody or hurt anybody though. It's just
 357 been more like, getting in fights and being stupid.

358 **Interviewer:** Umm. Okay. Um. We talked about improvements a little bit. Is
 359 there anything that you would wish wasn't here, or that you think is, causes a negative
 360 atmosphere here on base?

361 **Participant 2:** Um, (laughs bitterly) as stupid as it is, the little extra details they
 362 put us on down here, I think it's across the board for all units, Air Force, Navy,
 363 everybody, um, it would be, it gets to people, cause we're already working twenty-four
 364 hour ops and they want us to sit in the DFAC and "click", and they want us to go stand
 365 "road guard" which we have no authority to do when people don't have a Disney pass.
 366 Stuff like that, that's what gets to soldiers, cause I'm like "Okay, I've been up till four,
 367 but let me hurry up and go do road guard now for an hour", stuff like that.

368 **Interviewer:** What else do you do besides road guard and ...

369 **Participant 2:** They have...Oh! Thank you for reminding me! The worst one is
 370 EPW duty.

371 **Interviewer:** What is that?

372 **Participant 2:** That's the, uh, when they come to the hospital, like someone's got

373 an enemy prisoner of war like say, from Salerno, they escort them down here and they're
 374 hurt, and they're gonna stay in the hospital as long as it takes to get better. For that time
 375 being, we have to all come over here and take turns and sit for six hours with them.

376 **Interviewer:** Uh hum.

377 **Participant 2:** An um, I think that takes a toll on a lot of people, because you're
 378 already angry cause you have to do it in the middle of the night cause it's twenty-four
 379 hour rotation, but they're just sitting there, staring, like just this last one, had worms
 380 comin out of his body, and we're just sittin there dealing with a lot of stuff. And I think
 381 that ...It's gonna happen cause its war, and its our job, but I think that really took the
 382 like, it got people a lot. It was very negative on them.

383 **Interviewer:** Do people get a break after they do that?

384 **Participant 2:** Yeah, they pull up to, like 6 hours. Like my guys, each, each
 385 building is different, when we work at night, My guys work like 6 hours, I'm like
 386 goodbye, I don't want to see you for 8 hours, goodbye, you know? Because they're tired,
 387 and ...

388 **Interviewer:** And it takes a toll on you because?

389 **Participant 2:** I think it takes a toll, like, emotionally. Especially for young
 390 people. Because. It's just cause. You know. You just, you try so hard cause everybody's
 391 human. Doesn't matter if it's the enemy or not.

392 **Interviewer:** Does it affect what you do with your regular job?

393 **Participant 2:** No. (laughs) We're paper girls. (laughs) Like, we do everybody's
 394 leave forms, and keep everybody's, we do everything that has to do with paper,
 395 personnel, everything, so this is for us, was a little different. But I told them, "Remember,
 396 you are a soldier first. You're gonna get stuff like this. And you're not gonna like it, but
 397 just do it." So...

398 **Interviewer:** Probably couldn't do away with that.

399 **Participant 2:** Probably not. I wouldn't say do away with it. But I think they
 400 could have approached it different and when they have these EPW's that they shoot or
 401 wound, and bring them down here, then I think it should fall on the responsibility of the
 402 units that do it, because down here we didn't have enough personnel to like, and it could
 403 be anybody's EPW and I'll always have to sit on em.

404 **Interviewer:** Uh hum. I see.

405 **Participant 2:** Yeah.

406 **Interviewer:** Okay. Um. Just thinking about interpersonal violence, your
407 experience here, and everything you've dealt with since January, are there any final
408 remarks or anything you can think of that you would like to share with me?

409 **Participant 2:** Um. Except for those first three months, that was horrible, that was
410 probably the worst months of my life, um, but other than that, since that time, it's been a
411 positive experience. You get people you're not gonna like, and everything, but it's not
412 bad. Um. Like I said, the people I work with are awesome. They're great soldiers and I
413 could, otherwise I would do anything for them. I don't fail them, and they don't fail me.
414 I think a lot of people complain, I'm like, I just want to tell them to shut up. You know,
415 because I seen some other guys come through here missing arms and legs and they're
416 dead, you know, and, but and THAT we also have funeral detail. And that's taken a toll
417 on big time. On everybody. Because we're out there, we've all been out there at least
418 twenty some times now. You know, saluting the caskets in the desert, carrying the
419 caskets, you know, THAT right there, that experience, as hard as it is and as sad as it is it
420 makes you, it makes you just realize you know, you've got one life. Be happy. You go
421 home and be happy and be healthy, you know. And that, I think, even though it sucks that
422 it happened, it's been like, in a way a positive experience that they can remember. You
423 know. Go home and be okay. You're going home. You know.

424 **Interviewer:** Is your group the only one that does funeral detail?

425 **Participant 2:** Um. No, it's, it's your brigade. Like since we're a warfare brigade,
426 any of the soldiers from any of the battalions pass away and they come down, we all do
427 it. It's the thing about being a brigade. We all get together and do it.

428 **Interviewer:** Okay. Anything else you'd like to share?

429 **Participant 2:** Nope. That's it.

430 **Interviewer:** Okay.

431 **~End Transcript~**

1 Appendix M: Transcript Interview Participant 3

2 **Interviewer:** How long have you been here <Name>?

3 **Participant 3:** Actually I've been here a little over a year. I extended.

4 **Interviewer:** Ah ha.

5 **Participant 3:** So I've been here with a couple of different task forces.

6 **Interviewer:** Really?

7 **Participant 3:** Yes.

8 **Interviewer:** And what made you extend?

9 **Participant 3:** Um, basically the way I was treated with Task Force <Name>.

10 **Interviewer:** Uh huh.

11 **Participant 3:** Awesome group of guys to work with. (Enthusiastic sound in
12 voice) Um, when I first got here, the E-7 that was in charge was a little leery. Never
13 worked with women before. Which a lot of guys are, because they are like, now I gotta
14 watch what I say, or watch what I do and they were awesome. Um, I'm a Christian. So,
15 um, I usually tell people that cause um, working in an environment with all males they
16 tend to do a lot of things that are offensive. So I found if you tell them up front then most
17 human beings will do, you know, whatever, to accommodate you. Long as it's within
18 reason.

19 **Interviewer:** Uh huh.

20 **Participant 3:** So the cussing and all that, I have an issue with it, but I can deal
21 with it. Um, I do really have a big issue with the "GD" (God Damn).

22 **Interviewer:** Uh hum.

23 **Participant 3:** And so, I told them that, and no problem and even though they did
24 cuss and do some crazy things, they didn't um, use that. And then they, they Ripped Out
25 and the new people Ripped In. Of course I told them the same thing and . . .

26 **Interviewer:** What do you mean by "Ripped Out" and "Ripped In"?

27 **Participant3:** They do the "Left Seat" "Right Seat" They trained the next group
28 and they left and went home and then the new group came in...Task Force <Name>.

29 **Interviewer:** I gotcha.

30 **Participant 3:** Right. So I'm in the office, and so I basically give them the same
31 spiel, you know. Like, Hey I am a Christian and these are the things that bother me, and

32 if I do anything that offends you, let me know. These guys were totally different. And I
33 was like, you know what, this is getting crazy. So I went to the First Sergeant, and we
34 had a talk, and he was like, uh, “Why didn’t you tell me this before?” And I was like,
35 because I tried to handle it at the lowest level.

36 **Interviewer:** Right

37 **Participant 3:** But now it’s getting to be like, um, I like would come to the office
38 one time for example, and there’s myself uh, another female E-7 and a LT who’s now
39 Captain, female, and then a Specialist...all four females work in this office. And we’re
40 working, and I look at the T.V. screen, and I’m like, I don’t know what they were
41 watchin, it was some kind of movie, but it looked like a porno, to me. So I’m like, I’m
42 not gonna say anything cause I’m always the one that says something. I’m just gonna see
43 if the other females notice and say something. So about, after about two to three minutes,
44 the E-7, I guess she wasn’t really payin attention, she looks and says “What are you guys
45 watchin? That’s offensive. Turn it off, right now!” And they were all like, oh, like so
46 upset, and of course, you know, “The Christian told on us.” So every time I’d come to
47 the office, it was like um, “Hey what are you guys watching? Make sure it’s the right
48 thing” or “Cut that off”. It was, it was crazy. It got to be more of a hostile work
49 environment. For me anyway. So I was like uh, Ok. So I went to the First Sergeant and
50 we talked. He’s like, “Why didn’t you tell me this sooner?” And I was like, well, I tried
51 to decide it on my own, but it’s kinda gotten out of hand, so now I want to leave the
52 office area. And he was like “I’m gonna go over there and talk to them.” So he did, and
53 then the E-7 who’s in charge of the office talked to me and he was like “Why didn’t you
54 come and tell me?” I said, well I did, I did tell you guys. It just seemed like it got worse.
55 So I basically moved to another office and now I work, like across the street from them.
56 And we haven’t had any issues since. I guess they kinda knew, well, she meant business.
57 I guess a lot of people say things and don’t really mean what they say, but, I’m not one of
58 those people. So that, that was OK. Um. And then once I started working over there, I
59 came in contact with um Sgt <name>. And she kinda had a situation goin on. So it just
60 kinda, made me a little more sensitive to what’s goin on with women because A. I am
61 female and B. they seem to have a little more issues. I don’t know if it’s because of
62 where they’re from, because there’s mostly males in the unit, so they don’t really have to

63 deal with women, but they're not very sensitive to what's going on with women.

64 **Interviewer:** What do you mean, "Where they're from?"

65 **Participant 3:** Um, Fort <name of base>

66 **Interviewer:** I see.

67 **Participant 3:** And, ah, I don't know if it's the type of unit that they're in, cause
68 um, I don't know, but there's more males than females. And um, the LT that I work for is
69 awesome (enthusiastic/happy). He's like, if you have any issues. He even went over and
70 said "You guys, I don't know what you said, to SGT <M>) but you guys need to, to cool
71 your heels." And there was just like, um, calendars up, just all kinds of things. Just like,
72 you know, like maybe they think that we're here for a reason other than just our jobs.
73 Like, that's not what I'm here for. Some girls buy into that, and get off into that, but I'm
74 not one of them. So us, SGT <A>, awesome person, but I could just tell she was just
75 having a rough time. Her and all the females she works with, which is crazy because
76 predominantly everyone we work with are female. One E-7 in particular, SGT First Class
77 <K>, was very demeaning, degrading, would just call em "cunts" and I mean just all
78 kinds of stuff. But I noticed he picked his victims, I guess that probably isn't a good
79 word, but, he picked his victims pretty carefully, cause he NEVER said ah, anything to
80 me. He probably knew, because I have a pretty strong personality, and I really don't take
81 much crap. Not sayin that SGT <A> does, but shes more laid back and more, she's more
82 uh I don't know, quiet, and she's not really confrontational. Not that I am either, but um,
83 I guess because I am a larger woman, people tend to watch what they say. So uh, we
84 talked, and she eventually went to the Chaplain, and they removed him. So our work
85 environment got 100% better. Because you could just, I'd have to go over to their office,
86 you could just cut the tension with a knife. Like, they were like, little soldiers, they had
87 to be at attention all the time in the office. These are people you work with. They never
88 could relax. It was always something. And he always something negative to say.
89 Especially about being female. So once he left. It was pretty, pretty OK. Um.

90 **Interviewer:** And where did he go?

91 **Participant 3:** He went to another FOB. Um, ah, I think that uh, SGT <A> was a
92 little upset, and I kinda can und...relate to why she's upset because it's like, you moved
93 him to another FOB now some other females are going to have to be subjected to him.

94 Um, I think, she didn't want him to be kicked out of the Army, and neither would I. What
95 we wanted to see was maybe some training, some counseling, get him some help because
96 he, he's in a relationship he's talked to this young girl who is a lot younger than him on
97 the phone and he is very abusive verbally. So, like, you didn't really do him any great
98 service because you just moved him somewhere else. Now he's inflicting his opinions
99 and the way he treats women on someone else. So until they send up, and I guess there's
100 another girls who has some similar issues with him and she has a restraining order...so
101 does SGT <A>, So I'm like, it's a pattern, its, its something that he's not gonna stop doin,
102 so we need to get him some help. And they didn't. They just moved him somewhere else.
103 And I think he got that E-7 syndrome too. I'm an E-7, you know, what are they gonna do
104 to me? So, I kinda felt like they did him a disservice and his fiancée, because you didn't
105 get him any help. You just moved him. You know the problems no longer here, but the
106 problem's somewhere else. And I find, I've been in the Army, um between active duty
107 and I'm in the National Guard, that, um, that happens a lot. Like they just moved the
108 problem. They don't really fix the problem. Just put a Bandaid on it.

109 **Interviewer:** Why do you think that is?

110 **Participant 3:** I think it's just easier. It's easier, and then a lot of times guys tend
111 to feel like if they get counseling, people will look at me different or judge me, or you
112 know, make me feel like somethins wrong with me. There's nothing wrong with getting
113 help. But they don't, they just move em somewhere else.

114 **Interviewer:** Here's, here's a question. Uh, do they have any type of leadership
115 programs or training programs for leaders in the Army?

116 **Participant 3:** Um, they have programs, but I'm not aware of any that really deal
117 with that issue. That are like, I wouldn't say, say, mandatory, but maybe , like if you had
118 somebody instance like, like with alcohol or drugs, if you have an issue then you can be
119 Command referred. That's something they need to check into because a lot, a lot of guys
120 have issues with how they deal with women in the military. Uh, now, so of them treat us
121 awesome, and some of them happen to think we're here for sexual pleasure. Like, that's
122 not what I joined the Army for, and that's not my purpose. Um, and not just the Army
123 but being on BAF cause BAF is so large and the women to men ratio is so
124 disproportionate. You get a lot of things you know, a lot of guys sayin a lot of things,

125 um, I met a guy at the PAX terminal, I'm 92 Alpha, I do logistics, and he's like "Oh,
 126 you're 92 Alpha. You probably could help me with some things." And I'm like "Sure,
 127 you know, I'll help anybody". Um, that was one of the reasons I extended. Because, the,
 128 the group that replaced me didn't have an LNO, and that's what I do here. R&R, S4. My
 129 unit I support is actually in Salerno, but the hub is here, so most of the things they need
 130 done are here, so instead of flyin somebody back and forth that might get caught on a
 131 flight and not get back I'm just here permanently so if they need something done,
 132 something turned in, repaired, whatever, people go on R&R and check on them, that's
 133 what I do. So um, I met him, and he was like "You know, um, you could probably help
 134 me out with something, and my chain of command is lookin for some stuff," and I was
 135 like, "Oh sure, not a problem. You know, I have some connects. I've been here for a
 136 while. So I really know a lot of the civilians, cause they're here a lot longer than the
 137 military.

138 **Interviewer:** Uh hum.

139 **Participant 3:** So, you know, if I can help you with SSA, CIF, whatever. But I
 140 noticed a pattern. He only called me nine, ten, eleven o'clock at night. No SSA, CIF's
 141 open at this time. So I just asked him one night, I'm like you know, "How come you only
 142 call me at all hours at night, I'm like, but you haven't really said anything work related."
 143 (laughs nervously) So, he didn't call me for a little while, cause I guess he got his
 144 courage up and called me one night and said "I'm on my way to your B-Hut." And I
 145 thought that was really strange, because, I'm like, I never told you where I lived, I've
 146 never said "Hey can you come see me...", I obviously have a ring on my finger. I'm in a
 147 relationship. I'm not married, but I wear this ring for that purposefully so that you don't
 148 even have to guess. You know I'm in a relationship. So uh, I said, "you know what" and I
 149 was sleepin at the time, "I'm gonna do you one better." I said, "I'm gonna get dressed.
 150 I'm gonna meet you at the North PX." So I figured if something got out of hand, least I'd
 151 be in the public, or whatever.

152 **Interviewer:** Uh hum.

153 **Participant 3:** I don't know what I said or did to make you think that you could
 154 come to my room but that is not cool. That's very disrespectful and I just don't feel like
 155 that this relationship is conducive to the kind of relationship I thought we were gonna

156 have, so I just really would appreciate it if you didn't call me. And he hasn't. (laughs a
157 little). (10: 38) A lot of times it, it just seems like a lot of males feel like, oh yeah, we
158 bring females on deployment but they're basically here for us to do what we want to do
159 with them sexually. That's not, so not what we're over here for. Um, I've been working
160 in the office I work in now probably for about 7 months ?

161 **Interviewer:** Uh hm

162 **Participant 3:** Yeah, six or seven months and our LT is awesome. He's very
163 sensitive about what's going on with women, um , he doesn't let anybody talk
164 disrespectful, He nips that in the bud right away. If we feel uncomfortable, he's like
165 "Hey what's goin on with you?" So, it's obvious he's had some kind of training.

166 **Interviewer:** Have you ever had any trouble with female supervisors at all, or
167 no?

168 **Participant 3:** Um, There, we do have a Major. She's, she seems to be more,
169 want to be accepted by the male group. So she tends to be a little harder on the females.
170 Um, always making comments about our weight, um, you know, she doesn't really hang
171 out with the females. She eats only lunch with the guys. She speaks to us, and I think
172 she's gotten a little bit better I think because LT has conveyed some of these things to her
173 because we were like, you know , "How come she never goes to lunch with us?" Never
174 asks us if we want to eat. And she's always, it's like she's tryin to be accepted by the
175 males, like, you know "I'm not one of them". I'm a female, but I'm not one of THEM.
176 So she, she's ah, she's gotten a little bit better. But other than that, I really haven't had
177 too much bad experience here on BAF. I kinda like that. It's probably one of the reasons
178 I extended. Um. I noticed that people are really caught up in their, their own, um, I guess
179 day to day dealings with what they have to do on BAF. I guess, usually when I'm
180 walking down Disney, I do a little experiment. I try to speak to everyone and give them
181 the greeting of the day. And if I speak to 50 people, down Disney, maybe 15 people will
182 say hello. And I think that's really sad. You know, it's like, you know I said hello to you,
183 you know I said "Good Morning" and you don't even respond.

184 **Interviewer:** Uh hum.

185 **Participant 3:** That, That's horrible, but my overall experience in BAF has been
186 really good. It's just two isolated incidents like I said, the majority of the men get it, it's

187 just a few of them who have no clue or no idea.

188 **Interviewer:** Uh hum.

189 **Participant 3:** Some females don't help the situation. The kinda, It's how, they
190 feel like, you know, I'm gonna get ahead in life and I don't want to work or earn what
191 I'm, I'm tryin to get so I'll just sleep with this person.

192 **Interviewer:** Have you experienced that? In other people like that?

193 **Participant 3:** Yes.

194 **Interviewer:** Yeah? How often does it happen?

195 **Participant 3:** Like I said, when I came over here, I came over with a
196 predominantly male group. I came with an infantry group. And we weren't assigned to
197 them, cause they can't have women in the group. We're just attached. And we started out
198 with six females. One got pregnant before we came over so she didn't come. And then
199 we had a late deployer who ended up coming, but of the six females two of them were
200 pretty sexually active (laughs a little) with a lot of guys in our unit. And then we had one
201 girl who got into a relationship with one of the guys in our unit. And then there was me
202 and another older lady. She was married already, so we kinda kept to ourselves. But,
203 yeah, they kinda, kinda got off the hook. It's like, you know, you guys have to realize
204 that they're younger women, so I tried to mentor them, that you know "Hey, when you do
205 this, it's totally your choice. It's your body. But don't get upset when people treat you
206 like 'this'. It's because you, you've made that perception that, that's what you're about.
207 Even though you may not be." But um, yeah, I've found that you always have that in a, a
208 group. You always have a group of men who are just "pigs" and then you always have a
209 group of women who are what I would say are, "a little loose". And they, they think
210 that's just the Army way, and it's not. You'd be surprised, after you talk to them, you're
211 like, you know, "Hey, you're a smart person, you don't, that's not the way to get ahead."
212 They, they're lookin at you like this is some new concept.

213 **Interviewer:** You know, with General Order number one, I guess I'm curious as
214 to where in the world they would have sex on BAF.

215 **Participant 3:** And that's what I said too. I'm like, I'm in the National Guard.
216 And when we train, they stress no sex, no alcohol, all that. In the Active Army, I think
217 that it's a little bit different. They kinda like, it's kinda like "Don't Ask, Don't Tell."

218 **Interviewer:** Hmmm.

219 **Participant 3:** Because they send, like a mixed message. Because of my religious
220 beliefs too that's another reason why, um even in my relationship at home, I can't say
221 that me and my finance have never had sex but um, we're at a point now where we don't
222 have any sex cause we're not married. And that's just a choice that I made. I don't
223 expect everybody to make that choice but, you put out General Order Number one. And
224 even the Air Force, the Air Force is not allowed to be in the other people's living areas
225 and if you get caught then they deal with it severely. The Army's more laid back. Um,
226 you can buy condoms at the PX, you can buy pregnancy tests at the PX, you can get them
227 here at the hospital for free so it's kinda like, 'We don't want you to do it, but if you're
228 gonna do it be safe.' So you're sending a mixed message. So I'm like, they either need
229 to take that out of general order number one, and like I've gotten several people have left
230 here pregnant. Now, the way we, it was explained to us, once we got our "cut off", after
231 you've had your last official pregnancy test in the states, if you came up pregnant after
232 that there was going to be some UCMJ action. And I do believe that my chain of
233 command, had any of us came up pregnant, we would have been dealt with.

234 **Interviewer:** Hmm.

235 **Participant 3:** I don't have an issue with that because they tell you. You know,
236 and, and we're in a war zone. Do you really want to get pregnant in a war zone and put a
237 child at risk, even if it's for a day or two? No. And, you made a choice to come to the
238 Army. So you have to put your family "on hold" for a minute. But I always wondered,
239 why do they do nothing to the guy? He gets nothing. The girl gets UCMJ action, but
240 what happens to the guy? I then, like I said, in the active army I've seen a couple of
241 females get pregnant and it kinda was like OK, well, we know she's pregnant. Don't say
242 anything. And then she just goes home. Disappears. Um. I had a good friend of mine.
243 She got pregnant. And she was here like two to three months. And I was really stressed
244 cause I was like "This is an unborn baby. You don't know what you're subjecting, what
245 kind of stress you're subjecting to this baby's body. You know, what you're breathing
246 into her? I mean, we don't know what risk we're putting our bodies in, let alone in an
247 unborn child. She was here for like two to three months. Her chain didn't really know
248 she was pregnant at first, but as it went on, yeah, you kinda knew she was pregnant.

249 **Interviewer:** And, where do they have sex at?

250 **Participant 3:** In their B-Hut rooms.

251 **Interviewer:** Uh hum.

252 **Participant 3:** That's one thing that I, um, um, I would say in vehicles, because
253 um, it's funny that you say that, um, one morning I was getting in the vehicle, and I'm
254 cleaning the vehicle out cause I pretty much try to take care of the vehicle. Get the gas.
255 Take it and get it washed, cleaned, whatever. Clean all the trash out cause people
256 borrow our vehicle all the time, and there was ah, um, napkin, wrapped up. And I don't
257 know what, it was like a sixth sense, maybe it was God just tellin me "You shouldn't
258 touch that." I was like, what is that, and why would you.. cause I was thinking somebody
259 probably blew their nose, and I was thinking, why would you do that and not throw it
260 away. That is just so disgusting. So I got another napkin, and picked it up and as I picked
261 it up, it unraveled and there was a used condom.

262 **Interviewer:** Oh.

263 **Participant 3:** And I was like, well that's interesting. So I guess somebody's been
264 having sex in the vehicle. So I told the LT immediately, and he said "WHAT?" So he was
265 talking to everybody who had used the vehicle, you know, like "Hey you guys, don't do
266 that, you know. It's disrespectful. Not to mention that you should, should get rid of it,
267 you know. You know, not put it in the door of the vehicle." But yeah, they do that and
268 uh, in our B-Hut, if there are women that are sexually active in our B-Hut, I am not aware
269 of that. They are all very respectful. If they're doin it, they go to, I guess, the male's B-
270 Hut cause we don't have that goin on. Probably because of the type of women that I live
271 with. Um, we're pretty much the same age, we're pretty much older. And then the
272 younger ones kinda look up to us, and they kinda know, that you know, they call me
273 "Mamma T." They know that Mamma ain't havin that. No, so, I guess they just have
274 sex wherever they can. And that, that's pretty sad cause I'm like, you know, if it's
275 something that you thought, you know, that like I told them, if this guy is the one, and
276 you met him over here, you gotta kinda look at some things. Ok. You. You're stationed in
277 Alaska. He's stationed at Fort Campbell. The odds of you guys getting in a relationship
278 and being able to see eachother are slim and none. So, don't put all your eggs in one
279 basket. Try to make em, where you know, This just might be an "Afghan Thing". So,

280 don't be so upset when you get back, if you don't hear from him anymore. You know,
281 and if that's the kind of relationship you want to be in, know it for that, don't try to put
282 the Cinderella effect on and its gonna we're gonna have a house and white picket fence
283 and four kids. Um, we have a lot of young girls, I've seen a lot of inappropriate, high
284 ranking with lower ranking usually the male is higher ranking and the female is lower
285 ranking. Although I have seen two females together, higher ranking and lower ranking.

286 **Interviewer:** Really?

287 **Participant 3:** Yes. Um, we have a situation now, in our, in our unit, the female
288 is just, she is just so in love with this guy. She sleeps with him on a regular basis. And it's
289 kinda sad cause well like, we'll go to work and then after work we'll see her go to the
290 shower, she'll take her, get her PT's on, she'll walk over to his B-Hut and a few minutes
291 later he comes out with all his sheets, and then, we have a laundry facility and he goes to
292 wash his sheets. So it's obvious what's going on. So blatantly obvious. Well I guess he
293 told her, after they had been in this relationship for a while, that he was going home to get
294 married. And she was just like, totally devastated. But I'm like, not once has he ever
295 said that we're gonna have a long term relationship. He's told you pretty much up front,
296 but you kinda hear what you wanta hear. So he's, went home, and got married, and come
297 back on R&R. So I figure, OK, he told her that cause maybe he's gonna change his
298 ways. No. No. He's still sleeping with her. And she's still thinking that they're gonna be
299 together. I'm like, how can you think that when he has a ring on his finger? He's already
300 married someone else. It's clear that he's just using you while we're here. So, its its, its
301 sometimes it's its a little frustrating. Cause I'm like, I used to be this age. And I guess
302 it's because of the way I was raised, I was raised a little bit different. Um, I know a lot of
303 people endure sexual abuse, that, kinda, they never really deal with that, so it kinda
304 carries on, and they become promiscuous. Then they come in the military and it's kinda
305 like, well, you know, this is what I'm used to. They think that's normal. So you know,
306 you tell em, so I try to talk to as many people as possible. Especially since I'm 43 years
307 old. And I try to do it, and not, not put too much religious spin on it because I know that
308 not everyone's not a Christian, everyone doesn't believe the way I believe. I just try to
309 talk to them woman to woman.

310 **Interviewer:** Uh hmmm.

311 **Participant 3:** I say, “Hey.”

312 **Interviewer:** In terms of what you consider a safe living, working environment,
313 what is your definition?

314 **Participant 3:** Uh, safe working living environment is where you can go to work
315 every day, do your job and not have to worry about um physical harm, sexual or any
316 other verbal abuse. Um, I , I have a very safe environment where I live and work now,
317 currently. And, uh, you just produce more when you can work in a safe environment.

318 **Interviewer:** Did people tell you what Bagram was like before you got here?

319 **Participant 3:** Yeah.

320 **Interviewer:** What did you hear?

321 **Participant 3:** Um, That you’re gonna hate it. People everywhere. It’s too big. It’s
322 too crowded, too many vehicles. Ahm, I did hear that there were a few cases of sexual
323 abuse and rape, although I have not heard of any since I’ve been here. I’m sure that it’s
324 happened. But I haven’t heard or known of anybody that’s been raped or abused in other
325 than the verbal stuff that I mentioned earlier.

326 **Interviewer:** I see. Um when you got to Bagram, what were your initial
327 impressions when you arrived?

328 **Participant 3:** Um, I thought it was a pretty busy place. But I’m, I tend to be a
329 pretty good judge of character. I don’t really let other people influence my opinion. I
330 kinda like ta experience it for myself. And I, I like Bagram. I mean, they have a lot of
331 things to do. It seems like they try to um, do different things like with the Hispanic
332 Heritage month, Black History Month, Asian Pacific. I like the fact that they try to
333 include all groups. So, that, that’s awesome. They are trying to make sure that the morale
334 is pretty high here in Bagram, and I think that it is.

335 **Interviewer:** What types of recreational activities do you involve yourself with
336 in Bagram?

337 **Participant 3:** Um, I’m heavily involved in the church and in the choir here. I’m
338 also involved in the um, Masonic group here. They have an um Chapter, Order of the
339 Eastern Star and we do a lot of things. We just collected some clothes for the battered
340 women’s shelter in the states. So that takes up a lot of my time. That kinda helps the time
341 go by. And kinda keeps me, you know, busy when I’m not at work. Because our work

342 environment is pretty laid back, like I said, and our LT is pretty open to like if we, if I
343 say, well LT today can I use the truck. We're gonna take some clothes to the Post Office
344 for the battered women's shelter. He's like, well long as there's no mission going on ,
345 that's fine. So, it's pretty awesome. And um, our first SGT's pretty, um, involved. Our
346 original First SGT from the second Task Force, had to go home. His wife passed away.
347 So the new first SGT, he's actually a Master SGT, hasn't been promoted to First SGT
348 yet, he's like, you know, anyone that's struggling with PT, like I told him, I passed my
349 PT test. I'm not, what the weight I'm gonna be at, and I don't think that my time is fast
350 enough, even though I pass, I wanna be, I don't want to just barely pass. So he walks
351 with me every night. You know, hes, hes very adamant about anybody that wants to try
352 to get help. So, he works out with some of the women, and even some of the guys in the
353 morning at PT, so, my work, my work environment is pretty awesome at this point.

354 **Interviewer:** Nice. Um, when you think about, and you described a little bit
355 already about some of the relationships that you've seen and heard, uh, what is your
356 impressions of interpersonal safety among soldiers, sailors, marines? When I say
357 Interpersonal Safety, it could be anything from sexual harassment to sexual violence, or
358 the lack of, or it could be aggravated assault, it could be issues related to homicide or
359 suicide....um, what are your impressions?

360 **Participant 3:** Um, I feel like the interpersonal safety, they handle it, they try to
361 handle it as best they can. With SgT <K>, they just moved him. Which was great for us,
362 but the receiving end, I don't know how great it is for them. I mean I haven't. I've tried
363 to talk to some females that have come up from R&R and it seems that he's still doing the
364 same thing. He's just gotten a little more crafty with it. And then they say he seems to
365 do it with people that are lower enlisted. So they feel like, well he's a big E-7. So I feel
366 like they try to take care of the problem but not necessarily in the best way, like it would
367 be better if he got some kind of help.

368 **Interviewer:** Uh hum.

369 **Participant 3:** And um,

370 **Interviewer:** Do you notice relationships between other soldiers, sailors,
371 marines, either out in town or with your church group or anything that just uh, just gives
372 you an impression of interpersonal safety, whether or not it's really, really good, or

373 whether or not it's not so good.

374 **Participant 3:** Yes, and I think its so ironic how they don't really monitor the
375 singles, but people that are married, it seems like, you know, this is somebody that you
376 took vows with, who you're supposed to be having sex with, and they don't do anything
377 to really kinda help them. Like sometimes they discourage the fact, that them living
378 together. Which I think is crazy, because I'm like, "This is this person's husband or
379 wife." But you have the single person over here who you know is sleeping with five, six
380 people. But then nothing, it's like hush hush, Nothings really said.

381 **Interviewer:** So have you known married couples in theatre?

382 **Participant 3:** Um, I've, I've known of, um like before um, this group came, um I
383 have a couple of friend s that were a married couple and they weren't in my unit, but they
384 were allowed to live together. But in this group, this particular Task Force <R> it doesn't
385 seem like they try ta accommodate that at all. It's kind like Oh well, you know, and I and
386 I the last group they made sure um like if you were stationed in one place and your
387 husband was somewhere else in Afghanistan, they would let each other see each other.

388 **Interviewer:** Uh hmm.

389 **Participant 3:** They don't really accommodate that here. And then, from what I
390 understand like I said I can't really say um, that I experienced it personally but an E-7
391 who came from Sharanna, she was like, "Oh we don't do that." We make sure they are
392 separate, and I was like "Why? Why do you do that? That doesn't make sense to me.
393 They're married. This is something where you should allow them and you don't and the
394 single people are runnin rampant." It makes no sense to me.

395 **Interviewer:** Uh hmm.

396 **Participant 3:** So that I think is kinda backwards. But.

397 **Interviewer:** I gotcha. Um, just um, thinking about changes on Bagram, has
398 there been anything that has made things better in terms of interpersonal safety, or worse
399 in terms of interpersonal safety. Not just within your unit, but overall base?

400 **Participant 3:** Um, the overall things I like about BAF is the posters. They're
401 everywhere. So the people who are having these issues, there, you know where to get
402 help.

403 **Interviewer:** What kind of posters do you mean?

404 **Participant 3:** Um, the ones about sexual abuse, and you know, um, any kind of
405 sexual violence towards, not just men, just the different ethnic groups, cause a lot of times
406 I think that we as women, it happens to us I think maybe a little bit more and we get
407 taken care of maybe, but it happens to men and they don't, that's something you don't
408 hardly ever hear about. But the, I think the posters help. And then, um, there's all kinda
409 resources on BAF that you need., chaplains, you know you've got um, a different
410 counseling that you can go to. So I think that BAF is pretty proactive. They're, They're
411 getting better. I mean, since I've been here, like I said, almost a little over a year um, like
412 I said, I got here last August, I can see where they've tried to make sure to get the word
413 out, you know, this is going on. The Army does not condone it. This is where you can
414 get help and we're gonna deal with the person that's perpetrating.

415 **Interviewer:** And how do they do that? Do they do that with things other than
416 posters?

417 **Participant 3:** Um, we've gone to several trainings, and things are being put up
418 there and said, and I think that a lot of that too is because some of the situations that have
419 stemmed from different units such as the issue with SGT <A>, that, OK, we gotta deal
420 with that because we don't want it to get out of hand.

421 **Interviewer:** Uh hmm.

422 **Participant 3:** So, they, they've done pretty good, as far as dealing with the
423 person whose being perpetrated on. Just not so much with the perpetrator. The need to
424 kinda deal more with the perpetrator.

425 **Interviewer:** Uh hum.

426 **Participant 3:** Get them some help. Cause they need some help too. They
427 shouldn't just be like, Oh they did that, let's move them over here. OK, now they're over
428 here, now what are you gonna do with them?

429 **Interviewer:** Right

430 **Participant 3:** Cause you want them to not do that to someone else, and to get
431 them the help that they need. So I think that they've come a long ways as far as dealing
432 with the victim part they just need to deal with the perpetrator a little bit different.

433 **Interviewer:** What about, ah, sports activities, things like that on BAF? Do you
434 think it's really great, or are there things you would add? Things you would take away?

435 **Participant 3:** I think it's really great. Um, the only thing that I think that's been
436 bad is that they used to have basketball, and because of the floor they've had some issues
437 with the floor, and cause that's a good release too, for um soldiers to get out and do some
438 physical, like they have aerobics um, they got Tae Kwon Do now going on, they got the
439 Salsa night, and then salsa lessons. I think that's awesome. And I've seen some, like,
440 Flag Football, I think that they're, you know, the athletic part, the recreation part is
441 awesome the MWR program is pretty good on Bagram.

442 **Interviewer:** Any trouble areas that you're aware of, on Bagram that in
443 particular, you've heard, um that there might be more interpersonal safety issues in one
444 area of Bagram than another?

445 **Participant 3:** No, I haven't heard that, but I do like, I guess it's because I'm
446 older, and I have children, I have a younger daughter who is 23 and she's also in the
447 military, she's in the National Guard in Colorado, yeah, my son-in-law's in Iraq. So the
448 things I tell her, like I said, "Always be aware of your surroundings." There's some
449 places in Bagram that are really well lit and there's some that are not. I always tell
450 females in particular, even though I have some males that call me mamma too, I tell them
451 too, and be careful, you know, it's dark. You don't, you know, just cause we all get
452 comfortable in the fact we all live on a FOB, cause things do get perpetrated to people on
453 a FOB too. Always kinda be aware what's going on.

454 **Interviewer:** So lighting is important?

455 **Participant 3:** Yes. Very important. There's some places on BAF, I'm like
456 phsew, it's kinda dark over there. Like even in the Chapel area, its really dark over in that
457 area, and I'm like you know, you'd think they would light it explicitly, but because the
458 MP station , I guess it's because they feel like the MP station is right there, but that
459 doesn't mean anything to some people, you know, they're like, phsew, they'll do
460 whatever. So, lighting, and then there's some issues like down towards the infantry
461 villages its kinda dark through there too. I have some friends that live over there. Um
462 usually we try to travel in groups of two. Either they haven't really made that mandatory,
463 they put it out you know, not just females, they say, if you're going somewhere, take
464 somebody with you. That makes good sense, in case something happens to you. Or you
465 know, that way someone can say well these two were together, and the likelihood of

466 something happening at least to both of you, is pretty lower than just one person, so that's
467 pretty awesome. And we try to do that, um, any time I'm riding with people in my truck,
468 I usually wait, and I think they think that's crazy, but I wait till they get all the way in
469 their B-Hut, and then either I, if I don't walk up to their door, I make them call me. Hey
470 are you good, is everything good? Cause you never know, you might get in the B-Hut
471 and like, not necessarily a physical threat, is from a human being, it could be like there
472 was a cobra found, you know? In somebody's B-Hut. So I, I'm just very aware of that.
473 Although sometimes probably just a little too much, cause I am a mother and a
474 grandmother. But you know, most of the people that I hang out with are younger than I
475 am, so I kinda am a mother figure, so, yeah, there are some places that are a little darker
476 that I would like to see a little more well lit.

477 **Interviewer:** Any um, programs or anything that you would take away from
478 BAF?

479 **Participant 3:** Um, no. There's another program that I'm really interested in that I
480 haven't got to start yet, and that's the "love and respect" program. Um, I wanted to go,
481 A. I wanted to see what its about and B. that maybe it might be a good program for some
482 other people to go to. So, I'm gonna try to

483 **Interviewer:** Do you know what that's about, the love and respect program?

484 **Participant 3:** Um, I, I'm not really sure, but from what I've, what I've been told
485 I kind of it like how to treat each other. So, I kinda want to go so I can experience it for
486 myself so I can tell some other people. Most of it is about love and respect. People, they
487 don't know how to respect and love one another. And I think that if they, they got the
488 class, a lot of things and issues wouldn't come up. Cause you would know how to deal
489 with someone. And, like I said, some people, its not intentional, its just the way they were
490 raised, maybe they were abused as children and I really, really wouldn't be surprised if
491 with the eh, the example of SGT <K>, if he wasn't abused when he was younger.
492 Because it just seems like it. Maybe he thinks it's OK, maybe his mom got treated like
493 that. So he seen his father, or some male, treat his mother like that, and thought, oh this
494 is how we're supposed to treat women so I, I think that's one of the programs that I would
495 like to definitely check out, I think that's probably helping a lot too. They do have a lot of
496 things on Bagram, a lot of classes you could take, not just about interpersonal safety or

497 skills and love and respect but like college so you can do something better yourself here
498 too. So I think that BAF has come a long way and they're giving...they're really rounded
499 and they've still open some new ideas and they're trying to do other things too, they're
500 really open to suggestions, you can make suggestions and it seems like the command here
501 is really trying to see what's going on with the community.

502 **Interviewer:** In the time that you've been here would you say that it's improved
503 or not improved?

504 **Participant 3:** I would say it is improved, it's improved.

505 **Interviewer:** Have you had any dealings or...what am I trying to say...occasions
506 to deal with suicide issues at all?

507 **Participant 3:** We've had our First Sergeant commit suicide and then he didn't do
508 it here, it was on the FOB but it was in the brigade so of course you had to talk about it
509 and deal with it. I think that suicide is a little more problem than what people are like,
510 there's still a lot of stereotypes, like if I talk about and maybe that person will do it. I
511 think the Army's doing really well with that, you can mention it to that personnel not
512 going to push them over the edge that this probably what they need. I'm a people person
513 so I kinda tend to get people's have it, so when you notice something different. I also
514 work at a correctional facility at home, so we do have a lot of suicidal people too. So, I'm
515 pretty good about picking up when somebody's ahead, that's just quite right or why are
516 they giving all their stuff away and we've got some wants to go, you're not going
517 anywhere, you've already been on, so what do you mean you're going home and things
518 like that.

519 **Interviewer:** Any females that threaten suicide or that you've seen?

520 **Participant 3:** I haven't seen any females since I've been here. The female ratio is
521 pretty low here, so we tend to be a tighter knit group, kind of tend to cling on each other.

522 **Interviewer:** What about um drug or substance abuse, have you seen any of that
523 here or are aware of it?

524 **Participant 3:** I haven't seen any of it here, I know that it happens. Um, we had an
525 incident not too long ago where an E-6, um some MP's were doing a patrol or something
526 I don't know some kind of altercation came about between the E-6 and the MP's and they
527 think that alcohol was involved. I know that you can get alcohol on BAF because there's

528 civilians and then you've got other military, Polish or whatever who are allowed to have
529 alcohol. So it's accessible if you want to get it. I'm not a drinker so I don't drink but
530 there's been sometimes when I've been on Disney and I've seen some violence, I
531 personally said they are intoxicated you know like what's going on with them and at one
532 particular time I kinda followed not really close kinda at a far distance because it was
533 male, I don't if he's gonna be violent or whatever, I just kinda watched to make sure that
534 he got to his B-Hut safely and I was like I even asked him, "Are you okay," and he's like,
535 "Yes, I'm fine. I'm just not feeling really well," I was like, "Okay," then he got on to one
536 of his B-Hut and he was okay but I really starting to think that maybe he's under the
537 influence.

538 **Interviewer:** Ever seen any females that you suspect of intoxicated?

539 **Participant 3:** No, I haven't seen that. I haven't seen any female, I'm sure that it
540 happens but I haven't seen any.

541 **Interviewer:** And you said no real encounters with the drug abuse or anything
542 that...

543 **Participant 3:** Not here, no. In Solarno where my unit is, we have several cases,
544 of males um, um, on being on some kind of drug or huffing cans of air which is very
545 dangerous. Which I think that's just really crazy and they've gotten into some drug
546 UCMJ actions but again they sent them here and trying to go to Germany or trying to go
547 home, but they didn't really do anything for the person, you just kinda move them and
548 okay they've got into trouble, let's get rid of them.

549 **Interviewer:** [inaudible 00: 38: 01] oops, wow, let me see if I can open up this
550 door, our power just went out. Okay. Here we go. I feel like Mr Mugu. I don't know what
551 that was about. Okay.

552 **Participant 3:** Are you trying to tell us something?

553 **Interviewer:** I'm telling you, time to get out of here. Well just a couple of more
554 questions for you, actually probably just one more in just terms of if there's anything else
555 you would like to say or you would like to emphasize in terms of interpersonal safety
556 among military personnel, particularly as experienced as a female, what would you like
557 to share?

558 **Participant 3:** Um, I just would like to see I say I think we've come millions of

559 miles on the victim and I would just like to see the perpetrators get some more help
560 because you're not really doing the victims any good if you just move the perpetrators
561 somewhere else and there's some new victims, so I would like to see that. I think they
562 said we've come a long way with okay if this is happening to you, this is what you can do
563 to come forward, but what about that person who's doing it, they haven't done much with
564 them.

565 **Interviewer:** Thank you so much.

566 **Participant 3:** You're welcome.

567 **Interviewer:** I really appreciate your time.

568 **~End Transcript~**

- 1 Appendix N: Transcript Interview Participant 4
- 2 **Interviewer:** OK. Okie-doke. So, tell me a little bit about how long you've been
3 here in Bagram?
- 4 **Participant 4:** I've been here since June the 18th, ah 2010.
- 5 **Interviewer:** And uh, tell me a little bit about your – what's your age?
- 6 **Participant 4:** I'm 35.
- 7 **Interviewer:** Okay and tell me about your educational background?
- 8 **Participant 4:** Okay. I have an associate's degree in computer networking
9 information systems, about 14 classes away from my bachelor's degree in business.
- 10 **Interviewer:** Nice.
- 11 **Participant 4:** Thank you.
- 12 **Interviewer:** Congratulations. And, ah, did you do a lot of your school in
13 through the military or did you do it on your own?
- 14 **Participant 4:** Actually the associate's degree is done before I got in the military
15 and now I'm doing the rest of it while I'm in with Tuition Assistance.
- 16 **Interviewer:** That's a nice benefit.
- 17 **Participant 4:** Yes, it is.
- 18 **Interviewer:** OK. Um. Going into the interview a little bit right now, I want you
19 to think about interactions with your peers, fellow military personnel. Tell me how you
20 would define or describe a safe living working environment when thinking about your
21 peers and thinking about supervisors and your surroundings?
- 22 **Participant 4:** Um, I think um, the environment here, living environment is safe.
23 I guess I want to talk about its well litted at night, um. There's always people walking
24 around, I feel safe, well protected.
- 25 **Interviewer:** Um. Are you feel like interactions between military personnel are
26 good all the time or?
- 27 **Participant 4:** Yes I do, but again um with the long deployments I think that
28 wears on everybody, seeing everybody everyday, it wears on you and all I think we all
29 have good working environment.
- 30 **Interviewer:** When you say "wears on you" what does that mean to you?
- 31 **Participant 4:** We have an hour of 12 hours shifts everyday ma'am and ah I guess

32 it'd be long. It's long. (laughs)

33 **Interviewer:** Do you get any days off?

34 **Participant 4:** No, we don't. I don't. Um. My supervisor and my sergeant, she
35 may or will give me a few hours off, here and there, but we work everyday.

36 **Interviewer:** How do you feel about that?

37 **Participant 4:** I don't think it's necessary to work everyday. Well, maybe six
38 days out of the week or perhaps six and a half days, maybe just work six hours on
39 Sunday, I think that would be better, give people a break.

40 **Interviewer:** I see. Um. Tell me a little bit about what your initial impressions
41 of Bagram were like before you were deployed here? What did people tell you or what
42 did you think it would be like?

43 **Participant 4:** Well, what I was told that this was really not a...if, if you were
44 deployed here it was a joke to be deployed in Bagram, ah it's not really being in combat,
45 a combat zone as I was told it was a joke.

46 **Interviewer:** What kind of people told you that?

47 **Participant 4:** Um. This was someone who was prior air force came into the
48 army, met her right as we get to our permanent duty station, they deployed her first and I
49 stayed for 12 months, um so yeah.

50 **Interviewer:** Why did she think it was a joke?

51 **Participant 4:** Um, I think remembering back why she told me that because yall
52 didn't get hit, Bagram didn't get hit a lot I was told yeah, it's because you had the
53 massages, you get the spas here. At the time you all had Burger King and some other fast
54 food restaurants and you got a lot of contractors here. So its um, it's kind of more laid
55 back.

56 **Interviewer:** Laid back compared to?

57 **Participant 4:** Um, I would think compared to being on FOB (name). As you
58 know its nickname "Rocket City, so.

59 **Interviewer:** Rocket city.

60 **Participant 4:** Yes ma'am.

61 **Interviewer:** No, I didn't know that.

62 **Participant 4:** Yes it is.

63 **Interviewer:** OK. And then, what were your impressions of Bagram when you
64 got here?

65 **Participant 4:** Well, because I came from (FOB name) I did do four months stay
66 here. So, um, coming here was a whole lot different because it's more active here. Ah,
67 you have more people here, you got more cars. You got more contractors here. You
68 could very well experience road rage here.

69 **Interviewer:** Why do you say that?

70 **Participant 4:** Yes, because I've experienced it.

71 **Interviewer:** Uh hum. What would cause the road rage here?

72 **Participant 4:** I'm trying to get somewhere. I'm trying to get to the pax terminal,
73 I'm trying to get my pax to the pax terminal and it's just not in the cars or jingle trucks or
74 just traffic on the Disney on that strip. Its like, "Oh, I got to get there." Um, It's like I
75 just got to get there so I could move on to the next task. (laughs a little). I don't know,
76 it's crazy (laughs) but ah (FOB name) was so much quieter. My time there, I loved it, I
77 miss (FOB name) because they'd never hit us. Coming here the boom and the big
78 brother as they call it, announcement, the Bagram has here, it's all different. It's very
79 different.

80 **Interviewer:** So, you hear more ballistic activity here?

81 **Participant 4:** Yes ma'am. A whole lot more.

82 **Interviewer:** OK. Um. What type of recreational activities are you involved on
83 in Bagram right now? Anything?

84 **Participant 4:** Well ma'am, when I first got here I was going to church but again
85 my work schedule with me being the only, um, the only S-1 I have to, ah, you know, be
86 available.

87 **Interviewer:** What's an S-1?

88 **Participant 4:** Human Resources ma'am. I think they used to call em pack clerks
89 back in the day, not sure I got the term correct.

90 **Interviewer:** OK. Um. So, no other recreational activities that you get to
91 participate in or is it mostly because they don't have anything that you would like to
92 participate in or is it time?

93 **Participant 4:** It's just time.

- 94 **Interviewer:** I see.
- 95 **Participant 4:** Yes ma'am.
- 96 **Interviewer:** Um, When you look at how your fellow Soldiers, Sailors, um
97 Marines, different people in the base interact with each other from your time and
98 experience. What is your impression do you think that it's a safe level all the time or
99 have you seen any interactions that were concerning?
- 100 **Participant 4:** No. Um. I haven't seen anything that concerned me. Ah, I tend to
101 – I speak to different people, ah, different parts of the military or branches of the military
102 and I've ah, had good experiences since I've been here.
- 103 **Interviewer:** Any experience at all with people that have tried to commit suicide
104 or homicide? Do you have any knowledge of that and what are your experiences with
105 that?
- 106 **Participant 4:** No ma'am, not here. No and not on, not on (FOB name) either ,
107 no ma'am, so that's been a good thing, (laughs) it's a good thing.
- 108 **Interviewer:** What about substance abuse?
- 109 **Participant 4:** When you say substance abuse...
- 110 **Interviewer:** It should be anything from alcohol to drugs to even, ah abusing,
111 over the counter medications?
- 112 **Participant 4:** Yes ma'am. Well, I can only say I've heard that people, Soldiers
113 or whoever or whatever you want to call them, they are getting a hold to the alcohol here.
- 114 **Interviewer:** Do you know how that's happening?
- 115 **Participant 4:** I don't, I don't, I didn't ask.
- 116 **Interviewer:** Don't ask, don't tell.
- 117 **Participant 4:** Yes ma'am, so yes they are, probably thorough the mail. Not even
118 sure. Maybe through perhaps of the soldiers or yeah.
- 119 **Interviewer:** Yeah. Any drug user you're aware of that you have heard about
120 or?
- 121 **Participant 4:** No ma'am.
- 122 **Interviewer:** Nobody with drug problems or anything like that?
- 123 **Participant 4:** No ma'am, not that I know of.
- 124 **Interviewer:** OK. Um. Let's see, you got here in June, in that time period have

125 there been any positive changes or negative changes on BAF that you've noticed in
126 regard to interpersonal safety?

127 **Participant 4:** Humm. No, I don't think so.

128 **Interviewer:** No, nothing that's been an improvement?

129 **Participant 4:** I take it back, the T-walls.

130 **Interviewer:** T-walls?

131 **Participant 4:** Yes ma'am around the North DFAC.

132 **Interviewer:** Why is that – is that an improvement or negative?

133 **Participant 4:** I guess improvement.

134 **Interviewer:** It's an improvement.

135 **Participant 4:** Its improvement ma'am ah, you see because I think in May you all
136 got hit. I wasn't here. So, ah, and it, and with me being stationed over near that area, I
137 think that's an improvement.

138 **Interviewer:** Why do you think that?

139 **Participant 4:** Ah, I'm hoping that the T-walls will stop any mortars or any of
140 that stuff from, from hitting us.

141 **Interviewer:** Uh hum. Any um experience with people in your unit who've had
142 issues related to significant other abuse or domestic violence abuse, anything like that or
143 uh, people when they go home have to face domestic violence issues that you know of?

144 **Participant 4:** No ma'am.

145 **Interviewer:** No. What about your workplace situation?

146 **Participant 4:** It's pretty it because good work environment, um it's just me and
147 my sergeant. We have some other soldiers in there with us. It's a good working
148 environment.

149 **Interviewer:** Are you the only female there?

150 **Participant 4:** No, I'm not.

151 **Interviewer:** How many do you have there?

152 **Participant 4:** Two.

153 **Interviewer:** Two and in general the work environment's pretty respectful,
154 pretty safe or not so respectful?

155 **Participant 4:** It is. It's respectful and it's safe.

156 **Interviewer:** Good. OK. Is there anything else that you would like to share with
157 me today regarding what you consider important in terms of interpersonal safety
158 relationships between military personnel and the deploying environment of Bagram?
159 Particularly as a female the deploying environment of Bagram things that you would like
160 to see improve or things that you would like to see available that you think would help
161 relationships?

162 **Participant 4:** No, I think it's good.

163 **Interviewer:** Okay.

164 **Participant 4:** I'm sorry.

165 **Interviewer:** That's okay. Well I really appreciate your time, for your time to
166 talk to me today. It's been very good help.

167 **~End Transcript~**

1 Appendix O: Transcript Interview Participant 5

2 **Interviewer:** So, um, just to reiterate, how long have you been here stationed in
3 Bagram?

4 **Participant 5:** Four months.

5 **Interviewer:** And your age? You're how old?

6 **Participant 5:** Forty-one.

7 **Interviewer:** Tell me a little bit about your educational background.

8 **Participant 5:** Um. Well, since I've been in the military for twenty-one years and
9 they're very adamant about education, I have four CCAF degrees for every career field
10 I've been in. I have my bachelor's degree and I have a dual master's degree.

11 **Interviewer:** OK. In what, um?

12 **Participant 5:** My masters? It's in human resources development and leadership
13 and management. So yeah.

14 **Interviewer:** Nice. Okay. I'll keep you busy, right?

15 **Participant 5:** Yes.

16 **Interviewer:** So, we're going to talk a little bit about, um, the area of Bagram.
17 But, one thing I want to know first is your definition or your understanding of what a safe
18 living and working environment is? How would you describe that?

19 **Participant 5:** Um. Living environment, um, I need to be able to lock my door
20 even if it's just a latch to me that gives a sense of security. Lights if I'm having to walk a
21 great distance, you know, I need to be able to see where I'm going only because I don't
22 know what's hiding into the corners and such. Work environment, um, yeah, pretty much
23 just professionalism is a safe environment, hostility, anything like that can make me feel
24 just uneasy all the time where you just don't want to be to work or something along those
25 lines, but yeah, I think.

26 **Interviewer:** Okay. Um. Before you came to Bagram what was your initial
27 impression, what the people tell you Bagram would be like before you came?

28 **Participant 5:** Well, I was deployed in 2008 to ISAF so I've been through
29 Bagram but only coming through so I knew it was big and I kind of wasn't looking
30 forward to big because ISAF was smaller so there's a certain sense of cozy, homey I
31 guess.

32 **Interviewer:** Uh hum. And where was that ISAF?

33 **Participant 5:** ISAF, it's in Kabul, yeah it's at the headquarters there. So – um
34 and before I came I didn't know that I was coming to BAF. Um, I actually didn't know
35 where I was going at all, it was one of those deployments, just kind of go and when you
36 get there, hopefully someone will know where to put you. So, I got here. I was actually
37 supposed to go to IJC. IJC said "we're full" so here BAF was like, "Well, how about if
38 we put you over at the (name), we can really use a senior and see you over there," I said,
39 "Sounds great to me," because that means my travelling stops and I can start settling in.
40 So, I hadn't any preconceived notions about BAF because I didn't research it because I
41 didn't think I was going to be here.

42 **Interviewer:** So, once you arrived, um, on Bagram, what was your impression
43 when you first arrived?

44 **Participant 5:** Um, as far as I was familiar with the, with the terminal area. Um,
45 it was the B-Hut area I think that kind of took me off guard cause it looks very ghetto, it
46 looks haphazard slammed together and there was no rhyme or reason, it didn't seem to it
47 and I was little worried, – um, so but I got shown to my room and it was actually very
48 cozy because I was expecting roommates and bunks and all this other stuff, but the B-
49 Huts give you that sense of, you know, "This is my little spot," so it got better plus the
50 fact that the B-Hut was right next to the bathroom. When I was deployed last time, um,
51 where the girls lived, there were bathrooms within where we lived. It was almost like a
52 big apartment complex if you will. It had upstairs. All the officers stayed upstairs,
53 enlisted stayed downstairs, but you had bathrooms at the end of each hallway and
54 showers so you don't have to walk out, so um the fact that the bathroom was very close
55 to where I was going to be staying also a huge brownie points. So, yeah.

56 **Interviewer:** Does everybody have a bathroom close to where they're staying?

57 **Participant 5:** I don't think so. I don't think so. Um. As a matter of fact they're
58 talking about possibly me moving here to this camp when the 300th rips out and the
59 210th comes in because the 210th will be living here, but I know there's only one
60 bathroom, female bathroom over there, so no matter where you live on this camp it's a
61 long walk to the bathroom which again to me is a pain in the butt because it's not well lit,
62 you're walking across rocks and unless I want to put my uniform on, full sneakers, all

63 that kind of stuff it's just kind of a pain bathroom situation.

64 **Interviewer:** I see and that's important?

65 **Participant 5:** It is. I...Yeah. Especially you know you got to wake up in the
66 middle of the night, having to go pee is one thing when you're at work, I mean, hell I'll
67 go do it on the side of a bush if I have to but when it's in the middle of the night and
68 you're half asleep and you have to go, my, my wits are not always...I'm half asleep
69 trying to walk to the bathroom and you just don't wanna... I don't know how many times
70 people would just go; I'd rather just not go because it's a pain in the butt to go to the
71 bathroom, I'll wait till morning. So yeah.

72 **Interviewer:** I've heard a man say that they just use a water bottle.

73 **Participant 5:** Right, not an option here. I mean for one, our aim is not the same
74 and for two no, I think I'll hold it but yes, that's um, locations of bathrooms and shower's
75 important.

76 **Interviewer:** Okay. What type of recreational activities do you participate in on
77 BAF?

78 **Participant 5:** See, that's really interesting because even when I was thinking
79 about talking with you, my social status is different this time than I was deployed last
80 time. When I was deployed last time I'd go out all the time, I was single. You'd go out
81 all the time, what's going on at the enlisted club, who's doing this, who's doing which,
82 just out all the time finding something to occupy your time. I've been here for four
83 months and have been nowhere but to my B-Hut and back, and the DFACs. Um. I know
84 there's Salsa night, hip-hop, there's so much to do but I really just don't have a desire.I,
85 so...

86 **Interviewer:** Is it the desire or you don't have time?

87 **Participant 5:** No, I just don't have the desire. There is time, you know, in the
88 evenings when we leave, but I honestly think that the biggest different I'm engaged this
89 time around. I just – I'm perfectly content ah, as long as I have my iPad and my iPhone
90 and my computer, I have plenty to occupy my time, I don't get bored. You know, I
91 mean, I don't know how many times...

92 **Interviewer:** Was that with friends?

93 **Participant 5:** Well, the girls were all in the B-Hut and that's funny too because

94 we'll talk at each other while we're Skyping each other, while were on Facebook
95 watching a movie. I mean, you know the technology just makes you, "I don't feel bored."
96 Um. As a matter of fact last night was quite nice, it was very drama full. We have a
97 mouse visitor and so we were all piled on to one bunk but I was the brave soul who ran
98 outside to the smoke pit and ah didn't have – I was quite embarrassed to say we have a
99 mouse so I simply said, "Um, can anybody help us in the B-Hut?" so of course there's
100 three guys who come and it wasn't until we were halfway to the B-Hut that I tell them,
101 "Please don't laugh, it's a mouse, I have him trapped with this big long pole in the AC
102 unit." So, but anyway um it's just as a good atmosphere in our B-Hut, anyway. You
103 know, we talk to other each other across down the hall, nobody's um activities keep –
104 you know, we don't have people coming in at one, two o'clock in the morning or
105 anything like that, so it's a good environment in the B-Hut.

106 **Interviewer:** Going back to the mouse, what did the guys say when you tell
107 them about the mouse?

108 **Participant 5:** They were very wonderful, they didn't – they treated it very
109 seriously, they went through the tubing. They went outside, they pulled off this plastic
110 that um the AC cords and cables that covered it, they pulled that off and they found a nest
111 up in there. So, they pulled out all the stuff, they brought us back mousetraps and so
112 yeah. Now, when they went back to the smoke pit, there could've been a lot of smoking
113 and joking but no they were very, very cool about it, no laughing, no chuckling. They
114 didn't blow us off like, "Oh god," its gone, you know, let go, it's gone. They actually
115 went rooting through trying to make sure, and then brought us back the mousetraps and
116 everything so yeah. We still didn't sleep for quite a while afterward because the mouse
117 appeared right next to someone's bed, that's what – on the ground scurrying away, that's
118 fine, but when you're that close to where I sleep, oh no no no no no, so anyway, but it
119 was good. It was good.

120 **Interviewer:** Are there any activities you would participate in on BAF if they
121 were here?

122 **Participant 5:** If stuff was CLOSER definite and I think that's the biggest thing,
123 everything is so far away and it isn't really but it is when you compare it to a previous
124 deployment like even people who are at FOBs like at Ghazni, or Bamyán, they come here

125 and it's just, it's so big, it's huge. So, but the more you wander out the smaller a place
126 gets, you know, the more you go out and about, um the gym, the shower, the DFAC, all
127 that stuff, no not really. No.

128 **Interviewer:** So, you do go to the gym, to those places?

129 **Participant 5:** Yeah, I'll go to the gym here on Black Jack or I'll go to the gym
130 by where we live or I'll go to the Rock, so I'll go to one of those. Yeah. But um...

131 **Interviewer:** I see, but no activities that you would participate in if they were
132 here?

133 **Participant 5:** Not really. Not re.. I mean, I like um. The things that have caught
134 my eye but I just haven't gone, have been all the live music. You know, when they have
135 a band playing or something like that, I would, I enjoy that. I'm not so much the Hip-
136 Hop night and the Salsa night. I think that's very much for singles kind of thing, and I
137 mean that's the feel I have always had. You know. Yeah. You go to the bars, you do this,
138 you do this, that's where singles go to meet people and then when you're not single
139 necessarily, you know, what other things, well to go see a live band, um, just to hear
140 some real music, people's talent and stuff like that, I think that would be nice.

141 **Interviewer:** Okay. Um. Looking at um, your impressions or your experiences
142 with issues such as workplace violence, have you had any issues related to workplace
143 violence or known people who've had issues related to workplace violence here on BAF?

144 **Participant 5:** No. We've had our share of temper tantrums, the stress and being
145 angry with each other um, but nothing – I know the environment, I try to get these guys
146 especially if I get tensed or I stress out, I make sure that whoever I stressed out on that I
147 apologize to them in front of everyone. If stressed out on you in front of everyone then I
148 owe you apology in front of everyone. Um. Just trying to show them that it's not the end
149 of the world just because you stress, its how you manage it and handle it and how you
150 handle yourself after. Um. So, I think that's been helpful because – especially that media
151 conference that we had, that was very stressful towards the end, well in the middle. The
152 end was fine because we had it planned out, ready to go but the middle where there were
153 so many people trying to decide what to do and then being the ones to execute logistically
154 I'm like, "I don't care what we do, just tell me what we need to do," because if it fails
155 logistically that's us, not the people who planned it from the beginning. So, when we

156 were trying um to get that plan in motion, lot of stress, lot of...you know.

157 **Interviewer:** No issues from superiors or anything like that?

158 **Participant 5:** No, not so much. They knew we were under a lot of pressure too.
159 Superiors were trying to get what we needed, but what we needed but anytime you plan
160 something big it's just – there was nothing abnormal about it, just it took way too much
161 longer that it needed to, to get that final plan so we could say, “Okay, got it, let's roll.”

162 **Interviewer:** So, you're saying your Command's pretty good?

163 **Participant 5:** I think yeah. I think there are multiple chains for this office right
164 now because you have the unit chain which is Major (name) but then you have the PA
165 chain which is Major (name) and now you have the RCC, the Regional Communications
166 Command which is Colonel (name), all of them coming down on this office tasking and
167 dictating and this, that and the other. So, at one point I did have to say, “Okay guys, you
168 have to understand you might only be asking for one thing and you're asking for one
169 thing, but I have three offices and so we've got to come up with a plan here,” and so we
170 have and ah it works out well. I think they trust me enough if I tell them we can't handle
171 it that I'm not just saying we can't, I mean I'm serious we can handle it, but I try to not
172 take advantage of that and let them know everything that we have going on so – um
173 because it was a lot for a while. There was a lot of people so if they were getting
174 stressed. So to them I'm all, “Hi, yes, no it's fine, I got it,” and to these guys I'm going,
175 “Rawr, You can't do that.” So, when you're kind of in the middle trying to be the
176 gatekeeper for everyone.

177 **Interviewer:** What about issues related to suicide, have you had any experience
178 or encounters with suicide on the base at all?

179 **Participant 5:** On this deployment, no.

180 **Interviewer:** Any issues related to homicide? Anyone with the issues related to
181 gun play, pointing a weapon, anger in that area?

182 **Participant 5:** No.

183 **Interviewer:** What about physical assault that you're aware of at all?

184 **Participant 5:** No, no, it's mostly um attitudes, bumping heads but I don't think
185 any of them have gotten to the point where anyone has stewed over it or been left alone
186 long enough. Um, I know these guys are getting ready to leave so I try to tell them about

187 the death of a group and you're not gone until your gone, we got to stay together just a
188 little bit longer but it's okay that you're starting to...your mind it going to wander, you
189 know, um but it's mostly bumping attitudes but I don't think – plus I've only been with
190 these guys for four months so, um no.

191 **Interviewer:** Any issues in your staff or personally at all with intimate partner
192 violence or domestic violence either here or when people go home on R&R, that kind of
193 thing?

194 **Participant 5:** No. I know though that prior to me getting here there were a few
195 folks that actually did go home early due to relationship issues back. One was here, one
196 was back home, not handling the deployment well. I'm going to leave or something
197 along those lines and so they ended up um being allowed to go home to take care of that
198 stuff because it was getting bad enough I guess, but nothing while I was here. Everyone
199 who was here, I've got um two married folks in that shop in particular and the one gal
200 who – Sergeant (name) who I think she um would enjoy talking with you. I know that
201 her husband has issues um for her safety. Why do you want to go outside the wire, why
202 do you need to do that which adds stress to her because that's part of her job that's why
203 she's here, so I know that causes her some – you know, she wants to do a really good job,
204 she's one of those. Her husbands like, doing a good job does not mean you have to leave
205 the wire and so he doesn't get it, you know? He's never been military so he doesn't
206 understand that pole to do that, so that causes her – put her in a particular plan I think but
207 mostly arguments that kind of thing. I have arguments with mine but it's my fiancé, um
208 but that's – its not – it has not become anything that hasn't been solved after each one.

209 **Interviewer:** It's not abusive...

210 **Participant 5:** No, if anything that makes me angry because he's so
211 understanding, c'mon, but no – because he's military too, so he gets it though where as
212 with Sergeant (name), her husband is not military, so it's harder, it's kind of like you
213 know, I know with me and (name) we have arguments, we solve them, we work through
214 them. With her, they seem to string along, you know, they're not truly because he doesn't
215 understand and I know that's a struggle for her, you know.

216 **Interviewer:** What about substance abuse and alcohol? Have you experienced
217 any of that in any way?

218 **Participant 5:** No. (name) much easier to – well because you have all the
219 coalition forces who were allowed to drink, so getting your hands on a bottle of wine was
220 very easy. You just needed to know the right person. Here it's so big, I would even be
221 afraid to even ask or inquire or whatever but I have not – but again I don't go anywhere,
222 like I don't hangout places where I could possibly see if people were able to get a hold of
223 alcohol or whatever. I know (name) had asked me, "Do you want me to send you those
224 little like airport – those hotel bottles of something?" I said, "Babe you know what, it
225 probably would make me feel ill plus I don't know how Customs work, I'm like, don't
226 even worry about it, just don't even worry about it," but you do, you have people who
227 offer because they feel for you and all that, so I'm just like, "Babe, it's all good, we'll be
228 home soon enough," so, but that's actually his deal is that he had to stop drinking while I
229 was here because he was having problems with me being gone. So, he made the promise,
230 "No, I have to wait until you get home." So, I'm like, "If you're going to promise me
231 that, then you can't be sending me something because that won't be fair." So we have
232 our agreement with that but um, no.

233 **Interviewer:** So, no drug abuse or substance abuse that you know of at all?

234 **Participant 5:** No, with that said, everyone in my shop practically is on a profile
235 though for injured back, injured knees, injured ankle, everybody, I shouldn't everybody,
236 I'm using that very generically but a number of people have to fill prescriptions. There
237 are four in my office who have to get painkillers on a regular basis.

238 **Interviewer:** Do you know what kind of painkillers?

239 **Participant 5:** No, like Captain (name) he's on – he's got arthritis in his hip or
240 something, so he gets some kind of anti-inflammatory and a pain killer. (name) is on a
241 full profile, he has back problems, he gets a couple of different ones because he has to tell
242 me before he takes them because they make him sleepy. So, he tries to put off until
243 towards the end of the day and then he lets me know Sergeant I need to take my meds,
244 okay got you and then I try to make sure that were all heading home because it does, it
245 just kind of makes him loopy which to me I'm kind of confused, I'm like, "Why are we
246 deploying people that have to take meds, that what if something happen?"

247 **Interviewer:** Do they come here this way or?

248 **Participant 5:** My understanding is yes, they had profiles prior to getting here and

249 then they have maintained the profiles while being here, but they're reservists so I don't
250 understand reserve rules.

251 **Interviewer:** I see.

252 **Participant 5:** So, I know for active duty, um one of my girlfriend's who is PA
253 had an abnormal pap smear that made her non-deployable for one year because she has to
254 go back and go back. So they're such sticklers, I just, I was kind of confused to how it
255 was so lenient for the reserve units, but I guess they're hurting for people, I don't know.
256 But um, at one point this shop of six people there was only one that was not on a profile
257 because even our first sergeant had twisted her ankle on a run, she was on a profile. So,
258 one person was not on a profile, that was it.

259 **Interviewer:** What about sexual assaults, sexual harassment? Have you had any
260 experience with that or known anybody who has?

261 **Participant 5:** No. Other than...Yes, the one – the officer from – Lieutenant
262 (name) from one of our PRTs, I have to just look her name up because we have one
263 (name) and one (name) and I always confuse them but she was just here last week
264 Wednesday. She was telling me about major difficulties she's having, where she's at
265 because she's only one of seven females on the whole FOB.

266 **Interviewer:** Oh, she's on the FOB, which FOB is that?

267 **Participant 5:** I don't know.

268 **Interviewer:** It's okay.

269 **Participant 5:** I have to look that up, but anyway she's just really having a hard
270 time to where it's come down to documenting things and making phone calls to
271 AVCENT she's ah Air Force. She's one of two Air Force people on the FOB and one of
272 the seven females on that whole – in that location. Um, here, you have your share of,
273 “So, would you like to go and have lunch, so would you like to have dinner sometimes?”
274 So, whether you're wearing a ring or not, that doesn't seem to matter um but usually that,
275 “Well, no, thank you very much,” suffices. I mean I haven't had anyone who's you know
276 done anything where it's like, “All right, look now I have to use my big girl voice with
277 you because you couldn't understand my nice voice, so let me use my big girl voice,” but
278 no – um, but this I still think that this location is a little bit different because it's so big
279 because (name) totally different, totally. There were people that would catch your name

280 when you would walk by, look up your name and call you on the phone. It was a lot and
 281 it wasn't maybe someone tried to talk to you once a week, it was couple times a day. So,
 282 you literally had to attach yourself to somebody to give the appearance of, "Oh, don't talk
 283 to her anymore," whether that was the case or not because um it was just out of the
 284 woodwork and it wasn't our American military as much as it was the other, other
 285 coalition forces. It was more from them but I think part of that is because in the dating
 286 world Americans kind of – you kind of know how it works, did she look at me? She did
 287 look at me well maybe that's an invitation and with the other guys they don't care if they
 288 saw you and they were interested they would – didn't matter if you looked at them or not.
 289 So, there was those unwritten rules that I think the Americans understand whereas
 290 nobody else did with the other coalition forces, but here it's so big. You almost have to
 291 be in a little niche, your little group and – but nothing that I've seen or even heard anyone
 292 really talk about being bothered or bugged. There are chases that's for sure but the
 293 chases seemed to be pretty mutual.

294 **Interviewer:** I see. Going back just a little bit to the substance abuse, if I say
 295 Taliban Tavern, does that mean anything to you at all?

296 **Participant 5:** See now, I'm going to want to know though.

297 **Interviewer:** It's all right.

298 **Participant 5:** No, we were joking last night. I know what the Taliban mice
 299 patrol is though.

300 **Interviewer:** What is that?

301 **Participant 5:** It's the mice that came and attacked us last night, we just call em
 302 the Taliban mice.

303 **Interviewer:** I see. Are there any changes that you would make to Bagram to
 304 increase interpersonal safety here, anything that you would want to improve on?

305 **Participant 5:** Yes and no, it's so hard. Again, for example at (name), we have
 306 this huge parking lot and then the female's B-Hut was here which was right next to the
 307 gate. Um, it was dark, you walk through that big expansion of rocks in the dark. Well,
 308 someone said something and as opposed to putting these satellites up, they literally put
 309 like football field lights up, sort of like, well wait a minute, we want to feel safe but now
 310 you've just identified us to anyone with a freaking scope and they go look at that bright

311 light right there and that's what they could aim for, so that's why I say yes and no. It
312 would be nice if there were more restrooms where girls from showers and stuff and
313 bathrooms weren't having to walk such great distance, it would be nice to have more
314 lights but I also know more lights mean saying hello to everyone in the world. Here,
315 when it's night time, to me it's very dark compared to where we are, so that's one I'm
316 kind of like, "Crap, it's really dark here and the bathroom is all the way over there," and
317 then all actuality am I scared is that why, well I'm apprehensive, is there any reason why
318 I need to be scared? I don't think so because nothings happen to me but I don't know.
319 Um. What I liked at (name) was that all the females were co-located; they weren't like
320 one B-Hut here, one B-Hut here, one B-Hut. You were kind of a little bit closer together,
321 it was easier to watch out for each other, so, but I don't think it's right in this day and age
322 to go what we need to have the female side of the camp and the male side of the camp
323 especially with how huge BAF is. So, I don't exactly know what the answer is but I
324 mean yeah.

325 **Interviewer:** Anything else you would add in terms of either sports activities,
326 spiritual activities, different types of programs such as substance abuse programs or self
327 health programs, anything like that that you think of?

328 **Participant 5:** I think more of the self help programs. Um. The relaxation, I don't
329 know what that thing is, I know we have one here.

330 **Interviewer:** Combat stress?

331 **Participant 5:** Yes combat stress, there you go. I think though to – how you
332 could have something like that available without it seeming like you got to go in and fill
333 out paperwork and now this is a formal something kind of – it just seems like there's too
334 many environments where you have to be a part of before you can actually go to enjoy,
335 like if you're not already a part of that group or that click, like over where we're at,
336 you're not really supposed to go to this hut or that hut or because you are not actually
337 assigned to a unit here. I can't even use the laundry facilities over there because I'm not
338 assigned to that unit and so it's just kind of like where could someone go who doesn't
339 have their click to just go and chill out and relax. Now, the MWR that they have, the
340 movie tent and all that stuff, I think those are great places to go but again the place is so
341 damn big, how do you find it? How do you know that that's where you want to go?

342 How do you even know it exists to go there?

343 **Interviewer:** Did you have any set of orientation when you came? People that
344 showed you where all the stuff was?

345 **Participant 5:** Um, Yes and no. I kind of like got the big drive around to here and
346 this and this but not well here's where you could go to movies or here's where you could
347 go to do this. You kind of just find those things out on your own, you ask around, so
348 what do you do? Oh, I do this and that, yes not so much but yes it's just so big. I mean, It
349 really is to...

350 **Interviewer:** How do you get around on the base?

351 **Participant 5:** Walk. Now, we have vehicles that take us back and forth to work,
352 but that's one trip in the morning, one trip in the evening, but walking is fine. I guess I'm
353 not just the best – because I'm just not bored, you know what I mean? If I was bored and
354 I was like seeking out things, I know there's stuff out there and I'm sure that there's
355 plenty of people enjoying it but I'm just not - I'm content, I have my books.

356 **Interviewer:** Is there anything that you would take away from BAF that you
357 wish wasn't here or that you think is detrimental to interpersonal safety between
358 personnel?

359 **Participant 5:** No, not really. Um. No. I mean I – maybe I've been in too long
360 but all the rules that we have like wearing your PTs, doing this and doing that, I think it
361 serves a greater purpose not just to because you should be in uniform all the time but it
362 keeps people from – I don't know, like for example, I was walking past the smoke pit one
363 day and this little girl walked out and she's air force and her shirt wasn't tucked in and
364 her hair was down and it looked like she blew dried it straight, nice and pretty. No. So, I
365 told her nicely I said, "Hey, you might want to go ahead, you know you have to have
366 your hair up, your shirt has to be tucked," but see to me there's a bigger reason for all
367 that, it's not because we don't want anyone to have fun and this that or the other, I just
368 think it keeps things muted a little bit. We don't need to go flashing all that you got right
369 now, wait until you go back to the states and – because I say that all the time, "I miss
370 pretty clothes, I miss my girl clothes," I miss all that, that's not what we're here for right
371 now, with that said, I know my mental, that whole thought ...much different than just two
372 years ago when I was at (name). (name) , you could wear your personal PT clothes and

373 damn if you didn't find the things that just snuck up a little bit or just snuck down a little
374 bit. So, if you're given that, I guess what I'm saying is because I was in both, if you're
375 given that loose rule, it doesn't seem loose but it is a loose rule, it finds a way of
376 breathing attraction differently than if you're on your PTs and your whatever, did that
377 make any sense at all?

378 **Interviewer:** Yes it does and what's the result of that when you're talking about
379 that? What's the overall outcome?

380 **Participant 5:** I think that the strict uniform requirement in such a crowded, close
381 proximity with male and females is warranted; it's what I'm saying, yes. So, as much as
382 I griped and groaned and bitched about it, I shouldn't say I groaned about it, my last
383 deployment you were either in PTs or you were in uniform, you can even go to the DFAC
384 in PTs, you had to be in a uniform and it was a lot, it was too much. A lot of people's
385 feet were getting all messed up, um crazy stuff, but to me yeah, it's just having those
386 civilian being able to go out on civilian, entire PT civilian, attire just garnered a lot of
387 different types of attraction and I think that could have played a part in it. I think out here
388 when everyone's stuck in your PTs and you have to wear it the way you have to wear it,
389 it by no means keeps people away from each other, not at all, but I think there's a certain
390 amount of I don't know – you try to mute it a little bit. There's a little bit of a filter
391 anyway, so yeah. When I do see some of the younger kids trying to be very cute in their
392 PTs and all this stuff and it's not saying don't take care of yourself and don't try and feel
393 pretty or whatever but you're hair is fully down and you shine that crap to go to the
394 smoke pit in your PTs and you put on your full makeup battle rattle and I'm just like I
395 don't know, but I do think there is something to be said for the rules that we have. I don't
396 think they're dumb.

397 **Interviewer:** So, overall just a conclusion, overall of your impressions of
398 interpersonal relationships on BAF?

399 **Participant 5:** I think they're mutually sought. I don't – I have not experienced
400 nor have I heard of any unwarranted attentions where someone has pushing themselves
401 on another person. I hear of plenty of relationships going on in BAF, happening in
402 locations that they shouldn't be but it all seems mutual that lot of lonely people looking
403 for love and affection and they're going to find it, but.

404 **Interviewer:** As far as even the workplace and all of that military, unmilitary,
405 safe, not safe?

406 **Participant 5:** Pretty safe, yeah, but I think we also have a pretty contemporary
407 environment. We're in an office each day, we come in, check the computers, we leave at
408 the end of the day and we disburse. I don't think we're in that kind of ...on a convoy for
409 three of four days sleeping in tents and sleeping bags and stuff where maybe that could
410 stress that situation even more. Um, I think we're pretty – as far as the deployment goes,
411 pretty normal lifestyle, pretty normal come to work, we make coffee, have breakfast,
412 doughnuts, cookies, I mean it's kind of sad but – um, and then we go home at the end of
413 the day and we have an opportunity to distress and relax. So, for our little part of the
414 world here at BAF I think everything's pretty good.

415 **Interviewer:** Okay, thank you so much.

416 **Participant 5:** You're welcome so much.

417

418 ~End Transcript~

1 **Appendix P: Interview Participant 6**

2 **Interviewer:** So, tell me once again how long you've been stationed on Bagram?

3 **Participant 6:** I've been on Bagram Airfield for nine months.

4 **Interviewer:** Nine months, OK, and how old are you?

5 **Participant 6:** Thirty-three.

6 **Interviewer:** Okay. Tell me a little bit about your educational background?

7 **Participant 6:** I am in my third year at University of North Carolina in
8 Greensborough. So, I have one more year of school. Um. On top of that I have about a
9 yea, six, seven, eight ... about nine months of military schooling, [unintelligible] my
10 MOS, my advanced MOS in leadership training.

11 **Interviewer:** What do you studying in school?

12 **Participant 6:** Communication studies.

13 **Interviewer:** Nice.

14 **Participant 6:** Uh hum. I enjoy it. Um, so, yeah I guess you add it all up I've
15 been in school a long time. (laughs)

16 **Interviewer:** It's okay, it's all right. Um. Okay. Before you came to Bagram,
17 can you tell me a little bit about what you expected? Did people tell you what to expect
18 at Bagram or what did you hear?

19 **Participant 6:** Ah, to be honest, I don't even remember a lot if it, I kind of blow
20 things off. I know people say, you know, it's a big base and have all this, and but it's just
21 like with the news for me. Everyone always try to tell you this is what it's like over
22 there, read the news, read the news, read the news, but that's so one sided and it's so bias.
23 I choose to wait until I get here and learn for myself and get my own views. So, I don't
24 really remember what people told me, other than it was huge and it was where
25 headquarters was and we had one main road, Disney Drive, but other than that – and we
26 would learn about Green Bean and all that other kind of stuff that and we had internet,
27 but as far as how is laid out itself, I don't really remember any of that.

28 **Interviewer:** Ok. Um, how did your perception's changed or what was your
29 original perception's when you got here?

30 **Participant 6:** My original perception was that we step back in time.

31 **Interviewer:** What do you mean by that?

- 32 **Participant 6:** Um. As long as we've been here just some of the infrastructure
33 should've been a little more up to date.
- 34 **Interviewer:** For example?
- 35 **Participant 6:** Our toilets, our bathrooms, showers, um, just some of the billeting,
36 you know?
- 37 **Interviewer:** When you talk about bathroom, showers, toilets, um...
- 38 **Participant 6:** They smell. (laughs) They stink. Um and you have shower curtain
39 for a door. And people always swing em open – I mean I've been guilty of it too, so it's
40 like you have zero privacy.
- 41 **Interviewer:** So, the shower curtain for a door, for where.?
- 42 **Participant 6:** The toilet.
- 43 **Interviewer:** The toilet.
- 44 **Participant 6:** Yeah, shower curtains for the toilet door and then obviously
45 shower curtains for the shower.
- 46 **Interviewer:** So, privacy's important.
- 47 **Participant 6:** Hmm. It would be nice. It's not a necessity but it would be nice
48 especially when you're here for as long as you are, you're already surrounded by people.
49 Every once in a while you just want alone time and it's really hard to get when you sleep,
50 I mean I'm lucky I have a room. In my B-Hut I actually have walls that are taller than
51 me, yes they still stop at a certain point but I'm only five foot one so it really doesn't
52 matter they're only six foot walls. (laughs) Um. Yeah, I mean I think anybody would
53 want a door and some of them do and when we find them we use those instead, but.
- 54 **Interviewer:** So, um, with your first impressions of Bagram, how did you feel in
55 terms of relationships with Soldiers, sailors, marines passing em on the street that kind of
56 thing, feel pretty safe, not safe?
- 57 **Participant 6:** Oh, I feel safe. I've been a joint environment most of my career.
58 So, different services I don't necessarily know everybody's rank structure, that's a little
59 much especially with the Navy, ya'll are different but – I mean as far as people go I work
60 in a completely joint environment, so I mean that didn't bother me and working with the
61 different services really didn't bother me.
- 62 **Interviewer:** Uh hum. Okay. Um. What types of recreational activities do you

63 participate in on BAF?

64 **Participant 6:** Not a lot. I read, listen to music. Get on my computer, talk to my
65 family, I have three kids, so my whole thing is home of some sort. I watch movies; I
66 pretty much stay in the office. I don't really do much. If I have, I have been lucky
67 enough that my best friend is here, she's in another unit and she deployed here a couple
68 of months after I did which is completely by chance but I love it. So, I have my best
69 friend here, I have support and then I have some friends from when I was active duty
70 where at other bases. So, whenever they come in through here, I'll stop and visit them
71 and we'll go have Green Bean and all that kind of stuff. I'm very much people oriented, I
72 don't really go do anything but I'll hangout and chitchat especially here if we have
73 people. I'll stay late and we'll play games, watch movies or whatever but not really a
74 whole lot. I don't like go to Salsa night or do any of that MWR stuff.

75 **Interviewer:** Uh hum. Is there any activities you would do if they were here that
76 aren't on here at BAF?

77 **Participant 6:** Um.

78 **Interviewer:** Do you have enough reading?

79 **Participant 6:** I've read like too many books. (laughs) And that's since coming
80 back from leave.

81 **Interviewer:** And where do you get that from?

82 **Participant 6:** Online, I'll either purchase the audio books or the electronic books
83 or free books; I mean the MWR's is so full of them. You just go search the shelf, you get
84 em for free. Um, I think for me you even a read is a mental escape and just escape being
85 here because you're trapped on one base for 10 months, you just want to leave mentally
86 um but it just kind of goes with the deployment. I think everybody finds their own way
87 to cope with the repetition.

88 **Interviewer:** Uh hum. Do you ever come across with or worked with anybody
89 who's had like issues related to depression or suicide or anything like that?

90 **Participant 6:** Ah actually one, people back home.

91 **Interviewer:** Really?

92 **Participant 6:** Uh hum.

93 **Interviewer:** On in different bases or spouses?

94 **Participant 6:** Uh hum. They have a harder time dealing with what's going on
95 over here, at least mine does because he is reading the news stories then he is relying on
96 that as his only source of information. So, he thinks that I'm here and I'm going to get
97 blown up. And here I am sleeping to rocket attacks and turning over and then I go, "Oh,
98 we got hit, it shook, good night." It's completely different perspective because I know
99 what it's like here and he doesn't. He's just looking at news stories, um but for me I
100 don't really let much bother me as far as that goes, I can't do anything by it anyway.

101 **Interviewer:** Do you have known anybody else that has here on BAF?

102 **Participant 6:** Really the only people that I've talked too that have had any
103 problems are those who have come through BAF from other places. The more remote
104 outposts where they seen a lot more, but I haven't really run in to anybody here on BAF
105 who has spent their deployment on BAF that have had issues.

106 **Interviewer:** Okay. All right. What about probably homicide issues, anything
107 like that, no? Anyone angry enough to pull out their weapon and point it at somebody?
108 Have you ever had that experience?

109 **Participant 6:** No, thankfully. I can't think of anybody who'd be stupid enough
110 to do something like that.

111 **Interviewer:** Okay. And what about substance abuse or ah alcohol use or
112 anything like that?

113 **Participant 6:** I have found people or talked to people who have had alcohol here.
114 I haven't. I don't know who they are specifically. I know like it's all – I heard so and so
115 did, blah, blah, blah. And, you know, I never actually seen it with my own eyes, again
116 I'm a hermit and stay in my little room or hear it, but I mean I've heard of stories from
117 other people about things going on and I don't how much of it's true and how much of
118 it's exaggerated or how much of it's, you know, not explained enough. I don't, I don't
119 know what the variations are on that.

120 **Interviewer:** All right. What about drug use or anything like that have you
121 heard?

122 **Participant 6:** I haven't, unt uh, I haven't really heard anything, but I'm (name)
123 nobody really wants to tell me anything. No, I haven't heard any act. I don't know of
124 anybody who's actually gotten any trouble for it. I know I've heard like my first sergeant

125 has said, “Well, I’m so glad I haven’t had deal with this, I know other first sergeants who
126 have had to, you know, deal with soldiers who did,” but never any names, again more
127 hearsay, but I personally haven’t had anybody.

128 **Interviewer:** Ok. Um. If I said the words "Taliban Tavern", would that mean
129 anything to you?

130 **Participant 6:** Taliban Tarvern? No.

131 **Interviewer:** No? Okay.

132 **Participant 6:** Now, I wanna know what it is. (laughs)

133 **Interviewer:** That’s okay. Um. Let’s see. Uh. We talked about your recreational
134 activities, pretty much reading, watching movies. Um, I guess uh anyone that you know
135 of or have you ever had issues related to domestic violence, um, either yourself or
136 someone else who’s had issues either with going home on R&R or interpersonal
137 relationships, intimate partner relationships here on BAF? Um.

138 **Participant 6:** Well,

139 **Interviewer:** And it could be uh same sex, different sex, etcetera.

140 **Participant 6:** We’ve had like... Hmm. I’m trying to word this – personality
141 differences,

142 **Interviewer:** Uh hum.

143 **Participant 6:** ...in issues within our unit it as far as decisions, leadership and just
144 in general how things are run and I don’t think it – any of the things were out of spite or
145 on purpose,

146 **Interviewer:** Uh hum.

147 **Participant 6:** ...but I think the biggest problem has been a lack, severe lack of
148 training, a severe lack of being (pause) experienced to do this mission. Everyone like
149 public affairs, we all kind of get put in to a little pot and we’re all expected to know
150 everything, but then you come here and the traditional mission is – community
151 information, write stories, do all that stuff. Half – most of our people had never run the
152 media centre before, so of course that’s going to create stress and conflict. I was one of
153 the few that had, so I knew how each thing was supposed to work. I knew how – I knew
154 the overall mission like ISAF wide, I knew the mission and I knew what our piece was in
155 that mission and understood where we came into that, but even at our leadership within

156 our unit didn't, so there's a lot of butting heads. So, when you talk about the
157 interpersonal relationships, there was a lot of frustration.

158 **Interviewer:** Uh hum.

159 **Participant 6:** A lot of um...(pause)...A lot of testing wills you know, because
160 you get into that, do I do what I'm told because I'm told or do I respectfully decline
161 because I know it's not right.

162 **Interviewer:** Uh hum.

163 **Participant 6:** So, it's that choice and some people like, "Well I was told to do
164 this so I'm just going to do it," even though they know it's wrong and you have someone
165 like me, no I'm not gonna. I'm going to explain to them that's wrong and how it's wrong
166 and I'm going to give them, but I'm not going to them just a problem, I'm going to give
167 them a solution as well so that they're comfortable with what I'm gonna to do. You
168 know? But, again, it comes with experience which I think, you know, I know in our unit
169 we lacked it a lot so, and I think that can affect the moral within the unit which then can
170 affect the other issues you were talking about. I'm older, I have three kids. I'm married.
171 I have a home, mortgage. I've been active duty. I've been doing this since I was 18
172 years old. I'm comfortable in my shoes, I didn't really let that get to me

173 **Interviewer:** Uh hum.

174 **Participant 6:** . . . but I'm sure there are people that would. So, for me, dealing
175 with the stress was, you know, reading my books and escaping mentally. I can't really
176 speak for the other people in the unit because everyone has their own, so I mean I don't
177 know – I mean we had several people go to Combat Stress Control, but I can't really
178 speak for – you know,

179 **Interviewer:** Why, or...

180 **Participant 6:** You know, I mean, I know some of why but I don't know to what
181 extent they were at.

182 **Interviewer:** Uh hum. Why do you think they go?

183 **Participant 6:** Because of our Commander (very hushed tone),

184 **Interviewer:** Uh hum.

185 **Participant 6:** They all went because of our Commander.

186 **Interviewer:** Why was that? (aside: "I'm sorry, do you mind if I shut this

187 door?” “Go right ahead.”) Okay. Going back to you commander.

188 **Participant 6:** Yeah. He’s kind of a hardhead,

189 **Interviewer:** Uh hum.

190 **Participant 6:** . . . and he gets it set his mind, you know, what he wants to do and
191 how he wants to do it, but he doesn’t play out the effects that that’s going to have on the
192 mission itself. So, like even from the beginning when planning out the mission and who
193 was going where because we have people at different FOBs. He put his strongest people
194 out at the FOBs and put his – kept his weakest you know, except for me, but kept his
195 weakest here but the weak people were on the leadership positions for an MSC, they
196 didn’t know how to run because they didn’t know how to operate it because they’ve
197 never done the job before.

198 **Interviewer:** I see.

199 **Participant 6:** Um. His. He lost focus or never understood the overall mission.
200 Yes, we have two, we have MSC and we have the Commander Information Support
201 Mission, but for us our first priority is the MSC, everything else is secondary.

202 **Interviewer:** When you say MSC, what does that mean?

203 **Participant 6:** Media Support Centre. So, that’s our primary mission under
204 combined joint taskforce in RC East, supporting the brigades is our secondary mission.
205 So, instead of keeping the strong people here to run this, he left the skeleton crew here
206 who are unexperienced and sent everybody else out. So, how do you – you know they’re
207 trying to learn it. Other people don’t have the experience so then it’s left on those like
208 me to make sure everything gets done. Now, I don’t mind I, I did it we’re almost out of
209 here, I did it and made sure that, you know, things fell in a place and did what we needed
210 to do, but that wasn’t fair to the people you put in the leadership positions who weren’t
211 ready for it because it doesn’t help them grow, all it does is frustrate them and put them
212 into a position where they feel like a failure because they were unable to perform at the
213 level people expected. They have never done this before.

214 **Interviewer:** What kind of support does he provide for them? Being in those
215 positions.

216 **Participant 6:** Not really anything. Grab the bull by the horns. Run with it.
217 Uh..Okay. Teach me how. Our leadership, first sergeant commander combined, very

218 much into the “do this, figure it out”. You, you can’t do that, do this and I’ll show you
219 how if you don’t know, try to learn and try to figure some of it, but when you have
220 questions, you get hung up, come see me and I’ll help you.

221 **Interviewer:** What’s the problem with that?

222 **Participant 6:** I don’t think they know how to do it. They don’t know. I mean our
223 Commander was in the RCC, Regional Communication Centre. He was fired. He was
224 moved from position to position because he wasn’t performing. So, if you’re top
225 leadership, and you can’t perform, how do you expect your people to learn from it and
226 perform? That’s an unfair expectation. You’re telling them to grab the bull by horns and
227 go with it, yet you’re not.

228 **Interviewer:** Uh hum.

229 **Participant 6:** So, our command climate I would say, is like horrible, nobody
230 wants to be here, although I know how they feel, they don’t want to come back, they
231 don’t want to see them again. Half the units, crosslevel, and nobody wants to come back
232 in unit. Everyone wants to leave.

233 **Interviewer:** What about the people there at the FOBs?

234 **Participant 6:** They’d rather stay at the FOBs.

235 **Interviewer:** I see.

236 **Participant 6:** They don’t want them around. They don’t want to be near them.
237 And that’s just the way that is. Now how each one of them has dealt with that, I don’t
238 know, but I do know from here, like three people have been to the Combat Stress
239 Control.

240 **Interviewer:** Just due to?

241 **Participant 6:** Frustration. See, (sigh) when dealing with somebody like that you
242 had to be very confident; know what you’re doing as far as your job is concerned so that
243 you can prove yourself and not be afraid to stand up for what’s right, regardless of what
244 rank they are and the people that did so were frustrated because nobody was standing up
245 for them and one of them who went was one of the problems. When you’re senior NCO
246 you’re supposed to be taking care of the soldiers, buckles every time you say something
247 even though you know it’s wrong, you have much support and people are more worried
248 about their careers and the soldiers they lead, it’s a problem and that’s what happened. I

249 don't know. (laughs)

250 **Interviewer:** What would be something that would help that?

251 **Participant 6:** More experience. Stop putting people in positions they're not
252 ready for even our First Sergeant, most of her career's been in retention, not public
253 affairs. She came here, she hadn't even been to the first sergeant course. Learning on the
254 go in a war zone... I think that's unsat.

255 **Interviewer:** Let's take a pause first. So, better training would help.

256 **Participant 6:** More experienced leadership.

257 **Interviewer:** More experienced leadership from who?

258 **Participant 6:** From our Commander, First Sergeant. They could have set the
259 stage from the beginning.

260 **Interviewer:** What about issues related to sexual harassment or sexual assault?
261 Are you aware of any issues or have you experienced anything about that?

262 **Participant 6:** I haven't experienced anything and it re-leads in the time I've been
263 here, I haven't really heard of any either.

264 **Interviewer:** Okay.

265 **Participant 6:** I don't know because this place is so big and there are so many
266 different units and the rotations, but I haven't heard anything. I'm kind of surprised at
267 that but I heard more about when I was in Bagram.

268 **Interviewer:** I mean you were in Bosnia?

269 **Participant 6:** Yes and there was a lot more I heard of more sexual assaults.

270 **Interviewer:** But, you haven't heard of anything?

271 **Participant 6:** Not here. Again, I've been a hermit, but still, I'm kind of surprised,
272 I did the same job back then.

273 **Interviewer:** All right, um just thinking about programs and things like that that
274 are available across the military with your experience in the military. Is there anything
275 that you would bring to BAF or add to BAF that would help to increase positive
276 interpersonal relationships, anything that – anything from um sports events to spiritual
277 events to different types of self help or leadership training, anything like that?

278 **Participant 6:** You know what we need? It's not a class. It's a place where you
279 could go and nobody's looking at you in uniform, nobody's critiquing you, like an MWR

280 where you can break the rules. You know like they can't go in MWR your in perfect
281 uniform. Well, hell I can't go to the bathroom without being stopped by a sergeant major.
282 We, people need a place where they can actually relax, hangout and not be criticized,
283 hangout and not have somebody watching over them just to see if their uniform is, you
284 know, in perfect condition and make sure you have your PT belt and make sure you have
285 this at all times. A year's a long time not to be able to let your hair down. You know?
286 We need a place to relax, step out the door you have everything back what it needs to be.
287 But soldiers need a place where they can relax and not – even our MWRs, we've got
288 people in there and if you got [inaudible 00:24:19].

289 **Interviewer:** Have you seen any place like that in the travels in the military
290 bases?

291 **Participant 6:** Well, I mean back home, you can go anywhere you want in your
292 civilian clothes and wear your hair down. We don't have that here. It's ACU's use our
293 PTs whether you're wearing either one, you're getting eyed everywhere you go.

294 **Interviewer:** So, just dropping that type of restriction, you do what?

295 **Participant 6:** Just let people relax. They need to know that they can relax and
296 nobody's sitting over at them going “ you know your uniform's, you need to put that top
297 back on, you need to ah...you can't wear those whatever; put your hair back up it's
298 below your collar.” You know a place where you could just relax. Finally to take my top
299 off, lay back and watch a movie and take my boots off a while. We will have that except
300 when you're on your hut, if there weren't any hut, you're not suppose to have people in
301 there and then you have other people in the hut that you have to worry about, be
302 considerate of plus the rooms are very small, that's what I wish, just have a place to go
303 and I can take my top off and maybe rip my boots off for a little while, walk around my
304 socks and just be comfortable, drink coffee and hangout with people and chitchat you
305 know, and have somebody there to watch all our weapons, relax, like truly be able to
306 relax.

307 **Interviewer:** Like a mini R&R.

308 **Participant 6:** Well, yes I mean no one else in Bosnia have this little dance floor
309 thing. It was really small; they made pizza and stuff like that. We had to be in the proper
310 uniform, like BDU's back then, there were PTs but the DJ, used to also watch all

311 weapons, so we've put all our weapons up and stack them up in his little room. So, we
 312 were running around, dancin and eatin and playin, they don't have to worry about where
 313 are weapons were, we had somebody to watch them, sensitive items often go in there.
 314 You know? Nobody was really – they were more relaxed than they are here.

315 **Interviewer:** I see.

316 **Participant 6:** So you know... You got to dance and have fun and eat, we were
 317 able to eat pizza and drink soda and have ice cream and listen to music and dance around
 318 in one place. We don't have that here either. You know, Just a place to relax. I know it's
 319 a war zone but you're just making people more stressed out by not letting them recharge
 320 their batteries

321 **Interviewer:** Right.

322 **Participant 6:** ... because even with R&R we're still here a really long time.

323 **Interviewer:** Uh hum. Most people spent how long here?

324 **Participant 6:** Most people are here about a year. They're army, they're here for
 325 a year, nine months to a year depending on if they're reserve or active duty.

326 **Interviewer:** I see. Okay. Anything that you would take away from BAF that
 327 you wish wasn't here?

328 **Participant 6:** No, cause everybody has their own, there's lots of stuff here I
 329 don't use I have no need for it but other people do, so I wouldn't take anything away.

330 **Interviewer:** Okay and your overall impression of Bagram, safe not safe
 331 between soldier, sailors, military personnel?

332 **Participant 6:** I think, I think for the most part it's safe. I mean I don't think it's,
 333 I don't think it's any less safe, walking, walking down the street at night, people say,
 334 "Okay, you're a female, you shouldn't be walking down the street at night," I have a
 335 weapon on me if someone might attack me – what about back home, if I walk on the
 336 street back home? I can still get attacked and I don't have a weapon on me. I, I don't, I
 337 don't think it's any worse than back home. I think everything that's possible here is
 338 possible back home, but then you also have a better or different community here so the
 339 numbers are probably a lot less.

340 **Interviewer:** Uh hum. Why do you say that?

341 **Participant 6:** Ah, cause see, as much as all of us might gripe, we're still a family

342 and we watch out for each other, a lot of people don't have that back home. Their co-
343 workers aren't their family, their co-workers they don't care what they do everyday.
344 They don't watch each other the way we do and that's just the kind of culture we have.

345 **Interviewer:** Okay, thank you so much.

346 **Participant 6:** You're welcome.

347 **Interviewer:** I appreciate it.

348 **~End Transcript~**

Participant Interview 7: PI7

- 1
- 2 **Interviewer:** So um, with that, can you tell me a little bit about how long you're
- 3 been here at Bagram Air Base?
- 4 **Participant 7:** I've been in Bagram for about a month now.
- 5 **Interviewer:** Okay and you're active duty?
- 6 **Participant:** I'm active duty.
- 7 **Interviewer:** How old are you?
- 8 **Participant 7:** I'm 25.
- 9 **Interviewer:** And what number deployment is this for you?
- 10 **Participant 7:** It's my first.
- 11 **Interviewer:** Okay and how long do you expect to be here uh on deployment?
- 12 **Participant 7:** It's a six month total, so five more months.
- 13 **Interviewer:** Okay so you've been here a total of one month?
- 14 **Participant 7:** Yes ma'am.
- 15 **Interviewer:** Okay. All right. So tell me a little bit about your educational
- 16 background.
- 17 **Participant 7:** I've a bachelor's in nursing and science.
- 18 **Interviewer:** Okay.
- 19 **Participant 7:** Science and nursing.
- 20 **Interviewer:** Think about a little bit about when you got, first got your orders to
- 21 come to Bagram. Can you tell me a little about uh anything that you heard about Bagram
- 22 and did you ask about what it was like? Or investigate anything about what to expect...?
- 23 **Participant 7:** Most the people that I talked to that had been deployed, they've
- 24 mostly been Iraq. A lot of the nurses in our ER are out because of too many deployments
- 25 were out. A lot of people didn't have a lot of information about Bagram itself. Um. A lot
- 26 of people told me about Kandahar and the way like just Afghanistan is and complete like
- 27 the weather and how hot it gets, or how cold it gets. Or, but yeah, I mean nobody that I
- 28 knew, knew anything about Bagram.
- 29 **Interviewer:** Okay, so nobody told you anything about how safe it was and that
- 30 sort of thing, anything like that?
- 31 **Participant 7:** No.

32 **Interviewer:** Okay. And when you first got here, what were your initial
33 impressions?

34 **Participant 7:** I honestly liked it. I, I felt like I fit into the groove of it pretty
35 quickly. I don't know if it just ...I grew into it, or it grew into me but I mean I, it nothing
36 really bothered me. The smells I got used to pretty quick, just the whole way everything
37 functions so ...

38 **Interviewer:** What did you like about it?

39 **Participant 7:** Um. I liked the fact that I was actually deployed, 'cause I thought I
40 never would deploy ever. Um. You know people are friendly and people offer you up
41 things like, you know, "Do you need this room? Do you need that free room?" You
42 know, willing to show you around, um, just I don't know the people in general I guess
43 kind of made it a little bit easier to transition into this. My roommates are great too and
44 just, I don't know, being in training before that's kind of like this environment. It's just,
45 it felt like I was just going back to training, so ...

46 **Interviewer:** Uh hum. Okay. Tell me a little bit uh about the, any recreational
47 activities or anything that you've participated in since you've been here.

48 **Participant 7:** Um. I've been to some of the dancing nights, like the country night
49 and the salsa night. I've been to the, the karaoke and just, um, I guess like the Pat Tilman
50 and things like that.

51 **Interviewer:** And how are those recreational experiences for you?

52 **Participant 7:** They're fun, I mean the karaoke was great, a lot of laughs and that.
53 Um. But I like the country and the salsa nights, it's just seems like they don't, people
54 don't really extend or like try to get to know you. It's just like they kind of have their
55 own clicks, and it's one of those things like you're the new kid in high school and
56 everyone's already friends. (laughs a little) And you have to try to make friends with
57 them, so ...

58 **Interviewer:** And, I mean would you see yourself going back to those events or
59 not so much?

60 **Participant 7:** I would, I mean it's kind of like either go out and do something or
61 sit in your bunk, you know, all day. I'm not, I don't like to sit around and not do

62 anything, I like to be out and be social. And so, I mean yeah I could see myself just go
63 and just sitting there watching people doesn't hurt either.

64 **Interviewer:** Uh hum. And how do you find the transportation to get to these
65 different places? Does it work out okay or um is it challenging?

66 **Participant 7:** Well everything's pretty close, so walking on foot's not bad. And
67 I don't mind walking everywhere so it's always like a two minute, five minute walk.

68 **Interviewer:** Uh hum. Okay. Considering your interactions that you've seen so
69 far with military personnel, have you um, had any experiences related to assault or
70 battery or anything like that that you've seen or have heard about?

71 **Participant 7:** No, I mean um like I said before a lot of people, they just, they
72 really don't communicate with me at all besides the people that are on my team. I mean
73 most of the times when I go out places, it's very rare that someone will talk to me. And if
74 they do, I mean nobody's ever said anything about, you know, any of them getting hurt.
75 Not here at Bagram, but like maybe at other bases I've heard about it, but I haven't heard
76 of any like assault cases or anything here. Or heard anything to make me feel unsafe.

77 **Interviewer:** Uh hum. What about any issues related to suicide?

78 **Participant 7:** No I haven't heard anything about that either.

79 **Interviewer:** Okay, or homicide?

80 **Participant 7:** Not like intentional (laughs) or like, they really want maybe like
81 joking, but no like anything serious about homicide.

82 **Interviewer:** Have you heard of anyone actually brandishing their weapon or
83 gun at anybody since they've been here?

84 **Participant 7:** No just the accidental flagging, and that's it.

85 **Interviewer:** Uh hum. And how often does that happen that you know of?

86 **Participant 7:** I mean honestly it kind of happens quite often. You have to kind
87 of be like, "Hey muzzle awareness, can you not point that thing at me?"

88 **Interviewer:** So in 30 days you've seen that happen how many times?

89 **Participant 7:** Probably like two handfuls of times I've seen it.

90 **Interviewer:** Uh hum. Okay, all right. What about anything related to domestic
91 violence or intimate partner abuse? Have you been aware of or experienced or known

92 anybody who has had any domestic violence issues? Going home on R&R or had
93 intimate partner issues, even here in theatre?

94 **Participant 7:** As, what do you mean? Like intimate

95 **Interviewer:** Intimate partner being um usually a soldier married to another
96 soldier, or dating another soldier where there's been abuse issues?

97 **Participant 7:** No I haven't heard anything.

98 **Interviewer:** Okay. Um. Moving on to things like workplace violence, have
99 you been aware of or have you um witnessed or seen anything related to workplace
100 violence?

101 **Participant 7:** No, I mean the team that I work with is a great team, there's no
102 real bullying. There's, there's joking, but no I mean sometimes they might, he might, or a
103 certain someone might say something that kind of takes it a little too far. But I don't
104 know if it's just me being sensitive or if its just he really shouldn't have said that. But I
105 mean it's not to the point where I'm like crying my eyes, ever wanting to go home. And,
106 I don't really think it's like verbal abuse, I think sometimes it's just joking that might
107 have gone a little too far, or... But I mean you just kind of say, "Hey don't, can you not
108 say that again" and they're just like "Okay", you know, "I didn't mean to" or whatever,
109 so.

110 **Interviewer:** So you feel that that's pretty understood within your unit?

111 **Participant 7:** At times. I mean sometimes um it seems like it go a little too far,
112 and it's just, I don't know if it's just like a fight between me and that person, but there's
113 definitely like issues between us. We just kind of state our problem and then it just, we
114 kind of resolve it or we ignore it and it just comes back up again. But I mean that's pretty
115 much it. There's no hitting each other or anything physical, it's just kind of huge verbal
116 disagreements.

117 **Interviewer:** Are you aware of other people on Bagram that have had workplace
118 violence issues since you've been here?

119 **Participant 7:** Not that I know of.

120 **Interviewer:** Okay. What about your spiritual background or outlets, do you
121 have any type of, um, you know, networks where you can go to to help yourself
122 spiritually?

123 **Participant 7:** I need to and have been trying to start going back to Catholic
124 Mass, um, and I've got my rosaries and try some rosaries at pray. Every time that a
125 trauma comes in I pray, um, every time that we've gotten hit I've prayed, just, I just pray
126 by myself or, you know, when I'm in my room or just walking down the street, so.

127 **Interviewer:** Is, is that a source of support for you?

128 **Participant 7:** It is, I mean when I can't call home or I can't get a hold of
129 someone or I can't talk to somebody, I just pray.

130 **Interviewer:** Okay, and do you have like a group of people that you can fall
131 back on, talk to when you need to or?

132 **Participant 7:** Here in Bagram or?

133 **Interviewer:** Um hum.

134 **Participant 7:** I have my team and I have ah one of my roommates is pretty easy
135 to talk to, so I have them. But I mean they're still times that you're just kind of on your
136 own and you've got to figure it out for yourself.

137 **Interviewer:** Uh hum. Okay. In regard to programs that are here on BAF,
138 actually let me go back one more and talk about substance abuse and alcohol use, since
139 you've been here have you been aware of, or experienced, anything related to alcohol use
140 or substance abuse?

141 **Participant 7:** Um. No I haven't seen any alcohol. I mean I wish, but no, no
142 alcohol, no drugs. I haven't heard anything. Just people smoking, that's it.

143 **Interviewer:** Uh hum. Okay, all right. Talking about experiences and programs
144 here at Bagram, in your time that you've had in the military in different places that
145 you've been is there anything on Bagram that you wish that were here that you think
146 might facilitate Soldier, Sailor relations interpersonal relations and help more of the
147 teamwork atmosphere?

148 **Participant 7:** I mean at the moment we got here as an Army component coming
149 into an Air Force hospital, to be completely honest I did not feel welcomed. I felt like,
150 you know, Air Force is popular with kids and the Army was like the Band Geeks. So
151 coming in here ...

152 **Interviewer:** The Army was like what?

153 **Participant 7:** The band geeks.

154 **Interviewer:** What is that? Oh the band geeks, I got you. Okay.

155 **Participant 7:** Geeks, the unpopular kids.

156 **Interviewer:** Okay.

157 **Participant 7:** So it wasn't a very welcomed environment to be quite honest. Um.

158 The run ins I've had with the Navy, I mean the Navy is very friendly and they're very
159 nice, but um I guess maybe some way to kind of mix us a little better, even probably
160 maybe with the internationals, maybe you know some kind of event or something where
161 you get to know, you know, the other countries and how they run things. Or, you know,
162 the other services and how they run things, just so that we mix a little bit more instead of,
163 you know, all the Air Force is here, all the Army here, all the Navy. And then you know
164 your internationals, it would be nice to kind of mix and get to know, you know, each
165 other. You know something like that to kind to introduce like, "Hey this is why we're
166 here" you know, "This is how we do things" you know, "How do you do things? Is it
167 different?" Um. Like the experience in the ED the other day with the Polish medic, you
168 know, talking about things and how they do things and how we do things, it's different.
169 You know and I honestly thought that patient care, you know, across the board even
170 internationals is the same and it's not, it's completely different. And it would just be nice
171 to experience that, that you know "This is how we do things" you know, "How do you do
172 it?" so I don't know maybe something like that to kind of mix us up a little better and sort
173 of you know ...

174 **Interviewer:** What kind of event would you recommend?

175 **Participant 7:** Um. You know honestly, I guess social mixer or something like
176 that. Or you know the Polish can put on a day, or you know invite you to their DFAC.
177 Or the Koreans invite you into their DFAC or their compound and, you know, just like
178 the UAE. We go to the UAE and we see how, you know, how their compound is and we
179 eat their food, but we don't ever sit and talk with them. And it would just be nice to kind
180 of sit and talk with them and see, you know, "I see all of your pictures on the outside of
181 your DFAC" you know, "Do you want to talk about that?" or you know, "Why do you do
182 that?" or "Why do you have a sheep that's covered in amo?" you know? It's kind of like
183 something like that.

184 **Interviewer:** So more interaction you think would help it to feel more friendly
185 or understanding towards Bagram? 'Cause there are so many people here that from
186 different, cultures and countries? Okay. Anything else that you would take away from
187 Bagram that you think isn't productive? That kind of helps to separate people, Soldiers,
188 Sailors from each other that you think it would be nicer if it wasn't here?

189 **Participant 7:** I mean honestly I think everything here is where it should be. A
190 lot of the stuff, the only thing now I would say is a lot of stuff that's in place, it seems
191 like it's more geared toward the enlisted soldier. And me as an officer it's hard to mix
192 with that, because I'm not supposed to, its fraternization. So when I go to these events, I
193 have to be careful about who to talk to or, you know, what I say or what I do because I'm
194 in the fishbowl and everyone's looking at me. So that aspect is hard, now for you know
195 different, the Army, Air Force and Navy mixing together, I think it's great. But like I
196 said, it's great for the enlisted and it's a little bit harder on the officer, because you feel
197 you know uncomfortable. When you're in a room and you know everyone in that room
198 is enlisted but you, and you can't really say or do anything. So you kind of feel like a
199 little left out or, you know, you're sitting on the wall because gosh if you mix or dance
200 with them, then you know highers might be like, "Well what's going on with this?" So I
201 mean I don't know if, I'm not saying that they should do things just for officers, cause
202 you don't want to exclude those enlisted personnel, it's just, like I say it's just hard being
203 the officer and trying to interact in social situations or places that you know are mainly
204 enlisted guys.

205 **Interviewer:** And what would you recommend to help that? Can you think of
206 anything?

207 **Participant 7:** Um. I mean kind of like on Army bases, what we have is you have
208 the officers' club and you have the NCO club. If there's just, you know, a spot that's
209 like, "Hey this is the officers' spot" you know, "You guys have this entire base to run, but
210 if we have just one spot that's like, "Hey officers hang out here" just so that you can feel
211 that. You know, "Right I'm so, I'm surrounded by my own and I can talk freely" or I
212 don't have to constantly watch my back and watch what I say. And make sure I don't,
213 you know, interact inappropriately or say something or joke too far. So maybe something
214 like that would be nice.

- 215 **Interviewer:** Okay, what about physical activities and uh different types of
216 recreations, sports recreation, how do you feel about what's here? Is it adequate, is it not
217 adequate?
- 218 **Participant 7:** They need spin class.
- 219 **Interviewer :** Spin class.
- 220 **Participant 7:** They have got to get spin class. Everything else is great, Um. I try
221 to go to the MMA night but nobody else showed up, so it's kind of a bust. But I mean
222 the yoga class ...
- 223 **Interviewer:** Was the instructor there?
- 224 **Participant 7:** No, nobody, no one there. No one showed up.
- 225 **Interviewer:** Did you get any notice as to whether or not the class was going on
226 at all or anything?
- 227 **Participant 7:** I just looked on the calendar and then when I went in no one
228 showed up and so I was like, "Hey what's going on?" and they're like "Well I don't
229 know, sorry". But um spin class would be amazing. Um. The yoga's great. I love the
230 fact that we have 10 ks, 5 ks, half marathons. It's just a little unnerving that when you're
231 running it, you know that you're running it towards that outer per ... you know you're
232 running along the outer perimeter with no weapon and no IOTV and no kevlar. It's a
233 little nerve wracking, but ...
- 234 **Interviewer:** Why is that, why is that nerve wracking?
- 235 **Participant 7:** ' Cause God forbid you get rocketed during the middle of it, and
236 you're out on the middle of the south and the base. And you're, you know, too far from a
237 bunker, what do you do? You know you don't really have any way of protecting
238 yourself. So I mean I think they're great in theory, it's just the safety of it.
- 239 **Interviewer:** So what exists along that perimeter? Do you have T-walls? Do
240 you have fence line? What's there?
- 241 **Participant 7:** Some places do have T-walls, um like when we did the combat 5
242 k, we were toward that perimeter but there are T walls. But if you keep going down, if
243 you're running a, you know, a marathon or half marathon around the base, there's a point
244 in the base where there are no T walls. It is a chain link fence, on you know either side
245 and there's really, there's no bunkers. There's really no way to protect yourself, so either

246 you run faster, you just try to run faster in another direction. So that part is a little
247 unnerving, but the routes for the like the 10 k and 5 k, which are a little bit closer, or a
248 little bit further from the T wall and you know kind of in a secure area where there are
249 numerous bunkers, I feel more safe doing that than running a 10 mile or a 13 mile run
250 around the whole, you know, perimeter. And there's spots of it where you've nothing to
251 protect yourself with.

252 **Interviewer:** Uh hum. Okay. Just a couple of last things in regard to your
253 overall, since you've been here, impressions of BAF and looking at whether you're
254 walking in the daylight or in the evening, your interactions with other military personnel,
255 what is your overall impression of that? Safe? Not safe? Needs improvement?

256 **Participant 7:** I, I feel pretty safe, I have no problems you know walking down
257 the street in the middle of the night. You know I've walked to the PX at midnight by
258 myself and I mean I felt safe, nobody really bothers you. I mean people might say, "Hi"
259 but that's about it. It's just, you know, you always have to keep that situational
260 awareness, situational awareness no matter where you are, um regardless of whether you
261 feel safe or not you can't become complacent. So I mean I do feel safe here, but I do
262 keep my guard up because you never know what could come at you, or what could
263 happen. Or, you know, just like being in the States, a van could pull up and you know
264 pull you inside and you're gone, and that's it. I mean yeah we do carry weapons, but
265 what if you're in a situation where you can't reach it, or you know they've grabbed you
266 somehow and so like I said, I just always keep that situational awareness of what's going
267 on around me. Who's walking towards me, what are they wearing you know? Do they
268 have a weapon on them, you know, what's my escape route if they came at me? So I
269 always keep that in mind.

270 **Interviewer:** And when you walk late at night, how's the lighting? Is that
271 something you pay attention to or not really or?

272 **Participant 7:** I do, along the main street, Disney, it's fantastic but like coming
273 out of the DFACs and coming out of the PX when you have that T wall maze that you
274 have to go through, um the lighting could be a little better. 'Cause you never know what
275 can happen, especially like over near like the Dragon DFAC, there's three, literally three
276 sets of T walls that you have to walk through before you can get out of the DFAC area.

277 And there's spots in there where you can be pulled aside, or you know anything could
278 happen to you and there's no lighting, you can't see. Usually when I walk out, I've put
279 my hands in front of me, because I can't see where, you know, the T wall ends or begins
280 or where the next one is. So I mean that lighting could be a little bit better, but I mean
281 walking down the main streets or like walking through the B huts to Letterman, to the
282 hospital, the lighting is adequate. For a war zone it's adequate.

283 **Interviewer:** Okay. Have you ever heard the phrase, "Taliban Tavern"?

284 **Participant 7:** No.

285 **Interviewer:** Okay. Um. All right, one final question just if there's anything
286 else that you want to add in terms of interpersonal relationships that you've noticed on
287 BAF or anything? Any comments in that area that you want to make before we finish
288 up?

289 **Participant 7:** Um. I mean not really, I've just been here for a month and
290 everyone's pretty nice. Like I said, it's just we didn't really get the warm and fuzzy from
291 the Air Force when we first came in, it just, because it takes time for them to warm up to
292 us. Um, I, with the influx of the army coming in I feel a lot better and I feel like a lot
293 more at home to have like my own kind around me. It just it feels different, but I mean
294 besides that just try to make it day-to-day.

295 **Interviewer:** Okay, well thanks for your time, I appreciate it.

296

297 **~End Transcript~**

1 **Participant Interview 8: Participant 8**

2 **Interviewer:** How long you've been in Bagram?

3 **Participant 8:** I've been in Bagram since April sixth, 2010. Just over six months.

4 **Interviewer:** April sixth, 2010? And tell me, um, what you heard about Bagram before
5 you came here?

6 **Participant 8:** I heard mainly operational and tactical stuff. Uh, information like
7 the way out of the base, maps the base. kind of what the job would consist of as far as
8 proper security, and that it was very crowded. and living conditions were not what they
9 should have been. But that was due to Afghanistan not getting any of the money that they
10 should have. And, um (long pause) about the locals and their culture. And just basic
11 predeployment information. Only things specific was that to my job. So we didn't have
12 heads up about that.

13 **Interviewer:** So you didn't hear anything about safety on BAF, or anything

14 **Participant 8:** Oh yeah, we did hear that uh the traffic and the four Army guys
15 that got hit by somebody in a—in a Humvee. Messed em up pretty bad, I guess. But went
16 to that Air Force Army relations when 82nd was here cause they didn't take that very
17 well, which is completely understandable.

18 **Interviewer:** I see. Um. So, how did what you hear about BAF how did that
19 differ from when you arrived at BAF? What was your impressions when you got here?

20 **Participant 8:** As far as safety goes, it was very worse. Uh, pedestrians versus
21 vehicles, the amount of vehicles. We had no lighting. The amount of, um, people
22 walking around all hours of the night, and just, you know, nothing really being marked as
23 far as road cross or anything like that.

24 **Interviewer:** What about ... What about between soldiers and sailors and
25 Marines. Relationships between them?

26 **Participant 8:** Um. Well. I didn't really deal with a lot of people outside of my
27 branch initially, but um when we did start mixing around everybody was mostly pretty
28 cool. That was when we were off work. But I did hear about, you know, some beef at
29 the gym between the guys regular talking shit between eachother. No, nothing like it was
30 like fights or anything like that, it was just boys being boys.

31 **Interviewer:** Ok.

- 32 **Participant 8:** (laughs a little)
- 33 **Interviewer:** OK. Ah. Um. What's your, what's your educational background?
- 34 **Participant 8:** Um. I'm about a year out from my bachelors. Completion of my
35 bachelors.
- 36 **Interviewer:** And what are you studying?
- 37 **Participant 8:** Management and Personal protection.
- 38 **Interviewer:** OK. And how old are you?
- 39 **Participant 8:** I'm 32.
- 40 **Interviewer:** All right. Um. OK. When you think a little bit about, um, your
41 definition of a safe living environment, what would you consider a safe living
42 environment. Your definition?
- 43 **Participant 8:** Um. As far as away from other people as possible. (laughs a little).
44 Um no, for the most part, I think if you're not in the B-Huts you have the option of being
45 more safe than people in the B-Huts because the B-Huts cannot secure their exterior
46 doors, ah, they can secure the doors to their rooms but it's just usually by a simple hasp
47 and a lock and those are too easy to bust into. And if you've got somebody that's
48 determined and nothing's gonna stop them. They can...Half the time, in the B-Hut, you
49 can just crawl over the top to come into a room. Um, I don't know about the other, like
50 um, billeting because I haven't been in any of those but uh, they um, in Bagram they felt
51 pretty secure.
- 52 **Interviewer:** Um. OK. How long have you been deployed here?
- 53 **Participant 8:** Six months. Just over six months.
- 54 **Interviewer:** And, um, what deployment is this for you?
- 55 **Participant 8:** Nine.
- 56 **Interviewer:** This is your ninth deployment?
- 57 **Participant 8:** Ninth deployment.
- 58 **Interviewer:** Um, tell me a little bit about recreational activities that you've
59 involved with on Bagram.
- 60 **Participant 8:** Um. Zero.
- 61 **Interviewer:** Why is that?
- 62 **Participant 8:** Cause our hours are long. And shifts usually don't allow for

63 you...depends on what shift you work if you get up at two in the morning and have to be
64 at work at three in the morning and you don't get home until four thirty in the afternoon,
65 ah, your choice...I mean that shift allows you to have a little bit of option. But the first
66 shift I worked was 19:30 to, it was almost 10:00AM when I got back. So when you're
67 working security, perimeter security, you can't really, you get to go home and take a
68 shower, eat and go to bed in order to be technically fully rested and ready for your shift
69 the following night.

70 **Interviewer:** Do you get any days off at all?

71 **Participant 8:** We used to. We used to get...We used to work four and ones.
72 Four days on, one day off. Sorry. Four days on, one day off. Then, bout a month ago
73 they took all days off. And I haven't had a day off in over, yeah, right around a month.
74 Interviewer: Uh hum.

75 **Participant 8:** And you just are exhausted at that point so you know you don't
76 really have time to do anything recreational at all. You can, but you're gonna sacrifice
77 sleep. And that rest that you need to be alert.

78 **Interviewer:** What do you do to relax?

79 **Participant 8:** (pause) Smoke. Unfortunately. (laughs a little). I used to try and
80 run but that didn't work. It just made me more tired. So, um the three months of insomnia
81 just kinda spent all my energy just, I had nothin left to try to run anymore cause it wasn't
82 makin me fall asleep so that was the worst part.

83 **Interviewer:** What do you do to try to go to sleep?

84 **Participant 8:** Well now, I don't know how I got out of it, but um what I'd do
85 before is I'd come home, ah take a shower, and I would you know, do my bed routine
86 which is, you know, go to bed and read a little bit of a book or maybe walk a little bit and
87 then go lay down and attempt to go to sleep. Then lay there for sometimes three, four,
88 five, six hours before I'd even fall asleep. Then I'd wake up and I wouldn't even hit REM
89 sleep so it would be very exhausting.

90 **Interviewer:** Uh hum. Did you ever take medication or anything?

91 **Participant 8:** Yes. At one point, um, my boss made me go hospital because I was
92 so irritable and cranky and he knew I wasn't sleepin and getting the required rest that
93 we're supposed to get and made me go to the doc. Doc put me on Ambien, and explained,

94 that you know, that it worked on our minds and not necessarily the body. So, it helped me
95 sleep. I mean within twenty minutes of taken it I'd be able to fall asleep but it would
96 leave me very very groggy, very very tired. All day the next day. And um, I didn't
97 continue that because technically if we're on a narcotic we can't arm up and should we
98 shoot then it's gonna be called into question. And then, um, we're supposed to let people
99 know if we're on a medicine and I told em, and they're like "we don't really care," so
100 that was conflicting for me cause I know better that we're not supposed to arm if we
101 basically can't sober up. He's like "I expect you to know your own body, so if you can't
102 do something the you should say something now." Well, I told em, and that didn't mater
103 so. But then, when I got sick with flu and bronchitis three months later they put me on
104 antibiotics that said "drowsy medication" on the bottle. They wouldn't let me arm. So,
105 apparently they cared about that over an actual narcotic. Which did not make any sense
106 whatsoever. So I have just sucked it up for three months and got the two or three hours
107 of sleep I could get and just drank a ton of coffee and that was it. It was all I could do.

108 **Interviewer:** OK. Tell me a little bit about um any experiences issues that you
109 had related to workplace violence.

110 **Participant 8:** Hum. Workplace violence. We, um, we had troops actually hitten
111 close by um, as far as me in particular there were a few days, very strenuous weeks there
112 where uh, me and some other people didn't really see eye to eye on how something
113 should have been done and pretty heated arguments. At one point he said that ah,
114 basically he couldn't work with me anymore because all he wants to do was choke me
115 out and punch me in the face, but I took like ah, you know, the joking 'I wanna punch
116 your face'. You know I think if we coulda had ah another way to talk freely with
117 eachother and not get reprimanded over being on opposite sides and being able to
118 disagree passionately it wouldn't of got to the point where it was, could have been,
119 perceived as being threatening.

120 **Interviewer:** Was this a peer or a supervisor...

121 **Participant 8:** No, this was a peer. He was the same rank as me, but he was in a
122 position over me, so, uh, yeah...you could technically say a supervisor by position. So.
123 But, same rank.

124 **Interviewer:** (unintelligible) supervisor issues?

125 **Participant 8:** Um. (pause) Uh. I don't...Not particular with me but with other
126 people yes. We had girls in other sectors fight. Um. I don't know why.

127 **Interviewer:** Against eachother?

128 **Participant 8:** Yes. Ah, An NCO and lower ranking E3 I think she was.

129 **Interviewer:** Verbal fight, or...

130 **Participant 8:** No, physical. Ah, the girls would fight eachother, um, we had a
131 bunch of trouble with the girls on midshifts. And they were, you know, typical middle
132 school-high school you know, always running their mouth to eachother but nobody'd do
133 anything about it and finally they had somebody go and talk to all them. Got so they had
134 to move the girl out of a sector and get her another job just because of the way she was
135 ah, the root of the problem.

136 **Interviewer:** After they moved her, things kinda settled down?

137 **Participant 8:** Uh hum. Typical, typical interpersonal relations that just, there's
138 not, because you're stressed out, because you're workin long hours because you're not
139 getting the sleep you need. Because you're getting bad food and everybody's just
140 annoyed. Patience is gone and tempers are up.

141 **Interviewer:** Any issues, any experience with homicide?

142 **Participant 8:** Um. No.

143 **Interviewer:** What about suicide?

144 **Participant 8:** Um yes. We have people all the time, who will talk about suicide
145 or joke about it. And you know, some people take it serious and report it, some people
146 don't. Um. My sector in particular has been investigated by either CID, or OSI, which
147 are the investigative agencies are in the Army and the Air Force and they ah, they've
148 been out to our sector four or five times in the last two months. And the guys that were
149 getting investigated for whatever reasons. A couple of them said, ah, "Well, I'll just kill
150 myself." Or they'll talk about um like, "I can't believe this shit, this is ridiculous, and I
151 just wanna go home..." and um, when ASKED, cause they have to ask those questions,
152 "Are you gonna hurt yourself, or are you gonna hurt anybody else..?" Some of em, some
153 of em say yes. But that puts them in a position of, well now they can't carry weapons,
154 they can, you know, do a job that's not so stressful or get's em out of dealin with the
155 people that stress em out. Not, not all the people, I you know, don't really want to say

156 like all the people, use that to their advantage to get out of doing the regular job. Some of
157 em do. Cause they know.

158 **Interviewer:** What about females and suicide? Any experience with that?

159 **Participant 8:** Um, nope. Huh um. It's all the boys.

160 **Interviewer:** Uh hum. Okay. What about substance abuse, alcohol, drugs?

161 **Participant 8:** Well, I know for a fact if we could drink here...there's always
162 substance abuse. You know, I know that people do drink here, um, I know that people use
163 drugs here, whether it's huffin or smoking weed or meth or whatever that 'spice' stuff is.
164 I just heard about that a couple of weeks ago. Um I think if they could get away with it
165 freely, yeah, people would abuse it, absolutely.

166 **Interviewer:** Do you know people while you've been here?

167 **Participant 8:** I've known OF people, you know, but I haven't actually seen it.
168 I've known of the people, heard the, heard the stories and I mean, if you take a guy half a
169 pack a day, and then bring him here, he's smoking a pack and a half, two packs a day,
170 that's technically, uh, substance abuse. You know. It's not illegal, but it's in excess. And
171 what they normally, do, and so that's one example if all they do is drink Red Bull, and
172 they used to normally only drink one, and then go to twelve a day, that's you know,
173 caffeine, it's drugs.

174 **Interviewer:** Is that something you've seen while you've been here?

175 **Participant 8:** Oh yeah. I've known guy's that have drank twelve, or fifteen or
176 sixteen Redbulls a day. And um, guys that will go through two packs of smokes a day.
177 Ah, guys that will go get alcohol or liquor from wherever they need to get it from, ahm...

178 **Interviewer:** You ever see the women do the same thing?

179 **Participant 8:** Oh yeah. Absolutely. All the time. All the time. Hell, I even did it.
180 I haven't smoked before I got here, and now I get a chance of goin and smoke off of
181 somebody, I'm gonna do it. I hate smoking, but it relieves stress.

182 **Interviewer:** Did you smoke on other deployments?

183 **Participant 8:** Yes. Absolutely. Every, I, well, I say out of nine deployments I
184 smoked on the last...last four of them. Last four or five. Yeah. Absolutely.

185 **Interviewer:** Are you okay with continuing on?

186 **Participant 8:** Oh yeah, yeah....

187 **Interviewer:** What about sexual harassment, sexual assault issues...?

188 **Participant 8:** Uh, it's rampant.

189 **Interviewer:** Why do you say it's rampant?

190 **Participant 8:** Cause that's one of the reasons OSI came to our sector was sexual
191 assault. Oh, not sexual assault, but sexual harassment. And uh, there's a difference
192 between me and the girls that actually complained about it is that I'm used to it. I'm not
193 offended by what anybody says, and uh, it takes a entire, it just takes a lot of effort uh to
194 even attempt to offend me, and I don't give the people that much weight anymore, but it
195 doesn't mean that they don't try. I've had supervisors I've had troops, I've had just
196 regular friends or whatever, they'll try, try and see what they can get away with, but if
197 you don't put them in their place, and cut them off at a certain point then, they'll keep
198 tryin, you know?

199 **Interviewer:** Do you see women having problems doing that?

200 **Participant 8:** Oh yeah. Matter of fact, we had a brand new female Airman she
201 may have been in two years, maybe. This is her first deployment. She's married. And
202 LN's (note: local nationals) that we work with, um we found out that this one LN in
203 particular who has had a history of having American girlfriends whether it's Army or Air
204 Force whatever, um, he would leave his assigned post and go hang out with them for
205 hours on end. And uh, he kept coming to see this one girl and uh, she basically during the
206 interview, after we found out that they were accused of making out in the tower, that she
207 didn't know how to tell him no and she was basically sayin that it doesn't matter how
208 much somebody hurts them, or hurts her, she will never hurt somebody else. Like hurt
209 their feelings or make it uncomfortable for them, you know, she'll just take whatever
210 until it just goes away. So, needless to say, we fired him. And uh, explained to her that
211 her actions were inappropriate as well, cause she's a sentry and if she ever needed help
212 she could simply call.

213 **Interviewer:** She was what, a sentry?

214 **Participant 8:** Yeah, a sentry, you know, she was on guard in a tower, and
215 whatever post she's at and she's required to call if she needs help. And she said that she
216 told one of her best friends, her male best friend that's here with her, and she said, "Well
217 I need help with this, can you guys just talk to him? Tell him to go away." And his

218 answer to her was, “Nope. That’s your problem. You can deal with it.” And he left her
219 hangin. And that LN ended up kissing her for an extended period of time, apparently she
220 didn’t want it, however, in my opinion, you know, you’re not gonna just let somebody
221 kiss you for a minute or two minutes, either you’re gonna reciprocate, so...in my eyes it
222 was as much her fault as it was his fault, but uh, she just didn’t know how to tell him no.
223 And that’s typical of young female Airmen who have had pretty much everything done
224 for them. They’ve never been in a compromising situation. They don’t know how to
225 stand up for themselves. So.

226 **Interviewer:** You know all these commercials we that have on T.V. and stuff
227 about sexual harassment, sexual assault, do you think they’re a benefit? Do you think
228 they’re not a benefit? Um, Why um would somebody listen and understand um, and then
229 let someone cross the line?

230 **Participant 8:** The commercials are a benefit because um awareness versus
231 nothing at all. Uh, we, anytime we see it we should report it. We’re here, we should
232 record it, but nine times out of ten it doesn’t happen because they don’t want their
233 personal information talked about or they don’t want to feel uncomfortable at work by
234 saying, “Hey, this guy’s botherin me, or this girl’s botherin me. They don’t want to feel
235 embarrassed so they don’t do it. Or they don’t want to go through the ordeal cause its
236 usually a lengthy process. It usually gets quite a bit of attention. Um, they fear reprisal for
237 it. You know, basically it’s the stigma of, “Oh if she says anything, she’s a prude, and if
238 she doesn’t well I’m just gonna get away with it until she tells me to back off.” Half of
239 them don’t tell em to back off.

240 **Interviewer:** And why do you think that is? Just cause ...

241 **Participant 8:** They’re either scared or they feel uncomfortable, or, um, they like
242 it. And they continue to let it happen.

243 **Interviewer:** Uh hum.

244 **Participant 8:** It could go either way.

245 **Interviewer:** Okay. Um, what about domestic violence issues? Do you have
246 anybody who’s had like um, interpersonal relationships or intimate partner relationships
247 here or who’ve gone back home and had to deal with domestic violence issues?

248 **Participant 8:** Oh yeah. Yeah. Um, the girl that um was accused of making out

249 with the local, she uh, her best friend who's also here with me, the female best friend, she
250 told me that her husband's hit her before. She's come to work with, uh, you know, marks
251 on her face, or whatever, um. I haven't seen it firsthand here, but I've heard of it. Um, I
252 know on my (unintelligible) it was uh, before this deployment, when I was still married,
253 when I was going through MY stuff my not necessarily divorce, but as the marriage was
254 coming to an END, we, my ex husband and I, we really went the wrong direction about
255 six, eight months and were just physical and, not like outright hitting and like that, but
256 we'd pushed and shoved and joked and slammed and just stupid, stupid temper flaring
257 emotional responses that were not our par for the course, cause we were never like that,
258 but it was just got real real bad. And, uh, that was the outcome of it. But I recognized it,
259 and I told him, I was like, "Look, you know we gotta stop." Cause I'm stupid enough,
260 and I'm stubborn enough you know, to stay in the fight, and I know that you could kill
261 me instantly, (laughs), but, unless you do kill me I'm just gonna get up again and
262 continue to fight, because, I'm defensive like that, you know. You can't, you can't hold
263 me down to the point to where I'll stop, you know, it's just gonna make me more mad.
264 So.

265 **Interviewer:** Did you use any military services or programs like (crosstalk)...

266 **Participant 8:** Yeah, we did. We uh, we tried One Source, we tried the Chaplains,
267 we tried uh, uh, Family Advocacy which um has like uh, a a civilian contractor marriage
268 counselor, and just counseling period that we attempted to talk to and it was, I mean, the
269 Chaplains are there for religious based thing but if you don't live in a religious based
270 marriage, then they're kinda not helpless but they're just are limited, um, in what they
271 can do. Um, and most Chaplains aren't like certified marriage counselors, you know,
272 they're not professional marriage counselors, um, the Family Advocacy contractor who
273 was there um, she was a good, she was a good counselor and gave good advice and
274 guidance, but she just didn't have an intimate knowledge of marriage and um, or military,
275 military life and things that cause marriages to go badly. I saw in the , one of the
276 newspapers that some new General wants to put in a marriage counselor at every base,
277 professional marriage counselors and that was like, I was like, "Well that woulda been
278 nice..." (laughs) , you know? But I don't believe, honestly, lookin back at my marriage, I
279 don't believe that there was anything anybody could have done. I mean, we both did

280 eight deployments in six and a half years and that just, it was over before it started, you
281 know, so. Like I said, I think that was maybe an exception but not, not uncommon at all,
282 especially for cops. Not uncommon at all.

283 **Interviewer:** Do you have children?

284 **Participant 8:** No I don't. He had a, he had a daughter.

285 **Interviewer:** Hm. I see.

286 **Participant 8:** Yeah, I never had time to have children. (laughs).

287 **Interviewer:** All right. We, we talked a little bit about assault, and fights that
288 you've seen, um any other experiences of assault, battery, people fighting um, personal
289 experience or...

290 **Participant 8:** Yeah, I've seen people um, some of our guys, where, they would
291 get so frustrated or so angry because the locals weren't listening or they uh, just were out
292 of line and didn't understand what was being said to them that they would put their hands
293 on and physically push them or shove them to where to guide them to what they wanted
294 them to do.

295 **Interviewer:** They put their hands on the locals?

296 **Participant 8:** Yeah. Um.

297 **Interviewer:** What about on eachother?

298 **Participant 8:** Like male to male? Um. Yeah, well, I saw one fight between two
299 Airmen. Two male Airmen. Um. I know there's a lot of guys at work that are ready to
300 snap eachother's necks now cause they're just they're tired. That's all it is. They're tired,
301 they're overworked, they don't get the rest they need, they don't, they don't eat the right
302 stuff either, I mean, you need all that balance, so...(long pause/stop)

303 **Interviewer:** Okay. Thinking about different programs that are here on BAF,
304 and what's your experience? Um. Are there any things that you wish was here on BAF
305 that you think would help military on military? Or, Um, what would help those military
306 on military relationships?

307 **Participant 8:** Combat Stress is really good. Um, the Chaplains are good. Um,
308 for us, it's a little different cause we, a lot of people don't realize what we do, a, like our
309 career field, and what we deal with. Um, you know, they think sittin in the tower for
310 twelve hours is a piece of cake, but sittin in a tower after you've only had two hours of

311 sleep and you're drugged on a narcotic, you haven't eaten well, you haven't slept well,
312 and try to force yourself to stay awake because if you get caught in a perceived state of
313 relaxation, I mean you could have your head back and just lookin at the ceiling, you'll get
314 an Article 15 thrown at you. So, there's gotta be the manning to support ah, work-rest
315 leave, appropriate work rest cycles. Um, which we don't have. Um, programs, ah, like
316 Combat Stress, or Mm, Mental Health, Lifeskills, whatever you want to call it, they uh,
317 they help, but people are still afraid to go to them because if we miss a day of work well
318 then, leadership kinda looks at like, well they're trying to skate out of work. You know.
319 Instead of suckin it up and going to post because that's what we do.

320 **Interviewer:** What about recreation activities?

321 **Participant 8:** Now, the recreation here is good. I mean, they got plenty of gyms,
322 they got plenty of programs as far as karaoke, movies, or the uh, uh different workout
323 programs they offer at the gym and stuff but again it all depends on what schedule you
324 work. Some of those things you can get to. Some of them you can't. Cause, you know,
325 they're mainly based on people who work normal duty hours. It's, but that's typical, your
326 typical response, you know, working shifts twenty four hours a day. There's certain
327 things you can do, and certain things you can't. But most of the guys that are working
328 shifts they just do their own little gym routine. And those people that don't go to the
329 gym, they play games. Or they just sleep.

330 **Interviewer:** What do you mean play games?

331 **Participant 8:** They do video games. Um. I know a lot of the MWR facilities
332 have stuff set up and that's good, because the guys that don't have a console or have three
333 people sleepin in the room and they're wide awake, uh, they'll go there and use those, so
334 those, some people play online video games in their room.

335 **Interviewer:** Uh huh.

336 **Participant 8:** Um, in my room no, but in the guys rooms yes, the girls not so
337 much, but the guys, that's what they do. They either go to the gym, or they play games.

338 **Interviewer:** Okay.

339 **Participant 8:** And there's a quiet group here that just tries to sleep as much as
340 possible because that's all they can do.

341 **Interviewer:** What do girls do for recreation?

342 **Participant 8:** Um, some of em go to the gym, usually with the guys, but um,
343 some of em go to the movies. Um, most of em just go smoke. Ah, some of em just roll
344 over and go to sleep. You know. Kinda like, “I’m just gonna sleep all day, and nothing
345 else.” They get that, that routine where it’s work, and, and, sleep. And shower. Work, eat,
346 sleep, shower. Work, eat, sleep, shower. And that’s it. They don’t do anything, you know,
347 so ...that’s that.

348 **Interviewer:** What about um, things that you would take away from BAF.
349 Things that you don’t find are productive, or are destructive to relationships between
350 military personnel?

351 **Participant 8:** Hm. Destructive between military personnel. Um. (pause) I think
352 if, (sigh) if the arrangements were a little bit better, if BAF had a little more space to it,
353 things were just spread out a little more, you know, people were able to get some alone
354 time, you know, like serious alone time, without three hundred people being in the gym,
355 or five hundred people being in the chow hall, or four guys to a room or six guys to a
356 room, or where they could actually just go and be by themselves, I think that would help.
357 Like a “de-stress room”.

358 **Interviewer:** Uh hum.

359 **Participant 8:** Would be good. Massage therapists would be good. Uh. Free
360 massages would be good. Because I know a lot of guys wanna go, but they don’t have the
361 money to go, or whatever, but anything that helps em decompress would be good. Um.
362 And I think the biggest thing here, because everybody on BAF is so jam packed together,
363 it’s just that you’re so constantly surrounded by people you don’t have that solitude that
364 you need. So.

365 **Interviewer:** Um. If you had to pick the trouble spots in all of BAF, for conflict
366 issues, personnel issues, crimes, and that kinda stuff, um, could you identify any area in
367 BAF where would be the most trouble spot?

368 **Participant 8:** *(Participant names her own unit....)* We are undermanned as a
369 whole. We’re undermanned, we are not fed anything healthy, on a daily basis, we um,
370 we work more than the majority of the people on base, uh, as far as, you know, like shift
371 work, none of us, none of the four sectors does anything I mean, like I said, we’re, we’ve
372 been working a month straight, and we all work at least thirteen, fourteen hours a day,

373 um, half the time, you know, they guys complain about people being too loud in the
374 dorms, or, um not being able to get into the gym because there's too many people, or
375 whatever, but, just in my sector alone, in the last two months, you had four or five
376 investigations, SEPARATE investigations. On more than just one person. So it's, I mean,
377 that's a big CLUE that something's wrong. Um. And other sectors have their problems
378 too. Um. But, since I am working in this sector for quite some time, I don't know the
379 intimacy about it, but um, yeah.

380 **Interviewer:** What about gang violence? Have you heard anything related to
381 gang violence at all on BAF?

382 **Participant 8:** No. No. No..no. Nothing.

383 **Interviewer:** What uh, about theft, crime? People mssing...

384 **Participant 8:** Theft! Yes! Theft, um, theft is always a problem, and it goes back
385 to people not being able to secure their stuff. They're roommates that their forced to
386 reside with steal their stuff, or, you know, somebody finds something laying around if
387 they want it, they're not going to be like, "Hey, whose is this?" They're gonna take it.

388 **Interviewer:** Have you had any experience with that at all?

389 **Participant 8:** Yeah, one of my guys on our sector is currently being investigated
390 because he, the guys in dorm (#) were all sleeping and ah, somebody from another unit
391 come in and said "Hey, heard you were the boss", or the, you know, Camp Mayor, which
392 they were not correct about, he was like, "Somebody stole my laptop. I'm gonna wake
393 everybody in this building up." You know. So started doing that, and they ended up
394 finding the guy's stuff plus some other stuff that was not yet found to be missing. And
395 uh, it was in one of the guy's rooms, and he said, I don't even, I can't even say what he
396 said, but I don't know for sure, but I just heard that he said that he was going to buy a
397 laptop but all of the sudden he just found this one, so. (laughs). I don't know why you
398 just don't buy a new laptop. You know. But yeah, that's a big problem. Um. If people
399 have damaged gear, or missing gear, instead of reporting it and going to like this point,
400 they'll take somebody else's stuff because it's easier. It's quick. Um.

401 **Interviewer:** Have you ever known women to do that?

402 **Participant 8:** Yeah. Same. They're always doin it. Uh. Yeah.

403 **Interviewer:** Um, anything else in regard to military upon military relationships

404 that you want to share that you've got a comment about before we close?

405 **Participant 8:** No, I'm good.

406 **Interviewer:** I really appreciate your time.

407 **Participant 8:** You are most welcome.

408 **Interviewer:** Thank you very much.

409 **Participant 8:** You're very welcome.

410 **~End Transcript**

1 **Participant 9 Interview 9: Participant 9**

2 **Interviewer:** Tell me a little bit about how long have you been here in Bagram?

3 **Participant 9:** We arrived on July 29th so it's been about two-and-a-half months.

4 **Interviewer:** Okay. And you said you're how old?

5 **Participant 9:** Thirty-six.

6 **Interviewer:** Okay. Tell me a little bit about your educational background.

7 **Participant 9:** Um. I have a bachelor's degree from Rutgers University in
8 Political Science and I attended the University of Missouri for my master's degree in
9 Political Science and I'm still working on my thesis,so...

10 **Interviewer:** Good job. All right. Thinking about what people told you before
11 you came to <name of base>, what kind of things did you hear?

12 **Participant 9:** Um, I don't know. (crosstalk/unintelligible) That's going to be a
13 hard job because I was going into a new job. I mean, but as far as what kind of...

14 **Interviewer:** Did people tell you about <name of base> being a great place to be
15 in, that's a great place to be safe, not safe?

16 **Participant 9:** Um, from people that I'd talked to who have been here before, they
17 said it wasn't a bad place to be. I mean, you know, of course, they did away with all the
18 fast food places but you know, they said there were places to go, things to do, always
19 something going on. So I wasn't really concerned about having activities outside of work
20 to do.

21 **Interviewer:** Uh-hmm. And uh, did your opinion differ when you arrived?

22 **Participant 9:** I'm not really a person who goes out and does a whole bunch of
23 different stuff, you know. Uh, I like to go in my room and sleep and watch movies or
24 whatever. Um, but we participate in like, uh, sporting events like the runs that they have
25 and um we did an Amazing Race event, so I don't know. Yeah, I mean, it's been fun. I
26 haven't had any issues with anything.

27 **Interviewer:** Uh-hmm. So your opinion when you got here to Bagram, was it
28 about the same as before you arrived?

29 **Participant 9:** Yeah, pretty much. There was a lot more civilians here than I
30 thought would be here. That surprised me a whole lot. So, but...

31 **Interviewer:** I see. Uh-hmm. Was that a different experience for you than what

32 you've had before?

33 **Participant 9:** Um, well, it just seems like with each deployment that I've been
34 on, you know, when I was in Haiti, there was hardly any civilians at all. In Iraq, there was
35 more but it was mainly for uh, like maintenance services and stuff like that and now I get
36 here and there's civilians in every job and doing every, you know, every aspect of the
37 counter IED fight which is what we, we concentrate on, so...

38 **Interviewer:** The counter what fight?

39 **Participant 9:** The counter IED fight.

40 **Interviewer:** IED.

41 **Participant 9:** Actually, yeah.

42 **Interviewer:** Um, all right. When you think about just some of your experiences
43 that you've had so far in Bagram, have you had any experiences related to physical
44 assault or known anybody who suffered physical assault since you've been here?

45 **Participant 9:** I haven't personally. I'm trying to think if I know of anybody who
46 has...

47 **Interviewer:** Um, physical assault. Um, verbal assault in terms of just um, you
48 know, yelling at somebody or you know, screaming at somebody?

49 **Participant 9:** This is specifically females or just anybody?

50 **Interviewer:** Anybody, any instance?

51 **Participant 9:** Um, there was one soldier that I knew of in one of our units that
52 um, he got yelled at, chewed out, um, fairly severely, I think, what I think was out of line
53 by one of his superiors but other than that, I haven't really heard of anything.

54 **Interviewer:** Um-hmm.

55 **Participant 9:** I haven't witnessed anything, so...

56 **Interviewer:** Um, and how long ago did that happen?

57 **Participant 9:** (sigh) It had to have been in the beginning of August so...

58 **Interviewer:** Uh-hmm, okay. Is he doing okay now?

59 **Participant 9:** Yeah.

60 **Interviewer:** Yeah?

61 **Participant 9:** He's fine. I, I mean, it's just, you know, personalities clash
62 sometimes and somebody who's stressed out because of the deployment and went a little

63 bit overboard and so, but, as far as I know, everything's fine now.

64 **Interviewer:** Uh-hmm. What about workplace violence and leadership issues or
65 peer issues,um, how have things been for you since you've been here? Have you
66 experienced any um, either excellent leadership issues or any experiences or seen or
67 experienced anything that has caused conflict or depression or anything like that within
68 yourself or others that you know?

69 **Participant 9:** Um, I mean, I've had issues with some of my peers um but I'm a
70 fairly upfront and forward person (laughs a little) so um, when I had an issue with him, I
71 went to him and we discussed it probably loudly a couple of times and now, I wish him
72 the best of luck in the rest of his career. That was pretty much the end of it. Um, I, I
73 know that our boss, the Colonel is um, very adamant about ensuring that soldiers are
74 taken care of and that any issues or anything are resolved. Um, 'cause there was an
75 investigation, a 15-6 investigation going on, um, in one of our subordinate units for,
76 several different things were involved but command climate was one of them and you
77 know, he was very concerned about things that people were saying to each other and
78 activities that were going on in the unit. Um, I don't know if they would fall into the
79 category of violence but not necessarily appropriate behavior for a military workplace.
80 So... Um...

81 **Interviewer:** Can you expand on that a little bit more?

82 **Participant 9:** How far into...'cause I was the investigating officer for the 15-6 so
83 I don't know how far into the 15-6 I can go. I mean, I don't have a problem discussing it.
84 I mean, most of this stuff was um, it started with UCMJ complaints by um, one soldier
85 against the company commander, um, disrespect, insubordination, and disobeying a
86 lawful order. Um, in response to that, the soldier filed a um, an equal opportunity
87 complaint um, for gender and race, um and then...

88 **Interviewer:** Was the soldier a female?

89 **Participant 9:** Yes. And then, from that, they conducted a command climate
90 survey and um, there were a couple of things that came out in the command climate
91 survey. Um, most of it was, you know, individual personality conflicts. Um, but some of
92 it was processes and things that the command should have been doing to ensure that, um,
93 things weren't getting out of hand. You know, taking into account the stress of people

94 going outside the wire and everything like that, I don't think that they were necessarily
95 considering that the environment was different than the garrison environment and
96 people's tempers and feelings are all heightened more than you know, they would be in
97 the rear and they didn't take note of things that I, I would have thought that they should
98 have taken note of or stopped.

99 **Interviewer:** What type of things?

100 **Participant 9:** Um, some of the stuff had to deal with ah, inappropriate sexual
101 comments. Um, but and it wasn't like, you know, a guy going up to a girl and saying,
102 "Hey, I want to, you know, take your clothes off," or anything. It was, it was, you know,
103 mainly guys in the office messing around. Not that it was appropriate by any means but
104 you know, making comments to each other about uh, homosexuality or um, you know, "I
105 like your hair. I want to give you a massage." You know, I don't know, joking around
106 comments that were, by no means, appropriate for the workplace um, and it offended
107 some people in the company. Um, but the several layers of people that should have taken
108 note of that and said, "Hey, you need to stop that. Adjust your behavior." You know,
109 whatever, well, however you guys joke around with each other outside of the office,
110 away from everybody else is one thing, but in the workplace, it's not appropriate. Um,
111 several layers of those, people didn't really stop anything.

112 **Interviewer:** Why do think they continued on?

113 **Participant 9:** Um...

114 **Interviewer:** That type of behavior? Why didn't they do things that people
115 didn't stop it?

116 **Participant 9:** K.

117 **Interviewer:** Uh-hmm.

118 **Participant 9:** Um, I don't think it was right and I think that that's what
119 leadership is there for, is to ensure that things like that don't happen um, but I think in
120 this case, that's exactly what did happen. So I think they were, you know, looking for,
121 and as part of it may have been because they are deployed, you know, looking for
122 somewhere to belong or you know, friends to hang out with and stuff 'cause you're never
123 separated from the people that you work with. You always got them there.

124 **Interviewer:** Uh-hmm.

125 **Participant 9:** You know, in garrison, you have your friends outside of work and
126 not necessarily the people you work with all day long. So I think the dynamics of the
127 interpersonal relationships here are a lot different than um, behaviors that might be
128 exhibited in the rear.

129 **Interviewer:** Uh-hmm.

130 **Participant 9:** Having said that, that's probably not all of it 'cause I know that that
131 unit has had problems, issues before.

132 **Interviewer:** Uh-huh.

133 **Participant 9:** So, there's probably some other underlying issues that I'm not
134 aware of but in this case, it was...

135 **Interviewer:** Problems or issues like what before?

136 **Participant 9:** Um, they had um, I'm trying to think. I wasn't given all the
137 background information so I don't, I know that there was one NCO who ended up being
138 transferred cause he and the First Sergeant got into a huge like shouting match and I'm
139 not sure if it was a fistfight or not, like right in front of formation. Um, they just, it
140 seemed like there was a bunch of little issues that may have added up.

141 **Interviewer:** Uh-hmm.

142 **Participant 9:** You know, over time.

143 **Interviewer:** Tell me a little bit more about um, the one workplace issue you
144 had. Um, can you expand that a little bit more with the person that you had to confront?

145 **Participant 9:** Oh um, (sigh) he, I, I consider myself a very competent person and
146 a smart person. Um, I make mistakes but I don't appreciate, um, being micromanaged
147 and I understand that bosses are different but he was a deputy to my boss so he wasn't
148 necessarily in my chain anywhere. Um, and I just got to a point where I got tired of him
149 checking up on every single task that I was doing when I was already reporting to my
150 boss about it. Um, and yelling at, and yelling at me. I don't want to say yelling.

151 Chastising me for not doing my job correctly or um, not doing it the way he would do the
152 job and finally, he sent out one email that was kind of the breaking point where I just
153 said, "You know what? I don't appreciate you talking to me like that. I don't care who
154 you are. I understand you're the deputy but I'm your peer and that's not the way that
155 peers should work together to get the job done." And he, ah, he came to me and asked

156 me, you know, why I sent him that email and I started to yell at him and I decided that
157 because of where we were at, at that time, which was in our JOC and there were soldiers
158 there and our boss was in the office, that that was not the place that we should continue
159 that conversation. So I walked away from him. He later sent me another email. Um,
160 basically telling me that you know, I was wrong and you know, how could I be such a
161 baby to not want to discuss the option but you know, I wrote him an email back and I
162 said, "Look, I appreciate everything you've done for the unit um and I wish you the best
163 in your career." Because he's about to leave in about a month, less, well yeah, about a
164 month. He is out the door.

165 **Interviewer:** Uh-hmm.

166 **Participant 9:** Um, so and I have not talked to him about anything since that
167 point.

168 **Interviewer:** Uh-hmm.

169 **Participant 9:** I don't, I mean, if he needs something that the boss tells him he
170 needs to find out from me, then I will, by all means, act professionally and give him the
171 information he needs but I don't work well and I have hit my back where you know, a
172 peer is trying to micromanage my actions because they're not, I'm doing things exactly
173 the same way that he did em.

174 **Interviewer:** Right. Um, when he would discuss things with you, did he always
175 do it ah, in private?

176 **Participant 9:** Um, no, it seemed like every time that we had something to it, it
177 was either um, by a phone call. Um, and I know that he was not alone on his side of the
178 office and I know I wasn't, on my side of the office and then the time that we ah, had the
179 final confrontation, there was, you know, all kinds of people in the office and not just
180 people that work with us on a daily basis. I mean, we're in the 24-hour operations center
181 so there was always people coming in and out of there that are not either in our section or
182 not even in our unit sometimes because we're right about the conference room.

183 **Interviewer:** Uh-hmm. Did anyone else ever had any issues with him or no?

184 **Participant 9:** Yes (laughter).

185 **Interviewer:** Can you tell me a little bit more about that?

186 **Participant 9:** Um, well, I know that the guy who's taking over for his job has ah,

187 had some words with him about being micromanaged and being talked to like a child.
188 Um, we have a lieutenant that works in our office that's our FRAGO writer.

189 **Interviewer:** Uh-hmm.

190 **Participant 9:** And um, he, he was beginning to have some issues because um,
191 the Major I was talking about would basically just berate him all day long and tell him
192 that you know, he wasn't doing his job effectively and he didn't know how to do
193 anything and he didn't have any analytical capability and those were kind of the things
194 that, because I just started the new job that I'm in right now about a week-and-a-half ago.

195 **Interviewer:** I see.

196 **Participant 9:** Um, so when I moved over there, you know, he was telling me,
197 "You've got to, you're really got to, you know, keep your thumb on top of the lieutenant.
198 He can't, you know, he's not capable of doing any of that stuff." I haven't had any issues
199 with him. I mean, everybody makes mistakes. Sometimes, you miss stuff. I mean,
200 everybody does it. Um, but that doesn't mean you have to control somebody and yell at
201 them for every little thing that occurs. I mean, that's just, it's inappropriate and it's
202 ineffective. It doesn't create a good work environment.

203 **Interviewer:** Um.

204 **Participant 9:** So, I know that that lieutenant was starting to have some issues
205 with you know, whether he um, was competent for the job. Um. You know, starting to
206 have some self-doubt issues and question whether you know, he was capable of doing the
207 job. Um, I think that my, between myself and the new deputy that's taking over, um, are
208 resolving that issue, um, you know, he's probably still going to get yelled at, at some
209 point but I get yelled at too by my boss and you know, but it's not, you know, everyday
210 constant, you know, **belittling** type of thing. So I think I worked it out.

211 **Interviewer:** This major that you're talking about, how many hours would he
212 spend at work?

213 **Participant 9:** Um, 14 to 16 maybe?

214 **Interviewer:** Uh-hmm.

215 **Participant 9:** I think he would come in around 9:00 or so in the morning and I
216 know, it was kind of hard to judge because he would go away from work for a couple of
217 hours during the day sometimes. I don't know if he was working out or whatever but

218 then he would end up staying until 1:00 or 2:00 in the morning. So um, I guess it was
219 kind of, kind of hard to judge exactly how many hours.

220 **Interviewer:** And how, how were your work hours?

221 **Participant 9:** Um, since I've taken over the new job, my work hours um, have
222 expanded some. I usually come in around 7:30 and I usually try to leave by 9:00,
223 sometimes it doesn't, that doesn't happen if we've got...

224 **Interviewer:** Nine a.m. or p.m.?

225 **Participant 9:** Oh, 9:00 p.m. Sometimes, if ah, if we've got SIR's coming in or...

226 **Interviewer:** What's SIR?

227 **Participant 9:** Um, serious incidence report.

228 **Interviewer:** Okay.

229 **Participant 9:** For any issues that we've got going on.

230 **Interviewer:** Uh-hmm.

231 **Participant 9:** Um, I end up staying later like last night, I left at 11:30. Um, and
232 still getting, trying to get um, familiar with the new job and everything. I expected you
233 know, some longer hours at least for the, you know, first couple of weeks or so until I got
234 into the swing of things and knew what things would do and how to conduct certain battle
235 drills and everything else.

236 **Interviewer:** And under this, um, Major, your deputy um, did you get days off?

237 **Participant 9:** Um, we all had scheduled days off. We all have one day a week
238 that is a scheduled day off. Um, in the job I was in previously, I wasn't, it wasn't an
239 everyday constant busy, I've got reports to do, I've got things to track or stuff like that. It
240 was answering a lot of requests from units for information. Um, and a lot of meetings
241 that I had to attend. So, I had a scheduled day off for Tuesdays. Um, rarely did I ever
242 take the whole day on. Actually, I didn't ever take the whole day on Tuesday. I would
243 usually take half-a-day, either in the morning or in the afternoon because I had meetings
244 and stuff to go to.

245 **Interviewer:** Uh-hmm.

246 **Participant 9:** Um, and then like I said, I've only been in this new job for a week-
247 and-a-half now so, but I told my boss two days ago, I was like, "All right, it's time for me
248 to take a day off and go do something away from the office." So, um, so this will be my

249 first actual full day off because I'm not going anywhere near the office. (laughter).

250 **Interviewer:** I know what you're saying. Um, so you had a deputy that you
251 were working with who was positionally above you but kept...

252 **Participant 9:** Yeah.

253 **Interviewer:** What about the director?

254 **Participant 9:** Um...

255 **Interviewer:** Did the director help intercede or involved at all in some of these
256 altercations that occurred?

257 **Participant 9:** Ah, no, he didn't. But probably, the only one that he witnessed
258 was that final one. Um, and I recognized that he was in the office right behind us and I
259 was not going to handle a situation that was between myself and the deputy in front of
260 my boss and in addition to the other soldiers that were in there, so that was one of the
261 main reasons why, you know, I walked away from the conversation with the other Major
262 'cause it's not, I mean, if I needed help with something or I felt that he could have
263 resolved the situation for me then I would have, by all means, gone to him. And I'm sure
264 that he would have listened and you know, helped us work it out or whatever but I don't
265 think, I never went to him asking him if he could get involved in the situation or tell the
266 other Major to lay off or anything like that. I considered it a, not his level kind of thing.
267 So, as far as I know, he never got involved. Now, I don't know if um, the other Major
268 ever went and talked to him and discussed anything with him or whatever. Um. He never
269 said anything to me about it.

270 **Interviewer:** Okay. Um, moving on to just a different subject. What about drug
271 abuse or substance abuse? Have you seen, witnessed, or been aware of anything like that
272 in your unit?

273 **Participant 9:** I've not heard of anything or seen anything, so.

274 **Interviewer:** Okay. Um. Do you know of any people, not necessarily within
275 your unit as well but that deal with domestic violence issues or um, intimate partner
276 issues, either when they go home on an R&R or while they're here in theater?

277 **Participant 9:** Um, I've not, I haven't heard anybody discussing it, you know, in
278 the workplace or anything but I mean, outside the workplace, really there's only a couple
279 people that I talk to. You know, one of the girls who lives in my B-hut, you know, I

280 work with her. We came from the same location at Aberdeen, um, but she's mainly the
281 person that I talk to.

282 **Interviewer:** Uh-hmm.

283 **Participant 9:** Um. That I spend the most time with here and I've not heard, I
284 know I've not heard her mention anything but I don't think I've heard anybody else
285 mention any issues or possible problems or anything like that.

286 **Interviewer:** All right. Okay. Have you heard of anything related to gang
287 violence at all since you've been here?

288 **Participant 9 9:** No. Is that, is that an issue here? (laughs)

289 **Interviewer:** This is, you know, just ah, really looking at what your experiences
290 are and what you've heard just to be able to understand what the basic foundation of
291 Bagram is. What about issues related to suicide? Do you know anybody or heard of
292 anybody who has had suicidal issues, suicide ideation, um, complaints of suicides that
293 you can hear?

294 **Participant 9:** Um, nobody that I personally deal with but I mean, especially in
295 the job I'm in now, I, all of the serious incidence reports and commander's critical
296 information requirements come through us so any significant activity or SIR's that have
297 to go through the commander comes through me.

298 **Interviewer:** Uh-hmm.

299 **Participant 9:** So, in the last week-and-a-half, I've seen, we've had two, um, one
300 was an attempted suicide and one was a suicidal ideation. Now, neither of those people
301 are in Bagram, because our units are dispersed throughout the entire, um, theater.

302 **Interviewer:** Uh-hmm.

303 **Participant 9:** Um. But there has been two in the last week that I've ah, taken
304 reports on and then I know that one of the guys I work with, the new deputy that's taking
305 over, he ah, one night when he was going back to his room, I guess there was a specialist
306 who tried to commit suicide right outside of his B-hut by putting a zip tie around his neck
307 and he cut the zip tie off of that soldier's neck. Um, so that wasn't a personal experience
308 of mine but I know that he talked about it. I know it bothered him, you know, too to
309 seeing something like that and have to, you know, have to save the soldier's life but
310 um...

311 **Interviewer:** Is this a male?

312 **Participant 9:** Yes. Both and the new deputy and specialist who had committed
313 or was attempting to commit suicide, was a male.

314 **Interviewer:** Were the other two that you mentioned, where were those cases,
315 different FOBs?

316 **Participant 9:** One of them was at, I want to say one of them was at Kandahar
317 and the one yesterday, Shiranna, I believe.

318 **Interviewer:** Uh-hmm. Okay. Um, any incidents at all um, that you are aware
319 of, related to sexual harassment, sexual abuse, sexual assault since you've been here?

320 **Participant 9:** I've not heard of any incidence of sexual assault or sexual abuse.
321 The sexual harassment stuff kind of fell on mine with the 15-6 investigation that I
322 conducted um, so there was a lot of hostile work environment uh types of activities. Um,
323 but no quid pro quo types of sexual harassment. It was mainly hostile work environment.

324 **Interviewer:** Uh-hmm.

325 **Participant 9:** That was going on.

326 **Interviewer:** Okay. Um, I had a question in my head. Now it's gone. Okay.
327 Um, and when you think about programs and things that are here on the base and I know
328 you said you don't get out much but you might have some awareness of what's here,
329 everything from physical fitness, MWR opportunities to chapel opportunities, or other
330 opportunities. If you think about all those programs, is there anything that's lacking that
331 you wish were here, that you think would help with interpersonal relations between
332 soldiers?

333 **Participant 9:** (pause) As far as I can, I mean, I think that there's a lot of
334 resources here. It's, I don't know that there needs to be more or even different things
335 because I know there's a lot of stuff going on. Um, it might be, I don't know how
336 soldiers find out about the different programs so it's more like a commander leader
337 involvement type of issue in letting soldiers know that programs do exist out there,
338 whether it's, you know, sports activities or um, you know, fitness classes or um, you
339 know like races, like the Amazing Race that our unit did. Um, you know, I don't know,
340 there's Internet. Everybody seems to, we have Internet, on Facebook that today so
341 there's hot spots everywhere. I mean, there's things that I would like to do that aren't

342 necessarily here but you know, it's not really, you know, there wouldn't be a place for,
343 you know, to do them anyway. I mean, I play roller derby. There's not a roller skating
344 rink here so it's just, you know, okay, that's whatever. I'll deal with it for a year but I
345 mean, as far as general opportunities and outlets for soldiers to either talk about issues or
346 just get away or do things that they enjoy, I can't think of anything, you know, in general,
347 that's lacking. There's a variety of all different kinds of things and it's just a matter of
348 them finding what is suitable for them.

349 **Interviewer:** Uh-hmm. Anything that you would take away from BAF, that you
350 think is not productive, not useful, or detrimental to soldier, sailor, marine relationships?

351 **Participant 9:** (pause) I can't think of anything particularly. Um, I know that
352 within our unit, um, specifically, it seems like ah, housing is an issue. It's probably an
353 issue for everybody on Bagram because there's so many people here. Um, but, you
354 know, like in our B-hut, for example, we had four females in there and that was fine, I
355 mean, yeah, the B-huts aren't great but it's better than living in a shelter hut so yeah.
356 Um, but then, ah, one of the soldiers moved to another fob and they wanted to move a
357 male in there. And that wasn't really okay with us because in the B-hut across from us,
358 there's three males and one female living in that B-hut. My opinion, which I told the
359 First Sergeant was, "You need to move that female over to our B-hut and put the male in
360 that one." She didn't want to move, whatever. I just, I think that, I think that maybe the
361 housing situation isn't managed as effectively as it could be within our unit. Um, I, that
362 seems just to me what I hear a lot of people talk about, you know, the most. Why is this
363 E-7 in this room and you know, the RLB's and I've got, you know, a Lieutenant Colonel
364 that's in, you know, a B-hut or I don't know.

365 **Interviewer:** Uh-hmm.

366 **Participant 9:** As long as I have a bed, I'm good. I would prefer not to have a
367 male in my B-hut but they are individual rooms so I guess, you know. But it wasn't, it
368 was not the optimal situation for me and it wasn't okay with my friend, <name>, who, the
369 other Major that I share a room with.

370 **Interviewer:** Uh-hmm.

371 **Participant 9:** So, or I share the B-hut with. So um, but other than that, I can't
372 think of anything that...

373 **Interviewer:** Uh-hmm. Okay.

374 **Participant 9:** ...is an issue.

375 **Interviewer:** Let's just go back to your workplace environment since your new deputy
376 took over?

377 **Participant 9:** Uh-hmm.

378 **Interviewer:** And uh, since you addressed some of these issues, how have things
379 been? Have they improved or are they about the same? Um, or not improved?

380 **Participant 9:** I think that they have improved um because I can work with, work
381 with the new deputy fairly well. Um, and I think the thing that has helped a lot of that is
382 the former deputy that I had an issue with and that several people had an issue with, was
383 assigned as a 15-6 officer so he's been out almost since that incident occurred. He hasn't
384 been around the office.

385 **Interviewer:** What's a 15-6 officer?

386 **Participant 9:** Um, that's the um, investigation for, and it's, a 15-6 can be an
387 investigation for any number of things. It's actually an AR 15-6. Army Regulation 15-6.

388 **Interviewer:** Oh okay.

389 **Participant 9:** So, he was assigned as an investigating officer by the commander
390 so he's been out of the office for about a week now. So he hasn't been around much.

391 **Interviewer:** Uh-hmm.

392 **Participant 9:** He's scheduled, I think they said he was coming back today so
393 we'll see how things go. But (laughter).

394 **Interviewer:** Okay. Um, one more question. Uh, to your knowledge, with all
395 the programs that exist and everything, does the Army have any type of leadership
396 program? Not only leadership training, leadership school, but a leadership program that
397 allows people who may have leadership issues to go in and learn how to become better
398 leaders?

399 **Participant 9:** As far as I know, there's not a particular program outside of the
400 standardized schooling, you know, Captain's Career Course, the Major's Course, um, and
401 stuff like that. But as far as I know, there's not a leadership development course, um, I
402 mean, we receive leadership development classes during those standardized courses but
403 you know, it's very general. It applies to everybody. There's not, not anything that

404 would, could be tailored to a specific individual or a small group of individuals that I'm
405 aware of. So.

406 **Interviewer:** Okay. All right. Well, thank you very much for your time today.

407 Thank you.

408 **~End Transcript**

1 **Participant Interview 10: Participant 10**

2 **Interviewer:** All right, so if you can just tell me a little bit, a little bit about how
3 long you've been here at Bagram?

4 **Participant 10:** Okay. I've been here, um, three months. The unit I'm with, um,
5 I'm an individual augmentee so I, um, met them a couple of weeks before I deployed at
6 Fort <name of base>. Um, my home station is Fort <name of base>. So I volunteered
7 for this deployment to go with this unit.

8 **Interviewer:** Okay. All right and you're said you're how old?

9 **Participant 10:** Twenty-five.

10 **Interviewer:** Okay, what's your educational background?

11 **Participant 10:** Um, I went to University of Rhode Island. I have a degree in
12 Marketing.

13 **Interviewer:** Okay. Uh-hmm. Marketing and deployment.

14 **Participant 10:** Yeah. (laughter)

15 **Interviewer:** Um, okay, so thinking about um, what Bagram was like before you
16 were deployed here, did people give you any idea what it was supposed to be like or tell
17 you stories about what Bagram was like before you got here?

18 **Participant 10:** A, a little. I actually, when I was at Fort <name of base> for the
19 initial training, they told me I was going to be in Kabul. So I actually didn't anticipate
20 being here so I was, you know, going crazy researching Kabul and then when I got here,
21 like, oh we don't have any slots at <name of base>, so you'll actually be at Bagram. But
22 um, I think I was kind of told it was um, you know, pretty populated, lots of people, um,
23 more resources like gyms and stuff compared to other places in Afghanistan. Um, and I
24 kind of agree with that since I've been here.

25 **Interviewer:** Uh hum, did people mention anything to you about safety here and
26 like that, what it was like?

27 **Participant 10:** Um, people mostly said in terms of being in Afghanistan, it was
28 probably the safest place you could be.

29 **Interviewer:** That Bagram was a safe place?

30 **Participant 10:** Right, compared to other posts, um, I guess because of the size.

31 **Interviewer:** Uh-hmm. Okay. The size being bigger, smaller?

32 **Participant 10:** Large.

33 **Interviewer:** Larger.

34 **Participant 10:** One of the largest, I'm not sure if that's accurate but I, I think it's
35 one of the largest, if not the largest in Afghanistan so I think people kind of feel a sense
36 of security based on the size of it.

37 **Interviewer:** Uh-hmm.

38 **Participant 10:** That they're not, you know, where they work or whatever, isn't
39 right next to the perimeter.

40 **Interviewer:** I see. Okay. And ah, did your impressions change at all about
41 Bagram when you arrived?

42 **Participant 10:** I think my biggest surprise that no one mentioned since I haven't
43 been deployed before was the amount of contractors. Um, I was just very surprised to go
44 down Disney and see the amount of people in civilian clothes. Hah! (laughs) I still kind
45 of, you know, find that surprising. Um, and I think I, you know, kind of sometimes like
46 who are these people? You know, some of them are DOD civilians ah, which I probably
47 feel safer around, you know, I'm under the impression they probably have a security
48 clearance. They probably have done thorough background checks but a lot of the, um,
49 civilians probably, it's probably stereotyping but from other countries, I'm kind of
50 hesitant what background checks were done on them. Do they have any clearances?
51 What, did they just answer a random ad and now they're in Afghanistan? So I think I'm
52 a little um, apprehensive about the amount of civilians here.

53 **Interviewer:** Okay. Um, what type of recreational activities have you been
54 involved in since you been here?

55 **Participant 10:** Uh, I try to do every, every run they have here. It's kind of one of
56 the, the only things uh, to do so I do the Army 10 Miler. Um, (laughter) which actually
57 was eight miles (laughter) but um, the runs I've done any type of um, heritage-type event
58 regardless of um, the country. I try to go to that. There's a big, um, Hispanic heritage
59 festival at the Clam Shell. I went to that so any running or um, cultural events, I do try to
60 go to them.

61 **Interviewer:** Okay. Um, when you think about interpersonal safety which is
62 really more the relationships between military personnel, Soldiers, Marines, Sailors, with

63 other military personnel, what are your initial impressions in terms of how that is here at
64 Bagram?

65 **Participant 10:** Um, I personally do feel comfortable with um, my co-workers.
66 You know, even if it's a male, going to dinner with them, or you know, going to gym
67 with them. I think my, my biggest concern is more the perception. Um, you know,
68 people say to females, "Uh, you know, try not to be with the same male continuously
69 because people get the impression that maybe you're having some type of inappropriate
70 relationship that's more than platonic." So I think that's kind of been my biggest
71 frustration while here because sometimes someone's schedule just lines up with yours so
72 you end up going to dinner with them and um, being a female, you're kind of the
73 minority so it's very unrealistic to think you can only go to dinner with females. (laughs)
74 I'd probably, you know, always eat alone or you know, so I, I feel comfortable with it but
75 sometimes I feel uncomfortable with the impression.

76 **Interviewer:** Uh-hmm.

77 **Participant 10:** So I, I am pretty conscious of that because people, the rumor mill
78 is pretty rapid here.

79 **Interviewer:** Have you had any um, instances or experiences related to verbal
80 abuse or assault while here on the base, that you know of?

81 **Participant 10:** No, I haven't.

82 **Interviewer:** Okay. What about aggravated assault or somebody who's hit
83 somebody, you know, or hurt someone that you know of?

84 **Participant 10:** No. I haven't experienced that.

85 **Interviewer:** Um, any experiences with what we call "gun play" or negligence
86 discharge or pulling out a weapon to threaten somebody?

87 **Participant 10:** No, um, I'm the battle captain so we'll get reports of subordinate
88 units with negligent discharge but um, from what I've seen, it's really been a negligent
89 discharge. No attempt at violence or anything. Just um, a mistake.

90 **Interviewer:** Okay. Anything related to homicide, either with your experience
91 or what you've heard?

92 **Participant 10:** Uh, no. No, I haven't.

93 **Interviewer:** Suicide issues?

- 94 **Participant 10:** Same thing with the negligent discharge, because I'm the battle
95 captain, captain. Um, We'll get all the serious incident reports to the JOC so um, there
96 has been, since I've been here, a couple of incidences where um, either suicidal ideations
97 or um, soldiers have actually attempted suicide.
- 98 **Interviewer:** Uh-hmm. How many times have you had suicide attempts that you
99 know?
- 100 **Participant 10:** I think it was um, twice in the three months and um, I guess some
101 of those are questionable um, because some of them were related to drug overdose.
- 102 **Interviewer:** Uh-hmm.
- 103 **Participant 10:** So I think the chain in command is always quick to say it was a
104 suicide attempt but it's kind of hard to confirm if that was or not. The one that was kind
105 of interesting, I just read a report, um, it was a soldier. He wasn't here on BAF but he's
106 still part of, we're still his higher headquarters. Um, he, I guess, had suicidal ideation
107 when I read the report. He had had a lot of um, mental, history of mental illness in the
108 past and was on an antidepressant and um, was cleared for deployment and then within a
109 week or two of being here, um, he had a suicidal ideation so it was kind of interesting.
- 110 **Interviewer:** Any of the suicide attempts or suicide ideation, any of these female
111 at all?
- 112 **Participant 10:** No.
- 113 **Interviewer:** Do you know?
- 114 **Participant 10:** Male.
- 115 **Interviewer:** All male? Okay. Um, what about any incidences that you're
116 aware of, of gang violence?
- 117 **Participant 10:** No, I haven't heard of anything.
- 118 **Interviewer:** What about sexual harassment or sexual assault?
- 119 **Participant 10:** No, um, I've heard, I've heard um, I know or I guess our equal or
120 our unit victim advocate, I've heard that she has been involved in a couple of cases or
121 reviews, whatever they call it, but I haven't heard of any specific incidences.
- 122 **Interviewer:** Uh-hmm. Okay. So it's just the couple of cases since you've been
123 here?
- 124 **Participant 10:** Uh-hmm.

125 **Interviewer:** Okay. Um, what about, you mentioned substance abuse and
126 alcohol use in relation to the suicide cases that you had? Have you had any, has your unit
127 or have you been aware of since you've been here in Bagram any instances of substance
128 abuse or alcohol abuse?

129 **Participant 10:** I have heard that people do have alcohol shifters and specifically in
130 my unit. It was um, a male Lieutenant and it's kind of, you know, a rumor but I heard
131 from multiple sources.

132 **Interviewer:** Yeah, that's the only instances that you've had?

133 **Participant 10:** Uh-hmm.

134 **Interviewer:** Um, what about workplace violence or workplace bullying? And
135 that could be anything from a senior person, you know, doling out um, punishments that
136 are not appropriate to anything passive-aggressive to co-workers being similar?

137 **Participant 10:** Right. Um, yes. We have had one Major who was the deputy
138 three. He, um, he's actually leaving and people are extremely excited he's leaving. Uh, I
139 would say he has a pretty aggressive leadership style um, where he makes people very
140 uncomfortable to be in the office.

141 **Interviewer:** Uh-hmm.

142 **Participant 10:** Um, he recently got signed to an investigation that took him away
143 from the office and people were ecstatic (laughter). Um, just um, really, really short-
144 fused and I've been around leaders before that are aggressive or you know, hard chargers,
145 but I think this goes beyond this, um, a lot. You know, there's kind of speculation. Oh,
146 does he have PTSD? He was infantry. He's always deployed. He, um, he was actually
147 supposed to leave and then he extended. I don't know what leader would allow him to
148 extend. I think that was a poor choice. Um, and then he, he had told me he's redeploying
149 in November and then he's going to deploy again with his new unit in April. So
150 (laughter) and that, and he, he outranks me so um, you know. It's not really, really that
151 he's saying but I have to think some, some leader is seeing this, that the subordinates are
152 so excited he's leaving and he does um, have some good... It's not all bad but uh, you
153 know, he'll, it's the small things, you know. Someone misnamed a file. We have a
154 certain way that we name our files with the task force, the name, and then the date as of.
155 And you know, if you mislabel it, it's like you know. And you're being yelled at for that

156 (laughter). It seems extreme like simple mistakes.

157 **Interviewer:** He actually yelled at you?

158 **Participant 10:** Yes. Definitely. He will yell at people. Um...

159 **Interviewer:** Did he ever curse at you or anything?

160 **Participant 10:** Um, not me in particular. I think I kind of learned what set him
161 off. So um, you know, I don't think I, you know, he's definitely like condescending or
162 um, sometimes, there would, you know, we have, we run a lot of VTC's and Adobe
163 briefs and some of them are with the States so it's not uncommon that we would have
164 um, technical difficulties where we couldn't get in contact with them or they couldn't
165 read our slides or you know, something like that. Um, and he would just like, you know,
166 "Whoa, oh, what time were you set up?" and "Who did this?" and really, really get really
167 upset about it.

168 **Interviewer:** Hmm. Okay. Um, where is he getting moved to or go back to the
169 US?

170 **Participant 10:** Yeah, he's going back to a unit in, in the States. And I don't think
171 any relation, he actually extended. I don't think it has anything to do with that. In my
172 opinion, he should have been redeployed and try seeking mental health. It...You know,
173 he seems kind of, I mean, he's interesting (laughter). You know, when I, I saw him at a
174 Chaplain's Run and he went to the Chaplain's Breakfast and I was like really? I just
175 couldn't. I was very surprised that maybe he's trying to, you know, seek some help from
176 a higher power. I'm not really sure but um, that's that's the only person I've encountered
177 since I've been here that I thought kind of violent tendencies. And not physical, just
178 verbal.

179 **Interviewer:** Uh-hmm.

180 **Participant 10:** But um, to subordinates. He also was um, extremely
181 confrontational with peers. There'd be a work group. People are um, you know, giving
182 suggestions or whatever and he would just, if you didn't take his suggestion, you know, if
183 it pertained to property, he would just say, "Fine. Fine. You want to ruin your career?
184 You want to be, you want to flip all for five million dollars? Go ahead." And just be
185 very aggressive. And that was with other Majors. I'm saying, "Oh my God." So I think
186 um, you know, everyone kind of tiptoed around him.

187 **Interviewer:** Did he tend to be that way more with women than men or about
188 equal across the board?

189 **Participant 10:** Equal.

190 **Interviewer:** Equal?

191 **Participant 10:** I, I actually think he might have been nicer to females. So um, I
192 think, he's infantry so I think for most of his career, he hadn't worked with females so I, I
193 think he was um, be a little more cautious around us just because he wasn't familiar with
194 working with females.

195 **Interviewer:** And what type of um, what did that leadership style do to your
196 unit?

197 **Participant 10:** I think it created a very hostile work environment. Um, you
198 know, just the fact that someone's leaving and everyone's so excited, um, I know there
199 was a Navy Lieutenant that I was working with. I actually replaced him and he was just
200 doing, and he just hated his job and was doing everything in his power to leave theater
201 and he was successful and I think if, um, that Major that we're discussing, I think if he
202 wasn't his boss, then he probably would have stayed or you know, at least on the six
203 months or whatever. But I, I think he had a really negative effect.

204 **Interviewer:** Are you aware of any type of leadership training programs in
205 theater that allow people to improve on leadership skills?

206 **Participant 10:** I'm not.

207 **Interviewer:** Uh, what about substance abuse programs or would you have
208 anything that exists here on base?

209 **Participant 10:** I'm not. Just in garrison, as a platoon leader, so I know um, you
210 know ASAP and all those programs because I had soldiers enrolled in them but um,
211 because I'm not really in a leadership position here.

212 **Interviewer:** Is ASAP here on base?

213 **Participant 10:** I'm not sure. I have no idea. Um, I'm kind of ignorant in that
214 topic.

215 **Interviewer:** All right.

216 **Participant 10:** Because I don't need it myself. I don't have soldiers (laughter), so.
217 I really, I really don't know what's out there.

218 **Interviewer:** I see, okay. Um, if you can make any recommendations for how to
219 improve interpersonal safety between military personnel, truce of relationships, um
220 improving even morale between military personnel, what would you recommend? Any
221 programs or things that could exist from WBR to the spiritual side, chaplain hearing out
222 from combat stress/psychological um, help, self-help programs, this type of thing? So if
223 you could think of anything that's uh, would be useful here on Bagram, what would you
224 recommend?

225 **Participant 10:** Uh, I think some type of um, team-building type, um, exercise or
226 class or something would be where people kind of opened up or felt comfortable talking.
227 I think that would open up communication. Um, I've never actually done it in the
228 military but I've done it in different college groups where I was kind of a guru tree. Of
229 course, it wouldn't be possible here but some type of um, team-building activity, I think
230 would make an office or staff work better and feel more comfortable.

231 **Interviewer:** Uhhumm. And are the MWI facilities what you expect, or what
232 you'd like in theater?

233 **Participant 10:** I think that the gyms are pretty good. Um, yes, they're usually
234 pretty, pretty crowded. Um, when I first got here, I was using the Internet a lot but um, I
235 always had to wait in line. So I was just like, I'll just buy Internet. That'll be easier. But
236 um, yeah, they're, they're pretty much on par what I expected.

237 **Interviewer:** Okay. Uh, transportation is okay?

238 **Participant 10:** Um, yes because I work pretty close to where I live. There was at
239 one point when we first got here, the tent we were in, another unit needed it, so they
240 moved us all the way to Warrior, I don't know if you know where that is and there was
241 just um, me and one other female at Warrior and I told the First Sergeant and we were in
242 this huge open bay tent that didn't lock and there was just the two of us. And I was like,
243 if the whole unit was there, okay. But if it was just the two of us for this place, it was
244 ahem, yeah, so we were kicked out of our tent so it was kind of two people went there,
245 wherever we could find housing. So I told the First Sergeant, I was like, I really don't
246 feel safe here. It's an unlocked huge tent next to males, ah next to, that were um,
247 contractors from all different countries everywhere. Um, and then he didn't really take
248 action so I went to the Sergeant Major and I said, "Look, me and this other Lieutenant are

249 here in an unlocked um, huge open bay tent which is completely unsafe.” So we were
250 moved.

251 **Interviewer:** So um, your current place that you live right now has the lock on
252 the outside?

253 **Participant 10:** Yes, it’s, we’re, we’re in B-huts right now so the common door is
254 open and um, and then we each have our own door but the ceilings only go six feet high.
255 Someone could easily jump over. I’d locked myself out. I jumped over (laughter). Um,
256 and they don’t really lock.

257 **Interviewer:** Uh-hmm.

258 **Participant 10:** There’s, most of the rooms have, like a got a latch on the...you
259 know how you can put a padlock on the outside? Well, you can do it the same on the
260 inside. But no one really locks it. I mean, if there were a fire or something, you have to
261 get out of the night and you’re trying to mess with a combo, several of them just kind of
262 latches it, so it’s not that safe. I mean, I certainly, I kind of think about it, I wouldn’t live
263 in the States, in the community where I think is pretty safe, I would never think that’s an
264 acceptable lock especially with walls that are six feet tall. So it’s why do I have that lock
265 here in, in a combat zone? Yeah.

266 **Interviewer:** Uh-hmm. Don’t you feel it’s uh, safer where you’re at now than in
267 Camp Warrior or not?

268 **Participant 10:** Yes, definitely safer. Um, just more because of the higher
269 population. You know, in my own individual space, I can lock it during the day so my
270 stuff is secure. Um, it was more of the fact that it was kind of desolate so that made me
271 feel unsafe. Where I am now, it’s a whole community, I guess of B-huts. So there’s, you
272 know, plenty of people in my unit.

273 **Interviewer:** Um, did you have any negative experiences while you were in
274 Warrior at all or no?

275 **Participant 10:** No, I didn’t. Just um, I didn’t even spend a night there (laughter).
276 I supposed I was like you guys figure it out something else. No, because I left and
277 nothing happened. No one really said anything. It was just the idea. I was there with
278 one other female. The rest of the unit wasn’t there. It’s a huge, open bay, unlocked tent.
279 I was just very uneasy about that.

280 **Interviewer:** Okay. Um, have you been aware of any thefts or you know,
281 people stealing while you've been here?

282 **Participant 10:** No, I haven't.

283 **Interviewer:** Um, and one more thing, just um, if there was anything that you
284 could take away from BAF or anything that you noticed that's not productive or probably
285 um, increases between military personnel and their relationships, is there anything that
286 you would recommend to take away?

287 **Participant 10:** No, (laughter) I can't think of anything.

288 **Interviewer:** Uh, so any last things that you um, have on your mind or would
289 like to say about interpersonal safety between military personnel in a deployed
290 environment in Bagram or related to one?

291 **Participant 10:** Um, no. The only thing I mentioned is um, which I thought was
292 good that my chain of command did, our Lieutenant Colonel that's in charge of our
293 section did kind of sit us down and talked about threats and um, you know, I don't want
294 to say, don't trust anyone but he talked about experiences he had when he was deployed
295 last time and kind of off-the-wall scenarios where um, there was peeping Toms and stuff
296 like that. So he kind of, um, had a candid conversation with anyone and I thought that
297 was a really good um, leadership technique and he went over a couple of other topics um,
298 pertaining to mental health. You know, if you need help or things like that and I think
299 that helps foster healthy work environments. So if our male leadership position was
300 deployed or I would recommend to someone else, to sit down and have that conversation.
301 I think it's everyone kind of gets that um, before they deploy and sometimes, you're in an
302 auditorium with a thousand people and they're like, "Don't be afraid to get mental health
303 or this can happen to you." And it's different when it's you know, um, one person
304 talking to maybe ten people. I think that is more significant. It makes a lasting
305 impression. So that, that I recommend to leaders.

306 **Interviewer:** Okay. Uh, when you were having problems or with your Major
307 that you were talking about who was a supervisor, um, did the Major supervisor ever get
308 involved? Did anybody ever let him know what was going on or let her know what's
309 going on?

310 **Participant 10:** No, which maybe is kind of a mistake. Maybe because it was

311 never physical...

312 **Interviewer:** Uh-hmm.

313 **Participant 10:** I guess we...I don't know. I think people kind of um, would be
314 apprehensive including myself like I never thought it was that bad that I would risk
315 setting him off. So I'm kind of saying here, I think is completely like wrong, you know.
316 But um, I think people just kind of wanted to tiptoe around him like he's leaving soon.
317 Don't worry about it. Um, but I think there's definitely something (laughter) wrong.
318 And you know, honestly, I didn't do anything to help it or so I probably do regret that.
319 That's very wrong of me, looking back on it. But um, I don't think anyone ever really
320 officially said anything. They just kind of tiptoed around. I think some of the other
321 majors which were his peers kind of confronted him and had some altercations like,
322 "Hey, you can't do this. You can't do that." But I think he was been kind of ostracized
323 by the group. Um, but no one really officially took it to the chain of command.

324 **Interviewer:** Okay. Do the words Taliban Tavern mean anything to you at all?

325 **Participant 10:** They don't.

326 **Interviewer:** No? All right. Um, all right. All right I think that's it. If you
327 don't have anything else, I really appreciate your taking time to talk with me.

328 **Participant 10:** No problem. Nope. I don't think I've anything else (laughter).

329 **Interviewer:** Thank you.

330 ~End Transcript~

1 **Key Informant Base Services 1: Interview Transcript**

2 **Key Informant Base Services 1 (KIBS1):** Is it in Iraq?

3 **Interviewer:** I don't know. (Laughter).

4 **KIBS1:** It's something that I've recruited.

5 **Interviewer:** Yes it is. And we both selected it and we had somebody...

6 **KIBS1:** I bet these are B-huts.

7 **Interviewer:** Yeah. Mine is, mine is, um, those. Okay, so just, um, going into the
8 interview portion of this and thinking about your time and experience here, both on a
9 professional and the personal level, um, one thing I want to know first is really how long
10 you've been in Bagram?

11 **KIBS1:** Since January, January 9th.

12 **Interviewer:** So that's, um, well over six months.

13 **KIBS1:** Uh-hmm.

14 **Interviewer:** And your halfway, what is it, a whole year here?

15 **KIBS1:** No, we we adseped November 5th. The reserves now, the reserve year,
16 it's a total year as opposed to a year boots on the ground, so your time training
17 [unintelligible: 0:1:02] can count toward that year.

18 **Interviewer:** Uh-hmm.

19 **KIBS1:** So, that's ten months we're talkin about. We came on orders in November
20 18th, we will be off orders at home by November 18th.

21 **Interviewer:** So you get to be home for the holidays.

22 **KIBS1:** Oh yeah.

23 **Interviewer:** Nice.

24 **KIBS1:** But in the old days, you have to do a year of boots on the ground so your
25 time in training, they counted towards a year.

26 **Interviewer:** Uh-hmm.

27 **KIBS1:** So 16 months for total.

28 **Interviewer:** All right. Um, so this study is looking at interpersonal relationships
29 between military personnel. Um, female and male, female and female, um, not really
30 looking at male and male but I'm taking any information that people have thought around
31 that, but really, um, looking anything from personal relationships to work relationships.

32 Um, looking at anything that might be issues of um, interpersonal violence, sexual
33 violence, sexual harassment, um, theft, assault, suicide, homicide, those types of issues.
34 So, from, from that standpoint, I would like to know what your experience is here in
35 <name of base> in terms of the environment, do you consider it very safe, etcetera.

36 **KIBS1:** Well, I think my answer on that would be very varied. First of all,
37 regarding safety, I think it's safe but people have to practice safe practices, you know?
38 It's a big base, you shouldn't be traveling alone. You know, by that I mean, especially
39 the females should have their battle buddies and males too, but especially females at
40 night.

41 **Interviewer:** Why do you say that?

42 **KIBS1:** Because historically, you know, this is like um, without any kind of
43 scientific proof to prove anything to back up with that kind of thing, sexual assault does
44 happen. Rape does happen. Um, third country nationals will rape you. You know what
45 I'm saying? They rape guys too, so guys really need battle buddies as well.

46 **Interviewer:** Uh-hmm.

47 **KIBS1:** But if you're just out there, out and about, late at night, off the beaten
48 path, you know, you're putting yourself at risk like that. It's a combat zone, at the
49 minimum, let somebody know like where you were and where you're going and the
50 expectation on when you should be back, but you shouldn't be just floating around late at
51 night, you know.

52 **Interviewer:** Have you had any experiences or people that you've known that have been
53 threatened late at night here on base?

54 **KIBS1:** (sighs) Um, not personally, no personally but you know, we're doing, I am
55 a commander so we do get the um, JAG, especially when the 82nd Airborne was here.
56 Their JAG roll up would come up once a month or once a week or whenever it came out,
57 so it was always in there, you know, it was always in there and a lot of times, there's
58 probably a lot of the date rape, I guess, if that's what they want to call it.

59 **Interviewer:** With acquaintance, right?

60 **KIBS1:** They went on a date, one of the acquaintance rape, not just walking down
61 the street, snatched off the street kind of rape. It's we go into the B-hut together as if
62 we're about to watch movies or whatever and they say no, one thing leads to another.

63 Two people got two different ideas and then this is coming up on the blotter, you know, I
64 thought we were just watching movies.

65 **Interviewer:** That's right.

66 **KIBS1:** Next thing I know, I've been violated, you know, that kind of thing. Um,
67 so people have to be careful about that. And then when people deploy, you know, and if
68 you are a man, you are going to be a man when you get here, no woman's...so then you
69 got to have your self-control and you should probably shouldn't have put out the false
70 signals. You got to be aware of it and the military is very keen now in our training,
71 training of POSH, prevention of sexual harassment.

72 **Interviewer:** Uh-hmm.

73 **KIBS1:** No means no, um, in the military you know you can dress in a uniform so
74 you, you are almost asexual anyway. But there are civilians, you know, if you dress
75 provocative and what not and there are some guys out here that, you know, they just
76 gonna get the wrong message and then they are going to approach you, or you may get
77 approached.

78 **Interviewer:** Have you seen that happen here?

79 **KIBS1:** I haven't personally seen it. I just see it in, in the JAG roll up or when it
80 comes around, you see it. Uh, have I, have I seen like, like like people probably giving
81 off the wrong messages? Yes, well you know, sometimes people dress provocative.

82 **Interviewer:** Uh-hmm.

83 **KIBS1:** Or sometimes guys may try to speak to a female and they're not just
84 speaking for the greeting of the day, they're trying to you know, can we go to the Green
85 Beans and something after that? Uh, sex unfortunately happens. It's not illegal but it
86 happens. What it is, I don't want to say frowned upon.

87 **Interviewer:** Uh-hmm.

88 **KIBS1:** But it's uh, the rules are set against it, you know what I'm saying?

89 **Interviewer:** Can you tell me a little bit more about that, the rules are set against it?

90 **KIBS1:** Yeah. This is my third deployment and really my fourth when I count all
91 the way back to Bosnia. And by the mode, there was no visitation of the opposite sex in
92 your living quarters.

93 **Interviewer:** Period?

94 **KIBS1:** (Nods) And so, even though the general order number 1, you know, you
95 shouldn't have, consensual sex between two consenting adults is not legal all by itself but
96 if one of them is married, then it's already adultery. So then now you are already on that.

97 **Interviewer:** So, I'm sorry. Can, can you go back again sex between two consenting
98 adults isn't legal?

99 **KIBS1:** Is not illegal.

100 **Interviewer:** Oh, it's not illegal. Okay.

101 **KIBS1:** It happens. You know, you know, commanders, the JAG, we get taught all
102 that, you know, so you can't prosecute, you can prosecute a soldier for getting pregnant,
103 not, not prosecute, there's just some UCMJ against getting pregnant but not against the
104 sex itself .

105 **Interviewer:** Uh-hmm. I see.

106 **KIBS1:** But adultery is, is you know, there's adultery... but what was my other
107 point? Oh. Before like the, uh, no visiting in the living quarters, then where, where are
108 you going to do it? And then traditionally, everywhere. Bunkers, porta-potties, office
109 spaces, you know, so they're breaking those kind of rules.

110 **Interviewer:** Uh-hmm.

111 **KIBS1:** Anyway, you know, they're breaking the rules first so it happens. As a
112 matter of fact, it happened right here where you're sitting.

113 **Interviewer:** Really.

114 **KIBS1:** Yes. Friday night. This is confidential. As, as I came in this office on
115 Friday night.

116 **Interviewer:** Uh-hmm.

117 **KIBS1:** There was a uh, Sergeant Major, who we let use this office, working on
118 her Master's degree on this particular night.

119 **Interviewer:** Took advantage of the privacy?

120 **KIBS1:** Uh huh. Yeah. Well, when I came to the door, there was nowhere to run.
121 He ran over here, she ran over there. You could see this is a hole in the wall. But this
122 was a Sergeant Major and the other guy was the EO, I think, it was the EO for his unit
123 over there. They're, they're in positions of, you know the position, you know, you hold
124 others accountable, that kind of thing. Plus they have spouses at home, so you, so you

125 need to have that kind of self-control before you, you know, engage in an act.

126 **Interviewer:** In theater, do you believe that's realistic?

127 **KIBS1:** (pause) I believe so. I believe, even though there's probably a lot going
128 on, given the sheer volume, just the total number of people deployed, then the percentage
129 of it going on is probably a low percentage. They're like airplane crashes, you only hear,
130 you know, you don't hear about the hundreds of thousands that take off and make it. You
131 just hear about the ones that crash all the time and maybe it just sounds like that's all they
132 do is crash isn't it?

133 **Interviewer:** (Laughter).

134 **KIBS1:** But I, I think, for the most part, soldiers serve honorably, you know.
135 Some of em probably go up to the line of it and you know, without crossing it, they
136 probably, I don't know, talk dirty to each other or you know that kind of thing. But most
137 people I think are loyal.

138 **Interviewer:** Uh-hmm.

139 **KIBS1:** To a...They put their mission first because it is one of the values of any
140 military service. You supposed to have all that, uh, discipline in you.

141 **Interviewer:** Uh-hmm.

142 **KIBS1:** It's just, I know self-control and things like that.

143 **Interviewer:** So interpersonal relationships can be challenging.

144 **KIBS1:** But, but if we can talk about interpersonal relationships, short of sex per
145 se, you know, um, I'm, I'm going to say Soldier since I'm in the Army; I see you're in the
146 Navy. If you can leave your, your, your gender at the door, you know what I'm saying,
147 and be a Soldier, be like if this is your MOS and this is what you're supposed to do, then
148 just because you are a female, that doesn't make it so much more special just because you
149 can do it. You know, and just because you are a male, don't mean you're supposed to be
150 able to do it just because you are male, you know, that kind of thing. Ah, if you've been
151 sent to the school and you've been trained and this is the MOS that you are now certified
152 in, you are supposed to be able to do it based on that.

153 **Interviewer:** Uh-hmm.

154 **KIBS1:** And even when the war first started, you know there was a, you know, I'm
155 talkin about '03 now, we still have this kind of stuff, you know public affairs and my

156 soldiers write about this kind of stuff, and they always want to do, they highlight the
 157 female because they're female kind of thing. Even the females write like that, and I try
 158 to, I try to say that when you do that, you're really setting the females back . You're not,
 159 you're not advancing them because even people of color, it's, it's the same kind of thing.

160 **Interviewer:** Uh-hmm.

161 **KIBS1:** You know, just because the women got trained, they studied, whatever,
 162 then that's what we are going to do. So, the RETCH, you know the RETCH? R-E-T-C-
 163 H, the big tractor kind of things that would come and pick up the CONNEX and put it
 164 somewhere else.

165 **Interviewer:** Okay. I didn't know what's the, what they were called.

166 **KIBS1:** Yeah. Well, I think, I forgot, that's what's it called, but I forgot what each
 167 letters stand for. But then in the deserts of Kuwait, there were a female soldier that
 168 would drive them away. You know, she would pick up a big and take it somewhere and
 169 put it down. And so my female soldiers wanted to do a story on HER and they write
 170 about it like look at her, she's a female, isn't that so amazing? You know what I'm
 171 saying? I said, "well, about it? She just went to school and got trained," so, so you're not
 172 really, you know, you have to leave that at the door, you know, you have standards.

173 **Interviewer:** Right, you might as well just write about the guy who has 13 kids at home
 174 that he is providing for, you know.

175 **KIBS1:** Yeah, that kind of thing. Um, we've done it, in my second tour, in '06 and
 176 '07, well when they want to write about what a female's went outside the wire and how
 177 in awe the Iraqi people were to see females in uniform. I said no. If they are, I'm sorry
 178 for them where this is '06, we've been here since '03. You know, all I'm saying is it's
 179 not a novelty anymore so, so when you, you keep trying to make that kind of stuff a
 180 novelty and then maybe there's manners, maybe there's like manners that don't stop like
 181 hold the door for the female. Well, we used to talk about this kind of stuff back in '87, I
 182 mean '89 when I was on OBCT 1. There was a lot of female soldiers that were sent, you
 183 know, young Lieutenants, I'm a Soldier. You know, like when I put on my uniform, I put
 184 on the boots, don't treat me like I'm a weaker vessel per se, you don't have to hold the
 185 door for me because you know, we're soldiers, we're equal and we're going 20 mile ruck
 186 marches, my my rucksack weighs just as much as your rucksack. And you know, I got to

187 carry my load because if I'm fighting for the right to be on the battlefield, I got to carry
188 my load, you know, you can't get that kind of thing. And. But I think sometimes in the
189 interpersonal, some people don't, don't get when they turn it off, you know, like what are
190 you trying... Because sometimes the male nature too, is to be a male. You are the
191 weaker sex and I must protect you and I must hold the door for you and I'm like, you
192 know, when it shouldn't really be that way. It should be like okay, we're all soldiers.
193 Everybody's professional. We've only got seven values, hey, you know we're just
194 following that. The enemy is not distinguishing, you know what I'm saying, when they
195 throw mortars over the wire.

196 **Interviewer:** They don't care who it is.

197 **KIBS1:** La-di-dah to everybody, male or female, you know that kind of a thing.
198 So, so we need more of that so, so you can have fair camaraderie and, and fair, you know,
199 toward the mission kind of thing. Um, there are some things that it, it does make a
200 difference when it's a male or a female. There are some jobs that is traditionally for the
201 male livin on the tip of the spear for months at a time, there it is. There are some jobs
202 that are strictly for the females and it was here and they definitely was in Iraq. We called
203 them um, the Lioness, those are the job titles because of the culture. So you know, when
204 your infantry would go out and kick down doors at night and, and round up in a rescue or
205 whatever, if there were females and children in the house, we needed female soldiers to
206 talk to the females otherwise, you just, you can make a bad situation. You could, a lot of
207 times, if you kick down the wrong door and be at the wrong house, it's a no harm, no
208 foul, we're so sorry, we owe you some money, we'll pay for your door, blah, blah, blah
209 or you violate the female and then what would have been, you know, understandable
210 becomes something ugly real fast so our female agent, they're just a respecting the
211 culture, that kind of thing.

212 **Interviewer:** Right.

213 **KIBS1:** But sometimes there are people you know, sometime there are females
214 who, who ARE females, I guess. You know, I'm not trying to be stereo...I'm talking the
215 stereotypical female, I guess you know some...

216 **Interviewer:** This is your opportunity to say, you know, what you see and what you...

217 **KIBS1:** They bring their sensitivity with them, but some males too, you know

218 what I'm saying, but we're talking about females. When they bring their sensitivity with
219 them, with somebody and you want to chew them out and I am chewing out the action,
220 I'm trying to correct the action, this ain't even about you anyway. You know, you're just
221 a uniform and you take it real personal as if you're really saying something to them and
222 guys do it too, you know. They internalize and make a professional thing personal, you
223 know, but you know.

224 **Interviewer:** So when does it cross the line and become something that you would
225 consider workplace violence.

226 **KIBS1:** Well, um, definitely if number one, you put your hands on each other.
227 Two, you call people out of their names. Three, consistent and persistent, you know,
228 because in the military, you gonna get your ass chewed every now and then. It, it just
229 comes with the territory. And if you are in the position where you need your ass chewed
230 and nobody chews it, they're not doing you a favor by not, you know, so we're trying to
231 stay alive but, but you know, cursing people and cursing is not necessarily the same
232 thing.

233 **Interviewer:** Uh-hmm.

234 **KIBS1:** You know, some people are just using the curse words but not, it's not
235 directed at the person, you know, that kind of thing. But, but it's obvious, you know, it
236 will be obvious.

237 **Interviewer:** Have you ever seen instances of workplace violence here in Bagram or
238 no?

239 **KIBS1:** I haven't. I have not, you just hear about it. I mean, you don't hear about
240 the violence, you hear about a lot of people having a lot of stress and um, within the
241 ranks, within their units. There are a lot of people their bosses are overbearing and
242 micro-managing and these kinds of things are...

243 **Interviewer:** Do you hear about that a lot?

244 **KIBS1:** Not as much as we... I hear about them, in '03 and '06, '07 but definitely
245 in '03. It was, it was definitely out there.

246 **Interviewer:** Uh-hmm.

247 **KIBS1:** I mean, that was just how people... when we worked in the JOC, in
248 Baghdad, and I would see Majors, you know, grown men crying because of Lieutenant

249 Colonels, how they were being treated and Lieutenant Colonels because of how the
250 Colonels were treating them, and Colonels how their one star General..., but even since
251 '03 as we've come here, and you know, we've gone through all these suicides and all
252 these high op tempo, and now we've got all these retraining and you know the more
253 sensitive way of leading and then going about business, a lot of that just don't happen
254 anymore.

255 **Interviewer:** So do you think it has made a difference?

256 **KIBS1:** Yeah, yeah. The military has changed. I mean, the military soldiers are
257 not that that old school basic training with you know, that, it doesn't exist anymore so
258 you got to talk to people now and that's works better. It works better when you get some
259 feedback back and forth because uh, the military is more technical therefore the soldiers
260 are smarter and if you was a technical leader, by the time you'd become a leader, you'd
261 be like two or three generations away, like, even though you did the same job that was on
262 different technology. So now, you can't do it anymore because you're just leaving and
263 they, they're still going to the current school and learning the current technology. And so
264 what you have is a back and forth, give and take on how you'll get something out of
265 people.

266 **Interviewer:** Uh-hmm. Because it seems to you to have improved some but the suicide
267 rate has remained the same. Um, what do you think of that? [19: 20]

268 **KIBS1:** Well, I stated them down so I'm in Jan, in August, I've met people and I
269 met these kind of leaders too, who are still reluctant to get involved.

270 **Interviewer:** What do you mean by that?

271 **KIBS1:** Every, every time, for the most part, when I see the suicides, especially
272 when I'm in the JOC when we got the write the press releases or whatever, then we also
273 see the SIR, the Serious Incident Report behind it and a lot of them are written where the
274 warning signs are obvious. Like the warning signs would have been there. If you are the
275 leader of a soldier, then you don't, you don't get the luxury of not knowing what you are
276 supposed to, you are supposed to know your soldiers. However, you feel them out, you
277 know, you go to the meals with them every now and then. You show up at irregular
278 times every now and then. You engage them in conversation where they may think it's
279 small talk but you're really asking questions or getting some feedback. And so you got to

280 know marital status, you got to know financial statuses, you got to know how their kids
281 are doing and, and you got to feel them out you know, how you're doing and they will
282 tell you. Because sometimes they will, they will tell you without knowing they're telling
283 you but most of the time, if you are there, they'll tell you, if they trust you. You know,
284 you got to be around enough so if you are a Commander and you say you don't hear
285 about things until it comes up to my command level, that's the wrong answer.

286 **Interviewer:** Uh-hmm.

287 **KIBS1:** Because you got to go down into the ranks. That's why you're there, you
288 have to know your soldiers and you have to know your soldiers' families. And we have
289 that in place. We have a family readiness group where you have a lot of volunteers on
290 the family readiness group but you also have paid employees who are a part of family
291 readiness and if there's something going on in the rear, you have to know um, and in the
292 deployment process, you sit down with people and you talk to 'em and you got to try to
293 figure out how to talk to 'em so they could be honest with you. That's because people
294 already know and if they're not, if you ask, you know what about, you know how is it,
295 how did your wife react when you told her we're going to war?

296 **Interviewer:** Uh-hmm.

297 **KIBS1:** I was like, have you all mended things because when you go to war, the
298 problems don't go away.

299 **Interviewer:** Right.

300 **KIBS1:** Just because you're gone, when you get back, you come back to the same.
301 You know, so you talk to people, you're supposed to talk to them on their way home
302 anyway. That's the whole DCS, but a lot of people treat it like a 'check the block' and
303 people might need it, no I don't. You can comment here when he was training ourselves,
304 I would, would trained in all the behavioral classes myself like suicide prevention.

305 **Interviewer:** Uh-hmm.

306 **KIBS1:** Nope, this is not a 5-minute class. This is going to be about an hour
307 because you know, so we're fitting to talk. And then they'll start talking so that
308 everybody would know that everybody is human. If you really look at the suicides
309 throughout these wars, we were going through one stage where every suicide you heard
310 about was high rank. There was colonels and lieutenant colonels and sergeant majors,

311 that kind of thing, so it goes and again.

312 **Interviewer:** Uh-hmm. How many women?

313 **KIBS1:** Huh?

314 **Interviewer:** How many women?

315 **KIBS1:** I could probably Google it up right now, I really don't know.

316 **Interviewer:** What about in Bagram?

317 **KIBS1:** You know what, even on Bagram, I'm not sure because see, my job
318 doesn't keep me as close to them, I'm distant. The operation...

319 **Interviewer:** I just didn't know if you heard or not, you know.

320 **KIBS1:** Oh, but we could definitely figure it out. You know what I'm saying, but
321 we know they're hurting, we know people are hurting, you know what I'm saying? They
322 usually go to the chapel at 3: 30. Even the chaplain, those who are going to some
323 Chaplain at *** [00: 22: 55]. She should let you talk to her because she was going
324 through a big...she's becoming a preacher in a couple of weeks, that's what she was
325 saying, you know what I mean.

326 **Interviewer:** I'd like to talk to her.

327 **KIBS1:** And then last week when she did preach, that's what she talked about,
328 depression, and she just called, cause if she was the one going through that, then she, it
329 was like recently, you know last week, she preached about it but you know before last
330 week, she has talked about when she herself was suicidal. Like years ago kind of thing,
331 and so she's come through that.

332 **Interviewer:** Uh-hmm.

333 **KIBS1:** She keeps herself real to the people, you know, motivating the others but
334 I'm like short of that, when you are a real person of faith, you don't commit suicide...you
335 know, that is why we personnel, you go through tough days sometimes, you know, that
336 kind of thing. When she started, I started out and you know nothing, you know the single
337 parent, my mother was the provider, we wasn't, you know, rich by no stretch. Even
338 though we were poor, we ate everyday and then you come on up what I call the hard way
339 and so then, when you get into some hard times in life, that's, that's what you were taught
340 all your life. You know, my mom was saying, life can be a rollercoaster, up sometimes,
341 down sometimes, you know. Not every day is supposed to be easy and then, you know,

342 first starting out as an officer in the military, I was also trying to be a civilian so when I
343 first hit Metro Atlanta, I had a pocket full of money, you know.

344 **Interviewer:** Uh-hmm.

345 **KIBS1:** I'm was commin straight from OBC but that pocket full of money ran out
346 before the first good job came around so then you go through your list of struggles but
347 you don't quit and go home, you know. You gotta, so some people do have that internal
348 resilience and intestinal fortitude and if you lose everything you had, I mean, you're
349 going back to where you started, you know what I'm saying. I'm going to get from point
350 A to point B. I might not have a brand new car getting there and then you start so some
351 people just got to keep themselves by the bootstrap and can do it.

352 **Interviewer:** Uh-hmm.

353 **KIBS1:** Some people, the slightest thing and they're out of here, you know what
354 I'm saying? And I tell my soldiers, it is not enough to just plain old don't kill yourself,
355 that I don't want you to kill yourself but you don't have to walk around in despair, you
356 know what I'm saying? <Inaudible: 25: 40> to kill yourself if you're walking around
357 in such a rut, that's almost the same, you know.

358 **Interviewer:** Uh-hmm.

359 **KIBS1:** Why? You don't have to do that. It ain't that bad, um, I mean when you
360 open up to people or when you get people to open up to you, they will begin to realize
361 that whatever they felt they were going through, there's too many other people that are
362 going through it. To include just plain old deployment. That's why I talk to them all the
363 time. Everybody suffers, everybody is serving. Everybody is separated from families,
364 everybody is sacrificing the long separation, you know, six months to ten months a year.

365 **Interviewer:** Right.

366 **KIBS1:** That's everybody. That's everybody who's here with you right now, but
367 guess what, this is 2009, they've been coming to Afghanistan since 2001 so this is not
368 your first, I mean, there are hundreds of thousands of people that have already done it and
369 so there's going to be a whole lot more behind you, this is just your one moment in time
370 to serve your country. That's what you took your oath for especially young people. If
371 you signed up after 9/11, hell, you realized you were signing up to go to war so don't
372 come here now and get all despondent, you know what I'm saying?

373 **Interviewer:** What about um,
374 **KIBS1:** Yeah, keep me on track...
375 **Interviewer:** What about violence on the base in terms of assault?
376 **KIBS1:** Well, I think, I think, I'm almost sure it happens and the PMO office right
377 there in the corner, well just go through the blotter because that's anonymous too. They
378 can just read the blotter and probably gather some kind of Excell Spread Sheets. They
379 got stats and you know, they got real stats that you know, they'll give it to you.
380 **Interviewer:** Uh-hmm.
381 **KIBS1:** And then, I'm sure you'll find sexual assault, rape, almost rape, assault,
382 you know all, all that kind of stuff you'll probably find.
383 **Interviewer:** Uh-hmm. But you haven't heard of anything or seen anything personally?
384 **KIBS1:** No I haven't seen it and heard it.
385 **Interviewer:** Uh-hmm.
386 **KIBS1:** On this deployment.
387 **Interviewer:** Um, what about substance abuse?
388 **KIBS1:** That's happening, I'm sure.
389 **Interviewer:** Uh-hmm. Nothing that you've had any familiarity or experience with um,
390 with any of your personnel?
391 **KIBS1:** Not within my soldiers, No. Not within my personal soldiers, but not even
392 on this particular deployment right here but on the area of others you know, the liquor,
393 some kind of wine that was just too easy to get. It was still there especially whisky and
394 stuff like that.
395 **Interviewer:** Uh-hmm.
396 **KIBS1:** But.
397 **Interviewer:** You haven't seen it here though.
398 **KIBS1:** Not here and definitely not in my unit because we do our, uh, drug testing
399 once a month, that's random.
400 **Interviewer:** You do?
401 **KIBS1:** Once a month we do 10 percent.
402 **Interviewer:** Uh-hmm.
403 **KIBS1:** And we're about to do 100 percent before we redeploy and we've been

404 coming out clean ever since but the great majority of the units are testing once a month
405 and, and 100 percent people of the people in the army get tested before they get here.

406 **Interviewer:** Uh-hmm.

407 **KIBS1:** The whole unit will be tested, I don't care, the battalion, brigade, the
408 commandant, the Captian, they're also 100 percent and then when you get here, it's 10
409 percent of the unit at random that are being tested.

410 **Interviewer:** Uh-hmm.

411 **KIBS1:** Uh, once here, I mean when you have local nationals and you have
412 civilians, and you have, um, foreign militaries too, because up and down Disney, they say
413 that at Polish Compound, you know, if you venture off in there, your order number one
414 doesn't apply back there, you know. I haven't been back there. But supposedly,

415 **Interviewer:** Can you expand on that a little bit?

416 **KIBS1:** There's some whisky and wine back there, you know what I'm sayin?
417 That will be substance abuse tests and we have a general order number one for alcohol.

418 **Interviewer:** Right.

419 **KIBS1:** As far as hard drugs, I'm sure it's here somewhere and the PMO can
420 probably give it to you, the Provost Marshall's Office.

421 **Interviewer:** Uh-hmm.

422 **KIBS1:** I'm sure, I mean, because you're already in Afghanistan, you know where
423 poppy comes from, that kind of thing.

424 **Interviewer:** Uh-hmm.

425 **KIBS1:** And local nationals, well I don't want to blame it on them because they
426 get searched, you know, they can't come through those gates in the morning. They get
427 searched too tough but, but I'm sure if somebody want it, they're getting it.

428 **Interviewer:** Uh-hmm.

429 **KIBS1:** And the post office will probably tell you another story, I'm sure they, it's
430 probably as much gets by, as gets caught, but they probably got stories about how much
431 stuff they find. You know, they got dogs sniffing in random and they got x-ray machines
432 and they got some boxes probably show up already damaged, spilling its contents.

433 **Interviewer:** Uh-hmm.

434 **KIBS1:** They will say at the minimum, we would know it's coming, you know.

435 **Interviewer:** What about the, um, special forces compounds. Have you ever heard of
436 anything, um, called the Taliban Tavern?

437 **KIBS1:** I haven't, you mean right here on post?

438 **Interviewer:** Uh-hmm. Supposedly.

439 **KIBS1:** Sorry, I haven't. I mean, because I, I, I consciously don't seek it out, you
440 know, I don't, you're going to find me right here in this little office or there in my office,
441 or down there on the smoke deck. If you're floating around, trouble will find, you know
442 what I'm saying, trouble could find you. But, but its like, I'm not naïve to know to not
443 think it.

444 **Interviewer:** Uh-hmm.

445 **KIBS1:** I've got a good unit. My soldiers, I got one young soldier I'm watching.
446 He's floating up and down the street. I got one female soldier; I got to watch her because
447 I hear rumors on her.

448 **Interviewer:** Like what?

449 **KIBS1:** Because she's messing with another female.

450 **Interviewer:** I see.

451 **KIBS1:** You know, and the other female's a Captain. They were, they were good
452 buddies when they were both specialists a long time ago.

453 **Interviewer:** Uh-hmm.

454 **KIBS1:** But now, um, you know, but these are just rumors, I can't act upon it.

455 **Interviewer:** You mean close relationship?

456 **KIBS1:** No, they say, I didn't hear it, sexual relationship.

457 **Interviewer:** Uh-hmm.

458 **KIBS1:** But then she expressed relationship problems to me, you know, right
459 before we came over, so I decided I'm watching you anyway because of the story she
460 told. Like, her husband is her children's stepfather but he wasn't taking too well to this
461 deployment. He's bipolar; he's drinking um like two gallons of vodka per week now.
462 You know, I mean, just real stuff and it's just like two to three days before some of us to
463 go wheels up, so now I'm like you might not be deployed. Are you leaving your kids in a
464 dangerous situation so if she wanted to come, we work really fast and chaplain said bring
465 her in here. The JAG said you could bring her. Here she is, she's done good. All the

466 time she's been over here but she talks about her husband a lot of times and she don't like
467 the fact that he is not strong per se, you know.

468 **Interviewer:** Uh-hmm.

469 **KIBS1:** But we've been watching her.

470 **Interviewer:** Again, that brings up another point, what about domestic violence among
471 um soldiers, sailors, either in theater, when they're in relationships with their partner or
472 when they go back home? Have you heard anything in that respect?

473 **KIBS1:** Well, that's sad. It happens. I worry about one of my soldiers going home,
474 really hurting his family. You want some coffee?

475 **Interviewer:** I'm good, thanks.

476 **KIBS1:** And I sounded the alarm on it. I don't know the uh, if they did anything
477 about it because he was a captain. He only lasted for two months before we had him
478 disappear and not let him be here anymore.

479 **Interviewer:** Why was that?

480 **KIBS1:** He was here in February or March this year.

481 **Interviewer:** Uh-hmm.

482 **KIBS1:** I've got volumes of stuff on him, I don't have it with us in the B-Hut or I'd
483 show it to you, but I'm sure it happens because you know, I just don't know OK if they
484 would find anything personal.

485 **Interviewer:** Why did he have to go home?

486 **KIBS1:** He never got focused here. He was very manipulative. He came to me
487 late so I didn't really get a chance to meet him before we came here and he talked a really
488 good game but before he came here, I started getting emails from the rear, be on the
489 lookout for this one Captain <name> who is on his way to you. They said he's bad news.
490 He showed up here. He was trying to talk a real good game but he just wasn't what he
491 tried, he wasn't what he said who he was and you know, he told me at Fort [Name
492 omitted for confidentiality: 34: 00], he was going through a divorce but it's no biggie.
493 It was no biggie he was going through a divorce and by the time he got here, it was big
494 before he got here. I mean, real ugly. I hardly use that stuff on that. It's too big of a story
495 to tell.

496 **Interviewer:** Uh-hmm. Is it related to domestic violence? Or is it a violence issue?

497 **KIBS1:** Yeah, yeah. Violence, yeah. Now, if it was related to the military, I don't
498 know, because it turns out, he was getting kind of busted anyway. But yeah, the violence
499 against his wife and his kids, the neglect, the abuse, going through what he called a
500 messy divorce but he never really wanted to support his children, you know, they were
501 living in the old folk's house back in *** [00: 34: 20] and so he was giving them like
502 \$500 every two weeks which according to the Regs, he was fulfilling his financial
503 obligations. He calls them and mails it to the post office but according to just plain old
504 common sense, that wasn't enough money for a wife and two kids, imagine right now,,
505 when gas was already \$4 a gallon. Plus he was spending out of the money, so he wants
506 the \$500, he was showing up, he was already in it and then they had to do a whole
507 investigation on him. It came back, they found that he had been abusing them and too
508 crazy, it's too crazy but I got a whole and I'll have you name it here.

509 **Interviewer:** Uh-hmm.

510 **KIBS1:** But I'll give it to you.

511 **Interviewer:** Do you ever hear anything about, um, anything related to homicide? Um.
512 Soldier-on-soldier homicide?

513 **KIBS1:** Soldier on soldier, yeah.

514 **Interviewer:** On BAF?

515 **KIBS1:** Not on BAF. You've got, if this stuff has been happening on BAF, if you
516 trying to steer me back to it, then I've got my head under a rock.

517 **Interviewer:** Uh-hmm. You really haven't heard too much about anything like that?

518 **KIBS1:** No, I haven't heard of like murders on BAF. I, I haven't even really, this
519 time around, heard of like a negligent discharges because even, especially in '03, you
520 know, there was a negligent discharge and then we started saying...I don't think all of
521 that was negligent. You know. Maybe some angry shots. If don't watch you, you're
522 nervous, you aint gonna shoot me. But to get together on a point, I mean, it's subjective,
523 but I'm sure it on safe, but no.

524 **Interviewer:** (Laughter). Just for the record, it's in my holster. (Laughter).

525 **KIBS1:** Hey, but no flagging. But, I mean, on BAF, like I said I been in my own
526 little world, at my own little unit, within this small unit.

527 **Interviewer:** Uh-hmm.

528 **KIBS1:** But big problems.

529 **Interviewer:** So what do you hear about in terms of like trouble areas on BAF? Any
530 areas in particular?

531 **KIBS1:** Well, I hear on Warrior all over on the east side over there, it's the wild
532 side.

533 **Interviewer:** Why is that?

534 **KIBS1:** I hear them, the local men are doing the local men, you know? If you say
535 on BAF but I got soldiers at <name of base redacted for confidentiality>.

536 **Interviewer:** Where is that at?

537 **KIBS1:** It's at <name of base>, but it's tack-onr with ANA, the Afghan National
538 Army, or Afghan National Police when they train with my soldiers down there trained the
539 Afghan Public Affairs as part of, my Captain was telling me, you know, that rapes were
540 rampant because the men rape each other. That it wasn't safe for soldiers to walk around
541 either, you know. Down there, it's mainly males down there.

542 **Interviewer:** Uh-hmm.

543 **KIBS1:** So my male soldiers don't walk around by themselves down there because
544 of the very real threat of being raped and I've got soldiers at <name of base>, and I've
545 got soldiers <name of base> and those are smaller bases, they're kind of different. You
546 know, smaller bases have those, those dangers too. I think...

547 **Interviewer:** You think they have more, more dangers than BAF?

548 **KIBS1:** Yeah. cause I've been around. I mean I've did, I've done my battle field
549 circulation.

550 **Interviewer:** Uh-hmm.

551 **KIBS1:** It's kind of, you know, more crooks and crannies, I mean for lack of a
552 better word, more dark shadows just appear off in to, like you can have a legitimate
553 reason to be in a dark place and then get snatched.

554 **Interviewer:** Uh-hmm.

555 **KIBS1:** I think on BAF for the great majority of soldiers, you're just up and down
556 Disney. Now you can turn right or left and go too deep into somewhere where you can
557 get snatched. Well now, you just come in here from four corners to here, you're still, you
558 know, you ain't out there yet. Man, you ain't out in the open. I mean, you ain't out there

559 like too far away from civilization where somebody can put a hand over your mouth and
560 drag you out.

561 **Interviewer:** Uh-hmm.

562 **KIBS1:** And nobody hear you screaming and hollering.

563 **Interviewer:** Uh-hmm.

564 **KIBS1:** On Disney, you should, you should be just straight up and down Disney.
565 It's busy enough, it's lit enough, even late at night. It's still prudent to have the battle
566 buddy because sometimes late, late at night, there's not a whole lot of people out there.
567 But you know, the street is busy and when you do turn off Disney to go where you're
568 going, most people don't have to go that far because everything is on Disney. Some
569 people work deep off Disney over here and they didn't notice this was way back here, that
570 kind of thing.

571 **Interviewer:** Uh-hmm.

572 **KIBS1:** But here it is on, on this side, there's not much.

573 **Interviewer:** Uh-hmm.

574 **KIBS1:** On the east side, there's some wide open places. You know, you've got the
575 <unintelligible> , it's just wide open. You can disappear over there, if you're not careful.

576 **Interviewer:** What kind of people are, um, over there?

577 **KIBS1:** Um, well, I mean, I hear that a lot of the local nationals just live there on
578 Warrior.

579 **Interviewer:** Oh really.

580 **KIBS1:** But I'm just saying as far as the Warrior side there is a, like the open field
581 side you know. On this type of military bases, you got to have places to put all the
582 equipment.

583 **Interviewer:** Right.

584 **KIBS1:** Just a stage and you stage all the broken equipment and you got the big
585 concrete factory over there.

586 **Interviewer:** They have um...

587 **KIBS1:** It's not as densely populated as here. It can be just some wide open...

588 **Interviewer:** And what about the military personnel there?

589 **KIBS1:** Um, we have different, we have a lot of, um, the 401st got a big operation

590 over there where they keep the uh base supplied Humvees and all that kind of stuff like
591 General <name> is their uh, boss.

592 **Interviewer:** Uh-hmm.

593 **KIBS1:** Some of my signal people work over there and their supply office just
594 happens to be way up there on the fence line.

595 **Interviewer:** Uh-hmm.

596 **KIBS1:** Uh, the military, you have a lot of security there. So you got ECP 3 over
597 there and um, I want to say warehouse workers but it's not really warehouses. It's open
598 fields, open, open areas where all the connex's come into and they'll be pushed out from
599 you know, those types of places. There's more than industrial. You've been over there?

600 **Interviewer:** I have.

601 **KIBS1:** It's, it's more industrial than over here. This is so densely populated that
602 you almost got to want to be grabbed up, to get grabbed up. You know what I'm saying,
603 because when you turn off Disney, from like where we live and I'm going to start at the
604 uh, North DFAC.

605 **Interviewer:** Uh-hmm.

606 **KIBS1:** And go all the way up to ECP 1.

607 **Interviewer:** Uh-hmm.

608 **KIBS1:** If you get too far past the North DFAC, you're out of the compound
609 already. So you got to get past that compound, get past the Korean Compound or
610 whatever.

611 **Interviewer:** Uh-hmm.

612 **Participant:** Get past the dogs and all that kind of good stuff but for the most part,
613 when you come on up to the Rakusan, but you're in civilization the whole time along.

614 **Interviewer:** Right.

615 **KIBS1:** And if you turn over there, you go towards the laundry lane, just go walk
616 behind the laundry for some odd reason, you know, why would you do that? You won't.
617 Then you get to the hospital and you're at the Four Corners before you know it and you
618 got to pass it, and all these strangers per se who have to time to go for R&R, the ROSI
619 tents, because all those people are coming and going. Chow Hall, I don't know, just
620 coming up Disney, you see, there's no where to really get off of Disney.

621 **Interviewer:** Uh-hmm.

622 **KIBS1:** And be kind of a dark-alley kind of place.

623 **Interviewer:** Any threatening area, uh-hmm.

624 **KIBS1:** Unless you don't say, you can get all the way up there to Rotary Pax
625 Terminal, you go that way. You go to the Aviation Dining Facility which is behind the
626 Khole Dining Facility but you're still just walking through people. These are B-huts and
627 living areas or work areas and if somebody's going to grab you, you'll be able to scream
628 and somebody will come out and help you. You know, that kind of thing. So I really
629 haven't been hearing about that as much as I see, "I thought we were just watching a
630 movie together and the next thing you know, you got the wrong idea. The next thing you
631 know, I'm raped.", that kind of thing, you know.

632 **Interviewer:** Okay. Well, in terms of um, programs, whether it be MWR or medical
633 programs, health programs, um religious spiritual programs, can you think of any
634 programs that would be beneficial here on base that aren't here?

635 **KIBS1:** Uh, well, first of all, before I answer that, the 101st HHB program called
636 um, Deployment Proofing Your Marriage and when I went there last Saturday, me and
637 one of my soldiers, I had all my married soldiers go to it. But it really wasn't presented
638 and you know nobody got anything out of it, that particular chaplain wasn't prepared. He
639 wasn't married. The class lasted like five or ten minutes and nothing really came out of
640 it. Um, deployments today though, if the leaders really care like if the chaplains really
641 care, if the leaders at all levels really cared, then they, they can just be a continuation of
642 the deployment process. Because in the deployment process, you know, I can speak for
643 the Army reserves, I know for a fact that we have what's called "battle mind" training, I
644 don't know if you guys got that in there, if that is taught properly, it's like, hey you're
645 going to war. Get ready for this. But then if you come here, and they just continue that,
646 those those are good programs, but I got soldiers personally, and really the only ones who
647 go to chapel regularly and my First Sergeant, like me personally. She directs the Catholic
648 choir and I just go there to church and I talk to a lot of people that I'm talking to about
649 that. But some people find other ways to cope. You know, not everybody is a person of
650 faith. You know, they got, some people get off pretty gangly like these Dragons and
651 Dungeons or Dungeons and Dragons or whatever that is and that really helps them cope

652 for real. So you, you know, it's some kind of dark area but they're coping.

653 **Interviewer:** Uh-hmm.

654 **KIBS1:** Uh, some don't. I know one Air Force Master Sergeant, and she was
655 telling me not too ago about her boy problems. She says she had boy problems and I sat
656 there talked about it for a long time and then I wrote her a little letter, you know, uh that
657 it'll be all right, just of an encouraging kind of thing, you know. Regarding our
658 conversation, go be encouraged, that kind of thing. Um. But the programs exist. I mean,
659 number one they exist; two, the chaplains are here and they're right there at the chapel.

660 **Interviewer:** Uh-hmm.

661 **KIBS1:** And they're supposed to be a listening ear that if you've got a problem,
662 you should really go and at least tell the chaplain and sometimes people feel better just
663 because somebody did listen to 'em.

664 **Interviewer:** Uh-hmm.

665 **KIBS1:** Because even when she was talking to me, she kept telling me to tell her
666 what to do. I said, you already know. I told her, "You already know the answer. You
667 know, you're just trying to get it but I'm not going to tell you that. No, you already have
668 it." That kind of thing. And she just worked on through it. And then she claims she's
669 fine. You know, I don't know if she is or not but you know, she did share it so I don't, I
670 give everybody the uh benefit of the doubt of some weakness, you know what I'm
671 saying?

672 **Interviewer:** Uh-hmm.

673 **KIBS1:** Even if you are the Sergeant Major, even if you are the General, you
674 know. Maybe not them, you what I'm saying? But Lieutenant Colonels who are leading
675 the battalions and leading brigades and focused and supposed to be so tough because
676 they've got all these other people under them depending on them. You know, they still
677 human too, they still you know need to talk every now and then and that's stressful
678 carrying other people's burdens per se plus you got your own family life and then you
679 know, so you talk to them too.

680 **Interviewer:** So no, no particular um, programs that you can think of that would be of
681 benefit here that isn't already here.

682 **KIBS1:** Well, no, I think. Well, they're probably already here. But I think, you

683 know on typical deployments, you will always have a man's study group or a man's bible
 684 study group and a woman's bible study group. And then whatever your interest is, you
 685 always got salsa night, hip-hop night, country line dancing night, and spades tournament
 686 nights, and dominos nights, and this night and that night and all these programs already
 687 exist and then, with the EO, you already got a special month every month with Women's
 688 Month, African History Month, Hispanic Heritage Month, Native American Month, the
 689 Holocaust so all of that is already there. And uh, then, you're supposed to be watching
 690 AFN anyway when the chaplains come on, and the chaplains come on and tell you, hey
 691 thank you for service and you know, keep up the good work here. And the celebrities
 692 come on, hey, you know. Be safe. You know, we think about you when you get home.
 693 And, and...

694 **Interviewer:** Do you think all that makes a difference?

695 **KIBS1:** Yeah, I think it makes a difference. I think it can make a difference. Uh,
 696 soldiers, have to know that they are appreciated. You know, subordinates, so leaders
 697 have to be balanced. You see, I've seen some leaders that are too hard and then I've seen
 698 some that are too soft, like you are not their mother. You know what I'm sayin? Or their
 699 father. And they're so hard. These are people that you're leading. You know what I'm
 700 saying, that kind of thing. And so, if they can find that balance, you know what I'm
 701 saying, be hard enough but soft all at the same time.

702 **Interviewer:** Uh-hmm.

703 **KIBS1:** Because that's part of your mission as a leader.

704 **Interviewer:** Is there any leadership training on this base?

705 **KIBS1:** All the time. You know, you know, all the time. Even when I go to my
 706 CNF, my my battalion commander is always offering leadership training. Ah, there's a
 707 group that I go to called The Rocks, and they've always got a lot of leadership training
 708 because it's a traditional black officer mentor type program kind of thing. But it's open
 709 to all, you know its been around since Colin Powell writes about it in his books, he write
 710 about it.

711 **Interviewer:** Uh-hmm.

712 **KIBS1:** But it's all professional development leadership but um, leadership makes
 713 a difference. I mean, people, leadership you know makes a difference. It makes a

714 difference. If you can identify. You know what I'm saying?

715 **Interviewer:** Right.

716 **KIBS1:** And you got to lead em. (Identifying information), you know(Identifying
717 information). You know you seen him out smoking. Well, and I pulled him, you know,
718 he was all on probation and all that good stuff like I told you. Because when I came to
719 the unit, he was just a name on my books, a non-participant. I had no idea who he was.
720 Nobody could even tell me who he was, blah, blah, blah. And the First Sergeant showed
721 up, taking a social security number and the next thing you know, he got a telephone
722 number. I called him, he showed up, his mother showed up with him. He was 19 then
723 cause he's 20 now.

724 **Interviewer:** Hmm.

725 **KIBS1:** But whenever he joined the army, he was 17. He joined the reserves.
726 When he was 18, he broke into somebody's house, and he got caught and the next thing
727 you know, he was on probation went to the West Georgia Boot Camp boys. They just
728 tied him there. So now, he was on probation. The unit though, didn't have a
729 Commander. You know, they just had some NCO leading the way and they kicked him
730 out. So they kicked him out on the Lautenberg act, like they...like, like, you know, that's
731 a domestic violence kind of thing now that you cannot carry a weapon, you can't be in
732 the military. So. They did it that, but the way they did it and the process in which they
733 did, it wasn't worth the paper that it was written on and (identifying information) and his
734 mother was telling me that uh they just told him, that was the best thing for him to do.
735 You know, I said, you didn't call a lawyer? The JAG, the chaplain? You didn't call any
736 of your resources? You know, I've been around 20 years. You know, I've seen much
737 worse than this. And he was all being very polite and you know, he was very polite so I
738 let him go but I researched it for real. You know, we went all the way to the JAG
739 channels. The paperwork that kicked him out wasn't worth the paper that it was written
740 on. So really, when he wasn't coming to drill, that was counted against him. He was
741 thinking he was out of the Army.

742 **Interviewer:** No.

743 **KIBS1:** But really, he was getting unsatisfactory drill time.

744 **Interviewer:** Oh no.

745 **KIBSI:** And so I started calling all up and down the chain of command to try to
746 find out like what was really going on and so it turned out, his rights had been violated.
747 You know what I'm saying? At the minimum, we counsel them, wright up an Article 15,
748 whatever you want to do but you don't kick him out. So by this time, he had already
749 served all his good time and whatnot.

750 **Interviewer:** Uh-hmm.

751 **KIBS1:** So, I had to call the judge who said, "Well, you can't call but you can
752 write us." So I wrote him a letter that basically said if you let him go to war with me, you
753 know, boom, boom, boom, we'll make a soldier out of him. So here he is and you see him
754 out and he's trying. You know what I'm saying. He's doing real good. He does good as
755 he can but he was still too a kid like he's 20 but he's 17 and he's really a baby trying to
756 be a man and so, what I'd did all that all that for? I still get at him sometime when he
757 mess up because he would mess up and you have to get at it. Something my first
758 sergeant won't. He's like too soft to consider him and you're not helping him, when you
759 be like too soft. You are not really helping him.

760 **Interviewer:** Uh-hmm.

761 **KIBS1:** So they don't know who's the mother because his mother, I just met her
762 when I met him so she's like 38, 39 so we can talk... and she would call me on the phone
763 to let me know that he's moody sometimes and I don't know what's wrong with him or
764 something. But I've had uh, nephews just like that too. You know, so you got to be
765 tough with them. I came up, and people were tough on me. You know, I came up when I
766 played football all my life. I wasn't raised by my father, you know, but the football
767 coach, nobody was like easy on me. They know, you know, you want to quit, they won't
768 let you quit.

769 **Interviewer:** Yeah.

770 **KIBS1:** Because when I first started playing football, I tried to quit. The first time
771 I ever got tired and hot in two days, I went there and told the coach and I quit. He said
772 why. I said I'm tired. He said get your ass back in line. I got back in line and went all
773 the way through college. But I wasn't that great then. When I hot and tired, ... but people
774 who do that now, for no other reason, they hot, they tired, they thirsty and they'll quit and
775 if you let them, they will. And they be, then they would have quit for all times. But if

776 you don't let them, they won't like it at first but they'll thank you years later. "Hey man,
777 if you hadn't pushed me, I would have quit." That kind of thing. You put on, you know,
778 so young people still need that kind of encouragement too. They don't know. They think
779 you're doing them wrong but really, you're not. And then when their brain catch up to
780 the age, they will thank you, you know, in hindsight, so that's why you're not really
781 being tough, you're being...you're really helping em.

782 **Interviewer:** Do you think, um, do you that that uh, substance abuse or uh, do you that
783 alcohol, the alcohol ban is a good thing on base?

784 **KIBS1:** Uh, kind of, sort of but not really. Because we are so deep into the combat
785 zone, it would really, really have to be managed (pause) but human nature, if the uh if the
786 other soldiers from other countries can partake then why can't we give, is it because the
787 alcohol affects you this way? Well, it affects them that way too. But...

788 **Interviewer:** Do you think that affects morale, that perception or knowledge that uh,
789 other soldiers...?

790 **KIBS1:** I mean, I think that overall people get used to it. You know what I'm
791 saying. Overall, people get used to it. Uh, it cuts down on a lot of things when you don't
792 have it, you don't have to worry about it. So it cuts down on alot of stuff.

793 **Interviewer:** What do you mean, it cuts down all that stuff?

794 **KIBS1:** I, I mean, it'd probably be more DUI's and more disorderly conduct and
795 more, I mean, the way that it is now, those that want to abuse will abuse, um if it was, if
796 drinking was allowed, it would be some kind of two drinks a day, three drinks a day with
797 the ID card scanned in but that would mean beer would be around here somewhere so
798 wherever the legitimate beers coming from the illegitimate beer comes from so then
799 there would be the non-drinkers who don't drink thats gonna has a whole lot of buddies
800 who do drink. And so, you know, that's going to happen and then there's going to be
801 people, selling you two beers a day. For a little bit on the side, you get a whole half a
802 case, you know, who's the wiser. You know, so all that that, that starts creeping on it too
803 on that side of the house.

804 **Interviewer:** Right.

805 **KIBS1:** On the other side of the house, if you are going outside of the wire unit
806 and you try to manage it, you know, when you're going outside the wire tomorrow so you

807 can't drink today and then that's just gets all to you. So it becomes like a hard to manage
808 thing and mainly, if we weren't drinking based on just the management of it, there's a
809 different thought process of not drinking based on you just can't have it. You know what
810 I'm saying?

811 **Interviewer:** Uh-hmm.

812 **KIBS1:** Because I personally, I can handle two beers a day, maybe even three.
813 Even here with my expectation of going up and down Disney.

814 **Interviewer:** Uh-hmm.

815 **KIBS1:** But as a commander though, you get called 24/7 so it behooves you to be
816 sober because I mean, your soldiers, you can get called 24/7. It's either there'll be an
817 emergency here, an emergency in the rear. If they come knocking on your door at 3: 00
818 in the morning, you should wake up sober, put on your boots, and helmet or whatever..

819 **Interviewer:** Right.

820 **KIBS1:** So to that extent, so it's too many situations half a dosen or another. If you
821 are legitimately mature then you're probably being hindered by not being able to drink
822 two or three beers a day, but there's a lot of young people here. You know what I'm
823 saying? There's a lot of young people here and there's a lot of recovering alcoholics
824 here. One beer would a be case.

825 **Interviewer:** Uh-hmm.

826 **KIBS1:** So it is, I, I think then, the benefit of not drinking outweighs the benefit of
827 allowing it.

828 **Interviewer:** I see.

829 **KIBS1:** They cut out though Quatar. Everybody knows that Quatar, back in, up to
830 this deployment, you could drink two or three beers a day. And you know, hey, but I
831 went home on leave and I can't, you know, I drink beer and whisky when I get.. you
832 know, with a good cigar. You know, you want to drink until you feel it. But I can't even
833 get over the jet lag until I have at least one good day when I know I really drink for real.
834 You know what I'm saying? My time, about that? Probably two bottles of Markus
835 Markum and then you can't get through one bottle of it in the whole two weeks. You
836 know, I never never got up the energy, so you're not really missing nothing, you think
837 you are.

838 **Interviewer:** Right.

839 **KIBS1:** But if people will put the mission first, then put them, you are deployed,
840 like four years, remember, people have been deploying since '01. Maybe you can do it
841 because the alcohol is not the only restriction. You know, there's sex too. That's a
842 restriction. And it's just watching TV with no commercials. That's a restriction. Eating
843 the same old food at the chow hall, you know, that that food is not delicious at all by no
844 stretch anymore. You know, it's the same food. That's a restriction. I mean, they took
845 away the Burger King which you know, a lot of young soldiers complained about that.

846 **Interviewer:** Uh-hmm.

847 **KIBS1:** Okay, but, all the soldiers that's deployed before you in these wars, since
848 '01, since 9-11, what about the ones that even went to the Gulf War or to the Vietnam
849 War, to the World War II's and I, they don't even want to hear it. And some of those
850 people are still walking the face of the earth. We livin in Iraq in the B-Huts, they were
851 living in Iraq in the pup-tents. You know, and all they had was the half of it, their buddy
852 had the other half. Then they're pitching and sleeping on the ground, you know, that
853 kind of thing. So so so soldiering is a sacrifice in life and they don't want to go to the
854 Native American History Month back in Atlanta, back when there was the first one.
855 They stopped it because they, the guy who was the speaker said, there you are raised as
856 warriors but then you know, later, they have a warrior spirit and they don't complain
857 about the elements. If it's cold, it's cold. It it's hot, it's hot. If it rained, it rained. They
858 don't don't have the complaining spirit to complain about every little thing. Do you
859 know what I'm saying?

860 **Interviewer:** Uh-hmm. How can we obtain that warrior spirit?

861 **KIBS1:** Um, you got to reach back and get it from, this is a different generation. I
862 don't know how the new generation obtains it. I know if we don't call the warriors spirit,
863 I call it the resiliency. I got raised by a single mother and she was raised by you know,
864 the heavy hands or whatever, they wouldn't let you complain about stuff.

865 **Interviewer:** Uh hum.

866 **KIBS1:** Uh, you know, ten years ago, thirteen, four...you know, however, in
867 modern times, basic training has changed and you know, it's it's a softer, it's a kinder, a
868 gentler, softer... people will complain. And that's what I tell my people, you eat for

869 survival. You know, you eat for survival, so you know they got MRE's and they
870 probably got to, you know, I don't know where you were when we got attacked back in
871 May.

872 **Interviewer:** Here.

873 **KIBS1:** Well, when they shut down those chow halls, those...my, my First
874 Sergeant, as much as she complained about it when they were away for two days, I ain't
875 heard her complain since.

876 **Interviewer:** Right.

877 **KIBS1:** You know, that kind of thing.

878 **Interviewer:** Uh-hmm.

879 **KIBS1:** So how do we get that warrior spirit? I don't know. I mean, sometimes,
880 ahh... sometimes you got to be a warrior. And so maybe you know, as far as we can see,
881 if you are a complainer, you're probably not a warrior. You know what I'm saying?

882 **Interviewer:** Yeah.

883 **KIBS1:** You've had it too easy and BAF is easy. BAF is not the tip of the spear.
884 In BAF, you take a shower everyday, some of them may be cold everyday but there are
885 some people on the tip of the spear who taking, you know, hey, they can't if they wanted
886 to. They're out there. They're living in the rocks.

887 **Interviewer:** Right.

888 **KIBS1:** You know, they're out there. You know what I'm saying?

889 **Interviewer:** Uh-hmm. Is there anything that um, you would get rid of on BAF that you
890 find is destructive or um, not useful for soldiers, military personnel and doesn't really
891 seem to help, you know, a whole lot in terms of just helping each other get along?

892 **KIBS1:** Helping each other to get along?

893 **Interviewer:** Uh-hmm.

894 **KIBS1:** Um, some things like... rules that are too restrictive. You put them in
895 place just because you can.

896 **Interviewer:** Uh-hmm.

897 **KIBS1:** One of them is, uh, the toe shoes. You know, when the 82nd was here you
898 could wear them. You seen em?

899 **Interviewer:** hun-umm.

900 **KIBS1:** They're like uh like tennis shoes but they're made like feet.

901 **Interviewer:** Uh-hmm.

902 **KIBS1:** And when you put them on, they have toes on them.

903 **Interviewer:** Oh I seen those on a, on a run.

904 **KIBS1:** Yeah, yeah. People run in them. You know, they cost about a, you know,
905 they're supposed to be some real good shoes, but they don't look like that, but the 101st
906 says they are too faddish and so you can't wear em just because they're faddish. Even
907 though the people that do wear em swear by them. Who cares? You know, they're
908 running shoes. Who cares? There's nothing to run to but the wall. Some of the rules on
909 discipline for the sake of discipline so in the army, you're supposed to be in uniform at all
910 time. You know, like this one, like the PT uniform, shirt, the trunks, the socks, shoes, PT
911 belt which you probably know. But at a smoke deck, in your B-hut's right there, those
912 soldiers come out to smoke.

913 **Interviewer:** Uh-hmm.

914 **KIBS1:** You know what I'm saying? They gotta, they wanna have, uh flip-flops
915 shoes. Uh, you know, that kind of thing but okay, what did you really trying to prove
916 'cause you never let them have a down moment, they can't go down and recharge. Okay.

917 **Interviewer:** It's okay.

918 **KIBS1:** Well, I'm, my bad. I don't know if you got the answers to any of your
919 questions.

920 **Interviewer:** No actually, we did and I think we're still recording here so I mean you
921 can go ahead and finish that thought.

922 **KIBS1:** Well, I'm I'm saying you got to let soldiers recharge. You got to trust em
923 on the disciple, you know what I'm saying so you got to trust, you got to, if it, if it was a
924 business, you got accept some risks. You got to accept some loss, you got accept some
925 bad seeds will come through. So we accept that. But for the most part, supposedly the
926 recruiters who are the front lines are picking the best. You know what I'm saying? We
927 already recruited you. You know you got recruited to the military. That means you
928 didn't get weeded out and then you got to pass the first initial test and then you got to pass
929 all the health screenings and then you gotta pass the basic training and then you got to
930 pass your MOS school before you even get to me. Okay, but you're still young, you're

931 still seventeen, eighteen, nineteen so we got to, we got to allow for that too, you know.

932 **Interviewer:** Right.

933 **KIBS1:** And so then you trust that. And so, so what if a nineteen, twenty year old
934 kid is on the smoke deck and don't have his tennis shoes or socks on?

935 **Interviewer:** Or t-shirt tucked in.

936 **KIBS1:** You know, you try, you know, they're trying. You know. You, you can't
937 just run them 24/7. Like you can't, then there's stress on the leaders too because that was
938 when I went OBC, That was on of the went in OBC, that was with one of the lieutenants
939 who went to OBC with me but he was prior enlisted and you know, we were just fresh
940 out of college. We was OBC and used to cut up and laugh and talk and be crazy and he
941 was saying when he was a young soldier, he thought all officers were so serious but he
942 said, we're just a bunch of nuts. So you know, back then, it was funny to em You know
943 what Im saying but you know what I'm saying, but if you know if I can't...if you don't
944 want me to let my hair down, me personally as a major O4 commander of 18 little
945 soldiers then let me go live somewhere else, like let me live amongst other majors, you
946 know, 'cause I like to smoke cigars too and kick back and throw my feet up and you
947 know, just be there. You know, that kind of thing. But if that is supposed to be "don't do
948 it in front of the soldiers", well, hell, I'm in front of the soldiers all day, all day and then I
949 live with them all night, all night. Where do I get to let my let my little balded headed
950 grey hair down, you know, that kid of thing, you know, that kind of thing. So you got to
951 allow for that. You got allow because you, you're the boss.

952 **Interviewer:** Uh-hmm.

953 **KIBS1:** I see your work everyday and so, you know, the soldiers are doing good
954 work.

955 **Interviewer:** One more thing. Um, you mentioned to me, um, an experience that you
956 had here on BAF related to violence. Did you want to talk about that at all?

957 **KIBS1:** I don't think that I said violence. When I said me?

958 **Interviewer:** Uh-hmm.

959 **KIBS1:** No, I wasn't talking about violence. I was talking about another. Soldiers
960 complaining, you know, he's too mean to me, you know.

961 **Interviewer:** I see.

962 **Participant:** You know, I have a little something.

963 **Interviewer:** I see, about interpersonal relationships.

964 **Participant:** Yes, interpersonal and in our unit, well, there's a deputy, um, what you
965 call, the command climate survey and went through a whole investigation and then we
966 come out, everything is fine. They couldn't find anything.

967 **Interviewer:** Uh-hmm.

968 **KIBS1:** Blah, blah, blah. You know, that kind of thing?

969 **Interviewer:** And that started because why?

970 **KIBS1:** Because the first sergeant was uh (pause) she's soft. Yeah, I don't know
971 if you've met my first sergeant and she's real soft so, and this is her first deployment and
972 she would go and complain and and make it seem worse than what it really was. And
973 they said, well, we better to look into this. And then when they do look into it, they're
974 like hey, what's wrong with your first sergeant? You need to toughen up some. But still,
975 they had to look into it. They had to give that some credibility, and some weight. And
976 there was nothing there. You know, that kind of thing.

977 **Interviewer:** I see.

978 **KIBS1:** But now, overall, we got a, we got a high speed... my little public affairs
979 people. You never see em out there but <<identifyig information>>. He's the only one
980 there that would come out and smoke. Um, most of them are downrange. I've got half of
981 them here, half of them downrange. We're all over.

982 **Interviewer:** Down range?

983 **KIBS1:** Black Horse, Shank, Salerno. ...and they're there covering, you know,
984 their rightfully needs. They write the press releases.

985 **Interviewer:** Nice.

986 **KIBS1:** The ones at Blackhorse are training ANA soldiers, things of that nature.

987 **Interviewer:** Where is Blackhorse at?

988 **KIBS1:** It's in Kabul.

989 **Interviewer:** Oh you said Kabul, that's right.

990 **KIBS1:** Yeah. It's Kabul and Salerno's near the Pakistan border over there, Shank
991 is now... You know, all RC East. When the the 101st spread out, we had to spread out
992 and cover em .

993 **Interviewer:** Well, thank you. I appreciate it.

994 **KIBS1:** I hardly feel like I helped at all.

995 **Interviewer:** You helped an awful lot. I'm sorry. There you go.

996 ~End Transcript~

1 **Key Informant Base Services 2: KIBS2**

2 **Interviewer:** Okay, so tell me a little bit about how long you've been here in
3 Bagram?

4 **KIBS2:** I've been in Bagram, um, I landed December 31, 2009 so happy
5 new year.

6 **Interviewer:** (Laughter). There you go.

7 **KIBS2:** So that's almost ten months now.

8 **Interviewer:** Uh-hmm.

9 **KIBS2:** I've been here. Um, prior to this, I was in Qatar for 15 months.
10 So AOR wise, about two years.

11 **Interviewer:** Wow, have you been back to the States since then?

12 **KIBS2:** Um, I took a brief interim between Qatar and coming here and
13 did four months through Europe and home for about four months and then came back.
14 (Laughter)

15 **Interviewer:** Okay, all right. And uh, in general, your area of expertise is in recreation?

16 **KIBS2:** Uh-hmm.

17 **Interviewer:** Um, so thinking about Bagram and compared to your experiences
18 in Qatar, um, what are, what safety issues either positive or negative have you noticed
19 between military personnel and their relationships?

20 **KIBS2:** It's, um, you know, I don't know if it', it's the conglomeration of
21 all the branches. If, if it's a comparison, say between Qatar which was primarily an Air
22 Force base with some Army um and some Coalition personnel and here which is
23 primarily an Army base with some Air Force personnel and other Coalition, it's a lot
24 more liberal here? (statement if almost like a question...)

25 **Interviewer:** Um-hmm.

26 **KIBS2:** Um, and as a liberal, (laughter), just to say that is kind of funny.

27 **Interviewer:** Uh-hmm.

28 **KIBS2:** Um, but it's much more relaxed. Um. Standards are more relaxed.
29 What people, um, can get away with saying and doing and seeing is a lot more relaxed.

30 **Interviewer:** Hmm, you mean among military personnel?

31 **KIBS2:** Among military personnel, yes.

32 **Interviewer:** And can you give some examples?

33 **KIBS2:** Um, the...I didn't see as much of it in Quatar, um, and it might
34 have just been the situation of those positions weren't there, um, but in the...oh, how do
35 I...(laughter), the words they're tough.

36 **Interviewer:** That's okay.

37 **KIBS2:** Um, the the participation between uh, male and female
38 interactions, I just had um, a friend, a new friend of mine, I guess. Yesterday, I sat down
39 with her and she was having a really rough day and she's going home and um expressed
40 that at home, she's alone.

41 **Interviewer:** Uh-hmm.

42 **KIBS2:** She has a couple of friends here and that's great but at home, she's
43 absolutely alone and she's scared to go home and be alone. Um, and just in in
44 conversation, she was talking about her crew and the guys that she works with and she's
45 a female mechanic.

46 **Interviewer:** Uh-hmm.

47 **KIBS2:** And the, the, the interactions, the incredibly, what I would consider
48 incredibly inappropriate and sexual harassment kind of interactions that she's talking
49 about.

50 **Interviewer:** Uh-hmm.

51 **KIBS2:** Um, same thing. I mean, in my workplace, I'm the only female on
52 day shift, um, of my contract and the boys treat me like a boy. Well, men treat me like a
53 guy.

54 **Interviewer:** Uh-hmm. Uh-hmm.

55 **KIBS2:** Um, just in the conversations around and occasionally, um, even
56 just soldiers walking by get very surprised when I confront them and say, "Hey, could
57 you please keep the profanity down to a minimum?" I don't know if that's more of a
58 female tendency but every single one of them kind of stops and will go, "Huh?"

59 **Interviewer:** Right.

60 **KIBS2:** Um, so it's, had I done that in Quatar, three other people would
61 have done it before I did.

62 **Interviewer:** Uh-hmm.

- 63 **KIBS2:** Here, it's, it's...that's the norm, that's the language, that's how we
 64 present ourselves because that...we're, I don't know if it's...we're at war here.
- 65 **Interviewer:** Uh-hmm.
- 66 **KIBS2:** So we're allowed to be more of a testosterone level of things.
- 67 **Interviewer:** So, um, you think the profanity is more related to a um male
 68 tendency?
- 69 **KIBS2:** I hear women swear a lot too but um, much less than um, much
 70 less than the males that come in.
- 71 **Interviewer:** Uh-hmm.
- 72 **KIBS2:** Um, it it tends to stereotype towards um, the male gender. Yeah.
- 73 **Interviewer:** Uh-hmm.
- 74 **KIBS2:** (Laughter).
- 75 **Interviewer:** So you hear a lot more of that here than you have anywhere else in
 76 your crew?
- 77 **KIBS2:** You do, definitely. Um, and it's a lot more, uh, smack talk, if you
 78 will.
- 79 **Interviewer:** What do you mean by that? Smack talk?
- 80 **KIBS2:** You, uh, the boys are watching football or something like that and
 81 one team against the other and they'll just sit and they'll, they'll, "Oh that touchdown was
 82 awesome and your team effin sucks and da, da, da, da, da." And just banter back and
 83 four of them will be playing pool, um, and they start just swearing at each other as
 84 general communication and you're like, "Oh, there are so many better words," um,
 85 whereas, and it's, it's a combination of the way things are set up in the building, I think,
 86 as well. It's that the pool tables are in a small room.
- 87 **Interviewer:** Uh-hmm.
- 88 **KIBS2:** So you feel a little bit more alone. So you feel more comfortable
 89 whereas in other facilities that I've seen, there's four or five of them in one huge room.
- 90 **Interviewer:** I see.
- 91 **KIBS2:** So you're definitely not alone.
- 92 **Interviewer:** Uh-hmm.
- 93 **KIBS2:** Um, so it's that chunk of it but it's definitely, I become much more

94 aware of it here because it is and I find myself swearing a whole lot more than I used to,
95 just because that's what I'm hearing.

96 **Interviewer:** Uh-hmm.

97 **KIBS2:** And that becomes my norm and that becomes my mode of
98 communication and when I went home for R&R in May, my mother even pointed out to
99 me that, she's like, "What are you...who are you? What are you saying? Why are you
100 swearing at me?" And I was like, "Oh, I don't...I don't mean to be at all and it's just
101 something that kind of happens."

102 **Interviewer:** Kind of happens, just there, huh?

103 **KIBS2:** Yeah. And it just adapts to your...it clings to your language and
104 suddenly, you forget all of your great vocabulary words and you start inserting "shit" or
105 "fuck" into every statement that you make. You're like, "Man, that is absurd." But
106 that's, that is definitely, uh, a couple of the differences there's just in the freedom of
107 communication, um, and it's almost, like I say, it's almost a mentality of you're here with
108 your buddy and that's it. There's nobody else really around. I don't know if it's
109 situational awareness of others or that you're just so wiped out being out here that you
110 just need to not think about other people. You're thinking about yourself.

111 **Interviewer:** Uh-hmm.

112 **KIBS2:** You're thinking about your buddy and you're not thinking about
113 what your buddy's thinking or what the chick in the corner behind the desk is thinking,
114 anything along those lines until it's pointed out to you and then you go, "Oh!" Right?

115 **Interviewer:** Uh-hmm.

116 **KIBS2:** I did just swear seven times in that last sentence.

117 **Interviewer:** (Laughter). I see.

118 **KIBS2:** Yup.

119 **Interviewer:** What about um, any issues of fights, aggravated assault, um, some
120 serious verbiage? Have you witnessed or seen anything like that?

121 **KIBS2:** Um, not all out brawls. (Laughter)

122 **Interviewer:** Uh-hmm.

123 **KIBS2:** Um, I work, of course, at the <<identifying information>> and
124 ours are limited to people getting angry and suddenly, somebody brings us a pool cue

125 that's snapped in three pieces and there's no way that "...oops, I dropped this pool cue
126 and it accidentally broke." There's absolutely no way that you can break a rack and I've
127 seen pool cues break. We... they're cheap pool cues. There's no way that you can break
128 it in three pieces without physically slamming it onto the ground. Getting incredibly
129 angry and slamming it. Um, that's that's a lot of what we've seen where people just
130 getting super ticked off at the gaming systems or whatever and slamming their controller
131 down. Um, and just being very inconsiderate to the the facilities...

132 **Interviewer:** Uh-hmm.

133 **KIBS2:** ...that are given. Here's to morale recreation activities that we're
134 giving you...

135 **Interviewer:** Uh-hmm.

136 **KIBS2:** ...appreciate them. Um, or a general amount of courtesy to the
137 people doing them. A lot of times we'll have Texas Hold Em, 64 people in a very small
138 room. Everybody's yelling at everybody. Why haven't we started yet? Da, da, da, da,
139 da. Well, it's probably because your four buddies decided to get on to our computer and
140 change a bunch of stuff so now we're fixing it. Please be patient with us but in the
141 meantime, if it's not happening on their timetable, they get very upset.

142 **Interviewer:** Uh-hmm. And you see that sometimes?

143 **KIBS2:** Oh yeah. (Laughter).

144 **Interviewer:** And how is that expressed?

145 **KIBS2:** Um, usually verbally. Um, usually just through anger.

146 **Interviewer:** Uh-hmm.

147 **KIBS2:** Um, we've had it a couple of times where people have literally,
148 um, we cut off at 64. The guy who came in at 65 and couldn't play took the clipboard
149 and slammed it on the table, threw a tizzy fit, stomped his foot, spun around like a five-
150 year-old and walked out the door.

151 **Interviewer:** Uh-hmm.

152 **KIBS2:** Okay, you are 32 years old, sir.

153 **Interviewer:** (Laughter).

154 **KIBS2:** And that's giving you a couple of years.

155 **Interviewer:** Right.

156 **KIBS2:** Really?

157 **Interviewer:** (Laughter). Um, do you see them have um, have rough
158 interactions with each other?

159 **KIBS2:** I have yet to see like any, any physical pushing, shoving, toward
160 one another where it wasn't a general play, if you will.

161 **Interviewer:** Uh-hmm.

162 **KIBS2:** Two people sitting outside and one shoves the other and hey, man,
163 da, da, da, da. And the other shoves the other or whatever and they go off walking in the
164 same direction.

165 **Interviewer:** You never had to call the MP's for anything, right?

166 **KIBS2:** Not yet. And I, knock on wood. (Laughter).

167 **Interviewer:** Okay. Um, what about any issues related to uh, you mentioned a
168 little bit earlier, sexual assault or sexual harassment? Do you have military friends or
169 have you seen any of that in your circle of recreation work?

170 **KIBS2:** It's, oh, that's what I mostly see. (Laughter). Um, of course, there
171 is, there is two, two sides to that scenario which is um, not necessarily, I've I've never
172 thankfully, um, either witnessed or had a friend come to me and say, "I've been sexually
173 assaulted." Um, I know where to send them.

174 **Interviewer:** Uh-hmm.

175 **KIBS2:** I know what to do in those scenarios but I've thankfully never had
176 anyone in my circle come to me with that. Um, I have witnessed it. I've witnessed it, not
177 only through my friend yesterday at lunch who shared the story, I mean, literally uh, she
178 she described a situation where a guy came up and put his crotch on her shoulder while
179 she was typing. And she kind of laughed it off. I, I tend to be a little bit liberal with the
180 men that work in my office and the way that they speak and the way that they speak
181 about women that are passing by and the great asses and all of these other things that I'm,
182 I get it. I grew up on a farm with male farm workers. I get it. My dad's a mechanic.
183 Um, so I'm I'm in tune to hearing that but something like that, I was like, that is absolute
184 100 percent off-the-wall sexual harassment and that's not even funny. Or her nickname
185 is "Sweet Tits" or "Sugar Tits" or something like, I'm like, "Dude! There's a line to be
186 drawn and you clearly have not drawn it at all."

- 187 **Interviewer:** Uh-hmm and this woman's military?
- 188 **KIBS2:** Uh-hmm.
- 189 **Interviewer:** Okay.
- 190 **KIBS2:** Yup, um, and she's like, "Well, I mean, they're playing and it's
191 what guys do." Granted that's what guys do but I don't know if that would...I would feel
192 uncomfortable in that situation.
- 193 **Interviewer:** Uh-hmm.
- 194 **KIBS2:** And she's like, "Well, if it gets bad, I'll...I would say something."
195 If it gets bad, they're putting their crotches on your shoulder! She's like, "Well, they
196 haven't taken it out." What?! Do you need them to? Is that what, is that the line for
197 you? Like that's where it crosses? Um, so I mean, in passing and she, she...and I see
198 this happen a lot in stories similar to that where women in the military actually make
199 amends for incredibly inappropriate behavior and I, I do it. Everyday, I do it. Should
200 you really be talking about that woman out there in the lobby like that? No, you
201 shouldn't. But because of my background and because of where I came from, I'm used
202 to it. So I flex the rule a little bit and say, "You know what? They're guys. They're
203 being guys."
- 204 **Interviewer:** But where do you draw the line?
- 205 **KIBS2:** They're bantering, but where do you draw that line? And I know a
206 lot of um, military women who don't expressly know where to draw that line? And they
207 don't want to make the wave and they don't want to be, they don't want to come off as
208 that woman who put the kibosh on the fun time.
- 209 **Interviewer:** Uh-hmm.
- 210 **KIBS2:** Um, we were just joking. We were just playing around. Why'd
211 you have to, to essentially turn our work space into this, I mean, essentially it terms
212 because I've done it in my past. Somebody has crossed the line and I brought it to a
213 supervisor's attention, um, and it makes for a very threatening work location.
- 214 **Interviewer:** Why do you, how do you mean threatening work location?
- 215 **KIBS2:** Um, in the way of it, suddenly, the guys are much more aware...
- 216 **Interviewer:** Uh-hmm.
- 217 **KIBS2:** ...of what's, what they're doing and what they're saying and

218 because they're much more aware, they're much more frustrated because they're not able
219 to do and say what they want to do and say anymore. Um, and because they're frustrated
220 at their inability to act stupid, um they tend to express that in other negative ways towards
221 the person who caused that. So in my situation, and it's, it's long, long past but in my
222 situation, it turned to I was labeled as the bitch. I was labeled as the fun killer. I was
223 labeled as you name it, I got it, but it was because I, nobody else said anything, what's
224 your problem? It's like, really? Everybody else was thinking it. I was just the one brave
225 enough to say it. You're just an idiot. Uh, that kind of thing. But it very much, it makes
226 for um, it makes for a much more stressful work situation. It makes for um, and I say
227 threatening um, because it literally, it becomes that suddenly, you're no longer part of the
228 team. You are ousted. You are put out on the outside of the circle and it's ALONE out
229 there. It's a very lonely location for anyone especially at a deployed location such as this.
230 But in any work scenario, um, to be completely outside your work circle or completely
231 outside your friend circle, whatever it might be is depressing. Um, and it's threatening
232 both to your self-esteem, to your inner person, um but also because suddenly, everybody
233 that's still in that circle has turned on you and won't share things with you, suddenly your
234 information pads are closed, suddenly all of the things that you had when you were in the
235 circle and you were putting up with the guy's crotch on your shoulder...

236 **Interviewer:** Uh-hmm.

237 **KIBS2:** ...all of those things, those great miraculous things and being able
238 to do stuff and fun times and the good with the bad, gone.

239 **Interviewer:** Uh-hmm. How do you, um, fix that?

240 **KIBS2:** That's an excellent question. (Laughter)

241 **Interviewer:** It seems difficult, right?

242 **KIBS2:** It's, it's incredibly difficult. Um, and it's not fixed without
243 awareness.

244 **Interviewer:** Hmm.

245 **KIBS2:** It's just, I mean, it's 100 percent awareness is...

246 **Interviewer:** But we have all these commercials on TV, sexual harassment,
247 sexual assault in commercials. What do you think of that?

248 **KIBS2:** I think that people perceive sexual assault and sexual harassment

249 as a sexual conduct thing. They see it as if I were raped, I would tell someone. Because
250 that is ingrained in my head of what I should do. Inappropriate, I mean, at least, I would
251 hope that women would do such a thing but I know with me, if we had the same
252 commercials all over the place in college, um, which was sexual assault, sexual, physical
253 sexual acts upon you that are not welcome and not warranted, should be pulled on.

254 **Interviewer:** Uh-hmm.

255 **KIBS2:** Those are completely acceptable to be ratted out because that
256 person wronged you physically.

257 **Interviewer:** Uh-hmm.

258 **KIBS2:** But what's not clear is how you deal with something that wrongs
259 you emotionally because that is 100 percent subjective.

260 **Interviewer:** Uh-hmm.

261 **KIBS2:** What wrongs this person emotionally probably doesn't wrong that
262 person emotionally. I grew up with a mechanic father so my tolerance is much higher
263 than the, the young woman who didn't, who grew up in a middle class family and went to
264 soccer practice all the time in private schools and da, da, da, da. That person's much
265 more in tune, with no, that is completely unacceptable versus me, I'm like, "Well, I
266 mean, you know, they're dudes. They're doing what dudes do." Um, fine. They're just
267 boys being boys kind of thing. Um, so because it's so much more subjective, it's harder
268 to know where to draw the line. That it's not black and white. Somebody physically
269 touches you, that is black and white. You've been violated. You have somebody who's
270 physically come to you and put their hand on you. Easy description. If somebody says
271 something, do I make a big deal of it? Do I not make a big deal of it? Do I say
272 something? Do I not say something? Would that person say something?

273 **Interviewer:** Uh-hmm.

274 **KIBS2:** It's much more emotional turmoil and especially I'm going to
275 pretend that um, women in the military hold a very, very interesting position and I've
276 become far more conservative watching it. Um, in my own personal views, women want
277 to be treated as equal to men. Absolutely 100 percent, but women still want to be
278 women. And women are still expected in society to be women so they are playing these
279 ridiculous dual roles of I have to be a guy because I need to shoot my weapon and I need

280 to fix the, the engines and I need to do, I need to pull my weight as if a guy were in my
281 shoes, because that is what the military expects of me as a woman in the military. I have
282 to be a soldier.

283 **Interviewer:** Right.

284 **KIBS2:** Not a woman. But when I'm off, I want to be a woman. And deep
285 down inside of me, even though my nails are dirty and I'm covered in grease, I'm still a
286 woman and I still want to be respected as a woman and I still want to be thought of as
287 delicate and maybe a little shy or coy or all of those things that women can be, soft,
288 gentle, these types of things. So it's, it's and I'm sure, I'm not being a man but I'm sure
289 as a guy, it's very confusing as well because you see this woman and she's this way at
290 work, twisting that wrench but when she's off work, she wants to be this way?

291 **Interviewer:** Uh-hmm.

292 **KIBS2:** How do I treat her? And as a woman, how do you act? Can you
293 be two people within one person? That's kind of the psychological...

294 **Interviewer:** And do men do that or they're one way at work and another way...

295 **KIBS2:** A completely different way outside, yup.

296 **Interviewer:** They are?

297 **KIBS2:** Sometimes.

298 **Interviewer:** Sometimes.

299 **KIBS2:** (Laughter). I've met a...and yes, I've met a couple of people who
300 are very much like that where they're wrench turners, or they're security forces guys.
301 Their job is to carry a weapon and look strong and look fierce and I protect the base.
302 Ugh! And then, you're talking to them on the side and they're, they're talking about they
303 like chick flicks.

304 **Interviewer:** Uh-hmm.

305 **KIBS2:** Or they have this ridiculous sensitive streak that they want to
306 nurture or they really like the spoken word and poetry and all of these things and you're
307 like, right but you're ugh!

308 **Interviewer:** I know, so they can equate so that's a change in behavior for
309 themselves to the change in behavior of the woman.

310 **KIBS2:** I think it's harder.

- 311 **Interviewer:** Uh-hmm.
- 312 **KIBS2:** And I think the guys that have the two, the two split, the work
313 persona and the, the home persona...
- 314 **Interviewer:** Uh-hmm.
- 315 **KIBS2:** Um, are more fewer and far between most, most people, most
316 males that I've come into contact unfortunately. Um, it's too hard; it seems for them, if
317 you will. At least, it's you know, it's too hard for them to decide to do both.
- 318 **Interviewer:** Uh-hmm.
- 319 **KIBS2:** Multi-tasking is not their forte. So they choose one or the other.
320 They either choose to be the sensitive guy in which case then all of their guy friends are
321 labeling them as gay.
- 322 **Interviewer:** Uh-hmm.
- 323 **KIBS2:** Or they choose to be the masculine, my-job-as-a-soldier, I-carry-a-
324 weapon kind of guy in which they tend to, to, to loose that part. Um, maybe at home,
325 they gain that back. I don't, I don't see that side of them. But...
- 326 **Interviewer:** Any experiences at all with um, people brandishing their weapons
327 or pointing their weapons at each other that you're aware of? Umm...
- 328 **KIBS2:** I've heard a story of somebody actually doing that to um, one of
329 my co-workers who's no longer here. Um, and it was a female who was just kind of
330 playing around and held up her weapon toward his face and he, being a former Air Force,
331 asked her kindly to take it out of his face and when she didn't, he said, "You can either
332 take it out of my face or I will remove it from your hand physically." Um, was it more
333 playful, eh, maybe. Um, I'm a big proponent of uh, respecting weapons.
- 334 **Interviewer:** Uh-hmm.
- 335 **KIBS2:** Um, things like what happened at Fort Hood could happen at
336 Bagram Airbase. When you leave your weapon behind, anyone gets to pick it up and
337 people do that a lot in my facility.
- 338 **Interviewer:** Oh really?
- 339 **KIBS2:** (Laughter).
- 340 **Interviewer:** So they forget their weapon?
- 341 **KIBS2:** They forget their weapon. They leave it in the weapon rack,

342 wherever they are, they ooops, left it on the chair that was next to them while they were
343 watching a movie.

344 **Interviewer:** What happens then, when that happens?

345 **KIBS2:** They get to hear me lay in to them. (Laughter) I turn it into a
346 mother, um, essentially...

347 **Interviewer:** Yeah, because if you didn't, then the alternative is not very good.

348 **KIBS2:** Right. Um, typically, we'll bring, it's a race between who gets
349 there first. If that person realizes that they don't have the weapon and they make it before
350 security forces shows up to claim that weapon, congratulations, you just saved yourself a
351 strike. Um, and you get to put up with me instead of your commander.

352 **Interviewer:** Yeah, a better trade-off.

353 **KIBS2:** Um, but as far as, um, as far as brandishing weapons towards
354 people in a, in a malicious way, I haven't seen a whole lot of that, um, disrespect of
355 weapons, leaving them. Um, I've personally was out on the, we have a little patio outside
356 by our facility.

357 **Interviewer:** Uh-hmm.

358 **KIBS2:** And I was sitting out there and somebody came and propped their
359 weapon up and essentially, from where I was sitting, their weapon was pointing directly
360 at the center of my chest and I, I looked at them and I said, "I'm really sorry. Weapons
361 make me incredibly nervous. Um, they make me even more nervous when they're
362 pointed at my chest." He said, "Well, nobody's around." I said, "I know, nobody has to
363 be around to pull that trigger but I would feel pretty horrible for you if you manage to, if
364 somebody walked by and it happened to bump and it happened to shoot me and I happen
365 to die and you got to carry that on your conscience for the rest of your life. I would feel
366 pretty bad about that. So if you could please take your weapon off the table and point it
367 towards the ground, that'd be great." Um, a master sergeant had been walking by and as
368 he was walking by again, um, the gentleman with the weapon was gone and he
369 confronted me because actually it's not supposed to be propped like that and it's not
370 supposed to be set. It's supposed to be pointed down. He goes, "You may not have
371 known that rule but that person should have."

372 **Interviewer:** Uh-hmm.

373 **KIBS2:** I was like, “Oh, sweet kiss.” (Laughter) But never...

374 **Interviewer:** You did the right thing.

375 **KIBS2:** Never in a malicious way, just a lot of, a lot of disrespect of the
376 weapon that I can see it very easy for somebody to be able to, to use it in a negative or a
377 malicious way without anyone really paying attention.

378 **Interviewer:** Uh-hmm. What about um, domestic violence issues? Now of
379 course we don't have too many people in theater, rarely have people that are married but
380 we do have people that have like relationships.

381 **KIBS2:** Uh-hmm.

382 **Interviewer:** And uh, some people would go back to the States to family for
383 R&R, that kind of thing. Have you seen or heard anything related to domestic violence
384 issues at all?

385 **KIBS2:** Um, not necessarily, well...

386 **Interviewer:** Do we often have uh, same sex relationships, that kind of thing that
387 exists that uh, sometimes, there can be some abuse of relationships, so I don't know if
388 you have any awareness or anything related to military personnel?

389 **KIBS2:** I haven't, um, the closest that I guess I've come to it is uh, a
390 married military member did some, some items, some stuff out here...

391 **Interviewer:** Uh-hmm, male or female?

392 **KIBS2:** Female.

393 **Interviewer:** What do you mean, she did some items?

394 **KIBS2:** She uh, she had sexual relations with another guy somewhere on
395 base, and went home. She was married, went home, um, and essentially, somehow her
396 husband...she left her email up or something along those lines. Her husband found out
397 about it and um, started stalking, essentially, the guy.

398 **Interviewer:** Um.

399 **KIBS2:** To the point where the gentleman had to call the first shirts back at
400 home base and say, “Hey, could you please,” I mean, not the guy didn't, the husband
401 didn't have any information and was prying for information, um, mainly just prying for
402 information from what I've heard from the loop. Um, but literally called um, called that
403 person at work, sent that person emails at work, um, threatened to bring it to that person's

404 chain of command if information was not given. So not physical, uh...

405 **Interviewer:** What is it, what did the female do?

406 **KIBS2:** Uh, I believe her response to it, she apparently was not telling her
407 husband the details and her response to it was a simple, "I'm sorry."

408 **Interviewer:** To the guy?

409 **KIBS2:** To the guy that she had sex with out here.

410 **Interviewer:** How was that?

411 **KIBS2:** And that was it. Um, I didn't get her side of what was happening
412 at all but physical, I've never um, I've yet to, to see a whole lot of physical. Verbal, we
413 get a little bit of verbal in our morale center.

414 **Interviewer:** Uh-hmm.

415 **KIBS2:** I had a gentleman in there for the last, uh, last week for about three
416 days. I'd walk in and ask him to quiet down because he was literally swearing at the top
417 of his lungs at the person on the other end of the line, um, and according to the people
418 who came to me to complain, um, it was his wife or at least a female in the way that he
419 was, he was speaking to her. It was like, "Oh man. This is not the right place to have
420 issues like that." Morale center is a bad location to do that.

421 **Interviewer:** Yeah.

422 **KIBS2:** Um.

423 **Interviewer:** And I think it's funny because there's very few places that you
424 can, I mean, you can't do it in your B-hut. You know, it's the same. There's no privacy.

425 **KIBS2:** Yup, well, there's no privacy anywhere on base.

426 **Interviewer:** Yeah.

427 **KIBS2:** There's absolutely none.

428 **Interviewer:** Yeah, me too. Once you can get yourself down to work in a bunk.

429 **KIBS2:** Yeah, but even, even then those workers are wide open. There's
430 no...

431 **Interviewer:** Yup.

432 **KIBS2:** There's absolutely nowhere on base where you can go and be
433 completely alone without any chance of anyone ever seeing you or finding you.

434 **Interviewer:** Uh-hmm.

435 **KIBS2:** Even a Porta John isn't that private.

436 **Interviewer:** (Laughter). No! Um, what about gang violence? Are you aware
437 of any type of gang violence at all on BAF or any formation of gangs, anything like that
438 on BAF?

439 **KIBS2:** Uh-uh. Nope.

440 **Interviewer:** What about uh, theft?

441 **KIBS2:** All the time. (Laughter). All of the time.

442 **Interviewer:** So you think it's military personnel or non-military personnel?

443 **KIBS2:** I think it's across the board. Um, when I was in Quatar, actually
444 the uh, there was uh, I don't know if it's a General or somebody higher up was saying
445 that theft is the number one, the number one crime among military personnel. And on, in
446 Quatar, it was 90 percent military personnel whereas here, it's, you look around and it's
447 mostly contractors, subcontractors, that kind of thing. Um, theft was rampant, as rampant
448 there as it was here. Um, here, we have, I mean, half of our our posting board is missing
449 items.

450 **Interviewer:** I see.

451 **KIBS2:** I had a gentleman come in the last three days. He set his iPhone
452 down, walked away for two seconds and it's gone. Has it been turned in? I'm sure,
453 probably not. I, I mean, I personally set my camera down on a bus, got off the bus, went
454 caught up with the bus, and it was gone by the time I caught up with the bus. Gone. Um,
455 so it's...I admire the people that actually take the time to go look for their items or post
456 for their items, um, and in the same breath, I also have four or five unclaimed phones in
457 my lost and found of people that...

458 **Interviewer:** Haven't come back?

459 **KIBS2:** ...that have just given up on the system and said, "You know
460 what? It's gone. It's lost." Just what I did with my camera. (Laughter).

461 **Interviewer:** I see.

462 **KIBS2:** But it's yeah, it's rampant. I don't know if it's soldiers. I don't
463 know if it's contractors. I think it's kind of across the board. Somebody finds a thing
464 and especially in a location like this where it's everybody is everywhere, there's no
465 centralized location...

- 466 **Interviewer:** Uh-hmm.
- 467 **KIBS2:** Um, where do you turn it in at? It's just easier to hold on to it.
- 468 **Interviewer:** Um, considering military programs, whether it's um, substance
469 abuse programs or athletic programs, spiritual programs, just thinking about Bagram
470 itself, are there any programs that you would like to see developed here on base or uh,
471 something that you know that exists that you'd like to see brought here to <name of
472 base> that you think would help with interpersonal relationships?
- 473 **KIBS2:** I think awareness of the programs that are available?
- 474 **Interviewer:** Uh-hmm.
- 475 **KIBS2:** Um, is very much key, um, that's 90 percent of what I've strived to
476 do in, in taking on the marketing position in my, in my work, is creating awareness not
477 only about, I mean, about the things that we're doing at our location but also what the
478 Army is doing, what um, the Dragon and the Eight Ball and um, the salsa classes that go
479 on over at the Green Bean, what's out there?
- 480 **Interviewer:** Uh-hmm.
- 481 **KIBS2:** Because so many, there's so much out there but so many people
482 don't know unless you know somebody who knows somebody, um, it's all word of
483 mouth, um, the other trick is that there's no, there is no central location. There is no
484 community here. You have community within your workshop. You have community
485 within sometimes the area that you live, sometimes within your squadron but outside of
486 that, there's no community.
- 487 **Interviewer:** I don't understand what you mean. Can you expand on that being
488 no community?
- 489 **KIBS2:** Um, there's, there's...my best relation would be back to Qatar.
490 Um, in Qatar, there was the, the Memorial Plaza, a huge gathering location where
491 people would go every night and they'd play nightly music and you could go and the
492 three drinks also helped but um...
- 493 **Interviewer:** (Laughter).
- 494 **KIBS2:** Huge smoke pit, just a study, sit outside area, um, just a big place
495 to sit.
- 496 **Interviewer:** Uh-hmm.

497 **KIBS2:** The closest that I'd come to here at BAF has been the Green Bean.
498 Um, but there's not a whole lot of places to sit, 90 percent of the people out there are
499 subcontractors.

500 **Interviewer:** Uh-hmm.

501 **KIBS2:** Um, so it's tough to, I mean, languages alone, I hear English
502 maybe every fourth table, as marvelous as that is but there's nowhere that you can
503 pinpoint that if I just wanted to go and relax and be surrounded by people and smoke a
504 cigarette or not smoke a cigarette or whatever it might be, I just want to go and sit and
505 people watch. There's nowhere to do that. There's no communal location at BAF.
506 There's gyms. There's rec centers. There's the PX Green Bean area and those are all
507 great individual locations in and of themselves that that fulfill pieces of that need.

508 **Interviewer:** And do you have stuff like that on the other side of the base?

509 **KIBS2:** There's absolutely NOTHING like that on the other side of the
510 base. Um, you're lucky, lucky to get a pool table on the other side of the base. (Laughs)
511 Um, if we're expanding over there, it's, it is entirely and completely desolate over there.
512 Entirely, and completely. Um, I know with the Air Force, they're, they're building up,
513 they have a small gym rec center in this Smack Town area at the base of the tower.

514 **Interviewer:** Uh-hmm.

515 **KIBS2:** Air Force CE is putting stuff together, I know, out at um, the DTIF
516 area, um, (unintelligible 35: 19) they do morale activities out there because they still buy
517 morale activities. Um, and re-conform them and that's great. Okay, I, I'm all about it
518 because the more that you're doing that's active and proactive and keeping your mind off
519 of the general day-to-day stuff that goes on.

520 **Interviewer:** Uh-hmm.

521 **KIBS2:** A, the quicker your time will go. B, the less depressed you'll get,
522 the less lonely you'll feel, the more community you feel, the more community you feel,
523 the more you're apt to take care of that community. Um, so especially in my position,
524 looking at it that way...

525 **Interviewer:** Uh-hmm.

526 **KIBS2:** It's, it's incredibly important, um, people, people look at my job
527 and they look at morale and they look at recreation and the fitness and things like that and

528 well, all you do is X-Boxes and Playstations and pool tournaments and Texas Hold 'Em
529 and it's no, that's, that is probably the smallest part of my job. Um, I mean, my job is
530 sometimes is a facilitator, sometimes it's a listener, sometimes as, as somebody just to
531 pay attention so that when you walk by, I had a dopey smile on my face the other day
532 because one of my friends sent me an email and I happened to glance up at an exact
533 moment that somebody was walking by, and he almost walked completely out the door
534 because I heard him. He walked back and he looked at me in my office and said, "I'm
535 really sorry." I said, "Huh?" He goes, "You smiled at me and I'm having a really bad
536 day and I didn't smile back and I just wanted to let you know that I appreciate you
537 smiling at me." I wasn't smiling at you, sir, but that's absolutely 100 percent, if it makes
538 your day to know that I was smiling at you, I was.

539 **Interviewer:** You wouldn't argue with that.

540 **KIBS2:** Um, but that's, I mean that's the key element and that's why I say
541 a place that develops that community, um, we are, we are the Army. We are the 101st.
542 We are the 82nd. We are the 73rd. We're the 455th. We're the 755th. We're the...the
543 people down there. (Laughter). We're the Polish. We're the French. We're
544 the...there's so many components on this base and everybody's looking out for
545 themselves. And that's what you get when you start looking at it and you get the theft
546 and you get the, the abuse and you get all of these other things because nobody's paying
547 attention to anybody else because there isn't that community...

548 **Interviewer:** Um-hmm.

549 **KIBS2:** ...in BAF, there's a whole lot of sub-communities, a whole lot. But
550 there isn't, there's isn't a Bagram community.

551 **Interviewer:** What about uh, substance abuse and use? Have you been aware
552 much of alcohol or drug use at all in your job?

553 **KIBS2:** Um, not drug use, um, at all. I've, I've heard the people say that
554 it's pretty easy to get. All you got to do is slide somebody an extra 20 and it's here on
555 base. Like wow! I've been down to ECP-1, how does that...it seems pretty secure.
556 (Laughter). But it happens so I, I know that it's possible. I know that it's entirely
557 possible. I know that poppies grow right outside the fence.

558 **Interviewer:** Uh-hmm.

559 **KIBS2:** Um, I know 100 percent where I'm at. I don't know anybody
560 who's done it, who's taken that route. Um, alcohol abuse, um, I know actually quite a
561 few contractors that can get alcohol that have alcohol. Most of the people that I know
562 are very responsible with it.

563 **Interviewer:** Uh-hmm.

564 **KIBS2:** Um, in the way that they don't offer it in any means to soldiers.

565 **Interviewer:** Uh-hmm.

566 **KIBS2:** A, because that'll get them in trouble. (Laughter). You got to take
567 it away. They'll lose their jobs, all these other various factors. Um, but I have seen at
568 various points of people's um, careers and paths where they've relied on it far more
569 heavily um, not to the point necessarily of abuse but to the point where suddenly they're
570 at work and you can smell it on them. And that's, again, where do you draw the line? Is
571 that abuse?

572 **Interviewer:** Uh-hmm.

573 **KIBS2:** Ah! (shrugs)

574 **Interviewer:** Have you noticed that with contractors and in theater? But not with
575 military personnel?

576 **KIBS2:** Unt-hmm. (shakes head no)

577 **Interviewer:** That way it won't appear for itself.

578 **KIBS2:** Uh-um.

579 **Interviewer:** Okay. Um, we talked a little bit about programs that you like to
580 see on base and you're talking about the community. Anything that you would, uh, think
581 would help to take away from Bagram that is not useful or that causes issues or
582 problems?

583 **KIBS2:** No, because there's not enough. (Laughter). Um, I mean, I know
584 it's there because I ask the questions.

585 **Interviewer:** Uh-hmm.

586 **KIBS2:** I know what the chaplain offers. I know um, if I, if I wanted to
587 become um, a person who would respond to uh, suicide, something like that, suicide
588 awareness. I know where to go to get those programs because people come to me to
589 disseminate that information or I go to them, ask them about these things so that I can

590 disseminate the information. Um, like I say, awareness is not there. Um...

591 **Interviewer:** How do we increase that?

592 **KIBS2:** That is an excellent question. (Laughter). Um, I've absolutely no
593 idea on that one. Um, because the postings are there and the, the, if you open your eyes,
594 it's there. But for people who aren't looking in those, people are the people that are in
595 the most dangerous locations, um, mentally, at least, those people, they're not opening
596 their eyes.

597 **Interviewer:** Uh-hmm.

598 **KIBS2:** Um, I think it has to be a top-to-bottom communication. Um, I
599 know what Air Force does like a "Combat-O", everybody comes in, sits down and we go,
600 they go over every program, everything. They touch on the base.

601 **Interviewer:** Uh-hmm.

602 **KIBS2:** Here's what PT is going to look like. Here's, um, they do a little
603 snippet on recreation and what goes on. Here's what your lodging is and no, you can't
604 move rooms. Um, if you have any questions, here's a little snippet about fire or the
605 chaplain or where to go to find these things.

606 **Interviewer:** Uh-hmm.

607 **KIBS2:** What if you're not paying attention? What if you just got off the
608 plane and you're dead tired and you missed all of that? Right?

609 **Interviewer:** I think that was the main, yeah.

610 **KIBS2:** Uh-huh. Because, I've, they literally do. You get off the plane
611 and the next morning at 6: 00 o'clock or 5: 00 o'clock in the morning, you're doing this
612 and the only thing that you're thinking of is dear God, after this, I have to run a mile-and-
613 a-half, are you kidding me? That's...that's at least, that's all I would be thinking, 90
614 percent of the time at 5: 00 o'clock in the morning when I do actually go those things,
615 that's what I'm thinking is ugh, these poor kids have to run a mile-and-a-half after this.
616 I'm going to go to breakfast. (Laughter). But um, I think it has to top, top-down. It has
617 to be your, your senior leaders, it has to be your NCO's, um, it has to be those people
618 who, who communicate those things.

619 **Interviewer:** Is there uh, any trouble area in particular that you would identify
620 on BAF that you say might be a rougher area or a tougher area to deal with than any

621 other?

622 **KIBS2:** Anywhere where there's T-walls? (Laughter). I don't what it is.

623 T-walls freak me out. Um, and I feel very intimidated and, and and, by T-walls.

624 **Interviewer:** Yeah, I just mean by our military personnel, you know.

625 **KIBS2:** Yeah, no. Uh, any areas that are, are identifiably dark, um, I know

626 typically I won't, I've quite a few friends who go do laundry down at Flour Village. I've

627 got, I've walked through there once and I don't particularly, it's dark. Pretty much

628 anywhere north, I'm sorry, south of the main PX after the sun goes down... is dark.

629 Don't go out there. The Egyptian area of Black Jack plus their hearts out there but

630 there's no lighting. So if you're walking around outside your B-hut, it's...

631 **Interviewer:** Have you ever heard of the Taliban Tavern?

632 **KIBS2:** Uh, I heard it called various things. I don't know that I've ever

633 heard it called the Taliban Tavern but yes.

634 **Interviewer:** Okay, what other phrases have you heard?

635 **KIBS2:** Uh, mostly I've heard of it referred to as like the International, the

636 International Bar or uh, there was another one that was funny. When I first got here, it

637 was the International Bar though and then, a couple of months later, there was something

638 funny but I've heard.

639 **Interviewer:** Where did you hear that was located?

640 **KIBS2:** I have yet to hear specifically where it's located. The person who

641 told me about it, um, said that US people were not allowed to go there anymore after

642 some altercations and so they're like, yeah, I'm not even going to tell you. It's

643 somewhere down by Black Jack.

644 **Interviewer:** Where is Black Jack?

645 **KIBS2:** Uh, Black Jack is just north of the barbecue DFAC?

646 **Interviewer:** Okay.

647 **KIBS2:** ECP 1 area. It's a camp right across, it's where AFN is just north

648 of the Polish compound.

649 **Interviewer:** I know where that's at. Yeah, okay.

650 **KIBS2:** Yup.

651 **Interviewer:** Um, one more last question. Just because we got a couple of

652 minutes here but what about workplace violence? Have you ever had any um, people talk
653 to you, military personnel who talked to you about it, problems with their supervisors or
654 leadership um, abuses in that area or with peers other than the sexual harassment issues
655 that you were talking to me about? Anything like that you're aware of?

656 **KIBS2:** Um, generally not physical.

657 **Interviewer:** Uh-hmm.

658 **KIBS2:** A lot of discrimination.

659 **Interviewer:** How so?

660 **KIBS2:** From senior leadership, from uh, one of my buddies was just
661 telling me the other day that um, he might get paper or that a captain was trying to give
662 him paperwork and that he was doing everything he could to tow the line and so that he
663 wouldn't get this paperwork and then he goes, what's funny about it is he's a DS, got
664 paperwork from his Captain, <name> was identified as an Afro-American male got
665 paperwork from his Captain and yet all of the white soldiers are shining stars kind of
666 thing.

667 **Interviewer:** When you say "get paperwork", what does that mean?

668 **KIBS2:** Um, basically be written up for improper um, not doing your job
669 correctly.

670 **Interviewer:** Is it like an Article 15, something like that?

671 **KIBS2:** Yeah, it'd be, it's not as stringent as an Article 15 but it's still
672 basically a red mark on your...

673 **Interviewer:** Is that like a counseling?

674 **KIBS2:** Yeah, yup. There we go.

675 **Interviewer:** I see.

676 **KIBS2:** (Laughter). Exactly.

677 **Interviewer:** Okay.

678 **KIBS2:** No, no. It's not as bad as, you won't lose a stripe over it but it will
679 forever land in your, in your files saying that you were essentially like a disgruntled
680 employee or a, you weren't doing your tasks correctly or um, you smarted off or
681 whatever insubordination, whatever it might be, that'll forever be in your record that you
682 don't have a clean record anymore.

683 **Interviewer:** Have you seen any of that with women that you know of?
684 **KIBS2:** Um, not that I've been, not that I paid attention to.
685 **Interviewer:** Uh-hmm. Okay.
686 **KIBS2:** As unfortunate as that is, sometimes you just don't pay attention.
687 **Interviewer:** Yup, but you have heard of issues for with other people?
688 **KIBS2:** Oh yeah.
689 **Interviewer:** Um, any statements um regarding suicide or um, people that you
690 knew that wished to commit suicide that didn't follow through?
691 **KIBS2:** Um, I've not heard anyone specifically state the word suicide.
692 **Interviewer:** Uh-hmm.
693 **KIBS2:** Like I said, yesterday was a situation where um, literally this new
694 friend in my life um, just looked sad and I was leaving the DFAC and I was getting a
695 bowl of ice cream and she had walked by, looked sad and I was like, you know what, I'll
696 eat my ice cream here. And I sat down with her and just started probing a little bit and
697 she, she came out and she was practically crying in the middle of the DFAC that she
698 doesn't really want to go home because she's lonely.
699 **Interviewer:** I see.
700 **KIBS2:** And so I'm, I'm like the buzz words and the key words and things
701 like and I'm like, well, you know, there's...
702 **Interviewer:** So that's the case, pretty much that you've dealt with?
703 **KIBS2:** Yeah, is nobody, nobody explicitly says the word suicide. They
704 get to the buzz words prior to that of I'm lonely or my girlfriend back home is doing this
705 or um, I just feel lost here or those specific words that you hear and you're like you're in
706 a very bad place mentally and if you'd like to talk more about it, you can talk to me or
707 you can talk to a couple of other people that I know or um, a lot of people when you
708 throw out the word chaplain get a little nervous. Um, (laughter). I don't know. I don't
709 know why but um, but they, I mean, I hear a lot of the buzz words um but the specific, I
710 think I'm going to take my life, never comes out.
711 **Interviewer:** All right. I really appreciate your time today.
712 **KIBS2:** No problem.
713 **Interviewer:** Thank you so much.

714 **KIBS2:** I hope I was...(laughter).
715 **Interviewer:** Here we go. Thank you.
716 **~End Transcript~**

1 **Key Informant Counselor 1: KIC1**

2 **Interviewer:** So, um, like I said this interview is confidential. So your name or
3 anything is not used during the interview. OK. Um. How long have you been in Bagram?

4 **KIC1:** Uh, this deployment I've been here, well I've been here about 6 ½
5 months.

6 **Interviewer:** Six and a half months? Seem like a long time?

7 **KIC1:** Yes. Yes. Yes it does.

8 **Interviewer:** I don't know how the Army stays for a full year. Ok.

9 Um . So, in, in the six months that you've been here, and for the purposes of this
10 interview I've, uh, grouped this group of key informants as counselors. OK. So in the
11 time you've been here, what I'm, what I'm interested in is what your experience is with
12 persons that you meet who may have had any history of violence at all in terms of ah,
13 women. It may be sexual violence, it may be assault, it may be suicide, it may be issues
14 of homicide. Any, any experience with that.

15 **KIC1:** Um. Let me think through my patient list of the people I've seen.
16 Ah, I'm not thinking of anybody who's been sexually assaulted here during their time at
17 Bagram that I've worked with directly.

18 **Interviewer:** Uh hum.

19 **KIC1:** I'm thinking of patients, I have had patients of course that have
20 been assaulted or sexually abused in some way, as an adult, or more commonly for me in
21 their child hood.

22 **Interviewer:** Uhhh, Are some of those females?

23 **KIC1:** Yeah. Yes. Yes.

24 **Interviewer:** Would you say a majority, or about half and half? On the average?
25 I know we don't have statistics here, but...

26 **KIC1:** Yeah, I know. I'm trying to... I would say more than half. I think.
27 Uh, More than half I think that report sexual abuse as a child.

28 **Interviewer:** Uhhh. OK. Um. When you were talking of persons that you meet,
29 and have known in this area of your profession, ahm, what about to any general
30 experiences with violence at all on Bagram Air Force Base? Related to, related to their
31 deployment? Workplace violence, stressors at work, anything like that?

32 **KIC1:** I take it back. I think there have been are two people I've worked
33 with here at Bagram that have been assaulted in some way. But more of the touching,
34 groping stuff like that. I think, more of the traditional assault or rape, I thinking of two.
35 And then in terms of interpersonal violence, ahm I can think of a couple of more, I guess
36 that have had some degree, ah, not necessarily the knock-down drag out fights but some
37 that have had pushing shoving or have thought about thought about, you know, 'I'd like
38 to kill so and so'.

39 **Interviewer:** Can you expand on that a little bit more?

40 **KIC1:** On the aggression towards others?

41 **Interviewer:** Uhhmm.

42 **KIC1:** I'm thinking of one case in particular of a junior enlisted uh, Army
43 National Guard member, who felt extremely and protractedly, not really a word, but ah
44 over a long period of time very angry at her supervisor, felt she'd been treated unfairly by
45 him ah, to include differential treatment and then also disciplinary action against her. And
46 she felt stuck. And she was assigned certain duties and they kept hassling her. And she,
47 uh, had thought she would very much like to have assaulted him. Hurting him. Had
48 thoughts about using a service weapon and shooting him, ah, hadn't done that, but
49 certainly had thoughts about that. Came in for help, or assistance, prior to, prior to doing
50 that.

51 **Interviewer:** What about um persons who have who have feelings about suicide,
52 do you ever get women in here that ever have suicide ideations?

53 **KIC1:** Sure, yes. Absolutely. Yeah. Yeah. Certainly, women and men
54 who have some degree of thought of suicide. Um, I don't have a percentage for ya of
55 how, of what percentage of people come in reporting, but then kind of divide that in to,
56 theres I guess I say there's a lot, or plenty of people that come in and have had the
57 thought cross their mind, and then maybe they're very freaked out about that or concerned
58 but it crosses their mind and then they're very quickly like, "Oh gosh, I would never do
59 that..."

60 **Interviewer:** Uh hum.

61 **KIC1:** And that's not a small number of people that have had that. Um,
62 same thing with, not too many, but plenty of folks will also had the thought of, "I would

63 like to do 'so and such', I would like to harm that person or this person, or, or, "I HATE
64 Afghans, I hate them, I'd like to kill em all." Yeah. I've heard that. Uh, and that's not
65 uncommon, people havin those thoughts. A lot less common is someone who has those
66 thoughts and then starts thinking of ways to do it. There's a plan to kill themselves, thinkin
67 "I could do this," and starts thinking of methods, "I could do that, I have some pills or
68 hey, I could take my service weapon, ah, and then it's really a much smaller number of
69 people that [break in sound on cassette], hey I'm going to do this, or I have done this, or I
70 have done something to myself. A much smaller number.

71 **Interviewer:** Would you say that this is pretty typical for what you see in the
72 U.S?

73 **KIC1:** Well that pattern is, yes, definitely. That pattern is. Ah, I think, I'd
74 have trouble comparing here of a hundred patients here versus a hundred patients there,
75 um (pause) I'd say people here are more ANGRY than on average back in the states.
76 There's more anger. There's a lot less outlets and they're just kinda STUCK here. And,
77 uh, there's a lot of anger.

78 **Interviewer:** Uh hum,

79 **KIC1:** Sleep is a problem. Some people are kinda chronically fatigued,
80 ah, they're jammed up in terms they're here six months to a year and, uh, interpersonal
81 relations can be pretty problematic at times, and that's just within their unit, getting along
82 with people or their leadership.

83 **Interviewer:** Uh hum.

84 **KIC1:** They just get irritated, so anger is very, very common.

85 **Interviewer:** Uh hum. And how do people find the best way to deal with their anger
86 issues?

87 **KIC1:** In the healthier ways, are the ways we try to suggest you try to
88 push, is to get people to work out, PT just to burn off the stress, anger, frustrations. Um,
89 in addition to that or course if somebody has a lot of anger and they want to get it out,
90 hopefully they'll be talking individually with the Chaplain or Combat Stress where they
91 get a chance to really vent in a pretty open environment, or a free environment just let all
92 that stress come out verbally that would otherwise come out ah behaviorally, or, or be
93 held in and shown in physical symptoms.

- 94 **Interviewer:** Uh hum.
- 95 **KIC1:** So, yeah, encourage PT, urge people to vent ah, appropriately, tell
96 people to ah, um, to some degree, work out their problems with somebody else. If it's a
97 supervisor, it depends on service differences about how flexible or open they are to
98 feedback from subordinates. So it's kind of case by case.
- 99 **Interviewer:** Do you ever uh see any major complaints, you mentioned that one
100 female that had been having a work issue, do you see much of that or not much in regard
101 to supervisors, workplace violence, or even co-worker violence.
- 102 **KIC1:** Um, a lot of thinking about violence, or thinking about...I see a lot
103 of conflicts, and then plenty of those times, you think about 'boy, I'd like to do something
104 to that person' um, I haven't seen as much where someone actually did something.
- 105 **Interviewer:** I see.
- 106 **KIC1:** That they acted on.
- 107 **Interviewer:** Tell me about substance abuse.
- 108 **KIC1:** The number one substances abused here and I was talking with a
109 provider about this yesterday, the number one substances abused here are caffeine and
110 also, uh, tobacco, and then also supplements. So they're all legal, quote unquote
111 substances, and they're all potentially heavily used. Any of those can be mind altering at
112 least changing emotion, affect, um...those are the most very common substance abuse.
113 Heavily used caffeine especially.
- 114 **Interviewer:** Uh hum.
- 115 **KIC1:** Readily available. Especially folks go for the caffeine drinks, or
116 the energy drinks, things like that.
- 117 **Interviewer:** Uh hum. Do you see women using these products just as much?
- 118 **KIC1:** I haven't thought it though about comparing women to men on that
119 issue. Uh. (pause). Not the supplements and I don't think as much. I guess I don't know
120 about, I guess tobacco not as much. When I think about tobacco, I think a lot of chewing
121 tobacco or dip. So thats real common. I just haven't seen so nearly many women doing
122 that. Caffiene sure. I'd say not as much as men, uh in terms of the caffiene. Men
123 definitely, supplements, tobacco, caffiene energy drinks,
- 124 **Interviewer:** Tell me about illegal substances.

125 **KIC1:** Then we get into um, there's a LOT of illegal substances uh,
126 readily available in Afghanistan. And I, I would personally have no idea where to go, or
127 who to talk to. I am fairly naive with it (laughs a little). I think, um, lots of folks, junior
128 soldiers could find substances without any trouble. To include some very hard ones, like
129 I've had several folks that have become an addict through heroin dependence and I had a
130 least one soldier that died due to uh, substances he'd obtained through uh, from Afghani's
131 (unintelligable) they'd purchased through them off base. Um, I think there are places
132 where marijuana kind of grows on the FOB, it's just, it's just around. So, they can access
133 many substances. I haven't heard of the alcohol so much. I haven't heard of homemade
134 stills or any of that stuff. I guess I've heard of people getting it mailed to them. I have had
135 a patient who was using Ambien, just for fun, he'd like to take a bunch of Ambien and
136 then stay up, force himself to stay up, get a little mind altering effect from that. Uh, he
137 said some other people were doing that too.

138 **Interviewer:** Now, Ambien is used for...

139 **KIC1:** Ambien is a sleep medication, so it usually helps people fall
140 asleep.

141 **Interviewer:** Uh hum. And, and is that a frequent medication used in theatre?

142 **KIC1:** It is. That is a common used medication in theatre.

143 **Interviewer:** Would you say it's used more here than anywhere else, or not?

144 **KIC1:** Uh, I'm a [identifying information] so I don't prescribe, I'm just
145 kinda making generalizations,

146 **Interviewer:** I see.

147 **KIC1:** ...so I can't say how much they prescribe in the states.

148 Anecdotal, I would say I would bet it's prescribed a WHOLE lot more here. Um.

149 Ambien, Lunesta, and there's some others to include Seroquel, which ah, primary use is
150 as an antipsychotic. But uh, it is a powerful sedative that after the others don't work, I
151 have seen providers go to seroquil. So yep, uh, our number one complaint people bring to
152 us at [identifying information] tends to be sleep, sleep, then anger, then homefront, then
153 combat...

154 **Interviewer:** And that's for women as well?

155 **KIC1:** Yes. Right. Sleep, anger...

156 **Interviewer:** Tell me a little bit about um, domestic violence issues. Because I
157 know some persons go on R&R, or they may actually have spouses together here in
158 theatre...uh, what has been your experience with that?

159 **KIC1:** Uh, that surprised me that spouses are here in theatre together. I
160 hadn't, I didn't know that was possible. But it is, with all the National Guard, and
161 Reserves and what not...and I haven't, I haven't seen any domestic, I haven't become
162 aware of any domestic violence here in theatre. Uh, yeah, I haven't, I haven't come across
163 that scenario, so.

164 **Interviewer:** No um, uh partner violence or anything like that?

165 **KIC1:** Not that I've heard about. I can get you hooked up with a couple of
166 people who are providing care here full time, cause I'm part time here as a [identifying
167 information]...

168 **Interviewer:** Okay. Well. Um. Just a couple more questions here. Um (pause).
169 What military programs do you think are effective in providing a safe interpersonal
170 working um relationship, and working environment on Bagram?

171 **KIC1:** Um, could you say that again?

172 **Interviewer:** What programs, military programs, do you think are effective in providing
173 a safe interpersonal working environment on Bagram?

174 **KIC1:** Um. When you say programs, I almost have to look at a list to see
175 what the current is, to say this one or that one. I think there's lots of stuff they put out
176 through AFN about uh, respect to eachother, there's a big push on suicide prevention
177 which has over, carry over effects because that basic message is 'take care of yourself
178 take care of eachother...

179 **Interviewer:** And AFN is?

180 **KIC1:** Ah, Armed Forces Network. Television

181 **Interviewer:** And you see that on, uh, T.V.?

182 **KIC1:** T.V. I think um, I just have to say, they're really pushing the
183 suicide prevention part. The Army is. And I think there's some carry over effects from
184 that into other, other problem behaviors.

185 **Interviewer:** Humm.

186 **KIC1:** Uh. Problem behaviors are probably more common in terms of

187 interpersonal relationships. Um. Yeah. So suicide prevention has some, some push to it.

188 **Interviewer:** Uh hum.

189 **KIC1:** I think uh, work by Chaplains and Combat Stress and in general
190 prevention techniques we do, Anger Management and Stress Management, kind of all the
191 prevention outreach that we're able to do, um, have an effect. Uh, and then I think a good
192 bit kind of comes down to command climate, command efforts. And then uh senior level
193 a bit more so, the front line supervisors and front line commanders, company grade
194 commanders.

195 **Interviewer:** Uh humm. And why, why does that have such a big impact?

196 **KIC1:** They're just more in tune, and more in fequent contact with, with
197 ah, NCO's, junior enlisted members, to, to be influential.

198 **Interviewer:** Uh hum. Are there any programs you'd like to see develop, or
199 brought here to Bagram? Or think would be useful?

200 **KIC1:** Um. In terms of interpersonal violence or just in general?

201 **Interviewer:** Uh, in terms of...well, things that would help improve uh,
202 relationships between military personnel.

203 **KIC1:** I think uh, yes. I think it would be very useful, and, and it's
204 different between here at Bagram and then you get out to the FOB's which are smaller, uh
205 Bagram's 30,000 people and it's I think one of the biggest challenges here at Bagram is
206 just coordination of the helping agencies. It's just each of us is doing our thing, and and
207 we may know somebody in the other agencies and we try to coordinate, but it's not as uh
208 synergistic as it could, should be. It's hard to have a consistant message between all of the
209 different players. So, uh, the program strategy I would highly encourage, or I think would
210 be very useful is, is the Air Force's model of um, ah, I guess they call it the IDS,
211 Integrated Delivery System then there's a CAIB, Commanders Action, Commanders, no,
212 Community Action Information Board all of which are just basically uh, regularly,
213 regular monthly meetings of all the helping agencies and then leadership, to talk about
214 people issues and what they're doing about it, so it's you come up with one at least a
215 couple different strategies and plans that are in place. And then everybody's working
216 along the same lines, uh, through our different programs.

217 **Interviewer:** Uh hum.

218 **KIC1:** Uh, I think having most, if not all the guns pointed in one direction
219 would be very very useful. As opposed to Chaplains who are doing their Chaplain thing,
220 their working suicide through their ACE Program Assist, we're doing suicide prevention
221 in Combat Stress, we're doing stress management, they're doing couples therapy, they're
222 doing AA groups, Friends of Bill groups, ah, we're offering what we're able to offer. It's
223 just a bunch. And then let alone the EAP's that are somewhere out and about for all the
224 contract employees.

225 **Interviewer:** What's an EAP?

226 **KIC1:** Employee Assistance Programs are by contract, all of the agencies
227 have to provide EAP's in some form or fashion for their workers, and some of them like
228 FLUOR have hired counselors that are stationed here at Bagram and in place so that their
229 employees can go to them in person and counsel them. Cause they can't come to me
230 unless it's an emergency, I'm not allowed to see them, I well, I mean I get U.S. service
231 members, then coalition, and then DoD civilians. Okay, so they have EAP's. Now some
232 of them don't have and "in person" counselor, they have, counselors are available via
233 "webchat." Uh, sort of contracted. So you end up with just a very mixed bag, a
234 convoluted moosh of different helping people, and ideas about what would be useful,
235 uh, aside, amidst all the else that's going on, so the strategy that's first us again, is that
236 you have these two agencies, that has two groups or functions which is basically one
237 function. Just commanders and helping agencies targeting at the common direction.

238 **Interviewer:** Uh hum.

239 **KIC1:** And uh, we could work a lot of a programs a lot better, a lot more
240 synergistically, because then you market coping, you market reduction of interpersonal
241 conflicts, you market training and prevention efforts commonly as opposed to each one
242 chipping away at our piece of the pie or whatnot.

243 **Interviewer:** And uh, financially would that make an impact?

244 **KIC1:** Financially? Uh. Well. Okay, do you mean would it cost money, or
245 would it save money?

246 **Interviewer:** Either one.

247 **KIC1:** I think it would absolutely save money. It would save lives. It
248 would save a lot of pain and tragedies. Uh. I think there's gonna be a lot of pain and

249 tragedies that are gonna happen. There would be less if we would work a lot more
250 synergistically, (unintelligible) helping people (unintelligible). I think it would save
251 money to have common marketing strategies. Or prevention outreach messages. I think it
252 would cost some money to develop those well. To develop, it's not just flyers, it's really,
253 kind of put some effort into it. And potentially it's a staffing, because always staffing,
254 everything by doing this would be an all out high currently, and I would go to meetings
255 and it would be an all out high, I mean allocating a staffing, or kind of a senior
256 horsepower to rally all these various helping agency cats, Man, okay that would be a cost
257 outlay in manpower and money to, to staff to make it happen, to help organize to make it
258 happen and then potentially have the budget to put out prevention videos, prevention
259 messages, or that kind of thing. (unintelligible). But you have to look at the savings in
260 terms of live and all the associated costs that go with the execution, investigation and
261 moving of people and so forth.

262 **Interviewer:** Hm. Um, with that, in terms of the people with whom you interact,
263 tell me about mostly where they come from. Do you see them from one area of Bagram
264 in particular, all around, mostly from FOBs that you see, or mostly Bagram area?

265 **KIC1:** Ah, In terms of what I see, I'll tell you about what, what I see is uh,
266 we see mostly soldiers numbers wise. Most of our patient population is soldiers. It's not a
267 slam on soldiers. Its just a lot of them around here.

268 **Interviewer:** As opposed to soldiers, as opposed to...?

269 **KIC1:** Airmen Or Navy.

270 **Interviewer:** I see. So you're saying Army mostly.

271 **KIC1:** We see Army. Mostly. We see mostly Army. And then some Air
272 Force, and rarely but occasionally a Navy person or a Marine. There's just not as many
273 of them here at Bagram.

274 **Interviewer:** It's because you can't get us off the ships.

275 **KIC1:** Can't get you off the...? Oh. No, the Navy's doing huge amounts of
276 work. It's just that they're more down south, and they're spread out. Kind of like the Air
277 Force is. They're spread out thin amongst the Army. Um. Down on the FOB's. Depending
278 on the skillset initially. But uh, we see lots of Army. And then...

279 **Interviewer:** Uh hum. From what areas in particular?

280 **KIC1:** Ah, I got some data on this, or at least there's some data available
281 that says it's a lot more the support troops. Definitely the aeromedically evacuated, it's
282 more support troops, uh that come in, as opposed to the combat guys. Um. You know we
283 all think of a combat, that's the big stressor, and it is stressful, however, ah, they're , the
284 Eleven Bravos are well trained for it. I was almost going to say they like it, but well, they
285 feel well prepared for it and that's, that's they're job.

286 **Interviewer:** What's an Eleven Bravo?

287 **KIC1:** The uh, um, infantry. Combat. Infantry.

288 **Interviewer:** Uh hum.

289 **KIC1:** I was in Kabul, and I came under attack within 3 hours and they
290 were shooting and I was hunkered down, and afterwards I, I see a soldier walking
291 through, an infantry guy, and then I was just checking him, doing my Combat Stress
292 intervention I said, "Hey, how'd it go?" He said, "Good sir." And then I asked him, "Did
293 you get to shoot?" And then this big smile opens up on his face, he was very like, "Yeah,
294 I got to shoot. It was great. It was good practice." I'm sure if our people had gotten hurt, if
295 our guys had gotten hurt in that firefight, it'd be different but you know, they didn't so.
296 Um, but no, it think it's more support troops, people from the support battalions, uh those
297 functions.

298 **Interviewer:** Where are those people located at? Support battalions.

299 **KIC1:** Really everywhere. But, it it's all the people that, it's the cooks, not
300 that we have that many cooks, could be the finance people, it could be the motor pool, it
301 could. we, we have people that their job is refueling, uh it's just that they don't have that
302 function here, so instead they run gun trucks. So they go out on missions. They go out on
303 combat missions. And they're not prepared for it. They're not trained.

304 **Interviewer:** So they leave here from Bagram and go out on missions?

305 **KIC1:** Yeah, absolutely. And your job is you're security for a convoy, and
306 you're now driving a MRAP, and uh, yeah. They're not, it's all very new to them.

307 **Interviewer:** Uh hum.

308 **KIC1:** I remember working with a cook who was been tasked several
309 times with body recovery while stuck here, and it's like, so, he did it but it's just way out
310 of what he was uh, training and mentally prepared for. So. And it's also (unintelligible),

311 which is stressful to see. Bodies blown apart, so.

312 **Interviewer:** You have women in the support groups as well?

313 **KIC1:** Yeah. Yeah. It would be, it would be evenly spread. There's not so
314 many, I believe, uh, I can't definitively say there are no women infantry folks, because
315 there probably are, and if not eleven Bravo. But definitely women are much more
316 common in support functions.

317 **Interviewer:** Are there any programs or areas that you'd like to see removed?

318 **KIC1:** No. I can't think of any.

319 **Interviewer:** And anything else that you can think of related to interpersonal
320 violence, interpersonal safety issues? When it comes to how soldiers treat soldiers in
321 general.

322 **KIC1:** I'm surprised that there are not more assaults.

323

324 **~End Transcript~**

1 **Key Informant Counselor 2: KIC2**

2 **Interviewer:** Issues of interpersonal safety.

3 **KIC2:** Okay.

4 **Interviewer:** And what we're, um, are really interested in is looking at your
5 perceptions and your experiences, sailor, between sailor and soldier, between soldier all
6 across the board of the, um, base here in the deployed environment. So if you don't
7 mind, can you tell me a little bit about how long you've been here and um...?

8 **KIC2:** I've been here two, three-and-a-half months.

9 **Interviewer:** Three-and-a-half months. Okay.

10 **KIC2:** Yeah. We got here at the end of May.

11 **Interviewer:** All right, and uh, in that time, tell me a little bit about what your
12 experience is with some of the things that you have heard or have experienced with
13 soldiers and um between each other, between military personnel and interpersonal safety
14 or interpersonal violence.

15 **KIC2:** I haven't really, um, I haven't really heard a lot of it in a sense as
16 far as even in the counseling area, there hasn't been much as far as these safety issues
17 except for what I get in the meetings, you know. Um, I think part of it is because of my
18 nature uh, being the <identifying information >, uh I, I normally get them after the event.

19 **Interviewer:** Uh-hmm.

20 **KIC2:** There's not, um, I think there's concerns at certain areas with
21 lighting and things like that, um, there hasn't been, as far as I can see, as much walking I
22 do up and down Disney (laughs), I haven't seen much inappropriate behavior.

23 **Interviewer:** Uh-hmm.

24 **KIC2:** Which you would think you would, given the nature, but there
25 hasn't been much that I've seen as much as I could, because I walk from pretty much
26 JOC to the <identifying information> everyday so about a mile or so everyday, both
27 ways.

28 **Interviewer:** Uh-hmm.

29 **KIC2:** Even down to the um, FRC. So, um, there hasn't been much that
30 I've seen uh as far as the physical and as far as inappropriate behavior between any of the
31 services.

- 32 **Interviewer:** Uh-hmm.
- 33 **KIC2:** The uh, so it's...
- 34 **Interviewer:** What about, um, the things that people might tell you about their
35 interactions? Any history of violence or anything like that in the past?
- 36 **KIC2:** Well, I think the, um, I think the concern would be is that from, I
37 guess, any violence on, on Bagram, I haven't, I haven't heard that in the sense of how,
38 hey you know, this happened inappropriate, um, the um, so far, as far as thats happened,
39 it has only been a civilian um with the local nationals.
- 40 **Interviewer:** Uh-hmm.
- 41 **KIC2:** Uh, I have only, I've been the only one that I can remember as
42 <name/identifying information> said, hey, you know, I um think for soldiers, I think,
43 the the concern I have is how much is being behind the scenes in different places and
44 areas that may not be seen.
- 45 **Interviewer:** Uh-hmm. Do you hear about anything at all or have you, you
46 know, had any suggestion that there is anything behind the scenes at all or is it just a
47 suspicion you have?
- 48 **KIC2:** I think it's a, um, I mean, in looking at it from a counseling
49 perspective and behavior...
- 50 **Interviewer:** Uh-hmm.
- 51 **KIC2:** I think a lot of it stems from the lack of boundaries for a lot of,
52 um...
- 53 **Interviewer:** Uh hum. Could you expand on that a little bit? What you mean?
- 54 **KIC2:** Well, the boundaries should be is that a person would understand
55 that their level of how far they'll go in their relationships uh, even in acquaintances. It's,
56 it, the talk that I hear is the concern I have, and I expressed it with, uh Col.
57 <name/identifying information>.
- 58 **Interviewer:** Uh-hmm.
- 59 **KIC2:** Anyways, my concern is if, if somebody's has been sexually
60 assaulted or abused before coming in the military, or even before deployment, they can
61 associate behavior in a certain way. Uh, they may read into just going into the Green
62 Bean as an invite for something....

63 **Interviewer:** Uh-hmm.

64 **KIC2:** ...that they're not inquiring and the boundary would say is that if
65 they have a healthy boundary, they could go into Green Bean with the parameters in
66 place. I can go have a coffee with somebody but my boundaries are going to be in place
67 where I don't do it in private. I sit out in the open and then when we leave, we depart in
68 different directions.

69 **Interviewer:** Uh-hmm.

70 **KIC2:** But if the, my concern is if they've been abused or sexually
71 assaulted previously, that they may give in to the, the invite.

72 **Interviewer:** Uh-hmm.

73 **KIC2:** Because of the, again, if it's a local attraction, if it's something that
74 is, um, they associated it as the only way I'm going to get this guy away from me is to
75 give in.

76 **Interviewer:** Uh-hmm.

77 **KIC2:** You know, of course, that's an assumption. But in talking with
78 some soldiers that have been previously assaulted years ago, um, in some of their
79 behaviors here is that, I can't go to Green Beans without the guy thinking, you know, he
80 wants more than what I can give. So the boundary would be in place for the soldier to
81 say or sailor or airman to say, "I don't go to Green Bean or go anywhere without two or
82 three people."

83 **Interviewer:** Uh-hmm.

84 **KIC2:** You know.

85 **Interviewer:** I see.

86 **KIC2:** Yeah, so it's a way of helping mitigate it happening if other people
87 are around. But if they, if they (sigh) go to, to um, a B-hut or a certain area where
88 there's no lighting, being made aware of their surroundings, and I think also, it, um, yeah,
89 but my concern is more into talk to soldiers to have a sense of boundary.

90 **Interviewer:** Uh-hmm.

91 **KIC2:** A sense of self-awareness that they can still talk to somebody of
92 the opposite sex and think of something else.

93 **Interviewer:** Uh-hmm.

94 **KIC2:** But if they've been assaulted or had sexual abuse, uh, they may
95 revisit that and even if it happens, I really don't know if they'll report it.

96 **Interviewer:** Uh-hmm.

97 **KIC2:** Because again, it's, what was it like the first time? And, so my
98 concern would be more for those who have come in with it that are walking around with
99 that fear.

100 **Interviewer:** Uh-hmm. What about anger issues? Any experience with that or
101 not much?

102 **KIC2:** From some of the soldiers I've seen that I've counseled, that's
103 been, that have had abuse, anger is primarily, it's the acting out.

104 **Interviewer:** Uh-hmm.

105 **KIC2:** It's the irritability; it's the short temper.

106 **Interviewer:** Is the anger towards each other or no? Or do you hear about it?

107 **KIC2:** No. I think it's more of just frustration.

108 **Interviewer:** Uh-hmm.

109 **KIC2:** They can't control the environment.

110 **Interviewer:** Uh-hmm. Has anyone ever talked to you about workplace
111 violence or difficulties in the workplace either with like bullying in the workplace or a
112 really difficult supervisor causing them hardship or difficult, you know, difficulties?

113 **KIC2:** No.

114 **Interviewer:** No? Okay. Um. Well, what about domestic violence issues?

115 **KIC2:** Domestic violence is I'm sure, I'm sure it's relatively, I think good,
116 I mean, I think it's really been months since I haven't seen it.

117 **Interviewer:** Really?

118 **KIC2:** This month, I don't think, you know, I think some sort of the,
119 Bagram's a unique animal. I mean, it's with so many people.

120 **Interviewer:** Uh-hmm.

121 **KIC2:** Um, but I think the changeovers may help.

122 **Interviewer:** What do you mean, changeovers?

123 **KIC2:** Well, the only people that have any longevity at Bagram would be
124 the Army.

125 **Interviewer:** I see.

126 **KIC2:** So in the Navy now, I think it has going to 12 months for some of
127 them.

128 **Interviewer:** Really?

129 **KIC2:** Yeah, I talked to some of them, they're going to 12 months. So I
130 think with the Air Force every six months, four to six months. I think that that change
131 helps in getting too, too complacent. I think that that thing that would lead is if you keep
132 a lot of people in an area, and complacency sets in, people get bored. Especially, of
133 course, that may change come the winter months.

134 **Interviewer:** Uh-hmm.

135 **KIC2:** You know, right now, with the summer months, with so much
136 activity going on and everybody's out, what happens when everything closes in?

137 **Interviewer:** Uh-hmm.

138 **KIC2:** What happens when people are not as visible?

139 **Interviewer:** Uh-hmm. Have you heard anything from your predecessors on
140 what that's like in the winter months or no?

141 **KIC2:** No. Um, that's something I really didn't look at. Um. I figured it's
142 something I'm going to try to track and look at what are the behavioral shifts because I
143 think the, um, it will probably be helpful.

144 **Interviewer:** Uh-hmm.

145 **KIC2:** And um, because there's always this fight, they say, in certain
146 times that we, you know, we have this fight but, um, it'd be interesting to see, tell who
147 did not, dynamics about who did it.

148 **Interviewer:** Uh-hmm.

149 **KIC2:** Were they close to redeployment?

150 **Interviewer:** Uh-hmm.

151 **KIC2:** Those kind of dynamics. We're getting with the new brigades that
152 are redeploying from Bagram, what is that going to mean?

153 **Interviewer:** Uh-hmm.

154 **KIC2:** Did somebody take advantage of somebody before they do
155 redeploy?

156 **Interviewer:** Right.

157 **KIC2:** You know.

158 **Interviewer:** What about, um, homicide, suicide? Have you ever had had to
159 deal with these issues on Bagram?

160 **KIC2:** The um, homicide, no. I think it's more of a, um, I think, if you're
161 looking at relational stuff, soldiers that have relational problems with their spouse, I think
162 there's an overload of anxiety that could lead to suicide.

163 **Interviewer:** Uh-hmm.

164 **KIC2:** Meltdowns. I've had two recovering soldiers that just had
165 complete mental shutdowns.

166 **Interviewer:** Here at Bagram?

167 **KIC2:** Yeah.

168 **Interviewer:** Uh-hmm.

169 **KIC2:** Because their relationship, um, I've seen more effects
170 psychologically on soldiers because of the relational meltdown. Ah, it's the idea that,
171 you know, she don't want to be with me. Ah. I've done everything I can but it's how
172 they process this environment. One guy even came up after service and um, he just like,
173 he just said, yeah, that's where I'm at, you know, because I think the relationship piece,
174 and the strain on relationships can contribute to not the homicidal tendency but the um,
175 suicidal tendency of being alone. I think the relation, that's probably; I will put a factor
176 in that pretty high.

177 **Interviewer:** Do you think that, um, there are any programs here that help with
178 that, or...?

179 **KIC2:** Yeah, I think the programs that we, um, that the battalion chaplains
180 are doing, I think to combat stress that we always defer. The chaplain programs, the ah,
181 um, but the relationship is one of those things that, um, something that HHB is doing in
182 division. Uh...

183 **Interviewer:** What's HHB?

184 **KIC2:** HHB, Headquarters and Headquarters Battalion.

185 **Interviewer:** Oh okay.

186 **KIC2:** Yes, it's kind of like pre-deployment, deployment proofing your

187 relationships. It's getting soldiers to think about, um, communication. Think about what
188 is a life-sustaining contact.

189 **Interviewer:** Uh-hmm.

190 **KIC2:** But then again, it concerns like anybody else, it's nobody knows
191 when that straw is going to hit the camel.

192 **Interviewer:** Uh-hmm.

193 **KIC2:** And uh...

194 **Interviewer:** Have you ever seen anything else besides, um, relationships that
195 push people towards the edge to think about suicide or, um, to get angry? Anything else
196 besides being relationship issues back in the States?

197 **KIC2:** I don't think it's suicide. Anger will probably come more from
198 frustration at work. Irritability because again, it goes back to it could be the nature of
199 Bagram.

200 **Interviewer:** Uh-hmm.

201 **KIC2:** A lot of people, not enough to do.

202 **Interviewer:** Can you tell me a little bit more about not enough to do

203 **KIC2:** Well, depending on one's job...

204 **Interviewer:** Uh-hmm.

205 **KIC2:** It could be, um, it's steady Groundhog Day. It's realizing you're
206 living with the same person or team 24/7, there's no break so, um...

207 **Interviewer:** Groundhog Day, you were referring to...

208 **KIC2:** Personalities.

209 **Interviewer:** When you say Groundhog Day, you were referring to what?

210 **KIC2:** Same thing over and over. You're going, you walk to the same
211 office. You fill out the same paper work.

212 **Interviewer:** Uh-hmm.

213 **KIC2:** You look at the same computer and so again, I think fighting
214 change. But again, it depends on how many people are in departments, sections, um...

215 **Interviewer:** Do you have the opportunity to deal much with soldiers outside the
216 wire or no?

217 **KIC2:** No.

218 **Interviewer:** No.

219 **KIC2:** No. It's ah, the visiting I do is just for me, my primary mission is
220 to visit <identifying information>.

221 **Interviewer:** Uh-hmm.

222 **KIC2:** Take care of them.

223 **Interviewer:** I see. What about any issues related to gang violence? Have you
224 heard anything about that, no?

225 **KIC2:** No.

226 **Interviewer:** Um, theft?

227 **KIC2:** No.

228 **Interviewer:** No. Nothing related to that. Um, tell me about any experiences
229 you have with substance abuse.

230 **KIC2:** Substance abuse?

231 **Interviewer:** Uh-hmm.

232 **KIC2:** Um.

233 **Interviewer:** And the people that you come in contact with are military
234 personnel?

235 **KIC2:** Here in Bagram?

236 **Interviewer:** Uh-hmm.

237 **KIC2:** Probably none.

238 **Interviewer:** Really?

239 **KIC2:** Yeah. You're surprised. Yeah.

240 **Interviewer:** You haven't seen it, you haven't heard about it at all?

241 **KIC2:** I just probably there but then again, I think the nature of my
242 position being in, because I don't have a battalion.

243 **Interviewer:** Uh-hmm.

244 **KIC2:** I kind of watch over all of it, the soldiers as far as the division but,
245 um, if it's there, I haven't seen it.

246 **Interviewer:** Uh-hmm. And now the <identifying information> really haven't
247 mentioned it to you or anything?

248 **KIC2:** No. I think the biggest concern, I think, if you had to put it the

249 three with the relationship, it would be pornography and um, the um, yeah, probably
250 those two. The, um, I think because of Bagram because of the accessibility, um...

251 **Interviewer:** Accessibility of what?

252 **KIC2:** With the lack of that much alcohol on post.

253 **Interviewer:** Uh-hmm.

254 **KIC2:** Kind of the guys I think there's, there's there's measures in place,
255 accountability, where soldiers are not going to do something. Um, because, um, you
256 haven't seen anybody come to, um, the council or anything under. you know.

257 **Interviewer:** Under the influence, or mentioned it, mentioned they were using
258 anything.

259 **KIC2:** Yeah. Right.

260 **Interviewer:** Um, can you expand a little bit more on your comment about
261 pornography?

262 **KIC2:** The pornography addiction would be the break down in
263 relationship in the emotional connection between a couple.

264 **Interviewer:** Uh-hmm.

265 **KIC2:** And I think what happens is the um, the um soldier will turn
266 towards, um, self-pleasure and devoid of intimacy with his wife, it depends on how he
267 deals with the separation. Um, the concern is, that disconnect, um, would I tell my wife?
268 But it may be an addiction he had before he got here.

269 **Interviewer:** Uh-hmm.

270 **KIC2:** The availability, one has more availability to the magazines than
271 they do the alcohol, if you put it in parallel terms.

272 **Interviewer:** Why is that?

273 **KIC2:** I don't know. You just you walk into PX and the, the magazine
274 racks are going to have the pornography in it. But, the alcohol, it's in a bag but it's kind
275 of narrowed to where if the soldier, again it goes back to boundaries. It goes back to their
276 sense of worth. Um.

277 **Interviewer:** Uh-hmm.

278 **KIC2:** But it's not so much that as it is the internet.

279 **Interviewer:** Uh-hmm.

- 280 **KIC2:** Um, so in looking at it, for my concern, in looking at the relational
281 piece in relationships, I would be more concerned with, um, helping soldiers be primed to
282 setting their boundaries when it comes to the internet.
- 283 **Interviewer:** Uh-hmm.
- 284 **KIC2:** Because once they get hooked, it's like it's no different than a
285 drug. It's as if they're on crack.
- 286 **Interviewer:** Now there's blocks on the internet here, correct?
- 287 **KIC2:** Uh-hmm.
- 288 **Interviewer:** For um, things like pornography.
- 289 **KIC2:** I would assume. I mean I don't know (laughter).
- 290 **Interviewer:** Yeah.
- 291 **KIC2:** So, and that would be helpful.
- 292 **Interviewer:** Uh-hmm.
- 293 **KIC2:** Yeah. I think the, um, and if the blocks are there, then that's going
294 to help the soldier and that's a boundary, and that's an institutional boundary.
- 295 **Interviewer:** Uh-hmm.
- 296 **KIC2:** It should be good, which is a good thing.
- 297 **Interviewer:** Uh-hmm. Yeah. Okay. Um, just a couple of more questions for
298 you.
- 299 **KIC3:** Yeah.
- 300 **Interviewer:** If you don't mind. Uh, looking at, you mentioned a couple of
301 programs that are on base. Are there any programs that you wished were here or that
302 you'd like to see or any things developed that you think might help, um, military
303 personnel in the deployed environment?
- 304 **KIC2:** Yeah. I think, you were getting back to the alcohol. I think the
305 biggest concern is those that are alcoholics before they came over. And, now, we have
306 Friends of Bill, they're at the chapel. Um, some questions that have come out from
307 different people calling in is the AA's which is Friends of Bill for AA's, Alcoholic
308 Anonymous which is it's working really well. They've got good core people in it.
- 309 **Interviewer:** Where is that at?
- 310 **KIC2:** It's in the chapel, the Enduring Faith Chapel.

311 **Interviewer:** Oh, here.

312 **KIC2:** Yeah.

313 **Interviewer:** Uh-hmm.

314 **KIC2:** Tuesdays and Saturdays, but I think something to help with
315 addictions, to help with the alcohol, uh, support groups, um, it's something that, um, I'm
316 surprised with this amount of people, something like that would probably be worthwhile
317 to, to incorporate because, again, if people are dealing with an addiction, they're going to
318 find a way to cope or they're going to act out.

319 **Interviewer:** Uh-hmm.

320 **KIC2:** And to mitigate you know, rape, violence, anger, um, if a person
321 has a group to go to or could really connect and deal with it...

322 **Interviewer:** Uh-hmm.

323 **KIC2:** Then they may, they may be less prone in acting out. So the
324 Friends of Bill seems to be working pretty good. I mean, there's new people always
325 coming through, um, but a couple of phone calls, we always get sometimes, at the
326 <identifying information> is, hey is there any kind of, you know, alcohol class, things
327 like that.

328 **Interviewer:** Uh-hmm. Who usually gives you these phone calls?

329 **KIC2:** Just soldiers in general.

330 **Interviewer:** They really do? They give you a call?

331 **KIC2:** Yeah. They just ask and we point them to the Friends of Bill.

332 **Interviewer:** Uh-hmm.

333 **KIC2:** You know, um, that's probably the big... Yeah, that would be
334 good and the, um, and for the <identifying information>, all we can do is help, be
335 proactive when it comes to relationship and be proactive in helping soldiers, um, be
336 proactive in their relationships. It would help.

337 **Interviewer:** Uh-hmm.

338 **KIC2:** A lot of ways, yeah...

339 **Interviewer:** What about, um, other activities on base? Do you feel that those
340 are definitely sufficient or um, or are there any activities that you'd like to see included or
341 is it pretty cool right now, what they've got?

342 **KIC2:** I think given that, again, being mindful of the environment, I think,
343 I think what they have is probably more adequate enough because I think you don't want
344 a large concentration of people in a lot of areas given that we are still in, being in
345 Afghanistan, it's again, it goes back to the complacency of thinking like okay, why don't
346 we provide more, um, maybe just more small group pieces? I think the facilities, um,
347 overall, I think provide what we soldiers need. Um, of course, I mean, you can always
348 look at the B-huts and say you can always improve.

349 **Interviewer:** Really, housing, yeah.

350 **KIC2:** Yeah. But I think overall, I think, given the nature of where we're
351 at, I think the thing that may help soldier's morale, I mean, or helped stressors would be
352 the uh, cost of the internet for the soldiers. It's one thing for a field-grade officer to pay
353 for internet but it's another thing for a private who wants to his wife and he can't shell
354 out the bucks, you know, which could be an added stressor. Now if he's not connecting
355 or she's not connecting to her husband or wife back home which could lead to this idea of
356 being, being alone.

357 **Interviewer:** Uh-hmm.

358 **KIC2:** Um, who do I talk to? Um, so yeah, I think that cost, if they had to
359 improve anything, it would be the cost that would help. They may offset some things, I
360 don't know.

361 **Interviewer:** Uh-hmm. Do you think the services are pretty equal all around the
362 base or, um, are there areas that really um, tend to have more difficulties with soldier,
363 sailor, marine relationships and could use, um, more intervention? Or is it really pretty
364 even all around?

365 **KIC2:** It was probably not even because with the expansion on the east
366 side, I think there's going to be...

367 **Interviewer:** What do you mean by that?

368 **KIC2:** Well, the expansion on east side versus what on this side of
369 Disney, the west side, I guess you'd say West or North...

370 **Interviewer:** Uh-hmm.

371 **KIC2:** And the east side is still in the development phases so, um, the
372 luxuries on this side, you may not find on that side as much uh, because it takes a while

373 for soldiers to come back around to get to this side.

374 **Interviewer:** Uh-hmm.

375 **KIC2:** The um...

376 **Interviewer:** And why does it take time for them to get to this side?

377 **KIC2:** It's the bus.

378 **Interviewer:** Uh-hmm.

379 **KIC2:** I think, it's the bus they got to take, if they don't have their own
380 transportation or walk. You know, but that would be a serious walk.

381 **Interviewer:** Uh-hmm. Yeah, how far is it?

382 **KIC12** Yeah, it's, um, six miles.

383 **Interviewer:** Uh-hmm.

384 **KIC2:** Yeah. They have to walk on the either side of the air field.

385 **Interviewer:** Uh-hmm. Do you think our transportation issues could be a source
386 of frustration or not really?

387 **KIC2:** No. Um, it could be, um, but then again, there's not much more
388 transportation that's posted. I think it's the nature of the, um, uh beast at Bagram. I think
389 it's the way it's designed. It's the one strip and then it's the back round the other side.

390 **Interviewer:** Uh-hmm.

391 **KIC2:** The, um, but overall from my experience, it may not be much, um,
392 as many people that's year, um, I'm not sensing it as much but then again, being
393 sensitive, being realizing that winter's coming in, I don't know what's going to happen
394 and again, it goes back to that Groundhog effect. It goes back to cabin fever.

395 **Interviewer:** Uh-hmm.

396 **KIC2:** You're not going to be walking over down at Disney as much so
397 what do soldiers do with their time?

398 **Interviewer:** Right.

399 **KIC2:** Yeah. So then, that was something I had to, I think, look at, to
400 come around December or January, and see what is the mood, who do I notice, who is up
401 and about?

402 **Interviewer:** And they had to call you that.

403 **KIC2:** Yeah.

404 **Interviewer:** And see what your experience is.

405 **KIC2:** Yeah. I mean, I think it, I think there'll be a...you know, again,
406 and I think overall, I think soldiers and sailors and even the marines have a sense of what
407 they're doing. You're always going to have, you may have, not all, but I think you may
408 have some that will stretch the boundary because if they don't have the boundary to begin
409 with, yeah, I think infidelity more so than a sexual assault would probably be something
410 that's...if it were, if people would be open and honest and be observant, I think that
411 would be higher.

412 **Interviewer:** Uh-hmm.

413 **KIC2:** Any sexual assault, any domestic violence, I think infidelity would
414 probably be up the scale.

415 **Interviewer:** Uh-hmm. Any um, programs or anything that you would like to
416 see removed from Bagram that you think would help increase, um, interpersonal
417 relationships or um...?

418 **KIC2:** Removed?

419 **Interviewer:** Removed.

420 **KIC2:** No.

421 **Interviewer:** No?

422 **KIC2:** No, I think the addition of a couple. I think the um, I think they
423 need more dogs.

424 **Interviewer:** (Laughter) More dogs like, uh...

425 **KIC2:** More Timmy's.

426 **Interviewer:** More Timmy's.

427 **KIC2:** Yeah. I think that would probably be the biggest, um, influence on
428 soldiers' morale.

429 **Interviewer:** What would be?

430 **KIC2:** More and more therapy dogs.

431 **Interviewer:** Uh-hmm.

432 **KIC2:** I think that has a way of, um, because I worked at the <identifying
433 information>, when I go to the FRC and the soldiers are coming to the Freedom
434 Restoration Center. So I get you get an azimuth check on what's going on at the different

435 FOBS and COBS with the combat stress but, um, I think the animal has a way, the dog
436 has a way of, you see the soldiers light up. They immediately get up and go to him.
437 Even after everything they've gone through so, um, that may be something to
438 incorporate, um, long term looking at how do we help soldiers, airmen, and marines
439 because again, I think that's, um, and I guess if they had to incorporate anything, it would
440 be, um, athletic-wise, it would be maybe a little bit more ah, organized um competitive
441 sports or something. You know, or even I didn't know about the Country Western Night
442 until I walked on it, you know. I think those are the things that would help bring some
443 normalcy into people's lives, where they can just feel normal, and say "wow," until they
444 can get back home.

445 **Interviewer:** Yeah.

446 **KIC2:** So I think the little things like that would probably help.

447 **Interviewer:** Okay.

448 **KIC2:** Yeah.

449 **Interviewer:** Well, thank you so much for your time.

450 **KIC2:** You're welcome. Yeah.

451 **Interviewer:** I appreciate it. Um, you mentioned about the Country Western
452 Nights.

453

454 **~End Transcript~**

1 **Key Informant Counselor 3: KIC3**

2 **Interviewer:** So just starting with the interview now, um, as you know, this interview is
3 basically looking at your experiences as a Key Informant and as a professional in the area
4 of Bagram, um, what your experience has been in terms of interpersonal safety, seeing
5 how soldiers upon soldiers interact and what your basic background knowledge is with
6 that. So, with that, could you tell me a little bit about how long you've been in Bagram?

7 **KIC3:** I've been in Bagram for five months. I got here April 10th, and I'm
8 probably leaving in two weeks or so. And I, I think I've been through, ah, nineteen sexual
9 assaults? I can check on that number, since I've been here. So . . .

10 **Interviewer:** Really? Um, with those sexual assaults that you have worked with how
11 many of those have been soldier upon soldier, or do you have an idea right off the bat?

12 **KIC3:** I do have those, but I think I have them locked up.

13 **Interviewer:** If you can, if you (unintelligible). Looking at, talking about safety issues,
14 either positive safety issues things that you've seen that have been really great or negative
15 safety issues that have been, that could need improvement between military personnel,
16 um, what is your opinion about that?

17 **KIC3:** Um, just observing and being out and about, we try to get out and about
18 and look for things and what I was impressed with was when we did identify a problem
19 and it was rectified quickly. So lighting was an issue that my predecessor had addressed
20 and during my tenure here. We ordered 100 more SOF lights but it's funny because the
21 leadership looks at it and says, "Oh, it's dark, put some lights in. That will solve the sex
22 assault problem." But when you look at what's really happening it's not a stranger
23 jumping out of the bunker, grabbing someone in the dark, it's acquaintances. For the
24 most part. And we have had instances when someone jumps out of a bunker but, that's
25 not the norm, just as it is in civilian life. Eighty-five percent of the crimes are committed
26 by people we know. And it's the same thing here. It's probably; I think the statistic is
27 higher. But it's people that you know. So when we're doing preventative things it's, it is
28 about buddy care all of the time, and it's about using your head and common sense and
29 trusting your instinct, but, and trusting your intuition, but ah, what I've seen the most is
30 just poor judgment. Just allowing someone into the B-Hut. That slippery slope where it's
31 a friendship and you're not communicating explicitly and you're saying "Yes, I want to

32 have dinner with you, and I can go see a movie with you”, but they’re hearing, “Oh she
33 wants to have sex with me.” That’s what, that’s what I’ve seen to be the biggest thing.
34 And when you’re talking to kids in their early 20’s, you can talk till you’re blue in the
35 face and it don’t, they’re not explicit about their wants and needs, they get flattered by
36 attention and then it spirals into a sex assault. That’s been my experience. That’s what
37 I’ve seen the most. I haven’t seen a lot of violence at all, even . . . well, no . . . in, in, um .
38 . . I want to say, in proportion I haven’t seen a lot of violence.

39 **Interviewer:** Mmm. Okay. Any substance abuse issues, in, in those areas that you’ve
40 seen?

41 **KIC3:** Um, I don’t know if I’d call them substance abuse, because I don’t know
42 the history of it, but alcohol has been involved in them . . .

43 **Interviewer:** Uh hum,

44 **KIC3:** . . .and that

45 **Interviewer:** With active duty personnel?

46 **KIC3:** Yes.

47 **Interviewer:** Yes?

48 **KIC3:** And we call that “collateral misconduct” and that is an issue. Breaking the
49 rules, like people will be drinking alcohol and then allow someone into their B-Hut. So
50 they’ve broken two rules already. And then, because we want them to report, we have
51 that in our, in our rules that the Commander can kind of not punish you for that. It’s their
52 fault, but we can tell victims “Look, don’t worry that you’re not twenty-one and you were
53 drinking. Let’s get, let’s take care of you first, because we’re <identifying information>.
54 So, it’s not the greatest, but it actually brings them forward sometimes when they
55 wouldn’t come forward because they’re afraid of getting into trouble.

56 **Interviewer:** Right. And in theater you’re not supposed to drink anyway.

57 **KIC3:** No. No. You’re not supposed to have any alcohol. And the rule with
58 having someone in your B-Hut, with the Army, they can have somebody in their B-Hut,
59 but the door has to be open. Some people put blankets, you know, they do or they have
60 the door cracked, or whatever, to beat the system, and the Air Force here, we’re not
61 allowed in each other’s rooms at all. Not with the door open or anything.

62 **Interviewer:** Is that with, um, opposing sex, or same sex, or both?

63 **KIC3:** Opposing sex.

64 **Interviewer:** So same sex is okay?

65 **KIC3:** Uh huh. Yep. (pause)

66 **Interviewer:** Um, thinking about aggravated assault, just physical violence period,
67 without a sexual component, how many times are you aware of any types of aggravated
68 assaults since you've been here?

69 **KIC3:** Um, I really don't get involved with that, but I heard, I just heard of one
70 incident the entire time I was here, and that was some Army, I don't know which one it
71 was, Army guys jumped a Marine, or Marine guys jumped an Army guy. And I, I heard
72 that they beat him up badly, and that's a few months ago. And it's just, I don't even know
73 if I ever got validation that it was true.

74 **Interviewer:** Uh hum.

75 **KIC3:** But I hadn't heard any other violent . . .

76 **Interviewer:** Is there any report like where it occurred?

77 **KIC3:** On Disney.

78 **Interviewer:** On Disney?

79 **KIC3:** Uh hum. That's specifically where it was.

80 **Interviewer:** Are you aware of any homicide or suicide issues that have occurred in the
81 time that you've been here?

82 **KIC3:** I have a friend who had someone working for him who went home and
83 killed himself. And then also,

84 **Interviewer:** He went home from here, to . . .?

85 **KIC3:** Went to the states. Here to the states and killed himself. They named the
86 Con Yard after him.

87 **Interviewer:** I'm sorry. The what?

88 **KIC3:** The Con Yard, the Communications Yard on the East Side, they have his
89 picture up and they named the Con Yard after him. The other suicide that I heard of, I
90 was only here about a month, and someone called and said they were trying to track
91 down a person's supervisor because he too had gone home and killed himself. So those
92 are the, the only two (pause) suicides that I had heard of.

93 **Interviewer:** Okay. Any idea what they were related to, or what was the trigger for that?

94 **KIC3:** No. And I'm really good friends with the Commander, <identifying
95 information>, and he, oh, he felt terrible and said "He was always really up, and really
96 good at his job, and we recognized him all the time and I never would have guessed" and
97 he's pretty in tune with his people too. And he, like I said, never would have guessed that
98 he would do that."

99 **Interviewer:** Wow. Um, have you ever seen any issues related to gang violence on
100 base? Or anything related to gang violence?

101 **KIC3:** No.

102 **Interviewer:** Hm.

103 **KIC3:** No, we had just, that was the other thing when I first got here, the General
104 had asked my NCOIC to look into extremist groups and to develop a policy about it, so
105 he had done that, but I don't know what the impetus was. I don't think we had anything
106 like that. I know we didn't while I've been here. But he did ask him to develop another
107 policy on extremists.

108 **Interviewer:** Okay.

109 **KIC3:** I guess tattoos in particular. Like they had seen some tattoos that related to
110 that kind of activity.

111 **Interviewer:** What kind of activity?

112 **KIC3:** Extremist group activity, but, because that falls under our purview and,
113 you know, the extremist groups, but I haven't dealt much with it. I haven't dealt with it at
114 home or here.

115 **Interviewer:** Uh hum.

116 **KIC3:** I mean, I can send you that policy that he ordered. I think I have it
117 somewhere.

118 **Interviewer:** That'd be cool. Um, but um, especially in your, in your profession, um,
119 what about workplace violence? What's been your experience with people reporting
120 workplace violence? And that can be, it can be certainly physical, but it can also be
121 mental, it can be um, bullying at the workplace, whether it's coworkers or supervisors,
122 um, what's your experience with that since you've been here?

123 **KIC3:** I'm in a unique position <identifying information> being assigned to the
124 Air Force and the Army, as a <identifying information> so the Army has TACON over

125 me and the Air Force has BACON. So, I'm assigned over here, and I've never been
126 immersed in Army culture. And it's very different than Air Force culture. So much so
127 that I want to do research on it (laughs) because they don't treat their people the same.
128 They interpret rules and regulations differently. It's just a really odd culture, and also,
129 they, I have seen several times since I've been here, people getting in each other's faces
130 and yelling. Around other people, and the Air Force would never, EVER, do that. I mean,
131 I just, I was, I just stood there with my mouth hanging open. And then, I have a, there's a
132 First Sergeant across the hall who, all she does is scream. You'll probably hear her on
133 your tape (laughs) because all she does is yell. She'll sit in her office when she won't
134 move from her desk and she'll yell people's names and they scurry in, "Yeah, First
135 Sergeant. Yeah, First Sergeant. I mean, it's the most pathetic display of disrespect, just of
136 value, value in people. So I have some Air Force friends who are here working for Army,
137 Army people, and they're just completely miserable. And I, I would say it's borderline
138 abuse. They don't, they're not given days off. They work twelve hour days every day.
139 And I get it that we're at war, but you have enough people. And they have people sitting
140 in positions where they're not utilized properly so they're told to sit at a desk for twelve
141 hours a day with no day off, and it's just not emotionally healthy. And they can't wait to
142 get out of here, and they're counting down the days, and so I, I have seen my share of
143 that. Just as we're talking, I can count five people off the top of my head who are just
144 completely miserable here. So, that upsets me. I'm treated well here, I like my job, I feel
145 valued by the leadership, I've been treated very well here by the leadership, but I'm in a
146 different kind of position. I don't answer to anybody but <identifying information>
147 who's not in my face every day. So when I see young senior Airmen, I have friends who
148 are Lieutenant Colonels who are being treated that way in the Army and they, they just
149 say "fifteen more days," or "five more days," and I just think geez, you know, what a
150 miserable existence, and then, I can see how that could bring it in the different things. I
151 could see how someone could be violent, I could see suicides coming out of that, all
152 kinds of things, that I don't know how, how to fix. It's a cultural difference and until we
153 make the move all the way to that Joint Environment that we're looking for, I don't know
154 how that's ever gonna change.

155 **Interviewer:** Do you think it's a leadership issue as well or . . . ?

156 **KIC3:** It's def . . . it's definitely a leadership issue because we get, in the nature
157 of my <identifying information> job, we get people who either go to IG (Inspector
158 General), they have a complaint, but they don't understand whether to come to IG or <
159 identifying information> . So I manage to see a lot of IG complaints. I've met, people
160 come in and they think they have a <identifying information> issue, and they'll talk it
161 through, and I can't hear the five protected categories that we listen for and I refer them
162 to IG, and I just say, "I'm really sorry, your boss is just a jerk." I can't, you know, it
163 doesn't fit into one of our categories to be a legal issue with <identifying information>
164 but we can mediate. And I've already mediated. I've mediated once here. I flew to Kabul
165 to fix a problem out there. A unit that had forty people and it was all the different
166 branches, every single branch, and I sat them down individually and interviewed every
167 one of them and made recommendations to leadership. And they actually incorporated
168 the changes and kept in touch with me. And things were much better. But it's like they
169 needed an outside person, to, like a management consultant almost, and I thought, "I'm
170 the same rank as you," (laughs) but, I mean, it is good to see a fresh perspective because
171 if you are in too deep you don't see the things and people aren't gonna open up to you, so
172 I, I could see that a little bit.

173 **Interviewer:** Uh hum.

174 **KIC3:** But, I definitely see tempers flare here. I know I personally feel really
175 irritated here, where I don't feel that way at home. And I think that's just the nature of
176 being hyper-vigilant all the time, and worrying, and you're just short with people, that
177 irritated, that irritability. Mine is, mine is off the charts sometimes. And I'm not in that
178 controlled environment like other people, so I can imagine that that would be bad.

179 **Interviewer:** So for you, it's more environmental?

180 **KIC3:** I, I've, I still think it's more leadership than environmental, because I
181 think a good leader could, could help facilitate or help me work through the environment,
182 or create a sub-environment or sub-culture that could help me deal better and I don't
183 think they do that here. They don't care. It's just mission, mission, mission and they
184 don't care about PEOPLE. That's the impression that I've gotten in the five months that
185 I've been here.

186 **Interviewer:** Okay, um, what about domestic violence, or um, not really spousal,
187 because we don't have too many people that are stationed here that are married, but uh,
188 have you seen any type of domestic violence or aware of any type of domestic violence
189 or intimate partner violence?

190 **KIC3:** Yeah, I was just going to ask you for clarification of intimate partner
191 because that's typically what I see, and ah, that's, that's . . . when I came here I didn't
192 expect that. I don't, I think I expected all the sexual assaults to be rapes, and them to be
193 violent, I don't know why I thought that, I think it was just war, and a bunch of soldiers
194 running wild, you know, needing their releases. I don't know why I thought that but, I got
195 here and realized it IS that thing I was talking about, where two people form a friendship,
196 or even a relationship, and it becomes intimate, and the female, typically this is what
197 happens, the female, it starts to go further and then she's feeling bad whether she has
198 somebody at home, or she's breaking, she feeling she's breaking the rules or whatever
199 and then the male takes over and it becomes a rape because she didn't give consent, and
200 that's what we're seeing the most and so I'd have to say that there's gotta be a violent
201 component to that but I've also heard victims say, "Well I didn't say anything," or just "I
202 didn't want to do it, but I didn't say anything." "I let him in my B-Hut, that guilt, the
203 victimology part that plays in that they don't acknowledge that it was a violent thing. So I
204 don't know. Um. I haven't heard, I don't think the, the sex assaults that I've been
205 involved in here have been all that violent. It's, a sex assault in and of it's own is violent,
206 but it's been like the grabbing at work, or ah, one was, I think we had five local nationals
207 as offenders,

208 **Interviewer:** Uh hum.

209 **KIC3:** So, just, miscommunication, they have a perception of us being loose
210 women, we have sex with everybody, so they think that that's what you can do to an
211 American woman, and so it's some cultural differences, We've translated our training
212 into Dari and given it to them and there's zero tolerance. I mean, as soon as somebody
213 comes up and it's a local national offender, their biometrics are all taken away and their
214 banned from any military base, and I don't know if it's three or five years.

215 **Interviewer:** Hmm.

216 **KIC3:** So, it's a, THEY see consequences.

217 **Interviewer:** Uh hum.

218 **KIC3:** Consequences on our side are weak at best. And I think that prevents
219 people from reporting, because they see that no one, there aren't consequences, so people
220 get away with it and that deterrent isn't there. And that is there for people feeling
221 reassured to report either. They think, "Why would I revictimize myself if nothing's
222 gonna happen to the offender?" so, I think our numbers are grossly underreported. I saw
223 that article in the Stars and Stripes that talked about women returning from combat and
224 twenty-two percent of them are reporting that they had been sexually assaulted.

225 **Interviewer:** Uh hum.

226 **KIC3:** Well, if one in four or five women are being assaulted, these numbers
227 don't match that. And I'm not saying they should mirror them, but they should at least be
228 CLOSE. And to have forty-five last year, with, I'm not sure, if we had like a hundred and
229 ten thousand people in Afghanistan, I'm not positive about the number. I don't know how
230 many were women, I can't get numbers, anyway there aren't good numbers but
231 statistically speaking it can't be accurate. To say that we're having three a month,

232 **Interviewer:** Uh hum.

233 **KIC3:** It's not, it's not accurate. So, and the leadership wants to say our goal is
234 zero but the program will delete that, because if the, zero, there's never gonna be zero. It
235 means no one's comfortable with the program to come forward, so, we want to make the
236 program strong and credible so that people want to come forward, and then the leadership
237 says, "Nine sex assaults?" You know, they get upset. They don't want that on their
238 watch. I think I got off topic.

239 **Interviewer:** Oh, that's okay. Um, any awareness of any of people on your staff and any
240 people who've gone back to the states, and maybe on R&R or something, that have
241 suffered domestic violence and had to come back?

242 **KIC3:** I know we've had cases like that. I had a case where it happened at the
243 CST training. The Combat Skills Training, on the way here.

244 **Interviewer:** Uh hum.

245 **KIC3:** I've had it where . . . yeah, we have had someone go on R&R and have
246 something happen, but it wasn't, I don't think it was a spouse. I think it was,

247 **Interviewer:** ... and intimate partner?

248 **KIC3:** An intimate partner, yeah.

249 **Interviewer:** And so was it a female, or a male?

250 **KIC3:** It was a female.

251 **Interviewer:** Okay. Mmm. What about the, uh, just the area in general? Do you have a
252 perception of what areas on BAF are safer than others, um, or areas that are more trouble
253 spots than others? Just from your experience?

254 **KIC3:** No. From our experience, we actually plotted them. We tried to plot them
255 and look at it, and because there's so few there, I think we have 26 here to date, and I've
256 dealt with even fewer because I got here in April, so even looking at those 26, they're
257 scattered, they're not all the same. I'm sure some of them are in the workplace, some of
258 them are in the B-Hut, some of them are at the DFAC, I mean, it, there's, I'm sure that a
259 statistician could look at all the details and come up with some type of, type of trend, but
260 to us, just looking at the who, what, when, where, why, and with a blind eye kinda
261 saying, "Well what are the trends?" because that's one of the things the General wants to
262 say all the time, "Well, are there any trends?" No. You know, there's nothing that we can,
263 we've done the lighting thing to make it safer, just a safer place to be, we've put up
264 things about having a battle buddy all the time, but that's not the nature 'of the crimes
265 that are happening, the ones that are being reported anyway. You know what bothers me,
266 is, I was over at the hospital one day and I ran into the OB/GYN, and she said, "Yeah,"
267 and she had just gotten here and she said, "Yeah, I had someone come in, she had been
268 raped, and she won't report it." You know, and she was just talking one on one, not
269 giving up any information about that person or anything but she said, "That's hard to
270 listen to." And THAT case was someone jumping out of a bunker, grabbing someone
271 into the latrine, and, and raping her, and running away, and I thought, "Okay, well there's
272 one that I'm aware of that wasn't reported, so how many are there?" And so, don't ignore
273 the fact that, "Oh, this lighting is bad over here, or let's put the women's B-Huts near the
274 latrines, closer to the latrines, and not having them walk all the way across places, so
275 we've done those type of strategic things preventively, but, again, in my tenure here, the
276 reported ones aren't THAT.

277 **Interviewer:** Hmm. I see. Um, what about substance abuse in general? We talked a little
278 bit about that Are you aware of substance abuse on base, and whether or not it's largely
279 male or female in terms of your experience?

280 **KIC3:** No, I really don't have much experience. The only thing I'll see is a box
281 checked that says, um, "collateral misconduct," and it'll say, it'll say alcohol. I never
282 have any kind of (pause) drugs. But, well, in our safety training, the one about the
283 Nyquil mix and things, (pause) we had maybe one of those that, that's not s trend here.

284 **Interviewer:** Not what you really see?

285 **KIC3:** No.

286 **Interviewer:** Okay Mmm. Okay. Just a couple more things. Thinking about programs
287 that you'd like to see developed on base or programs that you that you think would be
288 useful on that the base doesn't already have that you'd like to see.

289 **KIC3:** Well I developed a program called "Trust Stands Wish," and I developed
290 it based on the book "Gift of Fear." I had put it together and then I gave it a couple of
291 times, and it was pretty well received, so that it was a little long tweaking it as I go, kind
292 of learning from the audience what they want to hear and what they don't. and it just talks
293 about, how, if you get a feeling it's because your mind works a lot faster and takes all the
294 information in and processes it. More quickly than you do cognitively, so, you should
295 trust your intuition it's real, it's not a fake, thing that you should dismiss it's a study of
296 thousands of victims, who would tell their story to law enforcement and then say, well, I
297 just though he was such a nice guy and then they talked. But, there was this one time,
298 they're, the girls knew, and they just kept going, and they know, I personally think,
299 what's personally missing is getting to those new airmen, like 20-25, getting to them and
300 explaining, yes when you get here, you going to have a ton of attention. There are way
301 more males than females. You know, don't get caught up in the, "Oh, he likes me."
302 That's what we see. We see this, "Well I have this boyfriend, and he loves me so much.
303 You don't know, we're in an environment, we're in an unnatural environment, and then,
304 it's fun for them and they're flirting, and they're doing all of that, and I'm not blaming the
305 victim by any means, but then the male takes it all differently, forces his way into the B-
306 Hut and we have a rape. I mean it's, and I, when I gave the training was funny because I
307 kept finding myself saying, "I'm teaching you to not trust anyone and to just be a jerk."

308 But women tend to want to be polite, and they don't want to say to somebody they don't
309 want to be explicit, they want to say "Yes, I want to go to Green Bean, but I don't want to
310 sleep with you." Like, they're not, it's not natural to say. When you're back home, you go
311 out on a date and see where it goes, but out here, there's no way to get away from
312 anybody. People know where you work, they know where you live they know your
313 patterns, they know your schedule. It's like way to easy for a predator or way to easy for
314 somebody to just take advantage of somebody. But again, reaching that, that young
315 female population, and we do have male on male, we've had four this year, so we do have
316 that . . .

317 **Interviewer:** Male on male . . .

318 **KIC3:** . . . sex assaults, yeah, but, ah, with the females if we could just reach that
319 population and teach them not to be flattered by the abundant amount of attention you're
320 gonna get, and teach them to be very explicit, I think that would help.

321 **Interviewer:** Uh hum.

322 **KIC3:** But we all know what we were like when we were twenty, and we're not
323 wired that way. I don't know how realistic it is. I mean, you can put it out there, and you
324 could show examples, but at that age, you're immortal, you're, you know nothings gonna
325 ever happen to you and I don't know how you fight that. I don't know how you combat
326 that. But, I mean, you know we talk "battle buddies" but I still see people running the
327 perimeter road alone, in the dark, you, you know, I just want to run them over. I said I
328 just want to have a taser, and just go by and tase them and throw them in the back of my
329 truck and just collect them all, and say, "Okay, look. Come look at my statistics on sex
330 assaults, you know, nationwide, you're doing something stupid here.

331 **Interviewer:** Uh hmm.

332 **KIC3:** But you can tell people, and they just don't listen. Until it's too late. You
333 know?

334 **Interviewer:** Um, any other programs that you would recommend?

335 **KIC3:** The preventative piece I think it missing. I think we are too reactionary.
336 But, it's probably, just that preventative, piece, to try to reach out to each group.

337 **Interviewer:** What about in terms of sports programs or other things that exist on base
338 are things pretty good, or are there things you would add to help to increase interpersonal
339 relationships between soldiers, sailors, marines?

340 **KIC3:** I think that the, the exercise facilities and seeing that many people
341 exercise, and the volley-ball courts are always full. And I've seen people play soccer and
342 basketball in the clamshell all the time, and I think that's really good because that's a
343 release and all that pent up frustration that we're talking about with not-so-great
344 leadership for whatever, or just the combat environment, that that's a release, and that,
345 that probably prevents some assault, because they have some channel to get it out, and I
346 think that, I know, the Chaplains work very hard and they see a lot of people and Combat
347 Stress sees a lot of people. The few times that I've been up at the hospital, the waiting
348 room, there are people there and that's that's good, I, I that's reassuring to me to see that
349 that stigma isn't there anymore, that people can send me to talk to somebody, this just
350 isn't good. I do think we have a lot of good programs and I see people taking advantage
351 of them and that's, I like that, and I, it's not, I thought it was going to be a lot worse here,
352 but maybe, maybe I just don't see it, you know? Like maybe CID sees more of the
353 violence that I see. I think I even, personally, have a false sense of security on base. Like,
354 I feel safe here, generally speaking, so.

355 **Interviewer:** Oh, okay. Um. Are there any programs or things that you would take
356 away? Things on BAF that you think are not helpful or conducive to interpersonal safety
357 or interpersonal relationships between soldiers?

358 **KIC3:** Um. No. I know there have been issues with Hip-Hop night and ah, Salsa
359 night.

360 **Interviewer:** Can you expand on that?

361 **KIC3:** Yeah, when I got here, they were doing breathalyzers coming out of there
362 and people were drinking and going there, and I think it was, you know, Salsa dancing it's
363 sensual, you know we have our big Hispanic history month coming up, tomorrow we're
364 having that, and they're wearing seductive looking dresses and stuff like that. I think it's a
365 good release, but when people are going to Salsa night, it's just a big mob of people
366 touching, you know, and but I don't know that that's a bad thing; I think that, that might
367 be a good thing.

368 **Interviewer:** Uh hum.

369 **KIC3:** And, and I don't know. I think the drinking, the drinking was an issue.
370 They shut down Salsa night for a while before I came here. They were out at the
371 clamshell, and they said "no more," it's too much trouble. And Hip-Hop night was the
372 same way. But I think that they've managed to change it just enough to regulate it a little
373 bit more, and I think those are healthy reasons, dancing and I think that Interpersonal
374 Relationships are inevitable here. People are going to meet people and they're gonna have
375 relations. It's just that, I think, being able to communicate parameters, and boundaries, is
376 what's missing. I don't think that, in, in, I think rank, and all these different things feed
377 into that. So, my thing is, I think that the parameters and the communication need to be
378 improved. And they need communication classes, where they're taught to be more
379 specific too.

380 **Interviewer:** Uh hm. That's a good idea. Cool. Okay. Um. Is there anything else you'd
381 like to comment on in terms of interpersonal safety or interpersonal violence um, in your
382 experience, in your profession, what you've seen so far?

383 **KIC3:** I don't think so. I'm just looking at this breakdown we have, yeah, 8 rapes,
384 1 indecent assault, 2 aggravated sexual contacts, 14 wrongful sexual contacts and 1
385 attempted rape. **Interviewer:** Any of those military on military?

386 **KIC3:** There were, 23 military victims, 3 civilians, and as far as offenders there
387 were 22 military offenders and 5 local nationals. The only reason that adds up to 27 is we
388 had 2 victims, 2 offenders on 1 victim.

389 **Interviewer:** I see.

390 **KIC3:** So.

391 **Interviewer:** So the majority of them have been military on military?

392 **KIC3:** Yes.

393 **Interviewer:** Thank you very much for your time. I appreciate it.

394 ~End Transcript~

Key Informant Interview: KIC4

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Interviewer: So um, okay if we talk a little bit about how long you've been here at Bagram. Can you tell me about when you arrived and ...

KIC4: Okay, we arrived early November. Well I did, but over last year.

Interviewer: Last year?

KIC4: Yeah '09, yeah so um but some of our TORCH party, they have gone already. (11 months).

Interviewer: What's a TORCH party?

KIC4: Oh they come way before, they usually come a month before the main body starts to deploy, so we just saw off some of our soldiers the beginning, well about mid-September. So, but I'll deploy, re-deploy in November.

Interviewer: Okay, and why do you call it a TORCH party?

KIC4: Well it sets up, you know, like bringing the light you know ...

Interviewer: Okay, I get you, kind of like the Olympics.

KIC4: Yes, yes.

Interviewer: All right, we're here to talk a little bit about interpersonal safety, any personal relationship issues on Bagram. From, in the time that you've been here can you tell me a little bit about what safety issues, either positive or concerning issues that you've noticed between military personnel while you've been here on BAF.

KIC4: Well as far as the safety part goes, uh, when we first got here it wasn't very a lit area. So there's much more lighted areas around here now. The bathroom didn't have a lock on it, and there were peeping toms as one time down there.

Interviewer: Which bathroom is this?

KIC4: The main bathroom down, I don't know how to explain it.

Interviewer: Is it a outdoor bathroom?

KIC4: Yeah.

Interviewer: Or is it an indoor hardened facility?

KIC4: Yeah it's an indoor hard, hard structure but it's just, you know, there's no locks or anything. There's no way to secure.

Interviewer: I see.

32 **KIC4:** Um, So those that was a little uh, issues that we were kind of concerned
33 about.

34 **Interviewer:** You said there were peeping toms?

35 **KIC4:** Yeah, yeah there uh, were a couple of times where there were peeping
36 toms, so they ended up covering the windows in the shower. And now there's a lock,
37 there's been a lock on there, a combination lock.

38 **Interviewer:** I see.

39 **KIC4:** Uh. So that's, you know, but it took so long to get. I mean, you know,
40 you're thinking... you should have had that before. So little things like that, um lit dark
41 areas where, you know, that's, it just kinda leery of walking around. But now, but it's
42 been a year so they have much more lighting, which you feel a little bit more safer and
43 secure. So that's one thing that I've noticed, it's much better. Yeah the lighting really
44 helps you know?

45 **Interviewer:** Okay, what about relationships between military personnel in terms of
46 safety ...?

47 **KIC4:** Um, well first of all one of the, one problem that I've seen is alcohol.
48 Alcohol leads to, um, uh, you know, people, the behaviour in ...

49 **Interviewer:** Alcohol here?

50 **KIC4:** Oh yeah, oh yeah.

51 **Interviewer:** With military personnel?

52 **KIC4:** Oh yeah. You, you know what, and that's what I used to be like, I'm like
53 "How are you getting it?" And even with the, the um and it's it's known already, even
54 with the "spice" that, you know the drug, it's like a uh hallucinogenic drug or whatever.
55 It's like weed.

56 **Interviewer:** Red salvia, or something like that?

57 **KIC4:** Yes, yes. I wasn't, I didn't even know you could get that here, but uh I
58 think from home people have alcohol mailed to them. And with the spice, you'd be
59 surprised how many people can get, you know, illegal drugs. And even probably, um,
60 uh, I know from some FOBs are getting it from the, um, Afghanis, as far as the uh, drugs
61 are concerned. So that has played into some of the rapes, uh, sexual assaults um, that I
62 know of some women on women, uh, uh, issues where, you know, they're visiting, or

63 male, visiting in their, in their B-Hut or their room beyond hours. And you know it just
64 gets out of hand, or there's an argument uh, so those are some of the things that I
65 personally know of.

66 **Interviewer:** Uh hum. How often do you think these events with alcohol and drugs ...?
67

68 **KIC4:** I think they occur more often than not. Um. I think they occur more often
69 than not, but the um...

70 **Interviewer:** How often do they get reported?

71 **KIC4:** Um. Well some I see and some I don't, it depends on what it is. Um, I
72 really can't, I can't answer that. I can't answer, but I, if I get a serious incident report in
73 regards to that I always follow up or check on the soldier how she is doing or how he is
74 doing. And usually an SIR I will be involved in, but that process took a little while to get
75 up and running.

76 **Interviewer:** SIR is?

77 **KIC4:** Serious incident report. Yeah, um, uh, so there are certain people that are
78 usually involved, like EO, the SARC, you know what that is. A chaplain doc, medical
79 aspect that are made aware of these um, incidences.

80 **Interviewer:** I wondered from your job perspective how many people come to you and
81 talk with them?

82 **KIC4:** You know I get quite a bit, I get ...

83 **Interviewer:** Talking about this. [crosstalk]

84 **KIC4:** I get quite a bit, I get quite a bit especially from <identifying information>
85 , and its not just Army. And, and especially since being the <identifying information>
86 on a main post you get, I've gotten a lot of, not a lot, but I've gotten some civilians, I've
87 gotten people from different, from Navy, from you know Army. And they will
88 sometimes if their unit may, they think their unit is not doing enough they feel like a
89 <identifying information> can intercede for them. So I've been involved in cases where
90 I've talked to Navy commanders and military who are not even under our taskforce. And
91 uh had to uh speak with some uh commanders in regards to the civilians, so, and I had to
92 make sure they get the necessary counseling, things like that. So it really depends on um,
93 how comfortable a person feels with a <identifying information>, you know? Uh. And I

94 think, I think I get a little bit more because they see me at the <identifying information> ,
95 uh, and everybody comes there. Yeah, yeah.

96 **Interviewer:** So would you say that you tend to see more personally than those that are
97 brought to you officially?

98 **KIC4:** Well ...

99 **Interviewer:** On a personal level?

100 **KIC4:** Uh. I can't say that because I get the reports, so I automatically follow up.
101 And sometimes the person, uh, you know, want to talk to me or you know? Or they say,
102 "Well no I don't need a <identifying information>" so that's cool, I just make sure that,
103 um, you know, they know I'm available. But, because everything is confidential but
104 everybody doesn't want to talk to the <identifying information>, you know.

105 **Interviewer:** How many of these cases do you think are um handled more at the
106 command level than at a higher level?

107 **KIC4:** Well as far as, when you say higher level?

108 **Interviewer:** Something like going up to JAG and actually going to court martial or
109 something.

110 **KIC4:** Well some, yeah. A lot of them ...uh, well I say this. It depends on, a lot
111 of times because the victim they are not um, aware of the process of how long it's going
112 to take. It takes a little while, because you've got to get evidence, you've got to get um
113 affidavits and people who have witnessed and this and that. You have to do the
114 investigation, because it's a major, um, uh, you know, it can ruin your career. And a lot
115 of times there are other extenuating circumstances, sometimes you know there are male,
116 uh married couples out here. And they may have a tiff, and then you know it's, you
117 know, one is believing that, "Okay well it's over". And then the other one is, you know,
118 "Well let's, let's make up" and whatever and then there's an argument and then there's
119 ah, where you have a "stay away" order, but the spouse, the female, breaks the stay away
120 order because she wants to, "Okay we'll fix it" or whatever. But the male, I've been in
121 incidences like that.

122 **Interviewer:** So you've seen domestic violence in theatre?

123 **KIC4:** Yeah..(laughs a little).

124 **Interviewer:** Yeah? On average about ...

125 **KIC4:** I haven't seen, well on Bagram I know of, well for me personally I can't
126 say for anybody, but I know of two, two, two uh cases uh in regards to that. But I know
127 of, uh, I would say, 'cause I don't keep it in my head.

128 **Interviewer:** I understand, no, I'm just asking for round about.

129 **KIC4:** So, uh, yeah, about two cases that I've personally been involved in uh,
130 where we have had to, you know, well one soldier belongs to one unit, another soldier
131 belongs to another unit. And it got, you know, you have issues and it got so heated
132 because of, you know, infidelity. I mean, you know, life goes on when you're deployed
133 you know? And a lot of people are dual military. I mean, you know, they're both
134 married in the military so you know we've had to put in place um, ah, no contact orders.
135 And because, you know, just like any other couple that maybe want to try to work it out,
136 you know, abuse happens in the military like it does happen out there. But I would say,
137 sorry ...

138 **Interviewer:** Is this always married personnel or some that are intimate partner?

139 **KIC4:** Oh yeah, yeah, yeah. It doesn't have to be, it doesn't have to be, uh
140 married.

141 **Interviewer:** So you're saying intimate partners, violence issues?

142 **KIC4:** Yeah, yeah. Or maybe they're engaged, or supposedly engaged. And
143 when you get out here, um, I don't know, people tend to, you know, when you're at a
144 different FOB your your wife maybe at one FOB and you're at another. Or your
145 girlfriend, you know, and you meet somebody else, even if it's a civilian, it may not be in
146 military. And then word gets back, it's just a bunch of MESS, so things like that. But off
147 the top of my head, I can't really give you a number.

148 **Interviewer:** But you've seen it since you've been here?

149 **KIC4:** Oh yeah, oh yeah.

150 **Interviewer:** What about same sex interpersonal relationship issues or problems?

151 **KIC4:** Well, uh, I've only been involved in one case on that, and alcohol was
152 involved.

153 **Interviewer:** I see.

154 **KIC4:** Alcohol was involved.

155 **Interviewer:** Okay. Um. How often do you see, or hear of cases, from persons that talk
156 to you about aggravated assault? Actually beating up on somebody or hurting
157 somebody?

158

159 **KIC4:** Mmm, I haven't heard, no I haven't.

160 **Interviewer:** Okay. Any issues related to homicide, um, murder that you know of?

161 **KIC4:** No, no.

162 **Interviewer:** Okay. What about suicide issues?

163 **KIC4:** Oh yeah.

164 **Interviewer:** Yeah? How many while you've been here on BAF?

165 **KIC4:** Oh boy.

166 **Interviewer:** Really?

167 **KIC4:** Yeah, yeah and that's, yeah, yeah. It's just the STRESS of it, and then
168 people, because of their relationships, you know, relationship may be on their, they're
169 having issues with their relationship before they deploy. And deployment exacerbates it,
170 especially people are getting married so young, they don't know what they're doing.
171 They don't have the skills to, um, uh, yeah they don't have the maturity or the skills to
172 know how to work out issues. And then you have problems back at home, and the stress
173 of that um gets compounded with, you know, working around the clock. And then your
174 mind is really not engaged on what you're supposed to be doing, so you kind of slack off.
175 And, you know, you've got your um, you have to do your job out here. So I've been
176 involved in quite uh, a few cases where the people are either thinking about suicide, have
177 tried to, you know, thought about it. You know we've taken weapons from, and that's ...
178 and and I think it happens, most of it has to do with relationship problems. Ah. That's the
179 major one, um, ah, and then sometimes it has to do with maybe a prior uh, uh, PTSD,
180 because they've been deployed before. Ah, or just really a history of um, depression,
181 where this kinda exacerbates, you know, the stress. A lot of people come from really, I
182 mean you'd be surprised how much history, well maybe you won't be surprised, but it's
183 like, "God, you're carrying that around?"

184 **Interviewer:** Uh hum.

185 **KIC4:** So yeah.

186 **Interviewer:** And in general, how many suicides do you know of that have occurred
187 here in BAF in the past year?

188 **KIC4:** Well suicides, I don't know of no suicide, suicidal ideations.

189 **Interviewer:** You've seen?

190 **KIC4:** Yes, yes. Um. Um. But no, no suicides, I mean we've, yeah.

191 **Interviewer:** Um, tell me about, a little bit about workplace environments. People
192 come to you, talk to you about issues related to their work, bullying at work or
193 supervisors being inappropriate at work, that kind of thing.

194 **KIC4:** Mmm. Mmm. Well I don't know if I can call it workplace, yeah I can
195 call it violence. I can call it, people may feel like they are, you know, you just don't
196 talk to people in a certain, in any kind of way. I think for young soldiers, a lot, we have a
197 lot of old school NCOs and they're used to a certain, you know, a a lot of the soldiers that
198 we're getting now, they nowadays, not nowadays but young soldiers ... it's amazing,
199 they are, you know when we were coming up, you know, you take an order and you do it.
200 It's no bunch of back talk. And I think the Army is trying to figure out, "Okay how do
201 we deal with this new age?" Where you just not want to ah talk to people, they're not
202 going to allow it you know? They gonna to stand up to you, so I think that's one of the
203 main things that I see, as far as younger soldiers are concerned. As far as older, uh,
204 higher ranking individuals, THIS environment is stressful, it's stressful. And um, that in
205 itself will cause you to get, you know, uh, talk, uh, use language that you'd normally
206 wouldn't use, because people's lives are on the line. Um. So that's that's somewhat the
207 nature of, I think that had to do with deployment. But for violence, I can't say that I have
208 been uh, privy to that or have seen it. I have had to address some uh, commanders or
209 senior NCOs on how they talk to somebody, because the person is in MY office. But
210 then I have to explain to them, uh, you know, sometimes what the person said is really
211 not, it's not inappropriate. Or it's not demeaning, it's the younger soldier who, you
212 know, is not just used to uh, this environment, this is their first deployment. They're not
213 used to somebody, you know, staying on em and, you know, "You need to do your job
214 because somebody's life depends on it". So I think it's a kinda, you know, I don't know
215 if I answered that question good enough, but ...

216 **Interviewer:** No, no you did very well.

217 **KIC4:** It's a fine line, it's a fine line.

218 **Interviewer:** So have you ever had anybody come to you, you said you had a couple of
219 people in your office and they'll come to you with complaints that somebody was um
220 hard on them, or ...?

221 **KIC4:** That's what they, that's their perception that ... and I've, you know, thank
222 God I have been able to, if there's a problem in a unit or in a section, I have worked with
223 the commanders or the NCO or the first sergeant. And I've had that person taken off
224 that shift and moved, if there is really a conflict, oh I've had quite a few people moved
225 from a night shift. Or they will put them over here, or you know, "No we need to switch
226 this". Or, or "I'll see if there's a history with this one soldier, or NCO". I'll see who,
227 "Okay is everybody complaining about him, okay". So there's a lot of stuff that gets, you
228 have to um, look into. It's not just, you know, "No suck it up and drive on". We've had
229 to move people because of work environment. People just can't get along.

230 **Interviewer:** What happens if there's a history with somebody like you said?

231 **KIC4:** Well um then we will go to a, we either go to a, sometimes they may go to
232 EO. Ah. If there's a history of it, we'll go to the, I mean I'll go to the first sergeant or the
233 commander or the company commander. I try to start on the lowest level possible,
234 because the commander is so busy. And we'll bring that person in, and if that person
235 needs counseling, we'll talk to them or whatever. Or to try fix, help the situation a little
236 bit better, um but ah sometimes that person has been moved, will be moved because it
237 may bring down the morale of a section. So different things are are done, depending on,
238 yeah.

239 **Interviewer:** Is there any type of leadership training for NCOs, or persons like that, that
240 they go through to, not just like a leadership course, but like a training to help learn how
241 to deal with this new generation or?

242 **KIC4:** No.

243 **Interviewer:** No?

244 **KIC4:** Not that I'm aware of, not that I'm aware of. And I think, um you know,
245 those are, those are um, I mean they go to EO classes and you know. But ah, no, not that
246 I'm aware of.

247 **Interviewer:** Okay, okay. Um, are you aware of any issues of theft?

248 **KIC4:** Yeah.

249 **Interviewer:** So you've had some experience of that?

250

251 **KIC4:** Yeah.

252 **Interviewer:** Yeah, is that frequent or?

253 **KIC4:** Not frequent, but it's like it's shocking, it's shocking, I mean ...

254 **Interviewer:** Between military personnel?

255 **KIC4:** Yeah I mean, well yeah well well I mean just in this building. It's
256 shocking to me that someone, someone would actually go and who it is, we have no idea,
257 because this building is shared by Army, Air Force and a unit that is not that is attached
258 with us. So when you go into the Command Sergeant Major's office, the Colonel's
259 office, and they find something missing, it it's it's, it blew my mind. It blew my mind, so
260 the gall that people have.

261 **Interviewer:** Why do you think that it occurs?

262 **KIC4:** Um. I don't ... (long pause) You know, I have no idea. I have no idea.
263 People who just have no, no ... They, it, it, I mean you see I'm babbling because I mean
264 to go into the Command Office, that's a lot, that's, you've got balls, you do. That's the
265 bottom line, you've got balls I tell you.

266 **Interviewer:** I understand. Well. Okay. What about any particular cases related to
267 interpersonal safety or interpersonal violence towards women in particular? Have you
268 seen or heard of any um cases that really seem to affect women, active duty women in the
269 military here on base?

270 **KIC4:** Wait a minute, repeat that question again.

271 **Interviewer:** Cases towards active duty military women, interpersonal safety
272 interpersonal violence issues. Really looking at the female aspect, um, do you tend to see
273 more of different types of things like theft, suicides, social assault, berated assault more
274 towards women?

275 **KIC4:** Yeah more towards women, I mean those are the majority of the cases
276 that I've been involved.

277 **Interviewer:** What kind of cases?

278 **KIC4:** Oh sex ... oh well let's see, um, I'm trying to think in my head. (long
279 pause) Assault, rape which you know uh, may still be under investigation. But yeah rape,
280 uh, and assault.

281 **Interviewer:** Mostly?

282 **KIC4:** Yeah, yep.

283 **Interviewer:** Would you say?

284 **KIC4:** Yeah, yeah, yeah.

285 **Interviewer:** Okay. Do you see any issues related to gang violence at all?

286 **KIC4:** No, no.

287 **Interviewer:** Any awareness at all about gang violence or have you heard of anybody
288 having gang sign or anything like that?

289 **KIC4:** No, no.

290 **Interviewer:** Okay. Okay, thinking about programs you know sort of things, are there
291 any programs that you wish were here on base? Anything from physical activities, or to
292 spiritual chapel area to um counseling areas, anything, that you think, "Gosh" you know,
293 "Soldiers, Sailors, it would help improve their morale, it would help increase
294 interpersonal safety to have these programs here"?

295

296 **KIC4:** Um. Oh boy, I really haven't, I really haven't thought about that. Um. I
297 think it would be great if there was a, like a woman's group, some type of uh group for
298 women that when they first got here, you know, it was mandatory that they attended as
299 far as a ... um, you know just things to watch out for, ah, or just a group where you can
300 come and sit down and talk if ah, if you had some issues. Just a woman's group. Um. I
301 think it would be, it would have been good if, 'cause a lot of people they want, you know,
302 "<identifying information>, can you do this group?" And I'm like, you know, "No I
303 can't". Yeah, yeah but maybe that's one thing, a woman's group would be good, 'cause I
304 tried to start one but it was down the line of spiritual, you know, bible study. But those
305 things they're just so hard to maintain, because people are just, you know, running you
306 know.

307 And then my time changed, and it started out very good and it just, because when
308 you get out here a lot of times um I've been blessed to havetwo good friends out here. A

309 lot of females, when you first get out here, you don't, you know, you just kind of scatter.
310 You, uh, developing a friendship is very important, a female friend, a female that you can
311 trust. She's not going to jump your bones if you're sharing a room, I mean you know just
312 to be honest with you.

313 **Interviewer:** Why is that important?

314 **KIC4:** Oh boy, because this place it can get very lonely. It can get very lonely
315 and it can get, you need a female who can identify with some of the things that you're
316 going through. And because when, that's one of, one of the main things, that's a good
317 thing. That's one of the main things when I first got here, a lot of females were coming
318 because they, you know, were, didn't ... they were just by themselves. Even though you
319 both have a battle buddy, you know, sometimes you and battle buddy just don't click. Or
320 you and your roommate, you know, that's that's cool but you know as far as somebody to
321 just walk with you, or you know, just do things. Ah. To have a friend, you know, because
322 at this place we brought in so many uh, reserve and other people from different units, that
323 they didn't know, you know, <identifying info> brigade. So they felt ostracized or, so
324 you need, you definitely need a girl friend, you really do, you really do, you really do.
325 And 'cause the guys, I mean even though you get great guys, you know every now and
326 then some things you can't talk to them about. So I think maybe that group may help
327 foster, you know, ability to become friends. You know 'cause it gets really lonely out
328 here, it does.

329 **Interviewer:** Anything that you would take away from BAF that you think isn't useful
330 or that you think, you know, it's harmful to interpersonal safety, interpersonal
331 relationships here?

332 **KIC4:** What did you say again?

333 **Interviewer:** Anything that you would take away from that? Anything that you just
334 hear that needs to go away? Or that is not helpful to BAF?

335 **KIC4:** Not helpful to BAF? Well you know they took all those little shops and
336 everything.

337 **Interviewer:** Was that helpful or not helpful?

338 **KIC4:** Oh at first it was, you know, at first it was not helpful you know? Because
339 morale, you know that's really all you had was *** [those Popeye's 0:29:28] you know?

340 So that brought morale up, but you know when you're in the military you get used to it
341 and you buck up and you move out. But it was kind of a, it was a disappointment to take
342 it, but I can understand every FOB doesn't have that, so you need to, we need to identify
343 with some of the FOBs that don't have nothing.

344 **Interviewer:** Right.

345 **KIC4:** So I can understand that. I'm just trying to think of your question.

346 **Interviewer:** If there is anything that you find not helpful for interpersonal
347 relationships? Or any programs that you think aren't useful? And if there's not, then
348 that's fine.

349 **KIC4:** Well you see I know that the, some of the NWR they play a lot of music
350 over here. I've never been to the thing, but one time I was walking by and the music
351 was, I'm like, "What the hell is that?" I didn't even know it existed really, but people go
352 there. I don't know what goes on over there, I don't if it's helpful or not really.
353 Sometimes I think that, you know, you have to have an outlet, you have to have an
354 outlet. I know they did some of the salsa dancing, they have that over there. And when
355 I found out about them, like "Oh that's interesting". But what goes on, you know, who
356 knows what comes out of that, things like that. I think it's good on one hand, but how do
357 you, how do you monitor that, things like that. So I don't know if I can answer that
358 question.

359 **Interviewer:** Okay. Are there any places on Bath that you've heard that are kind of
360 unsafe? Or that you are concerning to go on ...?

361 **KIC4:** Well I, yeah, yeah, yeah, yeah. The east side, the east side is ...

362 **Interviewer:** The east side? What's over there on the east side?

363

364 **KIC4:** Well that's where Warrior villages and they're building up a lot of our
365 units is over there, across from the airfield. Now the bathroom situation, the lighting
366 situation, see they're just building that up. And you get in a lot of reserve, a lot of units
367 over there so the bathroom situation is not, it's not secure. It's not secure over there.

368 **Interviewer:** I see.

369 **KIC4:** But I mean I'm not making any excuses for, but they're still building it up.

370 And I have moral, because of the bathroom situation. I mean, you know, women need a
 371 bathroom and shower. And it's still crowded over, it can be crowded over there. A lot of
 372 times they come over here, even though they work over here, they go over there and
 373 they sleep, and they come over here and they take their shower because, you know, its
 374 just yeah. I mean the water, the water stays in the bottom of the shower, the lighting,
 375 you know, the men's, you know, women ... Some, there were some incidences where
 376 there was only maybe two young ladies in a B-Hut. And the B-Hut wasn't all that secure,
 377 where there's a lot of guys, you know, so they worked it about because the female just
 378 didn't feel very safe. They worked it out where females got together and they, you know,
 379 they kind of moved in with and everything but. And I have a bit involved on making sure
 380 that things are done better over there, because some of the soldiers from over there come
 381 over to me and I, you know, usually I'll go around and I'll ask you know, "How are you
 382 doing?" you know, "What's happening? How can we make it better" blah, blah, blah,
 383 blah. And you'd be surprised what you get, so you've got to be ready to step up. But ...

384 **Interviewer:** So you get some complaints about where and you get some issues?

385 **KIC4:** Yeah, well it's the warrior village, not warrior village but just the east
 386 side. But it's because they're building it up and the influx of soldiers that have been over
 387 there, they are not finished with the wells, or whatever, the water system and stuff like
 388 that. and because people work around the clock, you know, the water is, water issue,
 389 there's issues, but they're still building it so.

390 **Interviewer:** Do you think transportation issues have any, you know, do you think that
 391 there's good transportation here on BAF? It helps them get back and forth from the east
 392 side?

393 **KIC4:** Oh yeah.

394 **Interviewer:** Yeah?

395 **KIC4:** Oh yeah, oh yeah. Yeah from what I know, from what I know.

396 **Interviewer:** So they're able to get back and forth pretty well?

397 **KIC4:** Uh hum, uh hum.

398 **Interviewer:** Okay. Okay, just one last question for you. Anything else that you want
 399 to share regarding interpersonal relationships or interpersonal violence issues between
 400 military personnel, specifically we're thinking about females and things that you would

401 improve? Or things that you would make suggestions about?

402 **KIC4:** I know you're using a tape, let me think, let me think.

403 **Interviewer:** It's okay.

404 **KIC4:** I may have to come back to that question. I don't know if, well on BAF
405 let me think. I think I'll probably have to think about that.

406 **Interviewer:** That's okay.

407 **KIC4:** Yeah, I'll have to think about that.

408 **Interviewer:** You know if you've got anything that crosses your mind, you can just like
409 email me later and let me know.

410

411 **KIC4:** Yeah.

412 **Interviewer:** And go, "You know I thought about it, and it's just hit me in the head".

413 **KIC4:** Yeah.

414 **Interviewer:** That's absolutely fine, but I thank you so much for your time.

415 **KIC4:** Oh you're quite welcome.

416 **Interviewer:** I really appreciate it, to know your perspective and really taking time out
417 today to talk with me.

418 **KIC4:** You're welcome.

419 **~End Transcript~**

Key Informant KIC5: KIC5

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Interviewer: If you can tell me a little bit about how long you've been here in Bagram.

KIC5: Almost three months, I got here July 13th.

Interviewer: Uh hm. And did you have any impressions of what Bagram would be like before you came?

KIC5: I knew it was big, I knew it was dusty and I knew there were a lot of Army people here. And that, yeah, those were my only impressions actually. And I heard the hospital was really nice.

Interviewer: And uh, what about when you arrived?

KIC5: I was surprised at how many contractors there were, and you know I mean it's pretty much as advertised otherwise.

Interviewer: And do you hear anything about what safety issues were like?

KIC5: No.

Interviewer: Or did you have any concerns regarding that?

KIC5: I didn't have any concerns, although when I got here it was, it was, it's just, I think it's really funny how I go to the AA meetings and all the other people in the group are men. And there, there's a lot of older contractors that have been here a long time, and they don't seem to have any safety concerns. But they, the infantry guys and the Marines and stuff, they were all here I guess during a time that there was some sexual assault going on.

That was ... and what they said is, is was male on male, local nationals assaulting

US service members? And I have no idea what was going on, but so they hate that I walk around by myself at night without a weapon, you since I'm a [profession name]. And so they insist on my being escorted everywhere, so I have no concerns for, you know, my personal safety. But these guys do, and I think it's hilarious. So, cause it seems pretty safe to me, and it certainly seems safer than your average US city.

Interviewer: Okay, do you have any safety issues either positive or concerning that you've noticed between military personnel, just in our experience with your clientele.

31 **KIC5:** Yeah it's interesting, I haven't and I've had one, only one real
32 involvement in a, a sexual assault allegation. But, you know, that's supposedly was
33 probably a made up charge involving a, a counter-espionage person from Iran. And I
34 mean just this really crazy story, but you know it was not, I don't think it was legit. And
35 then the only other one I had was a man being sexually harassed by a woman, ah, in his
36 compound.

37 **Interviewer:** Hmm. While you were here on Bagram?

38 **KIC5:** While, yeah here.

39 **Interviewer:** Since you've been here?

40 **KIC5:** Yeah, so the two, the only two ah sexual harassment, or sexual assault, uh
41 things that I've been personally involved in, you know professionally involved in, have
42 both involved the Special Ops community and one was probably was a false allegation to
43 avoid possible prosecution. And the other one was a man who had been being harassed
44 by this woman (laughs a little) since before they left home.

45 **Interviewer:** I see.

46 **KIC5:** So its, you know it's interesting because that's not typical of my previous
47 experience, you know, in other locations. There's usually been, you know, fairly routine
48 um, sexual harassment and/or sexual assault of women.

49 **Interviewer:** Okay.

50 **KIC5:** And maybe it's partly because I'm in such a protected environment here,
51 and we also have mental health providers so they often get called if there's a, um you
52 know, a sexual assault sort of a thing.

53 **Interviewer:** Okay. Um. You mentioned AA meetings, have you noticed any substance
54 abuse issues?

55 **KIC5:** I've only noticed substance abuse issues through the ER. And then, you
56 know, there's a bit of you know, I've talked to a few new guys. Um. Chaplains who have
57 referred soldiers, I think they've all been soldiers, um to me because the soldiers have
58 gotten in trouble for drinking.

59 **Interviewer:** Any females within that group that you are aware of?

60 **KIC5:** They've all been men.(sounded surprised thinking about it). *(brief*
61 *interruption)*

62 **Interviewer:** Okay. Is everything alcohol related or any drug issues?

63 **KIC5:** I believe everything was alcohol related. Okay where were we?

64 **Interviewer:** We were talking about substance ...

65 **KIC5:** No females with alcohol really, yeah. I'm trying ... I think they've all
66 been alcohol related, but you know in the ER I don't necessarily inquire, I just go visit
67 the people.

68 **Interviewer:** I see, okay.

69

70 **KIC5:** Now I've had, one of the concerns I've had has actually been related to
71 something that I don't have the professional expertise to be commenting on, but certainly
72 have a strong opinion about which is what I think is, you know, the wrong medications
73 being prescribed to people that have um addictive problems. That have self-reported
74 alcohol and substance abuse backgrounds, and they're being prescribed Ambien and
75 Ativan. (laughs) You know just stuff that's bound to set them up for getting drunk. And
76 I've seen a fair amount of that which is probably a lack of appreciation on the part of the
77 mental health practitioners.

78 **Interviewer:** How do you come across this?

79 **KIC5:** In talking to people in the ER, people that come in for anxiety, combat
80 stress that sort of thing.

81 **Interviewer:** And what's your experience with it, I mean you just come across people
82 that are using it or...?

83 **KIC5:** Yeah and, you know, we talk about the medications they're on and they're
84 freaking out and they're not, you know, not involved in their 12 step program and that
85 sort of thing.

86 **Interviewer:** I see.

87 **KIC5:** But it's all been men, Um. I've really only come across one woman that's
88 involved in, that was involved in like an inappropriate relationship. And that was just a
89 bizarre experience, you know she presented as being kind of a religious fanatic and
90 being, you know, depressed. And having marital issues and it sounded like that there
91 was a really weird inappropriate relationship with a male in her duty section. Because I
92 met with her and the combat and her supervisors, and the combat stress person. And

93 we talked about setting boundaries, but ... and putting restrictions between these two
94 people. And that they shouldn't be hanging out together so much, and within 48 hours
95 the male involved in that situation was in our hospital as a psych case. It was just bizarre.
96 So I guess, you know, I just haven't seen any, you know lack of personal safety.
97 Probably some lack of emotional safety, because of people just not having very good
98 boundaries, but ...

99 **Interviewer:** Uh hum. I see. Any issues that you've experienced with aggravated
100 assault or pulling a weapon on somebody or anything like that?

101 **KIC5:** Only, we had one guy who was really psychotic. A suicidal guy who was
102 ... I think that he did pull a weapon on somebody, but again it was, none of it was
103 male/female interpersonal stuff, it um was all men. And then we've had a couple of
104 friendly fire things and a couple of negligence discharge things sorted of ended up with,
105 you know, gun shot wounds in the belly and again it's been all men. And I don't think
106 that those were intentional assaults. I think that those were accidental discharges and the
107 guy, the psychotic suicidal guy that we had, he was really more suicidal than he was ... if
108 he had to hurt other people and hurt himself, that was okay with him. But that was not,
109 hurting others was not his primary intent.

110 **Interviewer:** What about um homicide issues or suicide issues?

111 **KIC5:** We have a fair amount of suicide; I mean I don't know what the stats are
112 on the suicidal folks that have come through. We've had a few people come through
113 with homicidal ideation, but I think only one of them has actually made a threat. We do
114 get, we do get some profoundly depressed people, most of them are ideation, not
115 attempts.

116
117 **Interviewer:** And what about females?

118 **KIC5:** We've had a couple of females, one of the, the most complex of those
119 was the one where there was also the alleged sexual assault. And the allegations of
120 espionage (laughs), that was just bizarre.

121 **Interviewer:** Was that homicide or suicide ideation?

122 **KIC5:** Suicide ideations. We haven't had, I haven't had any females though the

123 other [identifying information] may have had females that had homicide ideations. But
124 all the females that have come in with psych issues have either just been kind of straight
125 depression or suicidal ideation. The males that have come in, a couple have had
126 homicidal ideation. Many have had suicidal ideation, many have had combat stress and
127 fatigue and anxiety.

128 **Interviewer:** Okay. In general how many women have you seen in the time you've
129 been here?

130 **KIC5:** Oh wow. I'm thinking, I mean not a ton, but 40.

131 **Interviewer:** Okay.

132 **KIC5:** 40 probably and most of the women that I've seen for, you know,
133 counseling issues its been either marital issues from home or it's been just work place
134 conflicts, that's pretty standard. And I've seen a couple of people for grief issues.

135 **Interviewer:** So you mentioned marital issues from home, any one that you know of or
136 have an awareness of has defaced domestic violence issues?

137 **KIC5:** Yes.

138 **Interviewer:** Usually going home on R and R, or actually half the other?
139

140 **KIC5:** No, home. And actually the ones that I've seen have not been afraid of
141 domestic violence going home on R and R. It's been more of a in the history of their
142 relationship and there's only been a couple. And I know in one case the violence
143 stopped, you know, several years ago. It was alcohol related, but the husband had
144 gotten sober.

145 **Interviewer:** So nothing really while they were in Bagram?

146 **KIC5:** Right.

147 **Interviewer:** Okay. What about interpersonal or intimate partner issues? Have you
148 seen anything of that while you've been in Bagram?

149 **KIC5:** Where they've been co-located here?

150 **Interviewer:** Co-located or even ...?

151 **KIC5:** They've all been happy stories the ones here you know?

152 **Interviewer:** Okay, good.

153 **KIC5:** A couple of married couples that are deployed together, where they're,

154 you know, just figuring out those boundaries of being. Because in the Air Force, they
155 typically don't deploy couples together and they don't have any married couple housing.
156 And so that's, so I'm thinking of two Air Force couples, one that's very young and one
157 that's more experienced and their differences and just kind of learning how to handle
158 that. And then I know, I've seen two civilian couples, one in our ER, 'cause he had some
159 kind of cardiac incident on their way to the FOB where they were going. So that was
160 kind of, that was an interesting deal too, because their son and daughter-in-law are also in
161 theatre as a married couple, contractors. So that was kind of an interesting situation.
162 And then we have one couple here, you know, a newly formed couple that are very
163 publicly dating here at the hospital. And you know there's a lot of talk about adultery,
164 and I think I'm just really naïve because, you know, some of the other staff have talked
165 to me about how they must be really naïve too because we always hear that there's so
166 much adultery and that an overwhelming majority of deployed men and women have
167 affairs. And I've certainly people, you know, stateside. You know women dealing with,
168 you know, STDs that they got from fellow officers while they were deployed. But I just
169 think I'm really naïve, because I'm not seeing it.

170 **Interviewer:** I see, okay.

171 **KIC5:** Which of course makes me happy, I like to be not in the know of things I
172 can't really do anything about.

173 **Interviewer:** Okay.

174 **KIC5:** Especially things that really piss me off like adultery.

175 **Interviewer:** Right. You mentioned work place in terms of some things that people
176 have brought to your attention, can you expand on that?

177 **KIC5:** Just people really getting on each other's nerves. Here at the hospital
178 there's 24 hour ops, every single duty section that has a night shift including the
179 [identifying information] office. They're pissed off with each other, the day shift doesn't
180 think the night shift does anything. The night shift doesn't think the day shift works
181 effectively. They're mad because they're not considerate and don't take the trash out
182 before they're shift ends. I mean its just, it's across the board, it's really kind of funny.
183 So there's those organizational issues with the shift things, and then you know there's
184 just always going to be people that don't like each other. And I've never really

185 understood personality conflicts, I don't really know what that means. I have to study
186 that some time, because I don't know how you have a personality conflict. I don't, you
187 know, everybody's different but there are people that just don't like each other and get on
188 each other's nerves. And then there's people, in some of the sections there'll be like one
189 person that annoys everybody. I always tend to like that person a lot and I can't
190 understand what *** [Unintelligible: 0:15:27] them, so you know? So that's kind of
191 interesting too, but there's nothing huge.

192 Now I did overhear some docs, actually one of the docs talking to the commander in the
193 trauma dig the other day about some officer that was getting really trashed on his
194 performance report. Like not meeting standards in most of the areas, so there's
195 obviously some personnel issues that I just don't know about. And part of it is just being
196 on night shift. A lot of the leadership stuff that I would normally be involved in, I'm just
197 not.

198 **Interviewer:** I see, so you don't really see too much on the night shift in regard to that?

199 **KIC5:** Yeah, the issues tend to get worked out, I would think, on day shift. You
200 know I just see people for counseling and hear their grumbling and ... yeah night shift's
201 just got a slightly different character than day shift. And we don't have to deal with a lot
202 of the public stuff if something comes in through the ER. Yeah 'cause you might want to
203 interview [identifying information], since he's here during the day.

204 **Interviewer:** Okay.

205 **KIC5:** And the security forces [identifying information] be good to talk to too,
206 because some, just in my experience a lot of this kind of stuff, you know, the personal
207 safety issues tend to happen a lot in security forces. Although I'm surprised that we
208 haven't had more here in the medical group too. I mean this has been very interesting for
209 me to reflect on "Wow I haven't seen this stuff that I usually do see". That's really nice.

210 **Interviewer:** And why do you think that is?

211 **KIC5:** I don't know if there's just an older group that's, you know, deployed
212 here. Or because people are living in such close quarters, there's not as much of an
213 opportunity to ... or because they're working a lot. You know when you're working a
214 lot, there's not as much opportunity to get in trouble. And an awful lot of our folks, you
215 know, work 12 – 14 hours a day with pretty taxing cases you know? And whenever we

216 get a lot of kids, people are just exhausted. And when we get a lot of triple amputees,
217 it's very emotionally draining. You know and we get all that on a regular basis, so that
218 may be keeping people out of trouble.

219 **Interviewer:** Any issues that you're aware of relating to gang violence?

220 **KIC5:** No I've heard that there's gangs, but I ...

221 **Interviewer:** Oh, you have?

222 **KIC5:** I've heard that, but I don't, I see no evidence of it. And none of the law
223 enforcement people that I talked to have said anything about it.

224 **Interviewer:** Do you remember where you heard about gang violence?

225 **KIC5:** From infantry guys, and I think they didn't have any first hand knowledge
226 either. I think it's just the rumor mill.

227 **Interviewer:** Okay.

228 **KIC5:** But I've never asked any of the law enforcement people that I see
229 specifically about gang violence either.

230

231 **Interviewer:** Okay. Just thinking about the different programs that are here on
232 base, because you've probably had time to investigate different types of programs.
233 Everything from recreation to spiritual to MWR programs, can you think of anything
234 that would be useful to know and have around Bagram?

235 **KIC5:** I think quiet spaces would be useful.

236 **Interviewer:** Can you expand on that?

237 **KIC5:** There's not a, you know there's a lot of places to go that are dark and have movie
238 screens going. But there's not a lot of places that you could go and, you know, read a
239 book or be quiet or have a quiet conversation with somebody. There's just not a lot of
240 personal space here. And I know that there's a couple of learning centers they call them,
241 but there's not really a library. And I know that the learning center, that the army has, is
242 really just a computer place. So and I don't know how much anything like that would get
243 used, I just know that people have a tendency to need personal space. Although, you
244 know, I go in and out of the enduring faith chapel a fair amount, and that's a place that
245 people could be quiet. And there's usually one or two people in there, but there's a lot of
246 demand, so I don't know what the demand would be.

247 **Interviewer:** Okay. No other programs or anything you could think of that would be
248 useful?

249 **KIC5:** There are a lot of programs here, you know? The united through
250 reading is a great program. I mean there's just, it's a big place, there's a lot of programs.
251 It seems like there's just about anything anybody could want or need here.

252 **Interviewer:** Okay. Anything you would take away from Bagram that you don't think is
253 really useful for developing interpersonal relationships?

254

255 **KIC5:** Take away all those screens.

256 **Interviewer:** What?

257 **KIC5:** I mean there's just, everywhere you go there's a TV on. And it's just ...
258 maybe that's good for developing interpersonal relationships in the 21st century, I'm
259 probably just old.

260 **Interviewer:** Why would you take away TV screens?

261 **KIC5:** I guess so people would maybe interact with each other more. But that's
262 probably an unrealistic social expectation, as I say, in the 21st century. People like to
263 play games and watch movies I guess. One of my friends, whose an infantry sergeant,
264 said that his soldiers like when they're not working, they play video games from the time
265 they get up, to the time they go to bed. I think the other thing that I would wish that
266 would be a little different, is I wish the quality of the ... this is not a nice thing to say.
267 I'm glad that there's so many people in school, and I'm glad that the universities are here
268 and that there are classes. But it just doesn't seem to me that the *** [unintelligible:
269 0:21:25]

270 can be very good, because I see people with, you know, bachelor's degrees and master's
271 degrees that still can't spell. You know things like that, and it's kind of ... and I feel like,
272 I mean I just wonder if it's kind of a rip off you know? Because it's ... I took a class here
273 and I think I'm the only human being here who paid money to take the class. I think it's
274 all just this way to make money off the government tuition reimbursement
275 thing. I think there was even an article in Stars and Stripes about that, so I guess I
276 would not want to take away the education programs, but it would be nice to maybe
277 improve the quality a little bit.

278 **Interviewer:** I see.

279 **KIC5:** But it seems like things are pretty, there's an awful lot of food here too.
280 And that's kind of amazing that I wouldn't take that away, because again the main
281 population are these young soldiers that can eat a lot, and should eat a lot. But then I
282 see the, you know, the 60 year old fat contractors having heart attacks and they eat hard
283 too. So it's a very interesting population here, it's such a mix and it's just so big.

284 **Interviewer:** What's big?

285 **KIC5:** The base, the base is big yeah and there's just a lot of people here. So it
286 amazes me that there's not more problems than there apparently are. But again, you
287 know, I don't know what the stats are, I've never you know gone over to the pro martial
288 and asked what the crime rate is.

289 **Interviewer:** Okay.

290 **KIC5:** I have a roommate who actually carries a knife back and forth to work.
291 And the rest of her roommates think that's really weird, and we're more afraid of her than
292 whatever it is she's afraid of. Because the rest of us think it's pretty safe, I mean
293 especially with all these weapons here.

294 **Interviewer:** Does she tell you why she carries a knife?

295 **KIC5:** She had heard about these alleged sexual assaults that supposedly
296 happened. I don't know when, you know? I think there was a lot of hype and fear here
297 over the summer, because of the attacks where they actually penetrated the perimeter
298 and I think that made some people nervous.

299

300 **Interviewer:** I see. And dealing with your different clientele that you've dealt with, is
301 there any particular place on that, south, east, west that seems to be a particular trouble
302 spot or area of concern in terms of interpersonal safety or relationships? Things like
303 that?

304 **KIC5:** Not that I've been able to pick up on. And of course I don't necessarily
305 know where people come from. You know I'm pretty, I'm in a little isolated island here
306 at the [identifying information]. I do know notice that (pause), like the people that are
307 from um smaller units,

308 **Interviewer:** Uh, hum.

309 **KIC5:** ...when they get on their last nerve, they get on their last nerve. If that
310 makes sense. So, it, I, it seems in my experience, seems more to have to do with the type
311 of unit they're in. We just got a very interesting call, scheduled a counseling appointment
312 for someone who's not in our unit, but is, uh, having medical ethics challenges. But that
313 was very interesting.

314 **Interviewer:** What do you mean medical ethics?

315 **KIC5:** I think that, I think this troop is, she's in the medical field, and I think is
316 probably challenged by something her leadership is doing, questioning the ethics, and I
317 thought that that was interesting. So. Yeah. You know and that's, that, I, I am either
318 really just very sheltered some how, where things are better here than anywhere I've ever
319 been, which is hard to believe.

320 **Interviewer:** Uh hum.

321 **KIC5:** I did, I was in the ER the other day though and some uh a couple of
322 civilian women were brought through in hand cuffs, um, and I don't know if that was
323 prostitution, or drugs or both.

324 **Interviewer:** Did anybody have any insight as to what brought them in?

325 **KIC5:** No, but the soldiers that were in the ER really enjoyed seeing the women.
326 I thought that that was creepy that it was so much fun for them to see women in
327 handcuffs (laughs nervously). Says a lot about, you know, sexual things, I guess, sexual
328 fantasies, women in handcuffs had made their day.

329 **Interviewer:** Okay, anything else you can think about, um, any last thoughts about
330 interpersonal safety issues between Soldiers, Sailors, Marines?

331 **KIC5:** It's, you know, I don't see that many young women here. You know,
332 we've got a few young folks at the [identifying information] but not that many, and I just
333 (pause) I just can't help but think that with all the young folks there are out there, there's
334 got to be plenty of people getting, you know, getting into trouble, you know. I've always
335 sort of questioned wisdom of having, you know, dances and stuff like that in deployed
336 locations. It's almost asking for trouble. You know, you tell em "You can't have sex,"
337 you can go in each other's, well, they don't tell them "You can't have sex," they just
338 can't go in each other's rooms, but then they have DANCES. It's just, it it it's, I don't

339 know how much sense that makes. I feel like it's asking people to have more boundaries
340 than most American young people have.

341 **Interviewer:** Uh hum.

342 **KIC5:** Um, but I don't know. I mean, you'll know after you do this study.
343 (laughs).

344 **Interviewer:** (laughs) We'll see.

345 **KIC5:** And you've really made me feel great about how little of that stuff I see.
346 Cause, but I know, you know, I mean, you, know, I know there is more, I've had, I've
347 seen some, you know, rape kits being done, but I have simply not been called in because
348 we're an optional visit, obviously, we don't... They'll ask if they want to see [identifying
349 information] and they often don't want to see [identifying information]. So, it's only the
350 medical people that are mandatory, so I know there's more sexual assault than I see.

351 **Interviewer:** Uh hum. Okay.

352 **KIC5:** Yeah.

353 **Interviewer:** Well, thank you for your time. Very much.

354 **KIC5:** Well, I don't feel like I contributed anything, but I guess . . .

355 **Interviewer:** I appreciate it.

356 **~End Transcript~**

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Key Informant Legal Interview 2: KIL2

17 September 2010

Interviewer: And, um, where did you come from, before you came to Bagram?

KIL2: (unintelligible), Hawaii.

Interviewer: Okay. That's a nice area.

KIL2: Yes.

Interviewer: Um, moving into this interview, and looking at your experience, um, whether it be legal, security, law enforcement, can you tell me a little bit about your experience, viewing how soldiers, sailors, marines interact with each other on this base?

KIL2: From what I've seen since I've been her, I think that, ah, as far as the soldiers, that's who we deal with mostly, ahm, they interact, uh, you know, very well together. Ahm, actually our battalion, um, had um, a multi-military force that, that deals with soldiers, sailors and airmen. And um, just seein from the battalion, their work relationship is very good. Um, what the airmens don't know about the way the Army functions, they are there to, you know, they ask questions, and, you know, the supervisors are willing to assist them, that's within my battalion.

Interviewer: Mmm. Okay. Between, soldiers, sailors, marines, etc., in terms of um, personal, interpersonal violence, crimes, what kind of things do you tend to see the most?

KIL2: Well, I don't see it across the, you know, across the with the soldier against the sailor. It's mostly soldier against soldier, or airman against airman, or, um, sailor against sailor. It's, it's not ah, ...

(Crosstalk)

Interviewer: ...it seems to be same service related?

KIL2: That's what I've been seeing on this installation. Ahm, but, the, the, what we see more of is ah, soldier on soldier violence and, and I think it's because of the fact ah, they're comfortable with the person, another soldier in the military, so they're comfortable with that person, so you know, they ah, open up more to that person. Um, but as far as, um, another service we haven't gotten any, as far a my level, which I only deal with fealony levels, we haven't gotten any um, interservice violence. Cross service violence.

32 **Interviewer:** Uhm hum, okay. Within the same service, what types of things are you
33 seeing?

34 **KIL2:** (sign) Well, here in theater um, we're mostly see'in um, the wrongful
35 sexual contacts, we're um, the breast grab, or the butt grab, or rubbing up the inner thigh.
36 We have seen, ah, a couple unknown sexual assaults, where, um a person with someone
37 at the MWR decided to go for a walk with a person, and they used the bunkers as a place
38 for them to, I guess, be alone, alone time, and then the person is taken advantage of while
39 they're in the bunker. Ah, we have seen some aggravated sexual contacts. That's where,
40 um, it's underneath the clothing and usually, the uh, female is in the B-Hut with the male,
41 and then he attempts to ah, have um, sex with her and at some point she says "no", and
42 that's touching underneath the clothing. Ah (pause) as far as the Air Force, we have seen,
43 ahm, Air Force has had a couple of wrongful sexual contacts, um, and what's um,
44 disturbing to me is um, with the Special Forces unit, or the Special Forces Unit, they have
45 had a couple of, ah, a few wrongful sexual contacts but we have only gotten involved
46 after a fifteen-six or a terminal investigation has been completed and the victim comes
47 forward to us not pleased with the outcome of that fifteen-six investigation, so . . .

48 **Interviewer:** What's a fifteen-six investigation?

49 **KIL2:** A fifteen-six investigation is a Commander's investigation, the
50 Commander will, um, appoint a investigative officer to conduct, um, the investigation
51 inside their unit. But the Commander is authorized to do that, but once they find that
52 criminal, um criminal activity has occurred they're forced to contact us. And a fifteen-six
53 cannot be conducted on any type of sexual offense, or sex related crime.

54 **Interviewer:** So, what are they usually related to then? What do they usually relate it to
55 then? The fifteen-six?

56 **KIL2:** (chuckles) I think that Commanders don't understand the fifteen-six
57 process or what it pertains to, so um, they would appoint a investigative officer to
58 conduct, the uh, investigation, not knowing that, um, law enforcement should have been
59 contacted prior to the fifteen-six. Now, Commanders is always, they can always conduct
60 a fifteen-six investigation along with our investigation, but if a sex crime occurs, if a,
61 a murder occurs it's, it's outta Commander's hands. It has to be reported, um, to law
62 enforcement. So certain crimes can, like um, if they have missing property a Commander

63 can conduct a fifteen-six on that missing property until he determines that it was stolen or
64 somebody actually misappropriated it. And then he has to contact law enforcement, but
65 sex or death, they, they can't do their own internal investigation according to the reg.

66 **Interviewer:** Uh hum. Tell me more about the Special Forces incidents.

67 **KIL2:** (sigh) Well, um, a couple of, well one that we had was male on male, ah,
68 this lower enlisted person (uncomfortable sigh) ah, he arrived back to unit and apparently
69 the unit was doing the "good game" butt grabbing, ah, kissin, well ah, attempting to kiss,
70 rubbing the inner thighs and making little jokes at, and this, at the beginning this guy said
71 "okay," you know, "I'll just play along cause I want to fit in", but then it was a little
72 uncomfortable for him so he reported it to higher. Higher, uh, his chain of command um,
73 ah, did a fifteen-six and, um, I haven't gotten the outcome of that fifteen-six, but um, they
74 did a fifteen-six and he wasn't pleased with the outcome of the fifteen-six so, um, once he
75 got where he could contact us, he contacted us and we initiated a, uh, investigation. But,
76 um, come to find out, it might be more than just one victim since we initiated the
77 investigation, and we did get some feedback from SJA, from the Special Forces SAM
78 that they already conducted their investigations so why are we, (identifying information
79 redacted), conducting an investigation. But, you know, we have to...conduct the
80 investigation if it was reported to us.

81 **Interviewer:** Uh-hum. Um. If I say the words Taliban Tavern to you, does that mean
82 anything?

83 **KIL2:** No. Hun-uh.

84 **Interviewer:** No? Okay, um, have you heard any history of substance abuse on base at
85 all?

86 **KIL2:** Yes. (laughs).

87 **Interviewer:** And what would that be related to?

88 **KIL2:** (big sigh) The things that we're getting mostly informed of is, um, the
89 alcohol, um, being informed of the steroids, being informed of the ecstasy that's shipped
90 through mail, we're getting informed of Xanax, ah, and there's um a dip like substance
91 that can be, and I think they call it Narsh, Nash..., Narwar, N-A-S-W-A-R, it can be
92 purchased on, on the local economy but once, when we have done our test on it, it came
93 back positive for meth, so I don't know if they, if it's laced with meth. It's, we're in the

94 process of sending it to the lab to determine if, what the ingredients are. But yeah, those
95 are the drugs that we, that I, that we've been informed of that are on the installation.

96 **Interviewer:** So, do you get reports back from tox analysis, or is it hearsay primarily
97 right now, or um, how are you finding out this information?

98 **KIL2:** It's been reported to us, and we, we have it collected as evidence, it's in
99 our evidence room and, yeah. We haven't as, um, from what we know now, we've had a
100 couple of alcohol related incidents dealing with sexual assaults, but as far as Xanax or
101 um, the ah, ecstasy, um, none of our victims, ah, their tox hasn't come back with anything
102 dealing with either of those substances.

103 **Interviewer:** I see. Okay. Um, what about assaults? General assaults between military
104 personnel, fights? Um, any type of violence in that area? Do you ever get involved?

105 **KIL2:** That doesn't come to our level. unless they're hospitalized for more than
106 24 hours. Though, that is at the military police level, which is considered a misdemeanor.

107 **Interviewer:** I see. Okay. What about any histories of homicides or suicides since
108 you've been here? Um, are you aware of anything?

109 **KIL2:** We have had, um, a couple of (pause) suicides, ah, the most recent one
110 was (sigh) drug related, um, heroin is another drug, I forgot to mention that, heroin is
111 another drug, apparently ah, the person purchased heroin from a civilian and ah, he
112 snorted entirely too much and the people that was with him was telling him to "slow
113 down, slow down, you're snorting too much," but, it was too late for him, and he just fell
114 asleep and didn't wake up. Ah, we have had a couple not on Bagram, but in outlying
115 FOBs where soldiers have put a gun to their head and, um, actually shot themselves.

116 **Interviewer:** In outlying FOBs?

117 **KIL2:** In outlying FOBs. Yes. Um, the reason that, we just cover Bagram but the
118 reason that I know about outlying FOBs is because they, the morgue is here and we have
119 to go to the hospital, I mean to the morgue to do um, the photographs prior to them being
120 sent for autopsy.

121 **Interviewer:** I see. And, and in these cases, do um, the suicide victims leave notes or
122 anything like that?

123 **KIL2:** (Sigh) Ah, we had a couple of Facebook postings on, um, one in outlying
124 FOBs ah, we, ah, oh, no, no notes were left, or nothing was found on the um, the

125 computers, but um, they made a verbal to, um, their ah, peers sayin, "Hey, it's time for me
126 to go." So.

127 **Interviewer:** Hm. Wow. And they reported it?

128 **KIL2:** NO. It was, they didn't have time, so um, cause the one that I'm speaking
129 of, he was playin with his weapon, playin with his weapon, "Time for me to go," Boom.

130 Interviewer: Wow.

131 **KIL2:** So it was a quick one.

132 **Interviewer:** Okay, um, what about homicides?

133 **KIL2:** Homicides (seemed difficult for her to say), ah, local nationals or called
134 "blue on green" eh, local nationals, the ANA, Afghan National Army that we're
135 responsible for training, they have turned on us um, and we have had at least three of
136 those incidents in theater. Um, well, not only here on Bagram but RC North and the
137 outlying FOBs, where they have turned on us (sigh) ah, and, um, after doing a little
138 research, um, they were Taliban connected, so . . .

139 **Interviewer:** Wow. Hmm.

140 **KIL2:** Yeah.

141 **Interviewer:** But no soldier on soldier that you're aware of?

142 **KIL2:** N...well we don't, if, if it's dealing soldier on soldier and it's combat
143 related, we don't investigate . . . that.

144 **Interviewer:** Interesting. Okay.

145 **KIL2:** Yeah. If it's combat related we don't but if a soldier turns on another
146 soldier on this installation then yes, we do investigate if it's, you know, I'm mad at you,
147 and I just pull on you then yeah we do investigate. We haven't had that, any of those on
148 the installation.

149 **Interviewer:** And no firearm discharges with intention to maim or hurt or anything like
150 that?

151 **KIL2:** Not that was reported to us. That might be somewhat a fifteen-six that the
152 Commanders keep in, you know, in house.

153 **Interviewer:** Okay, um, tell me about any experience, if you have any with, uh,
154 domestic violence cases.

155 **KIL2:** Here in theater?

156 **Interviewer:** Or, or, um, if they're not particularly married, if they're uh, a couple in
157 terms of um, relationship violence that you're aware of if you've had any.

158 **KIL2:** The, um, only ones that has been reported that I am aware of is after a
159 soldier goes on R&R and um, comes back into, I guess things didn't work on R&R, come
160 back into theater and then spouse or the male threatens to do bodily harm to her and she
161 reported that to us and . . . but nothing happened . It was just a threat, uh, and the
162 command we reported to the, the Commander, the command, you know, separated them
163 to make sure they did what they was supposed to too, and that's the only incident that I
164 can as far as domestic violence. Normally that is handled at the MP level unless it's like,
165 communicating a threat or the um, aggravated assault where a person is hospitalized over
166 24 hours, then it'll come to our level.

167 **Interviewer:** I see. Um . . . I had a thought and now it's gone. Hmm. (pause) We talked
168 about suicide, homicide, domestic violence, um, I guess . . . any female on female issues
169 that you're aware of?

170 **KIL2:** (laughs) Yes. We had a female on female incident um, (sigh). The victim,
171 she just returned from R&R and, she . . . uh, one female who was known within the unit
172 to be bisexual ap . . . uh, attempted to (sigh) take advantage of the victim. Um, it got to a
173 level where a fight pursued, ah, the vict, ah, the perp actually tore her underwear off, tore
174 her bra off, and she was fightin, fightin, fightin and finally people in the B-Hut woke up
175 and they were, uh, separated, um, and I actually interviewed her and um, she said that
176 um, she was told by the perp to just lay there and take it, um, and she was like, "No, no,
177 no, this is not what I want" so uh, she was pretty shaken up when she actually got here,
178 got her to Bagram. But that's the only female on female incident that I'm aware of that got
179 to our level.

180 **Interviewer:** In your four months that you've been here? Mmmm. Okay. What about
181 other workplace violence? Do you ever get reports from other people having anything
182 from the boss being bullying to coworkers bullying or that kind of thing? That causes
183 people stress or um, or some type of harm?

184 **KIL2:** Well, not in the military, but in civilians, ah, as far as um, mission
185 essential personnel, they have had a couple of incidents where ah (sigh) the interpreter
186 was upset because he was about to lose his job so they, um, requested our assistance to

187 ah, because he made some threats to them saying that, you know, he was gonna injure
188 someone so they requested our assistance to escort him to the terminal to get him off the
189 installation. But, um, as far as soldier on soldier, no ah, workplace violence that I am
190 aware of.

191 **Interviewer:** Cool. Okay. In terms of Bagram in general, if you were to look at where
192 you respond to the most, with a lot of your reported incidents, what areas in Bagram tend
193 to be "hot spots" if you will.

194 **KIL2:** Warrior.

195 **Interviewer:** Warrior? Why did you think that is?

196 **KIL2:** I think it's because they have a lot of people there, ah, it's overcrowded,
197 and (pause) ah, probably because, ah, there's no, well, I don't know if there's law
198 enforcement present, but I think it's because of people coming in and out, in and out, it's
199 where they send the, ah, people that are transitioning, the trans, transitioning out so I
200 think, ah, guards are let down and, uh, people are taken advantage of.

201 **Interviewer:** I see, um, and guess one of the things that I also would ask is what do you
202 think, in terms of the overall safety, interpersonal safety of the, of the base overall, of
203 BAF, um, with the violence that does occur sometimes, what do you think is one of the
204 causes? I mean, do you think this is normal cases, in your experience with back in the
205 U.S., um, is what you see here really the same type of rate, same type of violence that
206 occurs in the U.S. or is it different?

207 **KIL2:** It's entirely different because, ah, what occurs here are, um, like the
208 wrongful sexual contacts, um, not alcohol related, ah, but back in the States, you get the
209 actual aggravated sexual assaults that are alcohol . We have a lot of alcohol facilitated
210 crimes back in the, in the States. Um, as far as the female on female or male on male, we
211 get those back in the States, but here you get like onesies and twosies. Um, I think that
212 the soldiers, airmens, and marines, they're over here, they're focused on their mission and
213 um, I think they're trying to accomplish their mission and um, not (pause), they're trying
214 to assist each other and not harm each other. That's what I see over here. And our, our
215 crime is, the crime what's reported to use is not at a high level compared to the States, it's
216 kinda, it's really at a low level here to what we get in the States.

217 **Interviewer:** Uhhmm. But it's the same kind of reports?

218 **KIL2:** We get more wrongful sexual contacts HERE, and back in the States we
219 get more aggravated sexual assaults. We would get more, in the States we would get um,
220 spouse rapes or more domestic violence because of all the spouses that are civilians that
221 are not here with the actual soldier, airman or sailor, and here, um, I haven't gotten any
222 reports to my level where someone is hospitalized over 24 hours. So um, we do get a lot
223 of theft, but um, it's not dealing with, ah, the servicemembers as the subjects, it's more
224 dealing with the local nationals as the subjects, um, so I would say the crime HERE is a
225 lot less than what we, compared to what we have in the States.

226 **Interviewer:** Okay. Um, just looking at programs that exist on BAF, what programs, if
227 you can think of any, would you like to see available here? Um, anything from sports
228 programs to um, you know, anything that you can think of that are available.

229 **KIL2:** I think we need, um, a variety of ah, like open bay gyms where we can do
230 like, um, a Zumba class, or ah, I know we have the um, not kick-boxing, um, they have
231 another class but, um, yeah, something open bay where, you know, Zumba and not just
232 weight lifting and I think that would be great. Especially for female soldiers. Maybe
233 males too.

234 **Interviewer:** Mmm. Any, any other programs you can think of?

235 **KIL2:** Um, (pause) well, the MWR offers a wide variety like movie-watching,
236 movie-nights. It's not too much that you can get into in the deployed environment.

237 **Interviewer:** And they've have those all over the base?

238 **KIL2:** Right, um, (pause), that's all I can think of.

239 **Interviewer:** Anything that you would add to the base to help improve um, I guess, if
240 morale needed to be improved um to decrease any type of interpersonal violence?

241 **KIL2:** For, well, this might not be a part of that question, but another thing I
242 think that we need here is um, a UPL or a Unit Prevention, Drug prevention program, or a
243 drug identification program or a drug recognition program, something, or alcohol related
244 program. I'm not sure if that's covered by Combat Stress, but um, we, like soldiers think
245 that since they're here they can get those, uh, drugs and we don't have a urinalysis
246 program that, you know, will hinder them from doing those drugs or if they do test
247 positive for anything, what type of, ah, what is available for them. I think they have to be
248 shipped out to Lhangstuhlf if, um if they self referral for drugs so um . . .

249 **Interviewer:** They don't have a urinalysis program here?

250 **KIL2:** The Commanders have a urinalysis program, but we don't have a, a theater
251 a wide person that are trackin the analysis because we did, we have to do our drug
252 suppression, um survey every year, and from what we have been, the results that we got
253 back, they're sending the stuff off to Tripler, but the Commanders, but the time Tripler
254 does the, um, testing and get back with them the Commanders have left theater so, they
255 have to try to find the Commanders, and um we get results of positive urinalysis that, you
256 know, like a year old, so you know, if they had someone here in theatre that was trackin
257 that and not just from Tripler to the Commander, ah I forgot what . . . what is it . . . ah a
258 BCD person? A BCD person? I can't remember the name of the person that overall
259 tracks, but on a post that tracks the urinalysis. But yeah, we need that person here. As far
260 as morale and um, something that can increase the interpersonal relationship toward
261 soldiers, sailors, and airmen, um, (pause), I can't think of anything.

262 **Interviewer:** Nothing comes to mind?

263 **KIL2:** No.

264 **Interviewer:** Okay. Anything that you would get rid of? On BAF? To help improve
265 things.

266 **KIL2:** What, something I know they have "Hip Hop Nights", Salsa night and all
267 that which are morale boosters, and, um, once I heard about that I thought that we would
268 get um, a lot more reports, because, um, soldiers are there, you know, interacting with
269 each other, but I think because of the fact that alcohol is not involved that that's the
270 reason we're not getting reports, so, um, that did um, spark an interst of mine once I heard
271 about it, but we haven't gotten anything from that yet, or any type of report back from
272 that, so I wouldn't say take that away. I'd let the soldiers have fun. Um, (pause), nope.
273 (laughs)

274 **Interviewer:** That's all right. That's cool.

275 **KIL2:** I, I am fine, my morale is good. (cross laughing)

276 **Interviewer:** Okay, um I think that's basically it for our interview today. I really
277 appreciate your time, taking time to come talk to me.

278 **KIL2:** Thank you.

279 **~End Transcript~**

Key Informant Legal 3: KIL3

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Interviewer: Can you tell me a little bit about how long you've been on Bagram?

KIL3: I've been on Bagram, I arrived here 10 September. I've been here just a little bit less than a month.

Interviewer: Okay. And uh, in that time that you've been here, can you talk to me a little bit about ah, um, interpersonal safety issues? And when I say interpersonal safety, I'm talking about military on military, whether, ah, it be any branch of service, United States military service. Either positive or concerning issues that you've noticed between military personnel already in the, in the short time that you've been here.

KIL3: Uh, as far as safety is concerned, I guess if we're looking from a violent standpoint, you know obviously we are at a main fire, a main operating base, we're in a fire base essentially and in Afghanistan. So I mean there's always, you know, the fact that we are on the edge you know, in a combat mindset while were here, although I don't think it's as heightened as it would be if you were at a forward fire base, or you know, or a COB or something like that outside of this area. I will say that a lot of the stresses do seem to still be here, you know, for personnel. Um, we have experienced in assaults, ah, since we've been on the base.

Interviewer: Physical assaults?

KIL3: Yeah physical assaults, ah, you know, mostly you know military person against military person. A few civilian contractors ah against other civilian contractors as well. And then as well as, you know, military personnel against law enforcement officers as well.

Interviewer: Um, with the assaults, do you see primarily male on male? Or male on female? Female on female? What's your experience?

KIL3: We've seen, we've seen basically all those. I will say primarily male on male, um, I think the mindset is, you know obviously we do have a problem with sexual assaults um just in the AOR in general. BAF actually really isn't that bad, statistically it is not as bad. And we do a proactive measures out there to counter that. But of course all we know are the ones that are reported, so you know the, the restricted reports that go though medical we don't, you know, normally get any kind of, um, even notification of those whatsoever. Unless they were released by the individual who was assaulted, it's up

32 to them. Um. But as far as assaults, I'd say you know it, the, the range on them, you
33 know, everything from very minor, you know pushing and shoving or maybe attempted
34 assaults. You know threats, things of that sort, all the way up to, you know, recently we
35 had someone ah, draw a loaded weapon, an intoxicated individual, soldier draw a
36 weapon, ah, chamber around in that weapon. It was a pistol, and then ah, point it at one
37 of our military police officers. And so luckily they were able to talk the guy down
38 without having to escalate force and use deadly force against that individual. But ah
39 there was warranted...

40 **Interviewer:** He was intoxicated?

41 **KIL3:** He was intoxicated, yes. Yeah we do have an alcohol problem on BAF,
42 even though it is illegal you know for military personnel, and even civilian personnel
43 now. Um, or civilian contract personnel now through GO1 Bravo. The issue is that we
44 can hold, we can actually hold them both, legally we can hold them both accountable, but
45 there's nothing really civilian related, unless you're transporting it here without paying
46 taxes, or have a license, ah for the purpose of sales. We can't really do too much with the
47 civilians here with, the legal just won't take it. Because trying to find someone to
48 prosecute a civilian, after they're fired and sent back to the States, for use of alcohol, is,
49 is really a needle in a haystack back home you know.

50 **Interviewer:** How do they get the alcohol here?

51 **KIL3:** Recently we had 33 pint bottles of ah, of vodka that we recently seized, as
52 a matter of fact, within the last three or four days that were just sent by an individual's,
53 his friend's wife. It was a civilian contractor was sent by his friend's wife here. Um, you
54 know we suspect this point that that individual had them up for sale, and we confiscated
55 \$1,900 in small bills off the individual. And we think there was about 11 bottles per box,
56 and we think, ah you know, we've confiscated 33. So that's three boxes that we've had
57 or we think that he's had ...

58 **Interviewer:** And these boxes came from where? I mean ...

59 **KIL3:** Ah, the States, Georgia, they came from Georgia.

60 **Interviewer:** So, they came in the ...?

61 **KIL3:** In the mail, just through the postal service out here. They were mailed to
62 him, and yeah we suspected he's had it ... he's been a contractor out here for about two

63 years now and he's been doing it for a while and seen others do it. He wasn't too
64 concerned about losing his job when we got him, very much clammed up. But, ah, from
65 what we could gather, he's been selling these bottles for approximately \$50 to \$100 each,
66 just a pint bottle, of really kind of rot-gut cheap vodka, but you know there's obviously a
67 consumer out there you know? So there is a want for the product, and this individual was
68 able to obtain a product and then obviously sell the product and going to make some
69 money ah doing that. Don't know how long he's been doing it for, but you know, we ...
70 from what we can gather, there was 11 boxes shipped. Um, of course we've only
71 recovered three of them, so you figure you know 11 x 11, you know I mean we've only
72 confiscated 33 bottles off of that. How many has he sold out there? The fact that he had
73 \$1,900 in his pocket, so it is out there. We've had ah, a lot of cases, we confiscated
74 approximately two pounds of ah, narcotics per month. Everything from Naswar, which is
75 a chewing tobacco dip, whatever. I don't know some type of dip that they use.

76 **Interviewer:** What is it called?

77 **KIL3:** Naswar they use, I don't know.

78 **Interviewer:** Naswar? And where does that come from?

79 **KIL3:** That's actually an Afghani product, an Afghan product that they have.
80 That uh, mainly Afghans use, they claim it's, it's a wood ash with tobacco, and but when
81 we tested it, it tested positive for methamphetamines. Um, there's an issue with that ...

82 **Interviewer:** So if somebody uses it, they'll test positive for meth-amphet?

83 **KIL3:** Yes they will. So yeah you know, we see that of course, you know, the
84 hash ah, we've ah ... plus some people for heroin out here, military members as well.

85 **Interviewer:** Does it happen often or no?

86 **KIL3:** I'd say, I mean often enough, more than it is at home station that I've
87 seen. And I don't know if it's because we have 36,000 people here, you know there's
88 just more people on the base. Or, you know, the fact that we have a lot of transient
89 people coming through. Or, you know, it's easier to obtain for them when they're out,
90 you know, in close contact with the local nationals. Um, you know I mean we've tracked
91 down, we've had local nationals bring it on base before. We've had people throwing it
92 over the fence, you know, through the wire. And, ah, you know, military members
93 getting a hold of it. We've had, ah, you know, people coming from missions that have it

94 on their person. We've had a couple of overdoses, ah, as well from heroin, and other
95 drugs. Um, I know a couple of the FOBs that we manage out there, um we've had a
96 couple of deaths from overdoses of narcotics. Um, so I mean there is a problem of that,
97 and you know of course as law enforcement we see it a lot more, because every case, you
98 know, comes underneath our umbrella. You know we do see it, but with that said I mean
99 for a population of, of uh, 36,000 it's pretty, pretty high I think. You know, especially
100 when you're looking at our demographics as far, you know, military and supposedly
101 responsible people, so.

102 **Interviewer:** Going back to the soldier with, who pointed the weapon at um one of your
103 law enforcement officers, did you ever find out why he did that? Or did you understand
104 why he did that?

105 **KIL3:** No Ma'am, ah, what we got basically was ah, he was walking
106 along the side of the road, um, ah, um, appeared to be probably intoxicated you know. I
107 mean obviously, you know military policeman was a reasonable peace officer at the time,
108 went ahead and just made a routine stop ah, with the individual. Um, At which time, ah,
109 you know, the individual just became kind of irate, did not want approach the military
110 police vehicle. As the officers were stepping out, he went ahead and uh, drew his
111 weapon and chambered a round, placed his weapon on fire and aimed it at the officers.
112 And they were able to talk to him and uh, you know, get him to put the weapon down.
113 Um, once they apprehended the individual, of course, they came back in and he was
114 exhibiting a lot of signs and symptoms of being on the influence of, you know something.
115 Either it was narcotics or alcohol, it appeared to be alcohol at the time. Like you know,
116 the odor of an alcoholic beverage emitting from his person, ah horizontal gaze with
117 nystagmus was you know pretty jacked up. You know, I guess he might have had
118 nystagmus part of 45 degrees, he was pretty highly intoxicated. And I think we're still
119 waiting on the BAC to come back, also on the PBT he blew hot on that as well. As well
120 as, just, you know, other physical characteristics that the guy was exhibiting on the scene,
121 but so they took the guy and apprehended him. And then later actually it spilled out to
122 where apparently he told his chain of command that he received the alcohol from his First
123 Sergeant and a Major. They were drinking together during some football games. Well
124 the commander went ahead and ordered an inspection of ah these rooms, the inspection

125 was a little messed up on how they did the paperwork. But any way we did go inspect
126 their rooms, we inspected two rooms, one of them was a wrong room because of what it
127 said on the paperwork. Um, and ah prior to this, although I do believe the commander
128 was unaware of it, but of course the Sergeant Major and this other First Sergeant, um, not
129 the one who we suspected of possessing alcohol, were distributing alcohol. But the other
130 First Sergeant ah, went in about three hours before, we went down to the our actually
131 ordered search of the room for the contraband. The, ah Sergeant Major and the First
132 Sergeant and did a health and welfare inspection. And what we suspect is, they probably
133 forewarned the, the, ah perpetrators that, you know, to get rid of their contraband. And
134 because we arrived, they were very cordial to us, almost in a joking manner, and then ah
135 you know once we went ahead and conducted the search, of course we had negative
136 findings. Well a couple days after this, ah, we get a report from the individual that drew
137 the weapon on our officers, that the First Sergeant who was suspected of alcohol, the one
138 apparently that this guy may or may not have ah told the commander about, came down
139 and filed a report with us that this First Sergeant approached him at the smoke pit and had
140 some words and made some...communicated a threat to him basically saying, "If you
141 come within three meters of me, I'll, I'll kill you". So, ah, we brought that first sergeant
142 in for an interview, um, he went ahead and declined legal counsel. Agreed to make a
143 written statement and basically admitted the offence. Said that yeah he did that, that the
144 individual was unloyal, um he should have kept his mouth shut and you know so on and
145 so forth. And, that you know, he would indeed be violent with this individual if the guy
146 came up to him. So at that point, you know, we turned our report over to his commander,
147 I'm not sure what his disposition is at this time. But they've had a couple of problems
148 with, with that First sergeant, and the Major as well. But it seems kind of like a "good
149 old boy" system going on over there. But um, with that said, obviously ...

150 **Interviewer:** And where was this at?

151 **KIL3:** Ah, I can't remember the unit off the top of my head. It was a
152 communications unit on Army M1, down the street, ah, right in the Rockusan village. I
153 mean basically straight down and off to your right.

154 **Interviewer:** I gottacha.

155 **KIL3:** Yeah, so I can't remember what unit it is. It's a reserve unit that's

156 attached to the 101st somehow, I guess in a support role. Probably like an HSB or
157 something like that, communications unit you know.

158 **Interviewer:** Okay.

159 **KIL3:** But they were very afraid of this First Sergeant, because apparently he was
160 a prior special forces guy. And, you know, a prior Army *** [0:11:00] guy, but I mean
161 they had a lot of concerns, but once we got a hold of him, you know, the guy wasn't, it
162 wasn't really any, a contender I guess if you will. So he's pretty compliant as to what he
163 did.

164 **Interviewer:** What about any assaults on women?

165 **KIL3:** Assaults on women, recently, ah, I know that FOB Fenty, we've had two
166 sexual assaults on women by local nationals. Ah, one, as a matter of fact we had five of
167 our personnel down there received impact achievement medals for, for quickly solving
168 the first one. Um, what was it... I believe a navy intel female, young enlisted type that
169 was attached down there. To a unit, she was in the shower, two local national, well
170 actually Afghan military personnel um, went into the shower facility, kicked the shower
171 door open and then proceeded to kind of pin her against the wall and grope her. She was
172 able to escape, ah, got her PT clothes on. Knew who her OSI was, because she'd been
173 working with OSI. Um, got her PT stuff, ran out, kind of threw her PT uniform on,
174 enroute and then arrived at OSI and went ahead and a filed the complaint. In which time
175 it quickly got routed over to our guys over at Fenty, who ah, dispatched out, she had a
176 really good like a salute report, a very good description of the people. And uh, nabbed
177 them up as they were leaving the base, and then their commander arrived and proceeded
178 to uh beat them a little bit. I guess in front of our MPs until he was stopped, because at
179 which time he pulled out an extendable baton and was basically going to kill the
180 individuals on the spot. And uh, not sure what happened after that, of course they were
181 released back over to the Afghan army, to their commander, who took them off the base,
182 so. No idea what happened. The ah second one down there was very similar, um, a
183 couple of Afghan army guys, a female's riding as a passenger in a vehicle. Uh, they were
184 driving slowly through, it was like a pedestrian area, they were driving slowly through.
185 They approached the vehicle, reached into the window and groped her through the
186 window, groped her breasts through the window and made some inappropriate

187 comments. And they kind of left, and they were apprehended, you know, subsequently
188 very shortly after that. We've got, on this base I know ... since I've been here, we
189 haven't had any super important ones. We've heard intel that some local nationals
190 actually assaulted an Army female, at one of the ECPs that we're looking into right now.
191 Um, and I've heard rumor tell of about three restricted reports that have gone through the
192 SARC office. But I mean again, we'll hear about them but we don't have any kind of
193 official report on those. I don't know who the individuals were, and they're very, very
194 sealed up when it comes to, comes to those reports unless it's released.

195 **Interviewer:** Right.

196 **KIL3:** Um, but again, I mean if you look at you know three restricted reports that
197 went to the SARC, and obviously the 2 unrestricted reports that went to ah, FOB Fenty,
198 um, on average you're looking at about probably 20% of what really happens on base you
199 know? So with that said, you know you're probably looking at what? You know another
200 almost, you know, 50 more probably that have happened that we don't know about.

201 **Interviewer:** Do you hear about any sexual assaults on men that you know of?

202 **KIL3:** Ah, not on men so far. No I have heard a rumor in the past that there's
203 been some sexual assaults on men, everything from you know local nationals groping, ah,
204 American service men and contractors to even, you know, military personnel or
205 contractors sexually assaulting local nationals. Um, as well as, you know, military on
206 military sexual assaults as well. Men on men, but not really, I mean it's a needle in a
207 haystack. Of course when it does hit, you know, a report chain's kind of, it's talked
208 about because something unusual you know? And I think just from the way our society
209 is about, you know, homosexuality its kind of like a big topic all of a sudden you know?
210 They're like "Woah" you know, "This is weird" so something bizarre happened. So it
211 does get talked about, but since we've been here and even during my last deployment, I
212 don't remember hearing of any male ah on male sexual ... well... I take that back, I did
213 hear of one that happened at Aludid, that was a bone fide report that went through. And
214 ah I don't think it was an intended sexual assault, as much as it was like a prank or a joke
215 type of deal. Ah, basically another one Airman went up to another and both non-
216 commission officers and the like smacked them on the behind. And said you know,
217 "Good game" or something like that, well the other guy was offended by that and went

218 ahead and reported that. And it was, you know, under the UCMJ it was considered, you
219 know, an assault so and that was that. But that, that's the only one I know of for sure that
220 I've ever dealt with.

221 **Interviewer:** I see. What about the physical, back to the physical assaults here on BAF
222 which you said you get some reports of those, um physical assaults on women just battery
223 type of deal, have you seen?

224 **KIL3:** I haven't heard much, um I mean since we've been here on this
225 deployment. I do know that they happen. Ah, normally, normally pushing and shoving
226 you know? The occasional, you know, strike, full blown strike, ah, will occur. But it's, it
227 really seems to revolve around some type of relationship you know? Ah, dealing with,
228 you know, emotions or a sexual relationship ah, between two individuals. Um, I know
229 that the ones that we've dealt with in the past have been ah ... normally its, it's ... I mean
230 it runs a gamut from, ah I've seen like one case, it just pops out in my, my head was an
231 individual and a married female were having a sexual relationship over in the AOR. Ah,
232 female goes back to her home station, husband finds out about the sexual relationship, he
233 then, ah, deploys subsequently later on to the same AOR. Tracks the individual down
234 that was sleeping with his wife, and assaulted that individual and pretty, pretty roughly as
235 well. The ah, like I was sayin, you know, I've seen a couple where, you know, ah, male
236 individuals is sleeping with, you know, two more females. They find out about it, either
237 assault each other or both go confront him, which either becomes assaultive towards the
238 individual.

239 **Interviewer:** But you haven't seen that on BAF yet?

240 **KIL3:** No, not since we've been here. Um. And again, I mean these are only
241 ones that get reported to us. The only, I'm trying to think. The only assault that we've
242 had that's been reported in since we've been here, beside the one on the officers, was a
243 couple of contractors got into some fisty cuffs with one another and I think it was, we
244 settled it as a mutual affray I think it was. It was settled as a mutual affray, it's kind of
245 some ...

246 **Interviewer:** Got into a, got into a...what was the word you said?

247 **KIL3:** A mutual affray?

248 **Interviewer:** No.

249 **KIL3:** Oh fisty cuffs, yeah.

250 **Interviewer:** What does that mean?

251 **KIL3:** They were basically shoving and pushing each other, ...

252 **Interviewer:** Ah, okay.

253 **KIL3:** ...trying to hit each other or something, it had gotten a little bit, or heated
254 discussion apparently. But it wasn't, you know, anything, ah, you know a super ... I
255 mean obviously it was a substantiated assault, but, but... you know there was no hard
256 injuries or anything like that you know? And I think a lot of those really for, in the
257 military get chalked up it's kind of like nothing, you know? I mean it just so happened
258 that these were two civilians that, that got into it, so therefore one of them came down
259 and decided he wanted to report it. Whether it was out of spite of what, it doesn't really
260 matter at that point, we got the report and went ahead and had it investigated. The
261 military, I mean obviously they do happen. Um. Yeah units, you have people in tight
262 living conditions, you know, with each other for an extended period of time. Um. You
263 know tempers flare, you know the standard team building stuff, you know, goes on. You
264 get to the storming phase and people, a lot of times deal with it out of emotion and don't
265 really think things through. The next thing you know, you know, they're engaged in
266 combat with one another. Uh. So, but I think a lot of times, you know, those types of
267 incidents get broken up by whoever's there. You know whoever's in charge there,
268 whether it's, you know the NCOs who happen to be on scene at that point. Or, ah, you
269 know, their buddies you know break those fights up and that's kind of, it's kind of
270 smoothed over after that. Whether it's truly resolved at the end, I don't know. But the
271 ah, but I know that they, they do happen, I mean, I'm sure a lot more, I know that I least
272 in the units that I've been in, you know they've happened, and it will be kinda like "break
273 it up". You know, shake hands and give each other a hug type of deal. But ah
274 nonetheless an assault is occurring. Now whether they get reported through law enfor...,
275 or er get a report to law enforcement or some channels of not is, you know, kinda ... it's,
276 it's shaky at best, they happen a lot more than they report it to us. You know a lot of
277 people don't want to get us involved with things, because they don't want to get their
278 buddy in trouble or one of their troops in trouble, or even possibly themselves in trouble
279 you know so.

280 **Interviewer:** Oh I see, so they're basically handled, um, at the command level?

281 **KIL3:** I wouldn't even say the command level, I'd say even less than that. I
282 mean obviously, you know, every non-commission officer, every officer has the authority
283 to apprehend. And any non-rate as the authority to go ahead and, uh, detain until an
284 apprehending individual can come, by the UCMJ. I think, ah, what the issue is, is that a
285 lot of people don't understand the UCMJ, so they don't use it. That's, that's one issue,
286 two ... um, or don't understand it, you know that they have the authority, or how to do it.
287 You know they don't want to do it wrong, you know something legally wrong and then
288 be in trouble themselves, so they just don't do it. So there's probably the three issues that
289 affect that a lot. Um, but the overwhelming issue is that they don't want to get their
290 buddy, or their, their Soldier, Airman, Sailor, Marine in trouble you know? So they
291 handle it at the lowest level. I mean now for instance, I mean obviously you know if, if
292 ah, you know two guys get into a fight and, and their fire team leader or squad leader
293 happens to be there, they're probably just going to break it up and then separate the
294 individuals and talk to em. Now whether they do administrative counseling afterward or
295 anything, I mean that really would be on the unit. We would never see anything about
296 that as far as, you know being able to statistically report that or anything.

297 **Interviewer:** Uh hum.

298 **KIL3:** Um. It's only really once we get involved as a law enforcement entity.
299 You know, I mean for instance if two people get into a fight and sergeant Schmoe
300 decides down line that he wants to call us out, then we go out there and we handle the
301 apprehension and the investigation that's behind that. Um, along with legal, but at that
302 point it would be reported, we would put it on the blotter. But if it's just two guys who
303 get into a fight in the unit, you know, at the RSOI tent or something like that, then it gets
304 broken up and never talked about again. It's, you know, it's almost as if it never
305 happened a lot of the times, so but they do occur.

306 **Interviewer:** What about, um, just going back real quick to substance abuse, um, and
307 alcohol use, how many individuals would you say that you've seen that have involved
308 women with substance abuse?

309 **KIL3:** We just had two, we just ... I think we apprehended ah, two female
310 civilian contractors yesterday.

311 **Interviewer:** No military though?

312 **KIL3:** Um. Not since I've been here, no. Like I say, we've been here less
313 than a month so um, it does happen, um, you know. I, you know, I mean it does. I know
314 from our predecessors that they apprehended a few. Um. Doin just kind of like our local,
315 you know, really just what we call "operation hangover" so we all stand, you know, in a
316 condensed area where they may be having an event. And then we'll, you know, Legal will
317 give us a ratio of you know like 1:4 or whatever, so there'd be fouth persons, you know,
318 that walks past our cordon or whatever. You know, we'll stop them and have them do a
319 PDT. At that point if they, if they blow hot ...

320 **Interviewer:** A PDT?

321 **KIL3:** Ah, Portable breath test.

322 **Interviewer:** Okay.

323 **KIL3:** So if they blow hot, or if they exuding any kind of other signs of
324 intoxication, we'll go ahead and bring them in. You know whether we test blood or
325 urine, see if there's any intoxicants in their body. Um.

326 **Interviewer:** If I told you the words "Taliban tavern" would that mean anything to you?

327 **KIL3:** No, uh-uh, it would not. Taliban tavern does not.

328 **Interviewer:** Okay.

329 **KIL3:** Should it? (laughs) Are we going to have a subsequent interview
330 after this?

331 **Interviewer:** (laughs) Um. What about homicide?

332 **KIL3:** Homicide, um, they do occur. Mostly we've seen some negligent
333 homicides, ah, one in particular deemed a substance abuse. We had an individual that
334 came through our detainment facility here, um, enroute to post-trial confinement. He was
335 found guilty and convicted of three years. Um. Basically it was trying, I'm trying to
336 remember how, how they chalked it up, it was a negligent homicide. He provided the
337 individual with drugs, and the individual OD'd and died. And the individual rang in our
338 D-cell, whose in there under a suspicion of murder. There was one down at Fenty whose
339 under suspicion of murder, both an incident with local nationals, shooting a local
340 national. So investigations are pending on that.

341 **Interviewer:** Were they, were they out on patrol and ...?

342 **KIL3:** Apparently one of them, the, allegedly he was out on patrol. Ah. They had
343 brought an individual back in for questioning, um, they were conducting a preliminary,
344 ah, interrogation session with the individual. And allegedly the soldier snapped, is what
345 they said, and shot the, shot the detainee in the head. The other one, the allegations were
346 the individual was in the tower was aiming at local nationals, and squeezing the trigger,
347 aiming through his, his scope at local nationals and squeezing the trigger. Apparently the
348 same time, he had taken the weapon off safe, squeezed the trigger and fired one round
349 into a local national's neck, ah, killing the individual. So those are the two allegations
350 that we have. Um. There was ah, the last crew had, an individual came in for murder,
351 and it was after a pretty big investigation that he had ran with CID and OSI. Ah, I know
352 that, you know, obviously police was involved with it, but uh, the individual's squad was
353 afraid of him. I guess he was kind of a, a known to be like a crazy kind of bad "moe-foe"
354 you know type of guy and, so they were afraid of him, and he was threatening to kill
355 them if they ever said anything about anything. And he was doing all the hanging stuff
356 and like robbing his own guys at gun point and stuff so... He came through here, our
357 guys took him down and then, ah, got him detained and, you know, he was court
358 martialled later on. I'm not sure what the disposition case was, but he was found guilty of
359 like a whole bunch of offences, to include murder as well, so. Um. So, you know, it is
360 out there.

361 **Interviewer:** What, what about, do you ever see anything like gang violence here?

362 **KIL3:** No.

363 **Interviewer:** Any gang-sign or anything like that?

364 **KIL3:** You do, I mean you see you know the, you know, ambiguous kind of
365 gangsteresk tagging and stuff you know, in the, you know, the latrines and other kind of
366 common areas and stuff like that. Nothing that we have substantiated right now as far as
367 any kind of gang membership. I don't think that's as huge of a problem in the military as
368 as uh, we've made it out to be. You know, I will say there's probably people gaining
369 affiliation there, from whatever neighborhood they're at. Or possibly, you know, prior
370 gang members, or even some active gang members. I mean they're so disbursed once
371 they get in the military, it's not like they can really form you know type of allegiance.
372 Um, I mean you will see, you know, military members will kind of congregate, I guess,

373 toward people that come from their own, you know, similar backgrounds. You know the
374 old birds of a feather type of deal, you know, I mean if you get an enlisted club any given
375 Friday night, a lot of times on an overseas bases you'll see, you know? A lot of times,
376 you know, the Hispanic, you know, personnel hang out together and African, American
377 personnel will hang out together. And then country and that, of course you'll have the
378 southern kind of, you know, redneck personnel kind of hanging out together, but whether
379 it's bone fide. You know they may meet their own gang signs, or wearing gang colors or
380 gang type of clothing. Um. You know, I just consider that from, you know, from our
381 generation. You know, whether it's bone fide gang activity and actual, you know, they
382 were planning operations...

383 **(knock on door/interruption: Pause. Interview moved to a different room)**

384 **Interviewer:** (Interviewer's question not caught on recording.)

385 **KIL3:** ... job is so commonplace, like it doesn't even bug any more. You know.
386 Yeah, I will tell you though its better to be a layman, you know.

387 **Interviewer:** Better to be what?

388 **KIL3:** Better to be a layman.

389 **Interviewer:** A layman?

390 **KIL3:** Yeah, it is, cause some of the stuff you see is pretty ... heinous, weird
391 stuff you know. You really kind of keep focused on the internal people factor that
392 humans have you know?

393 **Interviewer:** Yeah, well, if you've done law enforcement for a while, it's bound to open
394 your eyes to a lot of things that people don't normally get to see.

395 **KIL3:** Yeah. Well you know people, everybody lies, everybody has skeletons in
396 their closet, everybody. There's not one person in the world who does not, Dalai Lama
397 himself will lie, I don't understand. But uh, it kind of negates your ah trust factor with
398 people quite a bit, and then on top of that too you know we get what we call the "John
399 Wayne syndrome" where you hang out like other law enforcement officers. And, you
400 know, that's basically like your soul kind of group of people. You know we don't get out
401 and know too many other people we could do something with or relate well, I guess.

402 **Interviewer:** Okay um, leaving homicide and going uh, from gang violence to talk
403 about suicide for a minute. Um, since you've been here, have you seen any or

404 experienced any issues related to suicide on BAF or what's your experience?

405 **KIL3:** No we haven't, I only had two. The last rotation had two uh
406 completed suicides and a plethora of attempted suicides, or you know suicide ideations
407 that they dealt with.

408 **Interviewer:** Were any of those women at all or no?

409 **KIL3:** No, I believe the two, well I'm sure that the suicidal ideations, I know
410 there's a few females that they had um, were suicidal gestures. Um. You know, I don't
411 know, I can't give you anything factually based whether, you know, the intent was
412 factual bone fide. Or whether it was, you know, a, a plea for help or attention. You
413 know at that point, you know, that comes out usually later on.

414 **Interviewer:** And no completed female suicides at all?

415 **KIL3:** No completed females, two males. Ah, I believe both gunshots on both of
416 those, gunshots to the head.

417 **Interviewer:** What about um, domestic violence issues or intimate partner issues, have
418 you experienced or seen anything like that?

419 **KIL3:** Ah we haven't, I mean here, since we've been here. I know the last crew
420 did, again you know it boils down to normally the, you know the relationship, you know,
421 gone array somehow. And then all of a sudden, you know, whatever it may be. I mean,
422 man or something [unintelligible *** [0:02:15] and whether, and they caught a VD from
423 that person. Or they were messing around on em, or you know, information came out
424 and they got in trouble with their chain of command or something. Normally that's that's
425 uh, how those work out. Um. I have heard tale though of, you know, husband and wives
426 being in the warrant office, you know, leaving in close proximity to each other and some
427 domestic violence. But mostly minor, I mean nothing, really no aggravated batteries or
428 anything of that nature that I've heard of uh recently. I'm not saying that it doesn't
429 happen; you know again I'm sure it's out there. And, you know, I would be probably
430 amiss to say that it doesn't, but uh, since we've been here ... I mean as far as any kind of
431 stats I could provide you, you know, we haven't dealt with any so far. But again, we've
432 only been here just over three weeks, it's a little less than a month. I'm always confident.

433 **Interviewer:** The fun is just beginning?

434 **KIL3:** Yeah.

435 **Interviewer:** Okay. Um. And what about theft issues?

436 **KIL3:** Theft, huge. Huge, huge, huge, huge, huge. That is probably 90%
437 of our case load, is thefts. Thefts and damages to property um, that we deal with. You
438 know, I mean we do have, like I said, a fair array of, of the GO1 violations with thefts are
439 big.

440 **Interviewer:** What's GO1?

441 **KIL3:** General Order No.1.

442 **Interviewer:** What do you mean by GO1 violation?

443 **KIL3:** Ah, GO1 is like the, like the ah, you know you can't have, ah, they differ
444 from service basically, you can't, you know, have ah persons of the opposite sex enter
445 your dorm room. No alcoholic beverages, ah, you know, consumption, possession or
446 distribution ...

447 **Interviewer:** But persons of the same sex can enter your ...

448 **KIL3:** Right, yeah, yeah like you can have, also your buddy can be your
449 roommate. The Army ... Army, Navy, Airforce, Marines, all look at it a little bit
450 differently. Like the Army, you can actually domicile in certain areas with your spouse.
451 Ah, females can enter rooms for, ah, you know, business purposes. But you have to leave
452 the room door open, or even to relax like play video games you have to leave the room
453 door open. Now the Airforce, you can't at all. Like if you put one toe over, you know,
454 over my threshold then it's done. You know we're both in big trouble you know at point,
455 and they're going to raise the flag for everything from, you know, GO1 violation,
456 fraternization, to I mean just everything. So you know, and I mean unless of course like
457 an emergency or something like that you know? You walk by a room and I hear a gun
458 shot and I'm laying on the ground or something like that, then obviously you can enter
459 my room at that point, I'm sure it would be null and void, your commander probably
460 wouldn't care. But, but ah, yeah again it all boils down to ...to ah, really the
461 punishments are all deemed out by the commander with advice, you know from legal. So
462 whatever, whatever step that comes up from.

463 **Interviewer:** Okay, so, but you said 90% is theft.

464 **KIL3:** Yeah thefts are huge, yeah back on track sorry, I digressed a little bit.

465 **Interviewer:** That's all right.

466 **KIL3:** But ah, back on track with the theft stuff, we deal on average with
467 probably two to three a day, of thefts. Normally from the PAX terminal is one.

468 **Interviewer:** Really?

469 **KIL3:** Yeah, PAX terminal is huge because you know they have a lot of
470 people that stage bags out there. RSOI tents are huge, because people leave their things
471 in there and ...

472 **Interviewer:** RSOI tents are what?

473 **KIL3:** That's the ah, what's that? That's basically the transient tents.

474 **Interviewer:** Oh, I see.

475 **KIL3:** But you know people are going back R&R transiting it through to this
476 AOR. They'll be in there and, you know, someone leaves their stuff hanging around, and
477 they always seem to be from laptops to sleeping bags to towels to clothes to helmets and
478 you know ah personal protective, you know body amour equipment. You name it, you
479 know if you, if you leave it, it's going to get picked up so securing items is a must here.
480 And you know, I mean it's very unfortunate that we're in the military and is supposed to
481 be looking out for each other, but people do that quite a bit.

482 **Interviewer:** Do you think some of these thefts are between the military personnel?

483 **KIL3:** Oh absolutely, absolutely, I know they are.

484 **Interviewer:** Uh hum. Do you ever get females who are ...?

485 **KIL3:** Get things stolen?

486 **Interviewer:** Not getting, well maybe or steal?

487 **KIL3:** Or they steal? Sure, yeah I mean they're just as bigger thieves as
488 guys are. You know, I mean no one's immune from that I don't think. Um. Females, I'll
489 say the ah thefts that we have are AFEEs facilities, so, the store, a lot of times I'll say we
490 have a higher percentage of females stealing from, from the store than females stealing
491 from the PAX terminal or RSOI tents a lot of times. And, yeah I don't know what the
492 breakdown is on that, but you know it'll be you know mostly you'll see females stealing
493 clothes, personal hygiene products and makeup. Those are the big things, and stationary
494 for some reason, they'll, they like to get stationary, I don't know why you guys like
495 stationary. But ah, guys steal ah (laughs a little) believe it or not, crap that you can get at
496 the chow hall, you know? Sodas and candy, I mean stuff you could walk right over to the

497 USO and just get, they'll steal. Um. You know, ah, knives seem to be a big one, they like
498 to steal ah, you know small military equipment, whether some insignia or, you know, a
499 dummy cord for your weapon. Or just something, you know, kind of cool, you know
500 cool military gear, guys will steal a lot of stuff like that. Um. And tobacco products, you
501 know, they, guys normally go for that. But yeah females are, you know, clothes, personal
502 hygiene products, makeup and stationary for some reason, we see a lot of that with it.

503 **Interesting:** That's interesting. Um. If you had to pick the biggest trouble spot on BAF,
504 where would it be?

505 **KIL3:** The biggest trouble spot on BAF, well the whole base really. Ah, I would
506 say as far as assaults, obviously in the dorms. Any given dorms, um, is where we see the
507 majority amount. And normally it's going to be your condensed living facilities where
508 you have, ah, a lot of people living in a small area. So you're, you're transient tents for
509 instance. Or, you know, rooms a lot of times with you know we have six people bunked
510 in a room, um, so you know um, so, close quarters. You know you're living with
511 someone six to 15 months, you know, right next to them all the time. It, it, you know, of
512 course people get stressed out and the way they deal with it, you know, really boils down
513 to their background and, and how emotionally stable they are. Or how they think the
514 process through, which as we know in emotions, that emotional fossset gets turned on a lot
515 of times, you know the thought process is gone, you simply, you know, react on, on
516 instinct if you will. So ...um,

517 **Interviewer:** Do you see like particular areas though on BAF like north, south, east,
518 west?

519 **KIL3:** No I think it's all about even...um

520 **Interviewer:** Really?

521 **KIL3:** With that, ah, we've had incidents, almost an even stem, I mean it ebbs
522 and flows, but almost an even stem of incidents happening in every area on BAF. Um, I
523 will say though, again, the assaults are, are very prevalent in the, in the crowded living
524 facilities that we have. You know especially with the surge going on, we've got too
525 many people in, that, than this base can support, to be quite honest. I mean the
526 infrastructure on this base is not designed to support 36,000 people, you know.

527 **Interviewer:** So you don't see more in Warrior than you do here over in like Rockusan,

528 or something like that?

529 **KIL3:** No, not that, not that I'm aware of at all.

530 **Interviewer:** Okay.

531 **KIL3:** Thefts are, happen primarily, RSOI tents and the uh, PAX terminal, those
532 are your two hot spots for those all the time. And they're almost impossible to thwart,
533 you know, we just don't have the personnel resources to do it, so.

534 **Interviewer:** You've just destroyed my, my pre-assumptions.

535 **KIL3:** What's that? (laughs) Why?

536 **Interviewer:** That PAX terminal was safe (Laughter).

537 **KIL3:** No, no don't leave your stuff out there with those guys. There's nobody
538 out there to guard it. You know its better you to put it on your back or find a kind of
539 place to secure it.

540 **Interviewer:** Okay, just from you know about BAF so far in terms of programs that
541 available, whether or not they're educational or ah, physical like sports orientated,
542 spiritual orientated, in the chapel or any other programs that you can think of. What
543 programs do you wish that were here on BAF that don't exist.

544 **KIL3:** I don't, I don't think it's, I don't think it's the programs that don't exist. I
545 mean we have decent recreation facilities, and I don't think we have enough of them to
546 support, like I say again the people. I mean we've got, there's three gyms in the general
547 vicinity of like, of like my barracks which are pretty much right down the street from the
548 station. You know we've got the Clam Shell, we've got the Airforce one over there,
549 we're good ...(laughs) and we've got, the ah, there's another one kind of down the way.
550 But the equipment is, it's all right but it's not the greatest. It's always jammed packed
551 and crowded in there, um, I think you know for me that's kind of my stress relief is
552 getting in there, going for a run. You know going for a good workout and smoking the
553 hell out of myself and kind of like, you know, relaxing afterwards. But um, and try to
554 stay in shape as best as I can, but I don't know for a lot of people it's like that to you, but
555 I think you know the people who have potential to use that as a stress relief, don't go
556 there you know? Fat guys don't want to go the gym, because they're fat you know. And
557 they may want to go to the gym, but they don't want to go in there with all the muscle
558 headed guys. You know even though, I mean really no one's going to look at em,

559 because you're kind of paying attention to your own workout. But they don't want to go
560 in there, because you're embarrassed to do it. Um. You know too they might not have
561 been, you know, a gym or exercising or physical exertion orientated person prior to that,
562 don't know who to ask or, you know, what to do out there. Um, certainly, you know, I
563 guess getting that advertisement out there, and also when you go in there, I mean being
564 someone who's familiar with the gym environment, it's still kind of uncomfortable in
565 there because I mean there's so many people. Like you might have to wait a half an hour
566 to get on a machine, it's so crowded. You know the other ah, I guess, you know, the
567 same thing to you I say the USO's always crowded in there, so even trying to get in there
568 and relax and just have a cup of coffee and get on your laptop, you know is always a pain
569 in the ass. And you've got to be really lucky to get a chair in there. Char halls are
570 always jammed packed, um, you know the movie nights that they have are, you know,
571 the movies are outdated and it's kind of lame. And then on top of it, it's always jammed
572 packed to get in there. You know you have to, it's like you almost to be in a rush. And
573 so I think, you know, I guess and I'm just speaking from my level, as a senior NCO or
574 really field grade officers and above, when you have time one to do any of this, you know
575 you're always swamped with work. You always have a pile of papers on your desk, you
576 know, there's always another tasker or another tasker that has to be done. They're all,
577 you know, your priority level one taskers that you have to get completed. So you kind of
578 get in this routine where like, you know, and you're not sleeping well. Um, you know I
579 probably average about four hours of sleep a night, if that. I mean to be honest, you
580 know, I'll get up at four in the morning, 'cause it's the only time when the gym is not
581 super packed, right, I go in there, I'll work out for about an hour. Maybe go run for half
582 an hour, come back, you know conduct personal hygiene and then I make sure my
583 commander's up ready to rock and roll. That he take his malaria pill right? And then, ah,
584 you know, we'll jam out, go to ah chow after that, walk straight into work, open up email,
585 it's like a Christmas box of shit right there you know? Christmas tree with a bunch of
586 shitty packages under it and playing 50 bazillion taskers. You start going through that,
587 plus the last ones that come out that day, and then you know you leave. Then you get
588 home around you know, I don't know, 11 o'clock at night. You know, maybe take
589 another shower, decompress, watch a little bit of TV when the cable works. And then,

590 ah, you know, catch up on some sport scores and ah then get up the next day and do it all
591 over again, about seven days a week. So you know, although there are, I'll just say, I'm
592 just only speaking from my level. I know there are programs out there, you know, I mean
593 I know that they have some recreation programs, some sports. They're not very well
594 advertised, it's very difficult to participate and then because you just don't have time to
595 do it you know? I mean when you can go run the 5K, you know with the base, or when
596 can you go, you know, shoot some hoops or something like that? And it's not a matter of
597 commanders and senior NCOs making time for their troops. The troops actually have, I
598 think, a decent amount of time off,' cause pretty much they show up to work and then all
599 there and they're done you know? And the rest of the day is really theirs. Not all of
600 them, but I mean it's not a matter of us making time for them, but you know we're
601 mandated to work a 12 hour shift here. Um, you know to begin with, of course a ton of
602 work. 'Cause you know, how many taskers can, you know, command or (a) come out
603 with within 12 hours a lot you know? It's a lot of time to brainstorm a couple of taskers
604 and delegate down. So um as far as, you know, the troop level though I think, you know,
605 again it's not a matter of making time, but really advertising the resources out there as far
606 as recreation. Or you know a type of, just any services that you need you know? I mean
607 they have all kinds of stuff where you can go down and get a message if you're willing to
608 wait five days to get it done, you know, and pay for it. Um, you know you can go talk to
609 the chaplain and you can talk to mental health. You know, like how overwhelmed are
610 they you know with the base right now. I mean are you going to be able to get an
611 appointment, they were swamped up? And then with that said to, how good a care are
612 you going to get from them? You know, if they're trying to balance all their taskings
613 with patient care, you know, like say for instance in mental health, how great a care are
614 they really going to be able to give you? Now I'm not saying that it's not heart felt and
615 that they don't, you know, really take their job seriously in trying to do the best that they
616 can, but at the end of the day they're people to so you know.

617 **Interviewer:** What about the substance abuse programs? You mentioned alcohol.

618 **KIL3:** They have them here, I know that there's, you know, an AA group and a
619 narcotics, a narcotics anonymous group that they have. Of course then you can obviously
620 have the chapel or your chain of command, and you know you get pointed in the right

621 direction for that to, but you know from what I've seen in the military, really substance
622 abuse programs are not that great. I know in the Air Force the overall consensus is that,
623 we call it ADAP program, is designed to put people out of the military, it is. And then
624 also you have to work around THEIR schedules, as far as you know getting your, your
625 troops to meetings, um, which we do. But now you have a non-productive troop, so
626 where's the backlash on that happening from? You know the people factor comes in, and
627 all of a sudden you know the chain of command in general, even though we're trying to
628 get that individual help, you know, but more because we have to. You know, I guess it's
629 not, it's not really a heartfelt approach to it, or it's more saying well yeah we're have to do
630 that, get this guy the help, get him to the experts. Get him the help now. But you know
631 now you have a non-productive troop. You know over here in the AOR you don't have
632 time or resources to have that happen, so you know I don't, I don't want to say that
633 commanders haven't, you know, stopped their troops from going to that, or covered
634 things up or whatever, as I'm sure it's happened. You know again the people factor, you
635 know, is everywhere. But um, I guess what I'm trying to say is that you know whether
636 it's said out-front or not, its, you're always going to have that, you know, that kind of
637 stigma, you know, on that person immediately. As soon as you're identified as a
638 substance abuser, and they have to go seek help and you have to let them go seek help,
639 you know all of a sudden that's interfering with the duty schedule that you spent, you
640 know, three months planning. And you know all the taskers that you have coming down
641 and you basically you're just taking man hours away from your unit. You've taken a
642 resource away from your unit to, you know, put it somewhere else. Where in your eyes,
643 you know, as a commander or as a senior NCO, it's not going to be, they're not a
644 productive part of that unit. They're almost like a waste of space at this point, you know?
645 So that's kind of, you know not saying they're not out there, I just don't think they're
646 effective, I think that they're advertised very effectively, and I don't think that ah really
647 that, that the support is there. Because the more we cut back on resources, and really the
648 big one is what-- man hours you know? I mean we cut back our money, so now we have
649 to cut back on people, which means we have to cut back on training and we have to cut
650 back on workload. But the taskers keep coming higher and higher, because we're
651 fighting a war on three fronts right now. So, you know, what do you do? You know, and

652 that's the hole in the mat, just like we discussed earlier on, I kind of told you about how
653 our career field works what do you do? You know, also that one person, you know it's
654 just like if you have a troop get pregnant right before deployment, you know? It should
655 be a joyous occasion right you know? "Hey well congratulations, you're having a baby."
656 "Yeah of course" and I've got someone fully training, ready to rock and roll to take your
657 place on your team, not a problem. But really what it boils down to, is "Fuck" you know,
658 now I've got to get someone trained up. You know they have to go through pre-
659 deployment training and "Oh shit that class is already filled, so we now have to wait.
660 Now it's going to be a late report, commander kicks ass in the body for that one". You
661 know, blah, blah, blah and you're going to have to grab someone who just got back from
662 deployment, so now we're affecting their family. I mean it's, you know, all because of
663 one thing. So really what happens is that troop gets looked on as a shit-bag you know?
664 As opposed to, you know, being somebody who got pregnant and should be a joyous
665 occasion. Having a baby, and hey you know welcome to the world type of deal, we're
666 going to support you as a unit. That should be the stuff we're trying to promote, but they
667 almost make it impossible for us to do that, so I think these are some of the stresses that
668 we definitely see you know. Let alone let a female get pregnant over here, holy shit,
669 that's a big spawn of crap.

670 **Interviewer:** Have you seen that happen?

671 **KIL3:** Oh yeah, I mean not, not during this deployment, but you know on a lot of
672 other deployments I've seen it happen. And it's a big, um, you know, obviously at, at
673 that point it's almost kind of like the commander's put into a box, because they don't
674 want the commander or any of the senior NCOs to ask anything about how it happened,
675 you know what I mean? So the whole GO1 violation, you know, of having sex possibly
676 in somebody's quarters. Now you can have sex all you want, you sure can, but you just
677 can't go in anyone else's quarters to do it. So you know that puts you into, you know, are
678 you the indecent exposure person now? Or you know basically, you know, they don't
679 say it's illegal for anyone to have sex, but it's illegal. You know, so, um, but you can't
680 ask. You know basically you just have to get the medical stuff done and get that person
681 help, unless there's some kind of other illegal activity that comes out of that. You know
682 that they, maybe you know if they were raped or adultery or something like that, but.

683 And all of a sudden, you know, you're sending someone home, so you have a big void
684 open billet, you know in your unit and how are you going to get that filled? It can take
685 three months to do it, because now some other unit has to get someone trained up to come
686 over and take that person's spot.

687 **Interviewer:** In those cases, what happens to the guy?

688 **KIL3:** Well I mean if it comes out, ah, I mean if there was, I mean a blatant GO1
689 violation, then you know they'll both get [unintelligible 20:48] like a letter of reprimand,
690 some kind of like minor administrative stuff. Um, but the guy sticks around you know? I
691 don't know, I mean all kinds of PCS's back to the states, you know. Maybe they get back
692 together, maybe they don't you know, you know.

693 **Interviewer:** Nothing happens UCMJ wise usually?

694 **KIL3:** Usually very minor yeah, you know letter of counseling, letter of
695 reprimand. Letter of Admonishment, something like that you know. Possible Article 15
696 type of stuff, you know, if it was proved that, you know, the GO1 violation occurred, but
697 normally this is kind of like, you know, it's almost like you know, like the don't ask,
698 don't tell thing. Can't ask em about it. Don't talk to him about it, type of deal, unless
699 there's some kind of proof or evidence that shows up, where we have to investigate that.
700 But even at unit level, normally we just send the girl home and that's it. And it's a big
701 pain in the ass afterwards, so you know trying to get someone else to come in to fill the
702 spot. And yeah of course the guy is looked on as, you know, "He's a fucking dirt neck
703 too". And all the rumors in the unit, and you have to tell everyone to stop talking about
704 them and all that kind of stuff you know, but they still do it, you know. It's like the
705 seniors here, "Shh don't talk about it". They forget that we were young sergeants once,
706 young officers once too, so you know.

707 **Interviewer:** Just a couple of more questions for you.

708 **KIL3:** Yes ma'am.

709 **Interviewer:** Just thinking about how to improve interpersonal relationships and
710 interpersonal safety and decrease any violence that does exist on BAF, what would be
711 your number one recommendation?

712 **KIL3:** Wow. I wouldn't even know where to begin with it. Um. Create robots,
713 you know, and deploy them. Um. You know ...

714 **Interviewer:** Is there anything that you think that would be really useful to do?

715 **KIL3:** Well I think the first thing that we have to do here, is we've got to stop the
716 overcrowding on these bases. We have to have the infrastructure, and we have to have the
717 resources to support the amount of personnel that we have. Along with the dynamic that
718 you know that that's basically ever changing. I mean you have people coming in and out
719 all the time, all the time, you know? That's the big thing. Um. Again with any, any team
720 building, I mean you're talking at a very large scale, across, you know, five branches,
721 local nationals, civilians, um, you know other government agencies that are in here, and
722 you're trying to create this big team, you know, to fight this war on terror with that. So,
723 and with all these dynamics changing the biggest thing is always when you introduce
724 someone new into your team. So you may be with your unit in an overcrowded living
725 area, and you know everyone has their routines down, um, you know, they know their
726 priorities of work, everyone's kind of in their comfort zone and you've been together a
727 long time. And all of a sudden 20 other guys from another unit move into your tent, now
728 where, where does that go? You know there's always going to be that standoff approach,
729 so kind of your, you know, your formal stage and then, you know, the introduction stage I
730 guess. And that's going to later on turn into, you know, kind of like why are we here and
731 then establishing, you know, whoever's dominant within that group. And that's going to
732 turn into the big storming phase where people are going to battle it out, and that's where
733 you're, you're more than likely to see the, you know, physical confrontations occur. And
734 that, you know, I mean the fact that I mean, you know again there are a lot of things to
735 do, but you know it's kind of like you're fighting to get, to be there first. And you're
736 fighting to find time to do that, so there are recreational things available here, but there's
737 not enough and they're not very well structured, organized or, you know, equipped for
738 the amount of people that we have. Um, as I was saying, and they need to, the need to
739 put money in here, I mean they need to make these bases, you know, I mean if we're
740 fighting this war and we're in for the long haul, then they make these bases you know,
741 opposed to being an expeditionary base, you know, or or second for a year, you know,
742 make it a place where, you know, we can live and work and provide the resources to our
743 personnel that we need to, you know? And we have enough people, we have enough
744 money, we have enough facilities to do stuff, that's the big thing right here. And we

745 waste so much money on crap, you know, in the military. I mean how many times do we
746 have to change our God damn uniforms, you know what I mean? How much money and
747 time and resources have we wasted on that, where we could pump all that money in here
748 and I mean put in three more gyms for people with decent equipment. Or, you know,
749 build a God damn movie theatre that, you know, can house people, you know support
750 enough people going in there to relax and watch a fucking movie, you know, for two
751 hours, so.

752 **Interviewer:** Right.

753 **KIL3:** You know, just, that's, I don't know, so yeah the big thing would be to, to
754 quickly, efficiently and strategically expand the base. Put some money in here, put in
755 some infrastructure into it, keep people in a comfortable, decent living environment and
756 decent hours to where they can effectively prosecute this war you know? And in essence,
757 you know, don't ask me for 50 bucks, when you'll only give me 25 in my account, you
758 know, 'cause I can't turn \$25 in 50 bucks, I'm going to give you what I got you know?
759 And people will go the extra mile, but I mean if you can provide this stuff I think that's
760 the way forward.

761 **Interviewer:** Is there anything that you would take away from BAF that's not
762 productive, is not useful and you think is more detrimental to morale? Or detrimental to
763 relationships?

764 **KIL3:** That I would take away from BAF?

765 **Interviewer:** Uh huh.

766 **KIL3:** Um first off, the first thing I would do is I would make it uh, a no salute
767 area, it's stupid. You know, my commander's got freaking, you know, some kinda, some
768 inflammation of his elbow. This place needs to be a no salute area right? Yeah we're in a
769 war zone okay? So you know we've got that, why are we walking around saluting every,
770 every officer that we see. And ah you know that would be one. And I don't think it's,
771 it's not a respect issue at all, I mean obviously, you know, I, I recognize you, you're a
772 Commander you know? You recognize me, I'm a Senior Master Sergeant and I respect
773 that all day, you know? In a garrison environment, I'm of course I'm gonna render a
774 hand salute, you know I have respect for you. I'm going to do whatever task you tell me
775 to do, I'm going to mentor you and I'm going to advise you and I'm going to carry out

776 your policies, that's that's my job. I'm going to take care of your enlisted force to the
777 best of abilities, with whatever resources you provide for me. And I'm going to
778 recommend, you know, improvements for you. But ah, here in a war zone, first off, walk
779 down Disney and as many times as you have to salute, it's got to be at least, I don't
780 know, a Captain, Cap came out and she said that she walked from the BX down here and
781 she saluted 136 times on the way down here. So, and it's just annoying that the freaking,
782 you know, I understand the standards and all that stuff ah, on the uniform, but you know
783 people, ah, you know the reflector built crap is, is dumb. I don't think there's any
784 evidence that I've seen, as a law enforcement officer, ever the reflector belt has saved
785 anyone's lives. Um. and really what it turns into, is just something that senior NCOs
786 have to, you know, continuously bitch at people about. Um, same with the saluting thing
787 too, ah, you know I'm always, I don't know, about 50 times down the street I've got to
788 pull someone over and say, "Hey man look, you know to forgot to salute my Major. You
789 forgot to salute my Major, you didn't salute my Major. Why didn't you salute my
790 Major?" You know, "You didn't salute my Captain" and ah you know it's it's more of a
791 time waster out here. What else would I take away from here? A lot, probably about half
792 the vehicles that are on base, that is contract vehicles, they would have to go, they cause
793 so much problem, like everybody thinks they're mission essential and has to have a
794 vehicle for some odd reason. And a lot of the people that drive them, just aren't very
795 well trained um, and they get, the get very complacent ah, with it. So I think you know
796 getting rid of them is a good option. Um, I can't think what else, I would definitely, I
797 would definitely make the perimeter security a little bit more robust. I would have a lot
798 more personnel on there, I know the poor guys, the security force, the guys of the 455th
799 are working seven days on, zero days off, ah, 12 hour days in the towers as well as their
800 patrols. You know and they're, yeah, and you get tired, I mean you know we've seen
801 some accidental errors ... excuse me, negligent discharges happen, and I think surely
802 because people are tired, it's mostly when people make mistakes . Um, you know, one
803 with injuries to an individual, there's a lot you know? If I was overall in charge of this
804 base, you know, and I know that, you know, these generals and people in charge have ah,
805 have some big issues that they have to deal and contend with um, you know? Up and
806 down the government channels and with funding and everything, I would, I'd get a better

807 contract service in here and stop going for the lowest bidder. Like KBR when I was here
808 before, did a hell of a lot better job than FLOUR does you know? I would find somebody
809 who hires fuckin Americans, instead of hiring all these like third country nationals that
810 come out here, because that's where we see a lot of our drug and alcohol problems
811 coming in from. Um, I would definitely make more robust theatre barment program that
812 was very simple, you know, toward people who have been fired from here and barred
813 from the theatre, can't go to Iraq and get a job through some bullshit loophole. Um, you
814 know I'd I'd crack down on these ah, on these civilian contractors a lot more, and come
815 up with a very strict set of rules for them to abide by. Because we get paid six freaking
816 six a year, to come out here and flip burgers, but in the meantime they're increasing drugs
817 and vehicle accidents, and we got people falling off the God damn field tracks and getting
818 run over and killed on the perimeter, because they're not being safe, you know? And ah,
819 you know I mean I'd make it very, just as strict as it is for us as in military. Um. Shoot
820 what else? Ah, and get rid of the vehicles, ah crack down on the civilians, better
821 facilities... There's one that popped up, I can't remember now what it was.

822 **Interviewer:** It's okay, any um, are you aware of any prostitution rings?

823 **KIL3:** Yeah we've heard, we've heard some tale of prostitution rings. I know
824 they were investigating one before, I think it was proven, when they had a female
825 contractor, some type of eastern, European descent, blond haired girl was ah working for
826 one of the contractors. I think KBR, it was either KBR or FLOUR, but ah she got
827 snapped up for prostitution. Um, last time I was here, I know they busted three
828 prostitutes out here, um, I think one was military and the other two were civilian
829 contractors. Um, and then there was one who was rumored to be a prostitute, um, she
830 actually killed her baby and put it in a porta-potty out here. Um, my buddy was working
831 that case, this was almost a year ago probably. She was a civilian contractor, got
832 pregnant, hid the pregnancy, like typical kind of Gerry Springer weird talk show kind of
833 stuff, but hid the pregnancy the entire time. Had the baby, killed the baby and put it to
834 one of the porta-crappers, and you know the crapper truck was out in the morning time,
835 cleaning it out. Hose got caught or something, they back flushed the hose and the baby
836 came out. So but they investigated that, they found the girl. Um, she's rumored to be a
837 prostitute, so it does happen. I mean you know the, the people factor's there.

838 **Interviewer:** Any human trafficking along with that, that you're aware of or no?

839 **KIL3:** Not that I'm officially aware of, but I have heard that there's been human
840 trafficking, particularly with the contract agencies, with ah, with FLOUR. Um, that you
841 know they have brought women in ah, specifically for prostitution, um, you know hired
842 them. And you get some super model looking eastern block girl, you know, with no
843 money and they hire her as a you know, secretary, but she's not doing any kind of
844 secretarial work while she's here, but in fact is, you know, she's doing what she does so
845 you know yeah. I've heard...

846 **Interviewer:** So hearsay, but nothing official?

847 **KIL3:** Nothing official, nothing that we've cracked open. I do know, you know
848 like I said, I mean this unit, you know, prior to us being here was popped, some
849 prostitution cases. Um. Like I said, it was one military and two civilians as far as I
850 remember, after reading the reports, due to history.

851 **Interviewer:** And how long are you due to be here? When do you get back?

852 **KIL3:** We should be back hopefully April timeframe? May, April so we're
853 looking, unless we get extended out, which could possibly happen. But we're planning
854 on probably you know end of May, beginning of April, we should be cruising back, so.

855 **Interviewer:** Okay, I appreciate your time talking to me today.

856 **KIL3:** Any time.

857 **~End Transcripts~**

Key Informant Medical 1: KIM1

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Interviewer: So, um, this interview is really looking at interpersonal safety, interpersonal violence, or interpersonal relationships such as sexual assault. How long have you been in Bagram?

KIM1: I have been in Bagram for 10 months. I arrived in theatre November 30th, 2009.

Interviewer: OK. And um, can you tell me a little bit about your experience, um, working with the population here in terms of interpersonal safety, um, in general what's your impressions of Bagram in terms of safety between soldiers and sailors?

KIM1: Well, I have actually been (pause) pretty (pause) surprised that there isn't more, at least not more reported interpersonal violence. To include the fact that there are 30,000 plus people walking around this base armed and, there...I have not witnessed any fights, fighting or physical, ah violence other than the ah reported sexual assaults that I have heard about. I have not witnessed any of that type of behavior either. Yeah.

Interviewer: Um, just in your dealing day to day um do you deal with patients, do you deal with...

KIM1: No, I am the, um, I work as a consultant at division level so I will get an occasional phone call ah, about an assault and there's ah, there has been the perception that I would be performing a SAFE Exam. Which is not something I'm experienced in other than taking the course here at, at Bagram. Um, so I, what I would, I would do when I get those calls is I would refer to our SARC, ah, or LTCOL (name), or CID, etcetera for follow up.

Interviewer: And, how often do you get those calls?

KIM1: I think I've gotten two in the 10 months I've been here.

Interviewer: That's not very frequent.

KIM1: No, and I don't, and other than that the information I get about sexual assaults is through the SARB board which is the once a month meeting. So I'm not routinely, ah, at division level as the, as the SARB DIVSURGE consultant I don't routinely get that information coming out to me either, so...it's more people bouncing questions off me. "Where do we go for this, or where do we go for that, or how do we get trained?" That, that has been the big focus of my, ah, participation at the RC East Level

32 has been providing guidance as far as SAFE training. Which there was none. There,
33 there was none.

34 **Interviewer:** Excellent. OK. So, um, have you had any experiences, or heard of any
35 incidents even though you haven't witnessed it yourself, of aggravated assault?

36 **KIM1:** You know, I don't know if this is urban legend (laughs a little nervously),
37 but I, I do remember um, the...somebody asking me if I had heard about ahm, events
38 happening on the Special Forces camp involving, um, women being invited to special
39 forces camp and provided alcohol ah and being sexually assaulted or abused and then
40 being threatened with "If you report us, we'll report that you were using alcohol." Now I
41 don't know. No woman has ever reported that to me or verified that that indeed
42 happened. It was a man asking me if I had heard about this at my level, and I said..."No."
43 That was the one and only time I ever heard anything like that.

44 **Interviewer:** How long ago was that?

45 **KIM1:** That must have been back in December? December of 09.

46 **Interviewer:** OK.

47 **KIM1:** It was, it was very early in my tour.

48 **Interviewer:** Is that Special Forces camps here on base?

49 **KIM1:** Yeah. Camp Montrond, Special Forces where I have also...it's urban
50 legend ...I've only been on Special Forces camp once and I did not see any alcohol being
51 consumed, but I have heard that it is available there.

52 **Interviewer:** That's one of my questions as well. What is your experience, or
53 background knowledge or what have you heard about substance abuse issues? Alcohol of
54 course, but um,

55 **KIM1:** I have not witnessed, you know, or I haven't seen any alcohol being consumed ah
56 here on BAF. But again I have spoken with people that say they have been at the **Taliban**
57 **Tavern** which is...

58 **Interviewer:** What is the Taliban Tavern?

59 **KIM1:** The Taliban Tavern, reportedly, is a, is on the Special Forces camp, Camp
60 Montrond, and they apparently consume alcohol there. And it's a "invite only" kind of
61 thing. Haven't been there myself, but I have spoken to people that have been there.

62 (6:40)

63 Interviewer: Any other um, substance abuse that you've um, heard about?

64 KIM1: Well, what I heard about through my connection to the SARB board, would be,
65 ah, abuse of Ambien, Nyquil, um substances like, like that. I have not witnessed anyone
66 in my, (pause) that I have thought to be intoxicated. But I have heard that there's a
67 cocktail that involves ah, soda pop and Ambien and Nyquil. Yeah.

68 Interviewer: Okay. Where did . . . you heard that through the SARB board?

69 KIM1: I did. I think I heard that at the SAFE training. Yes. And also, I . . . as the
70 consultant, I have heard reports within the 82nd and the 101 command who have been
71 um, disciplined for being intoxicated. Getting alcohol, etc. I've heard it just in
72 conversations in my own office with the officers involved in the disciplinary process.

73 Interviewer: Okay. All right. Any issues that you're aware of, of homicide or suicide
74 related to females?

75 KIM1: Related to females? No.

76 Interviewer: Related to males?

77 KIM1: Related to males? Yes. There have definitely been suicide. I don't know about
78 homicide in theater, but actually there have been several suicides in theater, both in the
79 82nd and the 101st and in the RC East.

80 **Interviewer:** Do you know how many in theater?

81 **KIM1:** I wanna say maybe, six or seven?

82 **Interviewer:** All male?

83 **KIM1:** All male.

84 **Interviewer:** Okay. All right. Any issues that you're aware of, of homicide or suicide
85 related to females?

86 KIM1: Related to females? No.

87 Interviewer: Related to males?

88 KIM1: Related to males? Yes. There have definitely been suicide. I don't know about
89 homicide in theater, but actually there have been several suicides in theater, both in the
90 82nd and the 101st and in the RC East.

91 Interviewer: Do you know how many in theater?

92 **KIM1:** I wanna say maybe, six or seven?

93 **Interviewer:** All male?

94 **KIM1:** All male. I received a phone call, no it actually wasn't a phone call, it was
95 an email from Germany one morning of a Soldier here on BAF who was threatening
96 suicide to, to his family back home. So they were frantically trying to get ahold of
97 somebody on BAF to go to that soldier's aid. And I notified our division psychiatrist and
98 the um, surgeon who was in char...it was a soldier within um, the Task Force
99 (confidential name) so I was able to get into contact with his surgeon, the um, brigade
100 surgeon and they, they were already aware and intervening on the soldier by the time I
101 got them the information. Yeah. So, He received the treatment he needed, I'm not sure, I
102 never got the details whether he was evacuated from theater but, I know they did
103 intervene by intel. Yeah.

104 **Interviewer:** Anything you've heard or scene in the way related to gang violence?

105 **KIM1:** No.

106 **Interviewer:** Nothing?

107 **KIM1:** I, I had a personal experience, myself, where I felt physically threatened,
108 is that worth talking about? It wasn't, when the 82nd was here, um, I had an incident in
109 that right in the Joint Operation Center where um, I mistakenly had a cellphone on me
110 that rang during a meeting, which is a big no-no. You're not supposed to have any
111 communication devices, and I'd forgotten. And after the meeting I was pulled aside by a
112 Lieutenant Colonel who was physically in my space, posturing and aggressive, and
113 yelling, and I was frightened.

114 **Interviewer:** Was this Lieutenant Colonel male or female?

115 **KIM1:** Male.

116 **Interviewer:** And was he in your chain of command?

117 **KIM1:** No, he wasn't in my chain of command. And I was so frightened, and
118 flustered, and he had me, kinda cornered against a wall, and I (pause), after the
119 conversation was over, he didn't hurt, he didn't touch me, I was just afraid, and I was
120 shaken, and I went to my boss and I, I was so upset that I was crying.

121 **Interviewer:** What did the LTCOL say to you during the conversation?

122 **KIM1:** He asked me, you know, was I aware that cell phones were prohibited,
123 yes, and, and the rage and the anger did not match the offense. It was really scary. And
124 when I was telling my, my surgeon what, what had just transpired his jaw just dropped

125 and he said, "You are the second woman during this deployment to talk to, to complain
126 about this particular individual." He wasn't even a part of our section. He was physically
127 intimidating and screaming at them. And he said he kind of felt bad, because the first
128 time it happened he kind of blew off the gal, saying, thinking it was her, that she was
129 over-reacting and he said that some of the things I said were bringing And he said he
130 would deal with it, directly, with this LTCL, but he also encouraged me to go to my, um,
131 UVA (Unit Victim Advocate) and make an either unofficial or official report. Which I
132 did. And we kept it, it was unofficial. And. But it really, it was scary.

133 **Interviewer:** When he was yelling at you, what was your response? What did you do?

134 **KIM1:** I was stunned. I was stunned to the point that all I could say was, "Yes,
135 sir," No, sir." I had, I could not respond. In my sixteen years in the Army, I've never been
136 addressed that way. Yeah. So, it was, it was interesting, you know. And I wonder, I
137 wonder if it had been a younger officer or soldier, whether they would have even reported
138 it. And I think it took being 42 years old and having some experience under my belt that I
139 felt that I could actually report that I was physically frightened and I was intimidated by
140 his behavior. And then calm. So, yeah, and. And I was very extert the way my boss
141 personally validated my concerns, took care of it, and, and as far as, as making as report,
142 I know that it went all the way to a General Officer, actually, um, bringing this guy into
143 his office and saying, "You won't talk to females here that way," so. . . it's interesting.

144 **Interviewer:** Do you know if he talks to males that way?

145 **KIM1:** Yeah, he does, and I, I remember this really bothered me for a couple of
146 weeks to the point that I actually spoke to our division psychiatrist about it. The
147 interaction. And he said, "Yeah, male officers, he speaks to male officers that way all the
148 time." And he's an aviator, and he has very little experience dealing with women in the
149 military, and they, and he, we kind of felt that maybe he, he really didn't understand that
150 that's not how you address a female. So, he helped me process it.

151 **Interviewer:** Have you seen this individual since?

152 **KIM1:** No, he's redeployed. And, I, and I did have professional interactions with
153 him afterwards. We had to. But we worked together. Not in the same section, but on
154 projects, but um, it was (pause) professional. Yeah. The behavior stopped. I was happy.

155 **Interviewer:** Good. Okay.

156 **KIM1:** Yeah.

157 **Interviewer:** Um. All right. A couple more questions, just ah, looking at the
158 environment of Bagram, what military programs do you think are effective in promoting
159 safe interpersonal group working environments, or group interaction environment in
160 Bagram itself. Are there any programs you think do that?

161 **KIM1:** Well I know that there's quarterly training that is required um, at company
162 level, I, I don't, I think it's more of a "check the box," kind of, I don't know that it's really,
163 I mean, they put up those posters all over, you know, Sexual Assault, and reporting and
164 intervening and, um, there's the um, AFN spots I've heard or NMTB spots that I've seen
165 but as far as specific programs at BAF, I can't, I have never participated in anything other
166 than required training.

167 **Interviewer:** Okay. Um. When you think about, like uh, a lot of things like MWR
168 programs or activity programs, anything like that you would like to see added for soldiers
169 to have interaction, or I mean . . .

170 **KIM1:** You mean, where they can blow off steam, or . . .

171 **Interviewer:** Yeah, or does it seem really sufficient now, or are there any additional
172 things that you would recommend? Or take away?

173 **KIM1:** Um, I really think that um, removing the alcohol from the equation in theater, is a
174 good thing, as far as preventing more sexual assaults, or more interpersonal violence, um,
175 you know, it's a, it's . . . how do you explain this environment to someone that hasn't been
176 here? Less than five percent of the population is female. We're all burnt, ah, we're all
177 under fire, with, you know, you don't realize what your stress level is until you're out of
178 the situation, you don't realize how you're constantly hyper-vigilant....ah....I think having
179 a lot of physical activity in gyms, fitness centers, uh, the MWR events, as far as, you
180 know, organized runs, or volley-ball tournaments, uh, I think all of that helps to promote
181 camaraderie, and hopefully prevent violence, uh, and like I said at the beginning of this
182 interview, I am surprised (pause) at how little violence I've actually witnessed. And how
183 disciplined, overall, we are out here. At least, on the surface, what I've seen, but, I don't
184 know what happens in the infantry village, or ... You know, I'm kind of secure in the
185 (identifying information) center, where, you know, it's E-7 and above. You know, O-4
186 and above. So, I don't know.

- 187 **Interviewer:** Well, I appreciate your time.
- 188 **KIM1:** Well, okay. I hope it was helpful. (laughs a little).
- 189 **Interviewer:** You've been very helpful. Thank you very much.
- 190 **~End Transcript~**

1

Key Informant Medical 2: KIM 2

- 1
- 2 **Interviewer:** If you would tell me a little bit about how long you've been here, um,
- 3 stationed at Bagram.
- 4 **KIM2:** Four Months.
- 5 **Interviewer:** Four Months.
- 6 **KIM2:** Uh hum.
- 7 **Interviewer:** Um, and in that time period, that you've been here, what's been your
- 8 experience with any issues related to interpersonal safety and soldiers. Interpersonal
- 9 safety means interpersonal safety violence, and this can include anything from um,
- 10 aggravated assault, homicide, suicide, sexual harassment, sexual assault, um, in your
- 11 profession.
- 12 **KIM2:** I think in general, the atmosphere here is safe and the reason why I'm
- 13 saying that is just comparing it to a consultation, and the numbers of assault patients that
- 14 I see here. In this case, I don't see here at all.
- 15 **Interviewer:** Uh hum.
- 16 **KIM2:** I've seen very few assault cases.
- 17 **Interviewer:** In the time that you have been here, can you tell me a little bit about what
- 18 you have seen?
- 19 **KIM2:** Ahm, most of them have been psychiatric related, so that patients that
- 20 have been later or at least concurrently diagnosed with some sort of psychiatric problem
- 21 that were put in a situation where they either were withheld forcibly themselves, or they
- 22 accused somebody of, ah, sexual assault. And those, off hand, those are the two cases
- 23 over the four months that I can think of that I've seen in the emergency room. Um, which
- 24 have been assault related. Ah, there's been a few local nationals, I'm not sure if they're
- 25 included in the, the range of the study, but uh, a few local nationals that have been
- 26 assaulted off base.
- 27 **Interviewer:** So, um, local nationals assaulted off base?
- 28 **KIM2:** Uh hum.
- 29 **Interviewer:** OK.
- 30 **KIM2:** Yeah, so... so my overall impression though is that this ah, base is actually

- 31 very safe, at least what I'm seeing in the Emergency Department.
- 32 Interviewer: Uh hm. When you talk about the psychiatric situation, is this mostly
33 females, males?
- 34 **KIM2:** Ah, one female, one male.
- 35 Interviewer: OK, so, so one of each.
- 36 **KIM2:** Uh hum.
- 37 **Interviewer:** Ok. Um, if you don't mind going a little bit into what you have seen in
38 terms of substance abuse
- 39 **KIM2:** Oh. OK. Um. Marijuana (pause) and heroin. Um...Let's see. Do you
40 want me to include contractors, or just active duty?
- 41 **Interviewer:** Um, your, just your overall experience.
- 42 **KIM2:** Ok. Um, some sleep aid abuse.
- 43 **Interviewer:** Uh hum,
- 44 **KIM2:** Um,
- 45 **Interviewer:** Is that mostly with military or contractors? Both?
- 46 **KIM2:** Two contractors. Um. One of them was an overdose. Um. He was also
47 more of a poly-pharmacy type of overdose. He was doing sleep aids and heroin. And
48 some other things that I probably couldn't figure out. Um, that came in, essentially
49 unconscious. Ah, but there've been probably, four or five patients that I've dealt with
50 directly and then more that, you know, I think my colleagues have dealt with off shift, so
51 I can't give you the estimates on the numbers...
- 52 **Interviewer:** Uh hum.
- 53 **KIM2:** ...of um, heroin abuse, which I've been pretty impressed with out here.
54 But I think that's just the locality where we're at and the availability of heroin. It's pretty
55 easy for active duty troops to get ahold of the heroin.
- 56 **Interviewer:** Um, mostly males, females?
- 57 **KIM2:** All males.
- 58 **Interviewer:** All males. Yeah.

59 **KIM2:** OK.

60 **Interviewer:** Uh hum. All right, um, In regard to domestic violence have you had any
61 cases where you've seen um, because sometimes there are people here they are stationed
62 in theatre together, either they're married or not married, um as a couple, have there been
63 any cases you've seen related to

64 **KIM2:** No.

65 **Interviewer:** Ok, um, Ok. Just a couple more things then.

66 **KIM2:** Sure.

67 **Interviewer:** Um, In regard to programs that are here on base, are there any types of
68 programs, with your experience in the military that you would like to see implemented?
69 Anything from um, like um, violence prevention programs to sports programs to, um
70 education programs? Anything like that you would like to see implemented on base, or
71 you think, gosh, you know this is really, um, a top notch place and there's nothing else
72 you could add to it. What's your opinion?

73 **KIM2:** Hmm. I guess in my little world, I have all the resources I need and I
74 haven't had to exceed those resources in terms of getting people support when they've
75 been involved in any sort of stressful, whether it's assaults or psychiatric in some cases or
76 drug abuse even drug abuse type situations. Um, I have, I have all the treatment
77 modalities I need, I have all the reach out that I need to go to. Um, as far as the one
78 sexual assault case, I had very limited dealings the SARC, um, so I can't really comment
79 one way or another if the SARC's doing their job. The only issue we had with the SARC
80 was ah, it was difficult to get ahold of them.

81 **Interviewer:** Oh really?

82 **KIM2:** Yeah. Ah, it took three or four hours, which I don't know if that's in the
83 range of normal, but for a sexual assault case, I thought that was unsatisfactory.

84 **Interviewer:** Uh hum.

85 **KIM2:** Um, so as far as extra programs I, I wish I could tell you more, but my life
86 has been limited to a three block radius here and uh, and um, I don't know what's out

87 there. Um. And I think I've carved out my own little niche. And I don't need too much
88 else at this point. (smiling) As far as what other people need, I wish I could tell you
89 more, something more intelligent, but I just don't know.

90 **Interviewer:** All right. Just from what you, you've heard so far, and you say the base is
91 pretty safe, are there any particular trouble spots on base that you are aware of that have
92 caused some, um, possible violence issues or um, legal issues, etcetera...

93 **KIM2:** No, just, just the drug use. Just the heroin use. Um, I, I think that when one
94 person does it, or at least has done it in a unit, it created like a domino effect cause if one
95 person gets um identified as using drugs, um they tend to identify everyone else and that
96 creates pretty stressful um, emotions in the units. Um, and I, I don't know if it's its, you
97 know, you need to tell me who else is doin it, or you're gonna get in more trouble type of
98 situation, or the patient or the drug user thinks they're going to be in a lesser amount of
99 trouble if they tell everyone that's using it and give out their sources. But anyway, two of
100 the cases that have been in here there've been not just one guy but multiple people in the
101 unit using them and there's always a lot of stress involved around that. Um.

102 **Interviewer:** Can you expand on that a little bit, about what happened with that, or

103 **KIM2:** Ah, not too much more than what I told you already. Um, other than one
104 guy got in trouble and he felt like everyone else should get in trouble, um as a result,
105 since he happened to be the guy that was identified or caught doing it. Um, he thought
106 everyone should go down with him so he brought them down with him and that created a
107 lot of stressful emotions in the unit.

108 **Interviewer:** I see. Um, the two psychiatric cases that you mentioned, what were those
109 mostly related to?

110 **KIM2:** Ah, one was an active duty and I guess for the, the scope of this um
111 research project how much information without giving patient information, can I give
112 identifiers to that patient? Not HIPPA violation identifiers?

113 **Interviewer:** Not a name or number. That kind of thing.

114 **KIM2:** It was a JAG officer that recently arrived um, on to BAF and uh, was here

115 for three or four days and was called out for a uniform issue and um, by a Command
116 Sergeant Major and got in a confrontation with him and the Command Sergeant major
117 wanted to escort him straight to Security Forces because the whole scene was escalating
118 and it was starting to look like it was going to come to a physical confrontation. The
119 JAG officer then started running away and the uh, Command Sergeant Major ran after
120 him and tackled him. Um, and, uh, you know, he had some bumps and bruises, but was
121 brought into the emergency room um, for just you know, the quick and dirty assault
122 assessment. But, uh, anyway, later down the line, figured out this guy had engaged with
123 Combat Stress before or very recently and was...

124 **Interviewer:** Which one? The JAG Officer?

125 **KIM2:** The JAG Officer. Um and was, had some kind of psychotic break type
126 symptoms, ah, which was ah, pretty impressive after just arriving here.

127 **Interviewer:** Uh hum. What about the female case?

128 **KIM2:** Ah, the female case is actually a very convoluted case. Ah, she was seen
129 here in our ER over the span of about a week. I think either three or four times. The first
130 time she came in during my shift, um, and had what was described as syncopal episode.
131 Um. She'd been seen the day before in outpatient clinic and been treated with
132 medications for migraine headaches and had been put on quarters for twenty four hours.
133 However, her, one of her duty requirements is as a linguist. They had to pull her off
134 quarters and um she didn't agree with that cause she felt she was still under the influence
135 of some of the medication that she'd got for her migraines. Went to the bathroom, had a
136 syncopal episode, was unresponsive for what they told me was fifteen minutes. Um, and
137 during that time, as this was evolving when she was being pulled from quarters she said
138 she was forcibly pulled back when she wanted to walk over to the hospital um to get
139 retreated for her headache which she thought wasn't getting any better and so she, she
140 described that as an assault and actually when she arrived here on her second visit to the
141 emergency room security forces had to come down and do a full report. And then it came
142 out after the fact that um, and this was a real stretch, she may have been sexually

143 assaulted for this fifteen minute period. Um and the reason why she thought she that was
144 the case was because over the past week she had been having some abnormal vaginal
145 bleeding um, and she attributed it to that sexual assault. Um, she was later charged with
146 an article 15 um prior to her being sent out um, both for psychiatric reasons and all these
147 legal reasons that were popping up.

148 **Interviewer:** Uh hum.

149 **KIM2:** So I'm not saying, because the case isn't finalized, whether or not any of
150 her claims were frivolous but none of it really made sense, but uh, she definitely had
151 some issues.

152 **Interviewer:** All right. OK. Well I think that concludes what we have to talk to, about
153 today.

154 **KIM2:** All right, great. That was easy.

155 **Interviewer:** I appreciate your time.

156 **KIM2:** Yeah. No problem. I wish I had more to share with you, but I just don't
157 see too many of these cases.

158 **~End Transcript~**

Appendix L: Key Informant Consent Form

Page 1 of 4

CENTCOM**CONSENT TO PARTICIPATE IN RESEARCH**

Title of Protocol: Interpersonal Safety of U.S. Military Women in the Deployed Environment of Bagram Afghanistan: A Grounded Theory Approach.

Principal Investigator: CDR Cynthia T. Ferguson, CNM MSN MPH PhD©

Funding Source(s)/Sponsor: N/A

INTRODUCTION

You are asked to participate in a research study conducted at the Bagram Heathe Craig Hospital in Afghanistan, by CDR Cynthia T. Ferguson of the Joint Combat Casualty Research Team (JC2RT). You are asked to participate in this study because you are currently a military professional at Bagram Air Force Base, serving in one of four areas: Counseling; Law Enforcement/Legal; Medical or Base Services (ie: MWR).

Your participation in this study is voluntary. It is important that you read what is written below, and ask questions about anything you do not understand. You may want to talk with your family, friends, or others to help you decide if you want to be part of this study. When you feel that your questions have been answered, you will be asked if you agree to be part of the study or not. If you agree, you will be asked to sign this consent form. You will be given a copy of this form to keep.

WHY IS THIS RESEARCH STUDY BEING DONE?

The purpose of this research study is to gain an understanding of how U.S. military women, serving on Bagram Air Force base, perceive and experience issues related to Interpersonal Safety. It is also to understand their attitudes and beliefs in regard to Interpersonal Safety in this specific deployed environment.

* Note: The term “interpersonal” means: “1. of or pertaining to the relations between persons. 2. Existing or occurring between persons.”¹ The term “safety” refers to “...the state of being safe; freedom from the occurrence or risk of injury, danger, or loss.”² Therefore, “interpersonal safety” refers to how free from occurrence or risk of injury, danger or loss an individual feels in relations existing between persons.

WHAT WILL HAPPEN DURING THIS STUDY?

If you agree to participate in this study, you will be asked to do the following things:

- This study involves your participation as a Key Informant in a short interview (15 minutes to 60 minutes) regarding your professional perceptions and experiences related to interpersonal safety of U.S. military women on Bagram Air Force Base.
 - *Key Informant: a person who supplies social or cultural data and/or information in answer to the questions of a social researcher.*



- The interview will be audio recorded. You may decline the audio recording of the interview. If you decline the audio recording of the interview, the interview will be written down or typed in a Word Document, by the researcher.
- The interview is a onetime interview. At any time during the interview, you may stop the interview. If you stop the interview and decide that you do not want your information included in the study, you may request that the audio recording and/or transcript of your interview be destroyed.
- Your information will be kept completely confidential. Your name will not be included in the audio recording or in the written transcript, and your interview will be one interview among many other interviews. Once the study is completed, the total result of all the interviews will include only basic concepts or ideas compiled from all of the interviews done. Your individual interview will not be identifiable.

WHAT ARE THE POTENTIAL RISKS AND DISCOMFORTS FROM BEING IN THIS RESEARCH STUDY?

During the interview, it's possible you may experience some psychological discomforts or social or legal risks when talking with the interviewer. This interview is about your professional perceptions and experiences related to interpersonal safety of U.S. military women on Bagram Air Force Base. Should you have any psychological discomforts or concerns; the Interviewer will stop the interview and if desired or required, immediately contact the appropriate person to assist you. The Interviewer will also provide you with a name and contact number of appropriate persons to assist you, should you decide you would like to speak with someone after the interview is over.

Social and legal risks include possibly discussing with the Interviewer any crimes that may have occurred that you are aware of, and that have not already been reported to authorities. By law, the Interviewer is required to report any knowledge of a crime committed, that has not already been reported or investigated. You are encouraged to discuss only incidents or events that you are comfortable discussing.

WHAT ARE THE POSSIBLE BENEFITS FROM BEING IN THIS STUDY?

There is not direct benefit to you from being in this study; however, your participation may benefit others in the future by providing better understanding of the deployed environment in regard to women's perceptions, attitudes, beliefs and experiences.

WHAT ALTERNATIVE OPTIONS TO PARTICIPATION ARE AVAILABLE TO ME?

The only alternative option is not to participate in the study.

WILL I HAVE TO PAY FOR ANYTHING IF I TAKE PART IN THIS RESEARCH STUDY?

You will not have to pay for anything if you participate in this study.

WILL I BE PAID TO TAKE PART IN THIS RESEARCH STUDY?

There is no compensation or payment for taking part in this research study.

HOW WILL YOU PROTECT MY PRIVACY AND THE CONFIDENTIALITY OF RECORDS ABOUT ME?

The principal investigator will keep records of your participation in the study. To protect your privacy, all of your study related records (audio recordings and transcripts of recordings) will be labeled or “coded” with an assigned Key Informant participant number and will not include your name or social security number.

When the results of the research are published or discussed in conferences, no information will be included that would reveal your identity to others. If audio-tape recordings of you will be used for educational purposes, your identity will be protected or disguised by not identifying the person speaking and by voice alteration on the audio recording.

Authorized representatives of the following groups may need to review your research and/or medical records as part of their responsibilities to protect research participants:

- HQ, U.S. Army Medical Research and Materiel Command Institutional Review Board (HQ USAMRMC IRB)
- US Army Human Research Protections Office

Complete confidentiality cannot be promised for military personnel, because information bearing on your health may be required to be reported to appropriate medical or command authorities.

WHAT IF I DECIDE NOT TO PARTICIPATE IN THIS RESEARCH STUDY?

Your participation in this research is voluntary. You may decline to participate now or stop taking part in this study at any time without any penalty or loss of benefits to which you are entitled. Deciding not to participate now or withdrawing at a later time does not harm, or in any way affect your medical care or future relationships with Heathe Craig Hospital.

WHAT COULD END MY INVOLVEMENT IN THE STUDY?

The investigator may withdraw you from participating in this research if circumstances arise which warrant doing so. Circumstances include not meeting criteria for serving as a Key Informant; such as not belonging to one of the 4 identified professional groups needed for this study at Bagram AFB, or not having enough background knowledge and/or information related to the topic. The investigator will make the decision and let you know if it is not possible for you to continue. Your taking part in the study may be stopped without your consent if it is determined by the investigator that remaining in the study might be dangerous or harmful to you.

WHO SHOULD I CALL IF I HAVE QUESTIONS OR CONCERNS ABOUT THIS STUDY?

If you have questions about the research at any time, you should contact CDR Cynthia T. Ferguson via email at Cynthia.t.ferguson@afghan.swa.army.mil, or ctferg13@hotmail.com. You may also call via phone at: DSN 318-431-9162

If you have questions regarding your rights as a research participant, you may contact either of the following:



USFOR-A Human Protections Administrator at DSN 318-431-2453

or

HQ, USAMRMC, IRB Office at Fort Detrick, MD at DSN 343-6240 or at 301-619-6240, or by email to irboffice@amedd.army.mil

I agree to the use of my data in the form of audio-recordings and transcriptions of those recordings in future research. Future research may involve: further studying and comparing transcripts in similar research protocols; listening to voice inflection of audio recordings in order to understand emotion and meaning related to the interview material.

Initial your choice.

Yes No

SIGNATURE OF RESEARCH PARTICIPANT

I have read the information provided above. I have been given an opportunity to ask questions and all of my questions have been answered to my satisfaction.

Printed Name of Key Informant

Signature of Key Informant

Date

SIGNATURE OF PERSON OBTAINING CONSENT

My signature certifies that the participant signed this consent form in my presence as his/her voluntary act and deed.

CDR Cynthia T. Ferguson, CNM MSN MPH PhD© Date

ⁱ American Psychological Association (APA): interpersonal. (n.d.). *Dictionary.com Unabridged*. Retrieved May 07, 2010, from Dictionary.com website: <http://dictionary.reference.com/browse/interpersonal>

ⁱⁱ American Psychological Association (APA): safety. (n.d.). *Dictionary.com Unabridged*. Retrieved May 07, 2010, from Dictionary.com website: <http://dictionary.reference.com/browse/safety>



Curriculum Vitae

CYNTHIA TARA FERGUSON
 CDR (ret.), NC, USN
 1071 Britten Lane, Apt. 201
 Ventura CA 93003
 Email: fergusonforensics@gmail.com

EDUCATION

- Present:** Walden University
 GPA: 4.0
 Degree Pending: PhD (c) Public Health
 Dissertation: Interpersonal Safety of Active Duty Women in the Deployed Environment: A Grounded Theory Approach.
 Data collected in Bagram, Afghanistan.
 100 Washington Avenue South, Suite 900
 Minneapolis, MN 55401
- 2014** Seton Hill University
 MFA Writing Popular Fiction
 Thesis: Sapient Farm (Horror/Dark Sci-Fi)
- 2009** Troy University
 GPA: 4.0
 Degree work completed for:
 Masters of Science Criminal Justice
- 2009** George Washington University
 GPA: 3.52 Credit Hours: 67
 Master Public Health (MPH): focus in Global Health/Medical Anthropology and Medical Policy.
 Additional Certificate: Emergency Management
 Additional Focus: Health Policy and Anthropology
- 1998** Case Western Reserve University
 Master of Science Nursing (MSN) with emphasis on Qualitative Research.
- 1997** Frontier School of Midwifery and Family Nursing
 Certificate of Midwifery
- 1992** Old Dominion University
 Bachelor of Science, Nursing (BSN)
 5115 Hampton Blvd, Norfolk, VA 23529
 (757) 683-3000
Nursing
 2152 Health Sciences Bldg
 Norfolk, VA 23529

757-683-4297 (office)

1988 University of LaVerne
Associate of Arts (AA): Italian Language

LICENSURE & CERTIFICATIONS

Licenses:	California RN license # 95030318	(exp: 01/16)
	California Certified Nurse Midwife	(exp: 01/16)
	Maryland RN license # R166099	(exp: 12/15)
	Maryland Certified Nurse Midwife	(exp: 12/15)

Professional Certifications

2014-2016	BLS, ACLS and NRP
2013-present	Advanced Forensic Nurse: Board Certified (AFN-BC)
2006-present	Certified Death Investigator: D-AMBDI American Board of Death Investigators
1997-present	Certified Nurse Midwife: American College of Nurse Midwives Certification Council
2004-2012	Forensic Nurse Examiner: State of Maryland
2004-2011	Sexual Assault Nurse Examiner-Adult (SANE-A)
2006-present	Certified Medical Investigator III (CMI-III) via ACFEI
2008-present	Certified Forensic Nurse (CFN): ACFEI

PROFESSIONAL EXPERIENCE

Dec. 2014- Present **Supervisor Forensic Services**
Palomar Health Hospital
Escondido, CA 92029

Jan-May 2013 **Student:** Teaching Popular Fiction and Writing. **Professor:** Dr. Mike Arnzen, Teaching theory/experience in Creative Writing.

Sept 2013-present **Adjunct Professor UCL Riverside: “Forensic Issues in the Military”**

Jan. 2000– Mar. 2014 **Nurse Corps Officer, United States Navy**

Sept. 2009-Mach 2014 Clinic/Nurse Manager/ GYN Nurse Midwife/ Sexual Assault
Forensic Examiner and SAFE Instructor/Trainer
Emergency Management Public Health Officer Assistant
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**March 2010 to November 2010:
Deployment: Bagram Afghanistan
Joint Combat Casualty Research Team (JC2RT)
Qualitative Researcher

Aug. 2007-Aug. 2009	Duty Under Instruction (DUINS) Navy Nurse Corps Scholarship. George Washington University. MPH Degree. NAVMED MPT&E. (Focus on Military Sexual Assault Policy. Also Taught Sexual Assault examinations to Military Staff.)
Oct. 2004-Oct. 2005	TAD Joint Task Force Sexual Assault Prevention and Response/ Pentagon (DoD Sexual Assault Policy Action Officer and Subject Matter Expert)
Dec 2003- Aug. 2007	Certified Nurse Midwife/Sexual Assault Examiner; National Naval Medical Center, Bethesda Maryland
Feb. 2001-Dec. 2003	Certified Nurse Midwife, Division Officer OB/GYN Clinic, Sexual Assault Nurse Examiner and SART Coordinator/Instructor U.S. Naval Hospital Yokosuka Japan
Feb. 2000 -Feb. 2001	Certified Nurse Midwife, OB/GYN Clinic, Naval Hospital Camp LeJeune, NC
May 1992-Jan.2000	Commissioned Officer, US Public Health Service/ Indian Health Service
Jan. 1998-Jan. 2000	Certified Nurse Midwife, Sexual Assault Examiner; OB/GYN Clinic, I.H.S. Pine Ridge, SD
Jan.1997-Jan.1998	Certified Nurse Midwife, OB/GYN Clinic, I.H.S. Rosebud, SD.
May 1992-Jan. 1997	Staff Emergency Room Nurse; Labor and Delivery Nurse: L&D, I.H.S. Zuni, NM

JOINT MILITARY DUTY

2010

March-November JC2RT: Joint Combat Casualty Research Team

2004

Oct. 2004-2005 Selected for Joint Duty with the Sexual Assault Response and Prevention Task Force

Sept. 20-24 Care for Victims of Sexual Assault Task Force Conference: Recommendations formed by this group were presented to Joint Chiefs of Staff

CURRENT MEMBERSHIPS/ORGANIZATIONS

2011-present	American Association of Legal Nurse Consultants
2011-present	American Association of Nurse Practitioners
2009-2012	American Anthropological Association
2002-present	International Association of Forensic Nurses
2011-present	Horror Writers Association

PROFESSIONAL QUALIFICATIONS

- Secret Clearance

PUBLICATIONS

- September 2010** The forensic nurse and violence prevention and response in public health. (2010) Journal of Forensic Nursing.
- June 2009** The SAFE CARE Model: Maintaining Competency in sexual assault examinations utilizing patient simulation models. (2009). Journal of Forensic Nursing
- December 2008** Caring for Sexual Assault Patients in the Military: Past, Present and Future. (2008) Journal of Forensic Nursing.
- Sept/Oct. 2006** Providing Quality Care to the Sexual Assault Survivor: Education and Training for the Certified Nurse Midwife. (2006) American Journal of Nurse Midwifery.
- Sept/Oct. 2003** Domestic Homicide of Male Spouses by Females: A Review for Death Investigators: published in Forensic Nurse Magazine.
- Sept 12, 2003** “*Pap test can be lifesaving prevention*”: published in Yokosuka Base/Japan Seahawk Newspaper
- Feb. 2003** Forensic Nursing: article in Kinko Shinbun local hospital newspaper.

AWARDS

- 2010** Afghanistan Campaign Award. Bagram, Afghanistan
- 2009** Navy Achievement Medal. National Naval Medical Center Bethesda, MD. (2nd Award).
- 2007** Mary Ann Shah New Author award (professional): Journal of Midwifery and Family Nursing (Given at the National Conference in Salt Lake City)
- 2006** Selected for Duty Under Instruction Program (DUINS)
George Washington University for Masters in Public Health/Global Health and Emergency Management Certificate. (Began September: Fall 2007)
- 2005** October Joint Service Commendation Medal: JTF-SAPR

2004 January 3 Navy Achievement Medal: Yokosuka Japan

2000 April 14 Leadership Award: Officer Indoctrination School: Newport
R.I.