



# DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE

## Annual Report on Sexual Harassment and Violence at the Military Service Academies

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Academic Program Year 2013– 2014

February 2015





**UNDER SECRETARY OF DEFENSE**  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

**PERSONNEL AND  
READINESS**

**FEB 10 2015**

The Honorable John McCain  
Chairman  
Committee on Armed Services  
United States Senate  
Washington, DC 20510

Dear Mr. Chairman:

Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364) requires an annual report during each Academic Program Year (APY) on the effectiveness of the policies, training, and procedures of each Military Service Academy (MSA) with respect to sexual harassment and violence involving Academy personnel.

The enclosed "Department of Defense Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2013-2014" provides an assessment of the Academies in the areas of prevention, investigation, accountability, victim advocacy/assistance, and assessment with regards to sexual harassment and assault, as well as data and analysis on reported cases of sexual harassment and assault involving Academy personnel occurring between June 1, 2013 and May 31, 2014. Also enclosed, as part of this year's report, is the Defense Manpower Data Center's "2014 Service Academy Gender Relations Survey Overview Report."

Our Armed Forces rely on our MSAs to develop future officers of the highest character. As such, it is essential that we train and develop our young men and women to foster a climate of dignity and respect, where sexual assault, sexual harassment, and inappropriate behavior and attitudes are not condoned, tolerated, or ignored. This commitment notwithstanding, sexual assault remains an underreported crime in our society, in our military, and at our nation's MSAs. Results from this year's report demonstrate that estimated instances of sexual assault and sexual harassment at the MSAs greatly outnumber reports made to authorities. We must redouble our efforts at the MSAs to encourage victims to report and ensure our cadets and midshipmen share a common understanding of healthy relationships and appropriate conduct.

To this end, Secretary Hagel is directing my office to host a senior summit each APY for Service Academy leadership and others as appropriate, and to incorporate senior Service Academy leadership into the Sexual Assault Prevention and Response (SAPR) Executive Integrated Product Team forum to facilitate collaboration and exchange of best practices. My office is also directed to develop and deploy an anonymous, self-guiding educational program to help restore resiliency of cadets, midshipmen, and other military members who have been victims of sexual assault or abuse. Furthermore, the Secretary of Defense is directing the Secretaries of the Military Departments to develop and conduct specific prevention programming and initiatives for cadets and midshipmen at the conclusion of their first APY in order to address professional relationship expectations and the higher rates of sexual assault experienced during

the Academy third-class year. To encourage greater reporting of sexual assault, the Secretary is directing the Superintendents of the Military Service Academies, in collaboration with the my office and the Military Departments' SAPR Program offices, to assess their individual Academy climates and develop a plan to promote greater reporting of these crimes by cadets and midshipmen.

I am sending a similar letter, with the Department's report, to the Chairman and Ranking Member of the House Committee on Armed Services.

Sincerely,

  
Jessica L. Wright

Enclosures:  
As stated

cc:  
The Honorable Jack Reed  
Ranking Member



**UNDER SECRETARY OF DEFENSE**  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

FEB 10 2015

The Honorable Mac Thornberry  
Chairman  
Committee on Armed Services  
U.S. House of Representatives  
Washington, DC 20515

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Sincerely,

  
Jessica L. Wright

Enclosures:  
As stated

cc:  
The Honorable Adam Smith  
Ranking Member



# **Department of Defense Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2013-2014**

***Section 532 of  
the John Warner National Defense Authorization Act  
for Fiscal Year 2007  
(Public Law 109-364)***

The estimated cost of report or study for the Department of Defense is approximately \$920,000 in Fiscal Years 2014-2015. This includes \$755,000 in expenses and \$165,000 in DoD labor.

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## EXECUTIVE SUMMARY

Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364) requires the Department of Defense to conduct an annual assessment of the Military Service Academies to determine the effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence involving Academy personnel. Also included are self-assessment reports from each Academy covering academic program year June 1, 2014 through May 31, 2014.<sup>1</sup> This year, the report contains results from the *2014 Service Academy Gender Relations Survey* of cadets and midshipmen conducted by the Defense Manpower Data Center.<sup>2</sup>

The Defense Manpower Data Center conducted the anonymous *2014 Service Academy Gender Relations Survey* during the spring of 2014. According to the survey, 48% of Academy women and 10% of Academy men indicated perceiving some form of sexual harassment in academic program year 2013-2014.<sup>3</sup> Overall, the rates of sexual harassment for Academy women decreased from 51% in 2012. It should be noted, the overall decrease in prevalence for female cadets stems from a large decline in prevalence for Naval Academy women.<sup>4</sup> The perceived sexual harassment prevalence rate for Academy men in 2014 is the same as 2012.

The *2014 Service Academy Gender Relations Survey* also showed that 8.2% of Academy women and 1.1% of Academy men experienced unwanted sexual contact<sup>5</sup> in academic program year 2013-2014.<sup>6</sup> This is a decrease from academic program year 2012-2013 in which 12.4% of Academy women and 2.0% of Academy men experienced unwanted sexual contact. Each Military Service Academy is showing a statistically

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<sup>1</sup> The Academies' complete self-assessments are included as enclosures to this report.

<sup>2</sup> In academic program years beginning in odd-numbered years, the annual assessment consists of the Academies' self-assessments and the biennial *Service Academy Gender Relations Survey* conducted by the Defense Manpower Data Center. In academic program years beginning in even-numbered years, the Department reviews the Academies' self-assessments from the previous year, conducts site visits to each Academy, and analyzes data call submissions consisting of the Academies' policies, trainings, and outreach materials. Also included in even-numbered academic program year reports are the results of the biennial *Service Academy Gender Relations Focus Group Report* covering topics such as sexual assault, sexual harassment, reporting, leadership response, training, and bystander intervention. The *Service Academy Gender Relations Survey* is conducted every 2 years, as directed by Section 532 of Public Law 109-364. Given the high number of surveys administered to cadets and midshipmen each year on a wide variety of topics, Congress agreed to help the Department minimize survey fatigue by alternating surveys with focus groups, every other year. The assessment in the academic program year 2012-2013 report included focus group feedback. The current report's assessment includes a survey to update prevalence rates of USC and sexual harassment.

<sup>3</sup> Margins of error range for men and women from  $\pm 1\%$  to  $\pm 2\%$ .

<sup>4</sup> The sexual harassment prevalence rate for Naval Academy women decreased significantly from 61% in 2012 to 44% in 2014.

<sup>5</sup> Although the term "unwanted sexual contact" does not appear in Articles 120, 125, or 80 of the Uniform Code of Military Justice, for the purposes of the *Service Academy Gender Relations Survey* and this report, it is used to refer to a range of activities that the Uniform Code of Military Justice prohibits. These offenses include completed or attempted oral, anal, or vaginal penetration by a body part or an object, and the unwanted touching of genitalia, buttocks, breasts, or inner thighs when the victim did not or could not consent. Respondents to the survey are asked about their experiences of USC in the 12 months that constitute the academic program year (June 1 to May 31). The definition of unwanted sexual contact used in the *Service Academy Gender Relations Survey* is behaviorally based and not intended to designate specific UCMJ offenses.

<sup>6</sup> Margins of error range from  $\pm 0.2\%$  to  $\pm 0.7\%$ . It should be noted that the timeframe covered by the *Service Academy Gender Relations Survey* question pertains to unwanted sexual contact experienced in the academic program year. While the *Service Academy Gender Relations Survey* victim numbers are only estimates, the Department uses these data to gauge the extent of victimization at each of the Academies.

significant decrease in its unwanted sexual contact rate or is at least trending downwards from the rates in 2012.<sup>7</sup>

During academic program year 2013-2014, the Academies received 20 complaints of sexual harassment, comprised of 1 formal complaint and 19 informal complaints.<sup>8</sup> The United States Military Academy received 1 formal complaint, the Naval Academy received 15 informal complaints, and the Air Force Academy received 4 informal complaints. This represents an overall increase in reporting of sexual harassment complaints from academic program year 2012-2013, during which the Academies received 11 informal complaints.

In academic program year 2013-2014, there were a total of 61 reports of sexual assault, comprised of 36 Unrestricted Reports<sup>9</sup> and 25 Reports remaining Restricted.<sup>10</sup> Initially, the Military Service Academies received 27 Restricted Reports, but 2 converted to Unrestricted Reports at the victims' request. Furthermore, 2 of the 61 reports were for incidents that occurred prior to the victims' military service. The 61 reports represent a decrease of 9 reports from the 70 reports received in academic program year 2012-2013. The increase in sexual assault reporting seen in the active force in Fiscal Years 2013 and 2014 did not occur at the Military Service Academies during academic program year 2013-2014.<sup>11</sup> The recent trend has been a decrease in reporting since the academic program year 2011-2012. Given that sexual assault is one of the most underreported crimes in the United States, the Department encourages all victims to report sexual assault. The Academies need to strengthen their efforts to improve victim reporting and participation in the military justice process.

Sixteen percent, or about 1 in 6 of the estimated 327 cadet/midshipman victims who experienced unwanted sexual contact made a Restricted or Unrestricted Report. In academic program year 2011-2012, 11%, or about 1 in 10 of the estimated cadets and midshipmen who experienced the crime reported it. The estimated 16% reporting rate in academic program year 2013-2014 is the highest ever recorded for the Military Service Academies. In other words, the gap between reporting and prevalence among cadets/midshipmen has decreased to its lowest point in academic program year 2013-2014. When cadets and midshipmen who experienced sexual assault come forward to make a report, the Department can provide victims with support and hold offenders appropriately accountable.

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<sup>7</sup> Each Military Service Academy's unwanted sexual contact rate is discussed in further detail below. A comprehensive discussion of all statistical data on sexual harassment and assault can be found in Appendix A and Appendix E of this report.

<sup>8</sup> Please see Appendix F of this report for the definitions of formal and informal sexual harassment complaints.

<sup>9</sup> An Unrestricted Report of sexual assault is a report that is provided to command and/or law enforcement for investigation.

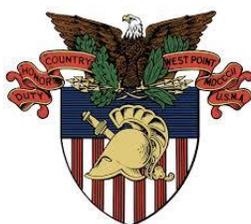
<sup>10</sup> Restricted Reporting allows victims to confidentially access medical care and advocacy services without triggering an investigation.

<sup>11</sup> There was an increase of 50% in reports received by the active force in Fiscal Year 2013 over what was received in Fiscal Year 2012. Reports of sexual assault in Fiscal Year 2014 increased 8% over what was received in Fiscal Year 2013.

Furthermore, while overall sexual assault reporting decreased, Unrestricted Reports increased from 29 in the previous academic program year to 36 in academic program year 2013-2014. Reports remaining Restricted decreased from 41 in academic program year 2012-2013 to 25 in 2013-2014. The increase in Unrestricted Reports indicates that more victims at the Military Service Academies chose to participate in the military justice process, suggesting greater confidence in the system. Furthermore, among the victims who do report, satisfaction with the response process is generally high. Specifically, according to the *2014 Service Academy Gender Relations Survey*, of the cadets and midshipmen who experienced unwanted sexual contact and made a Restricted or Unrestricted Report, 84% indicated that they would make the same decision again.

## Summary for the Military Service Academies

### United States Military Academy



This year, the United States Military Academy experienced a statistically significant decrease in past year prevalence of unwanted sexual contact among women. The unwanted sexual contact prevalence rate for Academy women decreased from 10.7% in 2012 to 6.5% in 2014. The unwanted sexual contact prevalence rate for men in 2014 is 0.8%, which is statistically unchanged from 2012.<sup>12</sup>

The sexual harassment prevalence rate for Academy women increased from 49% in 2012 to 55% in 2014. The sexual harassment prevalence rate for Academy men also increased from 8% in 2012 to 12% in 2014.<sup>13</sup> Increases in the sexual harassment prevalence rate are statistically significant for Academy men and women.

In academic program year 2013-2014, the Academy received 11 total reports of sexual assault (9 Unrestricted Reports and 2 Restricted Reports), which is an increase of 1 report from the last academic program year. The Academy received one formal complaint and zero informal complaints of sexual harassment.

The Academy's self-assessment indicated that leadership took action to advance dignity and respect among cadets. For example, the Superintendent along with his Board of Directors have made the prevention and elimination of sexual harassment and assault their number one priority and have communicated this through the chain of command. Additionally, the Academy has fostered a sense of cadet ownership in the sexual harassment and assault response and prevention program by soliciting cadet feedback through a command climate survey and a cadet club assessment. The Cadets Against Sexual Harassment/Assault program also hosted a colloquium for their counterparts at other Military Service Academies to discuss and share best practices in programs to enhance student development.

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<sup>12</sup> Margins of error for women and men range from  $\pm 0.2\%$  to  $\pm 0.9\%$ .

<sup>13</sup> Margins of error for women and men range from  $\pm 1\%$  to  $\pm 2\%$ .

Thirteen of the Academy's 18 pending actions were completed in academic program year 2013-2014. Of the remaining five pending actions, there are two directives from the Secretary of Defense that require additional work.

### United States Naval Academy



The United States Naval Academy also experienced a statistically significant drop in the past year prevalence of unwanted sexual contact. The unwanted sexual contact prevalence rate for female midshipmen decreased from 15.1% in 2012 to 8.1% in 2014. The unwanted sexual contact prevalence rate for male midshipmen decreased from 2.6% in 2012 to 1.3% in 2014.<sup>14</sup> The sexual harassment prevalence rate for Naval Academy women decreased significantly from 61% in 2012 to 44% in 2014. The sexual harassment prevalence rate for Naval Academy men in 2014 is 9%, which is statistically unchanged from the rate in 2012.<sup>15</sup>

In academic program year 2013-2014, the Naval Academy received 23 total reports (14 Unrestricted Reports and 9 Restricted Reports) of sexual assault, which represents an increase of 8 reports from the previous academic program year. The Academy received 15 informal complaints of sexual harassment.

USNA's self-assessment indicated that the Academy infused structure and oversight into its sexual assault and harassment prevention and response programs by creating a Sexual Assault Prevention and Response Advisory Panel. This group is comprised of a diverse group of faculty, staff, chaplains, coaches, and midshipmen. The panel developed the Academy's strategic plan, as directed by the Secretary of Defense in 2014, and remains in an advisory role to oversee the execution of the plan.

Fifteen of the Academy's 19 pending actions were completed in academic program year 2013-2014. Of the remaining four pending actions, there is one directive from the Secretary of Defense that requires additional work.

### United States Air Force Academy



The unwanted sexual contact prevalence rate for Air Force Academy women trended downward from 11.2% in 2012 to 9.7% in 2014, but this decrease did not reach statistical significance. The unwanted sexual contact prevalence rate for Academy men also trended downward from 1.7% in 2012 to 1.4% in 2014, but this difference was not statistically significant.<sup>16</sup> The sexual harassment prevalence rate for Air Force Academy women rose from 44% in

<sup>14</sup> Margins of error for women and men range from  $\pm 0.4\%$  to  $\pm 1.3\%$ .

<sup>15</sup> Margins of error for women and men range from  $\pm 1\%$  to  $\pm 2\%$ .

<sup>16</sup> Margins of error for women and men range from  $\pm 0.4\%$  to  $\pm 1.3\%$ .

2012 to 48% in 2014, a statistically significant increase. The rate of sexual harassment prevalence for Air Force Academy men in 2014 (9%) have remained statistically unchanged from the rate in 2012.<sup>17</sup>

In academic program year 2013-2014, the Air Force Academy received 27 total reports (13 Unrestricted Reports and 14 Restricted Reports) of sexual assault, which represents a decrease of 18 reports from the previous academic program year. The Academy received four informal complaints of sexual harassment.

USAFA's self-assessment indicated that the Superintendent took a significant measure in academic program year 2013-2014 to combat sexual harassment, sexual assault, and any form of violence by creating the Directorate for Culture, Climate, and Diversity. The director of this organization is charged with coordinating agencies and programs active in the Academy's culture, climate, and diversity arenas in an effort to streamline reporting, leverage resources, document efforts, and institutionalize outcomes. This directorate also worked to develop the Academy's strategic plan and reports directly to the Superintendent.

Fourteen of the Academy's 25 pending actions were completed in academic program year 2013-2014. Of the remaining 11 pending actions, there are 3 directives from the Secretary of Defense that require additional work.

### Assessment of Progress

As reflected in Exhibit 1, cadet and midshipman reporting for incidents that occurred during military service remained about the same from academic program year 2012-2013 to academic program year 2013-2014. The 53 cadet/midshipman victims who reported a sexual assault in academic program year 2013-2014, for an incident that occurred while they were in military service, is the same number as in academic program year 2012-2013.<sup>18, 19</sup> However, overall reporting of sexual assault at the Academies decreased during the past academic program year.

While sexual assault reporting decreased in academic program year 2013-2014, the unwanted sexual contact prevalence rate for both Academy men and women also decreased to the lowest levels seen since 2005. Estimates suggest that nearly 200

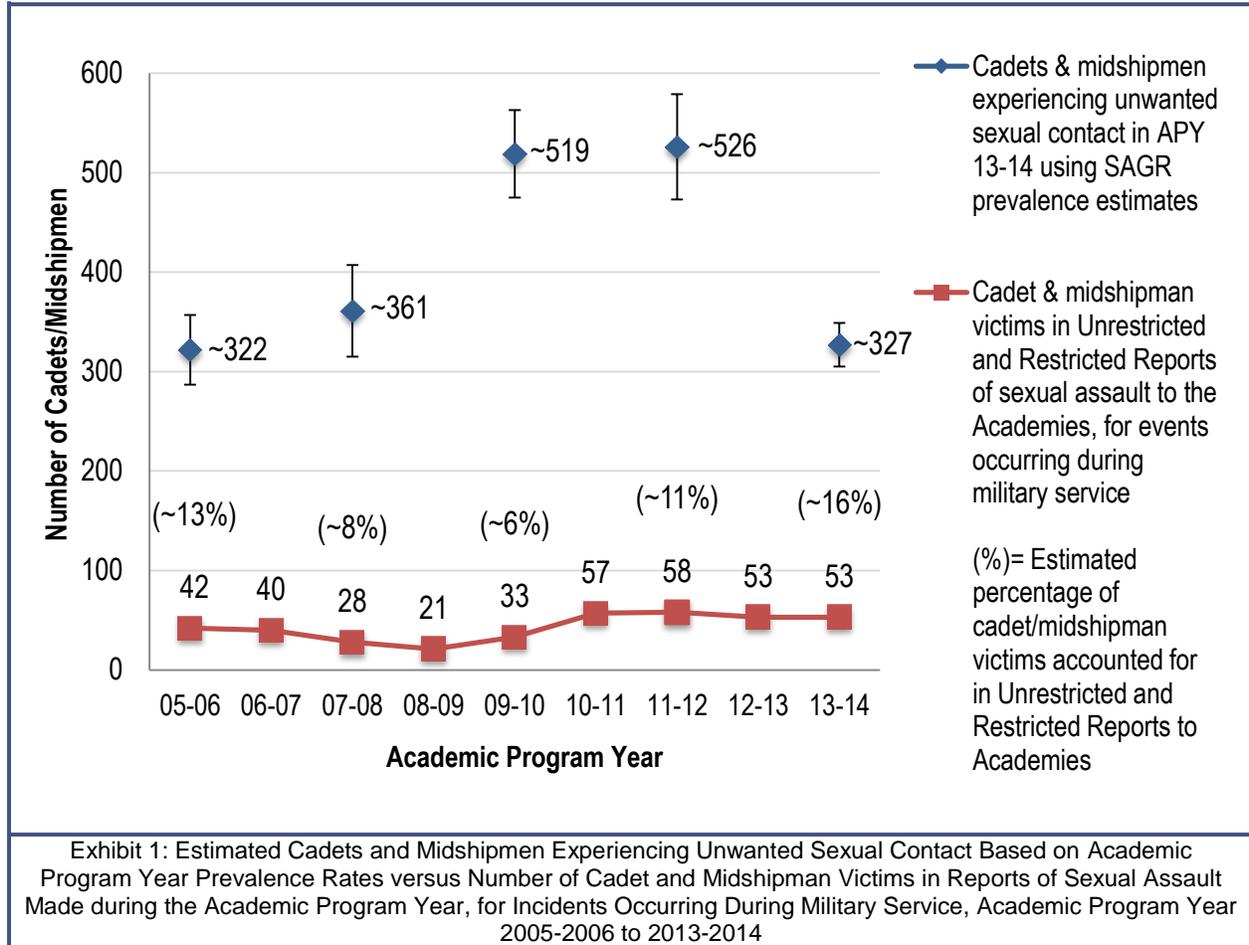
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<sup>17</sup> Margins of error for women and men range from  $\pm 1\%$  to  $\pm 2\%$ .

<sup>18</sup> A total of 70 Unrestricted and Restricted reports were actually received in academic program year 2012-2013, but 11 of the reports were for events that occurred to cadets and midshipmen before they entered military service. An additional five reports involved civilian victims who reported being sexually assaulted by a cadet or midshipman, and one cadet was the victim in two separate Unrestricted Reports. Civilian victim reports that involve a cadet or midshipman as the alleged offender are fully investigated, but are not included in this analysis so as to better provide an understanding of the victimization of cadets and midshipmen at the Military Service Academies.

<sup>19</sup> A total of 61 Unrestricted and Restricted reports were actually received in academic program year 2013-2014, but two of the reports were for events that occurred to cadets and midshipmen before they entered military service. An additional four reports involved civilian victims who reported being sexually assaulted by a cadet or midshipman, and two cadets each made two Unrestricted Reports for different incidents. Civilian victim reports that involve a cadet or midshipman as the alleged offender are fully investigated, but are not included in this analysis so as to better provide an understanding of the victimization of cadets and midshipmen at the Military Service Academies.

fewer sexual assaults occurred in academic program year 2013-2014 than in academic program year 2011-2012.



## WAY AHEAD

Preventing sexual harassment and sexual assault at the Military Service Academies, as well as across the total force, remains a priority for the Department. Throughout academic program year 2013-2014, the Military Service Academies worked towards meeting the essential measures outlined in the Secretary of Defense’s January 2014 memorandum. However, fully implementing these measures and assessing their effectiveness will take time. The Department expects the Academies to make further progress in implementing the initiatives directed by the Secretary of Defense, complete outstanding action items and recommendations from previous academic program years, and implement and consider new solutions for addressing areas of concern identified through the *2014 Service Academy Gender Relations Survey*.

The Department’s dual goals are to use prevention initiatives to reduce the number of incidents of sexual harassment and assault, and at the same time, encourage reporting, so that reports of sexual harassment and assault to the DoD account for a greater proportion of the survey-estimated incidents.

To further support the Department's dual goals and the Academies' efforts to make further progress, the Secretary of Defense is directing the Under Secretary of Defense for Personnel and Readiness to host a senior summit each academic program year for Service Academy leadership and others to facilitate collaboration and exchange of best practices and lessons learned in prevention and response policies. Service Academy leadership will also be incorporated into the Sexual Assault Prevention and Response Executive Integrated Product Team forum. Furthermore, the Secretary of Defense is directing the Secretaries of the Military Departments to develop and conduct specific prevention programming and initiatives for cadets and midshipmen at the conclusion of their first academic program year. This training will address professional relationship expectations and the factors behind higher rates of sexual assault experienced during the Academy third-class year. The Department of Defense Sexual Assault Prevention and Response Office is directed to develop and deploy an anonymous, self-guided education program designed to address and support those cadets, midshipmen, and other military members who may have been victims of sexual assault or abuse prior to military service. To encourage greater reporting of sexual assault, the Secretary is directing the Superintendents of the Military Service Academies, in collaboration with the Under Secretary of Defense for Personnel and Readiness and Military Department Sexual Assault Prevention And Response program offices, to assess their individual Academy climates and develop a plan to promote greater reporting of these crimes by cadets and midshipmen.

Onsite assessments are planned for the spring of 2015 to be conducted by a team from the Department of Defense Sexual Assault Prevention and Response Office and the Office of Diversity Management and Equal Opportunity. During the assessment, the team will follow up on the Military Service Academies' sexual assault prevention and response and prevention of sexual harassment programs to track implementation and assess effectiveness. Additionally, the Defense Manpower Data Center will conduct focus groups to follow up on items identified in the *2014 Service Academy Gender Relations Survey*.

## INTRODUCTION

### REPORT REQUIREMENT

Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2007 (Public Law 109-364), requires an assessment of the MSAs during each APY. This assessment is to determine the effectiveness of the policies, training, and procedures of the Academy with respect to sexual harassment and violence involving Academy personnel at the:

- United States Military Academy (USMA);
- United States Naval Academy (USNA); and
- United States Air Force Academy (USAFA).

### DEFINITION OF SEXUAL HARASSMENT AND SEXUAL VIOLENCE (ASSAULT)

In accordance with DoD Directive (DoDD) 1350.2, “*Department of Defense Military Equal Opportunity Program*,” sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career;
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.<sup>20</sup>

The term “sexual violence,” herein referred to as “sexual assault,” is defined by policy<sup>21</sup> as intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The crime of sexual assault includes a broad category of sexual offenses consisting of the following specific Uniform Code of Military Justice (UCMJ) offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses. “Consent” means words or overt acts indicating a freely given agreement to the sexual conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent.

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<sup>20</sup> The process DoD uses to respond to sexual harassment complaints is distinct from the response process to sexual assault reports. While neither behavior is acceptable, sexual assault is a crime and may require law enforcement response and victim assistance. The response to sexual harassment, which can also rise to the level of a crime, encourages resolution of inappropriate gender-related behaviors at the lowest level. Those experiencing such behavior may resolve the matter personally or report the matter formally or informally for command involvement and assistance.

<sup>21</sup> DoD Directive 6495.01, *Sexual Assault Prevention and Response Program*, 23 January 2012.

Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating relationship or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent. There is no consent where the person is sleeping or incapable of lawful consenting, such as due to age, alcohol or drugs, or mental incapacity.

## ASSESSMENT PROCESS

As directed by the FY07 NDAA, the MSA assessment consists of different activities in odd and even APYs:

- In APYs beginning in odd-numbered years (e.g., APY 13-14), the annual assessment consists of the Academies' self-assessment and an anonymous survey of cadets and midshipmen. This survey, the biennial Defense Manpower Data Center (DMDC) *Service Academy Gender Relations Survey (2014 SAGR)*, covers topics such as prevalence of unwanted sexual contact and harassment, reporting and training, and characteristics of the unwanted sexual and gender-related behaviors.
- In APYs beginning in even-numbered years (e.g., APY 12-13), the DoD Sexual Assault Prevention and Response Office (SAPRO) and the Office of Diversity Management and Equal Opportunity (ODMEO) review the Academies' self-assessments from the previous year, conduct site visits to each MSA, and analyze the MSAs' policies, trainings, and outreach materials. Also included in even-numbered APY reports are the results of the biennial DMDC *SAGR Focus Group Report* covering topics such as sexual assault, sexual harassment, reporting, leadership response, training, and bystander intervention.

This report includes the aggregated reports of sexual harassment and assault; updates on the MSAs' implementation of initiatives directed by the Secretary of Defense, outstanding action items, and recommendations from previous APY reports; the Department's highlights of each Academy's self-assessment; and the results from the *2014 SAGR*.<sup>22</sup> This document serves as the Department's *Annual Report on Sexual Harassment and Violence at the Military Service Academies covering APY June 1, 2013 through May 31, 2014*.

DoD SAPRO and ODMEO use this annual assessment as an oversight tool to monitor improvement of the Department's sexual assault prevention and response and prevention of sexual harassment programs at the Military Service Academies. To that end, the assessment of the programs was organized by the lines of effort (LOE) established in the *DoD Sexual Assault Prevention and Response (SAPR) Strategic Plan*

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<sup>22</sup> The consolidated DoD matrices, containing the sexual assault and harassment reports received by the MSAs during APY 13-14 are in Appendix D of this report. The *2014 SAGR Report* is posted at <http://www.sapr.mil/index.php/research>.

approved by the Secretary of Defense in May 2013. The strategy provides a proactive and multi-disciplinary approach to achieve Department-wide unity of effort and purpose on sexual assault prevention and response across five LOEs, as follows:

- Prevention – focused elements at multiple levels to prevent the crime
- Investigation – competent investigations to yield timely and accurate results
- Accountability – offenders held appropriately accountable
- Advocacy/Victim Assistance – first-class victim services and care provided
- Assessment – qualitative and quantitative measures to inform programs/policies

The five LOEs, combined with a comprehensive sexual assault prevention and response system, are aligned across the MSAs in their respective strategies and programs. This provides a coordinated approach to sustain progress and implement requisite organizational change, leveraging the Department's enduring culture of dignity and respect. The Assessment line of effort allows for continuous evaluation and feedback to inform improvements to ongoing programs, as well as identify areas for improvement.

### **DMDC 2014 SAGR**

The *2014 SAGR* is the sixth in a series of surveys mandated by sections 4361, 6980, and 9361 of title 10, United States Code. This year's *SAGR* was a census of all cadets and midshipmen at the three MSAs, meaning that all cadets and midshipmen were invited to take the survey. The *2014 SAGR* includes data on:

- The APY 13-14 year prevalence rates of sexual assault (referred to on the survey as USC), perceived sexual harassment and sexist behavior, and stalking-related behaviors;
- A discussion of students' perceptions of Academy culture with respect to sexual assault and sexual harassment;
- The administration and perceived effectiveness of sexual assault and sexual harassment training; and
- Perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment.

The Defense Manpower Data Center conducted the *2014 SAGR* during the spring of 2014. The weighted response rate for the MSAs was 66%. For the first time, DMDC conducted a census of all cadets and midshipmen at the three MSAs. DMDC surveyed all cadets and midshipmen in order to obtain maximum reliability of results for survey questions that applied to a small subset of students (e.g., questions asking details of an unwanted gender-related behavior).<sup>23</sup>

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<sup>23</sup> Historically, DMDC has surveyed all female cadets and midshipmen in order to produce reliable results. In addition to surveying all female students, the decision was made in 2014 to conduct a census of male students in order to better understand specific incidents in which male cadets/midshipmen experienced USC and/or sexual harassment.

### Prevalence of Unwanted Sexual Contact

Overall, 8.2% of female cadets/midshipmen experienced USC. The following provides breakdowns of the specific behaviors female cadets/midshipmen experienced:

- 3.3% experienced attempted sexual intercourse, anal or oral sex<sup>24</sup>
- 2.4% experienced unwanted sexual touching only
- 2.3% experienced completed sexual intercourse, anal or oral sex<sup>25</sup>
- 0.2% did not specify the behaviors experienced

Overall, 1.1% of male cadets/midshipmen experienced USC. The following provides breakdowns of the specific behaviors male cadets/midshipmen experienced:

- 0.6% experienced unwanted sexual touching only
- 0.3% experienced completed sexual intercourse, anal or oral sex
- 0.2% experienced attempted sexual intercourse, anal or oral sex
- 0.1% did not specify the behaviors experienced

### Prevalence of Perceived Sexual Harassment

Overall, the *SAGR* indicated that the 2014 prevalence of perceived sexual harassment for female cadets/midshipmen decreased from 51% in 2012 to 48% in 2014. It should be noted that this overall decrease in prevalence for female cadets/midshipmen stems from a large decline in prevalence at USNA (61% in 2012 to 44% in 2014). Among female cadets at USMA and USAFA, the prevalence of perceived sexual harassment increased. At USMA, the prevalence rose from 49% in 2012 to 55% in 2014 and at USAFA the prevalence rose from 44% in 2012 to 48% in 2014.

Overall, the 2014 *SAGR* found that the prevalence of perceived sexual harassment among male cadets and midshipmen was 10%<sup>26</sup>, the same figure reported in the 2012 *SAGR*. There was no statistically significant difference in the prevalence rates among male cadets at USAFA (11% in 2012 and 9% in 2014) and USNA (10% in 2012 and 9% in 2014%). Comparatively, for male cadets at USMA, there was a statistically significant increase in sexual harassment from 8% in 2012 to 12% in 2014.

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<sup>24</sup> Attempted sexual intercourse, anal or oral sex can occur with or without unwanted sexual touching.

<sup>25</sup> Completed sexual intercourse, anal or oral sex can occur with or without attempted sex or attempted sexual touching.

<sup>26</sup> Margin of error range is +/- 1% to +/- 2%.

## ASSESSMENT OF MSA SAPR AND POSH PROGRAMS

### INTRODUCTION: APY 12-13 ASSESSMENT AND FINDINGS

The assessment for the APY 12-13 Report found that all of the MSAs' prevention of sexual harassment (POSH) and SAPR policies, procedures, and training programs complied with the Department's directives and instructions. Compliance, however, is not enough as sexual harassment and assault continue to exist to varying degrees at each of the MSAs.

In order to foster a cadet/midshipman culture that embraces dignity and respect for all and one in which future officers demonstrate the social courage to challenge those who do not, the Secretary of Defense issued a memorandum that was released with the APY 12-13 Report. The memorandum contains five essential measures, which are:

- Enhance Strategic Planning
- Enhance Program Effectiveness
- Advance and Sustain Appropriate Culture
- Enhance Comprehension
- Expand Alcohol Policies

The January 2014 Secretary of Defense memorandum directs the following actions:

*Enhance Strategic Planning:* To ensure unity of effort and purpose, the service Academy Superintendents will ensure implementation of Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with their respective Department or Service SAPR strategic plans.

*Enhance Program Effectiveness:* To improve the overall effectiveness of policies and programs, the Superintendents will involve cadets and midshipmen in command climate assessments and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.

*Advance and Sustain Appropriate Culture:* To advance the values and behaviors required of a military officer and to increase victim confidence associated with reporting, the Superintendents will innovate and implement solutions that address concerns of social retaliation among peers; employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet/midshipman organizations; and provide cadet and midshipman influencers with the skills and knowledge to strengthen their ongoing mentorship programs.

*Enhance Comprehension:* To further increase awareness and understanding of the impact of disrespectful and criminal behaviors, the Superintendents will develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.

*Expand Alcohol Policies:* To improve safety of cadets and midshipmen and reduce the risks posed by alcohol, the Superintendents will review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.

#### *Additional Recommendations from the APY 12-13 Report*

The APY 12-13 Report provided two additional recommendations common to the MSAs based on findings from the onsite assessment observations, sexual assault reporting data, focus group feedback, and past *SAGR* findings. These two recommendations were:

- Provide an MSA-modified version of its Service's pre-command training for all faculty, company/squadron officers, and senior enlisted leaders.
- Submit locally produced sexual harassment related training plans to the Defense Equal Opportunity Management Institute (DEOMI) for review.

The MSAs were required to submit updates on their implementation of the Secretary of Defense Initiatives and the additional two recommendations common to all MSAs. Based on the input they provided, the Department determined if each MSA has completed its implementation of the initiatives.

The APY 12-13 Report also provided areas for improvement by LOE and an assessment of each MSA's implementation progress of past recommendations. The MSAs submitted updates on addressing the areas of improvement and any past recommendations that were considered "In Progress." The implementation of the Secretary of Defense initiatives, recommendations common to all MSAs, areas of improvement, incomplete past recommendations, and current *SAGR* findings serve as the basis of the Department's assessment of each MSA's SAPR and POSH programs.

## UNITED STATES MILITARY ACADEMY

### DoD ASSESSMENT OF USMA

In the following section, the Department assesses all of USMA’s pending action items entering into APY 13-14. These actions include the Secretary of Defense initiatives, additional recommendations from last year’s report, and areas for improvement identified in previous reports.

Of USMA’s 18 pending actions, 13 were completed this year.

- Five actions are in progress:
  - Two of the five 2014 Secretary of Defense initiatives remain in progress.
  - Of the two additional recommendations from last year’s report, one remains in progress.
  - Two of 11 areas for improvement from the APY 12-13 and earlier years’ reports remain in progress.

#### Implementation Progress: Secretary of Defense Initiatives and Recommendations Common for All MSAs from APY 12-13

The following section provides the actions that USMA has taken to implement the Secretary of Defense Initiatives. While not all actions are complete, USMA is working towards meeting the requirements and is implementing promising practices to further dignity and respect.

2014 Secretary of Defense Initiatives – USMA Progress at a Glance		
	Action	Status
Enhance Strategic Planning	Complete	●
Enhance Program Effectiveness	Complete	●
Advance and Sustain Appropriate Culture	In Progress	⇒
Enhance Comprehension	Complete	●
Expand Alcohol Policies	In Progress	⇒

● Complete   
 ⇒ In progress   
 ● No Progress

#### *Enhance Strategic Planning*

- **Requirement:** Academies were to implement strategic plans for sexual assault and harassment that aligned with their Service and Department strategic plans.

- **USMA Action:** USMA has aligned and will continue to align its sexual harassment and assault prevention program along the five LOEs established by the Department of the Army.<sup>27</sup>
  - o USMA is in the process of updating the published USMA Strategic Plan for 2013-2019 based on the Superintendent's vision for the Academy.
  - o The USMA Sexual Assault Response Coordinator (SARC) is a member of the subcommittee focused on cadet development with regard to honorable living with focus on a culture of dignity and respect. The integration of the USMA SARC into this subcommittee results in a better integration of the Sexual Harassment/Assault Response and Prevention (SHARP) program<sup>28</sup> into the written strategic plan and allows for transparency when USMA addresses character development in terms of honor, respect, and dignity.
  
- **Status: Complete.** During the assessment for the APY 12-13 Report, the Department determined that the USMA Strategic Plan 2013-2019 incorporated SAPR and POSH initiatives. USMA should ensure that the SAPR and POSH initiatives remain in the updated USMA Strategic Plan.

#### *Enhance Program Effectiveness*

- **Requirement:** Academies were to conduct climate assessments that involved cadets and midshipmen, consistent with Department-wide methodologies.
  
- **USMA Action:** USMA's Equal Opportunity (EO) Office coordinated with DEOMI to execute a command climate survey for staff, faculty, and cadets. The survey was conducted from November 2013 to January 2014. The Superintendent briefed the results of the survey to staff and faculty in April 2014. USMA will comply with the annual requirement to conduct a command climate survey, which includes cadets.
  
- **Status: Complete.** USMA should ensure that, going forward, the climate assessment administered to cadets is conducted annually using an Academy-customized version of the DEOMI Equal Opportunity Climate Survey (DEOCS). This action is being funded by DoD SAPRO, but requires USMA personnel's continued participation in development action.

#### *Advance and Sustain Appropriate Culture*

- **Requirement:** Academies were to:
  - o Implement solutions that address concerns of social retaliation among peers;

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<sup>27</sup> The five LOEs established by the Department of the Army are the same LOEs in the *DoD SAPR Strategic Plan*

<sup>28</sup> The Department of the Army's SHARP program aims to eliminate sexual offenses, including both sexual harassment and sexual assault, within the Army (For more information, please see: <http://www.sexualassault.army.mil/index.cfm>).

- Employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet/midshipman organizations; and
  - Provide cadet and midshipman influencers with the skills and knowledge to strengthen their ongoing mentorship programs.
- **USMA Action:**
- In February 2014, USMA conducted a comprehensive cadet climate survey developed by USMA's Office of Institutional Research (OIR) for all 118 cadet clubs, including sports teams, which enabled USMA to sharpen its focus on changing culture. The overall results were positive. However, it found that cadets might have a problem with bystander intervention, which must be overcome in order to uphold the values of USMA and the Army. Results of the survey were briefed to multiple groups, including cadets, staff and faculty, coaches, mentors, and sponsors. Results from the club assessment also contributed to the future revised character development strategy as well as the update to the USMA Strategic Plan.
  - The Superintendent and senior leaders met with all National Collegiate Athletic Association (NCAA) coaches and Director of Cadet Activities (DCA) coaches (who lead club sport activities) to discuss standards, values, and the integration of the athletic teams in the Corps of Cadets. The Superintendent also met with all NCAA athletic team Officer Representatives (OR) and all DCA Officers in Charge (OIC) to articulate acceptable standards of behavior and review roles and responsibilities of teams or clubs in maintaining a proper and professional culture and command climate. The ORs and OICs instill the Army ethic as representatives of the Superintendent.
  - The Faculty Athletic Representative (FAR) meets with ORs throughout the year to share best practices; for example, the rugby mentors recently shared lessons learned with all the Head ORs.<sup>29</sup> USMA also changed the process for selecting Head ORs, which now includes meeting with the FAR, Dean, Director of Intercollegiate Athletics, and Commandant before being submitted to the Superintendent for approval. Finally, ORs regularly speak to cadets during practice to discuss the adverse impact that negative team cultures can produce. These actions promote open dialogue with the intent to promote a positive culture.
  - For APY 14-15, focus on retaliation and bystander intervention has been key components of Cadets Against Sexual Harassment/Assault (CASH/A)<sup>30</sup> training as well as leadership discussions. An integral

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<sup>29</sup> As noted in the APY 12-13 Report, members of USMA's men's rugby team circulated a number of emails that illustrated a culture of disrespect towards women. This email chain was only discovered when one of the women discussed in the emails inadvertently discovered the material and reported it to USMA officials.

<sup>30</sup> Instituted in APY 12-13, the CASH/A program is a cadet initiative with oversight provided by USCC SARC. The CASH/A Cadets are peer advisors and trainers assisting in their tactical leadership teams by providing timely information on prevention and response to sexual harassment complaints and sexual assault reports. Caring for one another is a basic function of the CASH/A Program—an extension of the Cadet Respect Creed.

program associated with this effort was the “It’s On Us!” campaign, which was presented to the Corps of Cadets and community in September 2014. Additionally, as part of the SHARP summit training in September 2014, the recently released Standing Strong: Confronting Unethical Conduct case study was presented and discussed among the cadets. This video, featuring a former USMA cadet, discussed the criticism the cadet received for reporting a well-liked non-commissioned officers (NCO) for unprofessional conduct, and the importance of supporting those who come forward with an allegation of wrong doing. Also, during senior leader presentations to the Corps of Cadets, staff and faculty, and competitive teams, bystander intervention and social retaliation are addressed in detail. Besides explaining what both are, the message was that neither will be tolerated as it has an adverse impact on the command climate of an organization and violates the principles of dignity and respect. Finally, cadet company representatives include training in preventing retaliation and in encouraging bystanders to intervene to safeguard each other. As part of the cadet program, the cadet chain of command fully supported and encouraged all cadets to participate in the "It's on Us!" campaign and took the lead on it. They encouraged everyone to sign up and take the pledge. The CASH/A sessions at the unit level (without senior leaders in the room) have allowed cadets to get the right information, kill rumors, and support seeking assistance and standing up for one another. There have been three official reports made that were encouraged by a bystander telling the victim that you have to say something.

- **Status: In progress.** The Department considers this action to be in progress because only two of three requirements appeared to be addressed by USMA. USMA must further demonstrate that it is responding appropriately to address concerns about social retaliation<sup>31</sup> and identify its actions taken to address cadets’ “problem” with bystander intervention.

### *Enhance Comprehension*

- **Requirement:** Academies were to develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.
- **USMA Action:** Approximately 2 years ago, the Superintendent formed a special committee to develop a comprehensive SHARP curriculum for the Academy. One of the committee’s primary recommendations was to identify areas in the

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<sup>31</sup> In the January 2014 Secretary of Defense memorandum, the Superintendents were directed to “innovate and implement solutions that address concerns of social retaliation” in the Advance and Sustain Appropriate Culture initiative.

core curriculum where USMA was teaching concepts integral to understanding and preventing sexual harassment and assault.

Eight courses, which are interspersed throughout all four years of a cadet's career, were identified as including relevant material. These courses include:

- Five academic program courses:
  - Introductory Psychology (PL100)
  - Philosophy (PY201)
  - American Politics (SS202)
  - Military Leadership (PL300)
  - Constitutional/Military Law (LW403)
- Two physical program courses:
  - Personal Fitness (PE215)
  - Army Fitness Development (PE450)
- One military program course (Officership [MX400])

Course directors in the participating courses form a team that discusses ways to integrate the SHARP concepts across the curriculum. Course directors annually assess the SHARP lesson objectives to monitor the cadets' comprehension and awareness. The team leader consolidates all of the courses' assessments to make modifications to core content as necessary.

Incorporating SHARP into core courses has increased cadet exposure to SHARP in the curriculum and addresses the topic in a more intentional and formal manner in the classroom. In assessments received from the cadets, a solid majority of the cadets correctly answered the questions related to SHARP. Additionally, course feedback for all the courses indicated a solid majority of the cadets agreed that the courses reinforced the importance for leaders at all levels to create an environment that is free of sexual assault and sexual harassment. Using disciplinary perspectives, cadets are discussing the topic in their courses; instructors are also linking these discussions to cadets' role as leaders.

- **Status:** **Complete.**

#### *Expand Alcohol Policies*

- **Requirement:** Academies were to review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.
- **USMA Action:** During APY 13-14, USMA implemented 21<sup>st</sup> birthday training that all cadets must undergo before they are permitted to consume alcohol on post. In addition, current policy for each class is as follows:
  - Cadet Privates (Freshman/Plebes who are 21 years or older):
    - Not authorized to drink at any location at any time on the West Point campus.
    - Can consume alcohol only while on pass or leave **if** of legal age.

- Cadet Corporals (Sophomores/Yearlings who are 21 years or older and completed 21st birthday training):
  - Only authorized to drink at the Hotel Thayer or West Point Club when physically sitting down and eating a meal, no more than three drinks (beer and wine only). May drink at sponsor's home.
  - May participate in company wine tasting (no hard liquor).
- Cadet Sergeants (Juniors/Cows who are 21 years or older and completed 21st birthday training):
  - Authorized to drink beer and wine at the West Point establishments and sponsor's house and an authorized picnic or post-game tailgate site (must be in uniform at tailgates).
  - May drink hard liquor at company brandy/whiskey tasting.
- Cadet Officers (Seniors/Firsties who are 21 years or older and completed 21st birthday training):
  - Authorized same privileges as Cadet Sergeants but are permitted to drink hard liquor at West Point establishments.

USMA also established cadet company-specific incentives for companies with zero alcohol-related offenses. These incentives typically involved less intensive inspection schedules for companies that demonstrated zero offenses in a given period.

Additionally, the brigade tactical department leadership met with the mayor, restaurant owners, and other town officials to share best practices on the prevention of alcohol abuse among cadets.

Informal agreements and the exchange of contact information have been executed with each of the four bars in Highland Falls (HF), which is the only town in the vicinity of West Point. Leadership continues to maintain good relations with all the establishments downtown. In addition to meetings, the duty driver has distributed emergency contact cards for West Point in case there have been incidents that locals want to report or if a cadet needs assistance. Since Highland Falls is a very small hamlet, it has more direct contact with West Point than other towns outside of military bases. The local residents know who to contact if there are issues to report or if they observe inappropriate activity. The Brigade Tactical Officer (BTO) and the Cadet First Captain (1CPT) have met the mayor to receive feedback and discuss local issues, the mayor knows who and how to contact USMA if he must. In addition, the BTO and 1CPT met with the HF Police Chief, to share ideas on mutual support. All incidents reported by the local jurisdiction have resulted in investigations or disciplinary actions if the situation warrants such action.

- **Status: In Progress.** The actions taken by USMA are helpful but largely focus on individual use of alcohol. Future efforts should include expanded institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers and alcohol availability.

*Additional Recommendations from the APY 12-13 Report*

<b>Additional Recommendations from APY 12-13 – USMA Progress at a Glance</b>		
	Action	Status
Implement MSA-Modified Pre-Command Training	Complete	●
Submit Sexual Harassment Training for Approval	In progress	⇒
● Complete    ⇒ In progress    ● No Progress		

*MSA-Modified Version of Service’s Pre-Command Training*

- **Requirement:** Academies were to provide an MSA-modified version of its Service’s pre-command training for all faculty, company/squadron officers, and senior enlisted leaders.
  
- **USMA Action:**
  - Incoming Tactical Officers (TAC) earn a master’s degree from Columbia University as part of the Eisenhower Leadership Development Program. The TACs are essentially the company commanders of a unit consisting of 120 cadets from all 4 classes. Their role is to develop, mentor, and counsel a cadet on all aspects of cadet life including character development. The incoming leaders receive SHARP training from the United States Corps of Cadets (USCC) SARC as part of their program of instruction. Their education includes a discussion on internal and external SHARP resources, SHARP organization at West Point, and initiatives unique to the Academy like CASH/A.<sup>32</sup>
  - The TAC officers attend both the Eisenhower Leadership Development Program at Columbia University and a "TAC University" led by the brigade tactical department and hosted at USMA prior to assuming duties as a TAC officers. The Eisenhower program has a very intensive session of the course dedicated to counseling. The TAC University program covers all of the policies and procedures to be a successful TAC at USMA. The classes provided include topics like equal opportunity, SHARP, disciplinary procedures, and reporting procedures. The USCC SARC conducts group sessions with the TACs once a semester. There are special training sessions in the case of large events to keep everyone in the loop and to be as transparent with processes at USMA. Each Regimental TAC team, under lead of its Lieutenant Colonel Regimental Tactical Officer, holds weekly TAC huddles where they are able to provide

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<sup>32</sup> Instituted in APY 12-13, the CASH/A program is a cadet initiative with oversight provided by USCC SARC. The CASH/A Cadets are peer advisors and trainers assisting in their tactical leadership teams by providing timely information on prevention and response to sexual harassment complaints and sexual assault reports. Caring for one another is a basic function of the CASH/A Program—an extension of the Cadet Respect Creed.

mentorship, issue guidance, and provide resources to the TAC teams (as required). To ensure USMA is covering all required material for pre-command courses, the USMA SARC has requested through the USMA G3 to obtain any pre-command related materials from U.S. Army Training and Doctrine Command and the Combined Arms Center that may not have already been included in the training designated for tactical teams as well as staff and faculty.

- At USMA, training is adjusted based on the population of personnel receiving the training. This training is designed for military, civilian, and contractor personnel. SHARP training is incorporated into newcomers' training as well as the Ready and Resilient Program.
  - All current and newly assigned personnel must participate in annual training (including TAC Officers and TAC NCOs). This year's training directive signed by the Superintendent stated that the subordinate units would conduct annual SHARP training in order to promote an environment of dignity and respect for all personnel.
  - According to the training directive, organizations are to conduct refresher training in two parts. Part one consists of face-to-face training using training support materials provided and part two consists of the online training titled "Team Bound." USMA will host multiple sessions of "Got Your Back" training. The "Got Your Back" training is an acceptable substitute for the Team Bound online training.
  - Subordinate units are to conduct annual refresher SHARP training in order to reinforce USMA's goal to eliminate sexual harassment and assault. As part of the discussions, candid dialogue about uncomfortable topics related to sexual harassment and assault occur in order to lessen misunderstandings among employees thus enhancing organizational climates characterized by dignity and respect where all are valued members of the team.
  - All training will be completed no later than September 15, 2014.

- **Status:** **Complete.**

#### *Submission of Sexual Harassment Training Plans to DEOMI*

- **Requirement:** In January 2014, the Academies were directed to comply with DoD policy by submitting their sexual harassment training programs to DEOMI for approval.
- **USMA Action:** USMA is working toward submitting a copy of its sexual harassment training through the USMA EO Office to DEOMI no later than January 15, 2015.
- **Status:** **In progress.** USMA should submit its sexual harassment training during APY 14-15 in order for the Department to consider this action to be complete.

**Areas for Improvement Identified in APY 12-13**

During the APY 12-13 assessment, the Department identified areas of improvement, organized by LOE, for USMA. For this report, USMA was instructed to provide an update of the actions taken in APY 13-14 to make these improvements. This section provides the Department’s assessment of USMA’s actions to correct its areas of improvements.

<b>Areas for Improvement Identified in APY 12-13 and Previous Reports – USMA Progress at a Glance</b>		
	Action	Status
Review and Strengthen Leadership Oversight of Cadet Groups, Teams, and Clubs	Complete	●
Develop Mechanism to Quickly Inform USMA of Crime Incidents	In Progress	⇒
Conduct Outreach to Alumni and Others Re: USMA Standards	Complete	●
Ensure Legal Assistance Attorneys Receive Specialized Training	Complete	●
Correct Errors on Corps of Cadets Intranet Website	Complete	●
Implement Army-Approved Practical Exercises for SARC/VA	Complete	●
Identify and Provide Response Training to USMA Representatives	Complete	●
Develop, Implement, and Track Metrics	In Progress	⇒
Conduct Small-Unit Climate Assessments	Complete	●
Develop Outcome-Based Metrics for Prevention and Trends	Complete	●
Request One or More Full-Time SAPR VA(s)	Complete	●
● Complete    ⇒ In progress    ● No Progress		

*LOE 1: Prevention Items for Improvement:*

- **Improve:** Review and strengthen leadership oversight of cadet groups, teams, and clubs that allow for mentoring and consultation between leaders and ensure all formal cadet group communications include coach or faculty sponsor on the distribution list.
- **USMA Action:** Leadership oversight was strengthened through the Superintendent’s discussions with coaches, team captains, ORs for NCAA teams, and officers in charge of cadet clubs in March 2014 and August 2014. The Superintendent reiterated his expectations regarding maintaining a command climate grounded in dignity and respect as well as the USMA and Army values to these groups. Coaches and faculty sponsors are on formal distribution lists. The challenge is the informal distribution lists that cadets may create. USMA is addressing this through dialogue and expectation management.

- **Status: Complete.** USMA leadership should monitor the distribution lists created by cadets and clearly articulate behavior expectations and consequences if USMA and the Army's values are not upheld to its teams, cadet clubs, and other groups.
- **Improve:** Develop a mechanism that quickly informs the Corps of Cadets and West Point community of crime incidents, while respecting victims' need for confidentiality.
- **USMA Action:** This feedback is continually received by cadets, staff, and faculty. USMA SARC will coordinate with the staff judge advocate (SJA) and public affairs office (PAO) to discuss the best way ahead for use of social media for information sharing to include lessons learned. This item will be included as part of a "due out" tracking system to back brief the senior leadership monthly.
- **Status: In progress.** The coordination between the USMA SARC and SJA and PAO should be completed in the APY 14-15 to improve information sharing to cadets.
- **Improve:** Conduct outreach to the alumni, cadet parents groups, and athletic communities to ensure that all USMA sanctioned or private activities involving cadets align with USMA standards of conduct.
- **USMA Action:** The Superintendent's message regularly appears in the community newspaper as well as the Association of Graduates (AOG) quarterly magazine, which is sent to USMA alumni. The USMA sponsorship guidebook was recently updated with standards of conduct expectations, including SHARP and alcohol use. The parents' club is contacted through the West Point Facebook page and other blogs. The Founder's Day Circuit provides opportunities for updating graduates and friends of the Academy regarding expectations of professionalism for cadets. The USMA SARC provided a class to the AOG this year, and the OICs and ORs brief cadets on the standards of conduct prior to departure from the Academy and as part of team/club mentoring. This year, USMA will look at a "grey talk" capability similar to YouTube to share information.
- **Status: Complete.** USMA should ensure that these outreach efforts continue and explore new information sharing options.

*LOE 2: Investigation Items for Improvement:*

- No deficient areas requiring improvement identified

*LOE 3: Accountability Items for Improvement:*

- **Improve:** Ensure all legal assistance attorneys receive specialized sexual assault training.

- **USMA Action:** USMA will establish a tracking mechanism to ensure that routine personnel changes are projected/tracked and do not result in a loss of capability. All legal personnel have received appropriate and required training in order to execute their duties in support of the SHARP program.
- **Status: Complete.**

*LOE 4: Advocacy/Victim Assistance Items for Improvement:*

- **Improve:** Remove the chaplains from the Corps of Cadets intranet website that erroneously includes them in a list of personnel who can take Restricted Reports.
- **USMA Action:** USMA removed chaplains from the list of personnel who can take Restricted Reports.
- **Status: Complete.**
- **Improve:** The Department of the Army implements the recommendation from the *DoD Observation of SARC/SAPR VA SAPR Training Report* to enhance existing practical exercises to provide greater opportunities for practice and application of new knowledge and skills.
- **USMA Action:** USMA utilizes Department of the Army approved practical exercises for periodic training with assigned SARCs and VAs.
- **Status: Complete.**
- **Improve:** Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian club and sports team representatives (to include those leading off-campus activities).
- **USMA Action:** USMA performs quarterly Sexual Assault Response Team (SART)<sup>33</sup> training with first responders. First responders participate in Sexual Assault Review Board (SARB) meetings. The garrison SARC has a memorandum of understanding with Orange County for assistance as needed. While USMA has multiple personnel who have taken the 80-hour course, USMA limits the number of people who can act as collateral SARCs and VAs with the responsibility of taking sexual assault reports for processing.

USMA provides annual training and procedures for those leading off-campus activities. All staff and faculty participate in mandatory annual SHARP training. Additionally, all coaches, OICs, and ORs for any athletic or non-competitive team

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<sup>33</sup> SART is comprised of SARCs, SAPR VAs, health care providers, SJA, and CID.

receive additional training from a representative from the Office of the Director of Athletics (ODIA) or DCA depending on the level of competition. Both ODIA and DCA have written policy for those who sponsor/supervise off-post activities for cadets. Furthermore, USMA has a robust foreign academy exchange program. Cadets receive information briefings prior to departure to ensure they have the most updated information on reporting incidents of sexual harassment or assault. Upon return, cadets provide feedback for future exchange programs.

- **Status: Complete.**

#### *LOE 5: Assessment Items for Improvement:*

- **Improve:** Appoint an office of primary responsibility at USMA to develop, implement, and track metrics.
- **USMA Action:** The USMA SARC worked with OIR to develop the club assessment survey and interpret the results and assist with the strategic plan assessment.
- **Status: In progress.** USMA should develop and implement a dashboard of metrics to assess the overall effectiveness of its SAPR and POSH program and cadets' understanding of SAPR and POSH concepts.
- **Improve:** Consider conducting command climate assessment surveys at the small unit level (for cadets and Prep School cadet candidates) and provide results of the survey to the cadet leadership and to the next level up the chain of command.
- **USMA Action:** This was completed this year and will occur annually as directed by Headquarters, Department of the Army.
- **Status: Complete.**

#### **Assessment of Recommendations from Previous Reports**

The Department provided 32 actions items from the APY 08-09 and APY 10-11 Reports. Entering into APY 13-14, two recommendations were still in progress. For this report, the Department assessed the status of these two and found sufficient evidence to close both recommendations.

- **Action:** Develop outcome-based metrics for prevention efforts and trend analysis around changes to the SAPR Program.
- **USMA Action:** This APY, USMA used results from DEOMI's command climate survey, club assessment survey developed by the USMA OIR, rugby team investigations/recommendations, and the OIR-produced assessment for the USMA Strategic Plan. The results, both anecdotal and statistical, provided the

foundation for conclusions and recommended courses of action. USMA intends to coordinate with OIR to see if metrics can be developed for the five LOEs with priority for prevention and advocacy.

USMA uses multiple forms of outcome-based metrics for trend analysis, including sensing session feedback, command climate surveys, an internally developed club assessment survey, and the OIR research-produced assessment of character development, including measuring respect, a quality that is directly related to the prevention of sexual harassment and assault. Surveys used as part of character development assessment included Army War College input on USMA graduates, a survey for recently hired instructors who had worked with USMA graduates, an internal inspector general assessment, and input from end of year course feedback. These assessments helped USMA shape training topics like bystander intervention and retaliation, emphasizing the need to treat all with dignity and respect so that everyone feels like a valued member of the team, and facilitated communication as the assessment became the foundation for leader discussions.

- **Status: Complete.**
- **Action:** USMA should request resources to support the employment of one or more full-time SAPR VA(s) who will exclusively focus on providing advocacy services to the cadet population.
- **USMA Action:** USMA has hired both a SARC and VA for support to the USMA community.
- **Status: Complete.**

### USMA Prevalence and Reporting Data Highlights

The 2014 SAGR asked USMA cadets to provide feedback on a wide variety of topics relating to the Academy's SHARP program. These topics ranged from perceptions of sexual harassment and experiences of USC to opinions of program effectiveness in reducing or preventing sexual harassment and sexual assault. The following section discusses the prevalence rates of sexual harassment and sexual assault at USMA and incident reporting trends.

#### *Prevalence of Sexual Harassment and Unwanted Sexual Contact*

The 2014 SAGR reported that 55% of USMA women and 12% of USMA men perceived some form of sexual harassment during the APY. For USMA women and men, these 2014 prevalence rates are higher than the rates in 2012, 2010, and 2008 (Table 1).

Table 1: USMA Sexual Harassment Prevalence Rate			
Percent of USMA Women <sup>34</sup>		Percent of USMA Men <sup>35</sup>	
2008	49%	2008	9%
2010	51%	2010	9%
2012	49%	2012	8%
2014	55%	2014	12%

Additionally, 6.5% of USMA women and 0.8% of USMA men experienced USC in APY13-14 (Table 2). For USMA women, this prevalence rate is significantly lower than the rates observed in 2012, 2010, and 2008. However, there has been no statistically significant change in the USC prevalence rate for male cadets from the rates reported in 2012, 2010, and 2008. Moreover, USC prevalence rates varied by class year. Among USMA women, sophomores experienced the highest rate of USC (10.6%), whereas, among USMA men, freshmen experienced the highest rate of USC (1.3%).

Table 2: USMA Unwanted Sexual Contact Prevalence Rate			
Percent of USMA Women <sup>36</sup>		Percent of USMA Men <sup>37</sup>	
2008	8.6%	2008	0.6%
2010	9.1%	2010	1.2%
2012	10.7%	2012	1.7%
2014	6.5%	2014	0.8%

The decrease in USMA’s USC prevalence rates for women in 2014 is encouraging. However, the USC prevalence rate for male cadets has not changed in recent years (the differences from year to year are not statistically significant). The increase in the sexual harassment prevalence rates for both women and men indicate that more attention must be given to preventing sexual harassment.

The 2014 SAGR also showed that, of the female cadets who experienced USC in 2014, a little more than half (53%) indicated that their offender sexually harassed, stalked, or assaulted them before the assault. Of the USMA men who experienced USC in 2014, 42% indicated that their offender sexually harassed, stalked, or assaulted them before the assault.<sup>38</sup> Sexual harassment and assault fall within the continuum of harmful behavior, and sexual harassment has the potential to escalate into an assault.<sup>39</sup>

<sup>34</sup> Margins of error range from ±2% to ±3%.

<sup>35</sup> Margins of error range from ±1% to ±2%.

<sup>36</sup> Margins of error range from ±0.8% to ±0.9%.

<sup>37</sup> Margins of error range from ±0.2% to ±0.9%.

<sup>38</sup> Margins of error for men and women range from ±6% to ±13%.

<sup>39</sup> The “continuum of harm,” in the context of sexual violence, refers to inappropriate actions (such as sexist jokes, hazing, cyber bullying) that are used before or after the assault and/or supports an environment which tolerates these actions.

Additionally, women and men who experienced USC prior to entering the Academy or Preparatory School had a higher prevalence rate of USC in APY 13-14 (11.4% for women and 9.3% for men), compared to the overall prevalence rate for their gender. These findings are consistent with other research and *SAGR* results that identified prior sexual victimization as a risk factor for future victimization. Further, these findings indicate that the development of a targeted, voluntary, confidential prevention program for cadets with a personal history of sexual victimization might be helpful.

Of the 6.5% of USMA women who experienced USC, 41% indicated either they and/or the offender had been drinking before the assault. Of the 0.8% of male cadets who experienced USC, 47% indicated either they and/or the offender had been drinking before the assault.<sup>40</sup> During APY 13-14, the Secretary of Defense directed USMA to review and expand its alcohol policies. Since alcohol consumption was likely involved in nearly half of the survey-estimated number of sexual assaults at USMA, implementation of new alcohol policies and outreach strategies must continue.

Training is an essential part of the SAPR program at the MSAs. The *2014 SAGR* asked cadets if they received sexual assault program training in the last year. At USMA, 99% of women<sup>41</sup> and 99% of men<sup>42</sup> indicated receiving sexual assault training in the past year. Overall, half of respondents (both men and women) rated the training as at least moderately to very effective in reducing or preventing sexual assault or harassment. In 2014, 15% of USMA women who had received sexual assault training indicated that the training was *very effective* in reducing/preventing sexual assault, statistically unchanged from 2012. Furthermore, a lower percentage of USMA women (7%) indicated the training was *not at all effective*, compared to 2012.<sup>43</sup> Among male cadets who received training, 19% indicated that the training was *very effective* in reducing/preventing sexual assault, unchanged from 2012. However, a greater percentage of men indicated that their training was *not at all effective* in 2014 (14%), compared to 2012.<sup>44</sup>

A focus of sexual assault prevention training is bystander intervention. In the *2014 SAGR*, cadets were asked if they observed a situation, during APY 13-14, where they believed a sexual assault was about to occur. Four percent of USMA women and 4% of USMA men indicated they had observed a situation at risk for sexual assault during the APY.<sup>45</sup> Of the 4% of women who observed a situation that could have led to a sexual assault, 92% reported that they took some form of action to prevent the sexual assault. Of the 4% of men who observed a situation that could have led to a sexual assault, 91% reported that they took some form of action to prevent the sexual assault.<sup>46</sup>

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<sup>40</sup> Margins of error for men and women range from  $\pm 6\%$  to  $\pm 13\%$ .

<sup>41</sup> Margin of error  $\pm 1\%$ .

<sup>42</sup> Margin of error  $\pm 1\%$ .

<sup>43</sup> Margins of error range from  $\pm 1\%$  to  $\pm 2\%$ .

<sup>44</sup> Margins of error range from  $\pm 1\%$  to  $\pm 3\%$ .

<sup>45</sup> Margin of error  $\pm 1\%$ .

<sup>46</sup> Margins of error range from  $\pm 4\%$  to  $\pm 5\%$ .

### *Sexual Harassment and Assault Reporting Trends*

During APY 13-14, USMA received one formal complaint and no informal complaints of sexual harassment.<sup>47</sup> According to the 2014 SAGR, 55% of female cadets perceived sexual harassment during the APY. However, the majority (82%) of female cadets did not believe the incident was important enough to report. Approximately 12% of USMA men perceived sexual harassment during the APY, with 72% also indicating they did not believe the incident was important enough to report.

The total numbers of sexual assault reports at USMA during APY 13-14 are as follows:

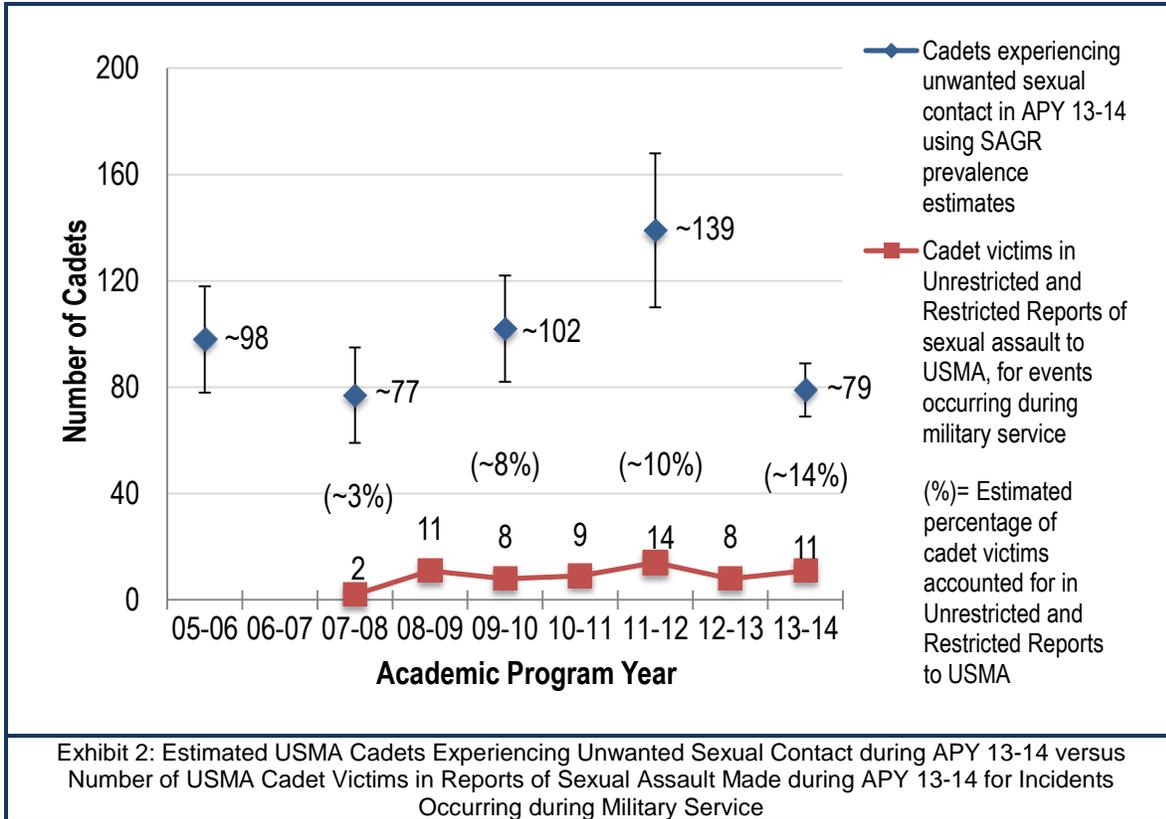
Number of Unrestricted Reports of Sexual Assault	9
Number of Reports of Sexual Assault Remaining Restricted	2
<i>Number of Total Reports of Sexual Assault - Unrestricted and Restricted</i>	11

During APY 13-14, USMA received nine Unrestricted Reports. This is an increase from APY 12-13, during which USMA received seven Unrestricted Reports. During APY 13-14, three Restricted Reports were received, one of which converted to an Unrestricted Report at the victim's request. The two remaining Restricted Reports represent a decrease from the three Restricted Reports remaining in APY 12-13. Overall, sexual assault reporting increased by one report from APY 12-13.

Exhibit 2 illustrates the difference between the estimated number of USMA cadets who experienced USC and the number of cadet victims who made reports of sexual assault for incidents that occurred during military service. The "gap" in reporting narrowed this year, given the decrease in prevalence of USC at USMA and the increase in reports of sexual assault from APY 12-13. The Department estimates that in APY 13-14, one report was made for every seven incidents of sexual assault at USMA. Decreases in USC prevalence are achieved through prevention initiatives, while increases in cadet reporting stem from efforts to address victim confidence and improvements in the response system.

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<sup>47</sup> During the previous APY, no formal or informal complaints of sexual harassment were received.



Drawn from the 2014 SAGR, Table 4 provides the top three reasons respondents selected for not reporting sexual harassment. Within their respective gender groupings, women and men at each Academy identified the same top three reasons for not reporting sexual harassment.<sup>48</sup>

Reason	Women	Men
Thought it was not important enough to report	82%	77%
Took care of it themselves by confronting the person who harassed them	50%	36%
Took care of it themselves by forgetting about it and moving on	48%	36%

USMA should emphasize that sexual harassment falls on the continuum of harm, does not have to be tolerated as part of the USMA experience, and runs counter to the values of the Academy and the Army. Therefore, sexual harassment is, in fact, important enough to be addressed when it occurs.

<sup>48</sup> The top three reasons for reporting sexual harassment are not presented in this report because so few cadets reported sexual harassment.

<sup>49</sup> Margin of error  $\pm 2$ .

Also drawn from the 2014 SAGR, Table 5, Table 6, and Table 7 contain the top reasons respondents selected for reporting and for not reporting USC. Due to the small number of male survey respondents who experienced USC and reported the assault, the reasons for reporting a sexual assault are not reportable for male respondents.

Table 5: Top Three Reasons <u>For</u> Reporting Unwanted Sexual Contact – USMA Women Who Experienced USC And Reported It <sup>50</sup>	
It was the right thing to do	80%
Stop the offender from hurting them again	59%
Seek help dealing with an emotional incident	41%

Table 6: Top Three Reasons <u>For Not</u> Reporting Unwanted Sexual Contact – USMA Women Who Experienced USC And Did Not Report It <sup>51</sup>	
Took care of it themselves by avoiding the person who assaulted them	69%
Did not want people gossiping about them	63%
Did not want anyone to know	63%

Table 7: Top Four Reasons <u>For Not</u> Reporting Unwanted Sexual Contact – USMA Men Who Experienced USC And Did Not Report It <sup>52</sup>	
Thought it was not important enough to report	86%
Took care of it themselves by forgetting about it and moving on	56%
Thought reporting would take too much time and effort	51%
Did not want to hurt the offender’s career	51%

The choice to report a sexual assault is highly personal and may never be considered by some victims, especially when the victim does not believe the situation was “important enough” to report. While the Department respects victims’ reporting decisions, cadets may benefit from a greater understanding of the potential physical and psychological consequences of a sexual assault.<sup>53</sup> However, it is clear that cadets need

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<sup>50</sup> Margin of error ±18.

<sup>51</sup> Margin of error ±7.

<sup>52</sup> Margins of error range from ±14 to ±15.

<sup>53</sup> As presented by the Centers for Disease Control, potential consequences of a sexual assault include migraines and other frequent headaches, back pain, anxiety, withdrawal, guilt, and depression. For more information, please see:

additional assurance that their desire for privacy and confidentiality can be respected through the Restricted Reporting option. Making a report of sexual assault can allow them access to victim services to help them deal with the immediate and future consequences of sexual victimization.

## USMA SELF-ASSESSMENT HIGHLIGHTS



The sections below, organized by LOE from the 2013 SAPR Strategic Plan, provide an overview of actions the Academy is taking in support of that LOE. For a comprehensive description of USMA's SHARP program and initiatives, the complete USMA report is provided as an enclosure to this report.

### Line of Effort 1: Prevention

In the 2013 SAPR Strategic Plan, the Prevention LOE's end state is "cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not tolerated, condoned, or ignored." To work towards this end state in APY 13-14, the Superintendent's number one priority was to build a command climate based on dignity and respect that eliminates sexual harassment and sexual assault at West Point. USMA has taken several efforts to instill this priority into the cadets as future leaders. USMA understands that subordinates pay attention to what their leader considers to be a priority. The Superintendent along with his Board of Directors, including the Commandant, the Dean of the Academic Board, the Directorate of Collegiate Athletics, and the Command Sergeants Major, have made the prevention and elimination of sexual harassment and assault their number one priority. Multiple forums, including town hall meetings, directorate meetings, policy letters, training, small group discussion, and daily actions, pass down this message through the chain of command. Their leadership permeates throughout the organization to the lowest levels.

In April 2014, USMA hosted a National Conference on Ethics in America, which focused on Honorable Living. Included in this conference were numerous cadet forums focused on living an honorable life while addressing a variety of ethical issues at West Point, including athletic subcultures, toleration, bystander inaction, and how the SHARP program ties directly into character development and living honorably.

### Line of Effort 2: Investigation

The Investigation end state is "investigative resources yield timely and accurate results." To work towards obtaining this end state, the CID office that supports USMA accommodates the needs of the victim of sexual assault, understanding that each individual will respond to the situation differently. The investigative process is

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<http://www.cdc.gov/violenceprevention/sexualviolence/consequences.html>. Victims of sexual assault are also known to experience higher rates of depression, anxiety, PTSD, and substance abuse compared to non-victimized persons.

thoroughly explained to the victim and the agent allows the victim to take the time needed to process and answer questions. CID coordinates with the supporting SJA beginning with the initiation of the investigation. CID also conducts an internal review process, which concentrates on timely reporting, timely investigative efforts, and thoroughness of the entire investigation. During the investigative process, CID provides investigative updates to the SJA, including statements, and the identification of subjects, suspects, or witnesses. At the conclusion of each investigation, CID provides the entire case file to the SJA and briefs the attorney, before requesting a final legal opinion. During this process, if the SJA identifies additional leads for CID to investigate, CID will investigate. CID and SJA work together to ensure timely case investigation and prosecution as supported by evidence.

### **Line of Effort 3: Accountability**

The Accountability end state is “achieve high competence in holding offenders appropriately accountable.” Coordination throughout the investigative process occurs among CID, SJA, and the command. Senior Leadership is advised by the SJA before any decisions are made. All decisions are coordinated between the appropriate senior leadership and SJA. USMA has two trained Special Victims’ Counsel (SVC) available to all victims of sexual assault. Currently, one SVC is dedicated full time to victim advocacy and participates in monthly SARB meetings and in quarterly SART training. USMA is in compliance with the requirement mandating judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.

USMA abides by the guidance established in regulations for both informal and formal sexual harassment complaints. Again, coordination among the commander, investigating officer, SHARP personnel, and SJA occurs throughout the process. Senior leadership makes all final decisions with the benefit of advice from the SJA.

### **Line of Effort 4: Advocacy/Victim Assistance**

The Advocacy/Victim Assistance end state is “high quality services and support to instill confidence and trust, and strengthen resilience, and inspire victims to report.” To work toward this end state, the West Point Community has an outstanding working relationship among all key officers associated with advocacy support for victims of sexual violence. The first responders perform quarterly training with each other, attend the monthly SARB meetings, and reach out to each other as necessary to ensure quality advocacy. At USMA, there is continual education on Restricted and Unrestricted Reporting. Senior leader discussions with the staff and faculty, community, and cadets are very transparent. Any questions on the outcome of a case of sexual assault are discussed as appropriate in order to dispel rumors. Many times, the rumors associated with a case hurt future reporting. Open, honest communications enhances confidence in the system.

USMA routinely offers Medical Leave of Absence (MLOA) to any cadet who is recovering from an assault. Coordination among the appropriate offices, like the Dean, tactical department, Center for Personal Development, and SARC occurs confidentially

and swiftly upon request. While on MLOA, cadets can seek counseling at an off-post location. The USCC SARC will periodically check on the cadet to ensure all needs are being met.

Because sexual harassment complaints can be either formal or informal, USMA recognizes that sexual harassment procedures are not well understood and need further attention. A flow chart for sexual harassment reporting will be developed and posted in cadet barracks and other common areas no later than November 30, 2014, which falls into the APY 14-15 reporting cycle.

### **Line of Effort 5: Assessment**

The Assessment end state is “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.” During APY 13-14, USMA conducted a cadet club assessment. USMA performed an extensive review of its club activities, which included 118 athletic teams and non-athletic clubs. In order to perform this review, USMA coordinated with OIR to develop surveys for both cadet club participants and OICs to evaluate their dedication to USMA and Army values. The survey was vetted through the Superintendent, Chief of Staff, Equal Opportunity Office, SARC, and the Department of Sociology to ensure the survey focused on the objectives. Objectives included finding out if clubs harbor an atmosphere of non-adherence to Army and USMA values, determining whether club culture promotes or resists adherence to such values and why, obtaining feedback from club members and OICs on how clubs contribute to cadet leader development, and receiving input from survey respondents on how USMA can help improve cadets’ club experience. One-thousand six-hundred seventy (1,670) of 3,104 cadets (54%) and 176 of 313 faculty/OICs (56%) provided feedback. This assessment among other tools helps with updating training requirements for the Prevention LOE. Another assessment tool used by USMA in APY 13-14 was a command climate survey. The USMA EO Office coordinated with DEOMI to execute a command climate survey for staff, faculty, and cadets. The survey was conducted from November 2013 through January 2014. The Superintendent briefed the results of the survey to staff, faculty, and cadets in April 2014. USMA will continue to comply with the annual requirement to conduct a command climate survey, which includes cadets.

### **Self-Assessment Conclusion**

During APY 13-14, USMA has taken significant steps to solicit feedback from cadets, to educate cadets on the importance of eliminating sexual harassment and assault, and to engage in community outreach.

The Department encourages continued senior leadership focus on the elimination of sexual harassment and assault. However, more needs to be accomplished on a timely schedule. USMA needs to develop solutions to address concerns of social retaliation and the problem with bystander intervention identified by the cadet club assessment. The findings and results from completed assessments should continue to be utilized to inform the way forward for the USMA SHARP program.

## UNITED STATES NAVAL ACADEMY

### DoD ASSESSMENT OF USNA

In the following section, the Department assesses all of USNA’s pending action items entering into APY 13-14. These actions include the Secretary of Defense initiatives, additional recommendations from last year’s report, and areas for improvement identified in previous reports.

Of 19 pending actions, 15 were completed this year.

- Four actions are in progress.
  - One of the five 2014 Secretary of Defense initiatives remains in progress.
  - Of the two additional recommendations from last year’s report, both remain in progress.
  - One of 12 areas for improvement from the APY 12-13 and earlier years’ reports remains in progress.

#### Implementation Progress: Secretary of Defense Initiatives and Recommendations Common for All MSAs from APY 12-13

The following section provides the actions that USNA has taken to implement the Secretary of Defense Initiatives. While not all actions are complete, USNA is working towards meeting the requirements and is implementing promising practices to further dignity and respect.

<b>2014 Secretary of Defense Initiatives – USNA Progress at a Glance</b>		
	Action	Status
Enhance Strategic Planning	Complete	●
Enhance Program Effectiveness	Complete	●
Advance and Sustain Appropriate Culture	Complete	●
Enhance Comprehension	Complete	●
Expand Alcohol Policies	In Progress	⇒

● Complete   
 ⇒ In progress   
 ● No Progress

#### *Enhance Strategic Planning*

- **Requirement:** Academies were to implement strategic plans for sexual assault and harassment that aligned with their Service and Department strategic plans.
- **USNA Action:** In November 2013, USNA completed a comprehensive Sexual Assault and Sexual Harassment Prevention and Response Strategic Plan, aligned with DoD SAPRO’s Strategic Plan, employing a multi-disciplinary use of the five DoD SAPR LOEs – prevention, investigation, accountability, advocacy

and victim assistance, and assessment. USNA's Strategic Plan defines priorities, objectives, and ongoing and future initiatives.

- USNA SAPR Advisory Panel, created in August 2013, and comprised of a diverse group of faculty, staff, chaplains, coaches, and midshipmen, developed the strategic plan, and remains in an advisory role, overseeing implementation and execution.
- USNA's SAPR Program Manager is the Superintendent's centralized point for SAPR programming.

- **Status: Complete.**

### *Enhance Program Effectiveness*

- **Requirement:** Academies were to conduct climate assessments that involved cadets and midshipmen, consistent with Department-wide methodologies.
- **USNA Action:**
  - An annual DEOMI command climate survey was given to the midshipmen in May 2014, asking for feedback on the sexual harassment and assault prevention training program. This survey was conducted to provide feedback at the battalion and company-level, giving senior officers and company officers feedback on perceptions and climate within their small units. Company officers are also evaluated on their ability to lead small-unit discussions on conduct, sexual harassment and sexual assault, and leadership.
  - Brigade SAPR Focus Groups were conducted in November 2013 by Department of Navy (DoN) SAPRO and USNA SAPRO to provide a "pulse check" on overall SAPR efforts since January 2013. A total of 940 midshipmen participated in groups of 20. Findings were assessed and lessons learned have been incorporated into the USNA SAPR program, including handing intercessional SAPR training to the company officers/senior enlisted leaders so that midshipmen can hear from these leaders, something they felt was lacking. The training received overwhelmingly positive endorsement from the midshipmen and was a clear demonstration that their feedback is taken into consideration.
- **Status: Complete.** USNA should ensure that, going forward, the climate assessment administered to midshipmen is conducted annually using an Academy-customized version of DEOMI's Equal Opportunity Climate Survey (DEOCS). This action is being funded by DoD SAPRO, but requires USNA personnel's continued participation in development action.

### *Advance and Sustain Appropriate Culture*

- **Requirement:** Academies were to:
  - Implement solutions that address concerns of social retaliation among peers;

- Employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet/midshipman organizations; and
- Provide cadet and midshipman influencers with the skills and knowledge to strengthen their ongoing mentorship programs
- **USNA Action:**
  - USNA employs purposeful and direct engagement with leaders and supervisors of teams, clubs, and other midshipman organizations to advance a climate of dignity and respect and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs. The Commandant of Midshipmen's redline position, clearly articulated to the Brigade, is that retribution towards any midshipman making a lawful report can lead to appropriate disciplinary sanctions, possibly including separation.
  - The Gettysburg Leadership Retreat began in the summer of 2012 and was expanded during the summer of 2013, bringing together sports team captains, company commanders, and Brigade leaders to discuss attributes and expectations of a leader, with sexual harassment and sexual assault one of several central themes. The Superintendent, Commandant, and Athletic Director participate in reinforcing concepts. This program was expanded in January 2014 to include a session for Brigade leadership assuming their roles for the spring semester 2014. Both programs included the *Midnight Teachable Moment*, wherein recent graduates acted out various scenes at a rented bar or a "house party." Each scene was created to provide a framework for discussion on recognizing destructive behavior and employing various bystander intervention tactics.
  - In APY 13-14, the Commandant of Midshipmen launched his "Be Excellent" campaign to shape the attitudes and focus of the Brigade. The message is to be excellent to yourself, your shipmates, and the institution and emphasizes reinforcing positive midshipmen behaviors and inspiring other to do the right thing. Additionally, leadership has specifically addressed retribution with the Brigade, and emphasized that any acts of reprisal will be appropriately disciplined.
- **Status: Complete.** The importance of treating fellow midshipmen with dignity and respect should continue to be a central theme when Academy leadership addresses the Brigade.

### *Enhance Comprehension*

- **Requirement:** Academies were to develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.
- **USNA Action:** Important SAPR topics have been incorporated into 10 credit hours of ethics and leadership classes within the Academy's academic curricula:

- 1<sup>st</sup> Class *Capstone Course* includes sexual harassment and sexual assault scenarios, specifically geared towards the junior officer.
  - 2<sup>nd</sup> Class *Advanced Leadership Theory and Application* course incorporated sexual harassment and sexual assault principles, including dignity and mutual respect, bystander intervention, and case studies.
  - 3<sup>rd</sup> Class *Moral Reasoning for the Naval Officer* course imported sexual harassment and sexual assault case studies into existing ethics lessons.
  - 4<sup>th</sup> Class *Intro to Naval Leadership* curriculum has been modified to include socialization, relationships, and naval culture.
  - Three elective courses: *Art and Science of Love and Intimacy*; *Sociology of Marriage and Families*; and *Gender Matters* include gender socialization, violence and inequality, sexual identity and behavior, intimate/sexual relationships, and creating positive healthy relationships.
- **Status: Complete.** USNA should continue providing these learning objectives and show what impact incorporating SAPR topics into core curriculum of these courses had on midshipmen awareness and understanding of the problems of sexual assault and sexual harassment.

### *Expand Alcohol Policies*

- **Requirement:** Academies were to review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.
- **USNA Action:**
  - Weekly midshipmen-led training events focus on the repercussions of alcohol abuse, to focus on education on alcohol consumption and possible outcomes of excessive drinking.
  - The Commandant of Midshipmen sends a letter to both Sponsor families and local restaurant and bar owners detailing the expectations for midshipmen limitations and standards regarding alcohol consumption. Contact numbers, including Shore Patrol and Command Duty Officer, are provided and business owners are encouraged to contact USNA staff for any problems regarding midshipmen.
  - USNA is a member of the Maryland Collaborative to Reduce College Drinking, along with nine other universities. USNA participated in several meetings with the collaborative to discuss strategies and outcomes of policies in place. USNA also supports the Anne Arundel Coalition for Safe Communities, a local organization focused on decreasing the abuse of alcohol and drugs in the surrounding area.
- **Status: In Progress.** The actions taken by USNA are helpful but largely focus on individual use of alcohol. USNA's approach with local establishments to address midshipmen alcohol use and provide them with USNA contact information is well established. However, USNA will need to demonstrate how it

has expanded institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers and alcohol availability.

*Additional Recommendations from the APY 12-13 Report*

<b>Additional Recommendations from APY 12-13 – USNA Progress at a Glance</b>		
	Action	Status
Implement MSA-Modified Pre-Command Training	In Progress	➔
Submit Sexual Harassment Training for Approval	In Progress	➔
<span style="color: green;">●</span> Complete <span style="color: orange;">➔</span> In progress <span style="color: red;">●</span> No Progress		

*MSA-Modified Version of Service’s Pre-Command Training*

- **Requirement:** Academies were to provide an MSA-modified version of its Service’s pre-command training for all faculty, company/squadron officers, and senior enlisted leaders.
- **USNA Action:** A Pre-Command training module was developed by USNA SAPRO, specifically for company officers, battalion officers, and senior enlisted leaders, modeled after the pre-command SAPR training at the Naval Leadership and Ethics Center. The 3-hour training provides an overview of USNA SAPR and Command Management Equal Opportunity (CMEO)<sup>54</sup>, discusses relevant challenges and best practices in the Brigade, and includes a break-out discussion of specific questions aimed to help them think about these issues as they apply to their leadership roles.

USNA’s SAPR office plans to ensure all Company Officers, Senior Enlisted Leaders and Battalion Officers receive a USNA-modified version of Navy’s Pre-Command SAPR training prior to beginning of classes. This SAPR training will better equip these groups with knowledge of pertinent definitions, policies and practices at USNA, thus creating a more supportive environment for midshipmen who may want to make a sexual assault report.

- **Status: In progress.** While the pre-command training has been developed and provided to Company Officers and Senior Enlisted Leaders, the USNA must ensure Faculty also receives this training.

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<sup>54</sup> This office handles USNA’s sexual harassment policies and complaints.

*Submission of Sexual Harassment Training Plans to DEOMI*

- **Requirement:** In January 2014, the Academies were directed to comply with DoD policy by submitting their sexual harassment training programs to DEOMI for approval.
- **USNA Action:** USNA has not submitted training plans to DEOMI, but uses DEOMI-trained personnel to develop its training plans. The recently hired DEOMI-trained Command Climate Specialist will review sexual harassment training materials by December 1, 2014, which falls within the APY 14-15 reporting cycle. USNA coordinates with DEOMI for the Brigade-wide command climate surveys.
- **Status: In progress.** The Command Climate Specialist should review the sexual harassment training materials by December 1, 2014, which falls within the APY 14-15 reporting cycle.

### Areas for Improvement Identified in APY 12-13

During the APY 12-13 assessment, the Department identified areas of improvement, organized by LOE, for USNA. For this report, USNA was instructed to provide an update of the actions taken in APY 13-14 to make these improvements. This section provides the Department's assessment of USNA's actions to correct its areas of improvements.

<b>Areas for Improvement Identified in APY 12-13 and Previous Reports – USNA Progress at a Glance</b>		
	Action	Status
Define Additional Faculty/Staff Roles; Provide Requisite Training	Complete	●
Include Explanation in SAPR Training of USNA IG Role	Complete	●
Consider Implementing a Locked-Door Policy in Bancroft Hall	Complete	●
Ensure All Future VWAC Receive Training Prior to Assuming Duty	Complete	●
Publicize Victims' Bill of Rights and VWAC Contact Information	Complete	●
Ensure SARC and SAPR VA are Trained on the VWAC Role	Complete	●
Ensure All Sexual Assault Victims Have Access to a VWAC	Complete	●
Identify and Provide Response Training to USNA Representatives	Complete	●
Limit SAPR VA Positions to Those Outside Chain of Command	Complete	●
Ensure Personnel Working Sexual Harassment Receive Training	Complete	●
Develop and Execute Additional Metrics for SAPR Program	In Progress	➔
Conduct Command Climate Assessment at the Small Unit Level	Complete	●
<span style="color: green;">●</span> Complete <span style="color: orange;">➔</span> In progress <span style="color: red;">●</span> No Progress		

#### LOE 1: Prevention Items for Improvement:

- **Improve:** Define additional roles and provide requisite training to faculty and staff who want to participate in SAPR.
- **USNA Action:** Previous years' feedback indicated a desire by faculty and staff to learn more about the SAPR program and get more involved. The following enhancements were made to give faculty and staff the opportunity to learn more about the SAPR program:

- Formation of first USNA SAPR Advisory Panel, made up of a cross section of all USNA departments including faculty, staff and midshipmen. This diversity in perspective and representation has had a direct impact on increased participation and education in the SAPR and CMEO programs.
  - “SAPR Brown Bag Lunch Series” (Oct 13 – Apr 14) were offered twice a month to faculty and staff, providing a more in-depth discussion on topics ranging from victim empathy to bystander intervention.
  - Faculty and Staff Guest Speaker. Having benefitted from the SAPR stand-down, SAPR-Civilian stand-down, and SAPR Instructor training in summer 2013, faculty and staff were also afforded the chance to hear attorney Anne Munch speak to “Sexual Assault - The Unnamed Conspirator,” discussing commonly held beliefs about victims, offenders, and the meaning of consent.
  - Sexual Assault Awareness Month (SAAM) 2014. In addition to midshipmen and SAPRO, the SAAM 2014 Committee was comprised of faculty and staff volunteers.
- **Status: Complete.** USNA should ensure that these initiatives continue.
  - **Improve:** Consider including explanation of USNA IG role in SAPR training so midshipmen are aware of an important reporting channel for sexual harassment, reprisal, or violations of policy.
  - **USNA Action:** Completed and ongoing by the Brigade CMEO during training.
  - **Status: Complete.** USNA provided a copy of the Brigade’s training materials to DoD SAPRO and the Navy IG was listed as a resource.
  - **Improve:** As part of USNA’s overall approach to prevention, consider implementing a mandatory locked-door policy.
  - **USNA Action:** Locked doors are optional under current policy and will remain so. Door stickers were placed on all Bancroft Hall room doors during fall semester 2013 to remind midshipmen what their options are for locking doors.
  - **Status: Complete.** USNA should ensure that awareness of the policy remains in place.

*LOE 2: Investigation Items for Improvement:*

- No deficient areas requiring improvement identified.

*LOE 3: Accountability Items for Improvement:*

- **Improve:** Ensure all future Victim Witness Assistance Coordinators (VWAC) assigned receive training prior to assuming duty that equips them to perform victim-witness assistance responsibilities.
- **USNA Action:** New VWACs were trained prior to arrival at USNA in October 2013 and conduct monthly meetings at a minimum with the USNA SAPR Office.
- **Status: Complete.** USNA should ensure that the VWAC continues to meet monthly with USNA SAPR Office.
- **Improve:** Publicize Victims' Bill of Rights and VWAC contact information in appropriate locations and on required forms (i.e., Naval Criminal Investigative Service [NCIS] Initial Information for Victims and Witnesses of Crime Form).
- **USNA Action:** All information is contained on the USNA intranet and on Company SAPR bulletin boards, provided by the Victims' Legal Counsel, NCIS, and VWAC.
- **Status: Complete.** USNA provided a screenshot of the USNA intranet site to confirm completion.
- **Improve:** Ensure SARC and SAPR VA are trained on the VWAC role in accordance with DoDI 6495.02.
- **USNA Action:** Training conducted in October 2013 and remains ongoing.
- **Status: Complete.**
- **Improve:** Ensure all sexual assault victims have access to a VWAC throughout their case.
- **USNA Action:** Completed as of October 2013 with noticeable improvement in communications and understanding with victims and witnesses involved in Unrestricted Reports.
- **Status: Complete.**

*LOE 4: Advocacy/Victim Assistance Items for Improvement:*

- **Improve:** Identify appropriate level of sexual assault response training and procedures and provide to officer, enlisted, and civilian representatives (to include those leading off-campus activities).
- **USNA Action:** Completed and ongoing since July 2013 for coaches, officers, and enlisted representatives.

- **Status: Complete.** USNA should continue these sexual assault response training efforts and ensure that new coaches, officers, and enlisted representatives receive this training.
- **Improve:** Limit SAPR VA positions to those outside the chain of command, which would exclude Company Officers and Senior Enlisted Leaders; the Department continues to support those in the chain of command receiving victim advocacy training as it increases awareness and sensitivity to sexual assault victim needs.
- **USNA Action:** USNA transitioned to a fully dedicated, civilian response team in August 2013.
- **Status: Complete.** USNA should ensure that the SAPR VAs remain outside the chain of command.
- **Improve:** Ensure all personnel investigating sexual harassment complaints, providing sexual harassment prevention training or working in victims' assistance and support programs, receive the training necessary for them to carry out their Military Equal Opportunity-related duties.
- **USNA Action:** The Brigade CMEO is the first line investigator and has completed DEOMI training. Company officers and other staff officers who are assigned to investigate allegations of sexual harassment receive a briefing by the CMEO, who ensures each has an acceptable level of knowledge of the issue, the guiding regulations, and assistance options. USNA will discuss with the 21<sup>st</sup> Century Sailor Office the validity of having the CMEO trained as a victim advocate (VA). The CMEO would not act as a VA, but would receive training applicable to dealing with complaints. In the past, it was a noted Best Practice for the CMEO to have been a SAPR VA, equipped with unique skills that are required in dealing with issues along the Continuum of Harm and with expert knowledge of resource options.
- **Status: Complete.** USNA should ensure that the Brigade CMEO is not acting as a VA. Equal Opportunity Officers must be impartial advisors to commanding officers regarding sexual harassment or other unlawful discrimination complaint issues based on race, color, religion, national origin, and sex.

*LOE 5: Assessment Items for Improvement:*

- **Improve:** Develop and execute additional metrics for comprehensive program assessment to include prevention.
- **USNA Action:** Assessment is done in part through the Commandant's initiative of positive reinforcement in the Brigade, "Catching someone doing something right." Additionally, SAPR Focus Groups (last conducted in November 2013) organized by DoN SAPRO and USNA SAPRO have provided a means to check

the Brigade's current attitudes, concerns, and beliefs. Final tests were administered to midshipmen at the conclusion of the APY 13-14 Sexual Harassment and Assault Prevention Education (SHAPE) program to assess level of knowledge on material learned to date. Midshipmen Professional Comprehension Review exams, administered in the spring semester of APY 13-14 to each class, included a section on sexual harassment and sexual assault concepts. This section received the highest percentage of correct responses, compared to all other sections.

- **Status: In progress.** In the APY 12-13 Report, DoD SAPRO reported that, in APY 13-14, the USNA SAPR Advisory Panel would develop methods and metrics for measuring program progress and effectiveness. The SAPR Advisory Panel planned to review feedback and data covering the full spectrum of the SAPR program. Among the topics and issues to be assessed were: USNA-defined best practices in all aspects of the SAPR program; progress of previous recommendations; methods and/or metrics for measuring program progress and effectiveness; data collection, analysis, and reporting; and the proper utilization of the Defense Sexual Assault Incident Database (DSAID). In APY 14-15, USNA plans to ask the Advisory Panel to discuss a means to evaluate the SAPR program. This action should be completed in the next APY.
- **Improve:** Consider conducting command climate assessment surveys at the small unit level (for midshipmen and Prep School candidates) and provide results of the survey to the midshipmen leadership and to the next level up the chain of command.
- **USNA Action:** The command climate survey was completed in May 2014; results will be shared with midshipmen leadership upon the return of the Brigade in August 2014, which falls within the APY 14-15 reporting cycle. Naval Academy Preparatory School conducted a command climate survey and results were provided and discussed with the Naval Academy Superintendent.
- **Status: Complete.**

### Assessment of Recommendations from Previous Reports

The Department provided 22 action items from the APY 08-09 and APY 10-11 Reports. However, the Department determined that all were completed during the APY 12-13 assessment. Therefore, there are no recommendations from previous reports to discuss in this report.

### USNA Prevalence and Reporting Data Highlights

The 2014 SAGR asked USNA midshipmen to provide feedback on a wide variety of topics relating to the Academy's CMEO and SAPR program. These topics ranged from perceptions of sexual harassment and experiences of USC to opinions of program effectiveness in reducing or preventing sexual harassment and sexual assault. The

following section discusses the prevalence rate of sexual harassment and assault at USNA and incident reporting trends.

*Prevalence of Sexual Harassment and Unwanted Sexual Contact*

The 2014 SAGR found that 44% of USNA women and 9% of USNA men perceived some form of sexual harassment during the APY. For female midshipmen, this prevalence rate is lower than in 2012, 2010, and 2008. For male midshipmen, the prevalence rate is lower than in 2008 and 2010, but not statistically different from the rate in 2012 (Table 8).

Table 8: USNA Sexual Harassment Prevalence Rate			
Percent of USNA Women <sup>55</sup>		Percent of USNA Men <sup>56</sup>	
2008	56%	2008	14%
2010	63%	2010	17%
2012	61%	2012	10%
2014	44%	2014	9%

Additionally, the 2014 SAGR showed that 8.1% of USNA women and 1.3% of USNA men experienced USC in APY 13-14 (Table 9). For USNA women and men, these prevalence rates are significantly lower than the rates in 2012 and 2010, but not significantly different from the rates in 2008. Moreover, prevalence rates varied by class year. Among USNA women and men, sophomores experienced the highest rate of USC (12.4% for women and 1.7% for men).

Table 9: USNA Unwanted Sexual Contact Prevalence Rate			
Percent of USNA Women <sup>57</sup>		Percent of USNA Men <sup>58</sup>	
2008	8.3%	2008	2.4%
2010	16.5%	2010	3.4%
2012	15.1%	2012	2.6%
2014	8.1%	2014	1.3%

The survey also found that, of the female midshipmen who experienced USC in 2014, 36% indicated that their offender sexually harassed, stalked, or assaulted them before the assault. Of the USNA men who experienced USC in 2014, 35% indicated that their

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<sup>55</sup> Margins of error range from ±1% to ±2%.

<sup>56</sup> Margins of error range from ±1% to ±3%.

<sup>57</sup> Margins of error range from ±0.9% to ±1.3%.

<sup>58</sup> Margins of error range from ±0.4% to ±1.1%.

offender sexually harassed, stalked, or assaulted them before the assault.<sup>59</sup> Sexual harassment and assault fall along a continuum of harmful, gender-based behaviors,<sup>60</sup> with prior research demonstrating a strong positive correlation between the experience of sexual harassment and the sexual assault of members within military units.<sup>61</sup>

Additionally, women and men who experienced USC prior to entering the Academy and/or Preparatory School also experienced higher prevalence rates of USC in APY 13-14 (10.1% for women and 9.0% for men), compared to the overall prevalence rate for women (8.1%) and men (1.3%) at USNA. These findings are consistent with other research and SAGR results that identified prior sexual victimization as a risk factor for future victimization. These findings also indicate that the development of a targeted, voluntary, confidential prevention program for cadets with a personal history of sexual victimization might be helpful.

Of the 8.1% of USNA women who experienced USC, 62% indicated either they and/or the offender had been drinking before the assault. Of the 1.3% of male midshipmen who experienced USC, 14% indicated either they and/or the offender had been drinking before the assault.<sup>62</sup> During APY 13-14, the Secretary of Defense directed USNA to review and expand its alcohol policies. Since alcohol consumption was involved in many sexual assaults at USNA, innovation of new alcohol policies and outreach strategies must continue.

Training is an essential part of the SAPR program at the MSAs. The 2014 SAGR asked midshipmen if they received sexual assault program training in the last year. At USNA, 99% of women<sup>63</sup> and over 99% of men<sup>64</sup> indicated receiving sexual assault training in the past year. Overall, approximately half of respondents rated the training as at least moderately to very effective in reducing or preventing sexual assault or harassment. In 2014, 13% of USNA women who received sexual assault training indicated that the training was *very effective* in reducing/preventing sexual assault, whereas 10% indicated the training was *not at all effective*. These percentages are statistically unchanged from 2012.<sup>65</sup> Among USNA men who received training, 19% indicated the training was *very effective* in reducing/preventing sexual assault, an increase from 2012. Furthermore, 15% of USNA men who received training indicated the training was *not at all effective*, which is statistically unchanged from 2012.<sup>66</sup>

A focus of sexual harassment and assault prevention training is bystander intervention. In the 2014 SAGR, midshipmen were asked if they observed a situation, during APY 13-

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<sup>59</sup> Margins of error for men and women range from  $\pm 6\%$  to  $\pm 14\%$ .

<sup>60</sup> The "continuum of harm," in the context of sexual violence, refers to inappropriate actions (such as sexist jokes, hazing, or cyber bullying) that are used before or after the assault and/or supports an environment that tolerates these actions.

<sup>61</sup> Harned, M., Ormerod, A., Palmieri, P., Collinsworth, L.; and Reed, M. (2002). Sexual assault and other types of sexual harassment by workplace personnel: A comparison of antecedents and consequences. *Journal of Occupational Health Psychology*, 7, 174-188.

<sup>62</sup> Margins of error for men and women range from  $\pm 6\%$  to  $\pm 14\%$ .

<sup>63</sup> Margin of error  $\pm 1\%$ .

<sup>64</sup> Margin of error  $\pm 1\%$ .

<sup>65</sup> Margins of error  $\pm 2\%$ .

<sup>66</sup> Margins of error range from  $\pm 1\%$  to  $\pm 2\%$ .

14, where they believed a sexual assault was about to occur. Eight percent of USNA women and 6% of USNA men indicated they observed a situation at risk for sexual assault during the APY.<sup>67</sup> Of the 8% of women who observed a situation that could have led to a sexual assault, 93% reported that they took some form of action to prevent the sexual assault. Of the 6% of men who observed a situation that could have led to a sexual assault, 95% reported that they took some form of action to prevent the sexual assault.<sup>68</sup>

### *Sexual Harassment and Assault Reporting Trends*

During APY 13-14, USNA received no formal complaints and 15 informal complaints of sexual harassment.<sup>69</sup> According to the 2014 SAGR, 44% of female midshipmen perceived sexual harassment during the APY. However, the majority (84%) of them did not believe the incident was important enough to report. Approximately 9% of USNA men perceived sexual harassment during the APY, with 79% also indicating they did not believe the incident was important enough to report.

The total numbers of sexual assault reports at USNA during APY 13-14 are as follows:

**Table 10: Total APY 13-14 Reports Of Sexual Assault At USNA**

Number of Unrestricted Reports of Sexual Assault	14
Number of Reports of Sexual Assault Remaining Restricted	9
<i>Number of Total Reports of Sexual Assault - Unrestricted and Restricted</i>	23

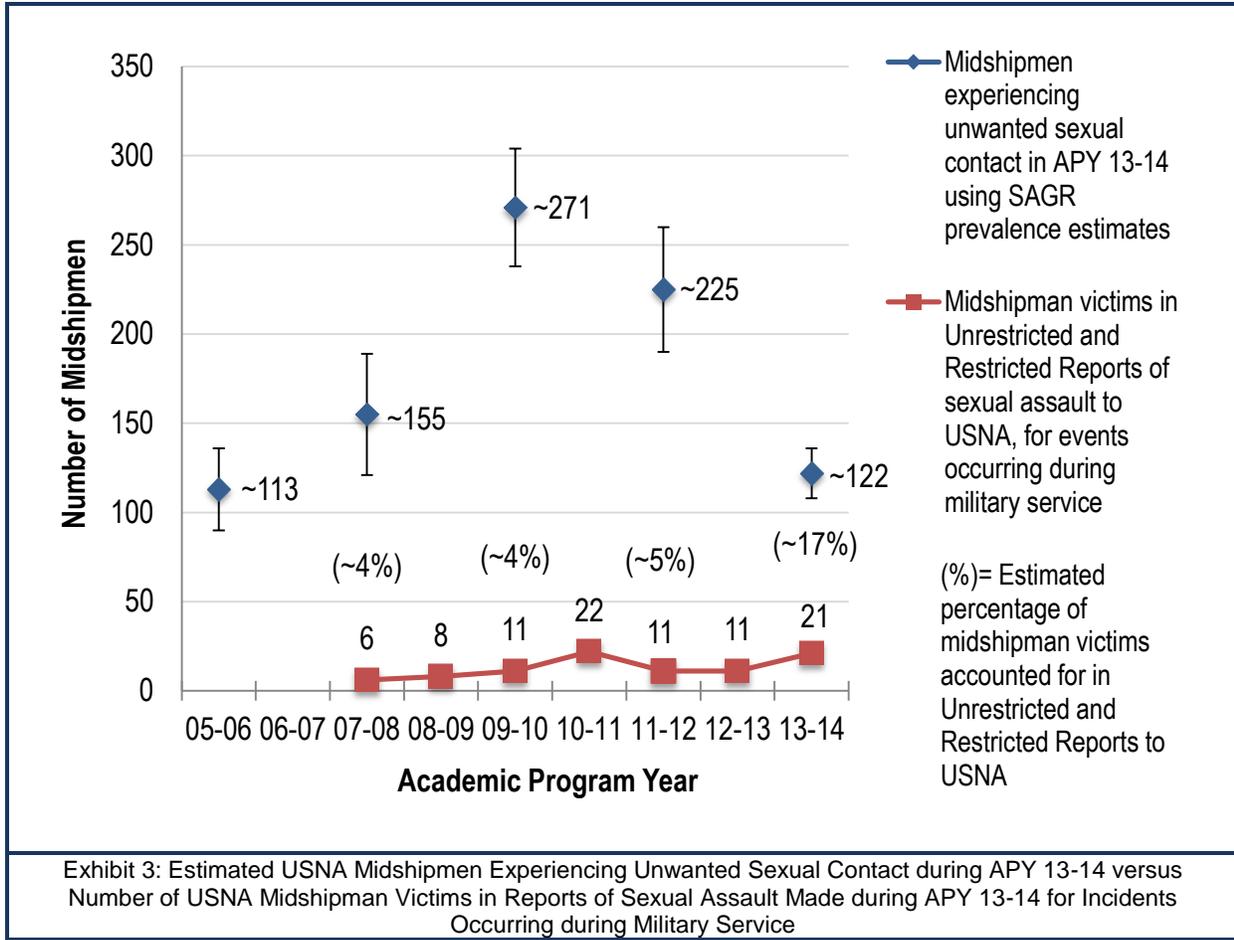
During APY 13-14, USNA received 14 Unrestricted Reports. This is an increase from APY 12-13, during which USNA received four Unrestricted Reports. During APY 13-14, 10 Restricted Reports were received, 1 of which converted to an Unrestricted Report at the victim's request. The 9 remaining Restricted Reports represent a decrease from APY 12-13, during which the number of Restricted Reports remaining was 11 at USNA. Overall, sexual assault reporting increased by eight from APY 12-13.

Exhibit 3 illustrates the difference between the estimated number of USNA midshipmen experienced USC and the number of midshipman victims who made reports of sexual assault for incidents that occurred during military service. The "gap" between prevalence and reporting narrowed this year, given the decrease in prevalence of USC at USNA and the increase of reports of sexual assault from APY 12-13. The Department estimates that in APY 13-14, one report was made for every six incidents of sexual assault at USNA. Decreases in USC prevalence are achieved through prevention initiatives, while increases in cadet reporting stem from efforts to address victim confidence and improvements in the response system.

<sup>67</sup> Margins of error ±1%.

<sup>68</sup> Margins of error ±4%.

<sup>69</sup> During the previous APY, no formal complaints and three informal complaints of sexual harassment were received.



Drawn from the 2014 SAGR, Table 11 provides the top three reasons respondents selected for not reporting sexual harassment. Within their respective gender groupings, women and men at each Academy identified the same top three reasons for not reporting sexual harassment.<sup>70</sup>

Reason	Women	Men
Thought it was not important enough to report	84%	79%
Took care of it themselves myself by confronting the person who harassed them	49%	38%
Took care of it themselves by forgetting about it and moving on	51%	39%

<sup>70</sup> The top three reasons for reporting sexual harassment are not reportable because so few midshipmen reported sexual harassment.

<sup>71</sup> Margins of error range from ±2 to ±3.

USNA should emphasize that sexual harassment falls on the continuum of harm, does not have to be tolerated as part of the USNA experience, and runs counter to the values of the Academy and the Navy. Therefore, sexual harassment is, in fact, important enough to be addressed when it occurs.

Also drawn from the 2014 SAGR, Table 12, Table 13, and Table 14 contain the top reasons respondents selected for reporting and for not reporting USC. Due to the small number of male respondents who experienced USC and reported the assault, the reasons for reporting USC are not reportable for men.

**Table 12: Top Three Reasons For Reporting Unwanted Sexual Contact – USNA Women Who Experienced USC And Reported It<sup>72</sup>**

It was the right thing to do	66%
Seek closure on the incident	55%
Seek help dealing with an emotional incident	45%

**Table 13: Top Three Reasons For Not Reporting Unwanted Sexual Contact – USNA Women Who Experienced USC And Did Not Report It<sup>73</sup>**

Thought it was not important enough to report	70%
Did not want anyone to know	68%
Took care of it themselves by avoiding the person who assaulted them	68%

**Table 14: Top Three Reasons For Not Reporting Unwanted Sexual Contact – USNA Men Who Experienced USC And Did Not Report It<sup>74</sup>**

Thought it was not important enough to report	90%
Took care of it themselves by forgetting about it and moving on	64%
Took care of the problem themselves by confronting the person who assaulted them	53%

The choice to report a sexual assault is highly personal and may never be considered by some victims, especially when the victim does not believe the situation was “important enough” to report. While the Department respects victims’ reporting decisions, midshipmen may benefit from a greater understanding of the potential

<sup>72</sup> Margins of error range from  $\pm 15$  to  $\pm 16$ .

<sup>73</sup> Margins of error range from  $\pm 6$  to  $\pm 7$ .

<sup>74</sup> Margin of error  $\pm 14$ .

physical and psychological consequences of a sexual assault.<sup>75</sup> However, it is clear that midshipmen need additional assurance that their desire for privacy and confidentiality can be respected through the Restricted Reporting option. Making a report of sexual assault can allow them to gain access to victim services to help them deal with the immediate and future consequences of sexual victimization.

## USNA SELF-ASSESSMENT HIGHLIGHTS



The sections below, organized by LOE from the 2013 SAPR Strategic Plan, provide an overview of actions the Academy is taking in support of that LOE. For a comprehensive description of USNA's CMEO and SAPR program and initiatives, please see the complete USNA report, which is provided as an attachment to this report.

### Line of Effort 1: Prevention

In the 2013 SAPR Strategic Plan, the Prevention LOE's end state is "cultural imperatives of mutual respect and trust,

professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not tolerated, condoned, or ignored."

USNA is committed to an environment of dignity and mutual respect for all, where victims are supported and feel safe to report crimes, where these ideals are upheld, and where midshipmen, faculty, and staff are empowered to



Figure 1: Midshipmen attending a SHAPE Session in APY 13-14

take actions in cases where its ideals are violated. This is in line with USNA's mission, which serves to reinforce the absolute commitment by all that sexual assault and sexual harassment are not tolerated, condoned, or ignored. In APY 13-14, the Commandant of Midshipmen launched his "Be Excellent" campaign to shape the attitudes and focus of the Brigade. The message is to be excellent to yourself, your shipmates, and the

<sup>75</sup> As presented by the Centers for Disease Control and Prevention, potential consequences of a sexual assault include: migraines and other frequent headaches, back pain, anxiety, withdrawal, guilt, and depression. For more information please see: <http://www.cdc.gov/violenceprevention/sexualviolence/consequences.html>. Victims of sexual assault are also known to experience higher rates of depression, anxiety, PTSD, and substance abuse compared to non-victimized persons.

institution and emphasizes reinforcing positive midshipmen behaviors and inspiring others to do the right thing. Additionally, leadership has specifically emphasized that any acts of reprisal associated with reporting of sexual assault and/or sexual harassment will be appropriately disciplined. Sexual harassment and assault prevention concepts are also discussed in the Leadership and Ethics classrooms.

### **Line of Effort 2: Investigation**

The Investigation end state is “investigative resources yield timely and accurate results.” USNA personnel report all information to NCIS to investigate immediately and thoroughly all unrestricted allegations of sexual assault. NCIS makes sexual assault cases a top priority. USNA legal staff works closely with NCIS and prosecutors to ensure proper investigation. Coordination among NCIS, legal staff, SAPR, and VWAC promotes timely and accurate results. During APY 13-14, the Academy’s Victims’ Legal Counsel (VLC) and the USNA SAPRO have worked to build a relationship and a common understanding on how to best serve midshipmen seeking assistance and support with sexual assault. Referrals freely made from one office to the other are the goal. Lines of communication between the VLC and USNA SAPRO are improved by mutual respect for the services offered and the expertise brought to the respective missions. The addition of the VLC has been received well and indicates an ever-deepening understanding of the challenges that face victims as they contemplate coming forward to report sexual assault and sexual harassment.

The Superintendent chairs the multi-disciplinary Sexual Assault Case Management Group on a monthly basis to review individual cases of Unrestricted Reports, facilitate victim updates, and direct system coordination, accountability, and victim access to quality services. The SARC delivers timely invitations to all mandatory members to facilitate participation. Starting in APY 13-14, these meetings include the victim’s company officer or senior enlisted leader to ensure full transparency at the lowest levels of the chain of command.

### **Line of Effort 3: Accountability**

The Accountability end state is “achieve high competence in holding offenders appropriately accountable.” All sexual assault suspects are thoroughly investigated by NCIS with the full cooperation of USNA. USNA’s staff works with NCIS to facilitate investigations and interviews and works with Trial Counsel to assist in court-martial proceedings. To work towards achieving high competence in holding offenders appropriately accountable, USNA assigns Article 32 Investigating Officers obtained from Regional Legal Service Office, Naval District Washington. All Article 32 Investigating Officers are judge advocates.

For informal complaints of sexual harassment, complainants have several options for informal resolution. Options include, but are not limited to, using the Midshipmen Conduct System, Company-level training, and counseling. Midshipmen always have the option of making a formal report of sexual harassment at any time. The complaint is

considered resolved and the case closed when the complainant is satisfied with the resolution.

#### **Line of Effort 4: Advocacy/Victim Assistance**

The Advocacy/Victim Assistance end state is “high quality services and support to instill confidence and trust, and strengthen resilience, and inspire victims to report.” USNA SAPRO ensures high quality services and support instilling confidence and trust in the program by verifying all SARCs and SAPR VAs have complied with DoD Sexual Assault Advocate Certification Program (D-SAACP) requirements and are trained and understand the confidentiality requirements of Restricted Reporting and Military Rule of Evidence 514. The office strengthens resilience and inspires victims to report by recognizing the range of reactions and responding to the victim accordingly. USNA SAPRO also recognizes the impact of trauma on victims’ abilities to connect to assistance services and to assist in the military justice or administrative process. These practices along with respecting their rights and preserving dignity and respect for all lend to the ability for USNA SAPRO to achieve the Advocacy/Victim Assistance end state. In APY 13-14, the Midshipmen Development Center (MDC) created and now offers a Men’s Support Group for Sexual Violence Survivors. The support group is offered weekly, is confidential, and is meant to be a safe place for midshipmen to support each other without discussing their specific incident and is monitored by the MDC Clinical Social Worker specialized in gender violence.

#### **Line of Effort 5: Assessment**

The Assessment end state is “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.” To achieve this end state, USNA formed the SAPR Advisory Panel,<sup>76</sup> conducted Brigade Focus Groups and a DEOMI Brigade-wide Command climate survey, and analyzed case information from Unrestricted Reports. USNA collaborated with DoN SAPRO to conduct the November 2013 Brigade Focus Groups. Nine-hundred forty (940) midshipmen participated in groups of 20, resulting in 48 focus groups total. The focus groups provided a “pulse check” on current attitudes regarding SAPR, climate, training, and impressions of sexual assault issues at USNA. Feedback provided insight to current attitudes, which will help shape training and discussion with company officers and SAPRO. Feedback from the May 2014 DEOMI Brigade-Wide Command Climate survey is being used to identify areas that require further consideration in potential changes to SAPR training. Red flag issues will be discussed and further investigated in upcoming focus groups.<sup>77</sup> Additionally, USNA reviews Unrestricted Reports case information for specific trends that can be used to enhance training in particular areas or to note any positive indications.

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<sup>76</sup> Please see USNA’s update for *Enhance Strategic Planning* to learn more about the SAPR Advisory Panel.

<sup>77</sup> Red flag issues are areas where midshipman survey responses were below fleet average.

### Self-Assessment Conclusion

During APY 13-14, USNA made significant efforts to emphasize the importance of its CMEO and SAPR programs. The importance of these programs was communicated to the Brigade through the Commandant's "Be Excellent" Campaign and was institutionalized by the SAPR Advisory Panel. The Department supports USNA's efforts to solicit feedback from the midshipmen to inform the SAPR program and provide midshipmen a sense of ownership over the program. The SAPR Advisory Panel should continue to examine the information that it has gathered and use this data to assess USNA-defined best practices in all aspects of the SAPR program; progress of previous recommendations; methods and/or metrics for measuring program progress and effectiveness; data collection, analysis, and reporting; and the proper utilization of DSAID.

## UNITED STATES AIR FORCE ACADEMY

### DoD ASSESSMENT OF USAFA

In the following section, the Department assesses all of USAFA’s pending action items entering into APY 13-14. These actions include the Secretary of Defense initiatives, additional recommendations from last year’s report, and areas for improvement identified in previous reports.

Of 25 pending actions, 14 were completed this year

- Eleven actions are in progress:
  - Three of the five 2014 Secretary of Defense initiatives remain in progress.
  - Eight of 18 areas for improvement from the APY 12-13 report and earlier years’ remain in progress.

#### Implementation Progress: Secretary of Defense Initiatives and Recommendations Common for All MSAs from APY 12-13

The following section provides the actions that USAFA has taken to implement the Secretary of Defense Initiatives. While not all actions are complete, USAFA is working towards meeting the requirements and is implementing promising practices to further dignity and respect.

<b>2014 Secretary of Defense Initiatives – USAFA Progress at a Glance</b>		
	Action	Status
Enhance Strategic Planning	In Progress	⇒
Enhance Program Effectiveness	Complete	●
Advance and Sustain Appropriate Culture	In Progress	⇒
Enhance Comprehension	Complete	●
Expand Alcohol Policies	In Progress	⇒

● Complete   
 ⇒ In progress   
 ● No Progress

#### *Enhance Strategic Planning*

- **Requirement:** Academies were to implement strategic plans for sexual assault and harassment that aligned with their Service and Department strategic plans.

- **USAFA Action:**
  - o The USAFA Directorate for Culture, Climate, and Diversity (CCD)<sup>78</sup> has produced a USAFA SAPR Strategic Plan currently under review and coordination. To date, the first Air Force SAPR Strategic Plan is under development along with an updated SAPR instruction (Air Force Instruction 90-6001) and it will incorporate the changes in DoDI 6495.02.
  - o The SAPR strategic plan represents the Commander's vision to eradicate sexual assault at the USAFA. Additionally, the plan reflects DoD strategic LOEs, policies, and guidance as they translate to USAFA's specific circumstances.
  - o The USAFA SAPR Strategic Plan framework is revisited and updated as circumstances, needs, and resources change. This dynamic approach to strategic planning is written into the document in the form of initiatives. USAFA's SAPR initiatives will be annexed to the plan to provide flexibility as they are updated or reach operational success and thus completion. In this manner, the initiatives annex can be changed or revised even while the plan itself remains intact; this aspect of the plan recognizes the dynamic human environment in which SAPR programs exist.
  
- **Status: In progress.** The Department considers this action to be in progress because the USAFA SAPR Strategic Plan is under review and has not been implemented.

### *Enhance Program Effectiveness*

- **Requirement:** Academies were to conduct climate assessments that involved cadets and midshipmen, consistent with Department-wide methodologies.
  
- **USAFA Action:** USAFA cadets undergo multiple surveys and assessments, such as the DMDC Gender Relations focus groups and survey.
  - o The 10th Air Base Wing (ABW)<sup>79</sup> EO and USAFA SAPR offices conducted cadet unit climate assessments (UCA) with approximately half of the cadet squadrons in APY 13-14.
  - o Use of electronic voting "clickers" will be implemented in training to facilitate participation, interaction, and program evaluation.
  - o Several cadet capstone projects analyzed DMDC SAGR data, SAPR stand-down day data, and other data involving gender relations.
  - o In APY 13-14, USAFA initiated a Dedicated Survey and Assessment Time when multiple surveys and assessments are administered during a specific period.

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<sup>78</sup> The CCD was created in APY 13-14 by merging several divisions: the SAPR office; the Culture, Climate and Diversity Analyst Division; and the Diversity Office. The CCD Director is a direct report to the Superintendent and is the chief diversity officer, charged with coordinating agencies and programs active in USAFA's culture, climate, and diversity arenas in an effort to streamline reporting, leverage resources, document efforts, and institutionalize outcomes.

<sup>79</sup> The 10th Air Base Wing is the host wing for USAFA.

- The 10th ABW/EO office administers the DEOCS and complies with the December 17, 2013 transition memo from HQ USAF. It states, “Air Force Academy Cadets and Prep School candidates will be excluded from participating in the DEOCS.”
- **Status: Complete.** USAFA should ensure that, going forward, a climate assessment administered to cadets is conducted annually using an Academy-customized version of the DEOCS. This action is being funded by DoD SAPRO, but requires USAFA personnel’s continued participation in development action. This directive from the Secretary of Defense overrides any Service guidance with regard to the DEOCS.

### *Advance and Sustain Appropriate Culture*

- **Requirement:** Academies were to:
  - Implement solutions that address concerns of social retaliation among peers;
  - Employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet/midshipman organizations; and
  - Provide cadet and midshipman influencers with the skills and knowledge to strengthen their ongoing mentorship programs
- **USAFA Action:**
  - In APY 13-14, one of the primary means to address social retaliation was the AF SAPR stand-down day, the focus of which was victim empathy. During the AF SAPR stand-down day:
    - Then-Superintendent Lieutenant General Mike Gould met with all cadets, preparatory school students, and permanent party in Clune Arena to address this topic. The SAPR office provided him de-identified examples of actual male and female victim experiences that he used to discuss how victims struggle with the decision to come forward, their challenges after the assault, how they can be assisted, and how cadets can avoid engaging in victim blaming.
    - Mr. Mike Domirtz presented a tailored program addressing victim blaming, victim support, and related topics.<sup>80</sup>

Other venues where victim support was discussed with the Cadet Wing include Cadet Bystander Intervention Training (CBIT) and Basic Cadet Training initial SAPR training. Venues where victim support was discussed with staff and faculty include first responder training (Air Force Office of Special Investigation [AFOSI], Judge Advocate [JA], Security Forces Squadron [SFS]), Air Officers Commanding (AOC) Masters

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<sup>80</sup> Mike Domirtz is the creator and founder of the Date Safe Project and the “May I Kiss You?” training program. He is an educator and has authored several books on sexual assault and healthy relationships.

Course, Academy Military Trainers (AMT) Schoolhouse, and a variety of others.

- USAFA's SARC, the Athletic Director Point of Contact for Culture and Climate, and the Athletic Director met and developed a strategy to promote a culture of respect among cadets. Dr. Jackson Katz was consulted, and a tailored Mentors in Violence Prevention (MVP) program was designed for the men's football team in April 2014.<sup>81</sup> This program took place over a 3-day period. The head football coach put together a player-leadership team. This group met with and received training from MVP for 4 hours. The MVPs then met with the remainder of the football team and provided specialized training. The coaches, staff, and trainers also underwent specialized training. Follow-on training will be conducted early in the fall 2014 semester.
- **Status: In Progress.** USAFA should ensure that the follow-on training for the MVP program is completed in APY 14-15, as well as provide the MVP training or other appropriate training to the leadership and members other teams, clubs, and cadet organizations.

### *Enhance Comprehension*

- **Requirement:** Academies were to develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.
- **USAFA Action:**
  - USAFA SAPR is working with Col Packard, Dean of Faculty's Department of Behavioral Sciences and Leadership (DFBL), and Dr. Chris Kilmartin to incorporate sexual harassment and sexual assault learning objectives into related classes. USAFA SAPR has been under contract with "Green Dot Etc." since 2011 to develop CBIT. Culture, climate, and leadership objectives were integrated throughout the core curriculum within the USAFA Outcomes. Outcomes include Ethical Reasoning and Action, Respect for Human Dignity (RFHD), and Intercultural Competence and Involvement.
  - Behavioral Sciences core and majors courses addressed mutual respect and trust, and USAFA continued to examine how academic courses can incorporate the USAFA's RFDH lesson objective. As a prototype, USAFA included a nationally recognized distinguished professor to teach gender related issues. As part of the Gender Relations Integrated Platform (GRIP)<sup>82</sup>, feedback and assessment of academic courses will be

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<sup>81</sup> Dr. Jackson Katz founded the MVP program as a leadership training program focused on preventing all forms of men's violence against women.

<sup>82</sup> USAFA developed a first-of-its-kind draft set of metrics that assesses the gender relations culture, called the Gender Relations Integrated Platform (GRIP). The GRIP aims to achieve a better understanding of the gender relations culture at USAFA, monitor

monitored. CBIT curriculum was included in the Behavioral Science 310 course.

- **Status: Complete.** USAFA should continue to look for opportunities to further deploy sexual harassment and sexual assault learning objectives in its core academic curricula.

### *Expand Alcohol Policies*

- **Requirement:** Academies were to review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.
- **USAFA Action:**
  - o The Cadet Wing Alcohol Working Group adapted USMA and USNA's monthly "responsible drinking" birthday celebration for those turning 21 during the academic program year.
  - o USAFA implemented policy requiring cadets to request the use of alcohol at official functions and include a mitigation plan.
  - o USAFA hosted the Area-3 BACCHUS Conference. BACCHUS is a university and community based network focused on comprehensive health and safety initiatives. It actively promotes student and young adults' leadership on healthy and safe lifestyle decisions concerning alcohol abuse, tobacco use, illegal drug use, unhealthy sexual practices, and other high-risk behaviors.
- **Status: In Progress.** The actions taken by USAFA are helpful but largely focus on individual use of alcohol. USAFA did not demonstrate how it expanded institutional alcohol policies to address risk factors *beyond the individual use of alcohol*, to include such matters as training of alcohol providers, alcohol availability, and outreach to the Colorado Springs community in the immediate vicinity of the USAFA campus.

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curricula, activities, and events across USAFA that influence gender relations, and measure their impact. The GRIP focuses on continuous improvement—information will be collected, synthesized, and used to improve and promote a positive gender relations culture.

*Additional Recommendations from the APY 12-13 Report*

<b>Additional Recommendations from APY 12-13 – USAFA Progress at a Glance</b>		
	Action	Status
Implement MSA-Modified Pre-Command Training	Complete	●
Submit Sexual Harassment Training for Approval	Complete	●

● Complete   
 ➔ In progress   
 ● No Progress

*MSA-Modified Version of Service’s Pre-Command Training*

- **Requirement:** Academies were to provide an MSA-modified version of its Service’s pre-command training for all faculty, company/squadron officers, and senior enlisted leaders.
  
- **USAFA Action:**
  - During last year’s AF-Wide SAPR Stand-down, the USAFA SAPR office conducted “Pre-Command” training for all faculty, commanders and athletic department staff. As a part of the April/May preparation for the AF-Wide Stand-down, held in June 2013, USAFA SAPR included additional training for AOCs and AMTs. This supplemental training taught them how to lead discussions with cadets regarding what constitutes healthy relationships, healthy boundaries, dating, intimacy and healthy sexuality.
  - Sexual assault training is a critical component of USAFA’s AOC Master’s Course and the AMT Schoolhouse; both are pre-command courses. The SAPR staff facilitates two training sessions during the AOC Master’s Course and has a two hour training block at the AMT Schoolhouse.
  
- **Status: Complete.** Going forward, USAFA should ensure that all currently assigned faculty and AOCs continue to attend Enhanced Pre-Command SAPR Training prior to beginning of classes and all future faculty and AOCs receive the same within 30 days of reporting for duty.

*Submission of Sexual Harassment Training Plans to DEOMI*

- **Requirement:** In January 2014, the Academies were directed to comply with DoD policy by submitting their sexual harassment training programs to DEOMI for approval.
  
- **USAFA Action:**
  - USAFA uses the Air Force approved Sexual Harassment and Education lesson plan.
  - There are two EO practitioners assigned to USAFA Cadet Wing staff. They are DEOMI trained and any locally developed training plans for cadets would be originated and coordinated from their office.

- **Status: Complete.**

### Areas of Improvement Identified in APY 12-13

During the APY 12-13 assessment, the Department identified areas of improvement, organized by LOE, for USAFA. For this report, USAFA was instructed to provide an update of the actions taken in APY 13-14 to make these improvements. This section provides the Department's assessment of USAFA's actions to correct its areas of improvements.

<b>Areas for Improvement Identified in APY 12-13 and Previous Reports – USAFA Progress at a Glance</b>		
	Action	Status
Establish Permanent Working Group Similar to CAIB/IDS	Complete	●
Incorporate Male Victimology in SAPR Training	Complete	●
Reinforce the Locked-Door Policy in the Dormitories	Complete	●
Encourage Investigator Attendance at Training Opportunities	Complete	●
Ensure Adequate Manpower for Sexual Assault Investigation	In Progress	⇒
Formalize EO Involvement in USAFA Working Groups	Complete	●
Establish SARC and VA Positions at 10th ABW	In Progress	⇒
Train and assign volunteer SAPR VAs at 10th ABW in interim	Complete	●
Fully Staff USAFA SAPR Office	In Progress	⇒
Ensure 24 Hour Victim Services/Publicize Safe Helpline	Complete	●
Appoint a Dedicated SAPR Training Resource	In Progress	⇒
Ensure Personnel Working Sexual Harassment Receive Training	Complete	●
Identify and Provide Response Training to USAFA Representatives	In Progress	⇒
Continue developing GRIP and align with strategic plan	In Progress	⇒
Conduct Command Climate Assessments at Small Unit-Level	Complete	●
Develop Outcome-Based Metrics to Address Prevention	In Progress	⇒
Address Collateral Misconduct Misperceptions in Training	Complete	●
Establish a Second SARC Position to Support Other Units	In Progress	⇒
<span style="color: green;">●</span> Complete <span style="color: orange;">⇒</span> In progress <span style="color: red;">●</span> No Progress		

### LOE 1: Prevention Items for Improvement:

- **Improve:** Establishment of a permanent working group, similar in mission and composition to the Air Force Community Action and Information Board/Integrated Delivery Systems (CAIB/IDS), under the direction of the Superintendent or Commandant, and supported by members of the Department of Behavioral

Sciences and Leadership who will provide oversight and develop a synchronized strategy that addresses prevention.

- **USAFA Action:** There are now three working groups in place to accomplish this recommended improvement.
  - o The Center for Character and Leadership Development Integration Working Group
  - o The DFBL RFHD Workgroup and
  - o An integrated 10th ABW and Cadet Wing CAIB.<sup>83</sup>

Through these three permanent working groups, coordinated prevention and teaching messages will be addressed and implemented throughout all of USAFA.

- **Status: Complete.**
- **Improve:** Incorporate male victimology in SAPR training.
- **USAFA Action:** The AF SAPR stand-down day, held on June 24, 2013, intentionally used male victim scenarios/stories in trainings to illustrate that males are also victimized. Examples of male victimology are incorporated into the CBIT training course, which will be implemented soon. In addition to scenario-based trainings, cadets and permanent party leadership/first responders will receive training on male victimology using metrics and statistics as well as descriptions and education regarding male victimology.
- **Status: Complete.** USAFA should ensure that the examples of male victimology continue to be provided in CBIT training courses and leadership/first responder training courses in APY 14-15.
- **Improve:** Reinforce the locked-door policy in the dormitories.
- **USAFA Action:** A locked-door policy is in place via the Cadet Sight Picture. Enforcement of this policy will be reviewed and discussed by leadership, SFS, OSI, JA, Cadet Wing (CW) and ABW.
- **Status: Complete.** The continued enforcement of the locked-door policy should occur with the cadet population throughout the APY.

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<sup>83</sup> An installation CAIB promotes cross-organizational collaboration in addressing individual, family, and community concerns. The CAIB is a Commander's tool that allows the Commander to assess the health of the community and to enact positive programs and services to foster resiliency. For more information, please see: [http://static.e-publishing.af.mil/production/1/af\\_a1/publication/afi90-501/afi90-501.pdf](http://static.e-publishing.af.mil/production/1/af_a1/publication/afi90-501/afi90-501.pdf)

*LOE 2: Investigation Items for Improvement:*

- **Improve:** Encourage attendance at training opportunities similar to the Region 8 sexual assault investigators training course.
- **USAFA Action:** Due to budget cuts, Region 8 is unable to provide an investigators training course locally. USAFA's SAPR office provided local training opportunities to OSI and JA from Russell Strand<sup>84</sup>, Veraunda Jackson<sup>85</sup>, and Anne Munch.<sup>86</sup>
- **Status: Complete.**
- **Improve:** As reports of sexual assault increase, ensure manpower is adequate to meet mission demands.
- **USAFA Action:** The SVC Program currently has two Special Victims' Counsels assigned to Peterson AFB and in January 2015 will be adding another full-time SVC on the USAFA campus whose primary mission will be to serve clients from USAFA and the surrounding military installations. The additional SVCs in this region will assist in timeliness and availability of services to victims.
- **Status: In progress.** In the APY 12-13 Report, the Department found that sexual assault investigations conducted by AFOSI agents at USAFA increased. AFOSI also assumed investigative responsibility for felony-level and misdemeanor-level sexual assault allegations. Despite the increase in the number of investigations, AFOSI manpower resources remained static but did not affect the quality of investigations. However, the Department recommended that AFOSI ensures it has enough resources dedicated to USAFA to continue providing thorough and timely investigations.

*LOE 3: Accountability Items for Improvement:*

- **Improve:** Formalize EO involvement at USAFA, i.e., Academy Response Team (ART) and other formal working groups.
- **USAFA Action:** The SARC attends all EO UCA in and out briefs for commanders and directors. EO does not currently attend the Case Management

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<sup>84</sup> Russell Strand is the US Army Family Advocacy Programs Criminal Division Training Director who specializes in offender behavior.

<sup>85</sup> Veraunda Jackson is the founder and Chief Executive Officer of EHAP (Everything Has a Price) Inc., a professional and personal development company. She previously was a prosecutor in the specialized sex crimes and child abuse unit in Florida.

<sup>86</sup> Anne Munch is an attorney with extensive experience as a career prosecutor and advocate for victims of domestic violence, sexual assault, and stalking.

Group (CMG), and this will be discussed with senior leadership. EO is a member of the CW/ABW integrated CAIB and IDS.<sup>87</sup>

- **Status: Complete.** USAFA should continue to include MEO representatives during the ART Case Management Group meeting every month.

*LOE 4: Advocacy/Victim Assistance Items for Improvement:*

- **Improve:** Establish SARC and VA positions at 10th ABW.
- **USAFA Action:** AF SAPR Director, Major General Gina Grosso, visited USAFA during July and the need for a separate SARC at the 10th ABW was elevated to her level for review and action.
- **Status: In progress.**
- **Improve:** In accordance with applicable regulations, train and assign volunteer SAPR VAs as an interim solution.
- **USAFA Action:** USAFA SAPR has recruited and trained, and D-SAACP-certified four volunteer active Uniformed VAs. There are 12 additional volunteers trained and in early stages of applying to be a VA. The goal is to have 10-15 volunteer VAs.
- **Status: Complete.**
- **Improve:** Fully staff the SAPR office.
- **USAFA Action:** The USAFA SAPR office has filled two vacant civilian VA positions and has a new Deputy SARC on staff. There is one remaining civilian VA position that is in recruit/fill status.
- **Status: In progress.** All vacant positions should be filled in order for the Department to consider this item to be complete.
- **Improve:** Ensure 24-hour access to victim services and publicize/utilize the DoD Safe Helpline.
- **USAFA Action:** The DoD Safe Helpline is publicized in common areas (magnets, posters) and is posted on the revamped USAFA SAPR web page.

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<sup>87</sup> The IDS functions as the action arm of the CAIB and develops a comprehensive, coordinated plan for integrating and implementing community outreach and prevention programs (e.g., financial, relationship, family maltreatment, sexual assault, equal opportunity, suicide prevention, substance abuse, health promotion, tobacco cessation, etc.), with the goal of enhancing resilience in military communities. For more information, please see: [http://static.e-publishing.af.mil/production/1/af\\_a1/publication/afi90-501/afi90-501.pdf](http://static.e-publishing.af.mil/production/1/af_a1/publication/afi90-501/afi90-501.pdf).

Cadets will receive a monthly SAPR update, which includes marketing the Safe Helpline and new on-line group.

- **Status: Complete.** The Department commends USAFA's efforts to publicize the DoD Safe Helpline. USAFA should continue to ensure that USAFA SAPR staff is available 24 hours to provide victim services.
- **Improve:** Appoint a dedicated SAPR training resource that would allow the SARC and SAPR VAs to focus on victim advocacy.
- **USAFA Action:** During Major General Gina Grosso's visit to USAFA, a request for this position was made. USAFA continues to follow up with Major General Grosso.
- **Status: In progress.**
- **Improve:** Ensure all personnel investigating sexual harassment complaints, providing sexual harassment prevention training, or working in victims' assistance and support programs receive the training necessary for them to carry out their MEO-related duties.
- **USAFA Action:** All 10th ABW EO personnel attend DEOMI training prior to assignment to USAFA. USAFA SAPR and EO programs are collaborating training efforts for provision of victim advocacy for sexual harassment clients.
- **Status: Complete.** USAFA should continue to ensure only properly trained EO personnel conduct sexual harassment investigations.
- **Improve:** Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian club and sports team representatives (to include those leading off-campus activities).
- **USAFA Action:** USAFA is working to resolve this issue.
- **Status: In progress.** USAFA should identify the appropriate level of sexual assault response training and procedures for those leading off-campus activities and ensure these individuals receive this training on an annual basis. This training should include instruction on SAPR-related responsibilities of individuals leading off-campus activities and protocol to connect a victim of sexual assault with SAPR personnel and other first responders.

*LOE 5: Assessment Items for Improvement:*

- **Improve:** Continue developing the draft USAFA GRIP and align with the USAFA SAPR Strategic Plan.

- **USAFA Action:** USAFA personnel drafted a comprehensive set of metrics as part of the GRIP, but the metrics have not been implemented in an assessment process. This is still in progress. CCD is in the final stages of hiring a SAPR Analyst, and this will be a part of his or her responsibilities. GRIP is now under the management of CCD.
- **Status: In progress.** USAFA should implement the comprehensive set of metrics identified for GRIP or another comparable set of metrics in the next APY.
- **Improve:** Consider conducting command climate assessment surveys at the small unit-level (for cadets and Prep School candidates) and provide results of the surveys to the cadet leadership and to the next level up the chain of command.
- **USAFA Action:** The AF requires use of DEOCs within 120 days of a new commander assuming command and annually thereafter. USAFA complies with that directive.
- **Status: Complete.** As noted earlier in this report, the 10th ABW EO and USAFA SAPR offices conducted cadet UCAs with approximately half of the cadet squadrons in APY 13-14. USAFA should ensure that the UCAs continue in order to inform the SAPR and POSH programs.

### Assessment of Recommendations from Previous Reports

The Department provided 28 action items from the APY 08-09 and APY 10-11 Reports. Entering into APY 13-14, three recommendations were still in progress. For this report, the Department assessed the status of these three and found that it had sufficient evidence to close one of three recommendations.

- **Action:** Develop outcome-based metrics to address all prevention efforts.
- **USAFA Action:** As part of the GRIP, USAFA personnel drafted a comprehensive set of metrics but the metrics have not been implemented in an assessment process. CCD is in the final stages of hiring a SAPR Analyst, and this will be a part of his or her responsibilities. GRIP is now under the management of CCD.
- **Status: In progress.** USAFA should implement the comprehensive set of metrics identified for GRIP or another comparable set of metrics in the next APY.
- **Action:** Address collateral misconduct misperceptions in training.
- **USAFA Action:** Collateral misconduct is addressed during pre-command training. It is specifically addressed by the SARC and JA during the AOC Master's course "just in time" training, which occurs the week before the new AOCs assume command. USAFA SAPR is publishing a new handout that has

information specifically addressing/defining “collateral misconduct” that will be distributed to all commanders.

- **Status: Complete.** USAFA should continue to address the assumption regarding collateral misconduct during trainings with the cadets.
- **Action:** Establish a second SARC position to support other units.
- **USAFA Action:** A second SARC position has not been filled. We have engaged with the new AF SAPR Director, Major General Grosso; she is working this issue to secure funding.
- **Status: In progress.** This recommendation has existed since the APY 10-11 Report and was recommended again in the APY 12-13 assessment. It has not been adequately addressed for DoD to update its status for the past three years.

### USAFA Prevalence and Reporting Data Highlights

The 2014 SAGR asked USAFA cadets to provide feedback on a wide variety of topics relating to the Academy’s POSH and SAPR program. These topics ranged from perceptions of sexual harassment and experiences of USC to opinions of program effectiveness in reducing or preventing sexual harassment and sexual assault. The following section discusses the prevalence rate of sexual harassment and assault at USAFA and incident reporting trends.

#### *Prevalence of Sexual Harassment and Unwanted Sexual Contact*

The 2014 SAGR found that 48% of USAFA women and 9% of USAFA men perceived some form of sexual harassment during the APY (Table 15). For USAFA women, this prevalence rate is higher than the rate in 2012, but lower than the 2010 rate and statistically unchanged from 2008. For male cadets, this prevalence rate is lower than the 2012, 2010, and 2008 rates, but none of the differences are statistically significant.

Percent of USAFA Women <sup>88</sup>		Percent of USAFA Men <sup>89</sup>	
2008	48%	2008	10%
2010	53%	2010	10%
2012	44%	2012	11%
2014	48%	2014	9%

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<sup>88</sup> Margins of error range from ±1% to ±2%.

<sup>89</sup> Margins of error range from ±1% to ±2%.

Additionally, the 2014 SAGR found that 9.7% of USAFA women and 1.4% of USAFA men experienced USC in APY 13-14 (Table 16). For USAFA women, the prevalence rate in 2014 is statistically unchanged from 2012 and 2008 but higher than the rate in 2010. For USAFA men, there are no statistically significant differences between the prevalence rates in 2014 compared to 2012, 2010, and 2008. Moreover, prevalence rates varied by class year. Among USAFA women, sophomores experienced the highest rate of USC (16.8%), whereas, among USAFA men, juniors and seniors experienced the highest rate of USC (1.8% and 1.9%, respectively).

Percent of USAFA Women <sup>90</sup>		Percent of USAFA Men <sup>91</sup>	
2008	9.7%	2008	1.4%
2010	11.9%	2010	1.1%
2012	11.2%	2012	1.7%
2014	9.7%	2014	1.4%

The survey also showed that, of the female cadets who experienced USC in 2014, a little less than half (48%) indicated that their offender sexually harassed, stalked, or assaulted them before the assault. Comparatively, of the USAFA men who experienced USC in 2014, a little more than half (55%) indicated that their offender sexually harassed, stalked, or assaulted them before the assault.<sup>92</sup> Sexual harassment and assault fall along a continuum of harmful, gender-based behaviors,<sup>93</sup> with prior research demonstrating a strong positive correlation between the experience of sexual harassment and the sexual assault of members within military units.<sup>94</sup> Additionally, women and men who experienced USC prior to entering the Academy and/or Preparatory School also experienced higher prevalence rates of USC in APY 13-14 (12.3% for women and 3.8% for men), compared to the overall prevalence rate for their for women (9.7%) and men (1.4%) at USAFA. This finding is consistent with other research and SAGR results that identified prior sexual victimization as a risk factor for future victimization. Thus, the development of a targeted, voluntary, confidential prevention program for cadets with a personal history of sexual victimization might be helpful.

Of the 9.7% USAFA women who experienced USC, 51% indicated either they and/or the offender had been drinking before the assault. Of the 1.4% of USAFA men who experienced USC, 32% indicated either they or the offender had been drinking before

<sup>90</sup> Margins of error range from ±1.0% to ±1.3%.

<sup>91</sup> Margins of error range from ±0.4% to ±0.9%.

<sup>92</sup> Margins of error range from ±6% to ±14%.

<sup>93</sup> The “continuum of harm,” in the context of sexual violence, refers to inappropriate actions (such as sexist jokes, hazing, or cyber bullying) that are used before or after the assault and/or supports an environment that tolerates these actions.

<sup>94</sup> Harned, M., Ormerod, A., Palmieri, P., Collinsworth, L.; and Reed, M. (2002). Sexual assault and other types of sexual harassment by workplace personnel: A comparison of antecedents and consequences. *Journal of Occupational Health Psychology*, 7, 174-188.

the assault.<sup>95</sup> During APY 13-14, the Secretary of Defense directed USAFA to review and expand its alcohol policies. Since alcohol consumption was involved in many of the sexual assaults at USAFA, innovation of new alcohol policies and outreach strategies must continue.

Training is an essential part of the SAPR program at the MSAs. The 2014 SAGR asked cadets if they received sexual assault program training in the last year. At USAFA, 97% of women<sup>96</sup> and 98% of men<sup>97</sup> indicated receiving sexual assault training in the past year. Overall, approximately half of respondents rated the training as at least moderately to very effective in reducing or preventing sexual assault or harassment. In 2014, 14% of USAFA women who received training indicated that the training was *very effective* in reducing/preventing sexual assault; this figure remained unchanged from 2012. However, 13% of USAFA women who received training indicated that their training was *not at all effective*, a higher percentage than in 2012.<sup>98</sup> Among USAFA men who received training, 18% indicated that the training was *very effective* in reducing/preventing sexual assault, unchanged from 2012. However, compared to 2012, a higher percentage of USAFA men (14%) indicated that the training was *not at all effective*.<sup>99</sup>

A focus of sexual assault prevention training is bystander intervention. In the 2014 SAGR, cadets were asked if they observed a situation, during APY 13-14, where they believed a sexual assault was about to occur. Nine percent of USAFA women and 6% of USAFA men indicated they observed a situation at risk for sexual assault during the APY.<sup>100</sup> Of the 9% of women who observed a situation that could have led to a sexual assault, 92% reported that they took some form of action to prevent the sexual assault. Of the 6% of men who observed a situation that could have led to a sexual assault, 92% reported that they took some form of action to prevent the sexual assault.<sup>101</sup>

### *Sexual Harassment and Assault Reporting Trends*

During APY 13-14, USAFA received zero formal complaints of sexual harassment and four informal complaints.<sup>102</sup> According to the 2014 SAGR, 48% of USAFA women perceived sexual harassment during the APY. However, the majority (84%) of them did not believe the incident was important enough to report. Approximately 9% of USAFA men perceived sexual harassment during the APY, with 84% also indicating they did not believe the incident as important enough to report.

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<sup>95</sup> Margins of error for men and women range from  $\pm 6\%$  to  $\pm 14\%$ .

<sup>96</sup> Margin of error  $\pm 1\%$ .

<sup>97</sup> Margin of error  $\pm 1\%$ .

<sup>98</sup> Margin of error  $\pm 2\%$ .

<sup>99</sup> Margins of error range from  $\pm 2\%$  to  $\pm 3\%$ .

<sup>100</sup> Margins of error range from  $\pm 1\%$  to  $\pm 2\%$ .

<sup>101</sup> Margin of error  $\pm 4\%$ .

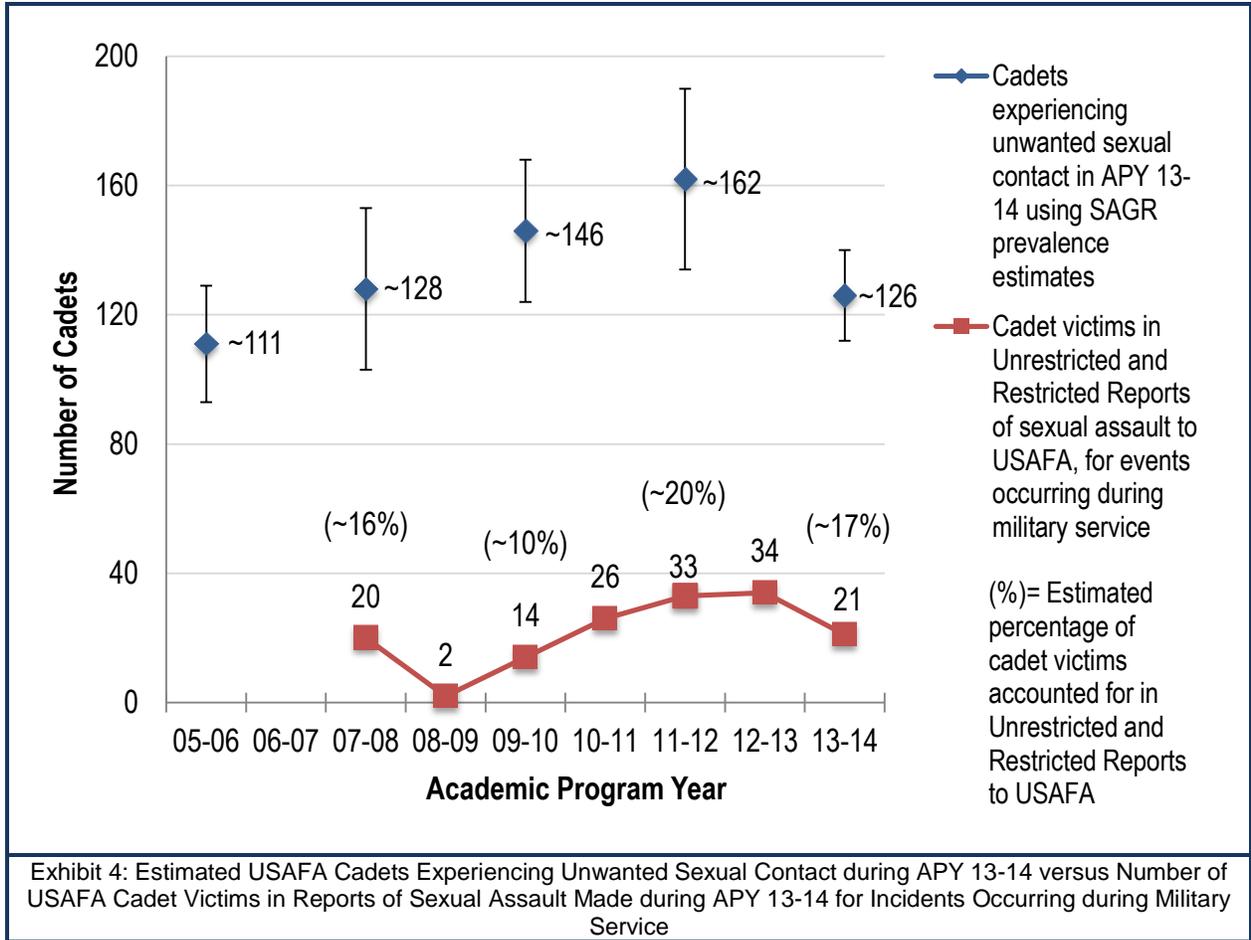
<sup>102</sup> During the previous APY, no formal complaints were received and 8 informal complaints were received.

The total numbers of sexual assault reports at USAFA during APY 13-14 are as follows:

Table 17: Total APY 13-14 Reports Of Sexual Assault At USAFA	
Number of Unrestricted Reports of Sexual Assault	13
Number of Reports Of Sexual Assault Remaining Restricted	14
<i>Number of Total Reports of Sexual Assault - Unrestricted and Restricted</i>	<i>27</i>

During APY 13-14, USAFA received 13 Unrestricted Reports. This is a decrease from APY 12-13, during which USAFA received 18 Unrestricted Reports. During APY 13-14, 14 Restricted Reports were received, none of which converted to an Unrestricted Report at the victims' request. Two of the Restricted Reports were for incidents prior to military service. The 14 Reports remaining Restricted represent a decrease from APY 12-13, during which the number of Restricted Reports remaining was 27 at USAFA. Overall, sexual assault reporting decreased by 18 reports from APY 12-13.

Exhibit 4 illustrates the difference between the estimated number of USAFA cadets who experienced USC and the number of cadet victims who made reports of sexual assault for incidents that occurred during military service. Although reporting decreased at USAFA, the USC prevalence rate also decreased (albeit not significantly). As a result, the "gap" between prevalence and reporting narrowed in APY 13-14 compared to APY 11-12. The Department estimates that in APY 13-14, one report was made for every six incidents at USAFA. Decreases in USC prevalence are achieved through prevention initiatives, while increases in cadet reporting stem from efforts to address victim confidence and improvements in the response system.



Drawn from the 2014 SAGR, Table 18 provides the top three reasons respondents selected for not reporting sexual harassment. Within their respective gender groupings, women and men at each Academy identified the same top three reasons for not reporting sexual harassment.<sup>103</sup>

Reason	Women	Men
Thought it was not important enough to report	84%	84%
Took care of it themselves by confronting the person who harassed them	54%	36%
Took care of it themselves by forgetting about it and moving on	47%	40%

<sup>103</sup> The top three reasons for reporting sexual harassment are not reportable because so few cadets reported sexual harassment.

<sup>104</sup> Margins of error range from  $\pm 2$  to  $\pm 3$ .

USAFA should emphasize that sexual harassment falls on the continuum of harm, does not have to be tolerated as part of the USAFA experience, and runs counter to the values of the Academy and the Air Force. Therefore, sexual harassment is, in fact, important enough to be addressed when it occurs.

Also drawn from the 2014 SAGR, Table 19, Table 20, and Table 21 contain the top reasons respondents selected for reporting and for not reporting USC contact. Due to the small number of male respondents who experienced USC and reported the assault, the reasons for reporting USC are not reportable for men.

Table 19: Top Three Reasons For Reporting Unwanted Sexual Contact – USAFA Women Who Experienced USC And Reported It <sup>105</sup>	
Seek help dealing with an emotional incident	82%
It was the right thing to do	67%
Stop the offender from hurting them again	65%

Table 20: Top Three Reasons For Not Reporting Unwanted Sexual Contact – USAFA Women Who Experienced USC And Did Not Report It <sup>106</sup>	
Did not want anyone to know	66%
Did not want people gossiping about them	66%
Thought it was not important enough to report	62%

Table 21: Top Four Reasons For Not Reporting Unwanted Sexual Contact – USAFA Men Who Experienced USC And Did Not Report It <sup>107</sup>	
Thought it was not important enough to report	67%
Felt uncomfortable making a report	54%
Took care of it themselves by forgetting about it and moving on	47%
Took care of it themselves by avoiding the person who assaulted them	47%

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<sup>105</sup> Margin of error ±1.

<sup>106</sup> Margin of error ±7.

<sup>107</sup> Margin of error ±17.

The choice to report a sexual assault is highly personal and may never be considered by some victims, especially when the victim does not believe the situation was “important enough” to report. While the Department respects victims’ reporting decisions, cadets may benefit from a greater understanding of the potential physical and psychological consequences of a sexual assault.<sup>108</sup> However, it is clear that cadets need additional assurance that their desire for privacy and confidentiality can be respected through the Restricted Reporting option. Making a report of sexual assault can allow them to gain access to victim services to help them deal with the immediate and future consequences of sexual victimization.

### Inspector General Investigations at USAFA

In APY 12-13, two former USAFA cadet athletes were convicted of sexual assault offenses. In August 2014, Lieutenant General Michelle Johnson, the Superintendent of USAFA, requested a USAFA Inspector General (IG) review of the Athletic Department Mission Elements, as part of her effort to help eliminate subcultures at the Air Force's Academy whose climates do not align with USAFA core values.<sup>109</sup>

With a letter dated October 21, 2014, the DoD IG announced that it would be initiating an evaluation of USAFA to determine if:

- Criminal investigations, to include allegations of sexual assault, involving USAFA football players met investigative standards; and
- There were barriers to investigating allegations of criminal misconduct to include sexual assault.

### USAFA SELF-ASSESSMENT HIGHLIGHTS



The sections below, organized by LOE from the 2013 SAPR Strategic Plan, provide an overview of USAFA’s approach to achieving the end state of each LOE and highlights of the actions the Academy is taking in support of that LOE. For a comprehensive description of USAFA’s SAPR and POSH program and initiatives, the complete USAFA report is provided as an attachment to this report.

#### Line of Effort 1: Prevention

In the 2013 SAPR Strategic Plan, the Prevention LOE’s end state is “cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not

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<sup>108</sup> As presented by the Centers for Disease Control and Prevention, potential consequences of a sexual assault include migraines and other frequent headaches, back pain, anxiety, withdrawal, guilt, and depression. For more information, please see: <http://www.cdc.gov/violenceprevention/sexualviolence/consequences.html>. Victims of sexual assault are also known to experience higher rates of depression, anxiety, PTSD, and substance abuse compared to non-victimized persons.

<sup>109</sup> Lt. Gen Johnson’s statement on the USAFA IG review of the Athletic Department can be read here: <http://www.usafa.af.mil/news/story.asp?id=123419970>.

tolerated, condoned, or ignored.” To demonstrate USAFA’s efforts to sustain a culture of commitment, the Superintendent took an aggressive measure in APY 13-14 to combat sexual harassment, sexual assault, and any form of violence by creating the USAFA Directorate for CCD. The CCD Director, essentially the chief diversity officer, is charged with coordinating agencies and programs active in USAFA’s culture, climate, and diversity arenas in an effort to streamline reporting, leverage resources, document efforts, and institutionalize outcomes.

The CCD Director leads a representative O-6 level “Superintendent’s Council” on Culture, Climate, and Diversity that considers challenges and orchestrates actions to strengthen USAFA’s climate of dignity and respect. The Director reports directly to the Superintendent to ensure issues are communicated to senior leadership and positively addressed at the Academy’s highest levels.

In creating the CCD, the Superintendent merged several divisions: the SAPR office; the Culture, Climate, and Diversity Analyst Division; and the Diversity Office. The integrated CCD assesses USAFA climate with respect to CCD mission areas and reports the climate status to the Superintendent with associated recommendations and courses of action for USAFA.

To work towards achieving the Prevention end state, USAFA provides bystander intervention training to its cadets. Though cadets are not mandated by the Air Force to attend the bystander intervention training, USAFA believes this is critical training for cadets because their age places them in the “at risk” age group of 18 – 24 years for increased sexual assaults. To that end, USAFA contracted with Dr. Dorothy Edwards’ “Green Dot” program to create a cadet bystander intervention program.<sup>110</sup> In APY 13-14, USAFA implemented CBIT facilitator training on May 27, 2014. Beta testing of the CBIT course curriculum was also completed via the Behavioral Science 310 course.

## **Line of Effort 2: Investigation**

The Investigation end state is “investigative resources yield timely and accurate results.” AFOSI Detachment (Det) 808, United States Air Force Academy, CO is committed to conducting professional, responsive, and accurate investigations into every sexual assault allegation in order to provide timely and credible information to Air Force leaders and keep the Air Force safe. The Air Force has successfully established a worldwide special victim investigation and prosecution capability, primarily comprised of 24 sexual assault investigators and eight Senior Trial Counsel - Special Victims’ Unit. One of the 24 full-time sexual assault investigators hired by AFOSI is stationed at USAFA, where she serves as the AFOSI primary special victim capability investigator and sexual assault investigation subject-matter expert. Both the AFOSI Det 808 commander and the full-time sexual assault investigator are graduates of the Air Force’s Sex Crimes

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<sup>110</sup> Dr. Dorothy J. Edwards, author of the Green Dot etc. Violence Prevention Strategy, holds a Ph.D. in Counseling Psychology from Texas Woman’s University. She is the Executive Director of Green Dot, etc., a center dedicated to effective intervention and prevention of power-based personal violence.

Investigator Training Program (SCITP) at the Federal Law Enforcement Training Center in Glynco, Georgia. AFOSI has made numerous improvements over the past few years to agents' ability to conduct sexual assault investigations.

One improvement specific to USAFA is the establishment of an AFOSI USAFA orientation program. The program is designed to familiarize agents assigned to Det 808 with USAFA offices, their missions, and facets of cadet life relevant to AFOSI's contact with cadets and supporting USAFA's mission. In addition to the orientation program, AFOSI is working to ensure all AFOSI agents assigned to USAFA attend the Air Force's SCITP. Further, Det 808 is establishing a Joint Sexual Assault Team (JSAT) at USAFA. The JSAT will consist of specially trained Security Forces personnel assigned to investigate specific Article 120 offenses under the direction of AFOSI.

### **Line of Effort 3: Accountability**

The Accountability end state is "achieve high competence in holding offenders appropriately accountable." To achieve this end state, the SAPR office has had a close relationship with the SVC program since its implementation in 2013. An SVC is not currently stationed at the Academy, but a billet has been moved to USAFA and an SVC office is scheduled to open on January 31, 2015. There are two SVCs assigned to Peterson AFB, and they have served clients from USAFA since the inception of the SVC program. When a victim reports a crime of sexual assault, information is provided to the victim about the SVC program and if counsel is requested, the SAPR office then forwards that request. The SVCs have been very responsive to all USAFA cadets. Victims have provided positive feedback about their special victims' counsel and how helpful they have been throughout the justice process.

For Article 32 hearings, USAFA has traditionally used JAs as investigating officers. This practice was codified in the FY14 NDAA and USAFA will ensure that JAs continue to serve in the capacity of an investigating officer as required (or preliminary hearing officer for Article 32 proceedings conducted on or after December 26, 2014).

### **Line of Effort 4: Advocacy/Victim Assistance**

The Advocacy/Victim Assistance end state is "high quality services and support to instill confidence and trust, and strengthen resilience, and inspire victims to report." The SARC and all full-time SAPR VAs are D-SAACP certified. The SARC is a Level 4 certified VA while the VAs hold Level 1 certifications. The program has several volunteer active duty military VAs who are all Level 1 certified. The SARC and SAPR VAs were found in compliance with AF and DoD requirements for their respective positions.

To promote recovery and healing, victims have the option to leave USAFA on Administrative Turn Back for up to one year. Victims remain in cadet status in every regard except pay and when they return, they are 1 year behind in their academic courses.

### **Line of Effort 5: Assessment**

The Assessment end state is “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.” To work towards this end state, the USAFA SAPR program is assessed by multiple agencies including AF SAPR, DoD SAPRO, and internal USAFA assessments. DMDC conducts, in odd years, a focus group onsite. In the even years, a survey is administered. In 2013, DoD SAPRO conducted an onsite comprehensive and expanded program assessment, and the USAFA SAPRO was found to be in compliance. In FY13, the Air Force Audit Agency conducted a comprehensive two-part personnel audit of the USAFA SARC and SAPR VAs finding USAFA to be in compliance. USAFA’s SAPR staff is credentialed by D-SAACP per DoD requirement. An unannounced IG Sexual Assault 24 Hour Hotline Exercise was conducted in FY13 to include all AF installations.

### **Self-Assessment Conclusion**

During APY 13-14, USAFA demonstrated that it was committed to promoting a climate of dignity and respect by developing the CCD and implementing CBIT facilitator training. USAFA SAPRO’s relationship with the full-time sexual assault investigator stationed at USAFA and with the two SVCs assigned to Peterson AFB who have served cadets should continue to ensure that victims who make Unrestricted Reports feel supported as they navigate the military justice system. In APY 14-15, USAFA should work toward filling the vacant SAPR analyst position so that GRIP can be implemented and a complete assessment of the USAFA’s SAPR program can occur.

## COMMON ACTIONS AT THE MSAs DURING APY 13-14

During APY 13-14, all three MSAs observed SAAM and the DoD SAPR stand-down. Both civilian and military communities recognize SAAM across the country every April. The Department's FY13 theme, "We own it...We'll solve it...Together!" emphasizes a collective approach to combatting sexual assault. The MSAs participated in SAAM by arranging events that highlighted the importance of eliminating sexual assault.

In May 2013, the Secretary of Defense directed the Secretaries of the Military Departments, the Chairman of the Joint Chiefs of Staff, the Chiefs of the Military Services, and the Chief of the NGB to collaborate with the Combatant Commanders to develop and implement SAPR stand-downs. Each MSA organized activities to assist all staff, faculty, and cadets and midshipmen to understand that they are accountable for fostering a climate where sexual harassment and sexual assault are not tolerated, condoned, or ignored and where all adhere to the values of dignity, trust, and respect.

## OBSERVANCE OF SEXUAL ASSAULT AWARENESS MONTH

### USMA

SAAM events at USMA in APY 13-14 included a mile walk where pamphlets, pins, t-shirts, and other items were given to participants. The cadets organized a cross-fit competition for the Corps of Cadets. The TAC NCOs sponsored a run against sexual violence and the CASH/A cadets hosted a colloquium for their counterparts at other service Academies to discuss and share best practices in programs to enhance student development.



Figure 2: Cadets and Midshipmen at USMA's colloquium during SAAM in April 2014

## USNA

A SAAM Committee was organized and led by USNA SARC. The Committee consisted of 22 staff and faculty members (both military & civilian) and six midshipmen. The Committee met monthly from December 2013 through April 2014, coordinating various events. Official SAAM events included:

- April 1 lunch kick-off event in King Hall, where the Commandant of Midshipmen and the SAPR Program Manager addressed the Brigade and the SAPR staff sat with midshipmen at their tables.
- An “Allies in Action” slide-show project captured pictures of volunteer midshipmen, faculty, and staff displaying messages of support for survivors.
- Faculty member, Commander Dave Smith, led a “Healthy Relationships Presentation” session focused on how to successfully acquire and navigate positive, intimate relationships.
- Midshipmen SHAPE Peer Educators and GUIDES (Guidance, Understanding, Information, Direction, Education)<sup>111</sup> led their companies in addressing their squads once per week in lunchtime “Table Talk,” which focused on sexual assault awareness throughout the Fleet.
- Teal ribbons were placed on the trunks of trees lining Stribling Walk, two large SAAM banners were displayed and rotated around the Yard throughout the month, and the Tecumseh figurehead was painted in his motivational war paint in support of SAAM.

The month ended with a 5K Run and a cook-out dinner in Dahlgren Hall for all midshipmen, where informational tables were set up with partner agencies from around the area, including: Naval Station Annapolis SAPRO, Fleet and Family Support Center/Family Advocacy Program (Intimate Partner Violence), Midshipmen Development Center (Counseling Resources), Pathways, Drug/Alcohol Abuse Prevention, YWCA, and Anne Arundel Medical Center.

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<sup>111</sup> SHAPE Peer Educators and GUIDES are selected midshipmen who support the brigade as subject matter experts in sexual assault prevention.

## USAFA

USAFA's APY 13-14 SAAM activities were the most comprehensive and collaborative to date. Each week in April was sponsored by a different mission element--The Athletic Department, Faculty, Cadet Wing, Air Base Wing, and Colorado College. The focus was on creating and maintaining a healthy climate, sexual behaviors, and healthy relationships.

- April 2: Colorado College students visited USAFA and met with our cadets for dinner at Mitchell Hall, participated in a tour, and discussed prevention and defined a "healthy" climate.
- April 7: Kick-off event: The USAFA Chaplain sponsored Jason and Cristalina Evert, a husband/wife team, to give a presentation on healthy relationships and healthy dating. The event was secular and open to cadets, staff, preparatory school students, and Colorado College students and personnel.
- April 11: An installation-wide Red Pin Strike Out Sexual Assault event at the Community Center bowling center.
  - Seventeen teams participated, including the 10 ABW, Headquarters USAFA (HQ USAFA), and CW.
- April 17: Take Back the Night (TBTN) Rally on the terrazzo. The event was open to all cadets, permanent party, ABW, preparatory school students, and Colorado College. Lieutenant General Johnson, USAFA Superintendent, opened the event and Brig Gen Armacost, Dean of Faculty, was the keynote speaker.
  - The cadets decided to make the Dean's talk mandatory for all cadets.
  - 3,500 cadets and permanent party attended, and the keynote address was well received.
  - As a result of the success of this event, USAFA was selected as one of TBTN's "10 Points of Light" for next year. USAFA will be featured nationally, and Ms. Katie Koestner, National TBTN Director, will be USAFA's keynote speaker.



Figure 3: USAFA cadets and staff members gather around a bonfire in observance of SAAM for the "Take Back the Night" event April 17

## OBSERVANCE OF SAPR STAND-DOWN

### USMA

At USMA last June, as a part of the DoD directed stand-down day, all supervisors were tasked to inspect all areas in the work environment to ensure freedom from offensive material. After last year, a recommendation from several supervisors was to wait until after everyone returns for the APY to perform the check. Hence, this year, this check will occur in September or October 2014.

## USNA

The DoD SAPR stand-down in June 2013 provided the framework of supplementing USNA's training program by providing sessions that were designed to ensure all military and civilian personnel at USNA understand SAPR principles and resources. Post command senior officers and senior enlisted leaders provided this training, and it was the first time many of these seasoned leaders taught the topic of sexual harassment and sexual assault. These sessions included open conversations on creating a climate based on dignity and respect.

## USAFA

USAFA held its Sexual Assault Stand-down Day on June 24, 2013. This was an all-day event involving cadets and permanent party held at Clune Sports Arena. The Superintendent addressed all of USAFA using several USAFA-specific scenarios (which included male victims) to inform the discussion. Mike Domitrz of the "Date Safe" program also spoke. The SARC followed these presentations, providing a pre-command SAPR training program for all supervisors, faculty, and athletic department staff. During the afternoon of the stand-down, all squadrons/units broke down into smaller groups and used specifically developed SAPR training curriculum and scenarios to lead discussion groups. To prepare for these breakout sessions, USAFA SAPR included additional training for AOCs and AMTs in April and May 2013. This supplemental training taught them how to lead discussions with cadets regarding what constitutes healthy relationships, healthy boundaries, dating, intimacy and healthy sexuality. The USAFA SAPR office prepared discussion questions for the AOCs and AMTs. Short videos, scenarios and role plays are posted on a SharePoint Site as a resource for the AOC/AMTs.

## FUTURE ACTIONS FOR APY 14-15: IT'S ON US!

In January 2014, the President and Vice President established the "White House Task Force to Protect Students from Sexual Assault" in order to develop strategies and recommendations to help prevent campus sexual assault. As part of this task force, the White House launched a new public awareness and education campaign known as, "It's on Us." The "It's on Us" campaign is aimed at encouraging college students and all members of campus communities to be more engaged with campus sexual assault prevention efforts. Each of the MSAs is committed to participating in the "It's on Us" campaign and plans to accomplish the activities listed below.

USMA will:

- Use the campaign and SHARP Summit outcomes to drive the way ahead for the entire US Corps of Cadets, led by cadet leadership and the CASH/A Executive Committee. CASH/A will:
  - Promote the campaign in a variety of cadet-focused social events.
  - Incorporate "It's on Us" into monthly training for the 4,400 cadets at USMA.

- Integrate the tenets of "It's on Us" as key features of the USMA strategic plan and character development strategy.
- Incorporate "It's On Us" into The Pointer View (the command information paper) on a quarterly basis and promote it on West Point social media pages.

USNA will:

- Introduce "It's On Us" to the 4,500 Brigade of Midshipmen at a Brigade-wide event, as part of an ongoing series of initiatives and events in support of sexual assault prevention.
- Integrate "It's On Us" into midshipmen peer education sessions, facilitated by midshipmen GUIDES to promote the campaign at the Company level (groups of about 150 midshipmen).
- Modify the USNA website and use social media to promote the campaign to the Brigade of Midshipmen, faculty, and staff.
- Create a midshipmen-led video to promote the campaign, as part of an ongoing sexual assault prevention video series.
- Promote "It's On Us" at Academy football games to further reach the Brigade, Alumni, and the supporting community.

USAFA will:

- Strategically engage senior leaders in the Superintendent's Council to advance "It's On Us" throughout the USAFA organizations.
- Operationally integrate messaging into character and academic curriculum via the Dean of Faculty's Making Excellence Inclusive Committee, the RFHD Outcome Team, and the Commandant of Cadet's Center for Character and Leadership Development.
- Tactically ensure "It's On Us" is woven into the fabric of all ongoing educational and training initiatives by:
  - Launching the campaign in coordination with the cadet leadership and Personal Ethics and Education Representatives (PEER), who cadets selected to address culture, climate, and inclusivity concerns.
  - Marketing promotional materials from the campaign website and providing each cadet with a hard copy of the "It's On Us" Pledge.
  - Using the base paper and social media to promote campaign materials including the "It's On Us" logo, educational content, and daily tweets.
  - Integrating "It's On Us" into ongoing cadet active bystander intervention training.
  - Highlighting the campaign during Basic Training, January Anti-Stalking Awareness Month, and April SAAM.

## CONCLUSION AND WAY FORWARD



Preventing sexual harassment and sexual assault at the MSAs, as well as across the total force, remains a priority for the Department. Throughout APY 13-14, the MSAs worked towards meeting the essential measures outlined in the Secretary of Defense's January 2014 memorandum.

However, fully implementing these measures and assessing their effectiveness will take time. The Department expects the Academies to make further progress in implementing the initiatives directed by the Secretary of Defense, complete outstanding action items and recommendations from previous APYs, and implement and consider new solutions for addressing areas of concern identified through the *2014 SAGR*.

The Department's dual goals are to use prevention initiatives to reduce the number of incidents of sexual harassment and assault, and at the same time, encourage reporting, so that reports of sexual harassment and assault to the DoD account for a greater proportion of the survey-estimated incidents. Overall reporting of sexual assaults decreased in APY 13-14 from APY 12-13, and the prevalence rate of USC, for both DoD Academy women and men, also decreased from 2012 to 2014. In APY 13-14, the rate of reporting increased to 16% of the estimated 327 cadets/midshipmen who experienced USC, up from 11% in APY 11-12.

Overall reporting of sexual harassment increased in APY 13-14 from APY 12-13 at the MSAs. The sexual harassment prevalence rate for DoD Academy women decreased while it remained about the same for DoD Academy men.

The decreased USC and sexual harassment rates for Academy women and increased sexual harassment reporting are promising developments. However, the MSAs must continue to focus on their sexual assault and harassment prevention initiatives and establishing a climate of dignity and respect so that victims feel supported to make a report of sexual harassment or assault.

To highlight the significance of this issue, the Secretary of Defense is directing the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) to host a senior summit each APY for Service Academy leadership and others to facilitate collaboration and exchange of best practices and lessons learned in prevention and response policies. Service Academy leadership will also be incorporated into the SAPR Executive Integrated Product Team forum. Furthermore, the Secretary of Defense is directing the Secretaries of the Military Departments to develop and conduct specific prevention programming and initiatives for cadets and midshipmen at the conclusion of their first APY. This training will address professional relationship expectations and the factors behind higher rates of sexual assault experienced during the Academy third-class year. DoD SAPRO is directed to develop and deploy an anonymous, self-guided education program designed to address and support those cadets, midshipmen, and other military members who may have been victims of sexual assault or abuse prior to military service. To encourage greater reporting of sexual assault, the Secretary is directing the Superintendents of the MSAs, in collaboration with the USD(P&R) and

Military Department SAPR program offices, to assess their individual Academy climates and develop a plan to promote greater reporting of these crimes by cadets and midshipmen.

## APPENDICES

### APPENDIX A: STATISTICAL DATA ON SEXUAL HARASSMENT AND ASSAULT

#### BACKGROUND: WHAT IT CAPTURES

##### Reports of Sexual Assault

- DoD sexual assault data capture the Unrestricted and Restricted Reports of sexual assault made to the Military Service Academies (MSAs) during Academic Program Year (APY) 13-14.
- In the context of DoD statistics that follow, an Unrestricted Report of sexual assault is an allegation by one or more victims against one or more suspects (referred to in the Department as “subjects of investigation” or “subjects”) that will be referred to and investigated by a Military Criminal Investigative Organization (MCIO): Army Criminal Investigation Division, Naval Criminal Investigative Service, or Air Force Office of Special Investigations.<sup>112</sup>
- Data on Restricted Reports are limited because these reports are made to specified parties within the Department (i.e., SARC, SAPR VA, or healthcare provider) to allow the report to remain confidential and the victim to seek care and services. Given the victims’ desire for confidentiality, these reports are not investigated. Victims are not required to provide many details about these sexual assaults. As a result, only data about the victims and very limited data about the offense are recorded in Restricted Reports. The Department does not request or maintain subject identities in Restricted Reports.
- The Department’s sexual assault reporting statistics include data about contact sexual crimes by adults against adults, as defined in Articles 120 and 125 of the UCMJ, as well as attempts to commit those offenses, as defined in Article 80, and represent a range of penetrating and contact (non-penetrating) sexual crimes. The data in this document capture the reports of sexual assault that involve cadets and midshipmen as the victim and/or a subject of a sexual assault investigation. Data about sexual assault reports in the U.S. Armed Forces in general are released each spring (April). Additionally, a DoD report to the President on sexual assault in the U.S. Armed Forces was published on December 4, 2014. Both reports are available at <http://www.sapr.mil/index.php/annual-reports>.

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<sup>112</sup> Please note that the MSAs have not yet transferred to the “one victim-one report” standard used in the provisional FY14 data provided in the *DoD Report to the President of the United States on Sexual Assault Prevention and Response*, published on December 4, 2014. This is because part of the Academic Program Year covered by this report took place before the beginning of Fiscal Year 2014. The Service Academies will be using the “one report-one victim” standard in the next report, to be released in Winter 2016.

- The DoD uses the term “sexual assault” to refer to a range of contact and penetrating sexual crimes between adults, as defined by the UCMJ, including: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts.
  - When a report is listed under a crime category, it means the crime was the most serious of the infractions reported by the victim or investigated by investigators. It does not necessarily reflect the final findings of the investigators or the crime(s) addressed by court-martial charges or some other form of disciplinary action against a subject.
  - The number of sexual assaults reported to MSA authorities in APY13-14 *does not* necessarily reflect the number of sexual assaults that may have occurred in that APY.
  - Civilian research indicates that victims only report a small fraction of sexual assaults to law enforcement. For example, of the 1.1 million U.S. civilian women estimated to have experienced nonconsensual vaginal, oral or anal penetration in 2005, only about 173,800 (16%) ever reported the matter to police. For the estimated 301,000 U.S. civilian college-aged women who experienced nonconsensual vaginal, oral, or anal penetration, only about 34,615 (11.5%) reported it to the police.<sup>113</sup>
  - This reporting behavior is mirrored in the U.S. Armed Forces. Over the past 7 years, the Department estimates that fewer than 15% of military sexual assault victims reported the matter to a military authority. However, in FY14, estimates indicate that about 24% of military victims made a report to a DoD authority. For more information, refer to *The Report to the President of the United States on Sexual Assault Prevention and Response* (Report to the President).<sup>114</sup> This year, 16% of the estimated 327 cadet/midshipman victims of unwanted sexual contact (USC) made a report to a DoD authority.

## Subject Dispositions

- Once the investigation of an Unrestricted Report is complete, the Department requires the MSAs to provide the outcome of the cases against each subject named in an investigation. These are called “subject dispositions.”
- The Department holds those Service members who have committed sexual assault appropriately accountable based on the available evidence.

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<sup>113</sup> Kilpatrick, D., Resnick, H., Ruggiero, K., Conoscenti, L., and McCauley, J. (2007). *Drug-facilitated, incapacitated, and forcible rape: A national study*. Washington, DC: U.S. Department of Justice, pp. 23, 44.

<sup>114</sup> The Report to the President is available here: <http://sapr.mil/index.php/annual-reports>.

- Legal authority for the Department is limited to Service members who are subject to the UCMJ and, therefore, its military justice jurisdiction. Cadets and midshipmen are Service members and are under the legal authority of the UCMJ. Except in rare circumstances, a civilian is not subject to the UCMJ for the purpose of court-martial jurisdiction or other military justice discipline.
- Although the Department investigates all sexual assault cases, each year, the Department lacks jurisdiction over some subjects in its investigations and cannot proceed with disciplinary action.
  - Local civilian authorities in the U.S. and our host nations hold primary responsibility for prosecuting U.S. civilians and foreign nationals, respectively, who perpetrate sexual assault against Service members.
  - In a number of cases each year, a civilian authority will assert its legal authority over a Service member. This typically occurs when Service members are accused of sexually assaulting a civilian.
    - A civilian authority, such as a state, county, or municipality, may prosecute Service members anytime they commit an offense within its jurisdiction. The civilian authority may agree to let the military exercise its UCMJ jurisdiction to prosecute the Service member. Service member prosecutions by civilian authorities are made on a case-by-case and jurisdiction-by-jurisdiction basis.
- When the DoD has jurisdiction over the subject, the subject's military commander, who is advised by a military attorney, is responsible for reviewing the results of the independent MCIO investigation and taking appropriate action when supported by sufficient evidence. The Secretary of Defense directed that, starting in June 2013, subject disposition decisions for the crimes of rape, sexual assault, and nonconsensual sodomy be made by a Special Court-Martial Convening Authority who is, at a minimum, a colonel or Navy captain. At the MSAs, the Superintendent (a lieutenant general or a vice admiral) is the case disposition authority.
  - Commanders at all levels do not make such decisions by themselves. Military attorneys assist commanders in identifying the charges that can be made, the appropriate means of addressing such charges, and punishments that can be administered if supported by the evidence.
  - There are many cases each year in which disciplinary action is precluded (i.e., not possible) due to legal issues or evidentiary problems with a case. For example, when the investigation fails to show sufficient evidence of an offense to prosecute or when the victim declines to participate in the justice process, a commander may be precluded from taking disciplinary action against a subject.

- In the data that follow, when more than one disposition action is involved (e.g., when nonjudicial punishment is followed by an administrative discharge), subject disposition is only reported once per subject. This is done according to the most serious disciplinary action taken, which in descending order is: preferral of court-martial charges, nonjudicial punishment, administrative discharge, and other adverse administrative actions. At the MSAs, adverse administrative actions include the cadet/midshipman disciplinary system.

### Whom It Describes

- Unrestricted and Restricted Reports capture sexual assaults committed by and against Service members. In this document, sexual assault reports primarily involve cadets and midshipmen as either a victim or subject. However, people outside of the U.S. Armed Forces sometimes victimize a Service member or can be victimized by a Service member. Information describing these victims and subjects is also included in the following statistics.
- An Unrestricted Report of sexual assault can include one or more victims, one or more subjects, and one or more crimes. Therefore, the number of reports does not equal the number of victims or the number of subjects.
- Restricted Reports, by policy, only involve one victim per reported incident. In Restricted Reports, no personally identifying information is maintained for alleged subjects.
- Demographic information on victims and subjects is only drawn from *completed investigations* of Unrestricted Reports and from SARC records of victims in Restricted Reports.

### When It Happened

- The information in this report is drawn from sexual assault reports made to the MSA authorities during APY 13-14 (June 1, 2013 to May 31, 2014).
- The data that follow are a snapshot in time. In other words, the following information describes the status of sexual assault reports, investigations, and subject dispositions on May 31, 2014 through the last day of APY 13-14.
- Some investigations extend across APYs. For example, it often takes several months to investigate a report of sexual assault. As a result, those investigations that were opened toward the end of the APY typically carry over to the next APY. Therefore, the information presented in this report is not linear, meaning that the number of sexual assault reports received during the year will not be equal to the number of completed investigations during the year.
- Subject disposition decisions can also extend across APYs. As a result, a portion of dispositions are “pending” or have not yet reported at the end of the

year. The Department tracks these pending dispositions and requires the Military Services to report on them in subsequent years' reports.

- Under the Department's SAPR Policy, there is no time limit as to when someone can report a sexual assault to a SARC or MCIO. Thus, in any given year, the Department may not only receive reports about incidents that occurred during the current year, but also incidents that occurred in previous years or prior to military service.

## How It Is Gathered

### *Sexual Assault Reports*

- Data about Unrestricted Reports of sexual assault are drawn from official investigations conducted by the MCIOs. Academy SARCs collect data about Restricted Reports of sexual assault.
- Each APY, the Under Secretary of Defense for Personnel and Readiness submits a data call to the MSAs to collect the required statistical and case synopsis data. DoD SAPRO aggregates and analyzes these data.
- In the APY 14-15 MSA report, data about reports of sexual assault will be drawn from the Defense Sexual Assault Incident Database (DSAID). The transition to DSAID will change the way in which sexual assault data are reported. Most importantly, the MSA reports are currently recorded as the number of sexual assault cases, as organized by the MCIOs, such that each report can have multiple victims. However, DSAID accounts for each individual report of sexual assault, such that each report corresponds to one victim.
- Reports on the total force (the Report to the President, released in December 2014, and the Annual Report, to be released in April 2015) already transitioned to the DSAID system of accounting. This was not yet possible for the MSAs because APY 13-14 started before the DSAID system was ready.

### *Service Academy Gender Relations Survey (SAGR)*

The 2014 SAGR is the sixth in a series of surveys mandated by sections 4361, 6980, and 9361 of Title 10. This year's SAGR was a census of all cadets and midshipmen at the three MSAs. Defense Manpower Data Center's survey includes data on:

- The APY 13-14 prevalence rates of sexual assault, perceived sexual harassment and sexist behavior, and stalking-related behaviors;
- A discussion of students' perceptions of Academy culture with respect to sexual assault and sexual harassment;
- The availability and effectiveness of sexual assault and sexual harassment training; and

- Perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment.

Importantly, the number of sexual assaults and incidents of sexual harassment reported to MSA authorities in APY 13-14 *does not* necessarily reflect the number of sexual assaults and incidents of harassment that may have occurred in that APY because these crimes are underreported. The *SAGR* is needed to estimate the number of cadets/midshipmen who were sexually assaulted or harassed in the current APY, regardless of whether they chose to report that incident.

The *SAGR* provides a measure of USC that covers a range of activities prohibited by the UCMJ. However, the measure of USC is behavioral and cannot be used as a crime index.<sup>115</sup>

### Why It Is Collected

- Congress requires data about the number of sexual harassment and sexual assault reports and the outcome of the allegations made against each subject.
- The Department also collects these data to inform SAPR policy, program development, and oversight.

## AGGREGATE STATISTICAL DATA ON SEXUAL HARASSMENT AND ASSAULT

### SEXUAL ASSAULT

This section closely follows the flow chart shown in Exhibit 5. Points in the flow chart have been labeled with a letter that corresponds to the information in the text that follows.

In APY 13-14, cadets and midshipmen were involved in 61 reports of sexual assault made to the MSAs (Exhibit 5, Point A), representing a decrease of 9 reports from APY 12-13. Across the Academies, two reports were for incidents occurring prior to the cadets/midshipmen entering military service.

- The MSAs received 36 Unrestricted Reports involving cadets and midshipmen as either the victim or subject of a sexual assault investigation (Exhibit 5, Point B).
- MCIOs opened 34 investigations this APY, based on Unrestricted Reports of sexual assault.<sup>116</sup>

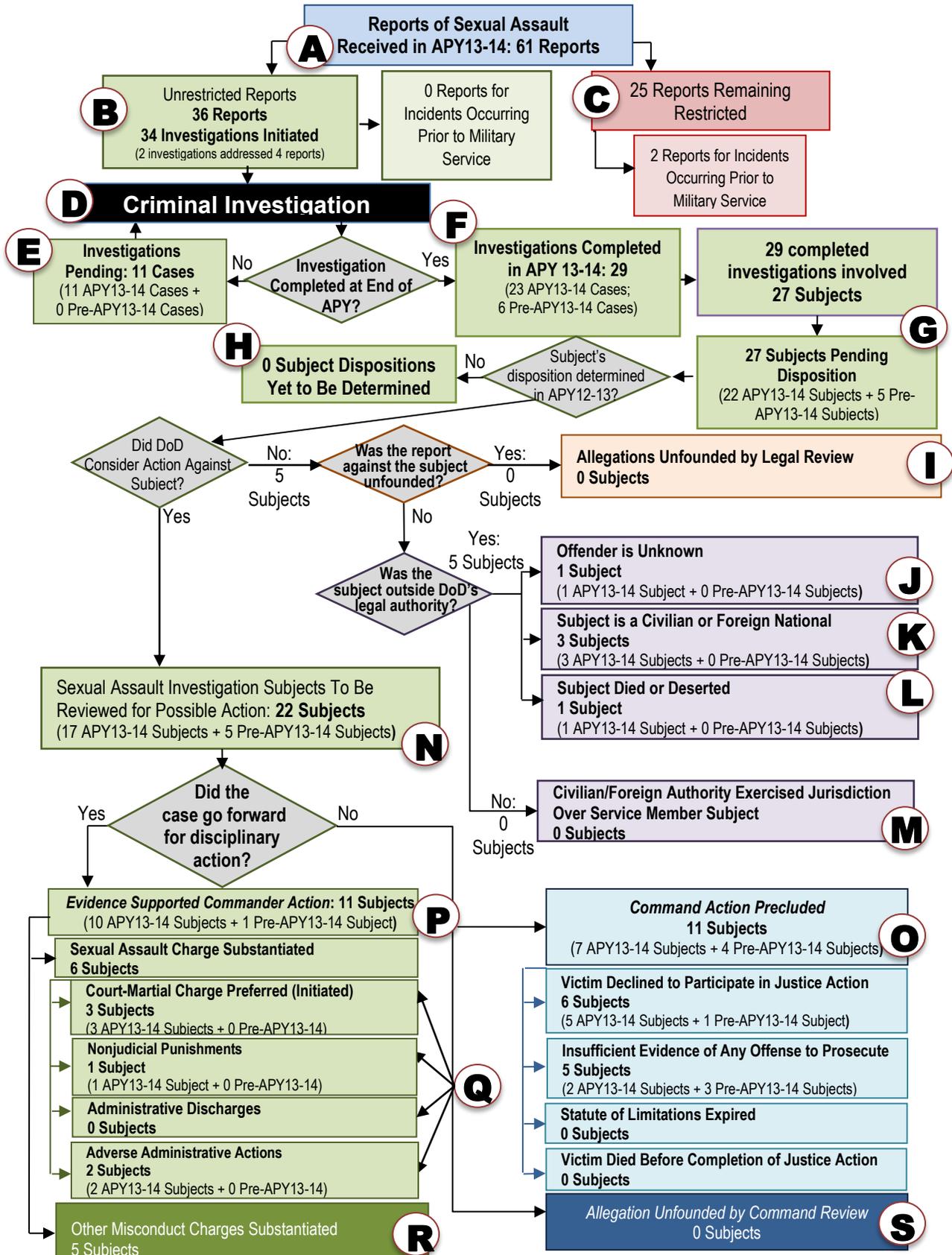
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<sup>115</sup> In 2014, the RAND Corporation created and administered a measure of sexual assault to the total force that aligned more closely with the legal definitions in the UCMJ and could be used as a crime index.

<sup>116</sup> A comprehensive explanation of all investigations opened and/or closed during APY 13-14 is below, beginning on page 103.

- The MSAs initially received 27 Restricted Reports involving cadets and midshipmen as victims of sexual assault. None of the Restricted Reports received this APY were made by non-cadet/midshipmen.
  - Two of the Restricted Reports later converted to Unrestricted Reports, leaving 25 Restricted Reports remaining at the end of APY 13-14 (Exhibit 5, Point C).
  - Of the 27 initial Restricted Reports, 2 reports were for an incident of sexual assault that occurred prior to the cadet or midshipman entering military service and 25 Restricted Reports were for incidents that occurred during military service.

Exhibit 5: Reports of Sexual Assault and Investigations Completed in APY 13-14



Of the 61 reports to MSA authorities this year, 57 reports involved cadets and midshipmen as victims of sexual assault, ranging from unwanted sexual touching to rape.

- Thirty cadets and midshipmen made or converted to an Unrestricted Report. Two of those victims made 2 separate reports, for a total of 32 Unrestricted Reports involving cadets/midshipmen as victims.
  - An Unrestricted Report of sexual assault can include one or more victims, one or more subjects, and one or more crimes. Therefore, the number of reports received in a given year does not usually equal the number of victims or the number of subjects in those reports.
- Twenty-five cadets and midshipmen made and maintained Restricted Reports.

The following section describes aggregate data about sexual assault at the Academies. Exhibit 6 shows the total number of sexual assault reports made to the MSAs over the past nine APYs. Reports of sexual assault have fluctuated since the Department started keeping track of MSA data in APY 05-06. In the past 2 years, the number of reports received by the MSAs has declined. This is not consistent with the Department’s goal to encourage more victims to report the crime. However, it is difficult to interpret small year-to-year changes in reports for the small population of MSA cadets/midshipmen. A focus on long-term trends may be more appropriate and meaningful. When Service members report sexual assaults, the Department is better positioned to provide restorative care and advocacy to victims and hold those who commit sexual assault appropriately accountable.

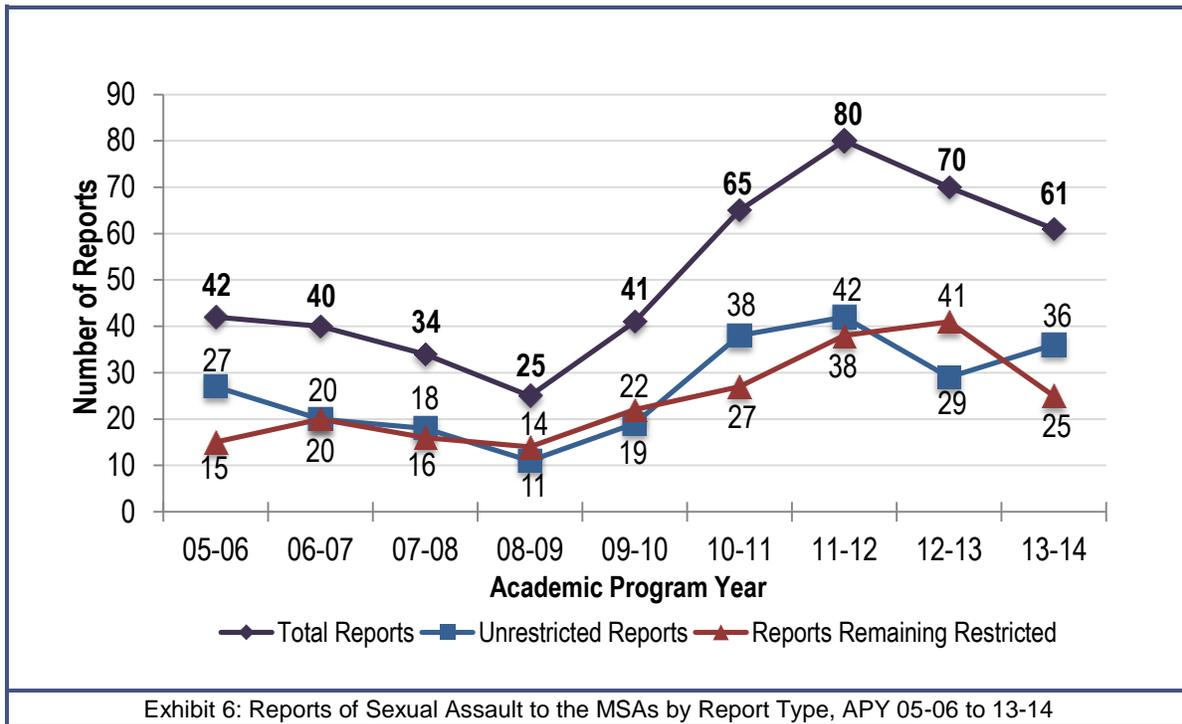


Exhibit 7 breaks out the cadets and midshipmen who made a report of sexual assault for incidents that occurred prior to the victims' military service. The dotted lines represent these reports. In APY 13-14, two cadets/midshipmen made Restricted Reports for an incident that occurred prior to the victims' military service.

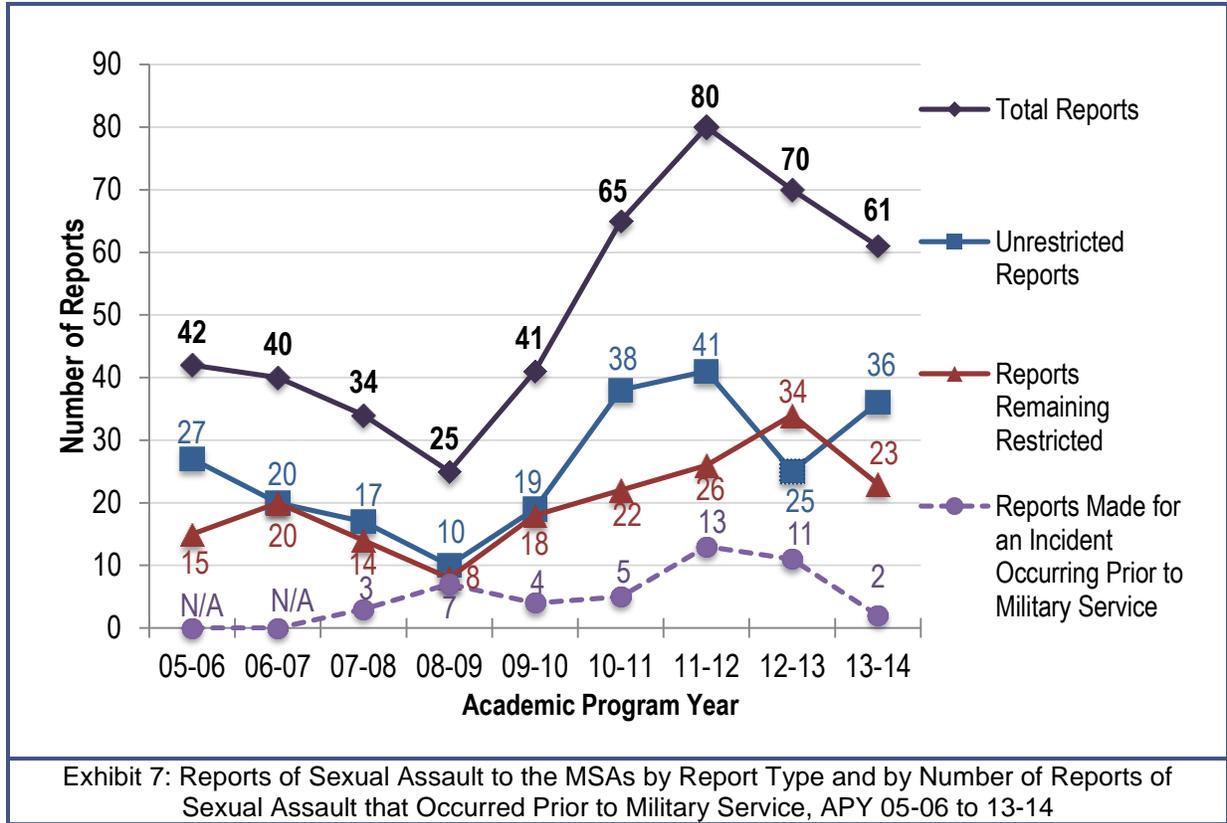
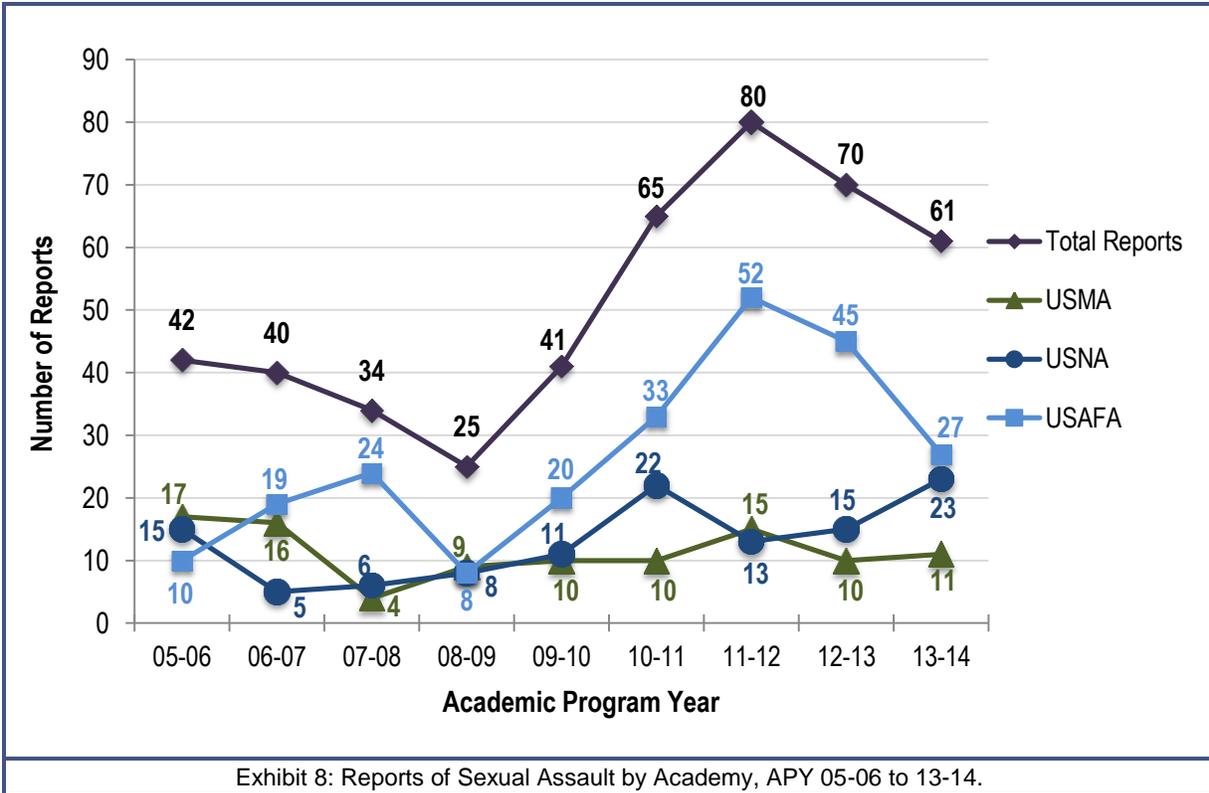


Table 22 lists the type of sexual assault reported by Academy while Exhibit 8 shows reports of sexual assault by Academy over time.

Table 22 – Total Restricted and Unrestricted Reports of Sexual Assault at MSAs

Service Academy	Total Reports	Unrestricted Reports	Reports Remaining Restricted
U.S. Military Academy	11	9	2
U.S. Naval Academy	23	14	9
U.S. Air Force Academy	27	13	14
<b>Total</b>	<b>61</b>	<b>36</b>	<b>25</b>

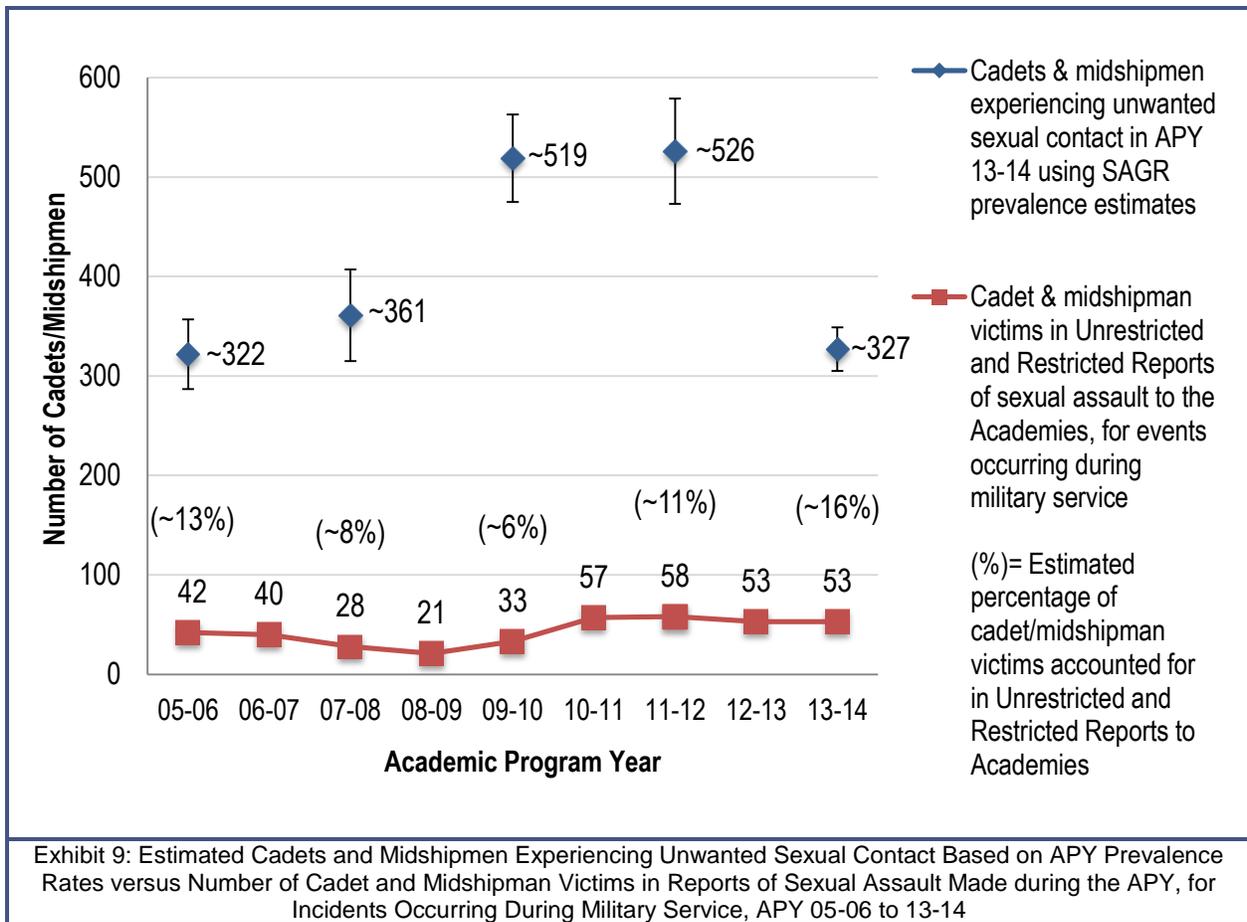


Reports of sexual assault made to Department authorities provide limited insight into the overall phenomenon of sexual assault at the MSAs. As previously mentioned, sexual assault in both the civilian and military sectors is underreported, meaning that reports to authorities are outnumbered by the sexual assaults estimated to occur using scientific surveys of a given population. At the MSAs, DMDC conducts the *SAGR* every 2 years to estimate the annual prevalence rate of USC<sup>117</sup> in the MSA population. According to the 2014 *SAGR*, 8.2% of female cadets/midshipmen and 1.1% of male cadets/midshipmen experienced USC, a statistically significant decrease from 2012 prevalence rates (12.4% for women and 2.0% for men). According to the 2014 *SAGR*, it is estimated that 327<sup>118</sup> cadets and midshipmen experienced some form of USC in the APY (Exhibit 9). However, MSA officials only received reports of sexual assault from 53 cadets and midshipmen, for incidents occurring during military service. As a result, the Department estimates that about 16% of the estimated 327 cadets/midshipmen who experienced USC during military service reported the matter to a military authority. The Department uses the *SAGR* estimates to track progress on the 2013 *DoD SAPR Strategic Plan* Prevention line of effort.

<sup>117</sup> While the term “unwanted sexual contact” does not appear in Articles 120, 125, or 80 of the UCMJ, for the purposes of the *SAGR* and this report, it is used to refer to a range of activities that the UCMJ prohibits. These offenses include completed or attempted oral, anal or vaginal penetration by a body part or an object, and the unwanted touching of genitalia, buttocks, breasts, or inner thighs when the victim did not or could not consent.

<sup>118</sup> Based on the 8,562 eligible respondents from a census of 12,880 cadets/midshipmen, a constructed 95% confidence interval ranges from 306 to 349 cadets/midshipmen, with a point estimate of 327 cadets/midshipmen.

- Exhibit 9 displays how past *SAGR* estimates of the number of cadets and midshipmen who experienced USC compared to the number of victims in actual Unrestricted and Restricted Reports received by the Academies for this and prior academic program years.<sup>119</sup>
- In total, there were 59 victims in the 61 reports of sexual assault during APY 13-14. However, not all cadet/midshipman victims reported incidents that occurred during their military service. As depicted in Exhibit 9, 53 cadet/midshipman victims made a report for sexual assault that occurred during their military service. Note that two reports were made by cadets/midshipmen for events that occurred prior to their military service. There were an additional four civilian victims in reports of sexual assault allegedly perpetrated by cadet/midshipmen. Finally, two cadets this year each made an Unrestricted Report for two separate incidents.



<sup>119</sup> It should be noted that the timeframe covered by the *SAGR* pertains to USC experienced within the APY. However, the *SAGR* victim numbers *are only estimates*. The Department uses these estimates as an indicator of the degree of underreporting at each of the Academies.

## APY 13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT

In APY 13-14, there were 36 Unrestricted Reports of sexual assault involving cadets and midshipmen as either the subject and/or victim of a sexual assault investigation.

- Thirty-two of the Unrestricted Reports involved cadets and midshipmen as victims.

Once an Unrestricted Report of sexual assault is made, Department policy requires that the report be referred to an MCIO for investigation (Exhibit 5, Point D). Depending upon the complexity of the alleged crime, an investigation can take a few weeks to several months to complete. Not all of the reports made in a given year are completely investigated by the end of that year.

- Of the 34 criminal investigations initiated during APY 13-14, 23 investigations were completed in APY 13-14. The outcomes of the other 11 investigations will be reported in forthcoming years' reports (Exhibit 5, Point F).
- Six investigations of sexual assault from prior reporting periods (APY 12-13) were also completed during APY 13-14.
- In sum, 29 investigations of sexual assault (Exhibit 5, Point G) involving 27 subjects (Exhibit 5, Point G) were completed during APY13-14.
- By the end of APY 13-14, for all subjects in closed investigations, a determination on whether the DoD could consider action was made, and, if action could be considered, a disposition was made (Exhibit 5, Point H).

When an Unrestricted Report of sexual assault is made, the MCIOs investigate all alleged violations of military law contained in the report. However, to comply with legislated reporting requirements, the Unrestricted Reports are categorized by the most serious sexual assault infraction alleged. Exhibit 10 shows the sexual assault crimes investigated for the 36 Unrestricted Reports made in APY 13-14. It should be noted that the crime investigated might not always result in the same crime being charged or addressed with disciplinary action. For example, if the crime of *rape* is alleged and investigated, but the MCIOs only discover evidence for the crime of "Aggravated Sexual Contact" during the investigation, then only the crime of "Aggravated Sexual Contact" can be charged.

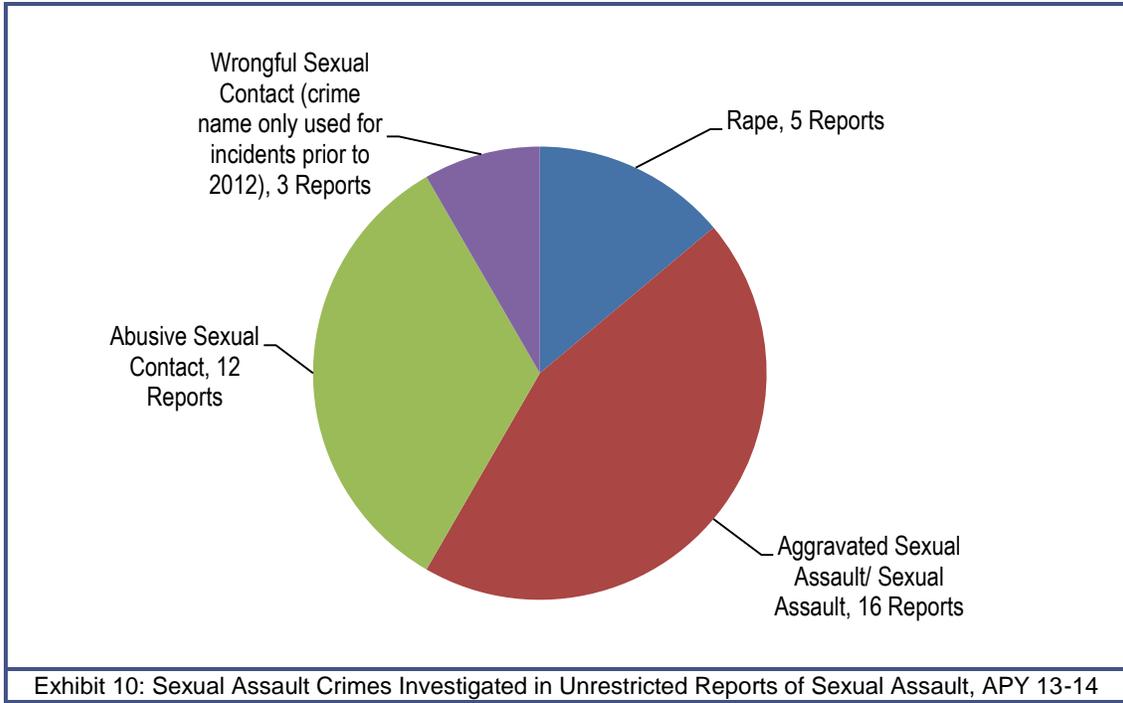
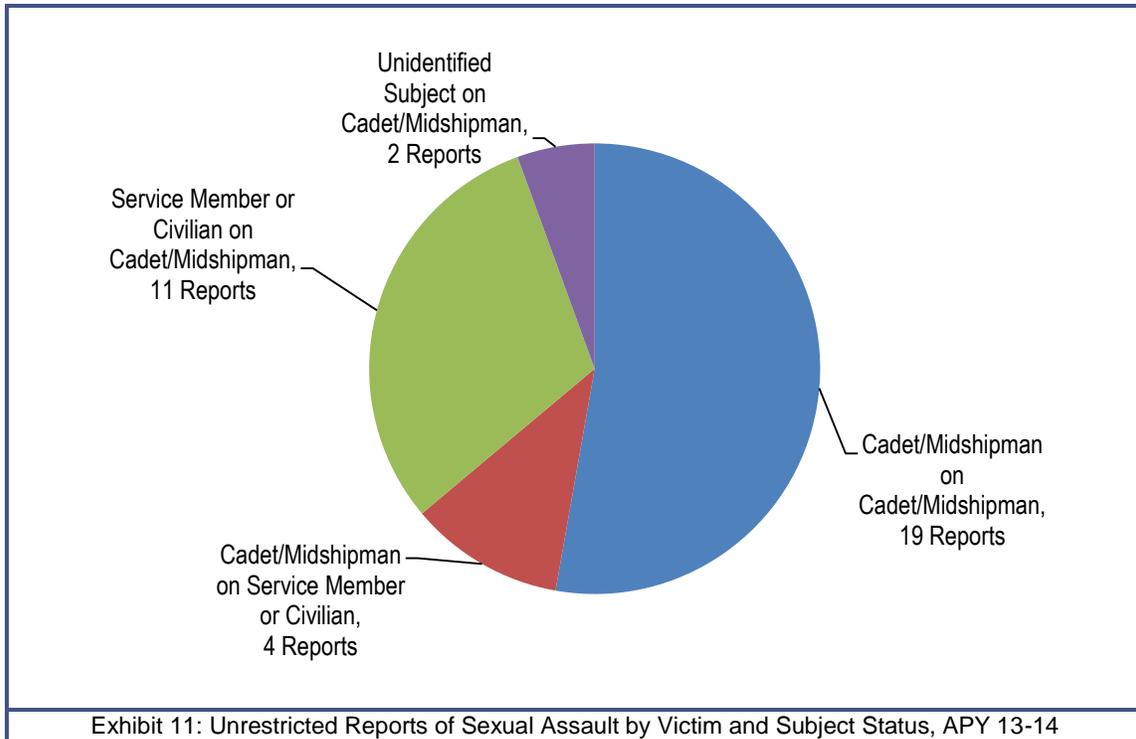


Exhibit 11 illustrates how cadets and midshipmen were involved in sexual assault reports. In APY 13-14, 19 of the 36 Unrestricted Reports involved the alleged victimization of a cadet or midshipman by another cadet or midshipman. Four reports involved the alleged victimization of a non-cadet/midshipman by a cadet or midshipman.



## Disposition of Completed Investigations

When an Unrestricted Report is investigated, the goals of the investigation are to identify what crimes, if any, have been committed, who has been victimized, and who may be held appropriately accountable for the crime. It is the intent of the Department to hold offenders appropriately accountable when it has legal authority and available evidence supports such action. The 29 criminal investigations closed in APY 13-14 involved 27 subjects from reports made in APY 13-14 as well as prior reporting periods. By the end of the APY 13-14, the MSAs had outcome information for all of the 27 subjects.

Exhibit 5 shows the flow of sexual assault reports from initial allegation through final disposition.

Five subjects were outside the legal authority of the DoD.

- One subject could not be identified, despite a thorough investigation (Exhibit 5, Point J).
- Three subjects were civilians who were not subject to military law (Exhibit 5, Point K).
- One subject died before the allegations could be resolved (Exhibit 5, Point L).

Reports of investigation on the 22 subjects within the legal authority of the DoD were provided to MSA authorities to consider for appropriate disciplinary action (Exhibit 5, Point N):

- Commanders had sufficient evidence of a crime to support taking disciplinary action against 11 subjects (Exhibit 5, Point P).
  - The actions taken for sexual assault crimes were as follows (Exhibit 5, Point Q):

▪ Court-martial charges preferred (initiated):	3 subjects
▪ Nonjudicial punishments (Article 15, UCMJ):	1 subject
▪ Administrative discharges:	0 subjects
▪ Other adverse administrative actions:	2 subjects
  - The actions taken for other misconduct that was discovered during the course of the sexual assault investigation are as follows (Exhibit 5, Point R):

▪ Court-martial charges preferred (initiated):	0 subjects
▪ Nonjudicial punishments (Article 15, UCMJ):	0 subjects
▪ Administrative discharges:	0 subjects
▪ Other adverse administrative actions:	5 subjects
- Commanders could not take action against 11 subjects (Exhibit 5, Point O).
  - For 11 subjects, command action for sexual assault charges was precluded because:
    - The victim declined to participate in military justice actions against six subjects.

- Investigation of the allegations against 5 subjects disclosed insufficient evidence of an offense to prosecute.
- There were no subjects for whom command action for sexual assault charges was declined because MSA authorities determined the allegations against the subjects were unfounded (Exhibit 5, Point S)

### Disposition of Sexual Assault Reports Received in APY 13-14

The DoD provides its statistics as a “snapshot in time,” documenting the status of sexual assault reports and disposition of the cases as of the last day of the APY (May 31, 2014). To better understand what happened to **just the reports of sexual assault made in APY 13-14**, the following accounting is provided:

61	Reports of sexual assault received in APY 13-14
- 25	Reports remaining Restricted at the end of the APY (2 reports for incidents occurring prior to service)
<hr/>	
36	Unrestricted Reports of sexual assault
- 2	Investigations that addressed 2 separate incidents, involving the same victim
<hr/>	
34	Criminal investigations opened during APY 13-14
- 11	Investigations ongoing/disposition not decided at APY end (outcomes to be reported in forthcoming reports)
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23	Criminal investigations opened and completed at the end of the APY
- 1	Subject – Associated with 2 separate Unrestricted Reports
- 1	Subject – Offender unknown
- 3	Subjects – Civilian/foreign national perpetrator not subject to the UCMJ
- 1	Subject – Subject died before the allegations could be resolved
<hr/>	
17	Subjects – Under DoD legal authority to be reviewed for possible action
- 5	Subjects – Victims declined to participate in military justice action
- 2	Subjects – Investigations had insufficient evidence to prosecute
<hr/>	
10	Subjects – Evidence supported commander action
- 3	Subjects – Court-Martial charge preferred on sexual assault charge
- 1	Subjects – Nonjudicial punishment for sexual assault charge
- 2	Subjects – Adverse Administrative Action – Cadet Discipline System for a sexual assault charge
- 4	Subjects – Adverse Administrative Action – Cadet Discipline System for a non-sexual assault charge

### Demographics of Unrestricted Reports

The following demographic information is drawn from the 29 investigations of sexual assault that were completed during APY 13-14. These investigations involved 30 victims and 27 subjects. Table 23 displays the gender of victims and subjects in completed investigations of Unrestricted Reports in APY 13-14.

Table 23 – Gender of Victims and Subjects in Completed Investigations of Unrestricted Reports, APY 13-14

Gender	Victims		Subjects	
	Count	Share	Count	Share
Male	4	13%	24	89%
Female	26	87%	3	11%
Gender Unknown	0	0%	0	0%
<b>Total</b>	<b>30</b>	<b>100%</b>	<b>27</b>	<b>100%</b>

Table 24 illustrates victim and subject age in completed investigations of Unrestricted Reports in APY 13-14.

Table 24 – Age of Victims and Subjects in Completed Investigations of Unrestricted Reports, APY 13-14

Age	Victims		Subjects	
	Count	Share	Count	Share
16-19	4	13%	4	15%
20-24	26	87%	16	59%
25-34	0	0%	0	0%
35-49	0	0%	0	0%
50 or Older	0	0%	0	0%
Age Unknown	0	0%	7	26%
<b>Total</b>	<b>30</b>	<b>100%</b>	<b>27</b>	<b>100%</b>

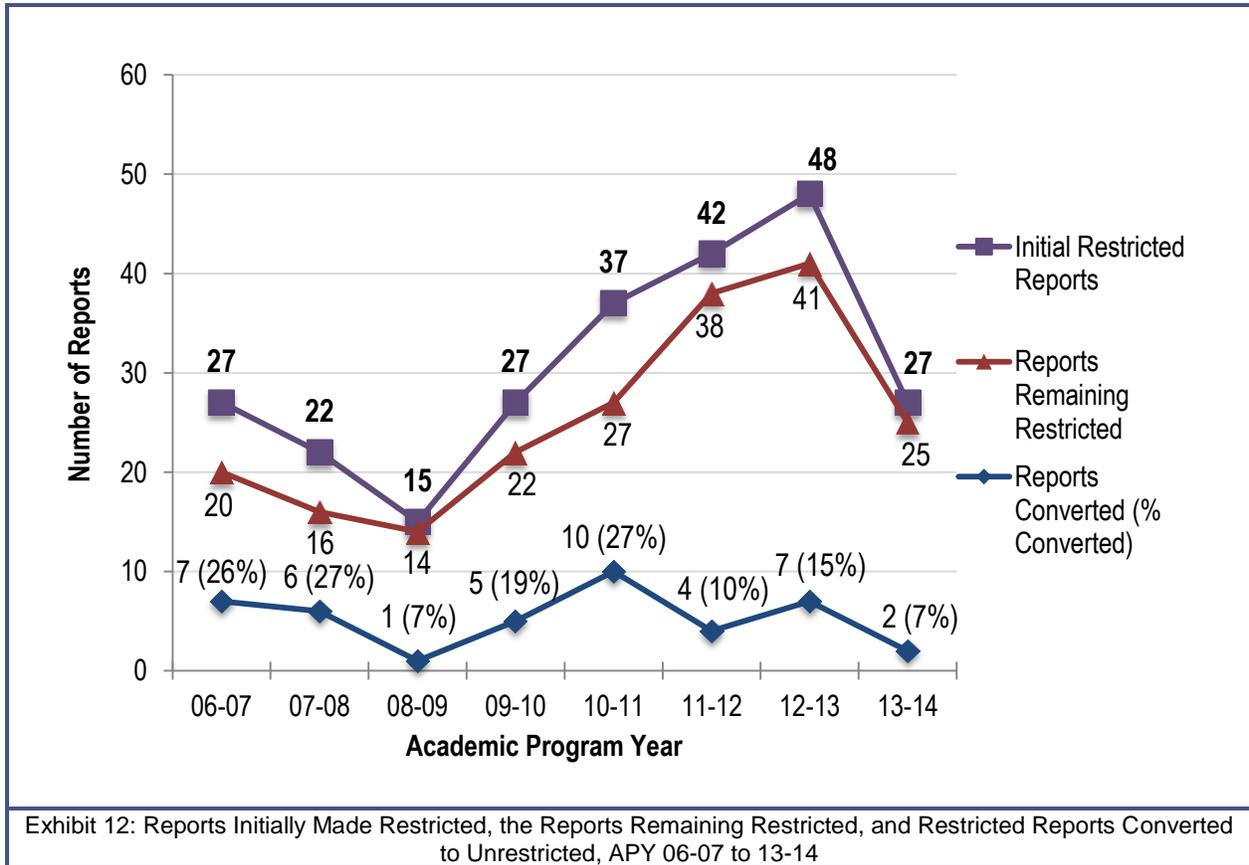
### APY 13-14 Restricted Reports of Sexual Assault

SARCs and SAPR VAs ordinarily collect information about Restricted Reports. Because Restricted Reports are confidential communications as defined by Department policy, SAPR personnel only collect limited data about the victim and the allegation made. As with Unrestricted Reports, Restricted Reports can be made for incidents that occurred in prior reporting periods and incidents that occurred prior to military service. In APY 13-14, there were 27 initial Restricted Reports of sexual assault.

- Of the 27 reports, 2 converted to Unrestricted Reports at the request of the victim.
- At the close of APY 13-14, 25 reports remained Restricted.<sup>120</sup>
  - Two cadets/midshipmen made a Restricted Report and obtained services for alleged sexual assaults that occurred prior to military service.
  - Twenty-three cadets/midshipmen made a Restricted Report and obtained services for alleged sexual assaults that occurred while in military service.

<sup>120</sup> The Restricted Reports that converted to Unrestricted Reports are included in the Unrestricted Report data cited earlier.

The percentage of victims desiring to convert their Restricted Reports to Unrestricted Restricted Reports has fluctuated from year to year. Exhibit 12 shows the Restricted Reports and conversion rates for the past 8 APYs.



### Demographics of Restricted Reports of Sexual Assault

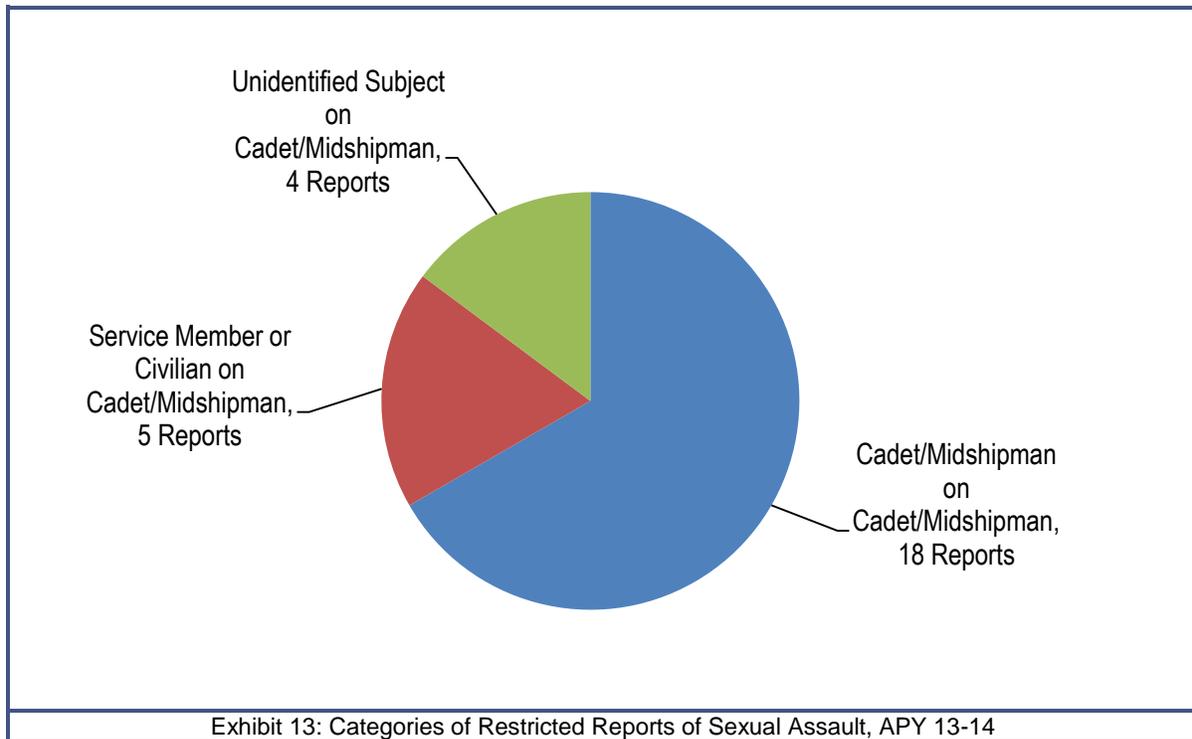
The following information pertains to cadets and midshipmen who made a Restricted Report of sexual assault. Table 25 and Table 26 provide the victim gender and age data. Exhibit 13 shows categories of Restricted Reports by victim and subject type.

Table 25 – Gender of Victims Initially Making Restricted Reports in APY 13-14

Gender	Count	Share
Male	2	7%
Female	24	89%
Gender Unknown	1	4%
<b>Total</b>	<b>27</b>	<b>100%</b>

Table 26 – Age of Victims Initially Making Restricted Reports in APY 13-14

Age	Count	Share
16-19	11	41%
20-24	12	44%
25 or Older	1	4%
Age Unknown	3	11%
<b>Total</b>	<b>27</b>	<b>100%</b>



### APY 13-14 Service Referral Information

SARCs and SAPR VAs are responsible for providing information and help with accessing medical treatment, counseling, and legal advice. Referrals for these services are sometimes made to both military and civilian sources. A referral for a service can happen at any time while the victim is receiving assistance from a SARC or SAPR VA and may happen several times throughout the military justice process. This year, SARCs and SAPR VAs at the MSAs made an average of 10.4 service referrals to cadet/midshipman victims making Unrestricted Reports. For cadet/midshipman victims making Restricted Reports, SARCs and SAPR VAs provided an average of 11.4 service referrals per report.

Department policy requires that a Sexual Assault Forensic Examination (SAFE) be made available to victims of sexual assault. A SAFE is conducted only with the victim’s consent. In APY 13-14, three cadet/midshipman victims making Unrestricted Reports

and two cadet/midshipman victims making a Restricted Report elected to undergo a SAFE.

## 2014 SAGR Results

### *Unwanted Sexual Contact Prevalence*

As described above, 8.2%, of female cadets/midshipmen and 1.1% of male cadets/midshipmen experienced USC, a statistically significant decrease from 2012 prevalence rates (12.4% for women and 2.0% for men).

Of female cadets/midshipmen, 3.3% indicated that the incident involved attempted sexual intercourse, anal or oral sex,<sup>121</sup> followed by 2.4% who experienced unwanted sexual touching, 2.3% who experienced completed sexual intercourse, anal or oral sex<sup>122</sup>, and 0.2% who did not specify the behaviors experienced.

Of male cadets/midshipmen, 0.6% experienced unwanted sexual touching, followed by 0.3% who experienced completed sexual intercourse, anal or oral sex, 0.2% who experienced attempted sexual intercourse, anal or oral sex, and 0.1% who did not specify the behaviors experienced.

Cadets/midshipmen who experienced USC were also asked to indicate whether the incident(s) they experienced were associated with the specific behaviors listed in Table 27. Among the 1.1% of MSA men who experienced USC, the most frequently experienced behavior was some form of horseplay or locker room behavior (35%). Compared to men, fewer women reported the behaviors listed in Table 27.

Table 27: Behaviors Associated with USC Experienced by Male Cadets/Midshipmen<sup>123</sup>

Behaviors associated with USC experienced by male cadets/midshipmen	Share
Incidents involved some form of horseplay or locker room behavior	35%
Incidents involved someone showing off or being dared to do it to them	17%
Incidents involved some form of hazing or initiation rites	13%
Incidents involved placing genitalia on them	18%
Incidents involved someone getting even with them for something they did	9%

<sup>121</sup> Attempted sexual intercourse, anal or oral sex can occur with or without unwanted sexual touching.

<sup>122</sup> Completed sexual intercourse, anal or oral sex can occur with or without attempted sex or sexual touching.

<sup>123</sup> Margins of error for men range from ±6% to ±8%.

### *Retaliation*

For the first time, the 2014 SAGR included a series of questions to assess whether cadets and midshipmen who experienced USC perceived retaliation after making a report to a military authority or organization.

Among the 2.5% of cadets/midshipmen who experienced USC, 44% perceived one or more forms of retaliation. Specifically, 20% of sexual assault victims perceived professional retaliation from Academy or cadet/midshipmen leadership, 29% perceived social retaliation from fellow cadets/midshipmen, 8% perceived retaliation in the form of an administrative action, and 10% perceived retaliation in the form of discipline for infractions/violations.

That there is retaliation perceived of any kind is concerning, however, additional information from the SAGR gives a greater understanding of the overall impact of those experiences on the individual. Of the students who experienced USC and made either a Restricted or an Unrestricted Report, the majority (84%) indicated that they would make the same decision to report the incident again.

### *Alcohol Use*

Cadets/midshipmen who experienced USC indicated whether they or their offender(s) had been drinking alcohol at the time of the incident that had the greatest impact on them. The results varied by gender and Service Academy. Of the women who experienced USC at each Academy, 41% at USMA, 51% at USAFA, and 62% at USNA indicated that they or their offender(s) had been drinking. Reported alcohol involvement varied more widely among men, with 14% at USNA, 32% at USAFA, and 47% at USMA indicating that they or their offender(s) had been drinking.

### *Bystander Intervention*

The 2014 SAGR included two questions to assess bystander intervention experiences in APY 13-14. The first item asked whether participants observed a situation where they believed a sexual assault was occurring or about to occur within APY 13-14. If respondents answered “yes” to this question, they were prompted to answer a second question to identify the response, among a list of options, which most closely resembled their action. Only 5% of cadets/midshipmen indicated that they observed a high-risk situation (sexual assault was occurring or about to occur). However, of those who observed a high-risk situation, the majority (93%) reported taking some action to intervene.

## SEXUAL HARASSMENT

### *Sexual Harassment Reporting*

Reporting incidents of sexual harassment differs from reporting incidents of sexual assault. Sexual harassment is defined by the DoD as a form of sex discrimination and is normally reported through administrative channels as a formal or informal complaint.<sup>124</sup> DoD policy identifies the chain of command as the primary and preferred channel for identifying and correcting discriminatory practices, including the processing and resolving of sexual harassment complaints. Depending upon the circumstances, sexual harassment can be, and sometimes is, investigated and prosecuted under the UCMJ (Article 93, maltreatment of a subordinate). In APY 13-14, cadets and midshipmen reported 1 formal complaint of sexual harassment and 19 informal complaints at the MSAs.

- 1 formal complaint at USMA
- 15 informal complaints at USNA
- 4 informal complaints at USAFA

### *Sexual Harassment Prevalence*

Overall, the 2014 SAGR found that the prevalence of perceived sexual harassment for female cadets and midshipmen decreased from 51% in 2012 to 48% in 2014. However, this overall decrease in prevalence for female cadets/midshipmen stems from a large decline in prevalence at USNA (61% in 2012 to 44% in 2014). The prevalence of perceived sexual harassment rose at USMA and USAFA among female cadets. At USMA, the prevalence rose from 49% in 2012 to 55% in 2014 and at USAFA the prevalence rose from 44% in 2012 to 48% in 2014.

Academy-wide, the perceived sexual harassment rate for male cadets and midshipmen in 2014 was 10%, the same figure as reported in 2012. At USNA and USAFA, the prevalence of sexual harassment among men in 2014 was not statistically different from 2012 results. Conversely, USMA experienced a statistically significant increase in the prevalence of perceived sexual harassment among male cadets (8% in 2012 to 12% in 2014).

## SUMMARY OF SEXUAL ASSAULT AND SEXUAL HARASSMENT DATA

- Historically, sexual assault is an underreported crime at the MSAs, meaning that the sexual assaults reported to DoD authorities are outnumbered by the sexual assaults estimated to occur through past scientific surveys of cadets and

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<sup>124</sup> A formal complaint is defined as an allegation of unlawful discrimination or sexual harassment that is submitted in writing to the authority designated for receipt of such complaints in Service implementing regulations. An informal complaint is defined as an allegation of unlawful discrimination or sexual harassment, made either orally or in writing, which is not submitted as a formal complaint.

midshipmen. In APY 13-14, 16% of the estimated 327 cadets/midshipmen who experienced USC made a report to the Academies.

- Proportional to incidents, female victims file more reports of sexual assault; underreporting is highest among male victims of sexual assault.
- In the past, a greater number of victims made reports at USAFA than at the other two MSAs. In the current fiscal year, reports of sexual assault at USNA reached nearly the same level as USAFA, due to both an increase in reports at USNA and a decrease in reports at USAFA.
- From 2012 to 2014, there was a statistically significant decrease in the prevalence rates of USC among USMA and USNA women. However, for USAFA women, there was no statistically significant difference between USC rates in 2012 versus 2014.
- The prevalence rate of USC was statistically lower in 2014 than 2012 for USNA men. However, for USMA and USAFA men, there were no statistically significant differences between USC rates in 2012 and 2014.
- Over time, the Department encourages more initiatives to build victims' confidence in the system in order to increase the number of cadets and midshipmen who choose to make an Unrestricted or Restricted Report. At the same time, prevention initiatives implemented across the MSAs are expected to reduce the prevalence of USC.
- In APY 13-14, cadets and midshipmen reported 1 formal and 19 informal complaints of sexual harassment to the MSAs.
- According to the *2014 SAGR*, there was a statistically significant decrease in the prevalence of sexual harassment for female cadets in 2014, compared to 2012. The sexual harassment rate for male cadets and midshipmen was unchanged from 2012 to 2014.

## APPENDIX B: ACRONYM DICTIONARY

ABW	Air Base Wing
AFOSI	Air Force Office of Special Investigations
AMT	Academy Military Trainers
AOC	Air Officers Commanding
AOG	Association of Graduates
APY	Academic Program Year
ART	Academy Response Team
BTO	Brigade Tactical Officer
CAIB/IDS	Community Action and Information Board/Integrated Delivery Systems
CASH/A	Cadets Against Sexual Harassment/Assault
CBIT	Cadet Bystander Intervention Training
CCD	Directorate for Culture, Climate, and Diversity
CID	Criminal Investigation Division
CMEO	Command Management Equal Opportunity
CMG	Case Management Group
CW	Cadet Wing
DCA	Director of Cadet Activities
DEOCS	Defense Equal Opportunity Climate Survey
DEOMI	Defense Equal Opportunity Management Institute
DFBL	Department of Behavioral Sciences and Leadership
DMDC	Defense Manpower Data Center
DoD	Department of Defense
DoDD	DoD Directive
DoN	Department of the Navy
D-SAACP	Department of Defense Sexual Assault Advocate Certification Program
DSAID	Defense Sexual Assault Incident Database
EO	Equal Opportunity
FAR	Faculty Athletic Representative
FY	Fiscal Year
GRIP	Gender Relations Integrated Platform
GUIDES	Guidance, Understanding, Information, Direction, Education
IG	Inspector General
JA	Judge Advocate
JSAT	Joint Sexual Assault Team

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LOE	Line of Effort
MCIO	Military Criminal Investigative Organization
MDC	Midshipman Development Center
MLOA	Medical Leave of Absence
MSA	Military Service Academy
MVP	Mentors in Violence Prevention
NCAA	National Collegiate Athletic Association
NCIS	Naval Criminal Investigative Service
NCO	Non Commissioned Officer
NDAA	National Defense Authorization Act
ODIA	Office of the Director of Athletics
ODMEO	Office of Diversity Management and Equal Opportunity
OIC	Officers in Charge
OIR	Office of Institutional Research
OR	Officer Representatives
PAO	Public Affairs Office
POSH	Prevention of Sexual Harassment
RFHD	Respect for Human Dignity
SAAM	Sexual Assault Awareness Month
SAFE	Sexual Assault Forensic Examination
SAGR	Service Academy Gender Relations
SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SARB	Sexual Assault Review Board
SARC	Sexual Assault Response Coordinator
SART	Sexual Assault Response Team
SCITP	Sex Crimes Investigator Training Program
SFS	Security Forces Squadron
SHAPE	Sexual Harassment and Assault Prevention Education
SHARP	Sexual Harassment/Assault Response and Prevention
SJA	Staff Judge Advocate
SVC	Special Victims' Counsel
TAC	Tactical Officers
TBTN	Take Back the Night
UCA	Unit Climate Assessments
UCMJ	Uniform Code of Military Justice
USAFA	United States Air Force Academy
USD(P&R)	Under Secretary of Defense for Personnel and Readiness

USC	Unwanted Sexual Contact
USCC	United States Corps of Cadets
USMA	United States Military Academy
USNA	United States Naval Academy
VA	Victim Advocate
VLC	Victims' Legal Counsel
VWAC	Victim Witness Assistance Coordinator
1CPT	Cadet First Captain

## **APPENDIX C: LAW REQUESTING REPORT**

### **NATIONAL DEFENSE AUTHORIZATION ACT**

#### **FOR FISCAL YEAR 2014 113-66**

#### **SEC. 1746 PREVENTION OF SEXUAL ASSAULT AT MILITARY SERVICE ACADEMIES**

The Secretary of Defense shall ensure that the United States Military Academy, the United States Naval Academy, and the United States Air Force Academy include a section in the curricula of that military service Academy that outlines honor, respect, and character development as such pertain to the issue of preventing sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting a sexual assault, victims' rights, and dismissal and dishonorable discharge for offenders. Training in such section in the curricula shall be provided within 14 days after the initial arrival of a new cadet or midshipman at that military service Academy and repeated annually thereafter.

### **NATIONAL DEFENSE AUTHORIZATION ACT**

#### **FOR FISCAL YEAR 2007 PUBLIC LAW 109-364**

#### **SEC. 532. REVISION AND CLARIFICATION OF REQUIREMENTS WITH RESPECT TO SURVEYS AND REPORTS CONCERNING SEXUAL HARASSMENT AND SEXUAL VIOLENCE AT THE SERVICE ACADEMIES.**

##### **(a) Codification and Revision to Existing Requirement for Service Academy Policy on Sexual Harassment and Sexual Violence.--**

**(1) United states military Academy.--Chapter 403 of title 10, United States Code, is amended by adding at the end the following new section:**

##### **Sec. 4361. Policy on sexual harassment and sexual violence**

(a) Required Policy.--Under guidance prescribed by the Secretary of Defense, the Secretary of the Army shall direct the Superintendent of the Academy to prescribe a policy on sexual harassment and sexual violence applicable to the cadets and other personnel of the Academy.

(b) Matters To Be Specified in Policy.--The policy on sexual harassment and sexual violence prescribed under this section shall include specification of the following:

(1) Programs to promote awareness of the incidence of rape, acquaintance rape, and other sexual offenses of a criminal nature that involve cadets or other Academy personnel.

(2) Procedures that a cadet should follow in the case of an occurrence of sexual harassment or sexual violence, including—

(A) if the cadet chooses to report an occurrence of sexual harassment or sexual violence, a specification of the person or persons to whom the alleged offense should be reported and the options for confidential reporting;

(B) a specification of any other person whom the victim should contact; and

(C) procedures on the preservation of evidence potentially necessary for proof of criminal sexual assault.

(3) Procedures for disciplinary action in cases of alleged criminal sexual assault involving a cadet or other Academy personnel.

(4) Any other sanction authorized to be imposed in a substantiated case of sexual harassment or sexual violence involving a cadet or other Academy personnel in rape, acquaintance rape, or any other criminal sexual offense, whether forcible or nonforcible.

(5) Required training on the policy for all cadets and other Academy personnel, including the specific training required for personnel who process allegations of sexual harassment or sexual violence involving Academy personnel.

**(c) Annual Assessment.**--(1) The Secretary of Defense, through the Secretary of the Army, shall direct the Superintendent to conduct at the Academy during each Academy program year an assessment, to be administered by the Department of Defense, to determine the effectiveness of the policies, training, and procedures of the Academy with respect to sexual harassment and sexual violence involving Academy personnel.

(2) For the assessment at the Academy under paragraph (1) with respect to an Academy program year that begins in an odd-numbered calendar year, the Secretary of the Army shall conduct a survey, to be administered by the Department of Defense, of Academy personnel--

(A) to measure--

(i) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have been reported to officials of the Academy; and

(ii) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have not been reported to officials of the Academy; and

(B) to assess the perceptions of Academy personnel of--

(i) the policies, training, and procedures on sexual harassment and sexual violence involving Academy personnel;

(ii) the enforcement of such policies;

(iii) the incidence of sexual harassment and sexual violence involving Academy personnel; and

(iv) any other issues relating to sexual harassment and sexual violence involving Academy personnel.

**(d) Annual Report.--**(1) The Secretary of the Army shall direct the Superintendent of the Academy to submit to the Secretary a report on sexual harassment and sexual violence involving cadets or other personnel at the Academy for each Academy program year.

(2) Each report under paragraph (1) shall include, for the Academy program year covered by the report, the following:

(A) The number of sexual assaults, rapes, and other sexual offenses involving cadets or other Academy personnel that have been reported to Academy officials during the program year and, of those reported cases, the number that have been substantiated.

(B) The policies, procedures, and processes implemented by the Secretary of the Army and the leadership of the Academy in response to sexual harassment and sexual violence involving cadets or other Academy personnel during the program year.

(C) A plan for the actions that are to be taken in the following Academy program year regarding prevention of and response to sexual harassment and sexual violence involving cadets or other Academy personnel.

(3) Each report under paragraph (1) for an Academy program year that begins in an odd-numbered calendar year shall include the results of the survey conducted in that program year under subsection (c)(2).

(4)(A) The Secretary of the Army shall transmit to the Secretary of Defense, and to the Board of Visitors of the Academy, each report received by the Secretary under this subsection, together with the Secretary's comments on the report.

(B) The Secretary of Defense shall transmit each such report, together with the Secretary's comments on the report, to the Committee on Armed Services of the Senate and the Committee on Armed Services of the House of Representatives.

**(2) United States Naval Academy.**--Chapter 603 of title 10, United States Code, is amended by adding at the end the following new section:

**Sec. 6980. Policy on sexual harassment and sexual violence**

**(a) Required Policy.**--Under guidance prescribed by the Secretary of Defense, the Secretary of the Navy shall direct the Superintendent of the Naval Academy to prescribe a policy on sexual harassment and sexual violence applicable to the midshipmen and other personnel of the Naval Academy.

(b) Matters To Be Specified in Policy.--The policy on sexual harassment and sexual violence prescribed under this section shall include specification of the following:

(1) Programs to promote awareness of the incidence of rape, acquaintance rape, and other sexual offenses of a criminal nature that involve midshipmen or other Academy personnel.

(2) Procedures that a midshipman should follow in the case of an occurrence of sexual harassment or sexual violence, including--

(A) if the midshipman chooses to report an occurrence of sexual harassment or sexual violence, a specification of the person or persons to whom the alleged offense should be reported and the options for confidential reporting;

(B) a specification of any other person whom the victim should contact; and

(C) procedures on the preservation of evidence potentially necessary for proof of criminal sexual assault.

(3) Procedures for disciplinary action in cases of alleged criminal sexual assault involving a midshipman or other Academy personnel.

(4) Any other sanction authorized to be imposed in a substantiated case of sexual harassment or sexual violence involving a midshipman or other Academy personnel in rape, acquaintance rape, or any other criminal sexual offense, whether forcible or nonforcible.

(5) Required training on the policy for all midshipmen and other Academy personnel, including the specific training required for personnel who process allegations of sexual harassment or sexual violence involving Academy personnel.

**(c) Annual Assessment.**--(1) The Secretary of Defense, through the Secretary of the Navy, shall direct the Superintendent to conduct at the Academy during each Academy program year an assessment, to be administered by the Department of Defense, to determine the effectiveness of the policies, training, and procedures of the Academy with respect to sexual harassment and sexual violence involving Academy personnel.

(2) For the assessment at the Academy under paragraph (1) with respect to a Academy program year that begins in an odd-numbered calendar year, the Secretary of the Navy shall conduct a survey, to be administered by the Department of Defense, of Academy personnel--

(A) to measure--

(i) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have been reported to officials of the Academy; and

(ii) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have not been reported to officials of the Academy; and

(B) to assess the perceptions of Academy personnel of--

(i) the policies, training, and procedures on sexual harassment and sexual violence involving Academy personnel;

(ii) the enforcement of such policies;

(iii) the incidence of sexual harassment and sexual violence involving Academy personnel; and

(iv) any other issues relating to sexual harassment and sexual violence involving Academy personnel.

**(d) Annual Report.**--(1) The Secretary of the Navy shall direct the Superintendent of the Naval Academy to submit to the Secretary a report on sexual harassment and sexual violence involving midshipmen or other personnel at the Academy for each Academy program year.

(2) Each report under paragraph (1) shall include, for the Academy program year covered by the report, the following:

(A) The number of sexual assaults, rapes, and other sexual offenses involving midshipmen or other Academy personnel that have been reported to Naval Academy officials during the program year and, of those reported cases, the number that have been substantiated.

(B) The policies, procedures, and processes implemented by the Secretary of the Navy and the leadership of the Naval Academy in response to sexual harassment and sexual violence involving midshipmen or other Academy personnel during the program year.

(C) A plan for the actions that are to be taken in the following Academy program year regarding prevention of and response to sexual harassment and sexual violence involving midshipmen or other Academy personnel.

(3) Each report under paragraph (1) for an Academy program year that begins in an odd-numbered calendar year shall include the results of the survey conducted in that program year under subsection (c)(2).

(4)(A) The Secretary of the Navy shall transmit to the Secretary of Defense, and to the Board of Visitors of the Naval Academy, each report received by the Secretary under this subsection, together with the Secretary's comments on the report.

(B) The Secretary of Defense shall transmit each such report, together with the Secretary's comments on the report, to the Committee on Armed Services of the Senate and the Committee on Armed Services of the House of Representatives.

**(3) United States Air Force Academy.**--Chapter 903 of title 10, United States Code, is amended by adding at the end the following new section:

**Sec. 9361. Policy on sexual harassment and sexual violence**

(a) Required Policy.--Under guidance prescribed by the Secretary of Defense, the Secretary of the Air Force shall direct the Superintendent of the Academy to prescribe a policy on sexual harassment and sexual violence applicable to the cadets and other personnel of the Academy.

(b) Matters to Be Specified in Policy.--The policy on sexual harassment and sexual violence prescribed under this section shall include specification of the following:

(1) Programs to promote awareness of the incidence of rape, acquaintance rape, and other sexual offenses of a criminal nature that involve cadets or other Academy personnel.

(2) Procedures that a cadet should follow in the case of an occurrence of sexual harassment or sexual violence, including--

(A) if the cadet chooses to report an occurrence of sexual harassment or sexual violence, a specification of the person or persons to whom the alleged offense should be reported and the options for confidential reporting;

(B) a specification of any other person whom the victim should contact; and

(C) procedures on the preservation of evidence potentially necessary for proof of criminal sexual assault.

(3) Procedures for disciplinary action in cases of alleged criminal sexual assault involving a cadet or other Academy personnel.

(4) Any other sanction authorized to be imposed in a substantiated case of sexual harassment or sexual violence involving a cadet or other Academy personnel in rape, acquaintance rape, or any other criminal sexual offense, whether forcible or nonforcible.

(5) Required training on the policy for all cadets and other Academy personnel, including the specific training required for personnel who process allegations of sexual harassment or sexual violence involving Academy personnel.

**(c) Annual Assessment.**--(1) The Secretary of Defense, through the Secretary of the Air Force, shall direct the Superintendent to conduct at the Academy during each Academy program year an assessment, to be administered by the Department of Defense, to determine the effectiveness of the policies, training, and procedures of the Academy with respect to sexual harassment and sexual violence involving Academy personnel.

(2) For the assessment at the Academy under paragraph (1) with respect to an Academy program year that begins in an odd-numbered calendar year, the Secretary of the Air Force shall conduct a survey, to be administered by the Department of Defense, of Academy personnel--

(A) to measure--

(i) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have been reported to officials of the Academy; and

(ii) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have not been reported to officials of the Academy; and

(B) to assess the perceptions of Academy personnel of--

(i) the policies, training, and procedures on sexual harassment and sexual violence involving Academy personnel;

(ii) the enforcement of such policies;

(iii) the incidence of sexual harassment and sexual violence involving Academy personnel; and

(iv) any other issues relating to sexual harassment and sexual violence involving Academy personnel.

**(d) Annual Report.**--(1) The Secretary of the Air Force shall direct the Superintendent of the Academy to submit to the Secretary a report on sexual harassment and sexual violence involving cadets or other personnel at the Academy for each Academy program year.

(2) Each report under paragraph (1) shall include, for the Academy program year covered by the report, the following:

(A) The number of sexual assaults, rapes, and other sexual offenses involving cadets or other Academy personnel that have been reported to Academy officials during the program year and, of those reported cases, the number that have been substantiated.

(B) The policies, procedures, and processes implemented by the Secretary of the Air Force and the leadership of the Academy in response to sexual harassment and sexual violence involving cadets or other Academy personnel during the program year.

(C) A plan for the actions that are to be taken in the following Academy program year regarding prevention of and response to sexual harassment and sexual violence involving cadets or other Academy personnel.

(3) Each report under paragraph (1) for an Academy program year that begins in an odd-numbered calendar year shall include the results of the survey conducted in that program year under subsection (c)(2).

(4)(A) The Secretary of the Air Force shall transmit to the Secretary of Defense, and to the Board of Visitors of the Academy, each report received by the Secretary under this subsection, together with the Secretary's comments on the report.

(B) The Secretary of Defense shall transmit each such report, together with the Secretary's comments on the report, to the Committee on Armed Services of the Senate and the Committee on Armed Services of the House of Representatives.

**(b) Further Information From Cadets and Midshipmen at the Service Academies on Sexual Assault and Sexual Harassment Issues.--**

**(1) Use of focus groups for years when survey not required.**--In any year in which the Secretary of a military department is not required by law to conduct a survey at the service Academy under the Secretary's jurisdiction on matters relating to sexual assault and sexual harassment issues at that Academy, the Secretary shall provide for focus groups to be conducted at that Academy for the purposes of ascertaining information relating to sexual assault and sexual harassment issues at that Academy.

(2) Inclusion in report.--Information ascertained from a focus group conducted pursuant to paragraph (1) shall be included in the Secretary's annual report to Congress on sexual harassment and sexual violence at the service Academies.

(3) Service Academies.--For purposes of this subsection, the term service Academy means the following:

(A) The United States Military Academy.

(B) The United States Naval Academy.

(C) The United States Air Force Academy.

(c) Repeal of Prior Law.--Section 527 of the National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136; 117 Stat. 1469; 10 U.S.C. 4331 note) is repealed.

(d) Clerical Amendments.--

(1) The table of sections at the beginning of chapter 403 of title 10, United States Code, is amended by adding at the end the following new item: 4361. Policy on sexual harassment and sexual violence.

(2) The table of sections at the beginning of chapter 603 of such title is amended by adding at the end the following new item: 6980. Policy on sexual harassment and sexual violence.

(3) The table of sections at the beginning of chapter 903 of such title is amended by adding at the end the following new item: 9361. Policy on sexual harassment and sexual violence.

## **APPENDIX D: POLICY AND REPORT REFERENCES**

- 2012 Service Academy Gender Relations Survey*, December 2012
- 2013 Service Academy Gender Relations Focus Groups*, December 2013
- 2014 Service Academy Gender Relations Survey*, January 2015
- Department of Defense Annual Report on Sexual Harassment and Violence at the U.S. Military Service Academies: Academic Program Year 2008-2009*, December 2009
- Department of Defense Annual Report on Sexual Harassment and Violence at the U.S. Military Service Academies: Academic Program Year 2010-2011*, December 2011
- Department of Defense Annual Report on Sexual Harassment and Violence at the U.S. Military Service Academies: Academic Program Year 2012-2013*, January 2014
- Department of Defense Directive 1020.02 *Diversity Management and Equal Opportunity (EO) in the Department of Defense*, 5 February 2009
- Department of Defense Directive 1350.2 *Department of Defense Military Equal Opportunity Program*, November 21, 2003
- Department of Defense Directive 6495.01, *Sexual Assault Prevention and Response (SAPR) Program*, April 30, 2013
- Department of Defense Instruction 6495.02, *Sexual Assault Prevention and Response Program Procedures*, February 12, 2014
- Manual for Courts-Martial United States*, 2012 Edition

## APPENDIX E: DATA MATRICES

### Summary

APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen	APY13-14 TOTALS
Total Cadet/Midshipman victims in all investigations closed in APY13-14*	27
Cadet/Midshipman victims whose reports of sexual assault could be substantiated*	15
Total Cadet/Midshipman subjects in all investigations closed in APY13-14**	19
Cadet/Midshipman subjects against whom sexual assault reports could be substantiated**	11
* Does not include victims from Restricted Reports, per mandate in PL 111-383; also does not include victims from investigations where command action has yet to be reported. ** Does not include subjects from investigations where command action has yet to be reported.	
APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen	APY13-14 TOTALS
# Cadet/Midshipman Victims initially making Restricted Reports	27
# Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*	2
# Cadet/Midshipman Victim Reports Remaining Restricted	25

## Unrestricted Sexual Assault Reports

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES MILITARY SERVICE ACADEMIES	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT</b> (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen. <b>Note:</b> The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	<b>APY13-14 TOTALS</b>
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>34</b>
# Cadet/Midshipman victims	30
# Non-Cadet/Midshipman victims	4
<b># Unrestricted Reports in the following categories</b>	<b>36</b>
# Cadet/Midshipman on Cadet/Midshipman	19
# Cadet/Midshipman on Non-Cadet/Midshipman	4
# Non-Cadet/Midshipman on Cadet/Midshipman	11
# Unidentified Subject on Cadet/Midshipman	2
<b># Unrestricted Reports of sexual assault occurring</b>	<b>36</b>
# On military installation	11
# Off military installation	19
# Unidentified location	6
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>34</b>
# Investigations pending completion as of 31 May 14	11
<b># Completed Investigations as of 31 May 14</b>	<b>23</b>
<b># All Restricted Reports received in APY13-14</b>	<b>27</b>
# Converted from Restricted Report to Unrestricted Report	2
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>25</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 TOTALS</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>36</b>
# Reports made within 3 days of sexual assault	9
# Reports made within 4 to 30 days after sexual assault	8
# Reports made within 31 to 365 days after sexual assault	8
# Reports made longer than 365 days after sexual assault	7
# Unknown	4
<b>Time of sexual assault</b>	<b>36</b>
# Midnight to 6 am	5
# 6 am to 6 pm	0
# 6 pm to midnight	7
# Unknown	24
<b>Day of sexual assault</b>	<b>36</b>
# Sunday	2
# Monday	0
# Tuesday	2
# Wednesday	0
# Thursday	0
# Friday	10
# Saturday	3
# Unknown	19
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 TOTALS</b>
<b># Total Investigations completed during APY13-14</b>	<b>29</b>
# Investigations opened in APY13-14 and completed in APY13-14	23
# Of these investigations with more than one victim, more than one subject, or both	1
# Investigations opened prior to APY13-14 and completed in APY13-14	6
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>27</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>19</b>
# Your Cadet/Midshipman subjects investigated by your Service	19
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	6
# Unidentified subjects in your Service's investigations	2
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>29</b>
<b># Cadet/Midshipman victims</b>	<b>27</b>
# Cadet/Midshipman victims own Service's investigations	27
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	2
# Unidentified victims in your Service's investigations	0

### Unrestricted Sexual Assault Reports (Continued)

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS	APY13-14 TOTALS	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS	APY13-14 TOTALS
# Investigations opened in APY13-14 and completed in APY13-14	23		
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14	22	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14	24
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14	14	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14	22
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	5		
# Unknown Offenders	1	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman Victims in remaining Unknown Offender Reports	1
	3	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	2
		# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
	1	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Subjects who died or deserted		# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	1
# Total Command Action Precluded or Declined for Sexual Assault	7		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	5	# Cadet/Midshipman victims who declined to participate in the military justice action	4
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	2	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	2
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadets/midshipman victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14	0
# Subjects for whom command action was completed as of 31 May 14	10		
# APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	10	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	12
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	3	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	2
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	1	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	2
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	1
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	2	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	2
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	1
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	4	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	4

### Unrestricted Sexual Assault Reports (Continued)

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)	APY13-14 TOTALS	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS	APY13-14 TOTALS
<b># Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)</b>	6		
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14	0		
<b># Pre-APY13-14 Investigations completed as of 31 May 14</b>	6		
<b># SUBJECTS in Pre-APY13-14 investigations completed by 31 May 14</b>	5	<b># VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14</b>	6
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14	5	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14	5
<b># Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization</b>	0	<b># Total Pre-APY13-14 Victims associated with MCIO unfounded allegations</b>	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
<b># Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority</b>	0		
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
		# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
<b># Total Command Action Precluded or Declined for Sexual Assault</b>	4		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	1	# Cadet/Midshipman victims who declined to participate in the military justice action	1
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	3	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	3
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# cadets/midshipman victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
<b># Subjects still awaiting command action as of 31 May 14</b>	0	<b># Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14</b>	0
<b># Subjects for whom command action was completed as of 31 May 14</b>	1		
<b># Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action</b>	1	<b># Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action</b>	1
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# Cadet/Midshipman Victims involved with Court-martial preferences (Initiations) against subject	0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferences for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	1

\* Restricted Reports that convert to Unrestricted Reports are counted with the total

## Unrestricted Sexual Assault Reports (Continued)

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge).</b> This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge in APY13-14</b>	<b>6</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>6</b>
# Subjects whose court-martial charges were dismissed	3
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	1
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Enlisted subjects who were discharged in lieu of court-martial	1
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>2</b>
# Subjects Acquitted of Charges	1
<b># Subjects Convicted of Any Charge at Trial</b>	<b>1</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	0
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	1
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge).</b> This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>1</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>1</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>1</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	0
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	1
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	1
<b>H. Other Actions Taken.</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a sexual assault offense</b>	<b>2</b>
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense).</b> This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	0
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense).</b> This section reports the outcomes of nonjudicial punishments for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	0
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment	0
<b>K. Other Actions Taken (Non-sexual assault offense).</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 TOTALS</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>5</b>

\*NOTE: There are 36 Unrestricted Reports, but only 34 victims in reports, because there were two victims each involved in two different reports.

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### Unrestricted Sexual Assault Reports (Continued)

APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Cadet/Midshipman STATUS BY GENDER																	
L. REPORTED SEXUAL ASSAULTS INVOLVING Cadets/Midshipmen (BY or AGAINST Cadets/Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY 13-14 INVESTIGATIONS (UR) [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY 13-14. These Reports may not be fully investigated by the end of the APY.	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY 13-14 TOTALS									
		29	3	1	2	0	1	0	36								
# Cadet/Midshipman on Cadet/Midshipman	15	1	1	2	0	0	0	19									
# Cadet/Midshipman on Non-Cadet/Midshipman	4	0	0	0	0	0	0	4									
# Non-Cadet/Midshipman on Cadet/Midshipman	9	2	0	0	0	0	0	11									
# Unidentified subject on Cadet/Midshipman	1	0	0	0	0	1	0	2									
APY 13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)																	
UNRESTRICTED REPORTS MADE IN APY13-14	Incidents Occurring in Prior Academic Program Years, but Reported in APY13-14							Incidents Occurring and Reported in APY13-14									
M. REPORTED SEXUAL ASSAULTS INVOLVING cadets/midshipmen (BY or AGAINST cadets/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY 13-14 INVESTIGATIONS [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY 13-14. These Reports may not be fully investigated by the end of the APY.	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY 13-14 TOTALS
	3	6	0	0	3	0	0	0	2	10	0	12	0	0	0	0	36
# Cadet/Midshipman on Cadet/Midshipman	2	1	0	0	2	0	0	0	2	5	0	7	0	0	0	0	19
# Cadet/Midshipman on Non-Cadet/Midshipman	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	4
# Non-Cadet/Midshipman on Cadet/Midshipman	1	3	0	0	1	0	0	0	0	2	0	4	0	0	0	0	11
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2
<b># TOTAL Cadet/Midshipman Victims in APY 13-14 Reports</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>
# Cadet/Midshipman Victims: Female	3	4	0	0	3	0	0	0	1	7	0	10	0	0	0	0	28
# Cadet/Midshipman Victims: Male	0	1	0	0	0	0	0	0	0	1	0	2	0	0	0	0	4
TIME OF INCIDENT BY DEFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																	
Time of sexual assault	3	6	0	0	3	0	0	0	2	10	0	12	0	0	0	0	36
# Midnight to 6 am	0	0	0	0	0	0	0	0	0	3	0	2	0	0	0	0	5
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	7
# Unknown	3	6	0	0	3	0	0	0	2	6	0	4	0	0	0	0	24
Day of sexual assault	3	6	0	0	3	0	0	0	2	10	0	12	0	0	0	0	36
# Sunday	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2
# Monday	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Tuesday	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
# Wednesday	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Friday	0	0	0	0	0	0	0	0	0	5	0	5	0	0	0	0	10
# Saturday	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	3
# Unknown	2	5	0	0	3	0	0	0	2	3	0	4	0	0	0	0	19

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### Unrestricted Sexual Assault Reports (Continued)

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY 13-14 TOTALS
<b>N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY 13-14</b> [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY 13-14, and does not correspond to the data reported in																	
	<i>Victim Data From Investigations Opened in Prior Years, but Investigation completed during APY13-14</i>								<i>Victim Data From Investigations Opened and Investigation Completed in APY13-14</i>								
<b>Gender of VICTIMS</b>	1	4	0	2	0	0	0	0	9	0	12	2	0	0	0	0	30
# Male	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	4
# Female	1	4	0	2	0	0	0	0	7	0	10	2	0	0	0	0	26
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of VICTIMS</b>	1	4	0	2	0	0	0	0	8	0	13	2	0	0	0	0	30
# 15-19	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	4
# 20-24	1	4	0	2	0	0	0	0	6	0	11	2	0	0	0	0	26
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VICTIM Type</b>	1	4	0	2	0	0	0	0	9	0	12	2	0	0	0	0	30
# Service Member	1	3	0	2	0	0	0	0	8	0	12	2	0	0	0	0	28
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member VICTIMS</b>	1	3	0	2	0	0	0	0	8	0	12	2	0	0	0	0	28
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	3	0	2	0	0	0	0	8	0	12	2	0	0	0	0	28
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member VICTIMS</b>	1	3	0	2	0	0	0	0	1	7	12	2	0	0	0	0	28
# Army	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Navy	0	0	0	0	0	0	0	0	0	5	4	2	0	0	0	0	11
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	3	0	2	0	0	0	0	2	0	2	0	0	0	0	0	9
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member VICTIMS</b>	1	3	0	2	0	0	0	0	8	0	12	2	0	0	0	0	28
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	3	0	2	0	0	0	0	8	0	12	2	0	0	0	0	28
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## Restricted Reports

US MILITARY SERVICE ACADEMIES - APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses).</b>	
	<b>APY13-14 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>27</b>
# Cadet/Midshipman victims making Restricted Reports	27
# Non-Cadet/Midshipman Victims making Restricted Report involving a Cadet/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>2</b>
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	2
# Non-Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>25</b>
# Cadet/Midshipman victim reports remaining Restricted	25
# Non-Cadet/Midshipman victim reports remaining Restricted	0
<b># Reported sexual assaults involving cadets/midshipmen in the following categories</b>	<b>27</b>
# Cadet/Midshipman on Cadet/Midshipman	18
# Non-Cadet/Midshipman on Cadet/Midshipman	5
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Cadet/Midshipman	4
<b>B. INCIDENT DETAILS</b>	
	<b>APY13-14 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>27</b>
# On military installation	10
# Off military installation	10
# Unidentified location	7
<b>Length of time between sexual assault and Restricted Report</b>	<b>27</b>
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 30 days after sexual assault	5
# Reports made within 31 to 365 days after sexual assault	10
# Reports made longer than 365 days after sexual assault	7
# Unknown	3
<b>Time of sexual assault incident</b>	<b>27</b>
# Midnight to 6 am	0
# 6 am to 6 pm	1
# 6 pm to midnight	1
# Unknown	25
<b>Day of sexual assault incident</b>	<b>27</b>
# Sunday	0
# Monday	0
# Tuesday	2
# Wednesday	1
# Thursday	1
# Friday	1
# Saturday	3
# Unknown	20
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	
	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS</b>	<b>27</b>
# Army victims	3
# Navy victims	10
# Marines victims	0
# Air Force victims	14
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	
	<b>APY13-14 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>27</b>
# Male	2
# Female	24
# Unknown	1
<b>Age of VICTIMS</b>	<b>27</b>
# 16-19	11
# 20-24	12
# 25-34	1
# 35-49	0
# 50-64	0
# 65 and older	0
# Unknown	3
<b>Grade of Service Member VICTIMS</b>	<b>27</b>
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	26
# Academy Prep School Student	1
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>27</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman	26
# Academy Prep School Student	1
# Unknown	0
<b>VICTIM Type</b>	<b>27</b>
# Service Member	27
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (DoD Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	
	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>2</b>
# Cadets/midshipmen Making a Restricted Report for an Incident that Occurred Prior to Age 18	1
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	1
# Cadets/midshipman Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAUD USE ONLY)</b>	
	<b>APY13-14 TOTALS</b>
# Mean # of Days Taken to Change to Unrestricted	0
# Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
# Mean # of Days Taken to Change to Unrestricted	0
*The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1A, Section A.	
**Note: Three victims who made Restricted Reports in prior years converted those reports this year. Those reports are now counted in this year's Unrestricted Reports.	

### Victim Services

US MILITARY SERVICE ACADEMIES - APY13-14 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
<b>A. SUPPORT SERVICE REFERRALS TO Cadet/Midshipman VICTIMS FROM UNRESTRICTED REPORTS:</b>	<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY Resources (Referred by DoD)</b>	<b>162</b>
# Medical	25
# Mental Health	33
# Legal	28
# Chaplain/Spiritual Support	17
# Rape Crisis Center	2
# Victim Advocate/Uniformed Victim Advocate	34
# DoD Safe Helpline	25
# Other	0
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>151</b>
# Medical	25
# Mental Health	26
# Legal	25
# Chaplain/Spiritual Support	25
# Rape Crisis Center	25
# Victim Advocate	25
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>3</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b># Cadets/Midshipmen making an Unrestricted Report for an incident that occurred prior to military service</b>	<b>0</b>
<b>B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS</b>	<b>APY13-14 TOTALS</b>
<b># Military Protective Orders issued during APY13-14</b>	<b>5</b>
<b># Reported MPO Violations in APY13-14</b>	<b>0</b>
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by victims of sexual assault	0
# Reported MPO Violations by Both	0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.	
# Unity/Duty expedited transfer requests by Cadet/Midshipman victims of sexual assault	0
# Unity/Duty expedited transfer requests by Cadet/Midshipman victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman victims Denied	0
<b>C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>	<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY Resources (Referred by DoD)</b>	<b>147</b>
# Medical	23
# Mental Health	24
# Legal	23
# Chaplain/Spiritual Support	26
# Rape Crisis Center	2
# Victim Advocate/Uniformed Victim Advocate	25
# DoD Safe Helpline	23
# Other	0
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>139</b>
# Medical	23
# Mental Health	24
# Legal	23
# Chaplain/Spiritual Support	23
# Rape Crisis Center	23
# Victim Advocate	23
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>2</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b>CIVILIAN DATA</b>	
<b>D. SEXUAL ASSAULT SERVICES TO NON-cadets/midshipmen (OOD CIVILIANS, DEPENDENTS, CONTRACTORS, PIO)</b>	<b>APY13-14 TOTALS</b>
<b># Non-cadets/midshipmen assisted in the following categories:</b>	<b>11</b>
# Cadet/Midshipman on Non-Cadet/Midshipman	4
# Non-Cadet/Midshipman on Non-Cadet/Midshipman	4
# Unidentified Subject or Undisclosed Affiliation on Non-Cadet/Midshipman	3
<b>Gender of Non-cadets/midshipmen Assisted</b>	<b>11</b>
# Male	3
# Female	6
# Unknown	0
<b>Age of Non-cadets/midshipmen Assisted</b>	<b>11</b>
# 16-19	2
# 20-24	1
# 25-34	0
# 35-49	1
# 50-64	1
# 65 and older	0
# Unknown	7
<b>Non-Cadet/Midshipman Type</b>	<b>11</b>
# DoD Civilian	1
# DoD Contractor	1
# Other US Government Civilian	0
# US Civilian	6
# Foreign National	0
# Foreign Military	0
# Unknown	1
<b># Support service referrals for Non-cadets/midshipmen in the following categories</b>	<b>APY13-14 TOTALS</b>
<b># MILITARY Resources (Referred by DoD)</b>	<b>30</b>
# Medical	5
# Mental Health	5
# Legal	5
# Chaplain/Spiritual Support	5
# Rape Crisis Center	0
# Victim Advocate/Uniformed Victim Advocate	5
# DoD Safe Helpline	5
# Other	0
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>48</b>
# Medical	8
# Mental Health	8
# Legal	8
# Chaplain/Spiritual Support	8
# Rape Crisis Center	8
# Victim Advocate	8
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>2</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>

Use the following categories or add a new category to identify the reason the requests were denied:	APY13-14 TOTALS
<b>Total Number Denied</b>	<b>0</b>
<b>Reasons for Disapproval (Total)</b>	<b>0</b>
Moved Alleged Offender Instead	0
Pre-existing Transfer Order Used Instead	0
Enter reason	0

ACADEMIC PROGRAM YEAR 2013-2014  
REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

### Sexual Assault Cases Synopses (USMA)

No.	Offense Alleged/ Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Transgression for Sex Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Confined in (Court Only)	Fines and Forfeitures	Reduction in Rank	Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correction or Outfody (N/P Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Offender	Alcohol Use	Narrative of the Crime
1	Abusive Sexual Contact Art. 120	CONUS	Army	E-4	Male			Army	Cadet/Midshipman	Female	Q4	Insufficient Evidence of Any Offense															Both Victim and Subject	While off-post at a bar near Fort Bragg, the subject approached the victim and told the victim that she look good tonight and then proceeded to grope her breast. Alcohol was involved for both individuals. Cadet reported upon return to West Point. CID at USMA reviewed the matter to CID at Fort Bragg. A criminal investigation was conducted. However, the investigation did not produce evidence of the crime that could be acted upon. The case was closed at Fort Bragg for insufficient evidence of an offense to prosecute.	
2	Sexual Assault (After 20 Jan 12) Art. 120	CONUS	Army	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q2	Non-Sexual Assault Offense-Adverse Administrative Actions																Converted from a prior year Restricted Report. Alleged assaults occurred both on post and off post. Victim stated that while on leave in California, the alleged perpetrator sexually assaulted her at his home. She also alleged trouble on duty on two different locations on post. A criminal investigation was conducted by CID but failed to produce evidence of sexual assault or trouble on duty. However, the subject confessed to engaging in sexual activity in the barracks, a violation of the Cadet Disciplinary Code. The subject received punishment under the Cadet Disciplinary System.	
3	Abusive Sexual Contact Art. 120	CONUS	ARMY	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q4	Sexual Assault Offense- Court-Martial Charge Preferred (initiated)	Abusive Sexual Contact (Art. 120)	Discharge or Resignation in Lieu of Court-Martial												UOTIC		The victim alleged that while sleeping at the land navigation site of the West Point military reservation, the subject, who was sleeping face to her, groped her inappropriately during the night through the sleeping bag. The matter was reported to CID who investigated the matter. He additional misconduct was identified during the investigation. The matter was preferred to court-martial, but the subject's request to resign in lieu of court-martial was granted. He was discharged under other than honorable circumstances.	
4	Rape, Art. 120	OCONUS	Foreign National	Male				Army	Cadet/Midshipman	Female	Q2	Civilian or Foreign Prosecution of Person Not Subject to UCMJ																Victim reported that while on a foreign exchange academic enrichment program in Morocco, she was raped by an unidentified civilian in September 2012. A year later she disclosed the incident. The matter was referred to CID, who opened a criminal investigation. However, due to the length of time that had passed and the lack of identifying information about the perpetrator, the matter was closed due to insufficient evidence and lack of jurisdiction over the alleged perpetrator.	
5	Abusive sexual Contact Art.120	CONUS	ARMY	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Male	Q4	Non-Sexual Assault Offense-Adverse Administrative Actions												Cadet/Midshipman Disciplinary System	Resigned from Academy			Victim reported that at about 0200 the subject entered her room and brought him to both the day room in the cadet barracks as well as her room in the cadet barracks. At some point, she touched him in a way that made him uncomfortable. He kept telling her that he wanted to return to his own barracks room. She eventually allowed him to leave her room. After CID undertook the case, the academy investigated her for multiple misconduct including fraternization and abuse of authority. Subject resigned from Academy in November 2012.	
6	Abusive sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																Victim did not identify the subject, but alleged that she was sexually assaulted and battered by another female in the corps. Victim would not cooperate with CID. Victim resigned from the Academy. Victim was the subject of a previous investigation filed on this report.	
7	Abusive sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																Victim alleged that while away on a weekend and sharing quarters with the subject, the subject continued to forcibly kiss and touch her. This was originally a restricted report. She did not want to be unrestricted. When she went to CID, she did not cooperate. There was not enough evidence to go forward with the investigation. She resigned at the end of the academic year.	
8	Abusive sexual Contact Art.120	OCONUS	Army	Foreign Military	Male			Army	Cadet/Midshipman	Female	Q4	Civilian or Foreign Prosecution of Person Not Subject to UCMJ															Victim reported that while on a foreign exchange program at St. Cyr military academy in France, a soldier from the French Army forcibly kissed her against her wishes. The incident was reported to the officer at St. Cyr, and upon request, the victim returned to USMA one week early. USMA leadership engaged with St. Cyr leadership for COAs to avoid similar circumstances in the future. Cadet provided both a verbal and written statement to CID.		

ACADEMIC PROGRAM YEAR 2013-2014  
REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

**Sexual Assault Cases Synopses (USNA)**

No.	Offense Alleged/ Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Reasoning?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Class Disposition	Most Serious Offense Charged	Court Case or Article 16 Outcome	Reason Charges Dismissed at Article 32 Hearing, if applicable	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeitures	Reduction in Rank	Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correctional Custody (NJP Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Narrative of the Crime
1	Wrongful Sexual Contact (FY10 to FY12) Art. 120	CONUS	Navy	Midshipman Candidate	Male			Navy	Midshipman Candidate	Female		Insufficient Evidence of Any Offense																Victim reported that in 2000, when she was attending the USNA Preparatory School in Newport, RI, subject forced him on her victim without consent, and proceeded to attempt undressing her against her will. Victim made this report in June of 2013 following her separation from USNA. The matter was referred to NCIS for investigation, which discovered insufficient evidence of any offense to prosecute.	
2	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Adverse Administrative Action													Separated from USNA			Midshipman subject first asked but then forced digital penetration upon Midshipman victim when she declined. The matter was referred to NCIS for investigation and found to be substantiated. At the preference of the victim, the matter was referred to the USNA Conduct System, where the subject was found to be guilty of sexual misconduct. As a result, the subject was separated from the academy.	
3	Abusive Sexual Contact, Art. 120	CONUS		US Chilean	Male			Navy	Midshipman	Male		Victim declined to participate in the military justice process																Victim stated to friends that while under the influence of alcohol he was assaulted by some men in a Washington, D.C. night club. One of the friends he told reported the assault to command. The matter was referred to NCIS for investigation, however the victim did not want to participate and signed a declination form with NCIS.	
4	Sexual Assault (After 28 Jun 12) Art. 120	CONUS		US Chilean	Male			Navy	Midshipman	Female		Unknown Subject																Victim was sexually assaulted by Washington, D.C. taxi cab driver. Victim disclosed the assault to a Victim Advocate during her summer cruise experience. The matter was eventually referred to NCIS for investigation. While victim initially did not want to participate, she eventually provided a statement and underwent a forensic exam, but could not make an identification due to the fact that she was intoxicated. Despite multiple attempts to identify the perpetrator, NCIS could not locate a subject.	
5	Wrongful Sexual Contact (FY10 to FY12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Adverse Administrative Action													Separated from USNA			While undergoing a polygraph examination for another matter, Subject confessed to entering victim's room, getting into her bed, and forcing her to kiss him, claiming he reported to her what she did. The victim provided a statement corroborating the incident. At the victim's preference, the matter was referred to the USNA Conduct System, where the subject was found guilty of sexual misconduct. The subject was separated from the academy.	
6	Aggravated Sexual Assault, Art. 120	OCOUS	Marines	Lt Colonel	Male			Marines	Midshipman at time of report	Female		Subject deceased																When victim was an enlisted Marine, prior to coming to USNA as a midshipman, subject (then also a Marine) took victim back to his room in the barracks where a holiday celebration was taking place at which alcohol was available to all, and locked the door. Victim reported the lost consciousness due to intoxication shortly thereafter, but woke the next morning believing she had been raped. The matter was referred to NCIS. It was determined that the subject had since separated from the Marine Corps. NCIS located the subject and conducted an interview. However, two weeks later, the subject was involved in a motorcycle accident and died.	
7	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Male		Victim declined to participate in the military justice process																Victim initially desired to report the matter as a Restricted Report and obtain an expedited transfer from his midshipman unit. However, it was determined that there was an ongoing safety risk to victim making a restricted report not possible. According to victim, subject frequently sexually assaulted him on weekends. The matter was referred to NCIS for investigation, but victim signed declination form with NCIS and did not name subject. However, victim was moved to a new unit.	
8	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12), Art. 120	Dismissed	Insufficient evidence to recommend a court martial.													Victim initially made a Restricted Report, but later converted to an Unrestricted Report. Victim disclosed three incidents, where subject sexually assaulted victim. Alcohol played a role in at least one of these incidents. The matter was referred to NCIS for investigation, which found evidence sufficient for a pretrial or charges against subject. The matter was reviewed at an Article 32 hearing. However, the investigative officer did not find sufficient evidence to refer the matter to a court martial.	
9A	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12), Art. 120	Dismissed	Insufficient evidence to recommend a court martial.													Three separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assault due to her level of intoxication, until gossip and social media comments referred to sexual assault. This party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Case was dismissed after the hearing due to insufficient evidence.	
9B	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12), Art. 120	Acquitted														Three separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assault due to her level of intoxication, until gossip and social media comments referred to sexual assault. This party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Charges were referred to a GCM. A military judge found subject not guilty of the sexual assault offense charge, and the Convening Authority accepted subject's resignation in lieu of the other non-sexual assault offense charge.	
9C	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12), Art. 120	Dismissed	Insufficient evidence to recommend a court martial.													Three separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assault due to her level of intoxication, until gossip and social media comments referred to sexual assault. This party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Charges were referred to a GCM; however, following suppression of evidence at a court hearing, the case was dismissed due to insufficient evidence. Subject subsequently resigned from the Academy relating to the non-sexual assault offense charge.	

ACADEMIC PROGRAM YEAR 2013-2014  
REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

### Sexual Assault Cases Synopses (USNA, continued)

No.	Offense Alleged/ Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation for Sex Assault?	Subject: MVA Waiver Absorption?	Victim Service	Victim Grade	Victim Gender	Quartermaster Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeitures	Reduction in Rank	Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correctional Custody (NJP Only)	Adverse Administrative Action Type	Admissibility of Discharge Type	Must Register as Sex Offender	Alcohol Use	Narrative of the Crime
10	Abusive Sexual Contact, Art. 120	CONUS	Navy	Midshipman (Non-US)	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Inklate 0)	Abusive Sexual Contact, Art. 120	Convicted		General Article Offense Art. 134					80 Days				Separated from USNA		Both Victim and Subject	Both subject and victim were with different groups of friends on liberty. Victim states she ate the ingested alcohol but not to the extent that the subject did. After being downtown and returning to Bancroft Hall, subject who was visibly under the influence of alcohol, made advances to victim; she refused him and he entered her bedroom; she slept. She told him to leave and he did, only to return again when she yelled at him to leave again to which he complied. Subject was referred to court-martial. Subject found not guilty of a sexual offense and guilty of one non-sexual offense. Subsequent to the court-martial, subject was forwarded by the Commandant for separation and was separated from the Naval Academy by the Superintendent.	
11	Abusive Sexual Contact, Art. 120	CONUS	Navy	Officer	Male			Multiple Victims-Navy	Multiple Victims-Midshipman	Multiple Victims-Female		Nonjudicial punishment (Article 15)	Convicted													Both Victim and Subject	Naval Officer was downtown and presented as intoxicated to the victim who was also celebrating a friends birthday which involved enjoying some alcoholic drinks. While attempting to help the officer get home and avoid possible misconduct, victim was subject to unwanted fondling, which was obtained by other midshipman and sponsor of the victim. An UR report was filed, local authorities and NCIS were notified. NCIS was given lead of care and conducted an investigation. The subject, an officer assigned to USNA, who was under the influence of alcohol at the time of the incident, was sent to Admiralty Mast at the request of the victim, who did not want to go through an Article 15 proceeding. Subject was found guilty at Mast and received a punitive letter of reprimand. Subsequently, subject was forwarded for processing for administrative separation, but local authorities opened their own case to pursue separate state charges.		
12	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male				Civilian	Female		Victim declined to participate in the military justice process																Subject attended a dance at a local civilian college while on a movement order for a Navy Football Game in South Bend, Indiana. Subject met victim at this dance and was invited up to her dorm room. While in the dorm room, victim reported that subject sexually assaulted and forcibly sodomized her against her consent. Local authorities responded to the case and investigated with assistance from NCIS. Subsequent to their investigation, local authorities declined to prosecute. NCIS then assumed an investigation. Prior to pretrial charges, victim declined to participate and the case was closed out with no further action.	
13	Abusive Sexual Contact, Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court Martial Charge Preferred (Inklate 0)	Acquitted															Victim and subject attended a dance class together. After the dance class victim and subject were practicing dance. At this time subject became aggressive with victim and attempted to grope and kiss victim. Victim resisted and expressed her lack of consent. Subject continued to grope and kiss her. Victim filed unrestricted report. Matter was referred to NCIS for investigation and charges were referred to a general courts martial. At the conclusion of the court martial subject was acquitted and charges were dropped.	

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REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

**Sexual Assault Cases Synopses (USAFA)**

No.	Offense Reported/Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation for Sexual Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Article 15 Hearing, if applicable	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeitures	Reduction in Rank	Court Martial Discharge	Restraint	Hard Labor	Extra Duty	Correctional Custody (NJP Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Narrative of the Crime
1	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.																Victim reported that she stayed at Subject's spouse's house with him after they spent the day together. Victim states she fell asleep and woke up to Subject being on top of her, kissing her closed-mouth. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.	
2	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non Sexual Assault Offense Addressed Administrative Action													Disenrolled			Victim reported that she and Subject were in a consensual dating and sexual relationship. Victim stated that she and Subject went to an empty room in the dorms to be alone. Subject asked Victim to lie on the floor. He then straddled her and began masturbating for 10-15 minutes. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
3	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	US Civilian	Female	Q4	Non Sexual Assault Offense Addressed Administrative Action													Disenrolled		Both Victim and Subject	The allegation involves the same subject from case #2 above. Victim reported that she and Subject went on two dates. After the first date, Subject put Victim's hand on his penis and began masturbating. On their second date at the State Fair, The Victim and the Subject were both drinking alcohol. The Victim drank a can of Lima A Rita and remembers very little after that point. The Subject drink of choice is unknown. Victim stated that she woke up to Subject having sexual intercourse with her. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
4	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non Sexual Assault Offense Addressed Administrative Action															Subject	Subject consumed alcohol and entered Victim's room with her permission. Subject kissed Victim and rubbed at her pants. Victim reported Subject back to his room. Victim did not feel like she was sexually assaulted. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
5	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	Cadet/Midshipman	Female	Q4	Non Sexual Assault Offense Addressed Administrative Action													Cadet/Midshipman Disciplinary System		Subject	The subject in this case is the same subject from case #4 above. Subject consumed alcohol and entered Victim's room with her permission. He got into bed with Victim. Both Subject and Victim were fully clothed when Subject asked Victim if she would have sex with him. Subject got on top of Victim and kissed her on the face and neck and again asked to have sex with her. Victim put Subject off of her and called two of his friends. Victim and Subject's friends escorted Subject to his room and pushed him to bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
6	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Insufficient evidence of an offense to prosecute.															Both Victim and Subject	Subject and Victim were at a bar, and Victim consumed several drinks. Later that night, Victim invited Subject to meet her in her dorm room. Victim and Subject engaged in consensual sexual intercourse. While having sex, Subject penetrated Victim's anus with his finger. Victim told Subject she did not want to do that. Subject removed his finger and they continued to engage in sexual intercourse. Victim stated that she lost consciousness and doesn't remember the encounter. Subject woke her up, Subject was lying next to her in bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.	
7	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Non Sexual Assault Offense Addressed Administrative Action																Victim's friends disclosed that Victim was assaulted. Victim initially refused to cooperate in the investigative process. Subject stated that he and Victim engaged in sexual intercourse in his room because Victim was a four degree cadet and his required that her dorm room door remain open during the day. After that time, Subject asked Victim to leave his room because his roommate was on the way back to their room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject received action under the cadet disciplinary system for other misconduct identified during the investigation.	
8	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Victim declined to participate in the military justice process.																Victim's report was initially restricted and became unrestricted due to a third party disclosure. Victim resigned from the AF and through her SVC requested that no one contact her regarding the case. Subject stated that he and Victim were engaging in consensual sexual intercourse in the dorms and he continued to have sex with her for about ten minutes after Victim told him she no longer wanted to participate. Because of Victim's unwillingness to participate, the Commander decided not to prefer charges.	
9	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.															Victim	Victim consumed alcohol at a bar and bedded Subject when she returned to her dorm room. Subject asked Victim if she could come to her room and she agreed. Victim and Subject sexed and eventually engaged in sexual intercourse. Victim told her friend that she remembered saying "okay" to the intercourse. Victim and Subject engaged in intercourse again the next morning. Victim later contacted Subject and told him they had a "drunk hook up." She stated that she was a virgin, and did not want contact with him again. Subject provided text messages confirming Victim's invitation to her room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.	
10	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	US Civilian		Male			Air Force	Cadet/Midshipman	Male	Q1	Victim declined to participate in the military justice process.																During an academic review proceeding, victim declined to file the SARIC that he had been sexually assaulted by a male sponsor or parent. However, victim refused to provide additional information. AFOSI documented the matter, and referred to Colorado Springs Police Department, but no further action could be taken.	

## Sexual Harassment Complaints

Sexual Harassment Reports at the US Military Service Academies APY13-14	
<p><b>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</b></p> <p style="margin-left: 20px;">a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p style="margin-left: 20px;">b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</p> <p style="margin-left: 20px;">c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</p>	APY13-14 TOTALS
<b>A. Sexual Harassment Complaints (total) involving cadets</b>	<b>20</b>
<b>(1) Formal Complaints</b>	<b>1</b>
# Cadet/Midshipman Complainants	1
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>19</b>
# Cadet/Midshipman Complainants	18
# Non-Cadet/Midshipman Complainants	1
<b>B. Location of Incident</b>	<b>20</b>
# On Academy Grounds	16
# Off Academy Grounds	4
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>20</b>
# Investigations pending completion as of 31 May 14	1
# Completed investigations as of 31 May 14	19
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>20</b>
# Reports made within 60 days of the sexual harassment	5
# Reports made more than 60 days following the sexual harassment	0
# Unknown	15
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>17</b>
# Reports forwarded to GCMCA within 72 Hours	4
# Reports forwarded to GCMCA beyond 72 Hours	1
<b>F. Time of Sexual Harassment Incident</b>	<b>20</b>
# Midnight to 6 am	0
# 6 am to 6 pm	2
# 6 pm to midnight	1
# Unknown	17
<b>G. Day of Sexual Harassment Incident</b>	<b>20</b>
# Sunday	1
# Monday	1
# Tuesday	2
# Wednesday	2
# Thursday	3
# Friday	4
# Saturday	1
# Unknown	6
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>19</b>
# Investigations with more than one complainant, more than one subject, or both	4
# of Subjects in Completed Investigations	20
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>20</b>
# Subjects with Unsubstantiated Complaints	3
# Pending command action as of 31 May 14	0
# Subjects for whom command action was completed of 31 May 14	17
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>17</b>
# Courts-martial	0
# Nonjudicial Punishments	1
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	5
# Cadet Disciplinary System Actions	9
# Other adverse administrative actions	2

**Sexual Harassment Case Synopses (USMA)<sup>125</sup>**

Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome

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<sup>125</sup> The one formal complaint of sexual harassment received by USMA is not presented here as the case was still open at the end of APY 13-14.

ACADEMIC PROGRAM YEAR 2013-2014  
REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

### Sexual Harassment Case Synopses (USNA)

Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
1	Sep-13	Midshipman	Male	Separated/Civilian	Female	Solicitation for sexual favors	N/A	NCIS found insufficient evidence; as a result, no further action was taken on the matter.	After being separated from the Naval Academy, complainant reported being solicited for oral sex by a fellow Midshipman while they both were Midshipmen. At the time of the report, the alleged offender was a newly commissioned officer. Case was investigated by NCIS as part of a larger investigation.
2	Jul-13	Midshipman	Male	N/A	N/A	Hostile environment	Sexual harassment	Awarded 45 days restriction and 90 demerits, 4 months Dignity and Respect remediation	On summer cruise aboard a DDG, a male Midshipman had a "blow-up" doll in male midshipmen berthing. The CO of the ship reported the misconduct to USNA.
3	Jul-13	Midshipman	Male	Midshipman	Female	Hostile environment	Failure to use good judgement (Guilty); possession of pornographic material (not guilty).	Awarded 10 days of restriction and 45 demerits	While moving into a new room as a male MIDN was moving out, a female MIDN noticed that the previous occupant's laptop screensaver was of women in bikinis. The female MIDN asked the male MIDN to remove the photos and he refused.
4	Nov-13	Enlisted	Male	Midshipman	Female	Sexual harassment	Sexual harassment	45/45 extra duty and reduction in rank	While on summer cruise aboard an LPD, a MIDN reported being sexually harassed by enlisted crewmember. Crewmember taken to Captain's Mast and found guilty.
5	Aug-13	Midshipman	Male	Midshipman	Multiple	Sexual harassment	Harassment (non-sexual)	Awarded 10 days restriction, 40 demerits	During Plebe summer, a male MIDN squad leader encouraged his plebes to use an inappropriate motto for motivation, creating a hostile environment
6	Sep-13	Contract employee	Male	Midshipman	Multiple	Sexual harassment	N/A	N/A	An employee with the contracted company that cleans a building was caught taking pictures of a male MIDN's feet in the locker room. The pictures were deleted and the employee was escorted off grounds and not allowed to return.
7	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Harassment (non-sexual)	Awarded 45 days restriction, 90 demerits, and 4 months Conduct Probation	A male MIDN, under the guise of practicing for wrestling class, pushed a female MIDN up against a wall, holding her there until another MIDN walked by. In the course of this investigation, it was discovered that the male MIDN had told "blonde jokes" during summer training.

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REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

**Sexual Harassment Case Synopses (USNA, continued)**

Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
8	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Awarded 21 days restriction, 30 demerits, and 4 months Dignity and Respect remediation	During summer training, a female MIDN witnessed a male MIDN grab another male MIDN's buttocks and reported it as potential sexual harassment, in the course of investigation, it was discovered that the male MIDN had repeatedly told jokes of a sexual nature in the field. The first incident was determined not to be sexual harassment.
9	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Awarded 60 days restriction, 100 demerits, and 4 months Conduct Probation	A male MIDN repeatedly used an inappropriate nickname for a female MIDN. In a separate incident discovered during the course of this investigation, the male MIDN attempted to grab a female MIDN while she was on watch.
10	Dec-13	Military Faculty	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Faculty member counseled and apologized to all classes	Military professor repeatedly made sexual comments during classes. MIDN anonymously reported behavior.
11	Feb-14	Midshipman	Male	Military Faculty	Female	Sexual harassment	Sexual harassment	Found not guilty at adjudication, counseled about professional behavior	A male MIDN added an inappropriate comment to an inspection form. The Senior Enlisted Leader found the comment potentially offensive and reported the behavior.
12	Jan-14	Midshipman	Female	Midshipman	Male	Sexual harassment	Sexual harassment and harassment (non-sexual)	Separated from USNA	In retribution for being reported for previous misconduct, a female MIDN vandalized a male MIDN's room, leaving sexually explicit graffiti.
13	Feb-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Sexual harassment	Separated from USNA	A male MIDN solicited oral sex from 2 separate male MIDN on separate occasions.
14	Jan-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Sexual harassment	Separated from USNA	A male MIDN took video of his male roommate, which he purported to be of his roommate masturbating. The MIDN distributed the video to fellow MIDN.
15	Mar-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Harassment (non-sexual)	Awarded 30 days restriction and 85 demerits	MIDN sent out inappropriate e-mail from his roommate's account, using terms pejorative of gays and sexually graphic in nature.

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REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES

### Sexual Harassment Case Synopses (USAFA)

Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
1	Aug	Cadet	Male	Closed	UNK	Anonymous feedback alleged two C2Cs basic training cadre forced a male basic cadet to perform oral sex on a banana.	Sexual harassment.	Substantiated. Both offenders were removed from the Academy.	An AOC contacted 10 ABW E/O staff via the command post. While cadets are in Basic Cadet Training (BCT), they are administered an anonymous survey that discussed their climate, culture, and potential EO issues. More than one survey had indicated two upper class (cadre) cadets made a male cadet act like he was masturbating with his milk at lunch. The two cadre followed that up with making him eat a banana as if the male cadet was providing oral sex to the banana. The AOC said the cadre admitted to the incident, but seemed unaware the issue was sexual harassment. Substantiated.
2	Nov	Cadet	Male	Closed	Male	C4C alleged a C1C made comments about "deepthroating" (sexual act) during a training (PT) session.	Sexual harassment.	Substantiated. C1C was removed from his training position	On 19 Nov 13, An AOC contacted the EO office concerning allegations of sexual harassment brought to his attention by a C4C. According to the AOC, the C4C brought his concerns to him on 10 Nov 13 alleging that at the end of Sep 13, a C1C was "training" and made an inappropriate comment along the lines of "deep throating" something toward the C4C. Other freshmen at the table heard the comment as well. Substantiated.
3	Mar	Cadet	Male	Closed	Female	A WM USAFA Cadet allegedly sexually harassed a WF USAFA Cadet (verbally, nonverbally, and physically) at Hap's Bar in the cadet area.	Sexual harassment.	Unsubstantiated. Alleged offender removed and a general discharge for unrelated reasons.	Unsubstantiated. 10th Security Forces Investigations completed an investigation. The Air Officer Commanding (AOC) and the Group two CC reviewed the ROI and concluded the allegations were unsubstantiated based on witness statements and preponderance of the evidence. Unsubstantiated.
4	Mar	Coach	Male	Closed	Female	C2C Female alleged WM coach sexually harassed her by touching and rubbing her shoulders	Sexual harassment.	Unsubstantiated. Offender's contract was not renewed	WF Cadet stated WM Coach massaged her back, touched her chest, touched her leg, and followed her around the Spring Banquet. A CDI was conducted by the USAFA Department of Athletics. Sexual harassment was not confirmed, but other inappropriate behaviors were substantiated and the WM Coach received a LOR and his contract was not renewed in June of 2014. USAFA/JA assisted with the investigation. Unsubstantiated.

## APPENDIX F: OVERVIEW OF SEXUAL HARASSMENT COMPLAINT PROCESS

DoDD 1350.2 provides policy guidance and standards for the processing of sexual harassment complaints. Examples of policy guidance and standards related to sexual harassment complaints include the following:

- Emphasis on the chain of command as the primary and preferred channel for identifying and correcting discriminatory practices, including the processing and resolving of sexual harassment complaints.
- Informing personnel of the policies and procedures for filing a complaint of reprisal under DoDD 7050.6, “Military Whistleblower Protection.”
- Establishing Service-level complaint procedures that include timelines for resolution.
- Establishing Service-level criteria for the appeal of administrative findings of formal complaints of sexual harassment. The sole mechanism for appealing the disposition of an informal complaint is to file a formal complaint.
- Specific policy guidance and standards can be reviewed in DoDD 1350.2, paragraph 6.2.

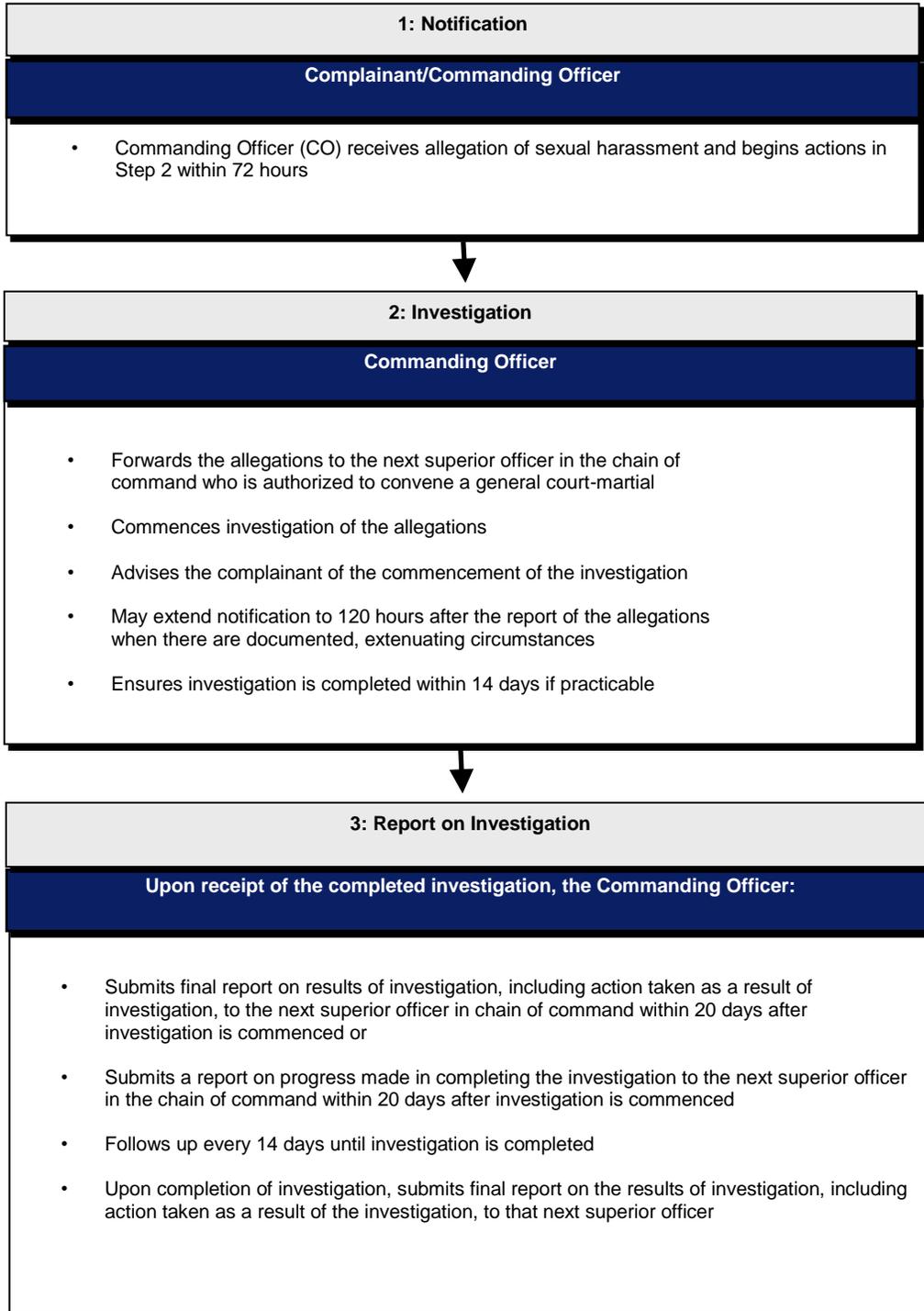
Cadets and midshipmen may submit a complaint of sexual harassment through their respective MSA’s process. Complaints may be categorized as informal or formal with the following distinctions:

- **Informal Complaint** – In accordance with DoDD 1350.2, an informal complaint is an allegation of unlawful discrimination or sexual harassment, made either orally or in writing that is not submitted as a formal complaint.
- **Formal Complaint** – In accordance with DoDD 1350.2, a formal complaint is an allegation of unlawful discrimination or sexual harassment that is submitted in writing to the authority designated for receipt of such complaints in Service implementing regulations.

For the first time, the MSAs were requested to provide data on informal complaints similar to the data provided for formal complaints.

Complaint processes for investigating formal and informal allegations of sexual harassment within each Military Service and each MSA may vary slightly. However, each process follows the same fundamental steps prescribed in Public Law 105-85, November 18, 1997 (codified at 10 U.S.C. 1561). Figure 4 depicts the fundamental steps of the DoD sexual harassment complaint process.

Figure 4: Public Law 105-85 Sexual Harassment Complaint Process



*\*This flowchart depicts the fundamental steps in the sexual harassment complaint process. Each Military Service, and therefore each MSA, has a complaint process that may differ slightly based on its unique requirements.*

## APPENDIX G: LINES OF EFFORT

The Department uses this report as an oversight tool to monitor improvement of the Department's SAPR and POSH programs at the MSAs. To that end, the summary of the self-assessments from the MSAs is organized by the lines of effort (LOE) established in the *2013 DoD SAPR Strategic Plan* signed by the Secretary of Defense in May 2013. These LOEs are:

1. Prevention
2. Investigation
3. Accountability
4. Advocacy/Victim Assistance
5. Assessment

Prevention is the first LOE in the *DoD SAPR Strategic Plan*. The objective of the Prevention LOE is to deliver consistent and effective prevention methods and programs that reduce, with a goal to eliminate, the prevalence of sexual assault. The desired end state is to reinforce the cultural imperatives of mutual respect and trust, professional values, and team commitment to create an environment where sexist behaviors, sexual harassment, and sexual assault are not condoned, tolerated, or ignored. Prevention includes developing and sustaining a climate of dignity and respect, training and education, and mitigating criminal threats.

Investigation is the second LOE in the *DoD SAPR Strategic Plan*. The objective of Investigation is to achieve high competence in the investigation of sexual assault. The end state is where investigative resources yield timely and accurate results.

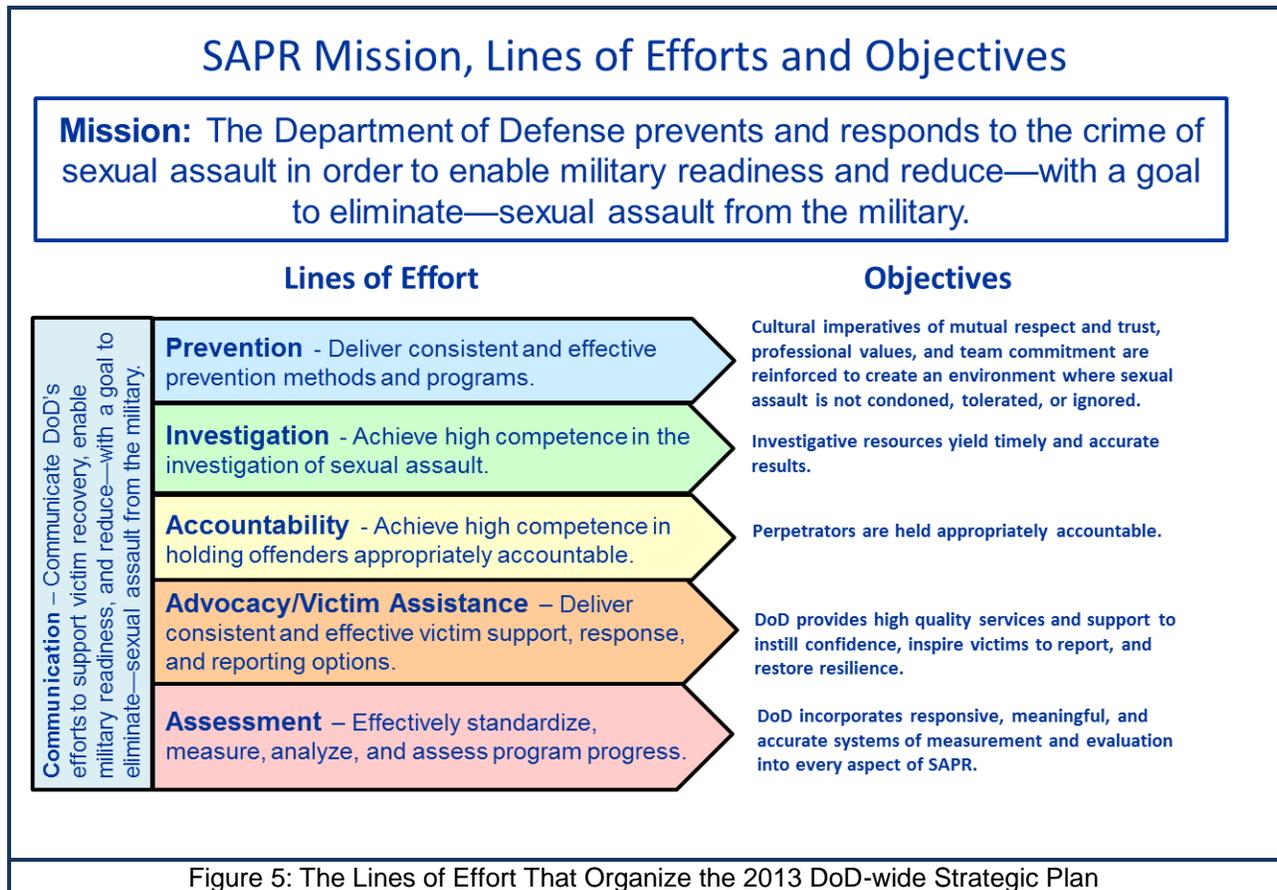
Holding alleged offenders appropriately accountable is the objective of the Accountability LOE. The Department provides a fair and equitable system of accountability that promotes justice and assists in maintaining good order and discipline. Attorneys and commanders are a critical part of this system of accountability and are the center of gravity to the third LOE. Commanders have the responsibility of establishing good order and discipline, holding perpetrators appropriately accountable, and establishing a climate that is intolerant of behaviors that give rise to sexual assault. Staff judge advocates, prosecutors, defense attorneys, and special victims' counsel promote justice through their respective roles in the military justice system—either directly advising a military commander, prosecuting a sexual assault case or other crime under the UCMJ, or representing a victim or defendant.

Advocacy and Victim Assistance is the fourth LOE in the *DoD SAPR Strategic Plan*. The objective is to deliver consistent and effective victim support, response, and reporting options, with the end state of providing high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report. Survivors are offered and provided advocacy services, medical care, counseling, legal assistance, victim witness assistance, and chaplain services when requested and in a safe environment that encourages reporting and respects confidentiality. Critical to successful advocacy and victim assistance are trained and knowledgeable

professionals who are known and available to cadets and midshipmen and whose services and programs inspire victim reporting.

The fifth LOE in the *DoD SAPR Strategic Plan* is Assessment. The Department aims to effectively standardize measure, analyze, assess, and report program successes. Assessment is an enduring process of data collection and analysis designed to improve program effectiveness, and is embedded within the four other LOEs. The end state is to incorporate responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of SAPR programs in order to determine their effectiveness.

In January 2014, the Secretary of Defense directed the Service Academy Superintendents to ensure implementation of Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with their respective Department or Service SAPR strategic plans.



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Prepared by Department of Defense  
Sexual Assault Prevention and Response Office

[www.sapr.mil](http://www.sapr.mil) (For Program and Policy)  
[www.myduty.mil](http://www.myduty.mil) (For Victim Care)



**ENCLOSURE 1:**

**UNITED STATES MILITARY ACADEMY  
SELF-ASSESSMENT**





OFFICE OF THE SUPERINTENDENT  
UNITED STATES MILITARY ACADEMY  
WEST POINT, NEW YORK 10996-1602

AUG 22 2014

MASP

MEMORANDUM THRU Department of the Army, Deputy Assistant Secretary of the Army (Diversity and Leadership), 111 Army Pentagon, Washington DC 20310

ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS), 111 ARMY PENTAGON, WASHINGTON, DC 20310

SECRETARY OF THE ARMY, 101 ARMY PENTAGON, WASHINGTON, DC 20310

FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND READINESS), 101 ARMY PENTAGON, WASHINGTON, DC 20310

SUBJECT: Annual Report (Academic Program Year 2013-2014) Sexual Harassment and Violence at the United States Military Academy

1. Reference: Public Law 109-364, Section 532.
2. General. The John Warner National Defense Authorization Act for Fiscal Year 2007 requires Service Academy Superintendents to submit an annual report through their Military Department to the Secretary of Defense on sexual harassment/sexual assault involving Academy cadets.
3. Requirements. Section 532 details the report requirements for the Academic Program Year (APY) from 1 June to 31 May which generally corresponds to the beginning of summer training through graduation the following year. The report data call requirements are at enclosure in the requested formats.
4. Organizational Structure. USMA has a level one D-SAACP certified Sexual Assault Response Coordinator (SARC) and has recently hired a Victim Advocate who is level one D-SAACP. The USMA TDA authorizes both of these positions. The United States Corps of Cadets (USCC), a subordinate unit of USMA, has one level one DSARC certified collateral duty SARC. Although a collateral position, this person dedicates the majority of his time to performing SARC responsibilities.
5. Conclusion. The USMA remains committed to the elimination of sexual harassment and sexual assault at West Point and establishing a command climate grounded in dignity and respect

MASP

AUG 22 2014

SUBJECT: Annual Report (Academic Program Year 2013-2014) Sexual Harassment and Violence at the United States Military Academy

where all members of the team feel safe, secure and valued. USMA has aligned its program, processes and procedures in accordance with Department of Defense (DOD) regulatory requirements and the five lines of effort prevention, investigation, advocacy, accountability, and assessment. Through training and education of the United States Corps of Cadets, the staff and faculty, and support personnel, the USMA is not only committed to prevention and intervention at all levels, but also to establishing the conditions for all to be able to effectively respond to allegations of sexual harassment and assault while maintaining professionalism throughout the process.

6. The point of contact is Laureen Barone, USMA SARC, at [laureen.barone@usma.edu](mailto:laureen.barone@usma.edu) or (845) 938-0508.

ENCL

APY 13/14 Program Data

APY 13/14 Statistical Data



ROBERT L. CASLEN, JR.  
Lieutenant General, US Army  
Superintendent

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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Purpose: The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) and the Office of Diversity Management and Equal Opportunity (ODMEO) provide the following template to capture congressionally required content and describe the programmatic initiatives, capabilities, oversight activities undertaken by your Military Service Academy (MSA) with respect to sexual harassment and sexual assault for Academic Program Year 2013-2014 (APY 13-14), that is June 1, 2013 to May 31, 2014.

Instructions: Each submission must have the title of “APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: <Academy>,” a completed Executive Summary Template, not to exceed 1000 words (Arial font size 12) (provided below); and a completed APY 13-14 Annual Report on Sexual Harassment and Violence Programmatic Data Template (provided below). Please ensure that the final report is not labeled For Official Use Only (FOUO) or DRAFT, as the final report will be posted to [www.sapr.mil](http://www.sapr.mil) and submitted to the Congressional Committees on Armed Services.

The APY 13-14 report will be organized by the DoD Sexual Assault Prevention and Response (SAPR) Lines of Effort (LOE) and for the purpose of this report, the Department will apply the same LOEs to the Prevention of Sexual Harassment (POSH) program. Unless otherwise indicated, only include activities or accomplishments undertaken in APY 13-14. Where possible, please identify how an activity or accomplishment promotes the LOE under which it is listed. Please avoid repeating activities or accomplishments, or duplicating examples across the five LOEs. These LOEs are:

- LOE 1: Prevention (Strategic Goal: Standardize and deliver effective prevention methods and programs)
- LOE 2: Investigation (Strategic Goal: Achieve high competence in the investigation of sexual assault and sexual harassment)
- LOE 3: Accountability (Strategic Goal: Achieve high competence in holding offenders appropriately accountable)
- LOE 4: Advocacy/Victim Assistance (Strategic Goal: Standardize and deliver effective victim support, response, and reporting options)
- LOE 5: Assessment (Strategic Goal: Effectively standardize, measure, analyze, and assess program progress)

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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## Executive Summary

The following Executive Summary Template should be used to capture a summary of submission regarding the progress made and principal challenges confronted by your SAPR and POSH programs during APY 13-14. This overview should include but not be limited to information such as:

- Authorizing regulations and/or instructions and dates of publication.
- General organizational structure of your SAPR and POSH programs and personnel (e.g., Brigade, Installation, Sexual Assault Response Coordinator [SARC] and SAPR Victim Advocate [VA], Equal Opportunity Advisors, mid-level program management [if any], and program management) as well as a brief description of how this structure changed over the last APY.

### Regulations:

\* DOD Directive 6495.01, Sexual Assault Prevention and Response dated (dtd) 23 January 2012 with change 1 dtd 30 Apr 2013.

\*DOD Instruction 6495.02, Sexual Assault Prevention and Response Procedures dtd 28 March 2013 with change 1 dtd 12 Feb 2014.

\*AR 600-20, Army Command Policy, 18 March 2008 with Rapid Action Revision (RAR), 20 September 2012.

**Organization:** By table of distribution and allowance (TDA), the USMA has one assigned sexual assault response coordinator (SARC) who fills the position of program manager for the USMA SHARP program. The USMA also has a victim advocate (VA) assigned by TDA. Both the USMA personnel are D-SAACP trained and credentialed. For the United States Corps of Cadets (USCC), a subordinate unit to the USMA, a Major who is trained and credentialed performs SARC duties for USCC. This position is not authorized by TDA; however, USMA will work toward that authorization in the future. Additionally, within the West Point community where the USMA Superintendent is the Senior Mission Commander (SMC) for all assigned units, the garrison command as well as the Keller Army Hospital (KACH) have one each authorized SARC and VA. The structure has changed over the last year as the USMA went from 0 authorizations to two authorizations. All of the SARCs and VAs on post work and train with each other. Information sharing routinely occurs as well as participation in the month sexual assault review board (SARB) which is chaired by the USMA Superintendent and attended by key personnel.

**Highlights for this Year's Program:** Highlights from AY13/14 are that USMA hired both a SARC and VA, the cadets participated in the annual command climate survey, USMA conducted a SHARP summit that helped shape the SHARP and cadets against sexual harassment and assault (CASH/A) programs for the academic year, CASH/A cadets had an opportunity to brief the SECARMY on their program, and finally, assigning a graded CASH/A representative to each cadet company was codified in January 2014.

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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## 1. Line of Effort (LOE) 1: Prevention –The objective of prevention is to “deliver consistent and effective prevention methods and programs.”

1.1 Summarize your Academy’s efforts to achieve the Prevention Endstate: “cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not tolerated, condoned, or ignored.”

a. **Updated Superintendent’s Priorities.** After one year of observation, feedback, analysis and assessment from multiple sources including DEOMI command climate surveys, an Army War College (AWC) survey, a survey from newly assigned instructors who have recently served with United States Military Academy (USMA) graduates, town hall meetings with the USMA community including staff, faculty, and cadets, and small group dialogues with cadets, recent graduates, and old graduates, and recommendations from his board of directors including the Dean of the Academic Board, the Commandant of Cadets, the Director of Collegiate Athletics and the USMA Command Sergeant Major (CSM), the Superintendent updated his priorities for FY14/15. His number one priority continues to be building a command climate that eliminates Sexual Harassment and Sexual Assault. Last year, the stated priority was, “**Build a command climate that addresses and ultimately eliminates SH/SA,**” the update states, “**Develop leaders who lead with command climates of dignity and respect, where everyone on the team feels value added, and feels secure both physically and emotionally. Ensure that climate exists at West Point.**” The intent of that change in wording is to emphasize that treating everyone in a dignified and respectful manner includes eliminating behaviors that promote sexual harassment and sexual violence. Using this priority as our “call to arms,” West Point has aggressively addressed potential issues with the intent to change the culture by changing behavior through open, candid dialogue within the Corps of Cadets. West Point continues to look internally for appropriate safeguards that foster our Army ethic and reinforce our emphasis on honorable living. To compliment this number one priority, the number two priority is, “**Develop leaders who live honorably 24/7, who have internalized the values of duty, honor, country, and the values of our Army.**” The Superintendent’s priorities are a part of the standard USMA briefing package that is presented at internal and external venues so everyone receives the same message and can focus on achieving those priorities.

b. **Professional Staff and Faculty.** USMA utilizes a comprehensive selection process for all military and civilian staff and faculty personnel for both permanent and rotating faculty. If there is any indication that an individual cannot uphold the values of the institution regardless of how far along in the selection, the person will not be selected. Furthermore, West Point has a dedicated athletic department made up of civilians who have chosen to be a part of West Point because they believe in West Point’s mission. From trainers, to coaches to administrators, these professionals play a significant role in the development of our cadets and clearly uphold the values and expectations of the institution. Hence, the character development of a cadet is the responsibility of the entire community including tactical teams, academic professors, coaches,

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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team officers in charge, and sponsors.

c. **Club Team Assessment.** In February of 2014, USMA conducted a comprehensive cadet climate survey developed by USMA's office of institutional research for all 118 Cadet clubs in order to substantiate or dismiss some of our observations of cadet behavior. This assessment Has enabled USMA to sharpen its focus on changing culture. Overall the results were very good; however, it did confirm our observations that cadets may have a problem with bystander intervention which they must overcome in order to uphold the values of the USMA and Army. Results of the survey have been briefed to multiple groups including cadets, staff and faculty, coaches, mentors, and sponsors. Results from the club assessment also contributed to the future revised character development strategy as well as a future update to the USMA strategic plan.

d. **Athletic Team Professional Development.** West Point has taken a number of steps to reinforce our core institutional values and their application within the Corps and in our athletic teams. These actions by USMA leaders will be conducted again this year:

- The Superintendent and senior leader meetings with all our NCAA Coaches and Director of Cadet Activities (DCA) coaches (who lead club sport activities) to discuss standards, values, and the integration of athletic teams into the Corps of Cadets.
- Meet with all NCAA athletic team Officer Representatives (OR) and all DCA officers in charge (OIC) to clearly articulate acceptable standards of behavior and review roles and responsibilities to assist the team or club in maintaining a proper and professional organizational culture and command climate. The ORs and OICs instill the Army ethic as representatives of the Superintendent.

e. **NCAA Officer Representatives Training.** The "Faculty Athletic Representative (FAR)" meets with ORs throughout the year to share best practices; for example, the Rugby mentors recently shared lessons learned with all the Head ORs. USMA has also changed the selection process of Head ORs so that new Head ORs meet with the FAR, Dean, Director of Intercollegiate Athletics and Commandant before being submitted to the Superintendent for his approval. Finally, very concerned with the adverse impact that negative team cultures can produce, ORs regularly calendar time at practice to speak with cadets. ORs may conduct exit interviews; some teams even identified a respect leader on the team; ORs conduct OPDs. These actions promote open dialogue with the intent to promote positive culture and eliminate negative cultures.

f. **Cadets Against Sexual Harassment and Assault Program (CASH/A).** The USMA continues to build on the grass roots organization established at the recommendation of USMA cadets over two years ago. Cadets asserted that they wanted to be part of the solution to inappropriate behavior and wanted to assist with the education of their peers for SHARP. This is a cadet led organization whose charter was finalized in January 2014. All cadet companies now have at least one trained CASH/A representative to assist with the education and training of cadets within a company. Similar to the honor and respect programs, there is a cadet brigade executive committee that provides guidance to the unit representatives. This executive body meets with both the

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Commandant of Cadets and Superintendent at various times during the year to provide feedback and recommendations on the health of the corps with respect to SHARP and for recommendations on program improvement.

g. **Cadet Military Individual Advanced Development (MIAD) Course:** As part of the cadets 47 month developmental experience, cadets must participate in a MIAD. Last year, 26 cadets participated in the 80 hour SHARP Course taught by HQDA credentialed trainers. Many of those cadets became the backbone of the CASH/A program. This year, 54 cadets participated in the same MIAD. Once again, two HQDA credentialed trainers from TRADOC conducted the course. The growth and understanding of the program by the cadets increased exponentially in the two work time frame. One of the highlights of the program was a panel of guest speakers including CID, SJA, and the sexual assault nurse examiner, several counselors from the center for professional development including a cadet who worked with cadet basic training, a representative from Safe Homes of Orange County and a representative from the Women's Resource Center of Putnam/Westchester Counties. The intent again this year is for these trained students to augment the CASH/A program.

h. **Superintendent Meeting with Team Captains.** At the beginning of each semester, the Superintendent meets with all NCAA and DCA team captains to discuss standards, values, duties and responsibilities. As part of this meeting, he reiterates his expectations for them as team captains to know and enforce the standard. He challenges them to always do the harder right over the easier wrong

i. **Gettysburg Leadership Staff Ride.** Last spring, USMA leadership (Superintendent and Commandant) personally led a staff ride at Gettysburg with team captains for next year's NCAA athletic teams. The intent was to study the roles of junior leaders on the battlefield and their impact on successful operations. This staff ride stressed the importance of junior leadership and how their tactical decisions may have strategic consequences. This successful event will be repeated 25-26 September 2014 and again in the spring. The recommendation to conduct a staff ride came from the SHARP summit in October 2013. We have scheduled another SHARP summit for 18-19 Sep and look forward to more recommendations.

j. **Newcomer's Orientation.** All incoming staff and faculty participate in a newcomer's orientation which covers a host of topics including an overview of the SHARP program at USMA and their roles as leaders in supporting the program. It is a full day program culminated with a community event where vendors, information booths and food samplings are set up as part of the day.

k. **R2C Campaign.** As part of the garrison commander update to the community on the ready and resiliency program, the USMA SARC provides information on the community's SHARP program. These updates occur twice a year and target the entire community.

l. **Special Weekends. SHARP information booths are set up** to provide educational materials and answer questions for family members, friends, and other important people in a cadet's life during designated special weekends/time periods like reception day for new cadets, plebe (freshman) parent weekend, and community open houses.

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m. **Partnering with other Universities.** This past academic year, the USMA SARC participated in several other universities SHARP training programs including the University of Northern Iowa and Norwich University. The intent of these programs was to provide best practices with focus on changing culture and prevention. This will continue this year with more focus on local schools particularly in New York City. Preliminary meetings have occurred between USMA and City College of NY.

n. **Position Fill.** Last year, USMA hired a full time SARC who focuses on the SHARP program and acts as the program manager for the entire installation. USMA recently hired a full time Victim Advocate who went through an extensive background check, has experience as an equal opportunity officer, and served as a SARC in a deployed environment thus bringing greater knowledge of the program to the USMA program.

o. **Commandant Meeting with Cadets.** The Commandant regularly meets with small groups of cadets within varying categories including corps leadership, team captains, African Americans, gay and lesbian, upper-class and fourth class women. These meetings encourage open dialogue so the Commandant can hear first hand from the cadets opportunities for improvement in the corps. At the same time, he can share his thoughts and dispel rumors within the corps.

p. **West Point Leader Development System (WPLDS).** As part of WPLDS cadets receive assessments from multiple sources including peers, instructors, cadet chain of command, tactical teams, and coaches. These assessments focus on values including dignity and respect. These assessments address a cadet's strengths and weaknesses. Comments on support or non-support of SHARP may be included in these assessments. This system provides feedback to cadets on performance and helps teach the tenets of counseling.

q. **Outreach.** In September 2013, the command leadership met with representatives from the USMA class of 1983 to address concerns and misunderstandings they had regarding the SHARP program. This conversation helped shape our SHARP summit roundtable discussion topics.

1.2 Describe your Academy's efforts to update and integrate gender-responsive and culturally competent programs for cadets and midshipmen to address healthy relationships, active bystander intervention, social courage, and core values that support the establishment of mutual respect. In addition, describe your efforts to review policies that influence culture and behavior at your Academy, and adjust policy as appropriate.

a. **USMA SHARP Summit.** In October 2013, USMA hosted a SHARP summit that included cadets, staff and faculty, graduates, students from other universities/Academies, USNA, representatives from Safe Homes of Orange County and the garrison SARC. As a result of this event, USMA implemented the top five recommendations: small group dialogues between the senior leadership and selected cadets, better intervention training skills for cadet guards dealing with unruly cadets particularly those senior to them, partnering with the Association of Graduates (AOG) to write an article on USMA's SHARP program, the use of 360 degree assessment feedback for cadets, and a Gettysburg leadership trip (as recommended by USNA) that focused on junior leader decision making and their impact on successful

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operations. We will conduct this very effective conference again in September 2014. Potential topics for discussion include building inclusive teams where everyone is a valued member, bystander intervention, courageous communication, the importance of self esteem, pornography and objectification, and managing social media negativity.

b. **Nat'l Conference on Ethics in America: "Inspire Honorable Living/Trust"** In April 2014, USMA hosted a National Conference on Ethics in America, which focused on Honorable Living. Included in this conference were numerous cadet forums focused on living an honorable life while addressing a variety of ethical issues at West Point, including athletic sub-cultures, toleration, by-stander's inaction, and how the SHARP program ties directly into character development and living honorably.

c. **SCPME Education.** The Simon Center for the Professional Military Education provides oversight for all character development classes for cadets over their 47 month experience at the USMA. SHARP training including annual, refresher, and initial entry has been incorporated into the SCPME program of instruction. The professional military ethic education (PME2) and cadet summer training program provides the cadets reinforcing efforts that serve to galvanize the corps of cadet's commitment to treating all with dignity and respect.

d. **White Paper.** USMA published a white paper on "Honorable Living and Building Trust." The Honorable Living initiative is designed to generate open, candid discussion between cadets, staff and faculty. The purpose is to transition from compliance to inspiring cadets to serve and live honorably in accordance with West Point and the Army values. The final outcome of this effort is to establish a positive command climate that informs the Cadet Character Development Strategy for the Corps of Cadets embodying the Army ethic and promoting honorable living. With this holistic approach, the cadets are challenged to view the internalization of the tenets of SHARP as an overall part of the journey to honorable living.

1.3 Describe your efforts to enhance awareness of POSH and SAPR programs, prevention strategies, and command personnel roles and responsibilities, including available resources for victims on and off Academy grounds.

a. **West Point Hotline.** The hotline number is posted on line as well as in hard copy around post. This is maintained 24/7 for easy community access.

b. **Sexual Assault Awareness Month.** The West Point community has a robust SAAM program. Mile walks, cross-fit challenges, and NCO runs are a few of the activities that occur during the month. Additionally, this year, the cadets hosted a colloquium where they invited other service academies to USMA to share best practices in programs to enhance student development.

c. **Community Events.** Newcomer's Orientation, town hall meetings, special weekends for family and friends, and ready and resiliency training are all intended to help spread awareness of the SHARP program. Pamphlets, contact information, and guidebooks are provided for information.

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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d. **Monthly Sexual Assault Review Board.** The Superintendent chairs this meeting. Senior leadership attendees include the commandant, the dean of the academic board, the director of intercollegiate athletics, garrison commander, hospital commander, the USMA and USCC command sergeants major, the community SARCS and VAs, counselors from the cadet professional development center, and other staff members. At one time, the garrison army substance abuse program (ASAP) sent a representative. A representative stopped attending. The representative will be reinvited. These review boards serve multiple purposes including case management, training, and an update of actions taken based on guidance from previous meetings. These meetings serve to ensure that everyone clearly understands the commander's intent and enhances discussion on the sustains and improves of the SHARP program.

e. **Association of Graduate Article.** A recommendation from the SHARP summit was to publish an article on USMA's SHARP program to inform old graduates, friends, and family of the academy of the purpose, mission, and status update of the SHARP program. The intent of the article was one not only of information, but also to co-opt this patronage to support our efforts whenever engaging with cadets.

f. **Founder's Day Circuit.** From January to March, the senior leaders of the USMA provide updates to various groups, but particularly West Point Societies both CONUS and OCONUS on the "state of the academy." This year's talking points addressed the commander's intent, the tenets of the SHARP program and the grassroots initiative of the CASH/A.

g. **Pointer View, Posters, and Pamphlets.** Information on SHARP and the SHARP hotline are provided through a number of sources that are posted around the cadet barracks, the academic buildings, and public locations like the commissary, post exchange, MWR gym, and various eating establishments.

1.4 Provide updates on your efforts to integrate sexual assault and harassment prevention into the full spectrum of Academy life and learning.

a. **Engagement at all levels/pillars of development.** Personal leadership from engaged military staff and faculty, civilians, coaches and community at the Academy is essential to ensuring academy-wide understanding and internalization (adherence) of an Army ethic that promotes a command climate of dignity and respect and precludes the growth of negative sub-cultures that are antithetical. Leaders at all levels are tasked to be proactive, and vigilant, and role models for all to emulate.

b. **White Paper.** USMA published a white paper on "Honorable Living and Building Trust." The Honorable Living initiative is designed to generate open, candid discussion amongst cadets, staff and faculty, and among cadets with staff and faculty. The purpose is to transition from compliance to inspiring cadets to serve and live honorably in accordance with West

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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Point's and the Army's values. The final outcome of this effort is to establish a positive command climate that informs the Cadet Character Development Strategy for the Corps of Cadets embodying the Army ethic and promoting honorable living. With this holistic approach, the cadets are challenged to view the internalization of the tenets of SHARP as an overall part of the journey to honorable living.

c. **Oversight and Integration.** The USMA responded to several in progress reviews and updates throughout the academic year in reference to the status of the SHARP program. These update and reviews afforded the opportunity to highlight prevention actions as well as assess the current state of the program. The academy remains diligent in its efforts to grow the knowledge base and skills of the SHARP program along the five lines of effort.

d. **Leading from the Front.** Subordinates pay attention to what their leader is paying attention to as a priority. The Superintendent along with his board of directors including the commandant, the dean of the academic board, the directorate of collegiate athletics, and the command sergeants major have made the prevention and elimination of sexual harassment and assault their number one priority. This message is passed down through the chain of command through multiple forums including town hall meetings, directorate meetings, policy letters, training, small group discussion and daily actions. Their leadership permeates throughout the organization to the lowest levels.

1.5 Describe your progress in ensuring curricula is provided within 14 days after the initial arrival of a new cadet or midshipman and repeated annually (initial to graduation) that outline honor, respect, and character development pertaining to sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting a sexual assault, victims' rights, and dismissal and dishonorable discharge for offenders in accordance with section 1746 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2014.

## **Cadet Basic Training (CBT)/Cadet Candidate Basic Training (CCBT).**

a. **Initial Training.** USMA begins instilling respect and dignity training upon arrival to both CBT and CCBT, CCBT is for the United States Military Academy Preparatory School (USMAPS). New Cadets and Cadet Candidates receive education within 48 hours on the basic tenants of the sexual harassment and assault response and prevention program (SHARP) with emphasis on definitions, recognizing unprofessional behavior, bystander intervention, and a history of the program. The education is conducted by trained SARCs who can hold the attention of over 1200 new cadets and answer any question that arises. Cadets don't conduct this initial training as they do not have the depth of experience to answer some, at times, tough question. This information becomes the foundation for all future SHARP training over cadets 47 month or 57 month, for CCBT, West Point experience.

**B. Cadet Summer Training.** To compliment SHARP training during the academic year, cadets who will be the leaders of the new cadets for summer training as well as cadets participating in advanced military training at Camp Buckner receive refresher

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SHARP training based on the training packet provided by HQDA. This training revisits prevention techniques including bystander intervention, reviews definitions, discusses their role as leaders in assisting victims, provides a roll up of cadet cases from the year, and provides an opportunity for questions and answers so that any rumors about what may have occurred with a certain case may be alleviated. Only information that can be shared is shared; confidentiality is essential. This training is conducted by credentialed SARCs.

1.6 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing training effectiveness for all SAPR and POSH training to ensure consistency. Include improvements made as a result of your assessment. Include SAPR and POSH training for:

- Academy Leadership
  - Enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Tactical Officers, and Company Leadership
- Academy faculty and staff
  - Professors, instructors, coaches, and other personnel
- First responders such as:
  - SARC, SAPR VA, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors, special victims' advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, Staff Judge Advocate General (JAG), Law Enforcement agents, Drug and Alcohol Abuse officers, off-base providers, and Victim Witness Assistance Program (VWAP) personnel

a. **Training Assessment.** USMA used feedback from the DOD compliance assessment performed in May 2013, the USMA IG SHARP inspection out-briefed in April 2013, results of the DEOMI command climate survey, CASH/A feedback, small group discussion feedback with cadets, and case analysis to assess training methods and success. Cadet feedback indicates that small group discussion is the most effective. The Superintendent hosted meetings with cadet company commanders, regimental commanders, and the brigade first captain. The cadets provided some insightful feedback on various topics including lack of intervention by cadets, peer pressure to conform, and negative sub culture climate. They shared thoughts that had not been considered before by the leadership. This frank discussion helped to formulate/shape future discussions with select groups of cadets like team captain, first sergeants etc. These sessions will enable USMA to approach negative subcultures in an informed and systemic way. The good news is that cadets are really stepping up to provide frank/insightful feedback.

b. **Sustain/Improves.** Based on a year of feedback from multiple sources and personal observations, the Superintendent revised his priorities. This reshaping of his priorities has been incorporated into all training for leadership, academy staff and faculty, and first

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responders. Changes this year included providing scenarios to the staff and faculty for discussion as part of training, discussing actual cases at USMA for better understanding, expanding the SHARP Summit program to include more topics for discussion, and soliciting feedback from instructors on cadet concerns. Through this encouragement, it was a staff and faculty member who brought the cadets use of Yik Yak to the leadership's attention in March 2014.

1.7 Describe your Academy's efforts to develop and provide an MSA-modified version of your Service's Pre-Command training for all faculty, company/squadron officers, and senior enlisted leaders prior to beginning of classes or within 30 days of reporting for duty.

a. **Annual Training for Staff and Faculty.** Training is adjusted based on the population of personnel receiving the training. SHARP training is incorporated into newcomers training as well as the ready and resilient program. All current and newly assigned personnel must participate in annual training. This year's training directive signed by the Superintendent stated that the subordinate units will conduct annual SHARP training IAW regulatory guidance in order to promote an environment of dignity and respect for all personnel. Organizations will conduct refresher training in two parts. Part one consists of face to face training using training support materials provided and part two consists of the online training titled "Team Bound." USMA will host multiple sessions of "Got Your Back" training. The "Got Your Back" training is an acceptable substitute for the Team Bound on-line training. Subordinate units will conduct annual refresher SHARP training in order to reinforce USMA's goal to eliminate sexual harassment and assault. As part of your discussions, candid dialogue about uncomfortable topics related to sexual harassment and assault should occur in order to lessen misunderstandings among employees thus enhancing organizational climates characterized by dignity and respect where all are valued members of the team. All training will be completed NLT 15 Sep. Report completion updates to the USMA G3 by 1 Jul, Aug, and Sep. Provide final completion to G3 NLT 15 Sep. This training is designed for military, civilian, and contractor personnel.

b. **Monthly Annual Training Program.** The garrison SARC conducts a monthly annual SHARP training session for all new arrivals. USMA Staff and faculty use this resource to ensure compliance with annual training requirements for those whom arrive off cycle.

c. **Eisenhower Leaders Development Program.** Incoming tactical officers earn a master's degree from Columbia University as part of the Eisenhower Leadership Development Program. The tactical officers are essentially the company commanders of a unit consisting of 120 cadets from all four classes. Their role is to develop, mentor, and counsel a cadet on all aspects of cadet life including character development. The incoming leaders receive SHARP training from the USCC SARC as part of their program of instruction. Their education includes a discussion on SHARP resources both internal and external, SHARP organization at West Point and initiatives

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unique to the academy like CASH/A.
1.8 Provide updates on your Academy's efforts to develop and implement sexual harassment and sexual assault learning objectives and incorporate them in related classes within core academic curricula. Include an assessment of effectiveness.
<p><b>Enhance Comprehension:</b> To further increase awareness and understanding of the impact of disrespectful and criminal behaviors, the superintendents will develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.</p> <p>a. <b>Background.</b></p> <ul style="list-style-type: none"><li>• Approximately two years ago the Superintendent formed a special committee to develop a comprehensive Sexual Harassment/Assault Response and Prevention (SHARP) curriculum for the Academy. One of the committee's primary recommendations was to identify areas in the core curriculum where USMA was teaching concepts which are integral to understanding and preventing sexual harassment and assault.</li><li>• Five academic program courses (PL100, PY201, SS202, PL300, LW403), two physical program courses (PE215, PE450) and one military program course (MX400), which are interspersed throughout all four years of a cadet's career, were identified as including relevant material.</li></ul> <p>b. <b>Approach.</b></p> <ul style="list-style-type: none"><li>• First Year: The Course Directors identified the course and lesson objectives that incorporate concepts relevant to enhancing comprehension of SHARP. Some of the SHARP concepts included in the core curriculum are: Alcohol and Substance Abuse, Civil Military Relations, Civil Rights and Civil Liberties, Conformity and Obedience, Constitutional Law, Counseling, Emotional Intelligence, Gender Integration, Group Conflict and Cohesion, Leader Development, Moral Decision Making, Organizational Behavior, Organizational Culture, Prejudice, Resiliency, Respect, Social Justice, Team Building, Toxic Leadership and UCMJ.</li></ul> <p>c. <b>Core Curriculum.</b> The following outlines the 2014 SHARP Core Curriculum:</p> <p>(1) PL100: Introductory Psychology 3.0 credit hours 4<sup>th</sup> Class Year Offered twice per year Method(s) of delivery: lecture, small group discussions and applications</p> <p>(a) Scope: This course develops the ability to apply current psychological principles. Psychology is a broad and expanding discipline and the introductory course is necessarily a survey. The focus of the course is the development of an awareness and understanding of one's own behavior and the behavior of others. Emphasis is</p>

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placed on applying the behavioral principles learned to the cadets' current lives and their functioning as future officers.

(b) Related Lesson Concepts: Prejudice; Conformity and Obedience; Moral Decision Making; Gender Integration; Leader Development; Organizational Behavior; Officership; Leader Development

(2) PY201: Philosophy 3.0 credit hours

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course helps third class cadets develop their capacities to think clearly and critically. It acquaints cadets with various viewpoints on major philosophic issues; assists them in acquiring a facility with the language, arguments, and methods of moral discourse; and gives special attention to the subject of war and morality.

(b) Related Lesson Concepts: Prejudice, Conformity and Obedience, Moral Decision Making

(3) SS202: American Politics 3.5 credit hours

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course explores the American political system to include how it works, its strengths, its weaknesses, its conflicts, its controversies and the civil-military relationship. The course emphasizes how our nation makes decisions about politics and policy to balance the various competing values and demands of a free society. The course begins with a study of the constitutional foundations of American government and then examines political behavior, institutions of government and the policy making process. The course integrates civil-military relations and the broader study of political sciences as a discipline throughout the material.

(b) Related Lesson Concepts: Civil Rights and Civil Liberties, Civil Military Relations, Social Justice, Officership, Leader Development

(4) PL300: Military Leadership 3.0 credit hours

2<sup>nd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

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(a) Scope: This course is a multi-disciplinary study of leadership in an organizational context which focuses on the integration of theory and practice. The cadet studies the leader's direct influence on individual motivation and group processes through the application of leadership theories, skills and attributes. The cadet also learns how to influence subordinates indirectly through organizational systems and procedures, organizational culture and ethical climate. Cadets apply the knowledge gained in the classroom to their experiences as cadet leaders in the Corps of Cadets. In addition, the course helps each cadet develop usable leadership products in the form of a reflective leadership notebook, which helps the cadet define and inform his or her own personal approach to leading. The cadets will also develop a detailed and theoretically sound leadership philosophy, as well as comprehensive leader plans which have direct application to their roles as leaders in the Corps of Cadets and as future Army officers.

(b) Related Lesson Concepts: Organizational Behavior; Team Building; Group Conflict & Cohesion; Organizational Culture; Leader Development; Emotional Intelligence; Toxic Leadership

(5) MX400: Officership 3.0 credit hours

1<sup>st</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This is a capstone course that challenges cadets to reflect upon, integrate and synthesize their experiences in the six Cadet Leader Development System domains as they commence the transformation to commissioned officership. Cadets will achieve a thorough intellectual understanding of the four clusters of expert knowledge of the military professional--military-technical, moral-ethical, political-cultural and human development. Successful completion of this course will enable each cadet to achieve competence and confidence in a new self-identity in the four facets of the role of a commissioned officer--a Soldier, a leader of character, a servant of the Nation and a member of the profession of arms. Each graduate will be capable of executing the fundamental practices of the military professional--the repetitive exercise of discretionary judgment in decision making and taking actions that fulfill the moral and legal responsibilities of commissioned officers. Upon graduation, each new 2LT will be fully prepared for the immediate challenges of junior officership and capable of a lifetime of professional growth as an officer in the United States Army.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader Development, Organizational Culture, Officership, Moral Decision Making, Resiliency

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(6) LW403: Constitutional/Military Law 3.5 credit hours

1<sup>st</sup> Class

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course studies the U.S. Constitution and the Military Justice System. Cadets will acquire information and skills in order to recognize and resolve constitutional and legal problems. The course provides analytical models for dealing with problems regarding societal and military order. Finally, the course seeks to enable the cadet to make an intelligent commitment to the values and preferences embodied in the Constitution and our system of military and civilian law. Examples from military law are used to model fundamental principles examined in the course. Significant court decisions are explored to support the course goals. Specific substantive areas include: separation of powers, judicial review, war powers, equal protection, privacy, individual rights, searches and inspections, military justice processes and military criminal law.

(b) Related Lesson Concepts: UCMJ, Civil Rights and Civil Liberties, Gender Integration, Social Justice

(7) PE215: Personal Fitness 1.5 Credits

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course provides cadets the experience and knowledge to develop a personal fitness plan that links to the Army's doctrinal approach to physical readiness. Cadets will participate in a variety of active learning experiences designed to develop, monitor, maintain and assess physical fitness for their future army careers and a lifetime of physical activity.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader development, Physical Resiliency, Respectful Interaction, Role Model

(8) PE450: Army Fitness Development 1.5 Credits

1<sup>st</sup> Class

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course prepares future company grade officers for their roles as fitness leaders by equipping them with knowledge to plan, implement and assess unit physical fitness in a variety of conditions, and by giving them the opportunity to

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apply this knowledge.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader development

d. **Assessment of Core Curriculum:**

- Course directors in the participating courses form a team that discuss ways to integrate the SHARP concepts across the curriculum. In keeping with common assessment procedures, course directors annually assess the SHARP lesson objectives to monitor the cadets' comprehension and awareness. The team leader consolidates all of the courses' assessments to make modifications to core content as necessary.
- Instructors evaluate whether course objectives are met through a variety of methods including comprehensive, quiz and term end test questions; student projects that can be group or individual; reflection essays; case studies; oral presentations; class discussions; and input provided by the cadets through end of course surveys.
- Adjustments made for FY14/15 included MX400 adding a lesson on the basics of changing culture in an organization and the value added of all team members. PE215 will continue to emphasize the need of leading from the front physically and continue to encourage a lifetime of physical fitness which will enable them to meet the challenges of all future environments with potentially mixed-gender teams.

1.9 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment related training plans to Defense Equal Opportunity Management Institute (DEOMI) for review.

a. **Current Education.** USMA uses the resources and education materials provided by HQDA for annual training for both sexual harassment and sexual assault training. The garrison EEO officer provided some training materials for sexual harassment training which the USMA SARC uses for audiences that have civilian personnel.

b. **EO Collaboration.** The USMA SARC routinely coordinates with the USMA EO office for guidance on sexual harassment topics.

c. **Submission to DEOMI.** USMA is working toward submitting a copy of its sexual harassment training through the USMA EO office to DEOMI NLT 15 Jan 2015.

1.10 Provide updates on your progress in reviewing and systematically expanding institutional alcohol policies to address risk factors beyond the individual use of alcohol. Include matters to train alcohol providers, alcohol availability, and community

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outreach. If review is complete, briefly describe results and next steps; include plans to measure effectiveness if available.

a. **Alcohol Use Policy.** The USMA leadership understands that clear alcohol policies, enforcement of these policies, responsible use of alcohol education for cadets, and swift action when violation of policy occurs are essential to creating a healthy command climate. USMA has developed and implemented policies that focus on both individual development as well as community action. The current alcohol policy for each class is as follows:

- Cadet Privates (Freshman/Plebes who are 21 years or older):
  - Not authorized to drink at any location at any time on West Point.
  - Can only consume alcohol while on pass or leave and of legal age.
- Cadet Corporals (Sophomores/Yearlings who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Only authorized to drink at the Hotel Thayer or West Point Club when physically sitting down and eating a meal, no more than 3 drinks (Beer and Wine only). May drink at sponsor's home.
  - May participate in company wine tasting (no hard liquor).
- Cadet Sergeants (Cows/Juniors who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Authorized to drink at the West Point establishments and sponsor's house and an authorized picnic or post game tailgate site (must be in uniform at tailgates).
  - May drink hard liquor at company brandy/whiskey tasting.
- Cadet Officers (Seniors/Firsties who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Authorized same privileges as Cadet Sergeants but are permitted to drink hard liquor at West Point establishments.

b. **Alcohol Training during AY 14-1/2.** As part of its overall training program, the responsible use of alcohol is formally discussed in classroom environments and informally addressed as part of routine safety briefings. During reorganization week of AY 14-1, cadets attended a briefing with their respective classes sponsored by a North Carolina Highway patrolman detailing the risks associated with alcohol consumption, guidelines for responsible drinking and responsible driving. A similar presentation will occur for AY15.

- All cadets over the age of 21 must undergo "21<sup>st</sup> birthday training" before they are permitted to consume alcohol on post.
  - Tac Teams teach the training and highlighted the adverse affects that irresponsible alcohol use can have on not only a LTs career but also on a cadet's presence at the academy a alcohol related incident on a LTs career.
  - CDTs are allowed to consume 3/4 beers and then given field sobriety tests/breathalyzers.
  - Issued a 21<sup>st</sup> Bday card with CoC information.

c. **Self Policing.** At the suggestion of cadets, **The "Knight Rider Van"** was created. This is a cadet run service established to provide transportation from alcohol venues in Highland Falls back to West Point. The van driver makes periodic stops at bars and informs cadets of his/her presence and the option to get a free ride back to the cadet area. Its schedule is available through the automatic phone system in CGR under number option 3. During long weekends

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the schedule is adjusted with additional runs. Since its inception on 21 September, 2013, 613 cadets utilized this service.

d. Responsible **Use Alcohol Intake and Exposure to Alcohol.** With authorization from the BTD CoC, cadet companies are permitted to organize wine, scotch and whiskey tastings for the of age cadets in their unit. These events are sponsored by TAC officers/NCOs and allow cadets an opportunity to familiarize themselves with social drinking in a more formal setting and educated on the process of how these drinks are produced.

e. **Incentives:** The following incentives were provided for companies with zero alcohol related offenses. A similar program will be utilized in the future.

- 10<sup>th</sup> Mountain Division- If a regiment has no alcohol-related incidents for ten consecutive days, then one day of PMI (afternoon inspection) will be authorized in lieu of the more intensive AMI (morning inspection) to that regiment.
- 25<sup>th</sup> Infantry Division- If a regiment has no alcohol-related incidents for twenty-five consecutive days, then two days of PMI will be authorized in lieu of the more intensive AMI to that regiment.
- 45<sup>th</sup> Infantry Division- If a regiment has no alcohol-related incidents for forty-five consecutive days, then a week of PMI will be authorized in lieu of the more intensive AMI to that regiment.
- 75<sup>th</sup> Ranger Regiment- If a regiment has no alcohol-related incidents for seventy five days, then a performance pass will be granted to all proficient cadets for the semester.
- 101<sup>st</sup> Airborne Division (Air Assault)- If a regiment has no alcohol-related incidents for one hundred and one days, then the next SAMI will be cancelled for that regiment and hard liquor will be reinstated for first class cadets, pending Commandant Approval.

f. **Outcome:** Through this training and education for the first time in many years, the Corps of Cadets did not had a DUI during AY 14-1 and 2 while having over 4400 CDTs between the ages of 18 and 25.

g. **Way Ahead.** Selected individuals from USMA will again engage with establishments on post and Highland Falls that serve alcohol and seek their cooperation in responsible use of alcohol by cadets and their guests. USMA will use breathalyzer training at the cadet clubs to highlight the impacts of alcohol. USMA will continue to take swift action for any alcohol related incident, use these cases as a form of education, and ask the garrison commander to place wrecked vehicles that were a part of an alcohol related accident at the gates as he has done in the past.

h. **Assessment.** Assessment will include a comparison of alcohol related incidents from AY to AY. This assessment will also include analysis of the circumstances surrounding the incident including who, what, when, where, and how in order to enhance education programs.

1.11 Describe collaboration efforts concerning sexual harassment and sexual assault

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<p>prevention with external experts, advocacy organizations, and educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.</p>
<p>a. <b>Community Collaboration.</b> The USMA's SHARP program is a community effort maximizing expertise from internal and external resources. The Garrison SARC routinely shares information with the USMA and USCC SARC on POCs/experts available in the surrounding counties typically from Rockland, Orange and Putnam Counties. During USMA's SHARP summit conducted in October 2013, representatives from Orange County SAFE homes participated as well as the USNA SAPRO. There was much exchange of information at this event. SARB meetings and SART training are avenues for collaboration that we in the West Point Community have made part of our up-tempo.</p>
<p>b. <b>University and Sister Service Collaboration.</b> This past academic year, the USMA SARC participated in several other universities SHARP training programs including the University of Northern Iowa and Norwich University. The intent of these programs was to provide best practices with particular focus on changing culture and prevention. This will continue this year with more focus on local schools particularly in New York City. Preliminary meetings have already occurred between USMA and City College of NY.</p>
<p>c. <b>Education Panel.</b> As part of the cadet SHARP military individual advanced development course conducted at USMA from 28 July through 8 August by HQDA trained instructors, a panel of subject matter experts presented their specialty to the cadets. This panel of guest speakers encompassed the CID, SJA, and the sexual assault nurse examiner, several counselors from the center for professional development including a cadet who worked with cadet basic training, a representative from Safe Homes of Orange County and a representative from the Women's Resource Center of Putnam/Westchester Counties. This panel provided the opportunity for cadet education as well as networking for future contact.</p>
<p>1.12 Describe your efforts to establish and implement policies that prevent individuals convicted of a Federal or State offense of rape, sexual abuse, sexual assault, incest, or other sexual offenses, from being provided a waiver for commissioning from the Academy.</p>
<p>a. A cadet has not and would not be granted a waiver for commissioning for criminal acts of sexual violence including rape, sexual abuse, sexual assault, incest, or other criminal sexual offenses.</p> <p>b. USMA's leadership works closely with the Criminal Investigation Division and Staff Judge Advocate to coordinate with both local and federal authorities as necessary. Any cadet suspected of a federal or state offense is sent to CID for further investigation.</p>
<p>1.13 Provide updates on your Academy's efforts to innovate and implement solutions that address concerns of social retaliation among peers for reporting sexual assault or for taking action against inappropriate conduct, leaders, and cadet/midshipman organizations (e.g. sport teams and clubs); employ purposeful and direct engagement</p>

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with leaders and supervisors of teams, clubs, and other cadet and midshipman organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs.

a. **Bystander Intervention.** Bystander intervention is a key task emphasized by all of West Point's senior leaders, Superintendent, Commandant, Dean, and Brigade Tactical Officer, during their Reorganization Week addresses to the Corps of Cadets. The force protection mantra of "See something, Say something," applies to the prevention of sexual assault as it does to physical security. Presenters, such as Catharsis Productions "Got Your Back Training," provided reinforcing messages, as well as risk reduction (watching your beverage, open it yourself). We are starting to see examples of cadets encouraging other cadets to file a report rather than just suffer in silence and isolation.

b. **X&Y Cases.** We continue to develop, update, and disseminate "X&Y" sexual assault cases. The anonymous cases, with all identifying information removed are used in training of the Corps of Cadets as discussion starters. The intent behind the cases is to inform the Cadets, and staff and faculty members of what kinds of sexual assault events happen to Cadets and community members. The cases, with lessons learned included, help illustrate the challenge. The command has to weigh the facts, support the victim and afford due process to the alleged offender. The cases also demonstrate closure for the lengthy timelines often associated with these cases. The lessons learned bring to light the opportunities for others to intervene or reduce risk, as necessary.

c. **Collapse Plan.** Updates to USMA and USCC policies included improved force protection, withholding adjudication of collateral duty misconduct, and response timeliness. The USCC leadership incorporated the a collapse plan policy contained in the force protection initiative into the Standard Operating Procedure published in September 2012. The policy requires all first year Cadets (men and women), Cadets in Respect or Honor Mentorship Programs, and other Cadets of concern (such as, those undergoing a misconduct investigation) to collapse to another room, so as prevent them from sleeping in a room alone during weekends. This effort improves accountability, supervision and oversight by requiring defined checks by various levels of key personnel. All cadets must lock their doors after midnight every night. Compliance is checked through cadet duty officers.

d. **CASH/A,** The CASH/A cadets established a newsletter that addresses various topics each month including the meaning of words, there's no magic upon graduation----one should uphold the highest standards as a cadet and not wait until pinning on Lieutenant bars, and bystander intervention. As one cadet commented in the bystander edition, "I truly believe the CASH/A program is helping all the Plebes

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begin to develop their own sense of what constitutes respectful, professional behavior not only as a future Officers, but simply as a person. If these discussions and briefs did not exist, the average student at West Point may never even consider altering their potentially disrespectful and inappropriate behavior.”

e. **Superintendent Meetings with Honor, Respect, and CASH/A.** The Superintendent meets at the beginning of each semester and periodically throughout the semester with the executive committees of these cadet groups in order to discuss program execution for the corps. These meetings enhance communication of the Superintendent’s intent throughout the corps of cadets.

f. **Club Team Assessment.** In February of 2014, USMA conducted a comprehensive cadet climate survey developed by USMA’s office of institutional research for all 118 Cadet clubs in order to substantiate or dismiss some of our observations of cadet behavior. This assessment has enabled USMA to sharpen its focus on changing culture. Overall the results were very good; however, it did confirm our observations that cadets may have a problem with bystander intervention which they must overcome in order to uphold the values not only of the Army, but also USMA.

g. **Athletic Team Professional Development.** West Point has taken a number of steps to reinforce our core institutional values and their application within the Corps and in our athletic teams. These actions by USMA leaders will be conducted again this year:

- The Superintendent and senior leader meetings with all our NCAA Coaches and Director of Cadet Activities (DCA) coaches (who lead club sport activities) to discuss standards, values, and the integration of athletic teams into the Corps of Cadets.
- Meet with all NCAA athletic team Officer Representatives (OR) and all DCA officers in charge (OIC) to clearly articulate acceptable standards of behavior and review roles and responsibilities to assist the team or club in maintaining a proper and professional organizational culture and command climate. The ORs and OICs instill the Army ethic as representatives of the Superintendent.

h. **NCAA Officer Representatives Training.** The "Faculty Athletic Representative (FAR)" meets with ORs throughout the year to share best practices; for example, the Rugby mentors recently shared lessons learned with all the Head ORs. USMA has also changed the selection process of Head ORs so that new Head ORs meet with the FAR, Dean, Director of Intercollegiate Athletics and Commandant before being submitted to the Superintendent for his approval. Furthermore, very concerned with the adverse impact that negative team cultures can produce, ORs regularly calendar time at practice to speak with cadets. ORs are encouraged to conduct exit interviews; some teams even identified a respect leader on the team; ORs conduct professional development sessions. These actions promote open dialogue with the intent to promote positive culture and eliminate negative cultures.

1.14 Describe your efforts to ensure Academy facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive

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<p>environment. Include findings and actions taken from regular visual inspections.</p> <p>a. <b>Tactical Team Oversight.</b> There is a standard operating procedure for cadet rooms and living space that all cadets must comply with daily. These guidelines include an environment free from offensive material. Cadet leadership and the tactical teams make daily checks to ensure compliance with all standards.</p> <p>b. <b>Operation Sanitize the Workspace.</b> Last June, as a part of the DOD directed stand-down day, all supervisors were tasked to inspect all areas in the work environment to ensure freedom from offensive material. The USMA successfully completed this effort. After last year, a recommendation from several supervisors was to wait until after everyone returns for the academic year to perform the check. Hence, this year, this check will occur in September of October 2014.</p> <p>c. <b>Professional Enforcement.</b> Everyone in the workplace knows that if they see or hear something offensive or disrespectful, they are to act on it themselves or bring it to the attention of a supervisor.</p>
<p>1.15 Describe progress, assessment, efforts, and/or approved plans for requiring Academy commanders to conduct an organizational climate assessment within 120 days of assuming command and annually thereafter. Include policy for providing results to the next level in the chain of command.</p>
<p>a. <b>Command Climate Assessments.</b> The USMA is in compliance with this requirement. Upon assuming command, surveys were performed for the Superintendent and the Headquarters and Headquarters Company Commander. Results were provided to the appropriate next level chain of command designee.</p> <p>b. <b>Command Climate Survey Execution.</b> The USMA equal opportunity (EO) office is the lead for coordinating these assessments with the commanders and DEOMI. The EO office is then responsible for compiling the results, providing assessment of the results, and offering solutions for improving areas that may not be to standard.</p> <p>c. <b>Command Feedback.</b> For FY14, the Superintendent performed a town hall to share the results with all personnel and provide an opportunity for questions and answers on the results.</p>
<p>1.16 Provide updates on your efforts to implement an Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with your respective Department of Service SAPR strategic plans.</p>
<p>a. <b>Enhance Strategic Planning:</b> The USMA has aligned and will continue to align its sexual harassment and assault prevention program along the five lines of efforts (LOEs) established by the department of the army including prevention, investigation, advocacy, accountability and assessment.</p> <p>b. <b>Clear Commander' Intent.</b> The prevention and ultimate elimination of SH/SA is USMA's number one priority. At every opportunity as appropriate, the USMA leadership clearly articulates this intent both verbally and in writing in a variety of settings including meetings with</p>

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cadets, staff and faculty, congressional visitors, HQDA and DOD visitors, graduates and parents. During this year's Founder's Day circuit which reaches out to multiple West Point Society Groups both nationally and internationally, this intent was presented and open for discussion. The USMA Superintendent's intent is to change culture by changing behavior. To change behavior, open and candid dialogue must occur. In order for open, candid discussion to occur, the Superintendent must create the conditions for a common ground. Using every opportunity for discussion to address any questions regarding the intent is essential to garner support from all groups, but more important, to resolve any misunderstandings that may exist.

c. **Update of the USMA Strategic Plan.** The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses character development in terms of honor, respect, and dignity in support of culture change.

1.17 Describe your plans for APY 14-15 that pertain to delivering consistent and effective prevention methods and programs, including how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy's plans.

a. **LOE Guidance.** We have designed our ends, ways, and means of our program around prevention, investigation, advocacy, accountability, and assessment.

b. **Assessment.** USMA used feedback from DOD compliance assessment performed in May 2013, the USMA IG SHARP inspection out-briefed in April 2013, results of command climate surveys, CASH/A feedback, small group discussion feedback with cadets, and case analysis to assess training methods and success. Cadet feedback indicates that small group discussion is the most effective. The Superintendent hosted meetings with cadet company commanders, regimental commanders, and the brigade first captain. The cadets provided some insightful feedback on various topics including lack of intervention by cadets, peer pressure to conform, and negative sub cultures. They shared thoughts that had not been considered before by the leadership. This frank discussion helped to formulate/shape future discussions with select groups of cadets like team captain, first sergeants etc. These sessions will enable USMA to approach negative subcultures in an informed and systemic way. The good news is that cadets are really stepping up to provide frank/insightful feedback.

c. **CASH/A Training.** The USCC SARC led a CASH/A class training session for all unit CASH/A representatives during reorganization week. This 8 hour session provided updated training to the cadets and also afforded the cadets the opportunity to

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develop monthly SHARP training topics for discussion on that small group level during the semester.

## 2. LOE 2: Investigation –The objective of investigation is to “achieve high competence in the investigation of sexual assault.”

2.1 Summarize your Academy’s efforts to achieve the Investigation Endstate: “investigative resources yield timely and accurate results.”

a. **Uniqueness of Case.** Each case is unique so CID will use various investigative tools including polygraph,-USACIL, legal support, digital forensic equipment and training, personnel expertise, and crime scene processing for each case to ensure competency in execution of the investigation.

b. **Victim Confidence.** Once CID receives the initial report, CID does everything to accommodate the needs of the victim understanding that each individual will respond to a situation differently. The investigative process is thoroughly explained to the victim and the agent allows the victim to take the time needed to process and answer questions and answers. The agents try very hard to get the information the first time so that victims do not have to relive a negative experience over and over again which can be traumatic.

c. **Collaboration.** CID will collaborate with individuals and agencies as necessary to ensure timely and accurate case processing. This collaboration may be with SJA, SARC, hospital, local police, campus security of colleges, and organizations in the community who may offer support to victims.

2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy and attend annual refresher training on essential tasks specific to investigating sexual assault. Include knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).

a. **Training.** The USMA SJA ensures compliance with all regulatory guidance for the legal community. All CID agents receive annual training on sexual assault and all have attended the special victim unit investigation course. This training enables the agents to use various investigative and interview techniques. The goal of any interview of a victim is to ensure comprehensive, but compassionate questioning so that a victim does not have to be re-victimized with multiple follow-up interviews. Both groups are well versed on MRE 514 which outlines confidentiality for survivors as part of the investigation and accountability process.

b. **SARB/SART Training.** The USMA SJA and CID participate in Sexual Assault Review Board (SARB) meetings and shares information from those meetings with subordinates. The USMA SJA staff and CID chief also participate in quarterly Sexual Assault Responder Training (SART) training.

2.3 Describe your Academy’s efforts to ensure MCIOs initiate investigations of all offenses of sexual assault involving cadets/midshipmen of which they become aware, that occur within their jurisdiction regardless of severity of the allegation, and

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<p>regardless of the sexual orientation of either the victim or the subject of the investigation.</p>
<p>a. <b>Compliance.</b> The command investigation division (CID) that supports USMA is also based on the West Point garrison. The CID chief clearly understands regulatory guidance and policy of investigating all allegations of sexual assault including those made against cadets regardless of jurisdiction.</p> <p>b. <b>SARB Participation.</b> The CID chief participates in monthly SARB meetings to address any questions regarding a case regardless of severity.</p> <p>c. <b>Availability.</b> CID has a 24/7 hotline and publishes a monthly duty roster with contact information for SART members and commander.</p>
<p>2.4 Describe your Academy's continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.</p>
<p>a. <b>Collaboration between CID and SJA.</b> West Point CID coordinates with the supporting Staff Judge Advocate beginning with the initiation of the investigation. CID conducts an internal review process which concentrates on timely reporting, timely investigative efforts, and thoroughness of the entire investigation. During the investigative process, CID provides investigative updates to the SJA including new discovery, statements, and the identification of subjects, suspects, or witnesses. At the conclusion of each investigation, CID provides the entire case file to the SJA and briefs the attorney, before requesting a final legal opine. During this process, if the SJA identifies additional leads for CID to investigate, CID will investigate. CID and SJA work together to ensure timely case execution and prosecution as supported by the facts.</p> <p>b. <b>Pre-SARB meetings.</b> The USMA SJA, CID, and SARC meet prior to all SARB meetings which occur monthly to resolve any case issues prior to discussion with the SARB.</p>
<p>2.5 Describe your Academy's efforts to ensure MCIO investigators assigned to an adult sexual assault investigation accomplish the following:</p> <ul style="list-style-type: none"> <li>• Notifies commanders and the SARC as soon as possible;</li> <li>• Ensures the victim has received a completed Department of Defense (DD) Form 2701, "Initial Information for Victims and Witnesses of Crime" and an explanation of the information provided on the form;</li> <li>• Informs the sexual assault victim of the availability of legal assistance and the services of a SARC or SAPR VA, and that the legal assistance and services of a SARC or SAPR VA are optional and may be declined, in whole or in part, at any time;</li> <li>• Provides unrestricted sexual assault data elements (e.g. investigative case number) to the SARC for incorporation into the Defense Sexual Assault Incident Database (DSAID).</li> </ul>
<p>a. <b>Notification.</b> Upon notification, CID will contact the commander and SARC. We have had no instances where communication did not occur.</p>

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<p>b. <b>DD Form 2701.</b> Copies are provided to all victims.</p> <p>c. <b>Review of Services.</b> If a victim has not already been informed of services available, the CID investigator would inform the victim. There has not been a time when a CID counselor spoke with a victim without a SARC present. Both the SARC and investigator can explain services available.</p> <p>d. <b>Information Sharing.</b> CID and USMA SARC work together to ensure the accuracy of the DSAID. Sharing of information is not an issue.</p>
<p>2.6 For Unrestricted and Restricted Reports, describe your Academy's efforts to ensure sexual assault documentation (DD Forms 2910 and 2911) is retained for 50 years in accordance with Section 1723 of the NDAA for FY14.</p>
<p><b>Report Intake.</b> All survivors receive a copy of the appropriate forms. All forms are kept in hard copy by year and survivor by the appropriate SARC. Unrestricted reports are uploaded onto the computer for upload to DSAID.</p>
<p>2.7 Describe your Academy's progress in implementing Special Victim Capability case assessment protocol for open and closed sexual assault cases.</p>
<p><b>SVC Assessment.</b> The SJA office is reviewing the requirements for this protocol.</p>
<p>2.8 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, as well as how you are addressing the number of victims declining to participate. Include rate of conversion from Restricted to Unrestricted reporting. Include the number of victims who declined to participate in the military justice system and why (if known).</p>
<p>a. <b>Reporting.</b> USMA makes every effort particularly during training sessions to ensure everyone knows the two different reporting options and to whom they can report.</p> <p>b. <b>Education.</b> Educating cadets through multiple venues whether formal classes or informal discussions is the best way to encourage cadets to report. Also, appealing to the cadets' sense of professionalism seems to work. While cadets report that they don't want to be "that cadet" who gets someone in trouble, they also don't want to allow someone else to be hurt through an assault.</p> <p>c. <b>Restricted to Unrestricted.</b> One case changed from restricted to unrestricted. The survivor in this case did choose to cooperate with the investigation.</p>
<p>2.9 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend and provide updates at the monthly Case Management Group (CMG) meetings.</p>

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<p>a. <b>Case Management Execution.</b> At USMA, commanders/tactical officers rely on the assistance of the USCC SARC and USMA SARC to help manage cases. Commanders/tactical officers and the SARCs routinely coordinate with each other to ensure that everyone has the same information and are looking out for the welfare of the cadet.</p> <p>b. <b>CID Updates.</b> Monthly SARB meetings of which the senior leaders at USMA are members provide case status and updates as necessary. Additionally, for each survivor, CID provides a choice on update frequency once an investigation begins. The update frequency choices include on a monthly basis, when a significant change or discovery occurs in the investigation, or at the conclusion of the investigation. If CID has trouble contacting a survivor, CID will work with the SVC or one of the SARCs to contact the cadet.</p>
<p>2.10 Describe your plans for APY 14-15 that pertain to the achievement of high competence in the investigation of sexual assault. Include a brief description of data used to inform your Academy's plans.</p>
<p>a. <b>Competence in Investigation.</b> USMA has a solid investigative process grounded in cooperation among all first responders. Monthly SARB meetings, quarterly SART training, pre-SARB meetings, and monthly DSAID reconciliation will continue. The Superintendent and Commandant are effective in their communication as necessary with CID. Both officers respond to CID in an extremely timely manner and vice versa as the situation dictates.</p> <p>b. <b>Feedback.</b> For FY14/15, the USMA SARC's intent is to develop a feedback mechanism for use by survivors for future program enhancement. This will be a short survey focusing on support received and recommendations for improvement from a survivor's perspective.</p> <p>c. <b>Special Victim Prosecutor (SVP) Support.</b> In AY 14/15, the OSJA will continue to involve Special Victim Prosecutors (SVPs) early on in the investigative process. This will allow us to leverage their experience to guide the focus of the investigation, where appropriate, in order to insure that all potentially corroborating evidence in support of the victim or the accuser's allegations is followed up.</p>

<p><b>3. LOE 3: Accountability –The objective of accountability is to “achieve high competence in holding offenders appropriately accountable.”</b></p>
<p>3.1 Summarize your Academy's efforts to achieve the Accountability Endstate: “perpetrators are held appropriately accountable.”</p>
<p>a. <b>Sexual Assault Allegations.</b> All unrestricted sexual assault allegations are immediately referred to CID for investigation. A SARC or VA escorts the survivor to CID and remains with the survivor in the CID interview. Coordination throughout the investigative process occurs between CID, SJA, and the command. USMA ensures</p>

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<p>execution of all cases IAW regulating guidance and policy and abides by the same for the ultimate outcome which will determine alleged perpetrator accountability. All final decisions are coordinated between the appropriate senior leadership and SJA.</p> <p>b. <b>Sexual Harassment.</b> USMA abides by the guidance established in regulations for both informal and formal sexual harassment cases. Again, coordination between the appointing authority, investigating officer, designated SARC and SJA occurs throughout the process. All final decisions are coordinated between senior leadership and SJA.</p>
<p>3.2 Describe your efforts to establish and evaluate a special victims' advocacy/counsel program at your Academy to provide legal advice and representation to the victim throughout the justice process. Include any challenges encountered in providing this program.</p> <p>a. <b>Special Victim Counsel (SVC) Mission.</b> USMA has two trained SVCs available to all survivors of sexual assault. Currently, one SVC is dedicated full time to victim advocacy. The SVCs are school trained. The SVC dedicated to victim advocacy participates in monthly SARB meetings, and in quarterly SART training.</p> <p>b. <b>SVC Availability.</b> The SVC is available 24/7.</p>
<p>3.3 Describe your Academy's progress in ensuring those who are affiliated with the special victims' capability program (paralegals, JAGs, Judges, special victims' counsel/victim legal counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.</p> <p>a. <b>Training.</b> All assigned personnel either are trained or receive the required training upon assignment to USMA.</p> <p>b. <b>SVC and SVP:</b> The USMA has two special victim counsels assigned. Special victim prosecutor support comes from Fort Drum.</p>
<p>3.4 Describe your efforts in implementing policy that mandates judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.</p> <p><b>In Compliance.</b> USMA is in compliance with this requirement and had no problems with it for FY13/14. There are not projected issues for FY14/15.</p>
<p>3.5 Describe any treatment or rehabilitation programs implemented by your Academy for those who have been convicted of a sexual assault. Include any pertinent referrals, such as drug and alcohol counseling, or other types of counseling or intervention.</p> <ul style="list-style-type: none"> <li>• A cadet convicted of sexual assault does not remain at USMA long. However, while pending separation, the cadet is afforded the same resiliency support any cadet would be including access to mental health, chaplain services, the cadet personal development center, and army substance abuse program if necessary. The tac team and other support network personnel would keep an eye out to ensure the cadet did not hurt him/herself.</li> </ul>

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<p>3.6 Describe your Academy’s educational programs designed to change the behavior of those members issued non-judicial and/or administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.</p>
<p>a. <b>Respect Mentor Program.</b> In conjunction with the cadet disciplinary system, cadets who do not uphold the army values particularly of dignity and respect are placed in the respect mentor program. The USMA has been using this program for almost twenty years to assist in the rehabilitation of cadets whose actions and/or words show a flaw in character development. A typical program lasts for an entire semester where the cadet meets with an assigned mentor usually a staff and faculty member, to discuss various topics focused on the cadet’s transgression and plan for improvement. There is much reflection and personal assessment. At the end of the semester, the mentor determines whether or not the cadet has successfully completed the program. The mentor does not work in isolation. The mentor coordinates with the respect officer of the Simon Center and the tactical team to ensure that the cadet is on the right track. Monthly reports of progress are submitted each month. Upon successful completion, the cadet is removed from the program. Feedback from the cadets is usually, “This is one of the best things that I have participated in my life for personal growth.”</p> <p>b. <b>Honor Mentor Program.</b> Very similar to the respect mentor program; however, its focus is on an honor violation.</p> <p>c. <b>Army Mentor Program.</b> This program allows for a cadet who shows much potential but really needs a long pause to reflect on one’s commitment to the Army ideals to go into the active duty army for a period of 12-24 months, and then reapply to USMA . This is not by choice of the cadet, but rather through recommendation of the chain of command and support of the Superintendent. M&amp;RA must support this course of action and approve it before it can be implemented.</p>
<p>3.7 Describe your Academy’s progress in ensuring that if a cadet or midshipman is convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect shall be placed in the Academy personnel record and is reviewed by command.</p>
<p>a. <b>Chain of Command Routing.</b> Any disciplinary action packet associated with a cadet has a standard routing process including tactical officer, regimental tactical officer, brigade tactical officer, commandant and superintendent. This ensures notification throughout the chain of command.</p> <p>b. <b>S1 Action/Maintenance.</b> After the routing has made its way through the aforementioned process, the brigade S1 files the packet for future reference.</p>
<p>3.8 List updates or efforts to update Academy policies requiring the processing for administrative separation of any cadet or midshipman convicted of a sexual assault.</p>
<p>a. <b>Separation.</b> Any cadet convicted of sexual assault by court-martial is</p>

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administratively separated from the academy.

b. **Approval.** Depending on the cadet's class, freshman, sophomore etc. department of the army is the final approving authority on the separation.

c. **Discharge Type.** Never honorable.

3.9 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high competence in holding offenders appropriately accountable.

a. **Case Cooperation.** The strength of the USMA's program is the cooperation among the first responders including the SJA, CID, SARC, counselors, and chaplain. This team routinely works together to ensure all required actions occur. When and if a physical medical exam is needed, the team also works closely with the hospital SANE to ensure compassionate care.

b. **Transparency in Sharing Information.** Sharing information on cases and ultimate outcomes help the community, but particularly the cadets to understand a situation. Training, small group instruction, meetings with staff and faculty, and the posting of information on a website to be constructed will enhance faith in the system which will encourage people to come forward and report unprofessional conduct.

## 4. LOE 4: Advocacy/Victim Assistance –The objective of advocacy/victim assistance is to “deliver consistent and effective victim support, response, and reporting options.”

4.1 Summarize your Academy's efforts to achieve the Advocacy/Victim Assistance Endstate: “high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.” Include responsibilities established in DoDI 6400.07, enclosure 2.

a. **Teamwork of SART/First Responders.** The West Point Community has an outstanding working relationship among all the key officers associated with advocacy support for survivors of sexual violence. The first responders perform quarterly training with each other, attend the monthly SARB meetings, and reach out to each other as necessary to ensure quality advocacy at any given time.

b. **Reporting.** There is continual education on restricted and unrestricted reporting. Additionally, senior leader discussions with the staff and faculty, community, and cadets are very transparent. Any questions on the who, what, when, where, why, and outcome of a case is discussed as appropriate in order to dispel rumors. Many times, the rumors associated with a case hurt future reporting. Open, honest communication, this enhances confidence in the system.

c. **Support Networks.** USMA has a robust support network with leadership, CASH/A

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cadets, cadet chain of command, tactical teams, CPD, chaplain, medical personnel SARC's, staff and faculty, and teams working together to ensure positive advocacy.
4.2 Describe your Academy's efforts to ensure appropriate command notification of a sexual assault involving cadets/midshipmen for Unrestricted and Restricted Reports. Include the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.
<p>a. <b>Education.</b> The difference between restricted and unrestricted reporting is taught as part of the annual training requirement. It is also posted on multiple education boards throughout the barracks and academic area.</p> <p>b. <b>SARC Role.</b> Typically, one of the SARC's will take the report and ensure appropriate distribution. Occasionally, the cadet personal development center, akin to a counseling center, will have a cadet who wants to make a report so the CPD representative will call the SARC to go to CPD or the cadet will go to the SARC;</p> <p>c. <b>SART Training/SARB.</b> The protection of sensitive information is discussed at one of the quarterly training sessions as a refresher. Additionally, protection of information is addressed at SARBs. Information forwarded through email is marked as sensitive in nature. Many will put a note on correspondence reminding others of the sensitivity of the information. Finally, only those with a need to know are informed.</p>
4.3 List the total number of special victims' advocacy/counselors providing legal services to victims of sexual assault during APY 13-14. Include type of services provided, feedback from recipients of services, and other related legal services.
<ul style="list-style-type: none"> <li>USMA had two victim advocacy counselors providing legal services. Three cadets sought guidance from them during the conduct of an investigation. There were no negative reports from the cadets regarding the legal services provided.</li> </ul>
4.4 Describe your efforts to establish processes for selecting individuals to serve in victim-sensitive personnel positions. Include process for reviewing credentials, qualifications, and refresher training. Also describe your efforts to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions. Include policy for revocation of certification if appropriate.
<p>a. <b>Background Check.</b> All full time SARC's/VAs must abide by the DOD guidance for credentialing which includes an extensive background check. For uniformed collateral duty SARCS, the same process is essentially used whereby a local CID/MPI checks are performed and names submitted to Human Resources Command for records, IG, disciplinary etc checks.</p> <p>b. <b>Refresher Training.</b> The USMA program managers track training and credentialing requirements for anyone working in the SHARP program.</p>

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<p>c. <b>Revocation of Certification.</b> Revocation of certification occurs upon notification of HQDA of adverse information in a person's file. Additionally, any person who demonstrates inappropriate conduct while performing duties as part of the SHARP program will be removed from the position held.</p>
<p>4.5 Describe your Academy's progress in ensuring all SARC and SAPR VAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) <u>prior to performing</u> the duties of a SARC and SAPR VA. List the total number SARCs and SAPR VAs certified in APY 13-14. If not at 100%, describe your efforts to achieve 100% certification.</p>
<ul style="list-style-type: none"> <li>USMA has one SARC certified through D-SAACP. The VA just hired is school trained and is in the process of submitting required information. Two collateral duty SARCs who will work directly with the corps of cadets just completed the 80 hour training course and are pending approval from NOVA.</li> </ul>
<p>4.6 Describe efforts to ensure all assigned sexual assault health care providers receive required training and remain proficient in medical treatment resources, in conducting sexual assault patient interviews, and in conducting Sexual Assault Forensic Examinations (SAFE).</p>
<ul style="list-style-type: none"> <li>All medical personnel have completed the required training. The hospital is currently coordinating with local hospitals for future refresher training.</li> </ul>
<p>4.7 List the number of victims, if any, whose care was hindered due to lack of SAFE kits or timely access to appropriate laboratory testing resources and describe the measures taken to remedy the situation. Also, include the number of cases where evidence gained from a SAFE kit was used in a Courts Martial.</p>
<p>a. <b>SAFE Kits.</b> USMA had no sexual assault cases that required the use of a SAFE kit. However, if it did, SAFE kits are available at the Keller Army Community Hospital (KACH) emergency room.</p> <p>b. <b>Court Martials.</b> USMA had no court-martials for sexual assault; therefore, no SAFE kits were used.</p>
<p>4.8 Describe any sexual assault related health care initiatives undertaken by your Academy in APY 13-14. Include mental health treatment programs and follow-up procedures that are gender-responsive, culturally competent, and recovery-oriented; and outcomes of measures of effectiveness.</p>
<p>a. <b>Cadet Professional Development Center.</b> This center consists of clinical psychologists available to the cadets for all types of counseling services. They are available 24/7. Counselors include both men and women, uniformed and non-uniformed personnel so the cadets have a choice of whom they are most comfortable. The CPD has both restricted and unrestricted report privileges. CPD works closely with the SARCs to ensure the best care for the cadets.</p> <p>b. <b>Center for Enhanced Performance (CEP).</b> The mission of the center is to educate</p>

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and train the Corps of Cadets on comprehensive performance psychology and academic skills to develop their full potential. This center assists cadets with positive thinking techniques, provides resources for effective studying and helps with performance issues through meditation. The CEP helps cadets achieve excellence in the three areas of development academic, military, and physical as well as with their character development. Many of the assigned personnel offer another resource for mentoring and professional counseling/guidance.

c. **Psychiatrists.** The West Point community also has several uniformed psychiatrists available for counseling and development. They offer another source of support for cadets.

d. **Medical Leave of Absence (MLOA).** The USMA routinely offers MLOAs to any cadet who is recovering from an assault. Coordination between appropriate offices like the dean, tactical department, CPD, and SARC occurs confidently and swiftly upon request. While on MLOA, cadets can seek counseling at an off-post location. The USCC SARC will periodically check on the cadet to ensure all needs are being met.

4.9 Provide the following information about coverage for SAFEs for the Military Treatment Facility (MTF).

- The hours of emergency room coverage
- The number of full-time Sexual Assault Nurse Examiners (SANEs) assigned at the MTF that operates an emergency room 24 hours per day
- A list of the number of qualified SAFE examiners, listed separately by employees and contractors, if any
- The number and types of providers (i.e. Registered nurse, Advanced Practice Registered Nurse, Medical doctor, Physician Assistant, Independent Duty Corpsman)
- The dates of Service-certification to perform SAFEs (and or national certification date) by provider
- The number of full-time equivalents (FTEs) assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs
- A listing of all MOU/MOAs to provide SAFE services, with the location, distance from the facility, and execution and termination dates for each agreement
- How many SAFE kits were processed and results used to inform command action

a. **SAFE Kits.** There were no safe kits used during AY13/14. SAFE kits are available when necessary.

b. **KACH Emergency Room.** West Point is fortunate to have an emergency room on post that is operational 24/7. The hospital also has two trained SANE and one trained SAFE.

4.10 Describe your Academy's expedited transfer policy and procedures. If transfer is approved, include the average wait time (days) to move the victim. Include an

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assessment of the implementation of your expedited transfer policy/program.
USMA Policy for expedited transfer is that a transfer will occur within 24 hours of an incident as determined by the alleged victim. If the alleged victim and alleged perpetrator are in the same company, the alleged victim can choose to leave or ask that the alleged perpetrator move. If the alleged victim and perpetrator are not in the same organization, the victim can request transfer to another company. This is an effective tool which empowers the alleged victim to take control of the recovery process.
4.11 Describe your policies and procedures allowing administrative reassignment or transfer of a cadet or midshipman who is accused of committing sexual assault or related offense, balancing interests of victim and accused. If approved, include the average wait time (days) to move the subject.
<b>Unit Reassignment.</b> A victim of sexual violence has the option to remain in the company of assignment or request reassignment. A move occurs within 24 hours of the request. If the victim and alleged perpetrator are in the same company and the victim desires to remain in the company, then the alleged perpetrator is moved within 24 hours.
4.12 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.
a. <b>CASH/A.</b> One of the purposes of this program is to provide training and support to cadets to reinforce the SHARP program. These cadets can become an informal support network to encourage cadets to report.
b. <b>Education.</b> Education at all levels is essential. Part of the education program at all levels is an appeal to one's sense of responsibility as a leader and future leader in the Army. Cadets have a professional obligation to live by all standards including upholding the SHARP program.
c. <b>SHARP Summit.</b> Helps identify the "means" to attack an issue which helps shape the SHARP program of instruction and the messages for the entire population.
d. <b>IDEO Workshop.</b> In April 2014, USMA hosted a workshop for cadets conducted by IDEO to identify ways to enhance the positive aspects of USMA culture in supporting SHARP and opportunities for improving SHARP climate. About 50 cadets along with 10 staff and faculty participated in the workshop. It was a fabulous opportunity to reflect, discuss, and recommend. Ideas that came from it and briefed to the Superintendent by the cadets included establishing a facebook page to get at the tough topics like "slut shaming," and "being that cadet," redesigning professional military ethic education, having a reflection in action program for all cadets, developing a grey talk similar to you tube to address tough topics, and finally a peer accountability system which the cadets dubbed, "Ethical Battle Buddies." These ideas and recommendations will be explored further as part of the SHARP Summit in September

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2014.

e. **Experience Sharing.** As part of small group discussions and in the classroom, survivors and people who know survivors are encouraged to share their experiences so that cadets gain a better appreciation for how to handle harassment and assault situations and to have a better understanding of how devastating harassment and assault can be. For this AY, the USMA SARC intends to reach out to leaders of survivors or to survivors themselves to ask them to share their stories with cadets.

4.13 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care. Include measures of effectiveness.

a. **Community Effort.** The West Point community SHARP team consists of sexual assault response coordinators (SARCs) and victim advocates (VAs) assigned to three major commands including USMA, garrison (IMCOM) and KACH (MEDCOM). Each command has one SARC and one VA authorized. As a community, we work together providing support to victims as necessary. For example, the garrison SARC on several occasions has provided victim advocacy to a cadet at the request of the cadet,

b. **Training.** As a team, we meet at least quarterly for SART training and to discuss topics pertinent to the West Point SHARP program including sexual assault awareness month, reception day for parents of new cadets, plebe (freshman) parent weekend, and readiness and resiliency training.

c. **Hotline.** We share 24/7 hotline duties by rotating the West Point community hotline phone.

d. **MOU.** The garrison has a memorandum of understanding with safe homes of Orange county that USMA would use if ever necessary.

e. **Outreach.** We have an established relationship with safe homes of Orange county as well as with one of the women's centers in Putnam county. Both of these alliances provide contact information and reach out capability to other resources if needed.

4.14 Describe your efforts to implement and monitor methods to improve reporting and enhance efforts to encourage male victims to seek assistance. Describe your efforts to solicit male victim input in the development of these methods.

a. **Training Topics.** SHARP training for cadets, staff, and faculty emphasizes that victims of sexual harassment and sexual assault can be of both genders. Instructors are very sensitive to ensuring that men are not characterized as perpetrators. Training will include video clips of male victims which prompt discussion for the cadets.

b. **Demographics.** CASH/A representatives include male cadets.

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c. **Teamwork.** The USMA and USCC SHARP and VAs are both men and women.

4.15 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.

a. **Effective System.** USMA has a robust support system for any victim of sexual violence whether the incident occurred prior to accession or after accession. The response team works closely together as do all of the SARCs and VAs on post to ensure confidence in the system.

b. **Challenges to Reporting.** The fact is that we may never get all the reports we want to because regardless of how much training we provide, there will always be a reluctance to report because the cadets believe that they can and should be able to handle any difficult situation presented to them. Having said this, the best way to combat this reluctance is to appeal to the cadet's sense of responsibility as leaders as well as to combat rumors by providing accurate information on all cases as appropriate and in accordance with privacy guidance. This is typically achieved in training sessions using X/Y cases.

c. **Training Video.** USMA will incorporate a video of a victim at USMA ostracized by her classmates for turning in a perpetrator who was eventually found guilty of the crime and sent to Fort Leavenworth. Also on the video is a male cadet who talks about why cadets ostracized her and the lessons for folks to learn from it.

## 5. LOE 5: Assessment –The objective of assessment is to “effectively standardize, measure, analyze, assess, and report program progress.”

5.1 Summarize your Academy's efforts to achieve the Assessment Endstate: “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.”

a. **Cadet Club Assessment.** Based on both an internal 15-6 investigation and a department of the army inspector general investigation, USMA had good evidence that there were some issues with sub cultures in some cadet groups particularly athletic teams. USMA performed an extensive review of its club activities which include 118 athletic teams and non athletic clubs In order to perform this review, USMA coordinated with its office of institutional research (OIR) to develop surveys for both cadet club participants and Officer in Charges (OICs) to evaluate their dedication to USMA and Army values. USMA vetted the survey through the Superintendent, Chief of Staff, Equal Opportunity Office, Sexual Assault Response Coordinator, and the department of sociology to ensure the survey focused on the objectives. Objectives included finding out if clubs harbor an atmosphere of non-adherence to Army and USMA values, determining whether club culture promotes or resists adherence to such values and why, obtaining feedback from club members and OICs on how clubs contribute to cadet leader development, and receiving input from survey respondents on how USMA can help

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improve cadets' club experience. 1670 of 3104 cadets (54%) and 176 of 313 faculty/OICs (56%) provided feedback. This assessment among other tools helped with updating training requirements for the prevention LOE.

b. **Command Climate Surveys and Annual Reports.** Results were reviewed and compared to other comments/observations. These, along with the club assessment, have helped us update training and briefings on where we currently are, where we need to be, and how we will get there. These tools also help us identify topics for discussion at the SHARP summit.

c. **Dean Curriculum Review.** The Dean's office is performing a curriculum review which will include those courses that have SHARP topics for discussion.

d. **Update of the USMA Strategic Plan.** The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses character development in terms of honor, respect, and dignity in support of culture change.

5.2 Provide updates on your Academy's efforts to involve cadets and midshipmen in command climate assessments and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.

a. **Command Climate Survey.** The USMA equal opportunity office coordinated with DEOMI to execute a command climate survey for staff, faculty, and cadets. The survey was conducted from November 2013 through January 2014. The Superintendent briefed the results of the survey to the staff and faculty in April 2014.

b. **Annual Requirement.** USMA will comply with the annual requirement to conduct a command climate survey which includes cadets.

5.3 Describe your Academy's methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.

a. **PME2 Training.** This training is mandatory for all and is regularly scheduled for teaching during various times of the semester by company and class. Tactical officers are responsible for overseeing cadet compliance with the requirements.

b. **Assessment Tools.** Comments in command climate surveys, number of disciplinary boards by unit, number of resignations, number of informal EO complaints and comments from cadets to various mentors are all ways of measuring whether a tactical team is upholding the tenets of a command climate based on dignity and

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<p>respect. The USMA has removed both tactical officers and regimental tactical officers for unhealthy unit climates in the past.</p>
<p>5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management, subject investigative and legal case information as applicable, storage of DD Form 2910 in Unrestricted Reports).</p>
<p><b>Efforts.</b> Efforts include timely uploading of information, crosswalk and information sharing with CID as necessary, and using the quality control reports provided by HQDA to verify information. Also, phone calls to the DSAID team at HQDA always prove helpful.</p>
<p>5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 13-14, and planned activities as a result of this research. Include documentation in the appendix.</p>
<p>a. <b>Cadet Club Assessment.</b> Based on both an internal 15-6 investigation and a department of the army inspector general investigation, USMA had good evidence that there were some issues with sub cultures in some cadet groups particularly athletic teams. USMA performed an extensive review of its club activities which include 118 athletic teams and non athletic clubs In order to perform this review, USMA coordinated with its office of institutional research (OIR) to develop surveys for both cadet club participants and Officer in Charges (OICs) to evaluate their dedication to USMA and Army values. USMA vetted the survey through the Superintendent, Chief of Staff, Equal Opportunity Office, Sexual Assault Response Coordinator, and the department of sociology to ensure the survey focused on the objectives. Objectives included finding out if clubs harbor an atmosphere of non-adherence to Army and USMA values, determining whether club culture promotes or resists adherence to such values and why, obtaining feedback from club members and OICs on how clubs contribute to cadet leader development, and receiving input from survey respondents on how USMA can help improve cadets' club experience. 1670 of 3104 cadets (54%) and 176 of 313 faculty/OICs (56%) provided feedback. This assessment among other tools helped with updating training requirements for the prevention LOE. <b>Outcome.</b> This survey confirmed the USMA's position that more training and emphasis must be placed on bystander intervention. USMA will update the survey and consider execution with NCAA teams this year.</p> <p>b. <b>Command Climate Surveys and Annual Reports.</b> Results were reviewed and compared to other comments/observations. These, along with the club assessment, have helped us update training and briefings on where we currently are, where we need to be, and how we will get there. These tools also help us identify topics for discussion at the SHARP summit.</p> <p>c. <b>Update of the USMA Strategic Plan.</b> The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses</p>

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character development in terms of honor, respect, and dignity in support of culture change.

d. **Case Review/Comparison.** Analysis of current cases and comparison with former years assisted with determining trends if any thus highlighting opportunities for improvement along all five LOEs.

e. **Direct Feedback.** Direct feedback from all sources cadets, staff and faculty, coaches, SART members is always appreciated and considered. During staff and faculty annual training this summer, consistent feedback was that there is a need to capitalize on social media for information sharing so that Staff and Faculty can be informed if different topics arise in class and other venues. Cadets expressed concern with being “that cadet” not wanting to get a buddy in trouble or being responsible for another cadet’s departure from the academy. Again, this comment points to getting at “bystander intervention.”

f. **Way Ahead.**

- Based on all of the above, the SHARP Summit will focus on a number of topics including “bystander intervention,” how to create conditions so everyone feels like a valued member of the team, courageous communication, pornography and the objectification of people just to name a few. Recommendations from this Summit will be incorporated into the appropriate LOE.
- The USMA SARC will collaborate with the Office of Institutional Research to develop an assessment matrix tool like the one used for the revision of the Strategic Plan.

5.6 Describe your Academy’s plans for APY 14-15 that pertain to the achievement of responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.

a. **Use of DOD Developed Survivor Survey.** The USMA will incorporate feedback received, if any, from the survivor surveys.

b. **OIR Assessment Tool.** The USMA SARC will work with OIR to develop an assessment tool to address topics identified internally to review along the five LOEs.

c. **Classroom Feedback.** Continue to use comments/recommendations from end of year class evaluations provided by cadets and instructors.

5.7 Provide an analysis and discussion of your Academy’s Statistical Report as presented in Statistical Data Template.

5.7.1 Provide an analytic discussion of your Academy’s Statistical Report. This section should include such information as:

- Notable changes in the data since APY 12-13 (in percentages) and other time periods, as appropriate.
- Insight or suspected reasons for noted changes, or lack of change, in data
- Implications the data may have for programmatic planning, oversight, and/or

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<p>research</p> <ul style="list-style-type: none"><li>• Other (Please explain)</li></ul>
<p>a. <b>Case Analysis.</b> USMA conducts continual analysis of reporting trends as part of the Sexual Assault Review Board and for numerous updates/oversight visits through the year. We reviewed our unrestricted cases from AY 12/13 to determine if there were any trends that would inform our program for AY 13/14</p> <ul style="list-style-type: none"><li>• <b>Trends from AY 12/13 Unrestricted Cases:</b><ul style="list-style-type: none"><li>4 of 7 Cases had Female Cadet Victims (1 Female Civilian, 2 Male Cadets)</li><li>4 of 7 Subjects were Cadets (3 Civilian)</li><li>3 of 7 Cases occurred away from West Point (2 Barracks, 1 Academic Building, 1 On Post)</li><li>2 of 3 Cases occurred between Classmates</li><li>3 of 7 Cases involved inappropriate touching or kissing</li><li>2 of 7 Cases involved potential date rape drugs (Excessive drinking with Civilians).</li></ul></li></ul> <p>Based on this information prevention training for the cadets continued to emphasize “rape myths” and the that subjects often know their victims. We highlight the importance of respect and setting personal boundaries to stop behaviors before they begin. Lastly, we continue to educate on the use of alcohol, date rape drugs, fraternization, social media, attire, and healthy relationships based on dignity and respect.</p> <ul style="list-style-type: none"><li>• <b>Trends from AY 13/4 Unrestricted Cases:</b><ul style="list-style-type: none"><li>1 of 8 Cases occurred during the AY 12/13 reporting time period</li><li>2 of 8 Cases were women cadets participating in OCONUS Foreign Exchange Programs</li><li>8 of 8 survivors were cadets (1 man and 7 women)</li><li>5 of 8 Subjects were cadets (3 men and 2 women)</li><li>2 of 8 Subjects were foreign nationals (Men)</li><li>1 of 8 Cases involved alcohol by subject and victim</li><li>3 of 8 Cases occurred on post (2 in barracks, 1 in bivouac area)</li><li>3 of 8 Cases occurred off post (2 during pass/leave, 1 during cadet troop leadership training)</li></ul></li></ul> <p>b. <b>Notable Changes.</b></p> <ul style="list-style-type: none"><li>• The most notable change was that 25% of the cases occurred while cadets were participating in foreign exchange programs. This year was the first time cadets made the leadership aware of sexual assaults occurring during this program. As a result, the USMA reviewed its policies for cadets participating in foreign exchange programs with particular emphasis on what information cadets receive prior to departure from the USMA for participation in the programs. The USCC SARCs is part of the information</li></ul>

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<p>briefings and all contact information is provided to cadets prior to departure. The USMA Superintendent also engaged the leadership of one of the exchange programs and shared information with them on U.S. Army policy regarding sexual harassment and assault. Part of the information briefings to cadets prior to departure includes cultural differences and ensuring they are vigilant at all times.</p> <ul style="list-style-type: none"><li>• Another notable change was that 25% of the cases involved women perpetrators. SHARP training addresses that perpetrators can be both men and women, and this statistic supports that comment and is shared with the cadets.</li></ul>
<p>5.7.2 Unrestricted Reporting - Victim Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"><li>• Type of offenses</li><li>• Demographic trends</li><li>• Victim referrals</li><li>• Military Protective Orders Issued as a result of an Unrestricted Report (e.g., Number issued, number violated)</li><li>• Approved expedited transfers and general reasons why transfers were not approved</li><li>• Others (Please explain)</li></ul>
<p>a. <b>Types of Offenses.</b> 75% of the cases reported were alleged abusive sexual contact and 25% were rape/sexual assault. The discussion of changes to Article 120 and what constitutes sexual assault as part of the training classes may be contributing to an increased awareness, understanding, and reporting of abusive sexual contact.</p> <p>b. <b>Demographic trends.</b> 87.5% of victims were women cadets and 12.5% was a male cadet. This is a decrease in male victims from the previous year.</p> <p>c. <b>Victim Referrals.</b> All victims were offered referral services including medical attention, counseling through the center for personal development, chaplain support, and legal services. 75% of the cadets took advantage of the counseling services. 25% of the cadets chose not to cooperate with the CID investigation. Both of those cadets have since left the academy.</p> <p>d. <b>Military Protective Orders.</b> Three no contact orders were issued at the request of the victim or decision by the tactical teams.</p> <p>e. <b>Transfers.</b> One transfer between cadet companies occurred as a result of an assault. One victim was granted a medical leave of absence for a semester without prejudice for return.</p>
<p>5.7.3 Unrestricted Reporting - Subject Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"><li>• Demographic trends</li></ul>

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<ul style="list-style-type: none"> <li>• Disposition trends</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Demographic Trends.</b> Two perpetrators were foreign nationals and two perpetrators were women cadets. One perpetrator was a soldier reported by a woman cadet while she was participating in cadet troop leadership training. There were no cases of this nature during AY11/12. 50% of the cases were cadet peer on cadet peer and 12.5% was fraternization with a woman being the perpetrator.</p> <p>b. <b>Disposition Trends.</b> 33% of the perpetrators, both women, had other misconduct issues and left the academy. The one perpetrator who had charges preferred against him for abusive sexual contact resigned in lieu of court-martial. His discharge was under other than honorable conditions.</p>
<p>5.7.4 Unrestricted Reporting - Reporting Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"> <li>• Trends in descriptive information about Unrestricted Reports (e.g., Did more reported incidents occur on/off Academy grounds)</li> <li>• Investigations</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Descriptive Information.</b> Two cases (25%) occurred OCONUS with foreign nationals as perpetrators. For the other six cases, 50% occurred on post and 50% occurred off post. Two of the cases on post occurred in the barracks and one occurred on the military reservation during bivouac. For the cases off post, two occurred while cadets were on leave/pass and one occurred while a cadet was at military training during the summer.</p> <p>b. <b>Investigative Information.</b> For the foreign nationals, CID had no jurisdiction, but did take a report from the survivors. For two cases, survivors chose not to participate in the investigation. One case was handled in conjunction with another CID office. One case resulted in resignation in lieu of court-martial. One case was unfounded and another case had insufficient evidence to prove that an assault occurred.</p>
<p>5.7.5 Restricted Reporting - Victim Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Demographics trends</li> <li>• Service referrals</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Demographic.</b> All three restricted reports were by cadet upperclassmen.</p> <p>b. <b>Services.</b> All acknowledged understanding of services. All three sought counseling services from the CPD.</p>

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<p>5.7.6 Restricted Reporting - Reporting Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Trends in descriptive information about Restricted Reports (e.g., Did more reported incidents occur on/off Academy grounds)</li> <li>• Trends in Restricted Reporting conversions</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Descriptive Information.</b> There was one report of incident that occurred on post and two for incidents that occurred off post. One report was made within 31 days and two were made after 31 days but within 365 days of incident occurrence. There was no significant trend in numbers or location.</p> <p>b. <b>Restricted to Unrestricted.</b> One report from restricted to unrestricted. Nothing unusual.</p>
<p>5.7.7 Referrals for Victims of Sexual Assault - Unrestricted Report Referral Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Summary of referral data and how your Academy counts a “referral”</li> <li>• Discussion of any trends of interest identified in referral data</li> <li>• Other (Please explain)</li> </ul>
<p><b>Accountability of Referrals.</b> The USMA counts referrals by services offered and sought. Services include SVC support, mental health support, medical support, and chaplain. Sometimes a survivor wants a SARC escort and sometimes they do not. USMA also offers counseling off post if the survivor chooses that option.</p>
<p>5.7.8 Referrals for Victims of Sexual Assault - Restricted Report Referral Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Summary of referral data and how your Academy counts a “referral”</li> <li>• Discussion of any trends of interest identified in referral data</li> <li>• Other (Please explain)</li> </ul>
<p><b>Referral.</b> All three restricted report survivors were briefed on services available. Since all three reported several months after the initial assault, all three declined physical medical services; however, all three did choose to use the center for professional development.</p>
<p>5.7.9 Sexual Harassment - Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions for investigation of sexual harassment complaints.</p>
<p>a. <b>Informal.</b> 0</p> <p>b. <b>Formal.</b> 1. There was one formal investigation for a complaint of inappropriate comments made by a cadet to other cadets. The investigation is not complete and will be reported next year.</p>

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<b>6. Overarching Tenet: Communication and Policy</b>	
6.1	Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., SAFE Helpline, hotline phone numbers and internet websites) to cadet/midshipman, staff and faculty, and sponsors.
	<ul style="list-style-type: none"> <li>• The USMA and West Point Community use posters, bulletin boards, internal and external websites, and pamphlets to advertise SAFE Helpline, hotline phone numbers and websites for the cadets, staff and faculty and sponsors. During special weekends like plebe parent weekend, reception day, and SAAM, SHARP tables are set up to provide information to parents and other visitors as necessary. USCC has a contact card distributed to cadets that will be updated this year.</li> </ul>
6.2	Describe your efforts to develop, resource, and execute Sexual Assault or Sexual Harassment Awareness Month activities.
	<ul style="list-style-type: none"> <li>• <b>Sexual Assault Awareness Month (SAAM).</b> SAAM events this year included a mile walk throughout the day where pamphlets, pins, t-shirts, and other items were given to participants. The cadets organized a cross-fit competition for the corps of cadets. The NCOs sponsored a run against sexual violence and the CASH/A cadets hosted a colloquium for their counterparts at other service academies to discuss and share information from their respective programs.</li> </ul>
6.3	Describe your efforts to sustain policy for General or Flag officer review of and concurrence in adverse administrative actions and separation of victims making an Unrestricted Report of sexual assault in APY 13-14.
	<ul style="list-style-type: none"> <li>• General Officer review is inherent in the USMA system. The commandant of cadets and the Superintendent are both in the review process.</li> </ul>
<b>7. 2013 Service Academy Gender Relations Focus Group Report</b>	
	<p>If available, please review the findings of the <i>2013 Service Academy Gender Relations Focus Group Report</i> conducted by the Defense Manpower Data Center (DMDC). Explain how this data reflects your Academy's achievement, progress or need for improvement in:</p> <ul style="list-style-type: none"> <li>• Climate of confidence to report and seek help</li> <li>• Prevention of sexual assault</li> <li>• Access and knowledge of resources for medical care and counseling</li> <li>• Understanding of Restricted and Unrestricted reporting options</li> <li>• Knowledge of the reporting process for sexual harassment and sexual assault</li> <li>• Training on how to avoid situations that increase risk of sexual violence</li> <li>• Underreporting of sexual harassment and sexual assault</li> </ul>
a.	<b>Command Climate.</b> The Senior USMA leadership starting with the Superintendent is fully engaged and has established clear expectations regarding a culture based on dignity and respect so that everyone is a valued member of the team. This emphasis is important to change any subversive attitudes that may exist among various groups which are contrary to a climate grounded in dignity and respect for everyone. At the

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foundation of this change is consistent messaging by the senior leaders at multiple venues including town halls, class addresses, staff and faculty annual training, small group discussions with selected personnel, meetings with coaches, mentors, officer representatives, and setting the example in both word and deed. At all times, the senior leadership encourages open dialogue as open dialogue sets the conditions for positive behavior change. Topics that the cadets misunderstand and frankly, inhibit positive team building include some minority groups are here as the result of a quota, women shouldn't go combat arms as they don't have to meet the same physical standards as men, people file false reports to avoid personal trouble and accountability, and women in leadership positions are selected to appease political correctness. There is strong consensus that the open dialogue will encourage victims to have confidence in reporting. An opportunity for improvement exists by using more social media resources like facebook, homepages, blogs, etc. This is an avenue the USMA SHARP team will pursue this year.

b. **Prevention of Sexual Assault.** The USMA has robust prevention training and education program at all levels of the organization. We will continue to educate on bystander intervention, risk reduction techniques, and see something, say something actions. One area that the USMA wants to expand on for training is team building techniques so that everyone feels like a valued member of the team. As future leaders in a totally mixed gender environment, USMA has an obligation to train these young people on how to create a positive environment for the whole team. Another area for focus is on courageous communication in terms of providing and receiving constructive criticism for both personal and professional growth. These topics among others will be a key part of the SHARP Summit discussion with follow on recommendations.

c. **Medical Availability.** Cadets are made aware of services through training, the CASH/A cadets, tactical teams, SARCs and other offices as necessary. An area for improvement is ensuring that SANE personnel keep up to date with their training as they have very few cases at USMA.

d. **Unrestricted/Restricted Options.** Everyone receives this training in annual and refresher training. One correction USMA has made from previous years is to ensure everyone knows that the chaplain is a confidential source for sharing information; however, the chaplain is not a confidential source for taking an actual report in writing. Another improvement USMA will implement is ensuring that flow diagrams for the different options are published in the cadet barracks and other community areas so that there is always a reminder of how to pursue a report.

e. **Knowledge of Sexual Harassment/Assault Reporting.** Sexual assault reporting is well understood by everyone. Because sexual harassment can be either formal or informal sexual harassment procedures are not as well understood and need further

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attention. Similar to a flow chart for unrestricted and restricted reporting, a flow chart for sexual harassment will be developed and posted in cadet barracks and other common areas NLT 30 November 2014.

f. **Prevention Techniques.** The monthly CASH/A training in cadet companies will focus on this topic to augment the training already received in annual training. The CASH/A newsletter will also address this area. The CASH/A newsletter is for the cadets by the cadets. Last year, there were some great conversations in the newsletter. This year, wider distribution to include staff and faculty and coaches will occur.

g. **Underreporting.** Leadership from the top and appealing to the cadets' sense of professionalism and responsibility are two courses of action the USMA will continue to pursue. One data point from this summer indicates progress as illustrated by a woman cadet not wanting to make a report. It was a male cadet peer who convinced her to make a report by appealing to her responsibility as a leader in the corps. His basic argument to her was there might be future victims; therefore, she had an obligation to report.

## 8. Status of Past Action Items and Recommendations in previous reports

For the following section, refer to the *APY12-13 Report on Sexual Harassment and Violence at the MSAs* for a list of the current action items and past recommendations for your Academy. This includes the:

- Items listed under "Improve" in the analysis section of each MSA's initiatives by LOE, and
- Any action items listed as "In progress" in each MSA's "Assessment of Recommendations from Previous Reports" section.

List each action item or recommendation verbatim from the APY 12-13 Report and describe in detail your progress in addressing the item.

For each item provide or describe evidence of compliance, your assessment of the item's completion (e.g. in progress, closed), and an estimated completion date for those items considered to be in progress.

### a. Assessment of Recommendations from the APY 12/13 Report.

- **Action:** Develop outcome-based metrics for prevention and efforts and trend analysis around changes to the SAPR Program.
- **Status: In progress.** This year, the USMA used results from the DEOMI command climate survey, club assessment survey developed by the USMA

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office of institutional research, rugby team investigations/recommendations, and the OIR produced assessment for the USMA Strategic plan. The results both wording and statistical information provided the foundation for conclusion and recommended courses of action for the way ahead. Future intent is to coordinate with OIR to see if metrics can be developed by the five LOEs with priority to prevention and advocacy.

- **Action:** USMA should request resources to support the employment of one or more full-time SAPR VA(s) who will exclusively focus on providing advocacy services to the cadet population. The level of confidentiality a SAPR VA would have under this arrangement will need to be explored.
- **Status:** USMA has hired both a SARC and VA for support to the USMA community. The both have full confidentiality.

## b. Items to Improve by LOE in FY 12/13 Report.

### Line of Effort 1: Prevention

**Improve:** Review and strengthen leadership oversight of cadets' groups, teams, and clubs that allow for mentoring and consultation between leaders and ensure all formal cadet group communications include coach or faculty sponsor on distribution list.

**Action:** Leadership oversight has been strengthened through Superintendent discussions with coaches, team captains, officer representatives for NCAA teams, and officers in charge of cadet clubs. The Superintendent reiterated his expectations regarding the maintenance of a command climate grounded in dignity and respect as well as the USMA and Army values to these groups in March 2014 and August 2014. Coaches and faculty sponsors are on formal distribution lists. The challenge is the informal distribution lists that cadets may create. We are attacking this through dialogue and expectation management.

**Improve:** Ensure all faculty, TAC Officers, and Tac NCOs take a USMA-specific version of the Army SHARP pre-command training before the beginning the school year or within 30 days of arrival.

**Action:** Everyone participates in annual training which is based on the HQDA slide deck provided for annual training. As part of training, examples of opportunities for improvement are discussed using cadet cases. This training is posted on a shared website monitored by the G3 who has visibility on statistics for completion. For the future, the USMA SARC will obtain monthly training statistics for briefing at SARB meetings.

**Improve:** Develop a mechanism to quickly inform the Corps of Cadets and West Point community of crime incidents, while respecting victims' need for confidentiality.

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**Action:** This is feedback continually received by cadets, staff and faculty. USMA SARC will coordinate with the SJA and PAO to discuss the best way ahead for use of social media for information sharing to include lessons learned.

**Improve:** Conduct outreach to the alumni, cadet parents groups, and athletic communities to ensure that all USMA-sanctioned or private activities involving cadets align with USMA standards of conduct.

**Action:** The USMA currently does a good job at outreach, but recognizes more can be done. The Superintendent's message regularly appears in the community newspaper as well as the association of graduate (AOG) quarterly magazine. The USMA sponsorship guidebook was recently updated with standards of conduct expectations including SHARP and alcohol use. Parents club are contacted through the West Point facebook page and other blogs. The Founder's day circuit provides opportunities for updating graduates and friends of the academy regarding expectations of professionalism for cadets. The USMA SARC provided a class to the AOG this year, and OICs and ORs brief cadets on standards of conduct prior to departure from the academy and as part of the team/club mentoring. This year, USMA will look at a "grey talk" capability similar to "you tube" to share information.

**Line of Effort 2: Investigation**-No deficient area requiring improvement identified

**Line of Effort 3:** Accountability

**Improve:** Ensure all legal assistance attorneys receive specialized sexual assault training

**Action:** USMA will ensure it complies with this requirement and will establish a tracking mechanism to ensure that routine personnel changes are projected/tracked and do not result in a loss of capability.

**Line of Effort 4:** Advocacy/Victim Services

**Improve:** Remove the Chaplains from the Corps of Cadets' intranet website that erroneously includes them in a list of personnel who can take Restricted Reports.

**Action:** Completed.

**Improve:** The Department of the Army implements the recommendation from the DOD Observation of SARC/SAPR VA SAPR Training Report to enhance existing practical exercises to provide greater opportunities for practice and application of new knowledge and skills.

**Action:** The USMA SARC and VA will seek the use of practical exercise to practice and apply new knowledge and skills.

**Improve:** Submit the locally produced POSH or SHARP-developed training plans, to the DEOMI for review and comment consistent with DOD policy NLT 15 January 2015.

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**Action:** USMA will update its training plan for the prevention of sexual harassment and submit it to DEOMI for guidance and comment.

**Improve:** Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian representatives (to include those leading off-campus activities)

**Action:** The USMA performs quarterly SART training with first responders. First responders participate in SARB meetings. The garrison SARC has an MOU with Orange County for assistance as needed. While USMA has multiple personnel who have taken the 80 hour course, USMA limits the number of people who can act as collateral SARCs and VAs with the responsibility of taking sexual assault reports for processing.

## **Line of Effort 5:** Assessment

**Improve:** Appoint an office of primary responsibility at USMA to develop, implement, and track metrics.

**Action:** Completed. The USMA SARC has the responsibility to coordinate with the office of institutional research (OIR). USMA used OIR to help develop the club assessment and interpret the results and assist with the strategic plan assessment.

**Improve:** Consider conducting command climate assessment surveys at the small unit-level (for cadets and Prep School cadet candidates) and provide results of the survey to the cadet leadership and to the next level up the chain of command.

**Action:** Completed this year and will occur annually as directed by HQDA.

APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING USMA Cadets and Midshipmen		APY13-14 Totals
Total Cadet/Midshipman victims in all investigations closed in APY13-14*		9
Cadet/Midshipman victims whose reports of sexual assault could be substantiated*		6
Total Cadet/Midshipman subjects in all investigations closed in APY13-14**		5
Cadet/Midshipman subjects against whom sexual assault reports could be substantiated**		3
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action has yet to be reported.		
**Does not include subjects from investigations where command action has yet to be reported.		
APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING USMA Cadets and Midshipmen		APY13-14 Totals
# Cadet/Midshipman Victims initially making Restricted Reports		3
# Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*		1
# Cadet/Midshipman Victim Reports Remaining Restricted		2

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES MILITARY ACADEMY	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT</b> (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) <b>BY or AGAINST</b> Cadets/Midshipmen. Note: The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	<b>APY13-14 Totals</b>
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>9</b>
# Cadet/Midshipman victims	9
# Non-Cadet/Midshipman victims	0
<b># Unrestricted Reports in the following categories</b>	<b>9</b>
# Cadet/Midshipman on Cadet/Midshipman	5
# Cadet/Midshipman on Non-Cadet/Midshipman	0
# Non-Cadet/Midshipman on Cadet/Midshipman	3
# Unidentified Subject on Cadet/Midshipman	1
<b># Unrestricted Reports of sexual assault occurring</b>	<b>9</b>
# On military installation	3
# Off military installation	6
# Unidentified location	0
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>9</b>
# Investigations pending completion as of 31 May 14	1
# Completed Investigations as of 31 May 14	8
<b># All Restricted Reports received in APY13-14</b>	<b>3</b>
# Converted from Restricted Report to Unrestricted Report*	1
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>2</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>9</b>
# Reports made within 3 days of sexual assault	4
# Reports made within 4 to 30 days after sexual assault	2
# Reports made within 31 to 365 days after sexual assault	2
# Reports made longer than 365 days after sexual assault	1
# Unknown	0
<b>Time of sexual assault</b>	<b>9</b>
# Midnight to 6 am	3
# 6 am to 6 pm	0
# 6 pm to midnight	3
# Unknown	3
<b>Day of sexual assault</b>	<b>9</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	6
# Saturday	0
# Unknown	3
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b># Total Investigations completed during APY13-14</b>	<b>8</b>
# Investigations opened in APY13-14 and completed in APY13-14	8
# Of these investigations with more than one victim, more than one subject, or both	0
# Investigations opened prior to APY13-14 and completed in APY13-14	0
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>8</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>5</b>
# Your Cadet/Midshipman subjects investigated by your Service	5
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	3
# Unidentified subjects in your Service's investigations	0
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>8</b>
<b># Cadet/Midshipman victims</b>	<b>8</b>
# Cadet/Midshipman victims own Service's investigations	8
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	0
# Unidentified victims in your Service's investigations	0

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals
# Investigations opened in APY13-14 and completed in APY13-14	8	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14	9
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14	8	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14	9
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14	5	# Total Victims associated with MCIO unfounded allegations	0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Total Subjects Outside DoD Prosecutive Authority	2
# Total Subjects Outside DoD Prosecutive Authority	2	# Unknown Offenders	0
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	2	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	2
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Total Command Action Precluded or Declined for Sexual Assault	3	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	2	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	1	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman victims who declined to participate in the military justice action	2
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	1
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Subjects for whom command action was completed as of 31 May 14	3	# Cadet/Midshipman victims who died before completion of the military justice action	0
# APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	3	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	1	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	4
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	1
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	2	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	1
		# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	2

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)	APY13-14 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS	APY13-14 Totals
# Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)	0		
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14	0		
# Pre-APY13-14 Investigations completed as of 31 May 14	0		
# SUBJECTS in Pre-APY13-14 investigations completed by 31 May 14	0	# VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14	0
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14	0	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14	0
# Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Pre-APY13-14 Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority	0		
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Total Command Action Precluded or Declined for Sexual Assault	0		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	0	# Cadet/Midshipman victims who declined to participate in the military justice action	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14	0
# Subjects for whom command action was completed as of 31 May 14	0		
# Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	0	# Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# Cadet/Midshipman Victims involved with Court-martial preferences (Initiations) against subject	0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferences for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	0
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.			

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge).</b> This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge in APY13-14</b>	<b>1</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>1</b>
# Subjects whose court-martial charges were dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	1
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Cadet subjects who were discharged in lieu of court-martial	1
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge).</b> This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
<b>H. Other Actions Taken.</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a sexual assault offense</b>	<b>0</b>
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense).</b> This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense).</b> This section reports the outcomes of nonjudicial punishments for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment	0
<b>K. Other Actions Taken (Non-sexual assault offense).</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>2</b>

APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Cadet/Midshipman STATUS BY GENDER								
L. REPORTED SEXUAL ASSAULTS INVOLVING Cadets/Midshipmen (BY or AGAINST Cadets/Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY13-14 INVESTIGATIONS (UR) [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY13-14 Totals
		5	0	1	2	0	1	0
# Cadet/Midshipman on Cadet/Midshipman	2	0	1	2	0	0	0	5
# Cadet/Midshipman on Non-Cadet/Midshipman	0	0	0	0	0	0	0	0
# Non-Cadet/Midshipman on Cadet/Midshipman	3	0	0	0	0	0	0	3
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	1	0	1

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)																
M. REPORTED SEXUAL ASSAULTS INVOLVING cadets/midshipmen (BY or AGAINST cadets/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY13-14 INVESTIGATIONS [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Incidents Occurring In Prior Academic Program Years, but Reported In APY13-14							Incidents Occurring and Reported in APY13-14							APY13-14 Totals	
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)		Indecent Assault (Art. 134) (Pre-FY08)
# Cadet/Midshipman on Cadet/Midshipman	1	0	0	0	0	0	0	0	1	0	7		0		0	9
# Cadet/Midshipman on Non-Cadet/Midshipman	0	0	0	0	0	0	0	0	1	0	4		0		0	5
# Non-Cadet/Midshipman on Cadet/Midshipman	1	0	0	0	0	0	0	0	0	0	0		0		0	0
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	2		0		0	3
# Unidentified subject on Non-Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	1		0		0	1
# TOTAL Cadet/Midshipman Victims in APY13-14 Reports	1	0	0	0	0	0	0	0	1	0	7		0		0	9
# Cadet/Midshipman Victims: Female	1	0	0	0	0	0	0	0	1	0	6		0		0	8
# Cadet/Midshipman Victims: Male	0	0	0	0	0	0	0	0	0	0	1		0		0	1
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																
Time of sexual assault	1	0	0	0	0	0	0	0	1	0	7		0		0	9
# Midnight to 6 am	0	0	0	0	0	0	0	0	1	0	2		0		0	3
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	0	3		0		0	3
# Unknown	1	0	0	0	0	0	0	0	0	0	2		0		0	3
Day of sexual assault	1	0	0	0	0	0	0	0	1	0	7		0		0	9
# Sunday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Monday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Tuesday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Wednesday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Friday	0	0	0	0	0	0	0	0	1	0	5		0		0	6
# Saturday	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Unknown	1	0	0	0	0	0	0	0	0	0	2		0		0	3

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<p><b>N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY13-14 [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]</b></p> <p>Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.</p>																	
	<i>Victim Data From Investigations Opened In Prior Years, but Investigation completed during APY13-14</i>								<i>Victim Data From Investigations Opened and Investigation Completed in APY13-14</i>								
<b>Gender of VICTIMS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Male	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
# Female	1	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	7
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of VICTIMS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# 16-19	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
# 20-24	1	0	0	0	0	0	0	0	1	0	4	0	0	0	0	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VICTIM Type</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Service Member	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member VICTIMS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member VICTIMS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Army	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member VICTIMS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>O. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY13-14</b>																	
[Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Subject Data From Investigations Opened In Prior Years, but closed during APY13-14</i>								<i>Subject Data From Investigations Opened and Closed in APY13-14</i>								
<b>Gender of SUBJECTS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Male	1	0	0	0	0	0	0	0	1	0	3	0	0	0	0	0	5
# Female	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of SUBJECTS</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# 16-19	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
# 20-24	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Subject Type</b>	1	0	0	0	0	0	0	0	1	0	6	0	0	0	0	0	8
# Service Member	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
# Foreign military	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# E1-E4	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	1	0	4	0	0	0	0	0	5
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# Army	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	0	6
# Active Duty	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	1	0	4	0	0	0	0	0	5
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

USMA APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses).</b>	<b>APY13-14 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>3</b>
# Cadet/Midshipman victims making Restricted Reports	3
# Non-Cadet/Midshipman Victims making Restricted Report involving a Cadet/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>1</b>
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	1
# Non-Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>2</b>
# Cadet/Midshipman victim reports remaining Restricted	2
# Non-Cadet/Midshipman victim reports remaining Restricted	0
<b># Reported sexual assaults involving cadets/midshipmen in the following categories</b>	<b>3</b>
# Cadet/Midshipman on Cadet/Midshipman	2
# Non-Cadet/Midshipman on Cadet/Midshipman	0
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Cadet/Midshipman	1
<b>B. INCIDENT DETAILS</b>	<b>APY13-14 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>3</b>
# On military installation	1
# Off military installation	2
# Unidentified location	0
<b>Length of time between sexual assault and Restricted Report</b>	<b>3</b>
# Reports made within 3 days of sexual assault	0
# Reports made within 4 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	2
# Reports made longer than 365 days after sexual assault	0
# Unknown	0
<b>Time of sexual assault incident</b>	<b>3</b>
# Midnight to 6 am	0
# 6 am to 6 pm	1
# 6 pm to midnight	1
# Unknown	1
<b>Day of sexual assault incident</b>	<b>3</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	0
# Saturday	1
# Unknown	2
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS</b>	<b>3</b>
# Army victims	3
# Navy victims	0
# Marines victims	0
# Air Force victims	0
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY13-14 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>3</b>
# Male	1
# Female	2
# Unknown	0
<b>Age of VICTIMS</b>	<b>3</b>
# 16-19	0
# 20-24	3
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Unknown	0
<b>Grade of Service Member VICTIMS</b>	<b>3</b>
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	3
# Academy Prep School Student	0
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>3</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman	3
# Academy Prep School Student	0
# Unknown	0
<b>VICTIM Type</b>	<b>3</b>
# Service Member	3
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (DoD Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>0</b>
# Cadets/midshipmen Making A Restricted Report for an Incident that Occurred Prior to Age 18	0
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	0
# Cadets/midshipmen Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>	<b>APY13-14 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted	0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
Mode # of Days Taken to Change to Unrestricted	0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted	

USMA APY13-14 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT		
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>		
<b>A. SUPPORT SERVICE REFERRALS TO Cadet/Midshipman VICTIMS FROM UNRESTRICTED REPORTS:</b>		<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		24
# Mental Health		0
# Legal		8
# Chaplain/Spiritual Support		3
# Victim Advocate/Uniformed Victim Advocate		4
# DoD Safe Helpline		9
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		1
# Mental Health		0
# Legal		1
# Chaplain/Spiritual Support		0
# Rape Crisis Center		0
# Victim Advocate		0
# Other		0
<b># Cases where SAFEs were conducted</b>		
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>		
<b># Cadets/Midshipmen making an Unrestricted Report for an incident that occurred prior to military service</b>		
<b>B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS</b>		<b>APY13-14 TOTALS</b>
<b># Military Protective Orders issued during APY13-14</b>		
<b># Reported MPO Violations in APY13-14</b>		
# Reported MPO Violations by Subjects		0
# Reported MPO Violations by victims of sexual assault		0
# Reported MPO Violations by Both		0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.		
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims of sexual assault	1	<b>Total Number Denied</b>
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims Denied	0	<b>Reasons for Disapproval (Total)</b>
# Installation expedited transfer requests by Cadet/Midshipman victims of sexual assault	0	Moved Alleged Offender Instead
# Installation expedited transfer requests by Cadet/Midshipman victims Denied	0	Pre-existing Transfer Order Used Instead
<b>C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>		<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		9
# Mental Health		0
# Legal		3
# Chaplain/Spiritual Support		0
# Victim Advocate/Uniformed Victim Advocate		3
# DoD Safe Helpline		0
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		1
# Mental Health		0
# Legal		1
# Chaplain/Spiritual Support		0
# Rape Crisis Center		0
# Victim Advocate		0
# Other		0
<b># Cases where SAFEs were conducted</b>		
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>		
<b>CIVILIAN DATA</b>		
<b>D. SEXUAL ASSAULT SERVICES TO NON-cadets/midshipmen (OOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC)</b>		<b>APY13-14 TOTALS</b>
<b># Non-cadets/midshipmen assisted in the following categories:</b>		
# Cadet/Midshipman on Non-Cadet/Midshipman		0
# Non-Cadet/Midshipman on Non-Cadet/Midshipman		0
# Unidentified Subject or Undisclosed Affiliation on Non-Cadet/Midshipman		0
<b>Gender of Non-cadets/midshipmen Assisted</b>		
# Male		0
# Female		0
# Unknown		0
<b>Age of Non-cadets/midshipmen Assisted</b>		
# 16-19		0
# 20-24		0
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Unknown		0
<b>Non-Cadet/Midshipman Type</b>		
# DoD Civilian		0
# DoD Contractor		0
# Other US Government Civilian		0
# US Civilian		0
# Foreign National		0
# Foreign Military		0
# Unknown		0
<b># Support service referrals for Non-cadets/midshipmen in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		0
# Mental Health		0
# Legal		0
# Chaplain/Spiritual Support		0
# Victim Advocate/Uniformed Victim Advocate		0
# DoD Safe Helpline		0
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		0
# Mental Health		0
# Legal		0
# Chaplain/Spiritual Support		0
# Rape Crisis Center		0
# Victim Advocate		0
# Other		0
<b># Cases where SAFEs were conducted</b>		
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>		

Use the following categories or add a new category to identify the reason the requests were denied.	<b>APY13-14 TOTALS</b>
<b>Total Number Denied</b>	<b>0</b>
<b>Reasons for Disapproval (Total)</b>	<b>0</b>
Moved Alleged Offender Instead	0
Pre-existing Transfer Order Used Instead	0
Enter reason	0

APY13-14 Cadet/Midshipman Sexual Assault Synopses Report: US Military Academy																																				
No.	Offense Alleged/Investigation	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation or Sex Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed # Art 15 Hearing, if applicable.	Most Serious Offense Convicted	Confinement (Court Own)	Fines and Forfeiture	Reduction in Rank	Punishments							Administrative Actions				Alcohol Use	Narrative of the Crime				
																				Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correctional Custody (NYP Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Sex Offender									
1	Abusive Sexual Contact Art. 120	CONUS	Army	E-4	Male			Army	Cadet/Midshipman	Female	Q4	Insufficient Evidence of Any Offense																					Both Victim and Subject	While off-post at a bar near Fort Bragg, the subject approached the victim and told the victim that she looked good tonight and then proceeded to grope her breast. Alcohol was involved for both individuals. Cadet reported it upon return to West Point. CID at USMA referred the matter to CID at Fort Bragg. A criminal investigation was conducted. However, the investigation did not produce evidence of the crime that could be acted upon. The case was closed at Fort Bragg for insufficient evidence of an offense to prosecute.		
2	Sexual Assault (After 28 Jan 13) Art. 120	CONUS	Army	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q2	Non-Sexual Assault Offense: Adverse Administrative Actions																						Converted from a prior year Restricted Report. Alleged assaults occurred both on post and off post. Victim stated that while on leave in California, the alleged perpetrator sexually assaulted her at the home. She also alleged forcible sodomy on two different occasions on post. A criminal investigation was conducted by CID but failed to produce evidence of sexual assault or forcible sodomy. However, the subject confessed to engaging in sexual activity in the barracks, a violation of the Cadet Disciplinary Code. The subject received punishment under the Cadet Disciplinary System.		
3	Abusive Sexual Contact Art. 120	CONUS	ARMY	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q4	Sexual Assault Offense: Court-Martial Charge Preferred (instead)	Abusive Sexual Contact Art. 120	Discharge or Resignation in Lieu of Court-Martial																				UOTHC	The victim alleged that while sleeping at the land navigation site of the West Point military reservation, the subject, who was sleeping next to her, groped her inappropriately during the night through the sleeping bag. The matter was reported to CID who investigated the matter. No additional misconduct was identified during the investigation. The matter was preferred to court-martial, but the subject's request to resign in lieu of court-martial was granted. He was discharged under other than honorable circumstances.	
4	Rape, Art. 120	OCOUNS	Foreign National	Male				Army	Cadet/Midshipman	Female	Q2	Civilian or Foreign Prosecution of Person Not Subject to UCMJ																						Victim reported that while on a foreign exchange academic enrichment program in Morocco, she was raped by an unidentified civilian in September 2012. A year later she disclosed the incident. The matter was referred to CID, who opened a criminal investigation. However, due to the length of time that had passed and the lack of identifying information about the perpetrator, the matter was closed due to insufficient evidence and lack of jurisdiction over the alleged perpetrator.		
5	Abusive sexual Contact Art.120	CONUS	ARMY	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Male	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions																						Cadet/Midshipman Disciplinary System	Resigned from Academy	Victim reported that at about 0200 the subject entered his room and brought him to both the day room in the cadet barracks as well as her room in the cadet barracks. At some point, she touched him in a way that made him uncomfortable. He kept telling her that he wanted to return to his own barracks' room. She eventually allowed him to leave her room. After CID informed the case, the academy investigated her for multiple misconduct including harassment and abuse of authority. Subject resigned from Academy in November 2013.
6	Abusive sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																							Victim did not identify the subject, but alleged that she was sexually assaulted and harassed by another female in the corps. Victim would not cooperate with CID. Victim resigned from the Academy. Victim was the subject of a previous investigation listed on this report.	
7	Abusive sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																							Victim alleged that while away on a weekend and during quarters with the subject, the subject continued to forcibly kiss and touch her. This was originally a restricted report. She did not want it to be unrestricted. When she went to CID, she did not cooperate. There was not enough evidence to go forward with the investigation. She resigned at the end of the academic year.	
8	Abusive sexual Contact Art.120	OCOUNS	Army	Foreign Military	Male			Army	Cadet/Midshipman	Female	Q4	Civilian or Foreign Prosecution of Person Not Subject to UCMJ																						Victim reported that while on a foreign exchange program at St. Cyr Military Academy in France, a soldier from the French Army forcibly kissed her against her wishes. The incident was reported to the officials at St. Cyr, and upon request, the victim remained in USMA one week early. USMA leadership engaged with St. Cyr leadership for COAs to avoid similar circumstances in the future. Cadet provided both a verbal and written statement to CID.		

Sexual Harassment Reports

Sexual Harassment Reports at USMA APY13-14	
<p><b>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</b></p> <p>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</p> <p>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</p>	<b>APY13-14 TOTALS</b>
<b>A. Sexual Harassment Complaints (total)</b>	<b>1</b>
<b>(1) Formal Complaints</b>	<b>1</b>
# Cadet/Midshipman Complainants	1
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	0
<b>B. Location of Incident</b>	<b>1</b>
# On Academy Grounds	0
# Off Academy Grounds	1
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>1</b>
# Investigations pending completion as of 31 May 14	1
# Completed investigations as of 31 May 14	0
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>1</b>
# Reports made within 60 days of the sexual harassment	1
# Reports made more than 60 days following the sexual harassment	0
# Unknown	0
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>1</b>
# Reports forwarded to GCMCA within 72 Hours	0
# Reports forwarded to GCMCA beyond 72 Hours	1
<b>F. Time of Sexual Harassment Incident</b>	<b>1</b>
# Midnight to 6 am	0
# 6 am to 6 pm	1
# 6 pm to midnight	0
# Unknown	0
<b>G. Day of Sexual Harassment Incident</b>	<b>1</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	0
# Saturday	0
# Unknown	1
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Investigations with more than one complainant, more than one subject, or both	0
# of Subjects in Completed Investigations	0
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Subjects with Unsubstantiated Complaints	0
# Pending command action as of 31 May 14	0
# Subjects for whom command action was completed of 31 May 14	0
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>0</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	0
# Cadet Disciplinary System Actions	0
# Other adverse administrative actions	0

Synopsis of Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome

**ENCLOSURE 2:**

**UNITED STATES NAVAL ACADEMY  
SELF-ASSESSMENT**





THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

August 29, 2014

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL  
AND READINESS

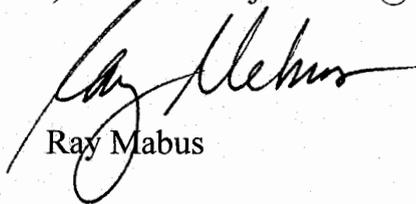
SUBJECT: Department of Defense Academic Program Year 2013-2014 Report on  
Sexual Harassment and Violence at the Military Service Academies

As requested by your memorandum of July 18, 2014, attached is the Department of the Navy (DON) input regarding efforts at the United States Naval Academy (USNA) during Academic Program Year 2013-2014 to combat sexual harassment and violence. Our input includes a programmatic self-assessment conducted by the Academy, along with statistical data on reported incidents.

The DON is committed to creating a Department-wide culture of gender respect, where sexual assault is never tolerated and ultimately eliminated, sexual assault victims receive coordinated support and protection, and offenders are held appropriately accountable. I, the Chief of Naval Operations, and the Commandant of the Marine Corps work collaboratively towards these high priority goals. For some time now, the Naval Academy has been a special focus of our attention because of its unique role in developing future leaders.

I am pleased to report a robust spectrum of many simultaneous new initiatives at the USNA. Together, they underscore our core values, and the primary role of leadership, in both preventing sexual assault and harassment, and in supporting sexual assault victims. I am equally pleased to know that building on these initiatives is a personal top priority of the new Superintendent of the Naval Academy, Vice Admiral Walter Carter.

Should you need additional information, my point of contact for this action is Ms. Jill Vines Loftus, Director, Department of the Navy Sexual Assault Prevention and Response Office who may be reached at (703) 697-2180 or [jill.loftus@navy.mil](mailto:jill.loftus@navy.mil).

  
Ray Mabius

Attachments:  
As stated

cc:  
DoD SAPRO



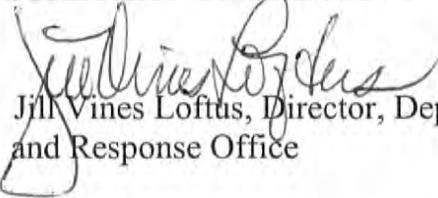
DEPARTMENT OF THE NAVY  
SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE  
1000 NAVY PENTAGON  
WASHINGTON DC 20350-1000

**ACTION MEMO**

August 26, 2014

FOR: SECRETARY OF THE NAVY

UNSECNAV \_\_\_\_\_  
Performing the duties of

FROM:  Jill Vines Loftus, Director, Department of the Navy Sexual Assault Prevention  
and Response Office

SUBJECT: Department of Defense Academic Program Year 2013-2014 Report on  
Sexual Harassment and Violence at the Military Service Academies

- Section 532 of the National Defense Authorization Act for Fiscal Year 2007 requires that the Department conduct an annual assessment of the Military Service Academies to determine the effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence involving Academy personnel. This assessment will serve as the Department's *Annual Report on Sexual Harassment and Violence at the Military Service Academies* covering Academic Program Year June 1, 2013 through May 31, 2014.
- This report will be provided to Congress in January 2015.
- TAB B constitutes the United States Naval Academy's submission to the Academic Program Year 2013-2014 Report on Sexual Harassment and Violence.
- TAB C is Under Secretary of Defense for Personnel and Readiness Memo of July 18, 2014, Department of Defense Academic Program Year 2013-2014 Report on Sexual Harassment and Violence at the Military Service Academies.

RECOMMENDATION: Secretary of the Navy sign correspondence at TAB A.

COORDINATION: TAB D

ATTACHMENTS:

As stated

Prepared by: LtCol Thomas Witczak, USMC, (703) 614-5729

# APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

## Executive Summary

The following Executive Summary Template should be used to capture a summary of submission regarding the progress made and principal challenges confronted by your SAPR and POSH programs during APY 13-14. This overview should include but not be limited to information such as:

- Authorizing regulations and/or instructions and dates of publication.
- General organizational structure of your SAPR and POSH programs and personnel (e.g., Brigade, Installation, Sexual Assault Response Coordinator [SARC] and SAPR Victim Advocate [VA], Equal Opportunity Advisors, mid-level program management [if any], and program management) as well as a brief description of how this structure changed over the last APY.

Progress made in APR 13-14 in the sexual harassment/sexual assault prevention and response programs has been tangible, as has been the discovery of principal challenges that required scrutiny and creative resolution-thinking. Over the course of several months, the Brigade, faculty and staff worked together to best approach the issues and permanently align strategic concepts within our Mission Statement.

Discussions and expectation-setting that spans from the classroom and company area to the sports team and the sponsor home have yielded important feedback. Our Nov '13 Focus Group feedback demonstrated marked signs of greater comprehension of bystander intervention, consent, and response options. Midshipmen note that despite feeling over-trained, behavior has changed for the better. There is a strong sense of awareness regarding the issues. Plebes began their fall 2013 SHAPE sessions notably smarter than ever on the topic of SAPR and CMEO, a direct result of our enhanced and purposeful Plebe Summer SAPR training.

We made progress because of the following:

- Sustained communication by USNA senior leadership;
- By discussing our issues and reinforcing ownership of these issues by not only the Brigade but the faculty and staff;
- By articulating their relevancy to our Mission Statement;
- By listening to the advice, frustrations, best practices and ideas of all
- By building a trusted, approachable, confidential Response Team; fully dedicated to victim-centered care.
- By conducting Outreach - for best practices; collaboration; and sense of community in solving the issues of undermining dignity and respect to all.

The DoD SAPR Standdown in June 2013 provided the initial framework of getting passed traditional training and education whereby a few were talking to the majority about SH/SA. Post command senior officers and senior enlisted leaders provided this training, and it is was the first time many of these seasoned leaders had taught the topic of sexual harassment and sexual assault. Much was gained by this shift in perspective - it was now everyone's issue. This momentum was maintained into the Fall semester,

# APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

when the new Commandant of Midshipmen, CAPT William Byrne, launched his Be Excellent Campaign, of which the SAPR and CMEO programs were able to align. In addition, discussions were now taking place in the Leadership and Ethics classrooms, as curriculum had been modified to connect the concepts.

Our principal challenges have become valuable opportunities for developing new approaches and for growth in our programs. Examples include:

- *Brigade perception* - “We are considered the problem. The public thinks we are all Rapists.” Placing SAPR and CMEO programs as part of a greater moral cause shifted the attention away from the negative perceptions centered on misbehavior only. USNA leadership’s focus on “catching someone doing something RIGHT” proved very powerful, with an increase of Positive Conduct Reports in APY 13-14.
- “*Change is Not Good*” *Mentality*. Overwhelming feedback indicated that midshipmen feel over-trained in SAPR and that they are becoming de-sensitized to the issue. Leadership is wise to the risks of infrequent training, poor education, and low priority setting of any program. To counter this resistance, it has been helpful to be creative and purposeful in how we approach this topic. By continually re-evaluating our training and approaching it at different angles, we have kept the Brigade engaged. A survey this APY indicates behavior is changing for the better and our methods of training are improving.
- *Article 32 Proceeding - A Barrier to Reporting*. The manner of questioning the victim in the recent USNA high visibility Article 32 case during this APY created a potential barrier to reporting, as discussed by many midshipman during SHAPE sessions and during the Nov ‘13 Focus Groups. Fearful of being forced to take a witness stand and being subject to a similar line of questioning, many midshipmen reported that they would not subject themselves such treatment and would not advise other midshipmen to come forward. To counter this mistrust, SAPRO focused on educating the Brigade on changes to the NDAA, taking effect in December 2014, that will give victims a choice to take the stand during an Article 32 and will significantly limit the line of questioning to those strictly relevant to the incident.
- *Brigade Survey Fatigue*. From May 13 through May 14, the Brigade participated in 4 surveys and 2 focus groups centered on SH/SA. While feedback has been insightful, we are convinced that a pause from this pace is necessary to ensure the Brigade remains committed to quality feedback. Additionally, we are mapping our totality of surveys (command climate, SAPR-specific, etc.) to ensure that the inadvertent overlap of these surveys is diminished, while still providing valuable mechanisms for feedback.
- *EO / CMEO Presence*. USNA’s Command Climate Specialist (previously Equal Opportunity Advisor) position was gapped for most of APY 13-14; due in part to a decrease in DEOMI CMEO training. With a need to expand training and dialogue about sexual harassment, the Brigade CMEO worked closely with USNA SAPRO, reflecting the 21st Century Sailor Model. Expanded discussions and training

# APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

about the role of CMEO was provided by SAPRO and the resulting synergy improved the Brigade's understanding and use of the Brigade CMEO for APY 13-14.

**General Organizational Structure.** USNA SAPRO was re-organized at the onset of APY 13-14, to enhance Response Team expertise and availability. Simultaneously, a Program Manager position was created to provide strategic oversight; to enhance communication and sharing of information; and to outreach and collaborate with external organizations (military and civilian) to enhance the USNA SAPR program. USNA SAPRO grew from 5 to 8 personnel, with the addition of three civilian experts in victim advocacy.

**Authorizing USNA SAPR and CMEO regulations and instructions.** USNA SAPR instructions were overhauled in 2013 to ensure current policy and response capabilities were reflected. USNAINST 1552.2E, dated 08 Aug 2013, and COMDTMIDNINST 1552.1G, dated 07 Oct 2013, provide a clear understanding of the program.

An enhanced Dignity and Respect Remediation program was formally codified in COMDTMIDNINST 5354.2, dated 25 Apr 2014. This program provides mentorship to midshipmen found guilty under the conduct system of committing a conduct offense that, while not egregious enough to warrant separation, is of a sexual nature, sexual harassing in nature, demonstrates elements of gender bias, or any other adverse behavior as defined by the Navy and USNA Equal Opportunity policies.

USNAINST 5354.1A, dated 09 Feb 2009, and COMDTMIDNINST 5354.1G, dated 29 June 2004, are the overarching CMEO instructions for USNA and the Brigade of Midshipmen.

# APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

## 1. Line of Effort (LOE) 1: Prevention –The objective of prevention is to “deliver consistent and effective prevention methods and programs.”

1.1 Summarize your Academy’s efforts to achieve the Prevention Endstate: “cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not tolerated, condoned, or ignored.”

USNA is committed to an environment of dignity and mutual respect for all, where victims are supported and feel safe to report crimes, where these ideals are upheld, and where Midshipmen, faculty and staff are empowered to take action in cases where our ideals are violated. This is in line with USNA’s Mission, which serves to reinforce the absolute commitment by all that sexual assault and sexual harassment are not tolerated, condoned, or ignored. We work on multiple fronts to achieve this:

- Continual leadership engagement. The Superintendent drumbeats this message to the entire Brigade of Midshipmen. During the Fall Semester 2013, the Superintendent met with each of the 33 varsity sports individually, reinforcing expectations both on and off the field.
- “Be Excellent” Campaign. In APY 13-14 the Commandant of Midshipmen launched his “Be Excellent” campaign to shape the attitudes and focus of the Brigade. The message is to be excellent to yourself, your shipmates, and the institution; and emphasizes reinforcing positive Midshipmen behaviors and inspiring others to do the right thing. Additionally, leadership has specifically addressed retribution with the Brigade, and that any acts of reprisal will be aggressively disciplined.
- Gettysburg Leadership Retreat. Began in the summer of 2012, it was expanded during the summer of 2013, bringing together sports team captains, company commanders, and Brigade leaders in a venue providing an opportunity to discuss attributes and expectations of a leader, with sexual harassment and sexual assault one of several central themes. The Superintendent, Commandant and Athletic Director participate in reinforcing concepts. This program was expanded in January 2014 to include a session for Brigade leadership assuming their roles for the Spring Semester 2014. Both programs included the *Midnight Teachable Moment*, wherein recent graduates acted out various scenes at a rented bar or a “house party.” Each scene was created to provide a framework for discussion on recognizing destructive behavior and employing various bystander intervention tactics.
- Brigade Leadership Monthly Meetings. Beginning this APY, the Academy’s Leadership, Ethics and Law Department hosts a monthly meeting with all varsity team captains and various officers at USNA to discuss issues and maintain the momentum of the Gettysburg Retreat while reinforcing the expectations of being a leader. Themes include: goal setting, creating a team philosophy, team cultures and climate, leadership styles and interpersonal power. Company commanders and Brigade leaders attend similar leadership discussions as well.
- Women's Mentor Network. Begun APY 13-14, this pilot program provides a venue for female Midshipmen to discuss and reinforce professional development with female officer mentors, and serves as another opportunity to discuss cultural issues

## APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

unique to naval service.

- Athlete Code of Conduct. All USNA varsity athletes are required to sign a code of conduct, vowing to abide by expected behavioral standards and to represent the Academy in the best possible manner. This Code of Conduct requires adherence to moral and ethical values and prohibits actions (e.g. underage drinking, utilization of team residences) that may lead to sexual harassment or sexual assault.
- Battalion Officer/Company Officer/Senior Enlisted Leader SAPR Training. Begun in May 2014, all reporting officer and enlisted personnel in the Brigade's chain of command will receive training on the SAPR module exported from the Navy's Command Leadership School.
- SAPRO Outreach and Training. The Academy has implemented regular meetings between its SAPR Office and faculty, coaches, and officer representatives to further engage them as stakeholders in USNA's SAPR efforts. Additionally, training and engagement at the Company Officer and Battalion Officer level has become a regular drumbeat.

# APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: USNA

1.2 Describe your Academy's efforts to update and integrate gender-responsive and culturally competent programs for cadets and midshipmen to address healthy relationships, active bystander intervention, social courage, and core values that support the establishment of mutual respect. In addition, describe your efforts to review policies that influence culture and behavior at your Academy, and adjust policy as appropriate.

The framework for USNA to discuss these issues is our Sexual Harassment Assault Prevention Education (SHAPE) curriculum:

## SHAPE Overview

4/C Year	3/C Year	2/C Year	1/C Year
<p><b>•Session 1</b> -Prevention vs. Risk Reduction -Definitions -Language</p> <p><b>•Guest Presentation:</b> <u>"1 in 4" Men's Program</u></p> <p><b>•Session 2</b> -1 in 4 F/U -How to Help a Survivor -Bystander Interv'n</p> <p><b>•Session 3 (By Gender)</b> -Sex Offender profile -Risk Reduction</p> <p><b>•Session 4</b> -Sexual Harassment</p>	<p><b>•Session 1</b> -Social Conformity -Bystander Intervention</p> <p><b>•Guest Presentation:</b> <u>TBD - Speak About It</u></p> <p><b>•Session 2</b> -Speak About It F/U -Consent -Communication -Alcohol</p> <p><b>•Session 3 (By Gender)</b> -Gender Socialization</p>	<p><b>•Session 1</b> -Survivor Impact -Command Climate -Resources in the Fleet &amp; Marine Corps</p> <p><b>•Guest Presentation:</b> <u>Joe Ehrmann – Bystander Intervention &amp; Leaders of Character</u></p> <p><b>•Session 2</b> -Bystander Intervention -Leadership Issues</p>	<p><b>•Character Capstone</b> with SHAPE sexual harassment &amp; sexual assault scenarios and discussion points</p> <p><b>•Guest Presentation:</b> <u>Anne Munch, Esq.- Prosecution of sexual assault cases &amp; societal bias</u></p>
Embedded in academic class and instructed by MIDN Peer Educators	Embedded in academic class and instructed by MIDN Peer Educators	Embedded in academic class and instructed by MIDN Peer Educators	Character Capstone; collaboration with LEL course

- USNA "Lean In" Circles.* Started in spring 2014, with male and female volunteer participants. Ms. Sheryl Sandberg (COO, Facebook) spoke to an audience of faculty, staff, and midshipmen and attended two Lean In sessions. There was overwhelming positive response from all participants. This initiative creates small group forums where midshipmen can learn to better appreciate what is unique and positive about men and women in an organization. By understanding and respecting each other, we can bring out the best in everyone. This ideal directly supports the positive culture of USNA.

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1.3 Describe your efforts to enhance awareness of POSH and SAPR programs, prevention strategies, and command personnel roles and responsibilities, including available resources for victims on and off Academy grounds.

- Enhanced Brigade Awareness. During APY13-14, the midshipmen SAPR GUIDE program was updated, enhancing their role as Company-Level SAPR resources, responsible for outreach, advocacy and education at the Company Level. They facilitated XYZ discussion in the company area and assisted company officers in various training and discussion forums. Additionally, we increased our training in the small unit level, enabling robust discussion about real XYZ cases – a more effective alternative than mass audience classroom lectures or briefs.
- Enhanced Faculty Awareness. SAPR GUIDEs were assigned academic departments in the spring 2014, ensuring that faculty received the same program information and updates.
- Resource Information. Response Information cards and posters were distributed to faculty, staff, and midshipmen, outlining the different response options on and off the academy. During SAAM '14, representatives from the NSA Annapolis Fleet and Family Service Center and the Annapolis YWCA provided information to the Brigade pertaining to their response resources. Additionally, midshipmen were provided contact cards prior to departing on summer training, to ensure they all understood reporting options and venues available to them while away from the Academy and options to call back to the Academy for support.
- CMEO brief given three times per year to each class of Midshipmen discusses the CMEO's role, elements of sexual harassment, and the informal and formal grievance procedures. MIDN are made aware of outside EO resources during these briefs, to include the CCS, legal advisors, and the Inspector General Hotline and website. We have recently modified the brief to include information concerning processes to address grievances concerning faculty.

1.4 Provide updates on your efforts to integrate sexual assault and harassment prevention into the full spectrum of Academy life and learning.

- SAPR and Sexual Harassment Incorporation into Academic Curricula (see 1.8 for detail).
- Distribution and Discussion of "XYZ Cases." Beginning APY 13-14, Midshipmen began receiving and discussing sexual harassment and sexual assault case studies at the Company level, increasing transparency and understanding of policies and standards of behavior. In order to increase awareness and bridge the discussion outside the brigade, XYZ Cases are also provided to faculty, staff, and NAAA personnel.
- Beginning spring semester 2014, Midshipman GUIDEs were assigned an academic department to open up involvement in the SAPR program with faculty. GUIDEs provide updated information, including the XYZ cases, to the designated department SAPR representative.
- Sponsor Training. Sponsor families in the area provide a home away from home for Midshipmen throughout their 4 years at the Academy. In July 2013, all Sponsors, new and veteran were required to attend Sponsor training, which included a

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discussion on the SAPR program. Its purpose was to provide an overview of the SAPR program and equip sponsors with tools and knowledge to be able to have useful conversations with their midshipmen about this important issue. This training also emphasized responsible use of alcohol. Additionally, the Commandant sent a letter to every Midshipman parent and sponsor reminding them that Midshipman use of off-campus residences is prohibited.

1.5 Describe your progress in ensuring curricula is provided within 14 days after the initial arrival of a new cadet or midshipman and repeated annually (initial to graduation) that outline honor, respect, and character development pertaining to sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting a sexual assault, victims' rights, and dismissal and dishonorable discharge for offenders in accordance with section 1746 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2014.

Plebe Summer SAPR Intro. The Class of 2017 was the first class to receive a three-session, four-hour Plebe Summer SAPR introduction during the 2013 summer. This phased approach included a general introduction on Induction Day, two 1-hour SAPR sessions with USNA's SAPR Office personnel and their Company Officer (both at the small group level), and a 2-hour SAPR Leadership Discussion/Stand-down.

1.6 Describe your Academy's efforts to comply with Dodd SAPR core competencies and learning objectives and methods for assessing training effectiveness for all SAPR and POSH training to ensure consistency. Include improvements made as a result of your assessment. Include SAPR and POSH training for:

- Academy Leadership
  - Enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Tactical Officers, and Company Leadership
- Academy faculty and staff
  - Professors, instructors, coaches, and other personnel
- First responders such as:
  - SARC, SAPR VA, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors, special victims' advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, Staff Judge Advocate General (JAG), Law Enforcement agents, Drug and Alcohol Abuse officers, off-base providers, and Victim Witness Assistance Program (VWAP) personnel

- Academy Leadership (See 1.7 for details)
- Academy Faculty and Staff. Previous years' feedback indicated a desire by faculty and staff to learn more about the SAPR program and get more involved. The following enhancements were made to address: address:
  1. Formation of first USNA SAPR Advisory Panel, made up of a cross section of all USNA departments including faculty, staff and midshipmen. This diversity in perspective and representation has had a direct impact on increased participation and education in the SAPR and CMEQ programs.

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<p>2. “SAPR Brown Bag Lunch Series” (Oct 13 – Apr 14) were offered twice a month to faculty and staff, providing a more in-depth discussion on topics ranging from victim empathy to Bystander Intervention .</p> <p>3. Faculty and Staff Guest Speaker. Having benefitted from the SAPR Standdown, SAPR-Civilian Standdown, and SAPR Instructor training in summer 2013, faculty and staff were also afforded the chance to hear from Attorney Anne Munch speak to “Sexual Assault - The Unnamed Conspirator,” discussing commonly held beliefs about victims, offenders, and the meaning of consent.</p> <p>4. SAAM 2014. In addition to midshipmen and SAPRO, the SAAM 14 Committee was comprised of faculty and staff volunteers. (See 6.2 for more detail on SAAM).</p> <ul style="list-style-type: none"><li>• First Responders. USNA SAPRO maintains ongoing training and discussion with all First Responders.</li></ul>
<p>1.7 Describe your Academy’s efforts to develop and provide an MSA-modified version of your Service’s Pre-Command training for all faculty, company/squadron officers, and senior enlisted leaders prior to beginning of classes or within 30 days of reporting for duty.</p>
<p>A Pre-Command training module was developed by USNA SAPRO, specifically for company officers, battalion officers, and senior enlisted leaders, modeled after the pre-command SAPR training at the Naval Leadership and Ethics Center. The three-hour training provides an overview of USNA SAPR and CMEO; discusses relevant challenges and best practices in the Brigade; and includes a break-out discussion of specific questions aimed to help them think about this issue as it applies to their leadership role.</p>
<p>1.8 Provide updates on your Academy’s efforts to develop and implement sexual harassment and sexual assault learning objectives and incorporate them in related classes within core academic curricula. Include an assessment of effectiveness.</p>
<p><u>SAPR and Sexual Harassment Incorporation into Academic Curricula.</u> Important SAPR topics have been incorporated into 10 credit hours of ethics and leadership classes within the Academy’s academic curricula:</p> <ul style="list-style-type: none"><li>• 1<sup>st</sup> Class Capstone Course includes sexual harassment and sexual assault scenarios, specifically geared towards the new junior officer.</li><li>• 2<sup>nd</sup> Class <i>Advanced Leadership Theory and Application</i> course incorporated sexual harassment and sexual assault principles, including dignity and mutual respect, bystander intervention, and case studies.</li><li>• 3<sup>rd</sup> Class <i>Moral Reasoning for the Naval Officer</i> course imported SH/SA case studies into existing ethics lessons.</li><li>• 4<sup>th</sup> Class <i>Intro to Naval Leadership</i> curriculum has been modified to include socialization, relationships, and naval culture.</li><li>• Three elective courses: <i>Art and Science of Love and Intimacy</i>; <i>Sociology of Marriage and Families</i>; <i>Gender Matters</i> include gender socialization, violence and inequality, sexual identity and behavior, intimate/sexual relationships and creating positive healthy relationships.</li></ul>
<p>1.9 Provide an update and outcomes of your Academy’s submission of locally produced</p>

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sexual harassment related training plans to Defense Equal Opportunity Management Institute (DEOMI) for review.
USNA has not submitted training plans to DEOMI, but uses DEOMI trained personnel to develop its training plans. Following positional gap, recently reported DEOMI-trained Command Climate Specialist will review sexual harassment training materials by Dec. 1 <sup>st</sup> 2014. We do coordinate with DEOMI for the Brigade-wide command climate surveys.
1.10 Provide updates on your progress in reviewing and systematically expanding institutional alcohol policies to address risk factors beyond the individual use of alcohol. Include matters to train alcohol providers, alcohol availability, and community outreach. If review is complete, briefly describe results and next steps; include plans to measure effectiveness if available.
<ul style="list-style-type: none"><li>• Weekly Midshipmen led training events focus on the repercussions of alcohol abuse, to focus on education on alcohol consumption and possible outcomes of excessive drinking.</li><li>• The Commandant of Midshipmen sends a letter to both Sponsor families and local restaurant and bar owners detailing the expectations for Midshipmen limitations and standards regarding alcohol consumption. Contact numbers, including Shore Patrol and command duty officer, are provided and business owners are encouraged to contact USNA staff for any problems regarding Midshipmen.</li><li>• USNA is a member of the Maryland Collaborative to Reduce College Drinking, along with nine other universities. USNA participated in several meetings with the Collaborative to discuss strategies and outcomes of policies in place. USNA also supports the Anne Arundel Coalition for Safe Communities, a local organization focused on decreasing the abuse of alcohol and drugs in the surrounding area.</li></ul>
1.11 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.
<p>The Superintendent and Commandant have reached out to colleges and universities across the nation to discuss best practices regarding alcohol misuse and SAPR-related issues. USNA SAPR Program Manager's various discussions with civilian school counterparts have shed light on alternative prevention programs well-received by students. One of these successful programs, "Speak About It", will be performed at USNA in Sep 2014.</p> <p>During APY 13-14, USNA collaborated with other service academies specifically regarding SAPR and CMEO issues. In April 2014, midshipmen attended a SHARP Summit at USMA, and talked with their service academy peers about important topics such as peer leadership, the effect of sub-cultures at academies, and inspiring commitment from the student body.</p> <p>USNA SAPRO attended a March 2014 Maryland Independent Colleges and University Association (MICUA) forum on compliance with federal laws and regulations related to the Clery Act, Title IX, and the Violence Against Women Act.</p>

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<p>The Brigade CMEO reached out to discuss with West Point equivalent of CMEO program manager, sexual harassment through social media and efforts to stop this type of behavior. CMEO attended a Command Climate convention to discuss implementation of policies and best practices throughout the Navy.</p>
<p>1.12 Describe your efforts to establish and implement policies that prevent individuals convicted of a Federal or State offense of rape, sexual abuse, sexual assault, incest, or other sexual offenses, from being provided a waiver for commissioning from the Academy.</p>
<p>Any individual convicted of any of these offenses would be immediately processed for administrative separation if they were not punitively discharged at court-martial. USNA has a zero tolerance policy for these offenses.</p>
<p>1.13 Provide updates on your Academy's efforts to innovate and implement solutions that address concerns of social retaliation among peers for reporting sexual assault or for taking action against inappropriate conduct, leaders, and cadet/midshipman organizations (e.g. sport teams and clubs); employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet and midshipman organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs.</p>
<p>We employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other midshipman organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs. The Commandant of Midshipmen's red-line position, clearly articulated to the Brigade, is that retribution towards any midshipman making a lawful report is a separation-level offense. Section 1.1 lists specific examples of purposeful and direct engagement.</p>
<p>1.14 Describe your efforts to ensure Academy facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive environment. Include findings and actions taken from regular visual inspections.</p>
<p>USNA conducts regular room inspections. Any offensive materials are immediately removed and Midshipmen possessing these materials are disciplined accordingly. Additionally, leadership is engaged and visits office and work spaces regularly ensuring staff and faculty do not set a poor example.</p>
<p>1.15 Describe progress, assessment, efforts, and/or approved plans for requiring Academy commanders to conduct an organizational climate assessment within 120 days of assuming command and annually thereafter. Include policy for providing results to the next level in the chain of command. (Brigade Command Climate Survey )</p>
<p>In addition to USNA-level staff and faculty command climate surveys conducted annually and within 90 days of assumption of command, USNA conducted a Brigade-wide command climate survey in May 2014. The Change of Command command climate survey will commence in August, and feedback on the results of both surveys will be forwarded to the next level in the chain of command thereafter. Both survey will subsequently be conducted on an annual basis. CMDTMIDNINST5354.1A Equal Opportunity for the Brigade of Midshipmen outlines the annual reporting requirement in</p>

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alignment with Navy policy OPNAVINST 5354.1F.
1.16 Provide updates on your efforts to implement an Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with your respective Department of Service SAPR strategic plans.
<p>In November 2013, USNA completed a comprehensive Sexual Assault and Sexual Harassment Prevention and Response Strategic Plan, aligned with DoN SAPRO's Strategic Plan, employing a multi-disciplinary use of the 5 DoD SAPR Lines of Effort – prevention, investigation, accountability, advocacy and victim assistance, and assessment. USNA's Strategic Plan defines priorities, objectives, and ongoing and future initiatives.</p> <ul style="list-style-type: none"><li>• USNA SAPR Advisory Panel, created in Aug 2013, and comprised of a diverse group of faculty, staff, chaplains, coaches and midshipmen, developed the strategic plan, and remains in an advisory role, overseeing implementation and execution.</li><li>• USNA's SAPR Program Manager is the Superintendent's centralized point for SAPR programming.</li></ul>
1.17 Describe your plans for APY 14-15 that pertain to delivering consistent and effective prevention methods and programs, including how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy's plans.
<ul style="list-style-type: none"><li>• The long-standing mission of the United States Naval Academy's SHAPE program is to foster an environment of equality, where everyone is regarded with dignity and mutual respect. Facilitated discussions about sexual harassment and sexual assault are designed to empower Midshipmen with increased awareness and bystander intervention skills.</li><li>• Our emphasis for APY 14-15 is Positive Behavior and the fact that the vast majority of midshipmen understand and value taking care of each other and respecting differences. APY13-14 demonstrated that SH/SA issues are taken seriously by midshipmen. Based on this important feedback, our 3/C SHAPE performance has shifted to Speak About It, replacing the traditional Sex Signals performance that has been criticized by many midshipmen (and civilian college students) as humor bordering on offensive dialogue concerning a serious topic.</li><li>• SAPR will continue to identify with the Commandant's "Be Excellent" Campaign and the Superintendent's "Character Matters" theme.</li><li>• Midshipmen Character Advisors, Company level positions, will be utilized as EO subject matter experts within the Company to provide resources, training, and be a liaison to the Brigade CMEO. Previously there was no EO position utilized at the Company level.</li></ul>

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<b>2. LOE 2: Investigation –The objective of investigation is to “achieve high competence in the investigation of sexual assault.”</b>
2.1 Summarize your Academy’s efforts to achieve the Investigation End state: “investigative resources yield timely and accurate results.”
USNA provides all necessary information and to NCIS to immediately and thoroughly investigate all allegations of sexual assault. NCIS makes sexual assault cases a top priority. USNA legal staff works closely with NCIS and prosecutors to ensure proper investigation. Coordination of NCIS, legal staff, SAPR and VWAC has ensured timely and accurate results.
2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy and attend annual refresher training on essential tasks specific to investigating sexual assault. Include knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).
All USNA sexual violence investigations are conducted by NCIS. NCIS ensures sexual assault investigators at resident office are up-to-date in sexual assault training.
2.3 Describe your Academy’s efforts to ensure MCIOs initiate investigations of all offenses of sexual assault involving cadets/midshipmen of whom they become aware, that occur within their jurisdiction regardless of severity of the allegation, and regardless of the sexual orientation of either the victim or the subject of the investigation.
The Commandant’s Legal Advisor ensures that NCIS investigates every sexual assault allegation from USNA, regardless of severity.
2.4 Describe your Academy’s continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.
Commandant’s Legal Advisor works closely with NCIS as soon as an allegation of sexual assault is reported.
2.5 Describe your Academy’s efforts to ensure MCIO investigators assigned to an adult sexual assault investigation accomplish the following: <ul style="list-style-type: none"><li>• Notifies commanders and the SARC as soon as possible;</li><li>• Ensures the victim has received a completed Department of Defense (DD) Form 2701, “Initial Information for Victims and Witnesses of Crime” and an explanation of the information provided on the form;</li><li>• Informs the sexual assault victim of the availability of legal assistance and the services of a SARC or SAPR VA, and that the legal assistance and services of a SARC or SAPR VA are optional and may be declined, in whole or in part, at any time;</li><li>• Provides unrestricted sexual assault data elements (e.g. investigative case number) to the SARC for incorporation into the Defense Sexual Assault Incident Database (DSAID).</li></ul>
While not having any oversight responsibilities or authority, USNA coordinates closely with the local NCIS office to ensure all duties and responsibilities involving sexual assault cases are met fully, including NCIS providing unrestricted data elements, such as the investigative case number, to the SARC. USNA JAGs are in frequent communication with NCIS investigators regarding active cases. Additionally, monthly

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<p>SACMG meetings with the Superintendent, Commandant, SARCs, SJA, and NCIS cover all active cases. SARCs work closely with NCIS agents (MCIO) during SACMG meetings, via phone calls and emails to ensure the proper data elements are entered into the DSAID system so the CLEOC pushes happen as they should.</p>
<p>2.6 For Unrestricted and Restricted Reports, describe your Academy's efforts to ensure sexual assault documentation (DD Forms 2910 and 2911) is retained for 50 years in accordance with Section 1723 of the NDAA for FY14.</p>
<p>SARCs maintain the DD Form 2910 content by entering the information into the Defense Sexual Assault Incident Database (DSAID) as an electronic record, where it will be retained for 50 years. For Restricted Reports, the SARCs retain a hard copy of the Restricted Report DD Form 2910 for 5 years. Additionally, at the request of a Service member who files a Restricted Report on an incident of sexual assault, the DD Forms 2910 and 2911 filed in connection with the Restricted Report can be retained for 50 years.</p>
<p>2.7 Describe your Academy's progress in implementing Special Victim Capability case assessment protocol for open and closed sexual assault cases.</p>
<p>The Academy's Victim Legal Counsel and the Response Office have worked this year to build a relationship and a common understanding on how to best serve midshipmen seeking assistance and support in the area of sexual assault. Referrals freely made from one office to the other are the goal. Lines of communication between the response office and the VLC are improved by mutual respect for the services offered and in the expertise brought to the respective missions.</p>
<p>2.8 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, as well as how you are addressing the number of victims declining to participate. Include rate of conversion from Restricted to Unrestricted reporting. Include the number of victims who declined to participate in the military justice system and why (if known).</p>
<p>Confidence in the program starts with transparency. Increased transparency has been provided through comprehensive training and continuing dialogue throughout the Brigade in formal and informal settings regarding services, protocol and resources...all instrumental in gaining trust in the system and the support of the SAPR Response Office. The addition of the Victim's Legal Counsel to the support available to midshipmen has been received well and indicates an ever deepening understanding of the challenges facing victims as they contemplate coming forward to report sexual assault and sexual harassment. The relocation and expansion of the response staff and the Response Office sent a positive message to midshipmen that their welfare and privacy are as important to USNA as bringing alleged perpetrators to justice and eradicating sexual assault. Upon the very first meeting of a survivor and a responder, a clear message is delivered concerning options, choices, and respect. At anytime throughout the process, the survivor is encouraged to shared reservations and concerns and every effort is made to address those concerns. This open communication has built trust and confidence. Victims declining to participate in the investigatory/legal process retain our support and are given the space and time needed to regain a sense of</p>

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balance and personal power. This year, three victims declined to participate in investigations. One restricted case converted to an unrestricted case. Upon reflection and reconsideration, the victims each came back to SAPR to declare that they wanted to participate in an investigation that could ultimately hold the accused accountable.

2.9 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend and provide updates at the monthly Case Management Group (CMG) meetings.

To facilitate execution and oversight of program requirements, the Superintendent chairs the multi-disciplinary USNA SACMG on a monthly basis to review individual cases of unrestricted reporting, facilitate victim updates, and direct system coordination, accountability, and victim access to quality services. The SARC delivers timely invitation to all mandatory members to facilitate participation; these meetings include the victim's company officer or senior enlisted leader to ensure full transparency at the lowest levels of the chain of command. Each victim is given the option of receiving case updates from Superintendent or via the SARC.

2.10 Describe your plans for APY 14-15 that pertain to the achievement of high competence in the investigation of sexual assault. Include a brief description of data used to inform your Academy's plans.

Our plan is to maintain our current focus on immediate investigation and potential prosecution of all allegations. The positive working relationship with our local NCIS is key to this effort.

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<p><b>3. LOE 3: Accountability –The objective of accountability is to “achieve high competence in holding offenders appropriately accountable.”</b></p>
<p>3.1 Summarize your Academy’s efforts to achieve the Accountability Endstate: “perpetrators are held appropriately accountable.”</p>
<p>All suspects are thoroughly investigated by NCIS with the full cooperation of USNA. USNA’s staff works with NCIS to facilitate investigations and interviews, and work with Trial Counsel to assist in courts-martial proceedings.</p> <p>For informal complaints of sexual harassment, complainants have several options for informal resolution. Options include, but are not limited to, using the Midshipmen conduct system, Company-level training, and counseling. Midshipmen always have the option of making a Formal Report at any time. The complaint is considered resolved and the case closed when the complainant is satisfied with the resolution.</p>
<p>3.2 Describe your efforts to establish and evaluate a special victims’ advocacy/counsel program at your Academy to provide legal advice and representation to the victim throughout the justice process. Include any challenges encountered in providing this program.</p>
<p>A Victim’s Legal Counsel (VLC) Office has been established at USNA. The VLC forms an attorney-client relationship with victims who choose to participate, and represents victims throughout legal process.</p>
<p>3.3 Describe your Academy’s progress in ensuring those who are affiliated with the special victims’ capability program (paralegals, JAGs, Judges, special victims’ counsel/victim legal counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.</p>
<p>Annual SAPR GMT, Annual SARC Training, and DoD Sexual Assault Certification are conducted by those affiliated with the special victims’ capability program.</p>
<p>3.4 Describe your efforts in implementing policy that mandates judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.</p>
<p>USNA assigns Article 32 Investigating Officers obtained from Regional Legal Service Office, Naval District Washington. All Article 32 Investigating Officers are judge advocates.</p>
<p>3.5 Describe any treatment or rehabilitation programs implemented by your Academy for those who have been convicted of a sexual assault. Include any pertinent referrals, such as drug and alcohol counseling, or other types of counseling or intervention.</p>
<p>The vast majority of individuals found guilty of committing a sexual assault are separated from the Academy. For violators of less serious offenses, a four-month Dignity and Respect Program is initiated. All Midshipmen involved in legal violations in which drugs or alcohol were a contributing factor are screened for drug and alcohol dependency and provided the appropriately prescribed rehabilitation program.</p>
<p>3.6 Describe your Academy’s educational programs designed to change the behavior of those members issued non-judicial and/or administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.</p>
<p>Midshipmen found guilty of conduct violations who are retained may be assigned four</p>

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months of Dignity and Respect Remediation with a senior officer. Dignity and Respect Remediation is a developmental program used during Conduct Probation that focuses on the moral development of Midshipmen who have committed a conduct offense on the Continuum of Harm or violated Navy and USNA equal opportunity policies, but are retained in the Brigade of Midshipmen. Pending the results of the remediation effort, Midshipmen will either be retained by the Commandant or recommended for separation to the Superintendent.

3.7 Describe your Academy's progress in ensuring that if a cadet or midshipman is convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect shall be placed in the Academy personnel record and is reviewed by command.

All adjudicative actions are automatically recorded in Midshipman Personnel Files.

3.8 List updates or efforts to update Academy policies requiring the processing for administrative separation of any cadet or midshipman convicted of a sexual assault.

Sexual assault is a separation-level offense within the Midshipman Conduct System.

3.9 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high competence in holding offenders appropriately accountable.

The Naval Academy will continue to provide an environment that encourages reporting, facilitate timely and accurate investigations (all of which are conducted by NCIS), and prosecute all substantiated reports. A recently conducted external, five-year study of USNA's actions with regard to offenders showed a consistency in holding offenders appropriately accountable. Specifically, from March-August 2013, the Department of the Navy Sexual Assault Prevention and Response Office (DON-SAPRO) reviewed USNA's command management and prosecution outcomes of reported sexual assaults involving Midshipmen over the five Academic Program Years (APY) from APY 2007-08 through APY2012-13. The findings showed that the Academy pursues sexual assault investigation and prosecutions aggressively with the regular assistance of NCIS, that reports of sexual harassment and sexual assault are handled properly, that sexual misconduct is handled aggressively.

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## **4. LOE 4: Advocacy/Victim Assistance –The objective of advocacy/victim assistance is to “deliver consistent and effective victim support, response, and reporting options.”**

4.1 Summarize your Academy’s efforts to achieve the Advocacy/Victim Assistance Endstate: “high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.” Include responsibilities established in DoDI 6400.07, enclosure 2.

USNA’s Sexual Assault Response Office ensures high quality services and support, instilling confidence and trust in the program by verifying all SARCs/VAs have complied with DoD Sexual Assault Advocate Certification requirements and are trained and understand the confidentiality requirements of Restricted Reporting and MRE 514. The office strengthens resilience and inspires victims to report by recognizing the range of reactions to victimization (e.g., anger, self-blame, helplessness) and responding to the victim accordingly; recognizing the impact of trauma on victims’ ability to connect to assistance services and to assist in the military justice or administrative process; understanding the relationship dynamics and environmental stressors (e.g., previous victimization, dependence on the perpetrator) as these relate to victim response and resiliency; recognizing the importance of victim self-care; and understanding the impact of specific types of crime or offense on the needs of victims and using specific support, as appropriate, to the type of victimization. These practices along with respecting their rights and preserving dignity and respect for all lend to the ability for the SAPRO at USNA to achieve the Advocacy/Victim Assistance endstate.

4.2 Describe your Academy’s efforts to ensure appropriate command notification of a sexual assault involving cadets/midshipmen for Unrestricted and Restricted Reports. Include the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.

For Unrestricted Reports, the SARCs provide the Superintendent information regarding all sexual assaults as soon as possible, but always within 24 hours of an Unrestricted Report of sexual assault. For Restricted Reports, the SARCs report non-PII concerning sexual assault incidents (without information that could reasonably lead to personal identification of the victim or the alleged assailant) only to the Superintendent within 24 hours of the report. The SARCs protect privacy and confidentiality of communications with victims via Restricted Reporting options and IAW the MRE 514, established in Executive Order 13593. Additionally, the SARCs will evaluate the confidential information provided under the Restricted Report to determine whether an exception applies.

4.3 List the total number of special victims’ advocacy/counselors providing legal services to victims of sexual assault during APY 13-14. Include type of services provided, feedback from recipients of services, and other related legal services.

USNA has one Victim’s Legal Counsel (VLC) who provides legal services to victims of sexual assault during APY 13-14. The VLC services provided included helping victims understand the investigation and military justice process, guarding their legal rights and interests and obtaining additional support in accessing resources that may assist in their recovery. Feedback was received from victims to indicate that the additional services

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obtained from the VLC complemented the care and support victims already receive through Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) by providing legal counsel and advice on sexual assault reporting options as well as legal support during the investigation and disciplinary processing of those reports. Additionally, should the victim choose not to receive assistance from the VLC, a Victim Witness Assistance Coordinator (VWAC) is available to assist with legal services.

4.4 Describe your efforts to establish processes for selecting individuals to serve in victim-sensitive personnel positions. Include process for reviewing credentials, qualifications, and refresher training. Also describe your efforts to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions. Include policy for revocation of certification if appropriate.

Victim assistance personnel must exercise careful judgment, apply flexibility and innovative problem-solving, and take appropriate precautions to protect victims' welfare under the guiding principle of "do no harm." ( DoDI 6400.07, enclosure 2.) Recruitment of victim advocates is closely and carefully monitored by the two SARCs at USNA. When an individual has been identified to be trained and serve as a victim advocate, an interview and a background check are initiated. If the individual is lacking in the required training, arrangements are made to identify a local training and attendance is arranged. Refresher training opportunities are made available in the form of trainings, speakers, etc., by the SAPR office. Victim advocates are encouraged to seek additional opportunities and provide certificates for submission to the D-SAACP quarterly review committee. Every effort is made to assess the working relationship of victim/advocate. Should any information come to light either through the victim or the advocate that would suggest a less than appropriate/professional exchange, prompt efforts are made to reassign victim advocacy duties and remediate, if possible, the victim advocate, or dismiss and remove from the watch bill. If egregious charges are made, revocation of D-SAACP credentials would be a course of action spearheaded by the Lead SARC.

4.5 Describe your Academy's progress in ensuring all SARC and SAPR VAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) prior to performing the duties of a SARC and SAPR VA. List the total number SARCs and SAPR VAs certified in APY 13-14. If not at 100%, describe your efforts to achieve 100% certification.

All SARCs and VAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) and were certified before performing duties as such. Two SARCs are D-SAACP certified at level III, and thirteen victim advocates are D-SAACP certified at level I. USNA is at 100% certification.

4.6 Describe efforts to ensure all assigned sexual assault health care providers receive required training and remain proficient in medical treatment resources, in conducting sexual assault patient interviews, and in conducting Sexual Assault Forensic Examinations (SAFE).

All health care providers at Brigade Medical Unit have been trained using the DON approved Dartmouth Medical School interactive virtual practicum DVD as well as a supplemental Navy specific training on instruction and procedure. This documentation

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is kept in the SAFE program manager folder. There are monthly drills performed to maintain proficiency of the process. There is annual training promulgated by BUMED for all SAFE providers.

4.7 List the number of victims, if any, whose care was hindered due to lack of SAFE kits or timely access to appropriate laboratory testing resources and describe the measures taken to remedy the situation. Also, include the number of cases where evidence gained from a SAFE kit was used in a Courts Martial.

There have been no victims whose care has been hindered. We have 8 kits in a secure locked location in the clinic and a SAFE watch bill with a provider available during clinic hours. We also have MOU's with Anne Arundel Medical Center and Mercy Medical Center that have SANE nurses and state of the art equipment to assist with care of victims after hours. During APY 13-14, there were no cases where evidence gained from a SAFE kit was used in a Court Martial.

4.8 Describe any sexual assault related health care initiatives undertaken by your Academy in APY 13-14. Include mental health treatment programs and follow-up procedures that are gender-responsive, culturally competent, and recovery-oriented; and outcomes of measures of effectiveness.

In 2013, the Department of the Navy launched the SAFE program at all Navy health treatment facilities. We have 10 trained providers on site available, five of which are female and five that are male. We have conducted gender sensitivity training twice for our providers. Our discharge planning for any victims includes the provider asking if they would be interested in speaking with someone from mental health and consults can be placed and arrangements made for that to occur. There are also duty chaplains available 24/7. The Academy also has a robust SAPR program to offer victim support as well as Victims' Legal Counsel to give advice in that arena.

4.9 Provide the following information about coverage for SAFEs for the Military Treatment Facility (MTF).

- The hours of emergency room coverage
- The number of full-time Sexual Assault Nurse Examiners (SANEs) assigned at the MTF that operates an emergency room 24 hours per day
- A list of the number of qualified SAFE examiners, listed separately by employees and contractors, if any
- The number and types of providers (i.e. Registered nurse, Advanced Practice Registered Nurse, Medical doctor, Physician Assistant, Independent Duty Corpsman)
- The dates of Service-certification to perform SAFEs (and or national certification date) by provider
- The number of full-time equivalents (FTEs) assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs
- A listing of all MOU/MOAs to provide SAFE services, with the location, distance from the facility, and execution and termination dates for each agreement
- How many SAFE kits were processed and results used to inform command action

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- The Brigade Medical Unit (BMU) at USNA has no emergency room; the duty hours are from 0630-1800. A memorandum of understanding exists with Anne Arundel Medical Center (Annapolis, MD) and Mercy Medical Center (Baltimore, MD) to provide emergency room coverage 24/7.
- There are no full-time SANEs assigned at BMU that operate an emergency room 24 hours per day. The SANEs at the BMU serve in the collateral duty and the BMU is open 0630-1800.
- The number of qualified SAFE examiners (all military staff): 10
- The number and types of providers are as follows:
  - Adolescent Pediatrician (1)
  - Physician's Assistant (3)
  - Family Practitioner (3)
  - Nurse Practitioner (1)
  - General Medical Officer (2)
- Dates of Service-certification to perform SAFEs by provider:
  - CDR Bryant- August 18, 2013-(Adolescent Pediatrician) SAFE Program Manager
  - LT Cariaga- August 20, 2013 (Physician's Assistant)
  - LT Olson - August 26, 2013 (Physician's Assistant)
  - CAPT Andersen -August 30, 2013 (Family Practitioner)
  - LT Munyan- September 4, 2013 (Physician's Assistant)
  - CAPT Pyne -September 6, 2013 (Family Practitioner)
  - CDR Blumenberg- September 6, 2013 (Family Practitioner)
  - CAPT Kraye- September 24, 2013 (Nurse Practitioner)
  - LCDR Wolanin- June 9, 2014 (General Medical Officer)
  - LT Heal- June 9, 2014 (General Medical Officer)
- The number of full-time equivalents (FTEs) assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs:
  - There are no FTE assigned for SAFE. It is a shared collateral duty.
- A listing of all MOU/MOAs to provide SAFE services, with the location, distance from the facility, and execution and termination dates for each agreement
  - Anne Arundel Medical Center; 2001 Medical Parkway Annapolis, Maryland; distance 3.6 miles; MOU executed on 4 Dec 2013 and scheduled for annual review.
  - Mercy Medical Center; 345 St Paul Place Baltimore, Maryland; distance 31.2 miles; MOU executed on 16 May 2014 and scheduled for annual review.
- There have been no SAFE exams performed at BMU to date; no notifications from Anne Arundel Medical Center or Mercy Medical center have been communicated regarding SAFE processing

4.10 Describe your Academy's expedited transfer policy and procedures. If transfer is approved, include the average wait time (days) to move the victim. Include an assessment of the implementation of your expedited transfer policy/program.

Expedited transfer at the Academy translates to a change in company. In addition to

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<p>issuance of a Military Protective Order, the victim is given the choice as to whether they would like a change of company or if the subject in company should be moved out. The change is made immediately without delay; within 48 hours. The two expedited transfers this year were finalized within 48 hours and no request was declined. The Commandant's legal advisor and Deputy Commandant also review class schedules, sports teams, and extracurricular activities of victims and alleged offenders to ensure MPOs can be enforced and physical locations of victim and alleged offender are deconflicted. USNA assesses its expedited transfer policy to be efficient and effective.</p>
<p>4.11 Describe your policies and procedures allowing administrative reassignment or transfer of a cadet or midshipman who is accused of committing sexual assault or related offense, balancing interests of victim and accused. If approved, include the average wait time (days) to move the subject.</p>
<p>If a victim and a suspect share classes, living areas, or are in the same Company, USNA will facilitate an immediate transfer at the victim's request. Military Protective Orders are also always immediately available. (See 4.10)</p>
<p>4.12 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.</p>
<p>To reduce the stigma and overcome sexual assault reporting barriers, USNA's SAPRO program continues to encourage involvement of parents, Blue &amp; Gold Officers, and Sponsor Parents to get involved with both the sexual assault and harassment programs. Additionally, the staff gets involved in other non-related activities around the Yard (Officer Representative to teams, Women's Mentor Network, joining MIDN in King Hall for lunch, etc.) to foster trust and build rapport. Each time the Brigade reforms after a holiday or summer session, SAPRO takes time to address the Brigade to offer messages of compassionate care, maintaining dignity and respect for all, professionalism and confidentiality. Each April, Sexual Assault Awareness Month is observed, offering interactive ways for MIDN to get involved with the SAPRO office and learn about support services offered in a non-threatening way. To make a report, midshipmen can access the response office by walking in the office, calling the 24/7 helpline or by contacting the office through the SAPRO intranet page. Finally, moving the Response office out of the dormitory, Bancroft Hall, into another building assisted in adding a layer of confidentiality while creating a safe space that is inviting, comfortable and most of all, removed from the Brigade.</p>
<p>4.13 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care. Include measures of effectiveness.</p>
<p>The USNA Sexual Assault Response Office attends monthly meetings with the local Sexual Assault Response Team which offers a multi-disciplinary approach to sexual assault prevention. Key stakeholders such as Anne Arundel Medical Center, YWCA of Annapolis, local Rape Crisis Center and area Sexual Assault Response Coordinators from neighboring Navy installations all come together to review case studies, share best practices and discuss trend analysis locally. USNA collaborates with Mercy Medical Center's Sexual Assault Nurse Examiner, who periodically addresses the midshipmen regarding forensic evidence collection and the medical process. The USNA response team attends briefings and conferences offered by the Maryland Coalition Against</p>

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<p>Sexual Assault on relevant topics and invites staff to address the midshipmen periodically as well.</p>
<p>4.14 Describe your efforts to implement and monitor methods to improve reporting and enhance efforts to encourage male victims to seek assistance. Describe your efforts to solicit male victim input in the development of these methods.</p>
<p>USNA is committed to creating an inclusive program in which male victims feel comfortable seeking assistance and trust our program is equally committed to their well-being. Examples of our efforts include:</p> <ul style="list-style-type: none"><li>• USNA SAPR training and SHAPE sessions include example cases and statistics that include and highlight that males are victims too.</li><li>• Guest speakers (Sex Signals; Ms Ann Munch) are consistently asked to address the fact that males are victims.</li><li>• Guest Speaker Coach Joe Ehrmann speaks directly to this fact, and the Men's 1 in 4 presentation uses a poignant video of a male police officer discussing his experience as a male survivor of rape to highlight this fact and teach the damaging effects of disregarding the male victim and of accepting damaging stereotypes of the male victim.</li><li>• The Midshipmen Development Center offers a Men's Support Group for Sexual Violence Survivors. Begun in APY 13-14, it is offered as a weekly support group, commensurate with the Women's Support Group. It is confidential in nature and meant to be a safe place for midshipmen to support each other without discussing their specific incident and is monitored by the MDC Clinical Social Worker specialized in gender violence.</li></ul>
<p>4.15 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.</p>
<p>USNA's SAPR office plans to ensure all Company Officers, Senior Enlisted Leaders and Battalion Officers receive USNA-modified version of Navy's Pre-Command SAPR training prior to beginning of classes to be better equipped with knowledge of pertinent definitions, policies and practices at USNA, thus creating a more supportive environment for midshipmen who may want to make a sexual assault report. USNA will also work to address USNA sub-cultures that detract from the positive climate of dignity and mutual respect for all midshipmen, faculty and staff.</p>

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## **5. LOE 5: Assessment –The objective of assessment is to “effectively standardize, measure, analyze, assess, and report program progress.”**

5.1 Summarize your Academy’s efforts to achieve the Assessment Endstate: “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.”

Efforts for APY 13-14 include:

- Formation of SAPR Advisory Panel. (See 1.16 for detail)
- November 2013 Brigade Focus Groups. Collaborating with DoN SAPRO, 940 midshipmen participated in groups of 20, 48 focus groups total. The focus groups provided a “pulse check” on current attitudes regarding SAPR, climate, training, impressions of sexual assault issues at USNA. Feedback provided insight to current attitudes, which will help shape training and discussion with company officers and SAPRO.
- May 2014 DEOMI Brigade-Wide Command Climate. Feedback from the survey is being used to note areas that require further consideration in potential changes to SAPR training. Red flag issues will be discussed and further investigated in focus groups in Sep 14.
- Case Trend Analysis. Reviewing APY UR case information for specific trends that can be used to enhance training in particular areas or to note any positive indications.

5.2 Provide updates on your Academy’s efforts to involve cadets and midshipmen in command climate assessments and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.

- An annual DEOMI command climate survey is given to the Midshipmen asking for feedback on sexual harassment and assault prevention training. Midshipmen Character Advisors will be involved in the focus groups in the fall.
- Brigade SAPR Focus Groups were conducting in November ‘13 by DoN SAPRO and USNA SAPRO to provide a “pulse check” on overall SAPR efforts since January 2013. A total of 940 Midshipmen were surveyed in groups of 20. Findings were assessed and lessons learned have been incorporated into the USNA SAPR program, including handing Intersessional SAPR training to the company officers/senior enlisted leaders so that midshipmen can hear from these leaders, something they felt lacked. The training received overwhelmingly positive endorsement from the midshipmen and was a clear demonstration that their feedback is taken into consideration - we listen.

5.3 Describe your Academy’s methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.

The vast majority of company officers are graduates of the LEAD Master’s program, where they are provided and expected to pass an intensive education and training program on leading in a diverse environment, preserving human dignity, and compassionate leadership. Additionally, our company officers are evaluated by their Battalion Officers based on performance and upholding the Academy’s Honor, Conduct,

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and Aptitude for Commissioning System. In the spring of 2014, a Brigade DEOMI survey was conducted to provide feedback at the battalion and company-level, giving senior officers and company officers feedback on perceptions and climate within their small units. Company officers are also evaluated on their ability to lead small-unit discussions on conduct, SH/SA, and leadership.

5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management, subject investigative and legal case information as applicable, storage of DD Form 2910 in Unrestricted Reports).

At USNA, the DD 2910 is downloaded into DSAID as an electronic record where it will be retained for 50 years from the date of the signature of the victim. Pertinent information regarding the details and elements of the case are taken from a populated DD 2965 and also entered in the DSAID data base. USNA SARCs ensure the accuracy and integrity of the data collected (DD 2910; DD2965, and DSAID entries), and utilize the information for purposes of ensuring thorough, appropriate, and prompt services (including advocacy, medical attention, counseling, and legal services) are offered and delivered.

5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 13-14, and planned activities as a result of this research. Include documentation in the appendix.

SAPR and POSH research and data collection included a Nov 13 Focus Group study involving approximately a quarter of the Brigade and a Brigade wide Command Climate Survey conducted in May '14. Regarding the Command Climate Survey, focus groups will be conducted in Fall '14 to investigate responses and red flag results from the survey data.

Planned activities as a result of these studies:

- Use of Case Studies. This was one of the most useful and vocal feedback points. USNA SAPR has developed case studies for the Brigade with relevant Fleet, Midn Cruise, and USNA scenarios fitting for each class.
- Company Officer/Senior Enlisted Involvement. Company Officers/SEL are now leading Case Study discussions in their companies. Additionally, the Response Team plans to provide each Company Officer with the Commander's SAPR Tool Kit brief and booklet for reference; reinforcing their important role as leaders of midshipmen.
- SAPR/CMEO/ADEO Messaging. Midshipmen would like to hear one message and to see these topics discussed together. Brigade CMEO/ADEO and SAPR are coordinating messaging and delivery along this line.
- Victim-Blaming. Too many discussions centered on victim blaming took place and were of concern to both DON and USNA SAPR teams. We will be focusing on our SHAPE sessions to bring out this topic as appropriate, as well as educating our GUIDEs to address in company areas. Finally, are seeking Fleet case scenarios that bring out the ill effects of Victim Blaming to help make the point.
- Gender Relations and Trust among Sexes. For discussion and brainstorming

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among SAPR, Chaplain, CMEO, MDC, LEL, as the midshipmen's feedback on this was strong.

- Review of SHAPE scripts. SAPR staff have reviewed the next round of SHAPE sessions to avoid redundancies and incorporate case scenarios.

5.6 Describe your Academy's plans for APY 14-15 that pertain to the achievement of responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.

1. **SHAPE Program.** We will continue to make valuable use of midshipmen critiques after every session, in order to evaluate effectiveness. This will be particularly important after the "Speak About It" performance in Sep 14, which replaced "Sex Signals."
2. **Fleet Mentor Feedback.** In APY 13-14 Fleet Mentors provided important informal feedback to SAPRO. A one-page session critique was created for APY 14-15 so that we can record feedback from each session, each Fleet Mentor.
3. **Response Performance.** USNA SAPRO is in the planning phase of developing an anonymous survey for victims of sexual assault receiving care with USNA SAPRO. Such survey, to be made available to all victims, will allow us to assess our performance as well as solicit ideas to improve it.
4. **Advisory Panel Discussion.** Plans for APY 14-15 included asking the Advisory Panel to discuss a means to evaluate the SAPR program from an institutional setting.
5. **Plebe Summer Survey.** The class of 2018 participated in a survey that measured their opinions in such areas as Rape Myths, Bystander Intervention, and other concepts regarding SH/SA. The results of this anonymous survey have been compiled. USNA SAPRO will evaluate this information to verify that the plebe SHAPE training will effectively meet the unique needs of this class.

5.7 Provide an analysis and discussion of your Academy's Statistical Report as presented in Statistical Data Template.

5.7.1 Provide an analytic discussion of your Academy's Statistical Report. This section should include such information as:

- Notable changes in the data since APY 12-13 (in percentages) and other time periods, as appropriate.
  - Insight or suspected reasons for noted changes, or lack of change, in data
  - Implications the data may have for programmatic planning, oversight, and/or research
  - Other (Please explain)
- Notable changes include:
    - Total Midshipmen victims in all investigations closed in APY 13-14 was 11, an 80% increase over APY 12-13. Through extensive efforts, it is believed that victims are becoming increasingly more willing to file unrestricted reports upon which the command can act.

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- In APY 13-14, six Midshipmen victims' reports of sexual assault could be substantiated, a 50% increase over APR 12-13. SAPRO and the command have been instrumental in removing reporting barriers, thus encouraging more victims to report sooner, elect to have a forensic exam to gather more evidence and get their chain of command in the judicial process.
- Midshipman victims initially making Restricted Reports in APY 12-13 was 14, which decreased to 10 in APY 13-14, yielding a 28.57% decrease. MIDN appear to trust the judicial system more and look to other examples of subject consequences thus encouraging them to report as Unrestricted instead of Restricted.

5.7.2 Unrestricted Reporting - Victim Data Discussion and Analysis. This section should include an overview of such information as:

- Type of offenses
- Demographic trends
- Victim referrals
- Military Protective Orders Issued as a result of an Unrestricted Report (e.g., Number issued, number violated)
- Approved expedited transfers and general reasons why transfers were not approved
- Others (Please explain)

Demographic trends include: (2) male and (12) female victims.

Victim referrals include Chaplain (12), medical (12), midshipman development center (12), legal (12), victims' legal counsel (12), DoD SafeHelpline (12), Anne Arundel Medical Center (12) and Mercy Hospital (12).

Military Protective Orders issued: (5) issued, (0) violated

Expedited Transfers (Company transfers at USNA): (2) both of which were approved.

5.7.3 Unrestricted Reporting - Subject Data Discussion and Analysis. This section should include an overview of such information as:

- Demographic trends
- Disposition trends
- Other (Please explain)

Demographic trends: (0) Female, (11) Male subjects

Disposition trends: (1) Unknown offender, (1) Subject who died or deserted, (3) Victim declined to participate, (1) Subject whose investigation had insufficient evidence to prosecute, (2) Courts-Martial charge preferred (initiated), (1) Nonjudicial punishment, (2) Other adverse administrative actions (including cadet disciplinary system).

5.7.4 Unrestricted Reporting - Reporting Data Discussion and Analysis. This section should include an overview of such information as:

- Trends in descriptive information about Unrestricted Reports (e.g., Did more

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<p>reported incidents occur on/off Academy grounds)</p> <ul style="list-style-type: none"> <li>• Investigations</li> <li>• Other (Please explain)</li> </ul>
<p>Unrestricted Reporting data trends include:  <u>Alcohol involvement:</u> (9) yes, (5) no  <u>Reporting time frame:</u> (2) reported within 3 days of the incident, (5) 4-30 days, (2) 31-365 days, (3) more than 365 days, (3) unknown  <u>Location:</u> (4) on the Yard, (6) off the yard; (4) unknown  <u>Investigations:</u> (3) Declined to participate, (11) participated  <u>Incidents occurred prior to the reporting year:</u> (3)</p>
<p>5.7.5 Restricted Reporting - Victim Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Demographics trends</li> <li>• Service referrals</li> <li>• Other (Please explain)</li> </ul>
<p>Restricted Reporting data trends include:  <u>Alcohol involvement:</u> (6) yes, (1) no, (3) unknown  <u>Age range:</u> (4) 16-19 years old, (3) 20-24 years old, (0) 25-34 years old, (2) unknown  <u>Service referrals included:</u> medical (9), midshipman development center (9), victims' legal counsel (9), DoD SafeHelpline (9), Anne Arundel Medical Center (9) and Mercy Hospital (9).</p>
<p>5.7.6 Restricted Reporting - Reporting Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Trends in descriptive information about Restricted Reports (e.g., Did more reported incidents occur on/off Academy grounds)</li> <li>• Trends in Restricted Reporting conversions</li> <li>• Other (Please explain)</li> </ul>
<p><u>Location:</u> (0) on the Yard, (4) off the Yard, (6) unknown  <u>Conversions:</u> (1)  <u>Day of the Week:</u> (1) Tuesday, (1) Saturday, (8) unknown  <u>Reporting time frame:</u> (0) reported within 3 days of the incident, (1) 4-30 days, (5) 31-365 days, (1) more than 365 days, (3) unknown</p>
<p>5.7.7 Referrals for Victims of Sexual Assault - Unrestricted Report Referral Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Summary of referral data and how your Academy counts a "referral"</li> <li>• Discussion of any trends of interest identified in referral data</li> <li>• Other (Please explain)</li> </ul>
<p>USNA SAPRO defines referrals as providing contact and location information upon receipt of each individual case. Each victim is provided a resource guide outlining programs such as medical, legal, counseling and local resources including the YWCA and Anne Arundel Rape Crisis Center. Victim referrals include Chaplain (12), medical (12), midshipman development center (12), legal (12), victims' legal counsel (12), DoD SafeHelpline (12), Anne Arundel Medical Center (12) and Mercy Hospital (12).</p>

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## 5.7.8 Referrals for Victims of Sexual Assault - Restricted Report Referral Data

Discussion. This section should include such information as:

- Summary of referral data and how your Academy counts a “referral”
- Discussion of any trends of interest identified in referral data
- Other (Please explain)

USNA SAPRO defines referrals as providing contact and location information upon receipt of each individual cased. Each victim is provided a resource guide outlining programs such as medical, legal, counseling and local resources including the YWCA and Anne Arundel Rape Crisis Center. Service referrals included: medical (9), midshipman development center (9), victims’ legal counsel (9), DoD SafeHelpline (9), Anne Arundel Medical Center (9) and Mercy Hospital (9).

5.7.9 Sexual Harassment - Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions for investigation of sexual harassment complaints.

There were zero formal complaints APY 2013-2014. There were 15 informal complaints; all 15 were investigated with 2 found unsubstantiated complaints. Each complaint was investigated and resolved to satisfaction of the complainant.

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<b>6. Overarching Tenet: Communication and Policy</b>
<p>6.1 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., SAFE Helpline, hotline phone numbers and internet websites) to cadet/midshipman, staff and faculty, and sponsors.</p>
<p>Sexual Assault Response Informational Posters were posted in classrooms of every Academic Department and every company area by MIDN SAPR GUIDES. These posters differentiate between Restricted and Unrestricted Reporting resources and contain contact information for the USNA 24/7 Response Helpline, DoD Safe Helpline Duty Chaplain, Midshipmen Development Center, Victim's Legal Counsel, USNA Base Security, Brigade Officer of the Watch, NCIS, civilian EAP &amp; RAINN. Additionally, laminated, wallet-sized Response Cards (with the same resource information) were given to every MIDN by their company GUIDE and every Academic Department Head (for their faculty &amp; staff) during the Academic Year. Plebes received this card from the SAPR staff during their 14-day INDOC brief. Sponsor Parents were briefed with the SAPR staff, and available resources and contact information was highlighted during the brief and reiterated in their following newsletter. Additionally, the SAPR page of Academy's website contains similar pertinent information.</p>
<p>6.2 Describe your efforts to develop, resource, and execute Sexual Assault or Sexual Harassment Awareness Month activities.</p>
<p>A Sexual Assault Awareness Month (SAAM) Committee was organized and led by USNA SARC. The Committee Consisted of 22 staff and faculty members (both military &amp; civilian) and 6 MIDN. The Committee met monthly from DEC 13 and through APR 14, coordinating various events. Official SAAM events included: 1 APR lunch kick-off event in King Hall, where the Commandant of MIDN and SAPR Program Manager addressed the Brigade and the SAPR staff sat with MIDN at their tables. An "Allies in Action" slide-show project captured pictures of volunteer MIDN, faculty and staff displaying messages of support for survivors. Faculty member, CDR Dave Smith led a "Healthy Relationships Presentation" focused on how to successfully acquire and navigate positive, intimate relationships. MIDN SHAPE Peer Educators and GUIDES led their companies in addressing their squads once per week in lunch-time "Table Talk" which focused on Sexual Assault Awareness throughout the Fleet. Additionally, teal ribbons were placed on the trunks of trees lining Stribling Walk, 2 large SAAM banners were displayed and rotated around the Yard throughout the month and the Tecumseh figurehead was painted in his motivational war paint in support of SAAM. The month ended with a 5K Run and a cook-out dinner in Dahlgren Hall for all MIDN where informational tables were set up with partner agencies from around the area, including: Naval Station Annapolis SAPRO, FFSC/FAP (Intimate Partner Violence), Midshipmen Development Center (Counseling Resources), Pathways, Drug/Alcohol Abuse Prevention, YWCA, and Anne Arundel Medical Center.</p>
<p>6.3 Describe your efforts to sustain policy for General or Flag officer review of and concurrence in adverse administrative actions and separation of victims making an Unrestricted Report of sexual assault in APY 13-14.</p>
<p>N/A. No victims of an Unrestricted Report of sexual assault in APY 13-14 received adverse administrative actions and/or separation.</p>

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## 7. 2013 Service Academy Gender Relations Focus Group Report

If available, please review the findings of the 2013 Service Academy Gender Relations Focus Group Report conducted by the Defense Manpower Data Center (DMDC). Explain how this data reflects your Academy's achievement, progress or need for improvement in:

- Climate of confidence to report and seek help
- Prevention of sexual assault
- Access and knowledge of resources for medical care and counseling
- Understanding of Restricted and Unrestricted reporting options
- Knowledge of the reporting process for sexual harassment and sexual assault
- Training on how to avoid situations that increase risk of sexual violence
- Underreporting of sexual harassment and sexual assault

The findings contained in the 2013 Service Academy Gender Relations Focus Group Report were very insightful, validating that positive change taking place in the Brigade and also highlighting challenge areas. In comparing results of this April 2013 report to Brigade assessments made in November 13, it was apparent that important progress was being made during APY13-14. Of note, trust in the response piece was high, a direct result of our enhanced Response Team; its accessibility to the Brigade; and word of mouth among midshipmen.

Regarding the 2013 Report:

- Climate of confidence to report and seek help. The focus group indicated a number of barriers to reporting, all of which were discussed during SAPR Standdown 2013 and reinforced during Reform training which introduced the new Response Team. First is trust in the Response System. Trust in the Investigative process is equally important to midshipmen, according to the Focus Group Report. In APY 13-14, we added Confidentiality Agreements to protect against unnecessary talk and speculation among midshipmen. The Commandant of Midshipmen enforces a Zero Retribution in all cases of midshipmen coming forward to report any criminal or conduct violation.
- Access and knowledge of resources for medical care and counseling. Similar to confidence in reporting and seeking help, Midshipmen are informed about resources from a variety of resources: Resources Cards distributed to all midshipmen, faculty, and staff, listing UR and R resource options; SAPR intranet website; SAPR GUIDES, who maintain a SAPR bulletin board in each company area. SAPR Response team dines monthly with the Brigade, becoming recognizable fixtures at USNA. APY 13-14 brought a significant enhancement to responding to victim care. The Brigade Medical Unit, located in Bancroft Hall, added a SAFE room and a certified SAFE provider, who is available during normal clinic hours. The SAFE room is located in the back of the clinic Room 63121 to enhance patient privacy and decrease interruptions. The room consists of vital sign machine, sharp container, exam table, chair, computer with stand and the SAFE cart. The SAFE cart is locked at all time

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with strict protocol for entry. It contains all the items necessary to complete a SAFE exam including the actual kit and biological specimen kit. We have a rotating watch of providers that carry the SAFE phone and can respond to patient as needed. At the same time in APY 13-14, Walter Reed National Medical Center Bethesda became a certified SAFE location for military members. Before these enhancements, the only servicing locations were Mercy Hospital in Baltimore and Anne Arundel Medical Center in Annapolis (part time availability).

- Understanding of Restricted and Unrestricted Reporting Options. As noted in the focus group report, Midshipmen had a fair knowledge of reporting options. Subsequently, there was a renewed emphasis in education on reporting options in order to ensure victims would be able to maintain the option of their choosing. Midshipmen are tested on their level of understanding in reporting options as part of the annual Professional Competency Review.
- Knowledge of the Reporting Process for sexual harassment. While not provided as feedback in the focus groups, we have made significant progress in APY 13-14 increasing knowledge of the role of the Brigade CMEO, types of SH reporting options, discussion of SH XYZ cases to create concrete lessons learned. CMEO and SAPRO collaborate regularly in training opportunities so midshipmen have better awareness and an appreciation for the connectivity both programs share.
- Training on how to avoid situations that increase risk of sexual violence. Midshipmen indicated in the focus group report that the best training “relates to life as a midshipmen.” Midshipmen also wanted more discussion at the company officer level. To support that concept, company officers provided SAPR training at Inter-Sessional in January 2014, leading small group discussions by class; and within each company, company officers and senior enlisted leaders discussed a series of case studies built by USNA SAPRO and the Brigade CMEO, all of which reflected relevant situations. This type of training was well received by the Brigade in both content and for the meaningful dialogue between midshipmen and company leadership.
- Underreporting of sexual harassment and sexual assault. Three reasons present themselves in the focus group report regarding underreporting: 1. barriers to reporting as mentioned above; 2. lack of understanding the definitions, and 3. acceptance of the behavior (misconduct and criminal behavior). Progress made in APY13-14 in reporting (as seen in the increase in SH/SA incident reporting) would indicate the midshipmen better understand the definition of SH and SA; that they are comprehending the importance of maintaining a professional environment with dignity and respect for all; and that midshipmen trust in the reporting system.

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## 8. Status of Past Action Items and Recommendations in previous reports

For the following section, refer to the *APY12-13 Report on Sexual Harassment and Violence at the MSAs* for a list of the current action items and past recommendations for your Academy. This includes the:

- Items listed under “Improve” in the analysis section of each MSA’s initiatives by LOE, and
- Any action items listed as “In progress” in each MSA’s “Assessment of Recommendations from Previous Reports” section.

List each action item or recommendation verbatim from the APY 12-13 Report and describe in detail your progress in addressing the item.

For each item provide or describe evidence of compliance, your assessment of the item’s completion (e.g. in progress, closed), and an estimated completion date for those items considered to be in progress.

LOE1 Prevention:

IMPROVE:

1. **All Company Officers, Senior Enlisted Leaders, and Battalion Officers receive a USNA-modified version of the Navy’s Pre-command SAPR training prior to beginning of classes or within 30 days of reporting for duty.** Completed and training ongoing for newly reporting personnel. See 1.7 for detailed information.
2. **Define additional roles and provide requisite training to faculty and staff who want to participate in SAPR.** Completed and ongoing. See 1.6 for detailed information.
3. **Consider including explanation of USNA IG role in SAPR training so midshipmen are aware of an important reporting channel for sexual harassment, reprisal, or a violations of policy.** Completed and ongoing by the Brigade CMEO during training. Below is a typical training slide from the Brigade CMEO

Resolving EO/SH Issues:

- Informal Resolution System
  - Handle at lowest level practical
  - Response driven by Complainant
  - Resolutions include 3<sup>rd</sup> party mediation, Company level training, negative Form 1, conduct system
- Formal Resolution
  - Allegation of unlawful discrimination or SH submitted through specific official channels
  - Includes Formal Investigation
  - May result in Court Martial
  - **ALWAYS** an option at any point
  - Contact Navy IG Hotline or Online
- If problem is with a non-military staff member, LT Jensen is still your point of contact for resolution

4. **As part of USNA’s overall approach to prevention, consider implementing a mandatory locked-door policy.** Completed. Locked doors are optional under current policy and will remain so. Door stickers were placed on all Bancroft Hall room doors during fall semester 2013 to remind midshipmen what their options are for

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locking doors.

## 5. **Work to address concerns of social retaliation among peers that prevent bystander intervention and reporting of sexual assault.** Completed and ongoing.

The Superintendent addressed all varsity sport athletic teams during fall semester 2013, reinforcing his standard on professionalism and treatment of others. The Commandant of Midshipmen reinforced the standard that each company, club sport, and Extra Curricular Activity will be held accountable to maintain a culture of dignity and respect to all.

LOE2 Investigation – No deficient areas requiring improvement identified.

LOE3 Accountability

## IMPROVE

### 1. **Ensure all future VWACs assigned receive training prior to assuming duty that equips them to perform victim-witness assistance responsibilities.** Completed.

New VWAC was trained prior to arrival at USNA in October 2013 and conducts monthly meetings at a minimum with SAPRO.

### 2. **Publicize Victims' Bill of Rights and VWAC contact information in appropriate locations and on required forms.** Completed. All information is contained on the USNA intranet and on Company SAPR bulletin boards; provided by the Victim's Legal Counsel, NCIS, and VWAC. Below are USNA website screenshots of both:

Calendars Maps Directory A-Z Index Search USNA

Websites and Resources  
Training/Briefs  
FAQs and Facts  
Statistics  
Victim's Legal Counsel  
Policy & Instructions

**SAPRO Programs**  
SAR (Sexual Assault Response)  
SHAPE (Sexual Harassment and Assault Prevention Education)  
SAAM (Sexual Assault Awareness Month)  
USNA Home

## Legal Process

### Victim's Bill of Rights

- To ensure the fair and sensitive handling of all sexual assault cases, personnel at every level of victim assistance working with sexual assault victims shall, where possible, ensure the following rights are maintained:
  - The right to be treated with fairness and with respect for the victim's dignity and privacy;
  - The right to be reasonably protected from the accused offender;
  - The right to be notified of court proceedings;
  - The right to be present at all public court proceedings related to the offense, unless the court determines that testimony by the victim would be materially affected if the victim heard other testimony at trial;
  - The right to confer with trial counsel and the staff judge advocate to the convening authority in the case;
  - The right to receive available restitution; and
  - The right to information about the conviction, sentencing, imprisonment, and release of the offender.
- A copy of these rights shall be provided to all victims reporting a sexual assault.
- It should be emphasized and explained to victims that federal departments are required to "make their best efforts" to afford victims these rights. Resource limitations, operational commitments or jurisdictional limitations may preclude a naval command from being able to provide these rights fully. The above list does not create a cause of action or defense in favor of any person arising out of failure to accord a victim the rights enumerated. Adherence to these guidelines will be per the legitimate needs of the United States Navy, the maintenance of good order and discipline, and military effectiveness.

SAR Home  
SAR Key Players  
Victim Impact  
Reporting Options  
Medical Process  
**Legal Process**  
Counseling Resources

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Victim's Legal Counsel (VLC) represents all victims of sexual assault or attempts of sexual assault under Articles 120, 125 and 60, UCMJ, whether they file a restricted or unrestricted report. The VLC can handle issues that could arise from reporting an assault, to include, but not limited to, explaining the military criminal justice process, advocating for victims during the legal process on matters like M.R.E. 412 (rape shield law), M.R.E. 513 (patient privilege), Privacy Act issues, and Victim Witness Assistance Program rights. Due to the attorney-client relationship, victims should be assured of complete confidentiality and support from their VLC. You can contact the VLC at any time at [VLC@usna.edu](mailto:VLC@usna.edu).

## Victim Witness Assistance Coordinator (VWAC)

The Command Victim Witness Assistance Coordinator (VWAC) is the command's primary point of contact for victim witness assistance matters. This individual is responsible for obtaining and distributing Victim Witness Assistance Program (VWAP) materials and for providing VWAP training to the members of the command. Overall, the VWAC coordinates with multiple parties (Command, Trial Counsel, NCIS, etc.) to ensure the rights of the victim and witness are protected throughout the process. VWAC is not a resource for making a restricted report, and although privacy will be respected to a certain extent, conversations do not hold a level of confidentiality. LT Edward Griffis currently serves as the VWAC for the Commandant of Midshipmen and can be reached at [griffis@usna.edu](mailto:griffis@usna.edu).

## Investigation & Court Martial Process Overview

After NCIS is complete with their investigation, it is given to the Superintendent (or other appropriate Commanding Officer/Convening Authority). Assuming the alleged accused is a military member, the Superintendent will decide (in consultation with the victim) whether to proceed to an "Article 32" hearing. This hearing is a preliminary hearing to determine if there is enough prosecutorial merit to proceed to a Court Martial. During the "Article 32", an independent investigating officer will hear evidence from both the prosecution and the defense and the victim is likely to be called to testify.

Once the "Article 32" is complete, the investigating officer will give his or her report to the Superintendent. The Superintendent, again in consultation

- 3. Ensure SARC and SAPR VA are trained on the VWAC role in accordance with DoDI 6495.02.** Completed. Training conducted in October 2013 and remains ongoing.
- 4. Ensure all sexual assault victims have access to a VWAC throughout their case.** Completed as of October 2013 with noticeable improvement in communications and understanding with victims and witnesses involved in Unrestricted Cases.

LOE4 Advocacy/Victim Assistance

IMPROVE

- 1. Identify appropriate level of sexual assault response training and procedures and provide to officer, enlisted, and civilian representatives (to include those leading off-campus activities).** Completed and ongoing since July 2013 for coaches, officer and enlisted representatives.
- 2. Limit SAPR VA positions to those outside the chain of command, which would exclude Company Officers and Senior Enlisted Leaders; the Department continues to support those in the chain of command receiving victim advocacy training as it increases awareness and sensitivity to sexual assault victim needs.** Completed; transitioned to a fully dedicated, civilian Response Team in August 2013.
- 3. Ensure all personnel investigating sexual harassment complaints, providing sexual harassment prevention training or working in victims' assistance and support programs, receive the training necessary for them to carry out their MEO-related duties.** Completed and ongoing. The Brigade CMEO is the first line investigator and has completed DEOMI training. Company officers and other staff officers who are assigned to investigate allegations of sexual harassment receive a briefing by the CMEO, who ensures each has an acceptable level of knowledge of the issue, the guiding regulations, and assistance options. USNA will discuss with the 21<sup>st</sup>

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Century Sailor Office on the validity of having the CMEO trained as a victim advocate. The CMEO would not act as a victim advocate, but would receive training applicable to dealing with complaints. In the past, it was a noted Best Practice for the CMEO to have been a VA, equipped with unique skills that are required in dealing with issues along the Continuum of Harm and with expert knowledge of resource options.

4. **Submit the locally produced POSH-developed training plans to the DEOMI for review and comment consistent with DoD policy.** The DEOMI trained position was gapped at USNA until April 2014. The recently assigned, DEOMI-trained Command Climate Specialist is now filled, and that individual will to review sexual harassment training.

LOE5 Assessment

IMPROVE

1. **Develop and execute additional metrics for comprehensive program assessment, to include prevention.** Ongoing. Assessment is done in part through Commandant's initiative of positive reinforcement in the Brigade "Catching someone doing something right." Additionally, SAPR Focus Groups (last conducted Nov 13) have provided a means to check the Brigade's current attitudes, concerns, beliefs. Final tests were administered at the conclusion of the APY 13-14 SHAPE program to assess level of knowledge on material learned to date. Midshipmen Professional Comprehension Review (PCR) exams, administered in the spring semester of APY13-14 to each class, included a section on SH/SA concepts. This section received the highest number of correct responses, compared to all other sections.
2. **Consider conducting command climate assessment surveys at the small unit level (for midshipmen and Prep School candidates) and provide results of the survey to the midshipmen leadership and to the next level up the chain of command.** Command climate surveys completed in May 2014; results will be shared with Midshipmen leadership upon the return of the Brigade in Aug 2014. Brigade participated in a Command Climate Survey in May 2014. Naval Academy Preparatory School midshipmen candidates are not included in the USNA command climate survey.

Summary Worksheet

APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen		APY13-14 Totals
Total Cadet/Midshipman victims in all investigations closed in APY13-14*		11
Cadet/Midshipman victims whose reports of sexual assault could be substantiated*		6
Total Cadet/Midshipman subjects in all investigations closed in APY13-14**		7
Cadet/Midshipman subjects against whom sexual assault reports could be substantiated**		5
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action has yet to be reported.		
**Does not include subjects from investigations where command action has yet to be reported.		
APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen		APY13-14 Totals
# Cadet/Midshipman Victims initially making Restricted Reports		10
# Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*		1
# Cadet/Midshipman Victim Reports Remaining Restricted		9

Unrestricted Reports

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES NAVAL ACADEMY	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen.</b>	<b>APY13-14 Totals</b>
Note: The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>14</b>
# Cadet/Midshipman victims	12
# Non-Cadet/Midshipman victims	2
<b># Unrestricted Reports in the following categories</b>	<b>14</b>
# Cadet/Midshipman on Cadet/Midshipman	7
# Cadet/Midshipman on Non-Cadet/Midshipman	2
# Non-Cadet/Midshipman on Cadet/Midshipman	4
# Unidentified Subject on Cadet/Midshipman	1
<b># Unrestricted Reports of sexual assault occurring</b>	<b>14</b>
# On military installation	4
# Off military installation	6
# Unidentified location	4
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>14</b>
# Investigations pending completion as of 31 May 14	3
<b># Completed Investigations as of 31 May 14</b>	<b>11</b>
<b># All Restricted Reports received in APY13-14</b>	<b>10</b>
# Converted from Restricted Report to Unrestricted Report*	1
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>9</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>14</b>
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 30 days after sexual assault	5
# Reports made within 31 to 365 days after sexual assault	2
# Reports made longer than 365 days after sexual assault	2
# Unknown	3
<b>Time of sexual assault</b>	<b>14</b>
# Midnight to 6 am	2
# 6 am to 6 pm	0
# 6 pm to midnight	4
# Unknown	8
<b>Day of sexual assault</b>	<b>14</b>
# Sunday	2
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	3
# Saturday	2
# Unknown	7
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b># Total Investigations completed during APY13-14</b>	<b>11</b>
# Investigations opened in APY13-14 and completed in APY13-14	11
# Of these investigations with more than one victim, more than one subject, or both	1
# Investigations opened prior to APY13-14 and completed in APY13-14	0
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>11</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>7</b>
# Your Cadet/Midshipman subjects investigated by your Service	7
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	3
# Unidentified subjects in your Service's investigations	1
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>12</b>
<b># Cadet/Midshipman victims</b>	<b>11</b>
# Cadet/Midshipman victims own Service's investigations	11
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	1
# Unidentified victims in your Service's investigations	0

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals
# Investigations opened in APY13-14 and completed in APY13-14	11	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14	12
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14	11	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14	11
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14	7	# Total Victims associated with MCIO unfounded allegations	0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Total Subjects Outside DoD Prosecutive Authority	2
# Total Subjects Outside DoD Prosecutive Authority	2	# Unknown Offenders	1
# Unknown Offenders	1	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	1
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# Subjects who died or deserted	1	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Total Command Action Precluded or Declined for Sexual Assault	4	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	3	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	1	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	1
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman victims who declined to participate in the military justice action	2
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	1
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Subjects for whom command action was completed as of 31 May 14	5	# Cadet/Midshipman victims who died before completion of the military justice action	0
# APY13-14 Cadet/Midshipman/ Servicemember Subjects where evidence supported Command Action	5	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	2	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	6
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	1	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	2
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	2
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	2	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	2
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
		# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	0

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)	APY13-14 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS	APY13-14 Totals
# Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)	0		
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14	0		
# Pre-APY13-14 Investigations completed as of 31 May 14	0		
# SUBJECTS in Pre-APY13-14 investigations completed by 31 May 14	0	# VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14	0
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14	0	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14	0
# Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Pre-APY13-14 Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority	0		
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
		# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Total Command Action Precluded or Declined for Sexual Assault	0		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	0	# Cadet/Midshipman victims who declined to participate in the military justice action	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14	0
# Subjects for whom command action was completed as of 31 May 14	0		
# Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	0	# Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	0

\* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge</b>	<b>5</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>5</b>
# Subjects whose court-martial charges were dismissed	3
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	0
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Enlisted subjects who were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>2</b>
# Subjects Acquitted of Charges	1
<b># Subjects Convicted of Any Charge at Trial</b>	<b>1</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	1
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	1
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>1</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>1</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>1</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	1
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	1
<b>H. Other Actions Taken. This section reports other disciplinary action taken for subjects who were investigated for sexual assault. It combines outcomes for subjects in these categories listed in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a sexual assault offense</b>	<b>2</b>
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense). This section reports the outcomes of nonjudicial punishments for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment	0
<b>K. Other Actions Taken (Non-sexual assault offense). This section reports other disciplinary action taken for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in these categories listed in Sections D and E above.</b>	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>0</b>

APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Midshipman STATUS BY GENDER																	
L. REPORTED SEXUAL ASSAULTS INVOLVING Midshipmen (BY or AGAINST Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY13-14 INVESTIGATIONS (UR)																	
[Investigation opened within the reporting period]																	
Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.																	
	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY13-14 Totals									
	12	2	0	0	0	0	0	14									
# Midshipman on Midshipman	6	1	0	0	0	0	0	7									
# Midshipman on Non-Midshipman	2	0	0	0	0	0	0	2									
# Non-Midshipman on Midshipman	3	1	0	0	0	0	0	4									
# Unidentified subject on Midshipman	1	0	0	0	0	0	0	1									
APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)																	
UNRESTRICTED REPORTS MADE IN APY13-14																	
Incidents Occurring in Prior Academic Program Years, but Reported in APY13-14																	
Incidents Occurring and Reported in APY13-14																	
M. REPORTED SEXUAL ASSAULTS INVOLVING Midshipmans/midshipmen (BY or AGAINST Midshipmans/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY13-14 INVESTIGATIONS [Investigation opened within the reporting period]																	
Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.																	
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
	0	1	0	0	2	0	0	0	0	8	0	3		0		0	14
# Midshipman on Midshipman	0	0	0	0	2	0	0	0	0	4	0	1		0		0	7
# Midshipman on Non-Midshipman	0	0	0	0	0	0	0	0	0	2	0	0		0		0	2
# Non-Midshipman on Midshipman	0	1	0	0	0	0	0	0	0	1	0	2		0		0	4
# Unidentified subject on Midshipman	0	0	0	0	0	0	0	0	0	1	0	0		0		0	1
# TOTAL Midshipman Victims in APY13-14 Reports	0	1	0	0	2	0	0	0	0	6	0	3		0		0	12
# Midshipman Victims: Female	0	1	0	0	2	0	0	0	0	5	0	2		0		0	10
# Midshipman Victims: Male	0	0	0	0	0	0	0	0	0	1	0	1		0		0	2
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																	
Time of sexual assault																	
# Midnight to 6 am	0	1	0	0	2	0	0	0	0	8	0	3		0		0	14
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	2	0	0		0		0	2
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Unknown	0	1	0	0	2	0	0	0	0	1	0	3		0		0	4
# Unknown	0	1	0	0	2	0	0	0	0	5	0	0		0		0	8
Day of sexual assault																	
# Sunday	0	1	0	0	2	0	0	0	0	8	0	3		0		0	14
# Monday	0	0	0	0	0	0	0	0	0	1	0	1		0		0	2
# Tuesday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Wednesday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Friday	0	0	0	0	0	0	0	0	0	3	0	0		0		0	3
# Saturday	0	0	0	0	0	0	0	0	0	1	0	1		0		0	2
# Unknown	0	1	0	0	2	0	0	0	0	3	0	1		0		0	7

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY13-14</b>																	
[Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Victim Data From Investigations Opened in Prior Years, but investigation completed during APY13-14</i>								<i>Victim Data From Investigations Opened and Investigation Completed in APY13-14</i>								
<b>Gender of VICTIMS</b>	0	0	0	0	0	0	0	0	0	6	0	4	2	0	0	0	12
# Male	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	2
# Female	0	0	0	0	0	0	0	0	5	0	3	2	0	0	0	0	10
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of VICTIMS</b>	0	0	0	0	0	0	0	0	5	0	5	2	0	0	0	0	12
# 16-19	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2
# 20-24	0	0	0	0	0	0	0	0	3	0	5	2	0	0	0	0	10
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VICTIM Type</b>	0	0	0	0	0	0	0	0	6	0	4	2	0	0	0	0	12
# Service Member	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member VICTIMS</b>	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Midshipman	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member VICTIMS</b>	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# Army	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member VICTIMS</b>	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Midshipman	0	0	0	0	0	0	0	0	5	0	4	2	0	0	0	0	11
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>O. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY13-14</b>																	
[Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Subject Data From Investigations Opened in Prior Years, but closed during APY13-14</i>								<i>Subject Data From Investigations Opened and Closed in APY13-14</i>								
<b>Gender of SUBJECTS</b>	0	0	0	0	0	0	0	0	6	0	3	2	0	0	0	11	
# Male	0	0	0	0	0	0	0	0	6	0	3	2	0	0	0	11	
# Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Age of SUBJECTS</b>	0	0	0	0	0	0	0	0	6	0	3	2	0	0	0	11	
# 16-19	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3	
# 20-24	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	3	
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	1	0	2	2	0	0	0	5	
<b>Subject Type</b>	0	0	0	0	0	0	0	0	6	0	3	2	0	0	0	11	
# Service Member	0	0	0	0	0	0	0	0	5	0	2	2	0	0	0	9	
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# US Civilian	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Grade of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	5	0	2	2	0	0	0	9	
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# O1-O3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Midshipman	0	0	0	0	0	0	0	0	4	0	1	2	0	0	0	7	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
<b>Service of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	5	0	2	2	0	0	0	9	
# Army	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Navy	0	0	0	0	0	0	0	0	4	0	2	2	0	0	0	8	
# Marines	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Status of Service Member SUBJECTS</b>	0	0	0	0	0	0	0	0	5	0	2	2	0	0	0	9	
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Midshipman	0	0	0	0	0	0	0	0	4	0	1	2	0	0	0	7	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	

US NAVAL ACADEMY APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses).</b>	<b>APY13-14 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>10</b>
# Midshipman/Midshipman victims making Restricted Reports	10
# Non-Midshipman/Midshipman Victims making Restricted Report involving a Midshipman/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>1</b>
# Midshipman/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	1
# Non-Midshipman/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>9</b>
# Midshipman/Midshipman victim reports remaining Restricted	9
# Non-Midshipman/Midshipman victim reports remaining Restricted	0
<b># Reported sexual assaults Involving Midshipmans/midshipmen in the following categories</b>	<b>10</b>
# Midshipman/Midshipman on Midshipman/Midshipman	5
# Non-Midshipman/Midshipman on Midshipman/Midshipman	3
# Midshipman/Midshipman on Non-Midshipman/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Midshipman/Midshipman	2
<b>B. INCIDENT DETAILS</b>	<b>APY13-14 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>10</b>
# On military installation	0
# Off military installation	4
# Unidentified location	6
<b>Length of time between sexual assault and Restricted Report</b>	<b>10</b>
# Reports made within 3 days of sexual assault	0
# Reports made within 4 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	5
# Reports made longer than 365 days after sexual assault	1
# Unknown	3
<b>Time of sexual assault incident</b>	<b>10</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	10
<b>Day of sexual assault incident</b>	<b>10</b>
# Sunday	0
# Monday	0
# Tuesday	1
# Wednesday	1
# Thursday	0
# Friday	0
# Saturday	0
# Unknown	8
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	<b>APY13-14 TOTALS</b>
<b># Midshipman/Midshipman VICTIMS</b>	<b>10</b>
# Army victims	0
# Navy victims	10
# Marines victims	0
# Air Force victims	0
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY13-14 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>10</b>
# Male	0
# Female	9
# Unknown	1
<b>Age of VICTIMS</b>	<b>10</b>
# 16-19	4
# 20-24	3
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Unknown	3
<b>Grade of Service Member VICTIMS</b>	<b>10</b>
# E1-E4	0
# E5-E9	0
# W01-W05	0
# O1-O3	0
# O4-O10	0
# Midshipman/Midshipman	10
# Academy Prep School Student	0
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>10</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Midshipman/Midshipman	10
# Academy Prep School Student	0
# Unknown	0
<b>VICTIM Type</b>	<b>10</b>
# Service Member	10
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (DoD Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	<b>APY13-14 TOTALS</b>
<b># Midshipman/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>0</b>
# Midshipmans/midshipmen Making A Restricted Report for an Incident that Occurred Prior to Age 18	0
# Midshipman/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	0
# Midshipmans/midshipmen Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>	<b>APY13-14 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted	0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
Mode # of Days Taken to Change to Unrestricted	0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted	

US NAVAL ACADEMY APY13-14 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT		
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of</i>		
<b>A. SUPPORT SERVICE REFERRALS TO Midshipman VICTIMS FROM UNRESTRICTED REPORTS:</b>		APY13-14
<b># Support service referrals for VICTIMS in the following categories</b>		<b>TOTALS</b>
<b># MILITARY Resources (Referred by DoD)</b>		<b>60</b>
# Medical		12
# Mental Health		12
# Legal		12
# Chaplain/Spiritual Support		0
# Victim Advocate/Uniformed Victim Advocate		12
# DoD Safe Helpline		12
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		<b>72</b>
# Medical		12
# Mental Health		12
# Legal		12
# Chaplain/Spiritual Support		12
# Rape Crisis Center		12
# Victim Advocate		12
# Other		0
# Cases where SAFEs were conducted		1
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0
# Midshipmen making an Unrestricted Report for an incident that occurred prior to military service		0
<b>B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS</b>		APY13-14
<b># Military Protective Orders issued during APY13-14</b>		<b>5</b>
<b># Reported MPO Violations in APY13-14</b>		<b>0</b>
# Reported MPO Violations by Subjects		0
# Reported MPO Violations by victims of sexual assault		0
# Reported MPO Violations by Both		0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.		
# Unit/Duty expedited transfer requests by Midshipman victims of sexual assault	2	<b>Total Number Denied</b> 0
# Unit/Duty expedited transfer requests by Midshipman victims Denied	0	<b>Reasons for Disapproval (Total)</b> 0
# Installation expedited transfer requests by Midshipman victims of sexual assault	0	Moved Alleged Offender Instead 0
# Installation expedited transfer requests by Midshipman victims Denied	0	Pre-existing Transfer Order Used Instead 0
<b>C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>		APY13-14
<b># Support service referrals for VICTIMS in the following categories</b>		<b>TOTALS</b>
<b># MILITARY Resources (Referred by DoD)</b>		<b>54</b>
# Medical	9	Enter reason 0
# Mental Health	9	Enter reason 0
# Legal	9	Enter reason 0
# Chaplain/Spiritual Support	9	Enter reason 0
# Victim Advocate/Uniformed Victim Advocate	9	Enter reason 0
# DoD Safe Helpline	9	Enter reason 0
# Other	0	Enter reason 0
<b># CIVILIAN Resources (Referred by DoD)</b>		<b>54</b>
# Medical	9	Enter reason 0
# Mental Health	9	Enter reason 0
# Legal	9	Enter reason 0
# Chaplain/Spiritual Support	9	Enter reason 0
# Rape Crisis Center	9	Enter reason 0
# Victim Advocate	9	Enter reason 0
# Other	0	Enter reason 0
# Cases where SAFEs were conducted	0	
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam	0	
<b>CIVILIAN DATA</b>		
<b>D. SEXUAL ASSAULT SERVICES TO NON-Midshipmen (DOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC)</b>		APY13-14
<b># Non-Midshipmen assisted in the following categories:</b>		<b>TOTALS</b>
# Midshipman on Non-Midshipman	2	
# Non-Midshipman on Non-Midshipman	1	
# Unidentified Subject or Undisclosed Affiliation on Non-Midshipman	0	
<b>Gender of Non-Midshipmen Assisted</b>		<b>3</b>
# Male	0	
# Female	3	
# Unknown	0	
<b>Age of Non-Midshipmen Assisted</b>		<b>3</b>
# 16-19	0	
# 20-24	0	
# 25-34	0	
# 35-49	0	
# 50-64	0	
# 65 and older	0	
# Unknown	3	
<b>Non-Midshipman Type</b>		<b>3</b>
# DoD Civilian	0	
# DoD Contractor	0	
# Other US Government Civilian	0	
# US Civilian	2	
# Foreign National	0	
# Foreign Military	0	
# Unknown	1	
<b># Support service referrals for Non-Midshipmen in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		<b>0</b>
# Medical	0	
# Mental Health	0	
# Legal	0	
# Chaplain/Spiritual Support	0	
# Victim Advocate/Uniformed Victim Advocate	0	
# DoD Safe Helpline	0	
# Other	0	
<b># CIVILIAN Resources (Referred by DoD)</b>		<b>0</b>
# Medical	0	
# Mental Health	0	
# Legal	0	
# Chaplain/Spiritual Support	0	
# Rape Crisis Center	0	
# Victim Advocate	0	
# Other	0	
# Cases where SAFEs were conducted	0	
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam	0	

APY13-14 Midshipman Sexual Assault Synopses Report: US NAVAL ACADEMY											Fulfillments										Administrative Actions				Alcohol Use	Narrative of the Crime			
No.	Offense Alleged Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigations for Sex Assault	Subject Worst Offense Accession #	Victim Service	Victim Grade	Victim Gender	Quarter Disposition if Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearings, if applicable.	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeitures	Reduction in Rank	Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correctional Custody (NJP Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Narrative of the Crime
1	Wrongful Sexual Contact (FY18 or FY17) Art. 120	CONUS	Navy	Midshipman	Female			Navy	Midshipman	Female		Insufficient Evidence of Any Offense																	Victim reported that in 2009, when she was attending the USNA Preparatory School in Newport, RI, subject forced himself on victim without consent and proceeded to attempt to restrain her against her will. Victim made this report in June of 2013 following her separation from USNA. The matter was referred to NCIS for investigation, which disclosed insufficient evidence of any offense to prosecute.
2	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Adverse Administrative Action													Separated from USNA				Midshipman subject first asked her then forced digital penetration upon Midshipman victim when she declined. The matter was referred to NCIS for investigation and found to be substantiated. At the preference of the victim, the matter was referred to the USNA Conduct System, where the subject was found to be guilty of sexual misconduct. As a result, the subject was separated from the academy.
3	Abusive Sexual Contact, Art. 120	CONUS	US Civilian	Male				Navy	Midshipman	Male		Victim declined to participate in the military justice process																	Victim stated to friends that while under the influence of alcohol he was assaulted by some men in a Washington, D.C. night club. One of the friends he told reported the assault to command. The matter was referred to NCIS for investigation, however the victim did not want to participate and signed a declination form with NCIS.
4	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	US Civilian	Male				Navy	Midshipman	Female		Unknown Subject																	Victim was sexually assaulted by Washington, D.C. taxi cab driver. Victim disclosed the assault to a Victim Advocate during her summer cruise experience. The matter was eventually referred to NCIS for investigation. While victim initially did not want to participate, she eventually provided a statement and underwent a forensic exam, but could not make an identification due to the fact that she was intoxicated. Despite multiple attempts to identify the perpetrator, NCIS could not locate a subject.
5	Wrongful Sexual Contact (FY18 or FY17) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Adverse Administrative Action													Separated from USNA				While undergoing a polygraph examination for another matter, Subject confessed to entering victim's room, getting into her bed, and forcing her to kiss him, claiming he wouldn't leave until she did so. The victim provided a statement corroborating the incident. At the victim's preference, the matter was referred to the USNA Conduct System, where the subject was found guilty of sexual misconduct. The subject was separated from the academy.
6	Aggravated Sexual Assault, Art. 120	DDONUS	Marines	Lance Corporal	Male			Marines	Midshipman at time of report	Female		Subject deceased																	When victim was on a weekend leave, prior to coming to USNA as a midshipman, subject (then also a Marine) took victim back to his room in the barracks where a hallway collection was taking place at which alcohol was available to all, and locked the door. Victim reported she lost consciousness due to intoxication shortly thereafter, but woke the morning believing she'd been raped. The matter was referred to NCIS. It was determined that the subject had sexual contact with the victim. NCIS located the subject and conducted an interview. However, two weeks later, the subject was involved in a motorcycle accident and died.
7	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Male		Victim declined to participate in the military justice process																	Victim initially desired to report the matter as a Restricted Report and obtain an expedited transfer from midshipman to ensign. However, it was determined that there was an ongoing safety risk to victim making a restricted report not possible. The matter was referred to NCIS and did not name subject. However, victim was moved to a new unit.
8	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12) Art. 120	Dismissed	Insufficient evidence to recommend a court-martial.														The victim initially made a Restricted Report, but later converted to an Unrestricted Report. Victim disclosed three incidents, where subject sexually assaulted victim. Alcohol played a role in at least one of these incidents. The matter was referred to NCIS for investigation, but no evidence sufficient for a preference of charges against subject. The matter was reviewed at an Article 32 hearing. However, the investigative officer did not find sufficient evidence to refer the matter to a court-martial.
9A	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12) Art. 120	Dismissed	Insufficient evidence to recommend a court-martial.														These separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assaults due to her level of intoxication, until gossip and social media comments referred to sexual assault. Third party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Case was dismissed after the hearing due to insufficient evidence.
9B	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12) Art. 120	Acquitted															These separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assaults due to her level of intoxication, until gossip and social media comments referred to sexual assault. Third party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Charges were referred to a CCM. A military judge found subject not guilty of the sexual assault offense charge, and the Convening Authority accepted subject's resignation in lieu of the other non-sexual assault offense charge.
9C	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Sexual Assault (After 28 Jun 12) Art. 120	Dismissed	Insufficient evidence to recommend a court-martial.														These separate incidents of sexual assault were reported to have happened at an off-campus party. Victim was unaware of the sexual assaults due to her level of intoxication, until gossip and social media comments referred to sexual assault. Third party reported to SAPR. Case became unrestricted. NCIS investigated the incident and an Article 32 hearing was held. Charges were referred to a CCM. However, following suppression of evidence at a court hearing, the case was dismissed due to insufficient evidence. Subject subsequently resigned from the Academy relating to the non-sexual assault offense charge.
10	Abusive Sexual Contact, Art. 120	CONUS	Navy	Midshipman (Non-US)	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Abusive Sexual Contact, Art. 120	Convicted	General Article Offense Art. 134						60 Days				Separated from USNA				Both subject and victim were with different groups of friends on liberty. Victim stated that she ingested alcohol but did not know that the subject did. After being downtown and returning to Bancroft Hall, subject who was visibly under the influence of alcohol, made advances to victim, she refused him and he entered her bedroom. She told him to leave and he did, only to return again when she yielded to him to leave again to which he complied. Subject was referred to court-martial. Subject found not guilty of the sexual offense and guilty of one non-sexual offense. Subsequent to the court-martial, subject was forwarded by the Commandant for separation and was separated from the Naval Academy by the Superintendent.
11	Abusive Sexual Contact, Art. 120	CONUS	Navy	Officer	Male			Multiple Victims-Navy	Multiple Victims-Midshipman	Multiple Victims-Female		Nonjudicial punishment (Article 15)	Convicted																Naval Officer was diverted and presented as intoxicated to the victim who was also celebrating a friend's birthday which involved enjoying some alcoholic drinks. While attempting to help the officer get home and avoid possible misconduct, victim was subject to unwanted fondling, which was observed by other midshipmen and portions of the victim. An LR report was filed, local authorities and NCIS were notified. NCIS was given lead of case and conducted an investigation. The incident was an officer assigned to USNA, who was under the influence of alcohol at the time of the incident, was sent to Admin's Mess, at the request of the victim, who did not want to go through an Article 32 proceeding. Subject was found guilty at Mess and received a punitive letter of reprimand. Subsequently, subject was forwarded for processing for administrative separation, but local authorities opened their own case to pursue separate state charges.
12	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Navy	Midshipman	Male			Civilian	Female			Victim declined to participate in the military justice process																	Subject attended a dance at a local civilian college while on a movement order for a Navy Football Game in South Bend, Indiana. Subject met victim at the dance and was pushed up her dorm room. While in the dorm room, victim reported that subject sexually assaulted and forcibly sodomized her against her consent. Local authorities responded to the case and investigated with assistance from NCIS. Subsequent to their investigation, local authorities declined to prosecute. NCIS then assumed an investigation. Prior to preference of charges, victim declined to participate and the case was closed out with no further action.
13	Abusive Sexual Contact, Art. 120	CONUS	Navy	Midshipman	Male			Navy	Midshipman	Female		Sexual Assault Offense: Court-Martial Charge Preferred (Initiated)	Acquitted																Victim and subject attended a dance class together. After the dance class victim and subject were practicing dances. At this time subject became aggressive with victim and attempted to grope and kiss victim. Victim resisted and expressed her lack of consent. Subject continued to grope and kiss her. Victim filed unrestricted report. Matter was referred to NCIS for investigation and charges were referred to a general courts martial. At the conclusion of the court-martial subject was acquitted and charges were dropped.

Sexual Harassment Reports

Sexual Harassment Reports at the US Military Service Academies APY13-14	
<p><b>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</b></p> <p>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</p> <p>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</p>	<b>APY13-14 TOTALS</b>
<b>A. Sexual Harassment Complaints (total)</b>	<b>15</b>
# Cadet/Midshipman Complainants	14
# Non-Cadet/Midshipman Complainants	1
<b>(1) Formal Complaints</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>15</b>
# Cadet/Midshipman Complainants	14
# Non-Cadet/Midshipman Complainants	1
<b>B. Location of Incident</b>	<b>15</b>
# On Academy Grounds	12
# Off Academy Grounds	3
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>15</b>
# Investigations pending completion as of 31 May 14	0
# <b>Completed investigations as of 31 May 14</b>	<b>15</b>
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>15</b>
# Reports made within 60 days of the sexual harassment	0
# Reports made more than 60 days following the sexual harassment	0
# Unknown	15
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>12</b>
# Reports forwarded to GCMCA within 72 Hours	0
# Reports forwarded to GCMCA beyond 72 Hours	0
<b>F. Time of Sexual Harassment Incident</b>	<b>15</b>
# Midnight to 6 am	0
# 6 am to 6 pm	1
# 6 pm to midnight	1
# Unknown	13
<b>G. Day of Sexual Harassment Incident</b>	<b>15</b>
# Sunday	1
# Monday	0
# Tuesday	2
# Wednesday	1
# Thursday	3
# Friday	2
# Saturday	1
# Unknown	5
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>15</b>
# Investigations with more than one complainant, more than one subject, or both	3
# <b>of Subjects in Completed Investigations</b>	<b>15</b>
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>15</b>
# Subjects with Unsubstantiated Complaints	1
# Pending command action as of 31 May 12	0
# <b>Subjects for whom command action was completed of 31 May 14</b>	<b>14</b>
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>14</b>
# Courts-martial	0
# Nonjudicial Punishments	1
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	3
# Cadet Disciplinary System Actions	8
# Other adverse administrative actions	2

Synopsis of Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
1	Sep-13	Midshipman	Male	Separated/Civilian	Female	Solicitation for sexual favors	N/A	NCIS found insufficient evidence; as a result, no further action was taken on the matter.	After being separated from the Naval Academy, complainant reported being solicited for oral sex by a fellow Midshipman while they both were Midshipmen. At the time of the report, the alleged offender was a newly commissioned officer. Case was investigated by NCIS as part of a larger investigation.
2	Jul-13	Midshipman	Male	N/A	N/A	Hostile environment	Sexual harassment	Awarded 45 days restriction and 90 demerits, 4 months Dignity and Respect remediation	On summer cruise aboard a DDG, a male Midshipman had a "blow-up" doll in male midshipmen berthing. The CO of the ship reported the misconduct to USNA.
3	Jul-13	Midshipman	Male	Midshipman	Female	Hostile environment	Failure to use good judgement (Guilty); possession of pornographic material (not guilty).	Awarded 10 days of restriction and 45 demerits	While moving into a new room as a male MIDN was moving out, a female MIDN noticed that the previous occupant's laptop screensaver was of women in bikinis. The female MIDN asked the male MIDN to remove the photos and he refused.
4	Nov-13	Enlisted	Male	Midshipman	Female	Sexual harassment	Sexual harassment	45/45 extra duty and reduction in rank	While on summer cruise aboard an LPD, a MIDN reported being sexually harassed by enlisted crewmember. Crewmember taken to Captain's Mast and found guilty.
5	Aug-13	Midshipman	Male	Midshipman	Multiple	Sexual harassment	Harassment (non-sexual)	Awarded 10 days restriction, 40 demerits	During Plebe summer, a male MIDN squad leader encouraged his plebes to use an inappropriate motto for motivation, creating a hostile environment
6	Sep-13	Contract employee	Male	Midshipman	Multiple	Sexual harassment	N/A	N/A	An employee with the contracted company that cleans a building was caught taking pictures of a male MIDN's feet in the locker room. The pictures were deleted and the employee was escorted off grounds and not allowed to return.
7	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Harassment (non-sexual)	Awarded 45 days restriction, 90 demerits, and 4 months Conduct Probation	A male MIDN, under the guise of practicing for wrestling class, pushed a female MIDN up against a wall, holding her there until another MIDN walked by. In the course of this investigation, it was discovered that the male MIDN had told "blonde jokes" during summer training.
8	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Awarded 21 days restriction, 30 demerits, and 4 months Dignity and Respect remediation	During summer training, a female MIDN witnessed a male MIDN grab another male MIDN's buttocks and reported it as potential sexual harassment; in the course of investigation, it was discovered that the male MIDN had repeatedly told jokes of a sexual nature in the field. The first incident was determined not to be sexual harassment.
9	Oct-13	Midshipman	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Awarded 60 days restriction, 100 demerits, and 4 months Conduct Probation	A male MIDN repeatedly used an inappropriate nickname for a female MIDN. In a separate incident discovered during the course of this investigation, the male MIDN attempted to grab a female MIDN while she was on watch.
10	Dec-13	Military Faculty	Male	Midshipman	Female	Sexual harassment	Sexual harassment	Faculty member counseled and apologized to all classes	Military professor repeatedly made sexual comments during classes. MIDN anonymously reported behavior.
11	Feb-14	Midshipman	Male	Military Faculty	Female	Sexual harassment	Sexual harassment	Found not guilty at adjudication, counseled about professional behavior	A male MIDN added an inappropriate comment to an inspection form. The Senior Enlisted Leader found the comment potentially offensive and reported the behavior.
12	Jan-14	Midshipman	Female	Midshipman	Male	Sexual harassment	Sexual harassment and harassment (non-sexual)	Separated from USNA	In retribution for being reported for previous misconduct, a female MIDN vandalized a male MIDN's room, leaving sexually explicit graffiti.
13	Feb-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Sexual harassment	Separated from USNA	A male MIDN solicited oral sex from 2 separate male MIDN on separate occasions.
14	Jan-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Sexual harassment	Separated from USNA	A male MIDN took video of his male roommate, which he purported to be of his roommate masturbating. The MIDN distributed the video to fellow MIDN.
15	Mar-14	Midshipman	Male	Midshipman	Male	Sexual harassment	Harassment (non-sexual)	Awarded 30 days restriction and 85 demerits	MIDN sent out inappropriate e-mail from his roommate's account, using terms pejorative of gays and sexually graphic in nature.

**ENCLOSURE 3:**

**UNITED STATES AIR FORCE ACADEMY  
SELF-ASSESSMENT**





DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

NOV 26 2014

MEMORANDUM FOR UNDERSECRETARY OF DEFENSE (PERSONNEL AND  
READINESS)

FROM: Principal Deputy Assistant Secretary of the Air Force (Manpower and Reserve Affairs)

SUBJECT: Department of Defense Academic Program Year 2013-2014 Annual Report on  
Sexual Harassment and Violence at the U.S. Military Service Academies

I approve release of the Annual Report on Sexual Harassment and Violence (Atch 1) for inclusion in the DoD Annual Report. The USAFA remains committed to maintaining an outstanding victim-focused Sexual Assault Prevention and Response (SAPR) program and continues to benchmark national civilian and military best practices in order to realize improvements in sexual assault prevention, reporting and victim care.

Points of contact are Mr. Steve Beatty, SAF/MRM, (703) 693-9333 and Col Jay Aanrud, AF/CVS, 703-697-6652 or e-mail [steven.j.beatty3.civ@mail.mil](mailto:steven.j.beatty3.civ@mail.mil) or [jay.o.aanrud.mil@mail.mil](mailto:jay.o.aanrud.mil@mail.mil).

A handwritten signature in black ink, appearing to read "DRS", with a long horizontal stroke extending to the right.

DANIEL R. SITTERLY  
Principal Deputy Assistant Secretary  
(Manpower and Reserve Affairs)

Attachment:

1. Annual Report

# USAFA APY 13/14 Annual Report on Sexual Harassment and Violence at the Military Service Academies Sexual Assault Prevention and Response (SAPR) Program

## Executive Summary

The United States Air Force Academy (USAFA) remains committed to eliminating sexual harassment and sexual assault. During academic program year (APY) 2013/14, there were 27 total cadet reports of sexual assault across a range of unwanted behaviors. This is a 40% decrease from APY 2012/13. Of the 27 reports, 14 were restricted reports and 13 were unrestricted reports. Results of the Defense Manpower Data Center conducted gender relations survey have not been released at the time of this submission. We are hopeful that the survey data will attest to program effectiveness by showing a decrease in the gap between the number of assaults reported and actual incident rate.

USAFA took aggressive measures in APY 2013/14 to combat sexual harassment and sexual assault. The USAFA Superintendent, Lieutenant General Michelle Johnson, publicly emphasized that sexual assault prevention is “everyone’s job” at USAFA and led a focused campaign for all mission elements to sustain a “culture of commitment and climate of respect.” Efforts were made to engage with national and regional communities; sustain a visible discourse on relevant topics; and deliver development programs to cadets and staff. In addition to refining ongoing initiatives, USAFA reorganized to more effectively integrate across actions in the culture, climate and diversity areas to include sexual assault prevention and response. The Superintendent created the Director for Culture, Climate and Diversity (CCD) position. The CCD reports directly to the Superintendent and has a strategic role coordinating agencies and programs, and leveraging resources for cohesive SAPR program support. In terms of Sexual harassment, the 10<sup>th</sup> Air Base Wing (ABW) runs this program and is a vital part of the CCD council.

Highlighting the united front against sexual assault, USAFA conducted a widely-attended “Take Back the Night” rally during Sexual Assault Awareness Month (SAAM); the Athletic Department collaborated with Mentors in Violence Prevention (MVP) to deliver training focused on preventing sexist abuse; cadet-athletes pledged to help prevent sexual assault in a thought-provoking video; and the Department of Faculty partnered with USAFA SAPR and Colorado College to further awareness.

Several changes have been implemented since the 2013 Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO) site visit. USAFA has addressed staffing concerns with the hire of two full-time civilian victim advocates and one full-time military officer Deputy Sexual Assault Response Coordinator (SARC). There are 13 active duty military and civil servant volunteer victim advocates currently in training in support of the USAFA SAPR program. USAFA has also developed and implemented bystander intervention training specifically designed for cadets.

Going forward USAFA will continue to seek out opportunities to expand networks, broaden our understanding of this complex phenomenon and improve prevention initiatives.

## 1. Line of Effort (LOE) 1—Prevention

### 1.1 Summarize your Service or Component's efforts to achieve the Prevention End State "cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault is not tolerated, condoned, or ignored"

To demonstrate USAFA's efforts to sustain a culture of commitment, the Superintendent took aggressive measures in AY 2013/14 to combat sexual harassment, sexual assault, and any form of violence by creating the USAFA Directorate for Culture, Climate and Diversity (CCD). The CCD, essentially the chief diversity officer, is charged with coordinating agencies and programs active in USAFA's culture, climate and diversity arenas in an effort to streamline reporting, leverage resources, document efforts, and institutionalize outcomes.

The CCD Director leads a representative 0-6 level "Superintendent's Council" on Culture, Climate and Diversity that considers challenges and orchestrates actions to strengthen USAFA's climate of dignity and respect. The Director reports directly to the Superintendent to ensure issues are communicated to senior leadership and positively addressed at the Academy's highest levels.

In creating the CCD, the Superintendent merged several divisions: the SAPR office, the Culture, Climate and Diversity Analyst Division and the Diversity Office. The integrated CCD assesses USAFA climate with respect to CCD mission areas and reports the climate status to the Superintendent with associated recommendations and courses of action for USAFA. During APY 13-14, the SARC was evaluated and supervised by the Vice Commandant of Cadets acting as an equivalent Installation Vice Commander iaw AFI 36-6001. Under the CCD construct, the SARC procedurally retained direct access to the Commandant of Cadets, then the Superintendent upon re-organization in June 2014, for all direct reporting requirements.

In weekly staff meetings, the Superintendent emphasizes that SAPR is a strategic priority; the CCD Director provides updates and engages senior leaders in relevant discussion. Additionally, USAFA's Board of Visitors receives sexual assault updates at their quarterly meetings.

Commanders across USAFA ensure they are aligned with the Superintendent's intent regarding SAPR. For example, in the Commandant's 2014 Vector (see attachment), Brigadier General Lengyel stated:

*"Sexual assault prevention is my number one priority followed by an emphasis on creating and maintaining a climate of respect within the cadet wing."*

The SAPR office continues to work closely with the Dean of Faculty's Department of Behavioral Sciences and Leadership (DFBL). SAPR personnel are active participants in the Dean's Respect for Human Dignity (RFHD) committee. Together SAPR and RFHD members advance positive messages around prevention and bystander intervention opportunities, while promoting mutual dignity and respect for all USAFA personnel. The following steps illustrate how RFHD moves across the continuum from simple committee work, to concepts, and to activities that enable USAFA to institutionalize RFHD.

First, the RFHD committee challenges professors, instructors, and USAFA leaders to promote "RFHD" as an institutional outcome. The committee defines RFHD as follows:

*"Those behaviors and attitudes of professionalism and equity that demonstrate an ability to interact with another person in a way that is mature, considers another person's basic rights, understands their perspective, and demonstrates fair, equitable treatment."*

Second, as a starting point in developing and accessing RFHD, the committee advances four dimensions of respect in our USAFA Outcome: Maturity, Considering another’s basic rights, Perspective Taking and Fair, equitable treatment.

Third, the RFHD committee expects all cadets, faculty, and staff to meet this USAFA outcome; thus, faculty and staff role model and teach the following so cadets graduate with an understanding that respectful Airmen:

- Interact with other people in a way that is mature. Listens first, then confidently champions own views and actively encourages others to do the same. Inspires productive participation by all, especially those with differing opinions.
- Consider another person’s basic rights. Professionally treats other with fairness and understanding. Goes out of the way to build up and encourage those in less powerful positions or marginalized groups. Actively seeks to understand the impact of their actions.
- Understand other perspectives. Shows genuine empathy toward the needs, history, and concerns of others. Works diligently (and independently) to understand and celebrate other perspectives.
- Practice Fair and Equitable Treatment. Includes others equitably, and embraces the importance of identities such as gender, race, religion, sexual orientation, athletic status, or other group affiliation. Actively includes others in the group and encourages others to do the same.

Last, to support cadet development through USAFA outcomes, the curriculum provides optimal sequencing of core academic classes for cadets and infuses RFHD principles into the classroom and extra-curricular activities. This ensures RFHD is seeded throughout a cadet’s four-year experience. *Table 1* illustrates a sampling of courses infused with RFHD principles:

<b>Responsibility Outcome</b>				
	<i>Fourth Class</i>	<i>Third Class</i>	<i>Second Class</i>	<i>First Class</i>
<i>RFHD</i>	Basic Cadet Training; Beh Sci 110; Professional Development (PDP) 100	R&R; Pol Sci 211; PDP 200	Beh Sci 310; PDP 300	Engl 411: PDP 400

*Table 1*

To advance a culture of commitment and create a climate of respect, the SAPR office seeks to instill pro-social values throughout USAFA program elements. SAPR-themed programs are developed and promoted in partnership with the sponsoring agency for which the training is targeted. One such example is the Take Back the Night (TBTN) rally during SAAM in April. This one evening brought together cadets and permanent party in a united stand against sexual assault.

The following sections will provide greater fidelity in addressing specific programs and activities across USAFA.

**1.2 Describe your Academy’s efforts to update and integrate gender-responsive and culturally**

**competent programs for cadets and midshipmen to address healthy relationships, active bystander intervention, social courage, and core values that support the establishment of mutual respect. In addition, describe your efforts to review policies that influence culture and behavior at your Academy, and adjust policy as appropriate.**

As directed by the Superintendent, all mission elements participate as partners integrating gender responsive and culturally competent initiatives. Cooperative strategies emphasize heightened cultural and diversity learning as a significant element of an officer's preparation for service in the 21st-century USAF.

The Dean of the Faculty (DF) Center for Educational Excellence continues to deliver outstanding faculty and staff development programs to further cultural and diversity awareness and refine classroom practices in support.

The July 2013 New Faculty Orientation focused on Teaching Inclusively--

- 3 workshops focused on Culturally Responsive Teaching as guidance on how USAFA's classrooms can support all students: Blind Spots--How Hidden Biases Affect Good Teaching; Understanding Cultural Factors of Cadet Writing; and Promoting Cultural Awareness through the STEM Disciplines.
- The Scholarship of Teaching and Learning Forum delivered a workshop entitled Developing Respect for Human Dignity, a day-long event that emphasized classroom practices to integrate teaching points in diversity and culture.
- An Inclusive Faculty Learning Community guided participating faculty members through Susan Cain's book, *Quiet: The Power of Introverts in a World that Can't Stop Talking*. This semester-long forum focused on developing adaptive classroom practices to heighten success for a broad spectrum of learning styles. Recommendations are shared across the faculty via the Dean of the Faculty SharePoint site.

The Dean of the Faculty met with various culture and diversity-oriented cadet groups in an informal "brown-bag" setting to discuss related issues. These conversations have resulted in actionable outcomes, including programmatic initiatives to deliberately bring various experiences into classroom lessons and relevant squadron discussions.

USAFA's Scholars Program held a day-long forum that focused on subjects of 19th-century foundations for racial and cultural diversity in North America, featuring a visiting lecture for cadets, faculty and staff by Pulitzer Prize-finalist, author and historian Professor Anne Hyde from Colorado College. In addition, scholar-cadets read and discussed Solomon Northup's book *Twelve Years a Slave*, and viewed the recently-released movie based on the book.

USAFA's Chaplains Office (HC) delivered 95 Religious Respect Training (RRT) classes to over 1300 cadets, staff and faculty; they also provided "train-the-trainer" sessions to 36 of 40 squadron Air Officers Commanding (AOCs) and Academy Military Trainers (AMTs)—expanded RRT curriculum delivered in turn to another 1000+ cadets

- Exported upon request to Pacific Air Force (PACAF), Air Force Material Command (AFMC), Air

Education & Training Command (AETC ), Air Force Reserve Officers Training Corps & Officer Training School (AFROTC & OTS), United States Strategic Command (USSTRATCOM), Air Force (AF) Global Strike

The Commandant oversees Women in Leadership Forums that feature presentations and open discussion of issues and challenges that are unique to women in leadership roles at both USAFA and in the broader Air Force. Lunchtime forums are held for women in each Class Year to give voice to female cadets' hopes, perceptions and challenges. Healthy relationships are a recurring discussion topic.

In a collaborative effort USAFA cadets and Colorado College students met to discuss strategies to improve social climate and culture, to prevent sexual violence and to improve gender relations at both institutions. One recommendation resulted in incorporating discussions on identifying healthy relationships, positive dating and how to communicate into the USAFA SAPR curriculum. Each of these subjects is nested within the greater theme of healthy boundaries and respect for self and others.

**1.3 Describe your efforts to enhance awareness of Prevention of Sexual Harassment (POSH) and SAPR programs, prevention strategies, and command personnel roles and responsibilities, including available resources for victims on and off Academy grounds.**

There were many efforts to enhance awareness during AY 2013/14 to include:

- The Cadet and Faculty Handbooks include basic SAPR policy, definitions, helping agency contact information, information on how to report and additional reporting resources.
- Pocket sized Crisis Cards/Policy Cards printed with SARC contact information, tips on helping someone in need and important helping agency information are widely distributed.
- Cadets receive promotional items like combination highlighter/ink pens, flashlights, lip balm, water bottles, identification card holders, magnets, clip magnets, sunscreen, credit card sized ice scrapers, and related items imprinted with the SARC contact number.
- Volunteers host a SAPR specific information table (with literature and promotional items) as part of the annual Parents Weekend Information Fair.
- A Spring Break event held in the academic building displayed a chocolate fountain and SAPR promotional items. There was a self-defense demonstration and opportunity to sign up for classes. The SARC, victim advocates, cadet Personal Education and Ethics Representatives (PEERs) and Alcohol and Drug Abuse Prevention and Treatment Program (ADAPT) staff manned the event which ran for three days prior to Spring Break to refresh awareness.
- External collaboration with Colorado College, University of Colorado, Colorado Springs (UCCS) and TESSA (an organization that provides crisis intervention, safety planning, and community referral services) provide opportunities to advertiser USAFA SAPR programs and services.

Sexual Assault Awareness Month (SAAM) activities were the most comprehensive/collaborative to date. Each week in April was sponsored by a different mission element--The Athletic Department, Faculty, Cadet Wing, Air Base Wing, and Colorado College. The focus was on creating and maintaining a healthy climate, sexual behaviors and healthy relationships.

- 2 April: Colorado College students and the associated SARC visited USAFA and met with our cadets for dinner at Mitchell Hall, participated in a tour, discussed prevention and defined a "healthy" climate.
- 7 April: Kick-off event: USAFA Chaplain sponsored Jason and Cristalina Evert, a husband/wife team, gave a presentation on healthy relationships and healthy dating. The event was secular and open to cadets, staff, preparatory school students, and Colorado

College students and personnel.

- 11 April: An installation wide Red Pin Strike Out Sexual Assault event at the Community Center bowling center.
  - 17 teams participated, including the 10 Air Base Wing (ABW), Headquarters United States Air Force Academy (HQ USAFA), and Cadet Wing (CW).
- 17 April: Take Back the Night (TBTN) Rally on the terrazzo. The event was open to all cadets, permanent party, ABW, preparatory school students and Colorado College. Lt Gen Johnson, USAFA Superintendent, opened the event and Brig Gen Armacost, Dean of Faculty, was the keynote speaker.
  - The cadets decided to make the Dean’s talk mandatory for all cadets.
  - 3500 cadets and permanent party attended; the keynote address was well received.
  - As a result of the success of this event, USAFA was selected as one of TBTN’s “10 Points of Light” for next year. USAFA will be featured nationally; Ms. Katie Koestner, National TBTN Director, will be USAFA’s keynote speaker.

#### Cadet Wing

- Helping Agencies Briefing. Sexual assault-related prevention and training for cadets at USAFA begins immediately upon their arrival in Basic Cadet Training (BCT). During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, and contact information.
- Almost 100 cadets serve as Personal Ethics and Education Representatives (PEERs) assigned to squadrons and athletic teams. These cadets are Boosting Alcohol Consciousness Concerning the Health of University Students (BACCHUS) network certified as first-contact points of referral. They do not act as counselors but are trained to recognize “warning” signs in a range of issues to include sexual assault and provide information on services and programs.
- Women’s Forums offer an opportunity for discussions that enhance SAPR awareness.
- National Collegiate Alcohol Awareness Month and the ongoing That Guy alcohol awareness campaign (DoD sponsored) provide opportunities to highlight the intersection of alcohol and sexual assault and discuss SAPR programs, prevention strategies and response protocols.

The above mentioned activities are used to enhance awareness throughout the Academic year to disseminate information and create awareness to not only cadets but permanent party personnel and the cadet cadre’.

#### Athletic Department

- Dr. Jackson Katz’ Mentors in Violence Prevention (MVP) program delivered training focused on preventing sexist abuse
  - 3 April: Twenty four “Player Leadership Team” members attended intensive three hour training. Remainder of team, all coaches and staff will be scheduled to receive training. Second visit planned for Fall ’14 to include new freshmen and prep school players. Remainder of intercollegiate athletes to be scheduled.
- End of April: Cadet Athletes against Sexual Violence (CAASV) released a video featuring cadet athletes from all intercollegiate teams, both male and female, making pledges to prevent sexual violence at USAFA.
- CAASV and SAPR office designed water bottles and bracelets with logos distributed to all cadet-athletes.

## Department of Faculty

- Faculty engagement
  - During DF SAAM week, all academic classes began with a 5 minute ‘myths of sexual assault’ discussion with cadets.
  - Dr. DeAngelis, Dr. McConeand, and Dr. Kilmartin (visiting distinguished professor) led various discussions on gender and healthy relationships.
  - 4 cadets engaged in independent study to work with SAAM.
  - DF staff wore teal ribbons to show support; posters and signs were displayed in classrooms and faculty offices.

### **1.4 Provide updates on your efforts to integrate sexual assault and harassment prevention into the full spectrum of Academy life and learning.**

In addition to the initiatives outlined in 1.1 and 1.3 USAFA continues to align efforts against sexual assault across all mission elements.

10<sup>th</sup> ABW/EO provides Key Personnel Briefings to all newly assigned AOCs, AMTs, and Commanders. Equal Opportunity (EO) provides a Commander’s Guide to Equal Opportunity and a helping agency roster with both on and off-base facilities.

To promote a healthier culture, USAFA SAPR partners with entities internal and external to the Cadet Wing. Though cadets are not mandated by the Air Force to attend the Bystander Intervention Training, USAFA believes this is critical training for cadets because their age places them in the ‘at risk’ age group of 18 – 24 years for increased sexual assaults. To that end, USAFA contracted with Dr. Dorothy Edwards’ “Green Dot” program to create a cadet bystander intervention program. The cadet Bystander Intervention Training (cBIT) program is described in other sections of this report.

The USAFA SAPR office works with the Peak Performance Center (college counseling center), Cadet Human Relations office and the 10 ABW/EO office to focus on overarching themes that are integrated and reinforced by each program. Again this year, the theme of establishing mutually respectful gender relations was cultivated through 1) definitions of both sexual harassment and sexual assault across a continuum of harmful behavior which illustrates how sexual harassment can escalate into sexual assault, 2) scenario-based discussion in many venues, 3) role playing (including some that are cadet-developed), and related methodology. These efforts illustrate the importance of identifying and stopping sexual harassment before it can develop into assault. The methods and teaching points are incorporated across related mission elements to reinforce key messages and identify the importance of early intervention.

#### **Basic Cadet Training**

Sexual assault-related prevention and training for cadets at USAFA begins immediately upon their arrival in Basic Cadet Training (BCT). During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, and contact

information. The Helping Agencies Brief also includes a discussion of basic Human Relations and EO policy. Later in BCT, Basic Cadets view and discuss “Frank: the Undetected Rapist,” a video by Dr. David Lisak, in gender separate groups. This year the SAPR office again recruited three experienced, seasoned male SARCs, to teach the “Frank” lesson to the male basics. A change this year for the “Frank” training was the female SARC and female victim advocate conducted all basic cadet female training. For the past three years female SARCs from other bases were brought in to conduct the training. Basic Cadets also receive additional Human Relations training in BCT, briefed and facilitated by Defense Equal Opportunity Management Institute (DEOMI) trained personnel from across the Air Force. Sessions include Military Equal Opportunity and Human Relations awareness training (Parts I & II) providing substantive discussion on sexual harassment.

The Peak Performance Center (PPC) and Human Relations Training and Education (HTR&E) and 10 ABW EO established the PPC tent at Jack’s Valley during the Field Exercise portion of Basic Cadet Training to provide support, training, and a safe environment.

### **Other 4<sup>th</sup> Class year Training**

The 4<sup>th</sup> class year cadet’s developmental role is that of “follower”; all SAPR training is conducted to be consistent with that.

- Within the first month of the academic program year, 4<sup>th</sup> class cadets attend presentations of “Sex Signals”, focusing on male/female communication, dating, and intimacy as well as sexual assault prevention and bystander intervention.
- Women’s and men’s Health Briefings are conducted in late August of the academic year by Cadet Medical Clinic staff and include discussion of STDs and contraceptives.
- Sexual Risk Management, taught by the Peak Performance Center staff, is designed to address personal decisions about sex, healthy relationships, consent (deliberate and clear communication), and consequences and risks of sexual activity (within the context of AF core values and professional image).
- Sex and Substance Abuse Punishments under the UCMJ (USAFA DF Law Dept. briefs).

### **3<sup>rd</sup> Class Year**

The 3<sup>rd</sup> class year builds on and expands previous sexual assault prevention and sexual harassment lessons, in line with the USAFA officer development system, consistent with the 3<sup>rd</sup> year cadet’s developmental role of working on “interpersonal” behavior.

- AF SAPR Policy and Services (Cadet Annual SAPR Training) – reinforcement of prior training and a focus on cadets’ roles as wingmen and emerging supervisors. This training is presented by squadron AOCs and AMTs, who receive training prior to teaching the lessons. To standardize the training message, the SARC created a video that focuses on victim empathy and consent. Squadron Personal Ethics and Education Representatives (PEERs) assist the AOCs and AMTs with the presentation and discussion of a developmentally appropriate sexual assault scenario.

- “May I Kiss You?” presented by guest speaker Mike Domitrz educates cadets on consent and communication within sexual relationships and intimacy. This year Mr. Domitrz’s presentation included bystander intervention information. Post-event data was collected using cell phone technology. Data collected is used for both program evaluation and for a social norming/marketing campaign for bystander intervention.
- “Respect and Responsibility” workshop/seminar – experientially-based interactive 7-hour program designed around the concept of dignity and respect, conducted in concert with the Center for Character and Leadership Development. This seminar is conducted outside on a “confidence course” to further promote team building.

## **2<sup>nd</sup> Class Year**

The 2<sup>nd</sup> class year also builds on and expands previous sexual assault prevention and sexual harassment lessons, in line with the USAFA officer development system, and the cadet’s role as a team leader.

- Cadet bystander intervention training (cBIT) beta-testing in BS 310 courses
- Accessions Part 1 and Part 2: taught as a part of cadet Commissioning Education (CE), by AOCs and AMTs in the squadrons. The AOCs and AMTs receive in-service training from the SAPR office prior to teaching.

## **1<sup>st</sup> Class Year**

The role of the 1<sup>st</sup> class cadet is “organizational”, to prepare them for their entry into the operational Air Force as leaders.

- Anne Munch, Doctor of Jurisprudence (JD), again served as subject matter expert speaker for first class cadets this year. She delivered a presentation called “The Unknown Conspirator.” This presentation teaches how the unit climate can contribute to the belief that a predator is a “good person” incapable of assault.
- **2<sup>nd</sup> and 1<sup>st</sup> class cadets – specialized SAPR job training**
- BCT Cadre Training – All BCT cadres receive training to address appropriate and inappropriate interactions with Basic Cadets. The focus of the training is on respectful leadership and setting a positive human relations climate.
- Cadet Military Guidance Officers (MGO) training – focuses on recognizing Basic Cadet needs and connecting them to appropriate helping agencies. A specific training block addresses the USAFA Sexual Assault Response Program and BCT response procedures.
- Summer Youth Programs Cadre (Science/Sport camps) – training for cadet cadre includes review of USAFA SAPR programs, policies, and procedures for referring civilian and underage sexual assaults (the summer cadet cadre work with children under age 18).

### **SAPR-related training for all cadets**

- Violence Awareness – USAFA-wide program customized for cadets that expands the discussion of violence to include discussing the contrast between sexual assault violence versus non-sexual assault violence.
- Alcohol Awareness – progressive, developmental program, by class year, for promoting responsible behavior with emphasis on the link between alcohol misuse and sexual assault.
- Women’s Forums, APY 13-14 – the Women’s Forums offered an opportunity for class year females to focus on women’s issues to include harassment and assault prevention.

### **Permanent Party Training**

USAFA has a wide range of training programs, consultations and outreach to both cadets and permanent party/staff. Staff training listed below strives to increase awareness that sexual assault does occur and knowledge of the policies and procedures to prevent and respond to any occurrences. Permanent party is encouraged to attend and participate in all guest speaker presentations.

***DoD mandated a Sexual Assault Stand-Down Day, and USAFA held this event on 24 June 2013. This was an all-day event involving cadets and permanent party held at Clune Sports Arena.*** The Superintendent addressed all of USAFA using several USAFA-specific scenarios (which included male victims) to inform the discussion. Mike Domitrz of the ‘Date Safe’ program also spoke. The SARC followed these presentations, providing a ‘Pre-Command’ SAPR Training program for all supervisors, faculty, and athletic department staff. During the afternoon of the Stand-down, all squadrons/units broke down into smaller groups and used specifically developed SAPR training curriculum and scenarios to lead discussion groups.

Other permanent party SAPR training includes:

- First Term Airmen’s Course – SAPR training -- monthly or as scheduled
- Newcomer’s Orientation – SAPR introduction, local area, risk reduction – monthly
- Preparatory School – initial SAPR training, introduction to SAPR – July 13
- Special Programs in Religious Education (SPIRE) /chapel volunteers – Sept 13
- USAFA Sponsorship Program SAPR Training – Sept 13
- Commanders, AOCs, AMTs, supervisors, and managers at all levels receive specialized training in areas of sexual assault prevention to include victimology, offender behavior,
- DoD’s policy for victim collateral misconduct, and response to reports of sexual assault, Academy Military Trainer Crisis Management, Planning and Intervention (CMPI) training

**1.5 Describe your progress in insuring curricula is provided within 14 days after the initial arrival of a new cadet and repeated annually (initial to graduation) that outline honor, respect, and character development pertaining to sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting sexual assault, victim’s rights, and dismissal and dishonorable discharge for offenders in accordance with section 1746 of the NDAA for FY 2014.**

Sexual assault-related prevention and training for cadets at USAFA begins immediately on their arrival in BCT. During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, victim care and support, and contact information. The SARC briefs the SAPR portion which includes basic definitions of sexual assault, reporting options, how to report during basic (the basics do not have cell phones, so must access help via the Military Guidance

Officers, cadet cadre who serve in a helping role), consent, and boundaries for basics and between basics and cadet BCT cadre and permanent party. The Helping Agencies Brief also includes a discussion of basic Equal Opportunity (EO) policy and overall expectations for mutual respect.

Later in BCT Basic Cadets view and discuss “Frank: the Undetected Rapist,” a video by Dr. David Lisak, in gender separate groups. Last summer, we brought in 2 seasoned male SARCs from basic training bases within AETC who trained all male basic cadets. A change last summer for the “Frank” training was the SARC and victim advocate conducted all female training. Basic Cadets also receive additional Human Relations training in BCT, briefed and facilitated by DEOMI trained personnel. Sessions include Equal Opportunity and Human Relations awareness training (Parts I & II) providing substantive discussion on sexual harassment. During their Freshman year, the Department of Faculty’s Law Department provides a law briefing. This training includes in-depth legal definitions and related consequences of all Article 120 offenses (sexual assault) as well, alcohol-related offenses and consequences for those infractions.

Reference 1.4 for USAFA annual SAPR training vector/syllabus by class.

10 ABW/EO conducts briefings at all newcomers’ briefings, as well as conducted First Term Duty station classes for all first time employees and Airmen. After every class, the students are afforded the opportunity to provide the instructor feedback.

**1.6 Describe your Academy’s efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing training effectiveness for all SAPR and POSH training to ensure consistency. Include improvements made as a result of your assessment. Include SAPR and POSH training for:**

- **Academy Leadership**
  - Enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training. Tactical Officers, and Company Leadership**
- Academy Faculty and Staff**
  - Professors, Instructors, Coaches, and other Personnel**
- First Responders such as:**
  - SARC, SAPR VA, EO Advisors, SVC, Chaplains, MCIO, SJA, LE, Drug and Alcohol Abuse officers, off-base providers, VWAP personnel**

**Academy Leadership:**

The SAPR strategic plan represents the Commander’s vision to eradicate sexual assault as a violent crime at the USAFA. Additionally, the plan reflects Department of Defense (DoD) published strategic lines of effort, policies and guidance as they translate to USAFA’s specific circumstances.

The USAFA SAPR strategic plan is not a finite document. It is a living framework that is revisited and updated as circumstances, needs and resources change and demand. This dynamic approach to strategic planning is written into the document in the form of initiatives. USAFA’s SAPR initiatives will be annexed to the plan to provide the greatest flexibility as they are updated or reach operational success and thus completion. In this manner, the initiatives annex can be changed or revised even while the plan itself remains intact; this aspect of the plan recognizes the dynamic human environment in which SAPR programs act and is positioned at USAFA. See image below that depicts alignment with higher echelons strategic lines of effort.

## US Air Force Academy

### Sexual Assault Prevention and Response (SAPR)

#### Strategic Plan

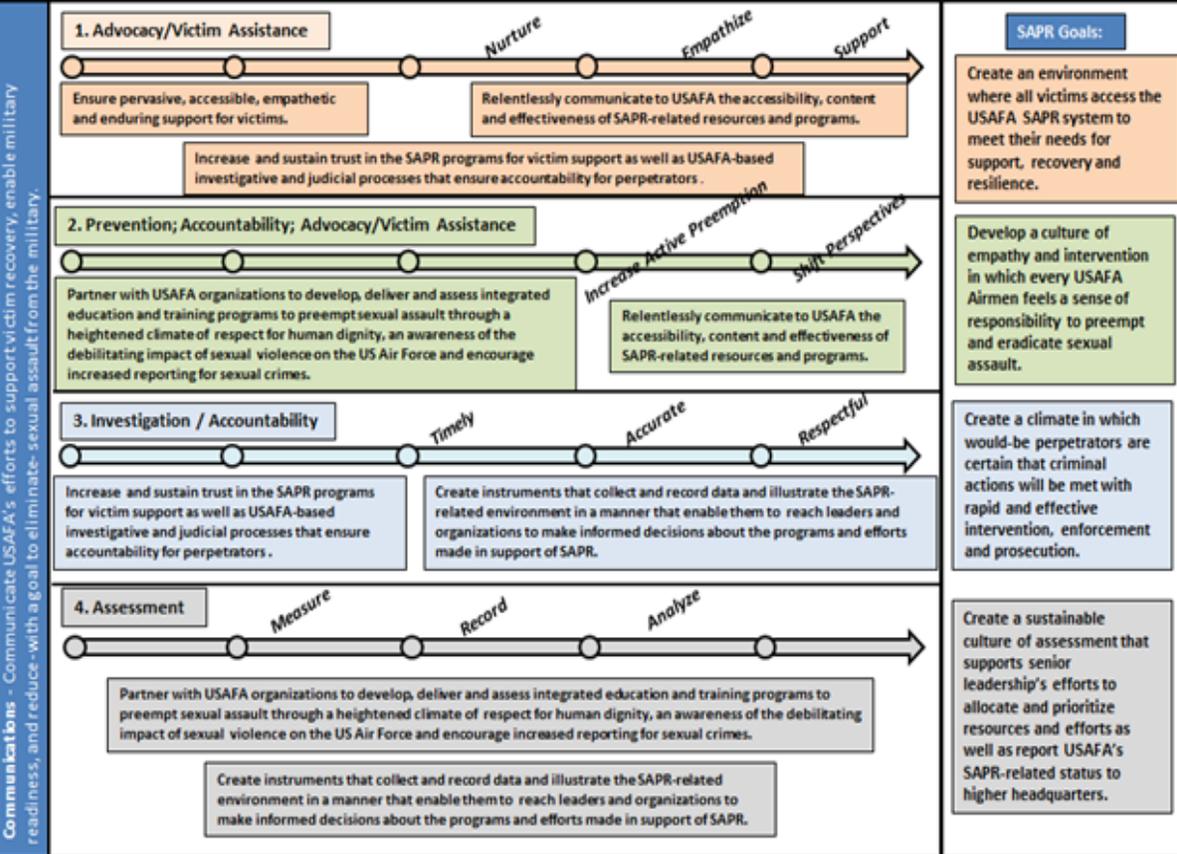
##### Introduction

The USAFA SAPR Strategic Plan is a supporting plan that identifies the vision, mission, strategies, goals and objectives that guide a coherent approach to preventing and eradicating sexual assault and related violence at USAFA. The Plan supports the Department of Defense Sexual Assault strategic plan (hereinafter “DoD Plan”) as well as USAFA’s institutional strategic plan and mission. It succinctly articulates the vision for success, the strategies to reach that vision, the goals of those strategies and their associated objectives. Initiatives to reach identified objectives, those specific actions, programs or processes, will be annexed and updated on an annual basis to ensure fidelity to the plan.

Eradicating sexual assault and related gender violence is an effort that at its foundation demands actual cultural change—a slow and tenuous process. Social practices that accept or accommodate sexist behaviors, imagery, or barriers create an environment in which perpetrators find refuge and even encouragement for criminal acts. The Air Force Core Values demand higher conduct from Airmen, a culture that champions active dedication to upright behaviors undergirded by respect for human dignity and value for human life. These cultural shifts begin with effective leadership at every organizational level, what the DoD Sexual Assault Prevention Strategy 2014-16 (hereinafter “DoD Strategy”) calls “centers of gravity” for the prevention of sexual assault. (DoD Strategy, 10). Only strong deliberate leadership can model behaviors and focus an organization on those practices and standards that will preempt sexual assault and eventually eradicate it as a scourge on social cohesion, trust and security in the U.S. Air Force.

The DoD Plan identifies Lines of Effort (LOEs) to “focus efforts toward establishing operation and strategic conditions. These LOEs “link tasks, effects, and the desired end state” (illustration 1). The premise is that our efforts take place on multiple levels that ensure a command climate where “sexist behaviors, sexual harassment and sexual assault are not

**Mission:** USAFA SAPR provides multi-disciplinary coordination and support to individuals involved in sexual assault allegations ranging from immediate victim care and extended survivor support, investigative and legal processes, medical care, spiritual needs and command concerns.



**Illustration 3: Adaptation of "Lines of Effort (LOEs)," illustrated in the DoD Sexual Assault Strategic Plan**

USAFA's SAPR strategic plan is a foundation for success in that it provides a guiding framework for specific initiatives and actions taken in support. It should be referenced in SAPR-related decision-making processes and programmatic reviews. Sexual assault cannot be ended by any document, but it is hoped that this strategic plan will guide efforts to prevent sexual assault and provide world class supportive resources to victims.

As previously stated, the CCD director serves as the chief diversity officer and reports directly to the Superintendent to ensure that issues are communicated to senior leadership and positively addressed at the Academy's highest levels. The SAPR office was realigned under the CCD and the Superintendent. This realignment allows the office to truly serve all of USAFA including the 10 ABW, the Preparatory School, and the 306 FTS located in Pueblo, Colorado.

Lastly, as previously stated, the CCD presides over the “Superintendent’s Council” on Culture, Climate and Diversity. **Anticipated Impact:** council will bring senior leaders together to consider subject-relevant challenges and orchestrate actions to strengthen USAFA’s climate of dignity and respect. Eradicating sexual harassment and assault will continue to be a top priority.

### **Academy Faculty and Staff:**

As noted in other areas of this document (i.e., “**Line of Effort**” (LOE) 1-Prevention) Academy faculty and staff are very involved in numerous initiatives to advance the *Commander’s Intent* to create a culture of commitment and a climate of respect.

Three distinguished groups are the engines of change and ensure respect for others are taught and that pro-social behaviors are promoted both within the curriculum and throughout USAFA’s extra-curricular activities. The groups are:

- Making Excellence Inclusive Committee (MEIC)
- Respect for Human Dignity (RFHD) Outcome Team, and
- Center for Educational Excellence

These boundary-spanning, cross-sectional groups provide USAFA with a three pronged attack on making RFHD a high priority in the total, learning experience.

### **First Responders**

A plethora of initiatives and activities are demonstrated throughout this document to inspire confidence that the USAFA SAPR office is fully engaged and advancing first responder training to Team USAFA personnel. For example:

- Increased training from previous year for permanent party (targeting Department of Faculty, Athletic Department, AOC/AMTs).
- New guides written specifically for faculty, commanders, AOCs, AMTs, etc.
  - Specific training regarding how to engage with cadets in discussions about healthy relationships, boundaries, dating and more, in line with our new training/curriculum. We developed handouts with discussion questions for them to use. AOCs and AMTs have designated squadron time that could be used for this purpose.
  - New senior enlisted course, SAPR provided training regarding mandatory reporting and collateral misconduct plus other related training.
- Integrated, collaborative and inclusive training of ALL USAFA programs, and mission elements
  - Unit Climate Assessments held for all ABW and 50% of all Cadet Wing squadrons with pre and post briefings done collaboratively by EO and SARC.
  - SPIRE/Chaplains volunteer briefing – 150 plus trained each year.
  - Cadet Sponsor Family training – over 200 cadet sponsor families trained.
  - Special Victims’ Counsel (SVC), JA, OSI and SAPR joint training and collaborative meetings held.
  - Memorial Hospital – collaborative training done on-site with SANES.

- TESSA – collaborative training of volunteer victim advocates on-site.
- BCT Helping Agencies Briefing – initial information regarding USAFA alcohol policy.
- Victim handbook: “Now, What?” was given to victims and taught healthy boundaries and expectations.
- Outcome measures are conducted via course critiques. We have adjusted according to the feedback. Examples would include smaller group size for training, facilitated discussions vs powerpoint/lecture, specific scenarios pertinent to the training audience and using varied trained facilitators (military, civilian. Male, female).
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**1.7 Describe your Academy’s efforts to develop and provide an MSA-modified version of your Services Pre-Command training for all faculty, squadron officers, and senior enlisted leaders prior to beginning of classes or within 30 days of reporting for duty.**

During last year’s AF Wide SAPR Stand-Down, the USAFA SAPR office conducted “Pre-Command” training for all faculty, commanders and athletic department staff. This same group attended a training conducted by Mr. Mike Domitrz from the Date Safe Project. TESSA presented a ‘Basic Victimology’ course during an In-Service Training (IST) for all AOCs and AMTs. As a part of the April/May preparation for the AF-Wide Stand-down to be held in June 2013, USAFA SAPR included additional training for AOCs and AMTs. This supplemental training taught them how to lead discussions with cadets regarding what constitutes healthy relationships, healthy boundaries, dating, intimacy and healthy sexuality. The USAFA SAPR office prepared discussion questions for the AOCs and AMTs. Short videos, scenarios and role plays are posted on a SharePoint Site as a resource for the AOC/AMTs.

Sexual assault training is a critical component of USAFA’s AOC Master’s Course and the AMT Schoolhouse; both are pre-command courses. The SAPR staff facilitates two training sessions during the AOC Master’s Course and has a two hour training block at the AMT Schoolhouse. One objective of the AOC Master’s program is to “Enhance ability to effectively respond to sexual assault, suicidal ideation, UCMJ violations, and personal and performance-related issues.” The AOC Master’s Course and AMT Schoolhouse SAPR training are specially tailored for these groups. “SAFE-Zone” training is also offered to officers in the incoming AOC cohort. This cohort emphasized leadership’s role in creating a welcoming, secure environment in wake of Don’t Ask Don’t Tell (DADT) repeal. Outcome measures are conducted via course critiques.

All ABW Squadron Commanders attend a AFSPC MAJCOM Commander’s Course where they receive SAPR pre-command training.

USAFA conducts a multi-day orientation for new faculty and staff which includes a SAPR briefing and a discussion with cadet specific scenarios. This session helps prepare newcomers to better understand sexual assault and gender relations among cadets. All Key Personnel Briefings were modified to fit the individual climate of the squadron or CW. The 10 ABW/EO staff met with incoming commanders and senior leaders to discuss their roles and responsibilities. The EO staff conducted a Newcomers’ Orientation briefing in conjunction with the installation Newcomers’ Course where several base agencies and senior leaders briefed personnel on the issues at USAFA.

Outcome measures are conducted via course critiques.

**1.8 Provide updates on your Academy's efforts to develop and implement sexual harassment and sexual assault learning objectives and incorporate them in related classes within core academic curricula. Include an assessment of effectiveness.**

USAFA SAPR is currently engaging with Col Packard, DFBL, and Dr. Chris Kilmartin to incorporate sexual harassment and sexual assault learning objectives into related classes. USAFA SAPR has been under contract with "Green Dot Etc." since 2011 developing a Cadet Bystander Intervention Training (cBIT) collaborating with Col Packard. Culture, climate and leadership objectives were integrated throughout the core curriculum within the USAFA Outcomes. Outcomes include Ethical Reasoning and Action, Respect for Human Dignity and Intercultural Competence and Involvement. Faculty worked across Mission Elements as "leaders of character" Associate AOCs, Airfield Instructor Pilots and Officer Representatives for athletic teams and for affinity clubs (i.e., groups representing specific cultures or lifestyles). In addition, the Cadet Commanders Leadership Enrichment Seminar provided a 2-day event designed to assist cadet leaders in developing properly aligned culture and policies.

Behavioral Sciences core and majors courses addressed mutual respect and trust and USAFA continued to examine how academic courses can incorporate the USAFA's "Respect for Human Dignity" lesson objective. As a prototype, USAFA included a nationally recognized Distinguished Professor to teach gender related issues. As part of the Gender Relations Integrated Platform (GRIP), feedback and assessment of academic courses will be monitored. The cBIT curriculum was included in the Behavioral Science 310 course.

**1.9 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment related training plans to Defense Equal Opportunity Management Institute (DEOMI) for review.**

Human Relations, Training and Education (HRT&E) staff were DEOMI-trained to work with DEOMI to approve locally produced lesson plans. The 10 ABW EO office has not developed locally produced sexual harassment related training plans; USAFA uses the Air Force approved Sexual Harassment and Education (SHAE) lesson plan. It is a one hour block of instruction and this is what is utilized when requested to conduct sexual harassment training at USAFA. Should there be a need for the 10 ABW EO staff to create and conduct locally developed human relations education (HRE) materials, it will be done IAW AFI 36-2706, *Equal Opportunity Program, Military and Civilian*, paragraphs 1.19; 1.19.12; 1.19.13; 1.20.9; 1.20.11; 14.1.2; and 14.2.5. Per this instruction the EO Director and Installation Commander approve all locally developed HRE items and the EO Director to annually evaluate instructors teaching the locally developed HRE items.

It is important to note that the HRT&E staff is not a part of the 10 ABW EO staff, nor are the 10 ABW EO staff part of the Cadet Wing cadre. As stated in sentence one of this response, there are two EO practitioners assigned to USAFA Cadet Wing staff. They are DEOMI trained and any locally developed training plans for cadets would be originated and coordinated from their office – not the 10 ABW/EO office. Should there be a request for the 10 ABW/EO staff to facilitate or teach the curriculum, we could do so based on availability and manning.

**1.10 Provide updates on your progress in reviewing and systematically expanding institutional alcohol policies to address risk factors beyond the individual use of alcohol. Include matters to train alcohol providers, alcohol availability, and community outreach. If review is complete, briefly describe results and next steps; include plans to measure effectiveness if available.**

The Cadet Wing Alcohol Working Group (AWG) has reviewed information from a recent anonymous Cadet wellness survey (n=780). In regards to alcohol use, the statistically valid survey sample reported 45.9% of cadets chose not to drink. Of those who do, only a small percentage indicated levels of consumption which would be considered “irresponsible.” The Cadet AWG planned a wing-wide assembly highlighting the maturity in choosing not to drink, or drinking maturely. The assembly is expected to kick-off a social norming program in which immature/irresponsible drinkers will not have an “everyone is doing it” rationale for their behavior. In addition, the Cadet AWG is benchmarking with Annapolis and West Point on establishing a monthly ‘responsible drinking’ birthday celebration for those twenty-one during the academic year. As part of a new Cadet Integrated Delivery Service (IDS) initiative, the Cadet AWC is working collaboratively with USAFA helping agencies to be part of prevention and education services. The Cadet wellness survey will be re-administered in Spring 2015 to gauge if the prevention and education focus of the CWG and IDS are effective.

AFI 34-219_USAFASUP_I 3 May 2012	
1.3.1.	Only persons 21 years of age or older may purchase, possess (includes possession while traveling to and from authorized facilities in compliance with Colorado state law), and consume alcoholic beverages of any kind in accordance with Attachment 2 (Added USAFA), of this supplement. Additionally, cadet candidates of any age are not allowed to possess or consume alcohol on USAFA, with limited exceptions as set forth in USAFA Preparatory School (USAFA/PL) instructions.
1.3.2.	Servers and sellers of alcoholic beverages must verify the purchaser's age with a photo identification card (e.g. active duty identification card, driver's license, passport, reserve identification card, or family identification and privilege card).
1.3.4.	The Air Force may punish a military member who violates these restrictions under Article 92, Uniform Code of Military Justice.
1.6.	Under the direct guidance of the installation commander, the Services commander or division chief and AAFES manager, must be familiar with the spirit and intent of all Air Force initiatives to eliminate drunk or drugged driving incidents involving patrons of base Services and AAFES facilities.
1.6.1.	The installation commander ensures the base holds annual training programs to familiarize beverage supervisors and servers with Air Force drinking policies.
1.7.	<b>Alcohol Deglamorization Program.</b> Installation commanders, AAFES managers, and Services activity managers implement the Air Force's Alcohol Deglamorization Program at the base level.
<b>Table A2.1.</b>	No sale or consumption of alcohol is allowed in the Airman, Cadet, or Prep School Dorms. Hap's Place, within Arnold Hall, permits consumption of wine and beer if cadet is of the legal age.

USAFA has implemented policy that cadets have to request the use of alcohol at official functions and include a mitigation plan. The installation CAIB will develop plans to monitor and review alcohol policies and explore community outreach initiatives. Alcohol consumption was addressed at Social Decorum courses and at events such as Social Decorum dinners and Mission Element dinners.

USAFA hosted the Area-3 BACCHUS Conference. BACCHUS is a university and community based network focused on comprehensive health and safety initiatives. It actively promotes student and young adult's leadership on healthy and safe lifestyle decisions concerning alcohol abuse, tobacco use, illegal drug use, unhealthy sexual practices and other high risk behaviors. The conference was an opportunity to highlight cadet best practices to respective peers in other universities and provided educational and networking opportunities for PEERs and advisors. Additionally, two PEERs were recognized with the regional award for Most Outstanding Students.

**1.11 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.**

In APY 13-14 USAFA SAPR collaborated with multiple external experts, advocacy organizations and

educational institutions. Additionally, Subject Matter Experts (SMEs) reviewed current teaching messages and created and assisted in implementation of a cBIT program.

Results from working with these external experts were:

- Development of the cBIT curriculum and subsequent review by USAFA permanent party and cadet focus groups.
- Beta-test of cBIT via the Behavioral Science 310 course.
- Implementation of cBIT facilitator training on 27 May.
- External experts have emphasized focus on boundaries and healthy relationships as foundational teaching messages for all our programs, especially for Freshmen and Sophomores.
- First responder and leadership training was focused on basic victimology, how victim behavior may be seen as counterintuitive.
- We used techniques presented by SMEs to connect and establish a trusting relationship with a victim from day one. Anyone who interacts with USAFA cadets receives appropriate education in sexual assault prevention education, basic sexual assault definitions, healthy boundaries and related training.
- We taught AOC, AMTs, Commanders, Faculty, Coaches how to have open and frank discussions with cadets about dating, and relationships in non-intimidating ways.
- The Mellon Foundation grant proposal was funded for \$2K to promote collaboration between USAFA SAPR, DF/DFBL and CC in terms of sharing of best practices, implementing cooperative prevention education and awareness events.
- The Installation CAIB and new cadet IDS will definitely promote cross-messaging, awareness of programs and initiatives, and foster mutual respect and understanding between permanent party and cadets.
- Continued collaboration with our sister service academies is high on the list of prevention education via quarterly teleconferences and on-site conferences.
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**1.12 Describe your efforts to establish and implement policies that prevent individuals convicted of a Federal or State Offense of rape, sexual assault, incest, or other sexual offense, from being provided a waiver for commissioning from the Academy.**

During the past 7 years at USAFA, all cadets who have been convicted of a Federal (crimes under Article 120) or State offense of rape, sexual assault, incest or other sexual offense, have been dis-enrolled from USAFA, received less than honorable discharges, and have not been permitted to earn a commission nor enlist in any branch of military service. These actions are in accordance with (IAW) AFI 36-2002, Change 4, incorporated as of 2 June 2014.

**1.13 Provide updates on your Academy's efforts to innovate and implement solutions that address concerns of social retaliation among peers for reporting sexual assault or for taking action against inappropriate conduct, leaders, and cadet organizations (e.g. sport teams, clubs); employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs.**

The USAFA SAPR program addressed concerns regarding social retaliation among peers toward those who report and those who support victims (friends, team mates, roommates, etc.) into most training venues. One of the primary means this APY was the AF SAPR Stand-Down day, the focus of which was

victim empathy. Then Superintendent, Lieutenant General Mike Gould, met with all cadets, preparatory school students and permanent party in Clune Arena to address this topic. SAPR office provided him actual examples of male and female victims (non-identifying) that he used to discuss how victims struggle to come forward, how they struggle during and after the assault, how we can help them and to believe them versus blame them. Mr. Domitz presented a tailored program regarding victims, victim blaming, how to support victims and related topics. Other venues where victim support versus retaliation was discussed include cBIT, BCT initial SAPR training, first responder training (Office of Special Investigation (OSI), Judge Advocate (JA), Security Forces Squadron (SFS)), AOC Masters Course, AMT Schoolhouse and a variety of others.

The NCAA requires that a university president, in this case our superintendent, conduct a forum to address climate and respect with all intercollegiate athletes. The Athletic Director assigned a senior woman civilian as the POC for Culture and Climate. The SARC, the Athletic Director Point of Contact (AD POC) and the Athletic Director met and developed a strategy to promote positive gender relations and a culture of respect among cadets. Dr. Jackson Katz was consulted and a tailored Mentors in Violence Prevention (MVP) program was designed for the men's football team in April 2014. This program took place over a 3 day period from 7 – 10 April. The head football coach put together a player-leadership team. This group met with and received training from MVP for 4 hours. MVP then met with the remainder of the football team and provided specialized training. The coaches, staff and trainers also underwent specialized training. Follow-on training will be conducted early in the Fall 2014 semester.

Also in April, a cadet-led CAASV initiative was implemented, sponsored by the SAPR office. Selected cadet athletes made a video of pledges. Poster pledges were also made. The CAASV video included pledges that supported victims. All intercollegiate athletes received engraved promotional CAASV items such as water bottles, bracelets, pamphlets, etc. The women's basketball team invites the SARC at the beginning of each season to a dinner and presentation for the players, coaches, and trainers. The women's water polo coach invited the SARC to do a similar event for the Fall of 2014. The SARC provides a tailored presentation to all USAFA Club Officers in Charge (OIC) annually regarding how to set a positive climate, foster respect, maintain a safe climate while traveling and foster reporting/victim support. The SAPR office has not yet conducted sessions with the men's teams; however, this was done in April with the football team by MVP.

Gen Johnson, addressed OICs of cadet clubs to establish her expectations about sexual assault and advancing a climate of dignity and respect which includes victim-empathy.

**1.14 Describe your efforts to ensure Academy facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive environment. Include findings and actions taken from regular visual inspections.**

During APY 13/14, AOCs and AMTs conducted AF directed visual inspections of all cadet living and work areas to ensure they were free of materials that created a degrading or offensive environment. All recurring cadet dormitory inspections include surveillance and removal of offensive material, if found.

**1.15 Describe progress, assessment, efforts, and/or approved plans for requiring Academy commanders to conduct an organizational climate assessment within 120 days of assuming command and annually thereafter. Include policy for providing results to the next level in the chain of command.**

USAFA complies with higher headquarters guidance regarding requirements for commanders to conduct organizational climate assessments within 120 days of assuming command. The DEOCS will be administered in Fall 2014 across USAFA to baseline and accommodate change of commands. In compliance with USD PR guidance, results of the annual surveys will be provided to the commander at the next level in the chain of command NLT 30 days after the results are compiled.

Per current Air Staff guidance, DEOCS is not administered to cadets or Preparatory School students.

The Air Force Personnel Center Manpower Agency administered a climate survey to cadets and permanent party in May of 2014. The results were not available at the time of this report.

**1.16 Provide updates on your efforts to implement an Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with your respective Department of Service SAPR strategic plans.**

USAFA CCD has produced a USAFA SAPR Strategic Plan currently under review and coordination. To date, the AF SAPR Strategic Plan is under development along with an updated Sexual Assault Prevention and Response instruction (AFI 90-6001) and it will incorporate the changes in DoDI 6495.02.

For additional information, reference 1.6.

**1.17 Describe your plans for APY 14-15 that pertain to delivering consistent and effective prevention methods and programs, including how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy's plans.**

- The USAFA SAPR program added a Deputy SARC (1st Lt) and two additional full-time civilian GS-11 Victim Advocates to the existing staff. Additionally, 12 volunteer victim advocates were trained and are in the final stages of Defense Sexual Assault Advocate Certification Program (DSAACP) certification which should be completed in APY14-15. There are currently 3 military volunteer VA's to supplement SAPR staff. The goal is to significantly increase the number of volunteer victim advocates.
- cBIT will be implemented 6 June 2014 with all sophomores. 90 minute sessions, taught in Fairchild Hall, in cadet classrooms by specially selected and trained volunteer facilitators comprised of faculty, athletic department staff, AOCs and AMTs, JA, SAPR staff, Volunteer Victim Advocates from USAFA and Peterson AFB. Course assessments will be given to evaluate course effectiveness. PowerPoint will be minimized and replaced with exercises, scenarios, discussion and interaction. This is a part of Summer Session Cadet Commissioning Education.
- Sexual Assault Awareness Month and outreach events: This past SAAM was our most robust ever. As described in Section 1.3, the grand finale, "Take Back the Night (TBTN)" featured a bonfire, and speech by the USAFA Dean of Faculty. Ms. Katie Koestner, TBTN Director selected USAFA as one of 2015's National Ten Points of Light. Ms. Koestner will be our keynote speaker on 16 April 2015. We have other events in the works for next April and it should be even more robust than 2014.
- Finalize and implement the actions in the USAFA SAPR Strat Plan.

**2. LOE 2—Investigation—The objective of investigation is to “achieve high competence in the investigation of sexual assault.”**

**2.1 Summarize your Service or Component’s efforts to achieve the Investigation Endstate: “investigative resources yield timely and accurate results.”**

Air Force Office of Special Investigations (AFOSI) Detachment (Det) 808, United States Air Force Academy, CO is committed to conducting professional, responsive and accurate investigations into every sexual assault allegation in order to provide timely and credible information to Air Force leaders and keep our Air Force safe. The Air Force has successfully established a worldwide special victim capability, primarily comprised of 24 sexual assault investigators and eight Senior Trial Counsel - Special Victims Unit. One of the 24 full-time sexual assault investigators hired by AFOSI is stationed at USAFA, where she serves as the AFOSI primary special victim capability investigator and sexual assault investigation subject-matter expert. Both the AFOSI Det 808 commander and the full-time sexual assault investigator are graduates of the Air Force’s Sex Crimes Investigator Training Program (SCITP) at the Federal Law Enforcement Training Center in Glynco, Georgia. AFOSI has made numerous improvements over the past few years to agents’ ability to conduct sexual assault investigations. Please refer to the Department of Defense Annual Sexual Assault Prevention and Response (SAPR) Reports for additional information on Air Force-wide changes. One improvement specific to USAFA is the establishment of an AFOSI USAFA orientation program. The program is designed to familiarize agents assigned to Det 808 with USAFA offices, their missions, and facets of Cadet Life relevant to AFOSI's contact with cadets and supporting USAFA’s mission. In addition to the orientation program, AFOSI is working to ensure all AFOSI agents assigned to USAFA attend the Air Force’s Sex Crimes Investigators Training Program (SCITP). Further, the Det is establishing a Joint Sexual Assault Team (JSAT) at USAFA. The Joint Sexual Assault Team will consist of specially trained Security Forces personnel assigned to investigate specific Article 120 offenses under the direction of AFOSI.

In an effort to ensure collaboration throughout all levels of USAFA leadership, the AFOSI Det 808 Commander meets with the USAFA Commandant of Cadets to discuss AFOSI Det 808 investigations affecting the Cadet Wing. Additionally, the AFOSI Det 808 Commander attends the monthly USAFA Superintendent’s Case Management Group (CMG), which includes the SARC, VICTIM’s leadership, AFOSI, a representative from USAFA SJA, and various other representatives from VICTIM care organizations on USAFA. Prior to the CMG, the AFOSI Det 808 Commander and USAFA SJA meet with the USAFA Superintendent or the USAFA Vice Superintendent to discuss AFOSI Sexual Assault investigations in detail.

AFOSI Det 808 utilizes a Sexual Assault Investigative Plan to outline appropriate investigative steps to consider in investigating sexual assaults. Within 48 hours of initiating a sexual assault investigation, the assigned case agent and AFOSI Det 808 leadership meet to discuss the initial facets and investigative steps of the case. As the investigation progresses, the case agent adjusts and updates the investigative plan to reflect new information as a result of the investigation, AFOSI Det 808 leadership feedback, and USAFA/JA guidance. The Investigative Plan integrates legal sufficiency (i.e., Articles 120, 125 and 80 elements of proof) with investigative sufficiency (i.e., investigative activities apt to reveal information probative to the elements).

AFOSI Det 808 agents contact a Forensic Science Consultant for input on all sexual assault investigations. In addition, agents employ cyber tools to conduct field processing of digital and multimedia evidence. This capability enables agents to image both hard drives and cell phones to quickly collect probative information and identify additional investigative leads.

The Department of Defense Inspector General (DoDIG) reviewed a random sample of sexual assault cases closed in 2010 and published DoDIG-2013-091 on 9 July 2013, reporting 89% of the AFOSI investigations reviewed had no major investigation deficiencies. DoDIG completed a second random review in 2014 of sexual assault cases closed by AFOSI in 2013 and assessed no cases (0%) had major investigation deficiencies. A direct comparison of the two DoDIG assessments clearly demonstrates an improvement in the quality of AFOSI sexual assault investigations over the last three years.

**2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy, and attend annual refresher training or essential tasks specific to investigating sexual assault. Include knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim privilege)**

AFOSI recruits receive their entry-level investigative training at the United States Air Force Special Investigations Academy (USAFSIA) at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia. USAFSIA is charged with converting AFOSI's training requirements into fielded capabilities. USAFSIA's reach encompasses basic agent training and credentialing, as well as advanced investigative and wartime mission training. New AFOSI special agent recruits begin training at FLETC with an 11.5-week course called the Criminal Investigator Training Program (CITP). Trainees from almost all federal investigative agencies attend this course. CITP provides basic investigative training in law, interviewing, handling informants, evidence processing, search and seizure, arrest techniques, report writing, testifying, and surveillance. These skills are all applicable to conducting sexual assault investigations.

Following the completion of CITP, AFOSI special agent recruits enter seven and one half weeks of training in the AFOSI-specific Basic Special Investigations Course (BSIC). Topics of instruction taught in BSIC include: AFOSI's organization and mission, ethics, investigative responsibility and jurisdiction, cognitive interviewing, interrogations, military law, crimes against persons (physical and sexual), cognitive biases, liaison with other law enforcement agencies, and the role of investigative experts, computer crime, and forensic sciences. In addition, students receive training on Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim privilege). Like CITP, the curriculum taught in BSIC is the foundation for running all sexual assault investigations. BSIC has received both FLETC accreditation and Community College of the Air Force (CCAF) accreditation.

AFOSI established a Basic Extension Program (BEP) in March 2012 to provide newly credentialed agents with enhanced knowledge and capabilities in core mission areas at the start of their careers by systematically building upon basic skills provided at CITP and BSIC using fully interactive distance learning courses. BEP is formal on-the-job training that provides recently-credentialed agents with supervised training during their first fifteen months as a new special agent. The curriculum includes 70 hours of training directly related to sexual assault investigations. BEP covers areas related to sexual assault investigations including: interviews, interrogations, evidence, liaison, investigative writing, testifying, and operational planning. BEP has received FLETC accreditation.

All new AFOSI agents are automatically enrolled in a mandatory AFOSI probationary training program. Agents must complete a minimum of 15 months of probationary training prior to receiving full accreditation as an AFOSI Special Agent. Each probationary agent is assigned a trainer and is required to show mastery of 107 core investigative tasks prior to recommendation for accreditation. This training period consists of daily verbal feedback with the assigned trainer and a monthly formal written feedback documented on the AFOSI Form 95, Probationary Agent Counseling Form. At the conclusion of the

AFOSI probationary agent training period, the AFOSI Det 808 Commander may recommend the agent for accreditation and the AFOSI Commander makes the final accreditation decision. Due to the complex environment at USAFA, AFOSI has mandated that Det 808 will have no more than two probationary agents assigned at a given time.

AFOSI Det 808 has scheduled hands-on training with an AFOSI Forensic Science Consultant (FSC) focused on sexual assault crime scenes. AFOSI Det 808 agents will process the mock sexual assault crime scenes and receive an evaluation/feedback from the FSC on the processes and procedures utilized during crime scene processing. AFOSI Det 808 plans to make this training an annual training requirement for assigned agents. Further, Det 808, USAFA SJA, and USAFA SARC attended an extensive briefing provided by the Special Victim's Counsel (SVC). The briefing addressed victim's rights, SVC roles and responsibilities, rules of evidence, and Air Force instructions governing the SVC program.

AFOSI provides sexual assault response refresher training to all agents through its computer-based training system. This is an on-line web-based refresher-training course developed by Headquarters Air Force Office of Special Investigations (HQ AFOSI) specifically for its agents. The course is designed to fulfill the Department of Defense requirement for periodic refresher training related to sexual assaults. Topics covered in the self-paced course include: sexual assault response policies, victimology, understanding sex offenders, crime scene management, interview techniques, investigating difficult cases, recantation and false information, working with victim advocates and sexual assault response coordinators. All AFOSI agents are required to complete this course annually.

All AFOSI agents receive more than 225 hours of training directly related to conducting sexual assault investigations through the courses outlined above in compliance with the training requirements outlined in Section 585 of Public Law 112-81, Department of Defense Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures, and Department of Defense Instruction 5505.18, Investigation of Adult Sexual Assault in the Department of Defense.

In August 2012, AFOSI established a new Sex Crimes Investigators Training Program (SCITP) to train both AFOSI special agents and Air Force prosecutors in advanced sexual assault investigation topics and techniques. SCITP serves as a robust platform to develop the cross-disciplinary skills necessary to establish the Air Force special victim capability required by fiscal year 2013 National Defense Authorization Act Section 573. The program is an eight-day, 64-hour course designed to provide advanced specialized training for criminal investigators and prosecutors. The advanced topics taught at the program include cognitive bias, cognitive interviewing, topics on better understanding and treatment of victims of sexual assault, advanced topics on predatory behaviors of sexual assault perpetrators, advanced crime scene processing, special investigative techniques, domestic violence, and other topics.

Each SCITP class is comprised of 30 students (24 special agents and six attorneys). The intermixing of agents and attorneys fosters collaboration, enables students to discuss Air Force-specific policies, procedures and challenges throughout the course, and has proven critical to building special victim capability across the Air Force. AFOSI and the Air Force Office of the Judge Advocate General have conducted eight iterations of their joint SCITP since summer 2012; 204 students (154 investigators and 50 attorneys) have graduated from the program. AFOSI plans to conduct five iterations of SCITP in fiscal year 2015 to provide advanced sexual assault training to an additional 30 Air Force attorneys and 120 Air Force investigators, including Security Forces personnel assigned to the new JSATs. SCITP will be considered for FLETC accreditation in November 2014. Currently, three AFOSI Det 808 personnel are

SCITP-certified. The Det has scheduled the remaining agents [for SCITP] in FY 2015.

**2.3 Describe your Academy's efforts to ensure MCIOs initiate investigations of all offenses of sexual assault involving cadets of whom they become aware, that occur within their jurisdiction regardless of severity of the allegation, and regardless of the sexual orientation of either the victim or the subject of the investigation.**

The Sexual Assault Response Coordinator (SARC), Sexual Assault Victim Advocates, Judge Advocates General and commanders at USAFA immediately report all unrestricted reports of sexual assault (and attempts) against adults to AFOSI regardless of the severity of the allegation, in accordance with Department of Defense Instruction (DoDI) 5505.18. DoDI 5505.18 requires AFOSI to initiate investigations into all offenses of adult sexual assault of which they become aware and that occur within their jurisdiction, regardless of the severity of the allegation. AFOSI Det 808 investigates all allegations of rape, sexual assault, forcible sodomy, aggravated sexual contact, abusive sexual contact, and attempts to commit any of the aforementioned offenses within its investigative jurisdiction. AFOSI Det 808 considers the subject's and victim's sexual orientation irrelevant to the decision on whether or not to investigate allegations of sexual assault.

**2.4 Describe your Academy's continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.**

Investigators and judge advocates at USAFA are in compliance with a memorandum of agreement signed by The Inspector General, The Judge Advocate General, and the Air Force Office of Special Investigations Commander in 2009 mandating investigators and trial counsel at every installation work closely on violent crime cases from inception to investigative completion. The requirement to collaborate early and often on all major criminal cases, including sexual assault, domestic violence and child abuse, has since been codified in both Air Force Office of Special Investigations and judge advocate policy instructions. AFOSI Det 808 notifies the USAFA legal office each time it initiates a substantive criminal investigation. The Staff Judge Advocate (SJA) at USAFA then designates an investigative support team as early as practicable in the investigative process. The team is comprised of attorneys, and paralegals when appropriate, who provide legal support to the case agent during the active investigation phase. The SJA provides initial counsel, coordinates on subject interviews, assists in developing an investigative plan, identifies potential criminal offenses for investigation, and compares evidence in the case with the elements of proof for a given offense. The elements of proof are individual facts that must be proven to successfully convict the alleged perpetrator for the crime. The team also reviews and updates the initial proof analysis crafted by trial counsel to address the elements, evidence, anticipated objections, and potential defenses for each specification. The judge advocate assigned to the team then discusses the results of the analysis with the Air Force Office of Special Investigations. As appropriate, investigative support team members or judge advocate staff members attend case review meetings and AFOSI personnel attend relevant judge advocate military justice meetings. Within 30 days of the conclusion of trial, the staff judge advocate and members of the trial team conduct case reviews with AFOSI Det to review lessons learned.

**2.5 Describe your Academy's efforts to ensure MCIO investigators assigned to an adult sexual assault investigation accomplish the following:**

- Notifies commanders and the SARC as soon as possible
- Ensures the victim has received a completed DD Form 2701, "Initial Information for Victims and Witnesses of Crime" and an explanation of the information provided on the form.

- Informs the sexual assault victim of the availability of legal assistance and the SARC or SAVA are available/may be declined, in whole or in part, at any time
- Provides unrestricted sexual assault data elements (e.g. investigative case number) to the SARC for incorporation into DSAID

AFOSI Det 808 provides criminal investigative, counterintelligence, and protective service operations independent of the local military chain of command. The AFOSI Det 808 Commander instead reports directly to the AFOSI 8th Field Investigations Region Commander at Peterson Air Force Base, Colorado. AFOSI agents are required by DoDI 5505.18 to accomplish the items outlined above and AFOSI Det 808 is in compliance with all requirements. AFOSI Det 808's continued compliance with all regulations is monitored through its chain of command.

**2.6 For Unrestricted and Restricted Reports, describe your Academy's efforts to ensure sexual assault documentation (DD Form 2910, 2911) is retained for 50 years IAW Section 1723 of the NDAA for FY14.**

The USAFA SAPR office maintains DD Form 2910 and 2011 in paper format, in double locked, waterproof, windproof, fireproof, stormproof file cabinets per Section 1723 for 50 years. This also complies with AF records management policy. The USAFA SAPR office also scans a copy of the forms into DSAID for all unrestricted reports of sexual assault.

AFOSI Det 808 files a hardcopy of each DD Form 2911 associated with an AFOSI investigation inside the case file and maintains an electronic copy of the form in I2MS. I2MS is AFOSI's electronic investigative information management system. All hard copy case files are mailed to HQ AFOSI upon completion of the investigation and retained for a period of 50 years.

**2.7 Describe your Academy's progress in implementing SVC case assessment Protocol for open and closed sexual assault cases**

Headquarters Air Force Office of Special Investigations (HQ AFOSI) randomly selects and reviews approximately 30 percent of all criminal investigations closed each month for quality. Cases with significant deficiencies are returned for additional investigative work. HQ AFOSI's random case review results are briefed monthly to senior AFOSI leaders, including the AFOSI region commanders responsible for field investigations. In addition, both the commander and superintendent at AFOSI Det 808 actively manage sexual assault investigations throughout the investigation. All final reports of investigation must be reviewed and approved by either the local AFOSI commander or superintendent prior to their release outside AFOSI channels.

**2.8 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet confidence and/or victim participation in the investigative military justice process, as well as how you are addressing the number of victims declining to participate. Include rate of conversions from restricted to unrestricted. Include the number of victims who declined to participate in the military justice system and why (if known).**

AFOSI Det 808 is seeking to improve cadet confidence and victim participation in the investigative military justice process through its new Agent T-Zo program (discussed in paragraph 2.1) and by cycling all assigned agents through the Air Force's Sex Crime Investigators Training Program (SCITP). SCITP students receive training on the cognitive interview, cognitive biases, topics on better understanding

and treatment of sexual assault victims, and other topics. The cognitive interview technique is a more open and less direct style of eliciting information, designed to empower victims and improve their ability to provide detailed information. This technique was developed by Dr. Ronald Fisher, a Professor of Psychology at Florida International University, and has proven through years of peer-reviewed scientific research to significantly increase both the quantity and quality of information received from victims and witnesses.

Cadets are taught the proper procedures for making a report in their SAPR training. The 2012 Service Academy Gender Relations (SAGR) survey demonstrated the majority of cadets understand how to make reports. Additionally, USAFA's SAPR staff attended various cadet functions and activities in an effort to maximize interactions with cadets to increase comfort in reporting. Only one victim declined to participate in the military justice process in Academic Program Year (APY) 13-14. The initial report was made by a third-party and the victim did not wish to either provide information to AFOSI or to be involved in the court-martial process. One case from a prior APY converted from restricted to unrestricted in APY 13-14.

**2.9 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend and provide updates at the monthly Case Management Group meetings.**

USAFA leadership has made several improvements to this process to ensure commander participation in the CMG and access to investigative updates:

- Superintendent chaired the monthly Case Management Group (CMG) meeting.
- Emails are sent to the group and squadron commanders/AOCs/AMTs to notify them of the upcoming CMG meeting.
- At or about one week prior to the meeting, phone calls are made to each of the above in preparation for the meeting, to provide an opportunity to ask any process questions, and to help the commander bring the appropriate information to the meeting. Such information can include the well-being of the victim, updates, etc. (i.e., how is the victim doing).
- A SAPR staff member is specifically assigned to each commander/AMT to provide assistance and ensure that investigation updates to the victim are given on a regular basis.
- The SARC provides a brief synopsis of each case.
- The commander or AMT provides their update and responds to Q&A.
- OSI, JA, medical personnel, Peak Performance Center, and Chaplain provide additional information as required.
- USAFA has a Commander's CMG Guide which explains the meeting's purpose and expectations.
- A copy of Department of Defense Instruction (DoDI) 6495.02, Attachment 9, Case Management Group is provided to the Commander. Going forward, the CMG will be briefed during the AOC Master's Course, the AMT Schoolhouse, and an In-service Training for current AOCs and AMTs including Group AOCs and Superintendent AMTs.
- Finally, the same training will be provided to Commanders and First Sergeants who supervise victims assigned to the Preparatory School and Air Base Wing. The SARC anticipates this training will be implemented in APY 2014/2015.

**2.10 Describe your plans for APY 14-15 that pertain to the achievement of high competence in the investigation of sexual assault. Include a brief description of data used to inform your Academy's plans.**

AFOSI Det 808 has identified and initiated numerous programs discussed in paragraphs 2.1 and 2.2 specifically designed to ensure the achievement of high competence in the investigation of sexual assaults that occur at USAFA, or impact USAFA personnel. AFOSI Det 808 will utilize feedback from victims, the SAPR community, and USAFA leadership to evaluate and improve the effectiveness of the established training programs. AFOSI Det 808, in coordination with HQ AFOSI, will adjust training as necessary to meet the requirements of the unique and dynamic environment our agents face at USAFA.

**3 LOE 3: Accountability – The objective of accountability is to “achieve high competence in holding offenders appropriately accountable”.**

**3.1 Summarize your Academy's efforts to achieve the Accountability Endstate: “perpetrators are held appropriately accountable”.**

Every allegation of sexual assault is thoroughly investigated by OSI. Alleged perpetrators are given due process and are innocent until there is evidence to the contrary. If, however, evidence suggests that an alleged perpetrator committed an offense, USAFA/JA recommends to the Commander that appropriate disciplinary action be taken. When the Commander determines that a court-martial is appropriate, charges are preferred. If the commander recommends a general court-martial, the case must proceed to an Article 32 hearing. During the Article 32 hearing the investigating officer makes recommendations to the court-martial convening authority as to whether there is sufficient evidence to proceed to court-martial. The general court-martial convening authority makes the ultimate determination as to whether the case goes forward. If there is insufficient evidence that a perpetrator should face court-martial, the perpetrator may still receive other disciplinary action (i.e. Art 15, Letter or Reprimand (LOR), punishment under the cadet disciplinary system (CDS) for the misconduct or collateral misconduct).

**3.2 Describe your efforts to establish and evaluate a Special Victims' Counsel Program (SVC program) at your Academy to provide legal advice and representation to the victim throughout the justice process. Include any challenges encountered in providing this program.**

The SAPR office has a close relationship with the SVC program since its implementation in 2013. An SVC is not currently stationed at the Academy, but a billet has been moved to USAFA and an SVC office is scheduled to open NLT 31 January 2015 on the campus. There are two SVCs assigned to Peterson AFB and they have served clients from USAFA since inception of the SVC program. When a victim reports a crime of sexual assault, information is provided to the victim about the SVC program and if counsel is requested, the SAPR office then forwards that request. The SVCs have been very responsive to all USAFA cadets. Victims have provided positive feedback about their special victims counsel and how helpful they have been throughout the justice process. USAFA has not encountered challenges offering SVC representation to a victim.

**3.3 Describe your Academy's progress in ensuring those who are affiliated with the SVC program (paralegals, JA, Judges, SVC, and VWAP) receive specialized SAPR training for responding to allegations of sexual assault.**

All personnel who are associated with the SVC program receive training consistent with their role in the

military justice process as well as training regarding responding to allegations of sexual assault. For example, all JA personnel must take annual first responder training. This training highlights what each member of the legal office should do if a sexual assault is disclosed to them.

**3.4 Describe your efforts in implementing policy that mandates judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.**

Traditionally the USAF, to include USAFA, has used a judge advocate for Article 32 hearings. Since the NDAA change requiring the use of judge advocates as investigating officers at Article 32 hearings, USAFA has not had an Article 32. However, under the new mandate when an Article 32 hearing is held a judge advocate will serve in the capacity of an Investigating Officer as required and as USAFA has historically already done.

**3.5 Describe any treatment or rehabilitation programs implemented by your Academy for those who have been convicted of a sexual assault. Include any pertinent referrals, such as drug and alcohol counseling or other types of counseling or intervention.**

Once convicted, a cadet is disenrolled. Throughout the process any cadet can be referred to or can receive treatment from the Peak Performance Center (PPC) or Mental Health Clinic. If a cadet is convicted, per AF mental health policy on treatment of sexual offenders, the Mental Health clinic can provide treatment if the cadet is still enrolled in TRICARE. For those that receive confinement as the result of court-martial, the military confinement facilities at Miramar, CA and Charleston, SC have treatment facilities.

**Describe your Academy's educational programs designed to change the behavior of those members issued non-judicial administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.**

In cases of behaviors related to assault or harassment, we create individual action plans to educate the offender. These include, but are not limited to, additional EO training, mandatory related service projects, and a requirement to research and brief aspects of and impact of the offensive behavior. In some cases, the offender is required to devise prevention strategies and brief fellow cadets. All cases are tailored to the specific offense.

**3.6 Describe your Academy's progress in ensuring that if a cadet is convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect shall be placed in the Academy personnel record and is reviewed by command.**

In accordance with AFCW 52-101, the Cadet Disciplinary System, a notation is placed in there Academy Personnel Record and reviewed by the Commander. Discipline and behavioral reports are maintained by the Commandant of Cadets. Historical information is available for review by command.

**3.7 List updates or efforts to update Academy policies requiring the processing for administrative separation of any cadet convicted of a sexual assault.**

When a cadet is convicted of an Article 120 offense or an attempt to commit and Article 120 offense, and is not adjudged a dismissal in their sentence, JA Cadet Actions works with the Commander to initiate the cadet's disenrollment from USAFA according to AFI s 35-2002, 36-3504 and USAFAI 36-3504.

**3.8 Describe your Academy’s plans for APY 14-15 that pertain to the achievement of high competence in holding offenders appropriately accountable.**

We will continuously monitor our processes while adhering to the judicial process and hold perpetrators appropriately accountable. JA conducts Commander and First Sergeant training that addresses accountability and ensures that Commanders are aware of and understand DoD policies, AFIs and other regulations pertaining to sexual harassment and sexual assault. Additionally, they meet with Commanders as needed and always while in the process of determining the appropriate disposition in a sexual assault or sexual harassment case. SMEs will continue to provide training to JA, Commanders and first responders.

**4. LOE 4—Advocacy/Victim Assistance--The objective of advocacy/victim assistance is to “deliver consistent and effective victim support, response, and reporting options.”**

**4.1 Summarize your Service or Component’s efforts to achieve the Advocacy/Victim Assistance Endstate: “DoD provides high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.” Include responsibilities established in DoDI 6400.07, enclosure 2.**

The SARC and all full-time SAPR VAs are DSAACP certified. The SARC is a Level 4 certified VA while the VAs hold Level 1 certifications. The program has 4 volunteer active duty military VAs who are all Level 1 certified.

The SARC and SAPR VAs were found in compliance with AF and DoD requirements for their respective positions. The USAFA SAPR office underwent an extensive AFAA on-site audit which was conducted in two phases covering all personnel files, training, credentialing, clearances and background checks that the SARC and SAPR VAs had undertaken since appointment into their respective positions.

The Peak Performance Center established a relationship with the Adolescent Pediatrician through the 10 MDG. Medical needs are addressed and immediate referrals are provided as needed. All providers at the PPC are trained in DoD modalities to address trauma. The USAFA SAPR program created a first of its kind victim helping guide called “Now, What?” and a “grounding kit” for victims. The SARC and SAPR VAs are advisors to the CAIB, IDS, and members of the CCLD Integration Working Group, Cadet Helping Agencies Team and other related working and program integration groups/committees. The SARC and SAPR VAs strive to connect with cadets at all levels of engagement, to be the ‘face’ of a safe and trusted place to report an assault, or to simply receive information regarding the same. Many victims ‘bring in’ or refer other victims based on the level of service, trust in the SARC and SAPR VAs, as well as advocacy and support received. Victim Advocates engage in direct response to reports including initial intakes, accompanying victim to medical, investigative, legal appointments and other avenues of help as needed or requested by the victim. This includes completing form 2965 for DSAID and getting that to the SARC for input into the data base, filling out SVC requests and follow up as required. Follow-ups can include phone, text, email and in person visits at any time of day/night at the request of the victim.

At USAFA, there are other ways in which VAs assist victims of sexual assault, such as coordinating or facilitating with the helping agencies to provide services and time for treatment and recovery.

**4.2 Describe your Academy’s efforts to ensure appropriate command notification of a sexual assault involving cadets for Unrestricted and Restricted reports. Include the type of information provided,**

**and precautions in place to protect privacy and confidentiality of victim and subject.**

The SAPR office provides command notification within 24 hours of the reported sexual assault for both restricted and unrestricted reports. For restricted reports, only non-identifying information is given: (if known) time of day, day of the week, on or off base, # victims, # alleged perpetrators, type of offense. For unrestricted, name of victim, and subject (if known), if there was drug or alcohol use by either subject or victim (if known), and other information as required. Only those with a 'need to know' are notified to include the Vice Commandant, Commandant, Group AOC, squadron AOC, AMT and 10 ABW Vice Commander are notified with non-identifying information for restricted reports, and minimal information for unrestricted reports. The Prep School commander is notified of reports on a quarterly basis since there are such a small number of reports. In Accordance With (IAW) AF guidance, we also submit an Operations Report (OPREP) within 48 hours to the Secretary of the Air Force (SECAF) for both restricted and unrestricted reports. Only non-identifying information is provided to include: # victims, # subjects, time of day, less than/greater than 30 days, subject status (military, civilian, etc.), drug/alcohol use (protected for restricted), and whether incident happened on/off base. This is transmitted via the 10 ABW Command Post For Official Use Only (FOUO) directly to the SECAF.

**4.3 List the total number of special victims' counsel providing legal services to victims of sexual assault during APY 13/14. Include type of services provided, feedback from recipients of services, and other related legal services.**

The Special Victims' Counsel (SVC) program was implemented regionally in January 2013 and has been utilized by USAFA cadets since its inception. The SVC regional office is located at Peterson AFB and represents multiple bases to include USAFA. There are two trained full-time active duty attorneys and one full-time paralegal performing as SVCs. We have had SVC representation in all phases of the reporting process to include attending OSI interviews, interviews with the defense and prosecution, Article 32 hearings and Courts-Martial. Each victim who utilizes SVC services is asked to complete a survey, and victim feedback has been overwhelmingly positive.

**4.4 Describe your efforts to establish processes for selecting individuals to serve in victim-sensitive personnel positions. Include process for reviewing credentials, qualifications, and refresher training. Also, describe your efforts to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions. Include policy for revocation of certification if appropriate. Efforts:, Processes: Describe**

The AF SAPR office and the AF Civilian Personnel Office have developed standardized core documents for the General Schedule (GS)-11 0101 SAPR VA and the GS-12 0101 Sexual Assault Response Coordinator. For the 0101 Social Science series, there is a positive education requirement of 24 college credit hours of social science.

The USAFA SAPR office was assigned a 1st Lieutenant to serve as the Deputy SARC, a 38F AFSC, or Force Support Specialist (essentially, manpower personnel services). The three current SAPR VAs in the SAPR office were hired via AF AFPC using their recruitment and qualification screening protocols. Hiring decisions were made on the most qualified resumes. There is one remaining SAPR VA position to fill, the recruit/fill action has been accomplished and we are awaiting posting of the advertisement in USA jobs. The 1st Lt was assigned by AFPC.

AF Policy for revocation of certification or removal as a SAPR VA is currently under revision. Full-time SAVAs at AF installations are brand new and so is the certification process.

At USAFA, victim care is our primary concern. The first step is to identify inappropriate behavior towards a victim. This can be done several ways: First, through direct observation by the SARC or Deputy SARC. Secondly, it may be reported by observation of others to include SAPR VAs, although in most cases, it is actually reported by the victim. However, the first course of action usually is to assign a new SAPR VA, and deal with the conduct appropriately.

Selection protocols for all positions of trust (AOCs/AMTs/ Faculty/Staff who interact with cadets) were recently reviewed IAW SECAF guidance.

**4.5 Describe your Academy's progress in ensuring all SARC and SAVAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) prior to performing the duties as a SARC or SAPR VA. List the total number of SARCs and SAPR VAs certified in APY 13-14. If not at 100%, describe your efforts to achieve 100% certification.**

The USAFA SAPR office has one full-time GS-12 civilian SARC, one full-time military Deputy SARC, a 1st Lt, 3 full-time GS-11 civilian victim advocates, and a vacancy in recruitment for a fourth full-time civilian victim advocate. And, the SAPR office has trained 12 volunteer victim advocates which brings a total of 15 SAPR VAs. Three of our on call volunteer victim advocates are active duty and D-SAACP certified. One is a certified VA and the other two are trained and experienced former SARCs. Two of the three GS-11 victim advocates are fully trained and certified through D-SAACP and the third is in the process of getting trained and certified.

**4.6 Describe efforts to ensure all assigned sexual assault health care providers receive required training and remain proficient in medical treatment resources, in conducting sexual assault patient interviews, and in conducting SAFEs.**

USAFA has a Memorandum of Agreement (MOA) with Memorial Hospital Central updated in April of 2014. All providers at Memorial who conduct exams are credentialed Sexual Assault Nurse Examiners (SANE), verified by the Director of the Program. All SANEs are required by Colorado law to maintain credentials which include conducting Sexual Assault Forensic Examinations (SAFEs), maintaining evidentiary chain of custody, and conducting sexual assault patient interviews. The USAFA SARC conducts in-service training for Memorial Central SANEs regarding our program including cadet specific information, how our program works, definitions, and how to contact us. Additionally, the Sexual Assault Nurse Examiners at Memorial Hospital who conduct our SAFE exams provide training to any interested USAFA medical/first responders regarding new strangulation/choking protocols which are now a mandatory part of any SAFE given at Memorial. SANE provides training to Front Range victim advocate's initial training courses regarding components of SAFE as well as conducting a tour of the SAFE program offices and exam rooms at Memorial. Additionally, three 10th Medical Group USAFA OB-GYN nurse providers are participating in a state of Colorado SAFE certification program. This is a four week on line educational program followed by a two week hands-on practicum at Memorial Hospital.

**4.7 List the number of victims, if any, whose care was hindered due to lack of SAFE kits or timely access to appropriate laboratory testing resources and describe the measures taken to remedy the situation. Also, include the number of cases where evidence gained from a SAFE kit was used in a Courts Martial.**

At USAFA, there has not been a situation in which a victim's care was hindered due to a lack of SAFE kits or timely access to appropriate lab testing resources nor has SAFE been used in any courts-martial.

**4.8 Describe sexual assault related health care initiatives undertaken by your Service in APY 13-14. Include mental health treatment programs and follow-up procedures that are gender-responsive, culturally competent, and recovery-oriented and outcomes of measures of effectiveness.**

USAFA's Peak Performance Center (PPC) has developed a collaborative treatment program with the 10 MDG's Adolescent Physician. In any reported sexual assault allegation (restricted or unrestricted), the medical and mental health needs of a victim are addressed in a tailored response to the cadet's needs. The PPC, along with SARC, collaborated on the development and implementation of a "Seeking Safety Support Group" for female cadets. The group meets every other week and has created a supportive environment for the attendees who have recovered from an assault, as well as invaluable resources for female cadets still struggling from issues of an assault. At this time there are no male cadets expressing interest in a group, however, the PPC and SARC are prepared to start when needed. Additionally, the PPC has 2 male and 2 female providers who are trained in the assessment and treatment of assault victims. The training includes cross-cultural competency, which ensures the provider's services meet the needs of the cadet. Regarding outcomes, when a cadet is in treatment at the PPC, a Patient Health Questionnaire (PHQ-9) as well as a PTSD- Checklist (PCL) is administered prior to every appointment to monitor symptomology and reviewed with the patients on each session. These tools, along with the provider's clinical assessment and the patient's self-assessment are used to measure outcomes and the effectiveness of treatment.

**4.9 Provide the following information about coverage for SAFEs for the MTF.**

- **Hours of emergency room coverage:** USAFA no longer has emergency room services. All SAFEs are conducted at Memorial Hospital Central through a MOA.
- **The number of full-time SANEs assigned at the MTF that operates an emergency room 24 hours per day:** None
- **A list of the number and types of providers:** 2 Nurse Practitioners (NPs) (who have had the training but are not certified or FTE's)
- **The number of FTEs assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs:** None

A listing of all MOU/MOAs to provide SAFE services with the location, distance from the facility, and execution and termination dates for each agreement: *"This Memorandum of Agreement (MOA) is executed for the purpose of establishing an agreement between the United States Air Force Academy, USAF Academy, CO, hereinafter referred to as "USAFA" and UCH-MHS, Colorado Springs, CO, hereinafter referred to as "Memorial" to define the procedures for the Sexual Assault Nurse Examiner (SANE) conducted forensic medical examinations for military members and dependents who have been a victim of sexual assault." "This MOA will remain in effect indefinitely; however, an annual review by all parties based on signatory dates below is required. Termination by either party will require that written notification be sent by registered mail thirty (30) days prior to the termination date. When executed, this agreement supersedes all previously written agreements or understandings related to SANE-conducted forensic medical examinations". (directly taken from the most current MOA currently in the final stages of approval)*

**4.10 Describe your Academy's expedited transfer policy and procedures. If transfer is approved, include the average wait time (days) to move the victim. Include an assessment of the implementation of your expedited transfer policy/program.**

The Academy follows the AF SAPR policy for all expedited transfers (ET) for eligible permanent party. Basically, ET provides victims filing unrestricted reports (UR) of sexual assault the options of a PCS or PCA to a location that will assist with the immediate and future welfare of the victim while also allowing him/her to move to locations that can offer additional support to assist with healing, recovery, and rehab.

ET is available to active, guard, reserve airmen who file a UR of sexual assault and handled IAW AFI 36-2110 Assignments, Attch 26, Expedited Transfer. Once the victim makes the request, it is facilitated by the SARC/VA and squadron commander (CC) or equivalent. The Wing CC has 72 hours to approve or disapprove this decision. The decision may be delegated to the Vice Commander, but no lower. Once the CC approves, the victim uploads the signed CC memorandum into virtual MPF. The request is then sent via e-coord to the Total Force Service Center and then to HQ AFPC Humanitarian and Exceptional Family Member Program Assignments Branch for execution of reassignment orders.

For cadets, we are unable to provide an ET, but we do offer alternatives. A Military Protective Order (MPO) can be issued. For both unrestricted and restricted reports, we are able to facilitate squadron reassignment (which affects dorm assignment). The SAPR office works with the Vice Commandant for Culture and Climate throughout the process. Also, if necessary, the SAPR office will work with the Registrar to modify academic or military training schedules to separate victim and subject .

Though a cadet cannot be transferred to the Naval or Military Academies, there is an option for a victim to leave USAFA on Administrative Turn back for up to one year. This option enables the victim to have the time and space needed for recovery and healing. The victim remains in cadet status in every regard except pay and when they return, they are one year behind in their academic courses. The guidance in which this is based on is that we are operating on cadets receiving an appointment specifically to USAFA; in turn, a Midshipman would get a specific appointment to USNA, and so on with each Academy. These are congressional appointments, and as a result are assumed that they are not alterable. Also, In discussing this with our cadet victims, they are not in favor of switching service academies.

The SARC and permanent party work to make these transfers quickly (normally within a few days) and the entire process and outcomes are monitored continuously by the Vice Commandant of Cadets, Climate and Culture.

The Special Victims' Counsel (SVC) is also available to advise the victim regarding the need of and issuance of an MPO. In high risk cases, the High Risk Response Team is engaged immediately to determine any changes/alterations to the investigative process. For example, an SVC can advise if an MPO should be issued before speaking to the subject or other witnesses. They also address any potential victim safety concerns as related. This is not a lightly made decision, the well-being of both victim and subject are considered.

**4.11 Describe your policies and procedures allowing administrative reassignment or transfer of a cadet who is accused of committing sexual assault or a related offense, balancing interests in the**

**victim and accused. If approved, include the average wait time (days) to move the subject.**

For an unrestricted report, if the victim and subject are in the same squadron or in squadrons of close proximity, we typically move the subject to a different squadron.

SARC and/or VAs confer with the cadets leadership before any actions are taken to discuss the best way ahead. This is done primarily to protect both victim and subject from further interaction.

A MPO is typically issued with specific behaviors outlined to include:

- No contact through friends/family of either party i.e. email, text, or phone.
- A distance requirement is put into the order to specify proximity of the victim and subject's location to each other ( at times, this is difficult to enforce due to the small size of USAFA and some of the mutual requirements to attend briefings, trainings, events, or dining).
- What to do 'if' the specifications of the MPO are not followed.

If the decision is made to move either the victim or the subject, the typical wait time to move a cadet is averages less than three days. Consideration is given to who the AOC and AMT are and the squadron climate.

MPOs are only issued for the unrestricted reporting option. The victim of an unrestricted report is engaged in a safety assessment performed by either a SAPR VA or the SARC during the initial unrestricted report (or at the time the report is changed from restricted to unrestricted). The victim is asked whether or not a MPO is necessary. A safety assessment is conducted by the SARC or victim advocate. Part of this assessment includes questions regarding living condition, classes, dining facility, friends/acquaintances in common' with the subject, Facebook/Social Media, events attended (parades, parties, lunch, dinner...) etc. The subject's AOC completes a similar assessment. The safety of the subject is a concern that is discussed, especially self-harm.

**4.12 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.**

In January, the President launched the White House Task Force to Protect Students from Sexual Assault. One of the initiatives is to have college campuses do the cross talk to eradicate sexual assault and promote reporting and access to resources. USAFA and other MSAs, are participating in hopes of leveraging lessons learned. One important aspect of the President's initiative is the illumination of sexual assault as a national problem encountered at all types of colleges and universities. This has sparked discussion across USAFA which will hopefully decrease the stigma of reporting, seeking care and supporting victims.

The Mentors in Violence Prevention (MVP) was implemented to increase respect for others and victim empathy. The MVP program focuses on an innovative bystander model that promotes a positive climate.

Consent, barriers and stigma associated with reporting sexual assault are admittedly a concern at USAFA. Consequently, we continue to work with SMEs internal and external to USAFA to improve our programs. For instance, the issue of consent is now presented as a "legal" issue versus a 'SAPR' issue.

We continue to provide training, starting on day 2 of BCT about what inappropriate behavior looks like and how to report any sexual assault or harassment. Future initiatives include participation in the “It’s on Us” White House endorsed public awareness and action campaign.

**4.13 Describe your efforts to strengthen local service providers’ participation in an integrated victim services network of care. Include measures of effectiveness.**

Our work with outside agencies such as TESSA, Memorial Hospital, and Planned Parenthood continues. These agencies provide an avenue for those airman and cadets who prefer to work with off base providers. These long term relationships, discussions on victim care and reciprocal training has given us confidence in their ability to provide great care to airman and cadets.

At the time of this report, we do not have measures of effectiveness. In the future, USAFA plans to incorporate this into our GRIP framework to assess programs and initiatives.

**4.14 Describe your efforts to implement and monitor methods to improve reporting and enhance efforts to encourage male victims to seek assistance. Describe your efforts to solicit male victim input in the development of these methods.**

USAFA SAPR’s efforts to improve reporting for male victims is comprehensive and intentional.

Helping agencies briefings during BCT: During the 2<sup>nd</sup> SAPR training of BCT, gender-separate trainings use non-gender specific names in scenarios to provoke discussion. The cadets noticed the non-gender specific names which sparked discussion. “What if it was same sex, would that make a difference?” and related questions are asked.

All Freshmen attend *Sex Signals* training which has content that intentionally contains same gender and male victimization scenarios.

All Sophomores attended the Mike Domitrz presentation, “May I Kiss You.” In the presentation, he used non-gendered names in scenarios involving consent. After he elicited cadet feedback, he then attributed a gender to the names in the scenario and asked if they would have reacted differently if it was a same-sex scenario.

All Sophomores attended cBIT. A male victim scenario is the primary teaching mechanism for this training. The use of a male victim sparked cadets thinking and helped them understand that males can be victims too. Male victims also need support and need to realize that it isn’t just a woman’s problem. If there is male victim blaming, the same as with females, feedback assists us with critiquing and verifying the similarities.

Juniors attended the Russ Strand presentation which focused on perpetrators. Common male on male predation myths are discussed.

All Seniors attended Anne Munch’s *Unnamed Conspirator* presentation which focused on media, society, and male victim mythology.

The CCD’s office met with the Spectrum lesbian, gay and bisexual (LGB) club to discuss same-sex victimization.

**4.15 Describe your Academy's plans for APY 14/15 that pertain to the achievement of high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.**

- **SAPR Program Evaluation**

- Implement program evaluation during speaker presentations using standardized pre and post questions and course critiques.
- Utilize wireless 'clickers' for program evaluation.
- Fully implement Gender Relations Institutional Platform (GRIP).

**Improve the 'eSARC' program to enhance response to victims and further encourage restricted reporting option** – continue to improve and enhance communication with cadets using their communication venues (cell phone texting, email, etc.).

- The USAFA SAPR Website is under renovation by public Affairs (PA).
- We are investigating, developing and using electronic Aps that are specific to USAFA for sexual assault and prevention.

- **AF planned Re-Vamp AF SAPR Accessions 1 and 2 Program**

- AF requires all accessions sources to provide SAPR Accessions training parts 1 and 2 at some point in the tenure of the cadet/airman; this includes AF basic training (6 wks). AF Accessions training is AETC-developed.
- USAFA SAPR participated in an AF Accessions IPT in January of 2013. A comprehensive USAFA Accessions program review was conducted, which included a gap analysis and curriculum review. This IPT included all AF Accessions sources and included as a part of the review process SMEs Anne Munch, Dr. David Lisak, and Dr. Jeff O'Brien. The USAFA Accessions program was found to have no gaps and will become the model for all AF Accessions sources to include Basic Airman training at Lackland, Officer Training/Candidate School, and ROTC. As a result of this IPT, Air Staff funded "Sex Signals" for all Accessions Sources, a \$11.4K savings for the USAFA SAPR budget.

- **Implement the cadet Bystander Intervention Program** (2 year implementation timeline, implementation date June 6, 2014) (Completion date 30 July 2014)

- USAFA SAPR has completed development of a CBIP This program includes sexual harassment specific content, The 'continuum of harm' and an exercise called "Take a Stand" where cadets get to voice opinions. The primary teaching scenario involves male cadet victims.

- **Initiate SAPR curriculum overhaul**

- **Focus on healthy relationships**

- **Outreach, Awareness Events:**

- Sexual Assault Awareness Month, described in other sections, will be robust again. USAFA is one of the national Take Back the Night 10 Points of Light. Management By Walking Around: in line with the CAIB and IDS, SAPR will expand and schedule evening/weekend times to walk through cadet dorms.
- Volunteer Victim Advocates: will assist in outreach events.
- Continue trainings with any/all individuals who work with or have contact with cadets: Sponsor Family Night, SPIRE volunteers (Chapel), Cadet Clubs OICs, etc.
- Expand outreach with parents: Have developed a Guide for Parents: How to talk To your Cadet

about sexual assault, was handed out at In-Processing, will also hand out Parent Weekend (23 Aug).

- **Develop written educational materials**

**5. LOE 5—Assessment—The objective of assessment is to “effectively standardize, measure, analyze, assess, and report program progress.”**

**5.1 Summarize your Service or Component’s efforts to achieve the Assessment Endstate: “DoD incorporates responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.”**

The USAFA SAPR program is assessed by multiple agencies including AF SAPR, DoD SAPRO, and internal USAFA assessments. Defense Manpower Data Center (DMDC) conducted in odd years, a focus group on site. In the even years, a paper survey was administered on site and in FY13 DMDC conducted cadet focus groups. In FY13 DoD SAPRO, conducted an on-site comprehensive and expanded program assessment and the SAPRO office was found to be in compliance. In FY13, Air Force Audit Agency (AFAA) conducted a comprehensive two-part personnel audit of the USAFA SARC and SAPR VAs finding USAFA to be in compliance. Our staff is credentialed by DSAACP per DoD requirement. An unannounced IG Sexual Assault 24 Hour Hotline Exercise was conducted in FY13 to include all AF installations. USAFA report 36-502, USAFA Performance Measures, is compiled annually and includes SAPR metrics. USAFA developed and will implement the comprehensive GRIP assessment which will assess the SAPR program.

**5.2 Provide updates on your Academy’s efforts to involve cadets in command, climate assessments, and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.**

USAFA cadets undergo multiple surveys and assessments; i.e. the DMDC Gender Relations Survey conducted both cadet focus groups and via paper survey. The 10 ABW EO and USAFA SAPR offices conducted cadet UCAs with approximately half of the cadet squadrons. Additionally, use of electronic voting ‘clickers’ will be implemented in training to increase participation, interaction and facilitate program evaluation. Several cadet capstone projects involved analyzing DMDC Service Academy Gender Relations (SAGR) survey data, SAPR stand-down day data, and other data involving gender relations. Additionally, cadets served on various boards and working groups such as the Institutional Review Board. Finally in APY 13-14. USAFA initiated the Dedicated Survey and Assessment Time (DSAT) whereby multiple surveys and assessments are administered during a specific period. The 10 ABW/EO office administers the DEOCS climate assessment tool and complies with the 17 Dec 13 transition memo from HQ USAF. It states, “Air Force Academy Cadets and Prep School candidates will be excluded from participating in the DEOCS. Cadets will continue to participate in bi-annual assessment administered by the Defense Manpower Data Center.”

**5.3 Describe your Academy’s methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.**

The Squadron Organizational Climate Critique (SOCC) is an organizational climate tool consisting of items and scales examining organizational processes. These range from custom designed items to

reflect USAFA specific organizational issues, such as the practice of the Officer Development System to leadership items to scales reflecting organizational citizenship behaviors, counterproductive work behaviors, organizational commitment, and pride. The SOCC has been administered annually since 2008.

There are three fundamental and interrelated purposes for conducting this survey. First, the AOC Master's program is expected to prepare officers to lead as AOCs. An important program outcome is to examine the transfer of academic training into leadership practices and impact within the Cadet Wing. Following Kirkpatrick's program evaluation model, these are the critical assessment issues. Thus, the survey provides information about the kinds of leadership behaviors and developmental processes that cadets observe and how these behaviors and processes affect cadet attitudes and behavior. From this perspective, the survey results provide program evaluation information.

Next, the results are used as developmental information for AOCs. Each AOC is provided with results for his/her squadron, which is a method highly regarded as a key leader development intervention. AOCs receive top-down feedback from their superiors and get a rough indicator of squadron performance through the Outstanding Squadron System results. This is the only upward feedback about leadership that AOCs obtain, and so this is an important and sole source of upward developmental feedback. Finally, the results are aggregated to reflect the Cadet Wing overall. This aggregated data also serves as feedback to Wing leadership regarding perceived developmental processes, leadership activities, and cadet attitudes and behaviors. Some of this information is considered in the USAFA balanced scorecard. Thus, the survey is a rich feedback tool providing data for program evaluation and development across different levels and organizations.

The AF exempted USAFA cadets from the DEOCs which contains commander responsiveness to sexual harassment items. The SOCC is not an EO/HR survey. We are looking forward to a Military Service Academy DEOCs that will cover all required items. The SOCC survey is attached, Tab 1.

**5.4 Describe your efforts to ensure integrity of data collected in the Defense Sexual Assault Incident Database (e.g. victim case management, subject investigative and legal case information as applicable, storage of DD Form 2910 in Unrestricted Reports).**

The SARC is responsible for all inputs into DSAIDs. The SARC per AF SAPR requirements completed a 2-hour DoD-developed DSAIDs CBT before 22 November 13. The SARC has Level 4 DSAACP credentials as required to be a DSAIDs user. DD Form 2910 is scanned into DSAIDs for each unrestricted report of sexual assault. A listing of cases to be closed is in development for the time that the SARC is able to close cases in DSAIDs.

NOTE: As of July 2014: AF/CVS requires the SARC and JA to complete a DSAID "Subject Disposition Case Form". This is a new "disposition" component which captures the outcome of the subject's case. The SARC is the central collection point to gather the data, including JA's data, and forward to CVS. This form will be completed for each subject when the case has been finalized. Final disposition occurs when the accused has been sentenced at court-martial, has been punished by NJP, receives administrative action, or when a decision is made that no action will be taken, however; we don't wait for an appeal.

**5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 13/14, and planned activities as a result of this research. Include documentation in the appendix.**

While the Gender Relations Integrated Platform (GRIP) outlined a comprehensive plan for assessing all SAPR and HR programs, the plan is yet to be fully implemented.

**5.6 Describe your Academy's plans for APY 14/15 that pertain to the achievement of responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.**

The CWP analyst developed the GRIP; a comprehensive assessment program for all CWP components (SAPR, Peak Performance Center, and the Human Relations program). The GRIP is now managed by the CCD office where the SAPR program now resides. CCD is in the process of hiring a full-time SAPR Analyst who will lead the measurement and evaluation efforts for SAPR. USAFA SAPR will rely on the DMDC survey and focus group data to measure/analyze/assess program progress as well as assess the climate and culture at USAFA. DMDC conducted surveys at USAFA in early April, 2014 in addition to conducting focus groups in 2013. The DMDC provides paper survey regarding gender relations/sexual assault focused elements during even years which are conducted for all Service Academies.

**5.7 Provide an analysis and discussion of your Academy's Statistical Report as presented in Statistical Data Template.**

**5.7.1 Provide an analytic discussion of your Academy's Statistical Report. This section should include such information as:**

- Notable changes in the data since APY 12/13 (in percentages) and other time periods, as appropriate
- Insight or suspected reasons for noted changes, or lack of change, in data
- Implications the data may have for programmatic planning, oversight, and/or research
- Other (Please explain)

During APY 13/14 there were 27 cadet reports of sexual assault. We acknowledge that any number reflects human pain and suffering; we are committed to ending sexual assault at USAFA. This is a 40% decrease (18 fewer reports) in the number of reports since APY 12/13. Ideally, we would like decreasing numbers of reports to correlate to a decrease in the actual number of occurrences (prevalence). It is difficult to characterize year to year increases/decreases. The overall trend for USAFA prevalence rates, as measured by the DMDC Service Academy Gender Relations (SAGR) survey, has remained relatively stable over the past several years. Based on this data, we would like to see a decrease in prevalence and an increase in reporting to close gap and reflects confidence in our system. At the time of this report, the results of the 2014 SAGR survey were not available; therefore we do not know if the decrease in the number of reports is attributable to a lower prevalence rate or some other factor. Regardless, we continue to emphasize a culture of commitment and climate of respect and to deliver a responsive program and are hopeful that we will eventually close the gap.

**5.7.2. Unrestricted Reporting – Victim Data Discussion and Analysis. This section should include an overview of such information as:**

- Types of offenses
- Demographic trends
- Victim referrals
- Military Protective Orders issued as a result of an unrestricted report (e.g. number issued, number violated)
- approved expedited transfers and general reasons why transfers were not approved

<p><b>-Others (please explain)</b></p> <p>Types of offenses (Percentages does not include unrestricted reports not being reported this year)</p> <ul style="list-style-type: none"> <li>• Rape: 40%</li> <li>• Aggravated Sexual Assault: 20%</li> <li>• Abusive Sexual Contact: 40%</li> <li>• Wrongful Sexual Contact: 0%</li> <li>• Indecent Assault: 0%</li> <li>• Unknown 0%</li> </ul> <p>Victim referrals</p> <ul style="list-style-type: none"> <li>• Peak Performance Center</li> <li>• Seeking Safety and Support Group</li> <li>• Cadet Clinic</li> <li>• Chaplain</li> </ul> <p>Military protected orders</p> <ul style="list-style-type: none"> <li>• 7 issued, none violated</li> </ul> <p>Expedited transfers</p> <ul style="list-style-type: none"> <li>• There were no expedited transfers for cadets, all request for cadet squadron transferred were approved</li> </ul>
<p><b>5.7.3. Unrestricted reporting – subject data discussion and analysis. This section should include an overview of such information as:</b></p> <p><b>-Disposition trends</b></p> <p><b>-Other</b></p>
<p>Most subjects this APY were upper class cadets. Disposition trends were that the cases did not go forward primarily due to a lack of evidence to substantiate. Victim declination was not calculated due to insufficient evidence.</p>
<p><b>5.7.4. Unrestricted reporting – reporting data discussion and analysis. This section should include an overview of such information as:</b></p> <p><b>Trends in descriptive information about unrestricted reports (e.g. did more reported incidents occur on/off Academy Grounds?)</b></p> <p><b>- Investigations</b></p> <p><b>- Other (please explain)</b></p>
<ul style="list-style-type: none"> <li>• On base reports: 4</li> <li>• Off base reports: 7</li> <li>• Unidentified reports: 2</li> </ul> <p>This APY we had a significant increase in unrestricted. The SARC believes one contributing factor is the implementation of the SVC program.</p>
<p><b>5.7.5. Restricted Reporting – Victim data discussion. This section should include such information as:</b></p> <p><b>- Service referrals</b></p> <p><b>- Other (please explain)</b></p>
<p>Restricted reporting referrals are made primarily to the Peak Performance Center for support and</p>

therapy as well as the Seeking Safety Support Group. Also, the Chaplain is a large referral source for support. Victims making restricted reports are also referred to the Special Victim's Counsel program. The Cadet Clinic Adolescent and Young Adult Specialist MD is another high referral source for restricted reports, trauma assault related medical issues such as sleep and eating problems, STDs, depression, anxiety and other trauma related health problems. TESSA is sometimes recommended as those with restricted reports fear others may find out about their seeking therapy at PPC or mental health.

**5.7.6. Restricted Reporting – reporting data discussion. This section should include such information as:**

- Trends in descriptive information about restricted reports (e.g. did more reported incidents occur on/off Academy grounds?)
- Trends in restricted reporting conversions
- Other (please explain)

Most restricted reports of sexual assault occurred on-base. We did find a trend with two victims reporting first to the PPC. This may be due to the Seeking Safety Support Group that the PPC facilitates. The PPC facilitator relayed to us that group members bring friends who have been assaulted to the group; i.e. these members have not come in through the SAPR office or the PPC. These reports have been entered into DSAID with "limited information" as the victims do not wish to make a report, sign a DD Form 2910, nor have contact with the SAPR office.

**5.7.7. Referrals for victims of sexual assault – unrestricted report referral data discussion. This section should include such information as:**

- Summary of referral data and how your Academy counts as a "referral"
- Discussion of any trends of interest in referral data

USAFA has excellent resources for victims of sexual assault. The PPC has several providers who are all trained in DoD modalities to address trauma. They are specially trained and their skills are sharp/current. These providers are competent and very easy to access since they are located in Sijan Hall, a cadet dorm.

The Cadet Clinic has an MD who is an Adolescent and Young Adult specialist. He is specially trained in the type of issues our cadets deal with such as sleeping problems, STDs, pregnancy, eating disorders, depression, suicide, concussions and cutting.

The Registrar would not be considered a typical referral for a victim of sexual assault, however; at USAFA this office has been exceptionally helpful with both restricted and unrestricted victim "transfers expeditiously" to different class sections, courses, or change schedules, with no questions asked. This keeps the victim and subject apart during instructional time.

As with restricted reports, victims making unrestricted reports are also referred to the Special Victim's Counsel program.

The Vice Commandant of Cadets has an important role at times as a referral source with both unrestricted and restricted cadet reports. The Vice Commandant has helped move restricted victims from one squad to another, from one section of ESET (combat survival training) to another ensuring the victim and subject are kept apart during training periods.

These are other types of referrals that are not in DSAIDs or typically on a checklist. The examples are stress, worry and fear even for our restricted cases. We work with instructors and faculty if a victim is failing or struggling and needs to get extra instruction. We see referrals and cadet support as a holistic approach. We look at the 'whole cadet' and ask them how they are doing overall as well as how we can help.

**5.7.8. Referrals for victims of sexual assault – restricted report referral data discussion. This section should include such information as:**

- **Summary of referral data and how your Academy counts as a 'referral'**
- **Discussion of any trends of interest identified in referral data**
- **Other (please explain)**

Primary referrals for restricted reporting victims are for medical, PPC for individual therapy and the Seeking Safety Support Group. We are fortunate to be able to help cadets who file restricted reports with bed rest through the Cadet Clinic. The Cadet Clinic's adolescent and young adult specialist is an invaluable resource in terms of assisting restricted reporting victims with sleep hygiene, eating/weight problems, anxiety, depression, and other related medical issues. We do have several restricted reporting victims who request help with getting access to emergency contraception, commonly referred to as "Plan B", which is available 'no questions asked' at the Cadet Clinic. They can also go downtown Colorado Springs to a Walgreens or Wal-Mart and purchase "Plan B".

**5.7.9. Sexual Harassment – Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions for investigation of sexual harassment complaints.**

The 10 ABW Equal Opportunity (EO) office received four informal complaints of sexual harassment filed by cadets. All four cadet complaints were addressed as Commander Worked Issues (CWIs). One was investigated by conducting a Commander Directed Investigation (CDI). All four complaints were reported to the 10 ABW EO office by AOCs or AMTs. Four male cadets were cited as the alleged offenders and the other one identified as a male contractor coach/employee. Of the complaints filed by cadets, two were substantiated based on the preponderance of the credible evidence. In complaint one, the confirmed offender was removed from his training position, but allowed to stay enrolled at USAFA. In complaint two, two confirmed offenders were named and both were dismissed from the USAFA. A third complaint was unsubstantiated; however, the investigation resulted in the dismissal of the contractor coach due to associated issues discovered during the investigation. The second unsubstantiated complaint resulted in the alleged offender being removed from the USAFA and he received a general discharge for unrelated reasons. No formal complaints of sexual harassment were filed concerning cadets with the USAFA EO office.

The 10 ABW EO office publicized the complaints on a need to know basis. Senior leaders became aware of the complaints and disposition through required messages up to the General Convening Courts Martial Authority (GCMCA). The 10 ABW EO office does not participate in cadet squadron and cadet wing training prevention programs. This is the role of the USAFA HRT & E staff assigned in the cadet area. Should they desire to have access to the information, they may submit a request for the information to the 10 ABW EO Director.

## **6. Overarching Tenet: Communication and Policy**

### **6.1 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g. Safe Helpline, hotline phone numbers, and internet web sites to cadets, staff and faculty, and sponsors.**

USAFA SAPR has a newly updated official web page which includes SAFE Helpline information. The SAPR office recently added a new administrative office line, which keeps the USAFA SAPR reporting hotline clear for intended use. SAFE Helpline posters, magnets and other information are posted throughout common cadet areas.

The 10 ABW/EO office displays a flyer on its bulletin boards and it lists the contact information for the installation EO office. In addition, policy memos from SECAF, USAFA Superintendent and the 10 ABW/CC are posted. Secretary James' letter includes the 1-800 number for sexual harassment hotline. The 10 ABW/EO office also has a website with contact information as well ([http://www.usafa.af.mil/units/10thabw/10abw\\_eo/index.asp](http://www.usafa.af.mil/units/10thabw/10abw_eo/index.asp))

### **6.2 Describe your efforts to develop, resource, and execute Sexual Assault or Sexual Harassment Awareness Month activities.**

APY 13/14's Sexual Assault Awareness Month (SAAM) has been the most robust to date. As a precursor, beginning in December of 2013, the SAPR office, Department of Faculty Behavioral Science faculty and Commander's SARC program collaborated to write a Mellon Foundation grant specifically to work together to devise strategies to prevent sexual assault. As a result of these efforts, a grant of 2K was received. From this, USAFA, CC, staff, faculty, SARCs, VAs, CC students and cadets worked together to discuss sexual assault and sexual assault prevention. CC is a very liberal, small (half the student body of USAFA), private college that is very open when it comes to discussions about and regarding sex, sexuality and sexual assault. USAFA cadets tend to be more 'conservative' when discussing and relating to issues around sexuality, but clearly felt they had a lot of information about sexual assault. There is no "Sexual Harassment Month" officially, but the continuum of harm was placed in a display case in Fairchild Hall during the entire month of April in regard to sexual harassment awareness.

### **6.3 Describe your efforts to sustain policy for General or Flag Officer review of and concurrence in adverse administrative actions and separation of victims making an unrestricted report of sexual assault in APY 13/14.**

The Commandant of Cadets and the Superintendent are both General Officers. The Commandant receives bi-weekly updates and the Superintendent is the Chair of the Case Management Group (CMG). A new policy is forthcoming that will require a "higher level review" of administrative separations of a service member who has made an unrestricted report of sexual assault—that is, a General or Flag Officer review of the final disposition will occur (i.e., within one year).

## **7. Service Academy Gender Relations Focus Group Report**

### **If available, please review the findings of the 2013 Service Academy Gender Relations Focus Group Report conducted by the DMDC. Explain how this data reflects your Academy's achievement, progress, or need for improvement in:**

Seven cadet and 3 faculty/staff focus group sessions were conducted at USAFA in March, 2013 by

personnel from the Defense Manpower Data Center. The results helped provide context for the results of the 2012 Service Academy Gender Relations (SAGR) Survey, helped confirm actions that USAFA is presently taking and to help make informed decisions about changes and future actions. We were encouraged that cadets generally believe leadership takes gender-related issues seriously as we strive to present a consistent message to foster a “Climate of Commitment and a Culture of Respect” as emphasized by the Superintendent’s policies and the Commandant’s Vector. As we strive to foster a positive culture, we are leveraging the finding that cadets generally believe that their fellow cadets will stop offensive gender related behaviors (i.e., crude and offensive behaviors, sexist comments) when asked or confronted. Findings suggest that cadets believe the culture is generally moving in a positive direction regarding same-gender related issues. The information about sexual harassment escalating into unwanted sexual contact is used in the SAPR Continuum of Harm curricula and to spark discussions across USAF about the importance of facilitating respect in all professional and personal interactions.

It was not surprising that cadets feel that SAPR training is repetitive. Consequently, as discussed in section 1 of this report, Mission Elements are working to incorporate respect across their areas of responsibility by including SAPR and Human Relations topics. We are hopeful that by addressing these topics across the spectrum of academy life, training will be less redundant, more meaningful, and prepare cadets to be the future leaders of the Air Force.

The DMDC Focus Groups results and Survey touch every aspect of the academy experience. Academic faculty, military training and support staff, athletic staff and cadets are interested and should apply aspects of the results to their areas of responsibility. It was disappointing to learn from the Focus Group report that both cadets and faculty/staff had not seen the results of the 2012 Defense Manpower Data Center (DMDC) Service Academy Gender Relations (SAGR) Survey. While efforts were made to disseminate the results of the 2012 SAGR Survey and follow-up Focus Group, it is apparent that many interested parties did not have the opportunity to review and apply the results. This year we plan to formally staff a summary of the 2014 SAGR Survey along with discussion points. The summary, discussion points and link to the full report will be accompanied by instructions that the summary should be included as a topic at Commander’s Calls across USAFA during the 2015 Sexual Assault Awareness Month 2015.

#### **8. Status of Past Action Items and Recommendations in previous reports**

**For the following section, refer to the APY 12/13 Report on Sexual Harassment and Violence at the MSAs for a list of the current action items and past recommendations for your Academy. This includes the:**

- **Items listed under “improve” in the analysis section of each MSA’s initiatives by LOE and**
- **Any action items listed as “in progress” in each MSA’s “Assessment of Recommendations from Previous Reports” section**

**List each action item or recommendation verbatim from the APY 12/13 report and describe in detail your progress in addressing the item.**

**For each item provide or describe evidence of compliance, your assessment of the item’s completion, (e.g. progress, closed), and an estimated completion date for those items considered to be in progress.**

LINE OF EFFORT 1: PREVENTION In Compliance				
Pg.#	Sustain/ Improve #	SAPRO Statement	OPR/ OCR	Status
7	Improve 1	Establishment of a permanent working group, similar in mission and composition to the Air Force Community Action Information Board (CAIB)/Integrated Delivery System (IDS), under the direction of the Superintendent or Commandant, and supported by members of the Department of Behavioral Sciences and Leadership who will provide oversight and develop a synchronized strategy that addresses prevention.	CWP/ DFBL/ 10ABW	There are now three working groups in place to accomplish this recommended improvement. 1) the Center for Character and Leadership Development (CCLD) Integration Working Group 2) the DFBL Respect for Human Dignity workgroup and 3) an integrated ABW and Cadet Wing CAIB. Through these three permanent working groups, coordinated/cross fed/integrated prevention, teaching messages will be addressed and implemented throughout all of USAFA.
7	Improve 2	Integrate learning objectives into academic curricula that address sexual harassment and sexual assault in the military.	CWP/DF/AD /PL/ 10ABW	USAFA SAPR is engaged with Col Packard, DFBL, and Dr. Chris Kilmartin. USAFA SAPR has been under contract with "Green Dot Etc." since 2011 developing a cadet Bystander Intervention Training (cBIT) collaborating with Col Packard. Beta test of cBIT accomplished May 2013. SARC is member of the newly established CCLD Integration Work Group. SAPR teaching messages will be integrated into CCLD courses aforementioned. UPDATE: cBIT implemented via Commissioning Education during the Summer Periods June – July 2014. SECAF "harmonization" initiative in place to blend SAPR and sexual harassment programming, education/training. Recommend CLOSE.
7	Improve 3	Incorporate male victimology in SAPR training.	CWP	Sexual Assault Stand-down held 24 June intentionally used male victim scenarios/stories to

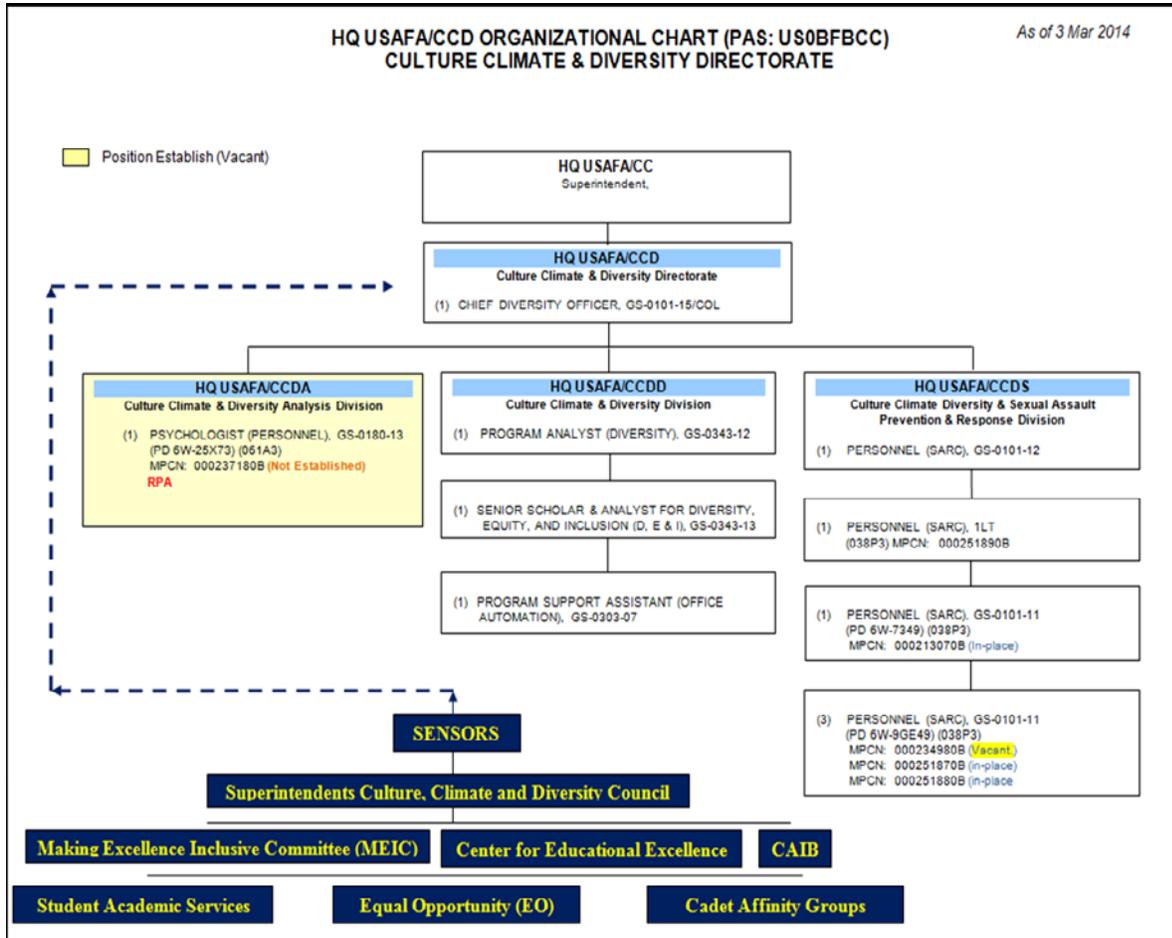
				illustrate that males are also victimized. Examples of male victimology are incorporated into the soon to be implemented cBIT training course. In addition to scenario-based trainings, cadet and permanent party leadership/first responders will receive training on male victimology using metrics/statistics as well as descriptions and education regarding male victimology. Male victimology is incorporated into SAPR training as recommended. Recommend CLOSE.
7	Improve 4	All currently assigned faculty and AOCs attend Enhanced Pre-Command SAPR Training prior to beginning of classes and all future faculty and AOCs receive the same within 30 days of reporting for duty.	CCD/ DF / AD / PL	All AOCs, faculty, coaches and AD staff present on 24 June 2013 attended Enhanced Pre-Command SAPR Training. There are approximately 20 – 25 remaining faculty and AD staff/coaches who need to make up this training. Training scheduled and completed in November 2013. All training completed. Recommend CLOSE.
7	Improve 6	Reinforce the locked-door policy in the dormitories.	CW	A locked door policy is in place via the Cadet Sight Picture. Reinforcement and enforcement of this policy will be reviewed/discussed by leadership, SFS, OSI, JA, CW and ABW.
<b>LINE OF EFFORT 2: INVESTIGATION IN COMPLIANCE</b>				
<b>Pg.#</b>	<b>Sustain/ Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/ OCR</b>	<b>Status</b>
9	Improve 7	Encourage attendance at training opportunities similar to Region 8 sexual assault investigators training course.	JA/OSI	Due to budget cuts Region 8 unable to provide investigator's training course locally. SAPR provided local training opportunities, Russ Strand, Veraunda Jackson, Anne Munch to OSI and JA.

9	Improve 8	As reports of sexual assault increase, ensure manpower is adequate to meet mission demands.	JA/OSI	The SVC Program currently has two Special Victims' Counsel (SVC) assigned to Peterson AFB and will be adding another permanent party SVC on the USAFA campus in January 2015, whose primary mission will be to serve clients from USAFA and the surrounding military installations. The additional SVCs in this region will assist in timeliness and availability of services to victims.
<b>LINE OF EFFORT 3: ACCOUNTABILITY</b>				
<b>In Compliance</b>				
Pg.#	Sustain/ Improve #	SAPRO Statement	OPR/ OCR	Status
12	Improve 9	Formalize EO involvement at USAFA (i.e., ART and other formal working groups).	CW/10ABW	The SARC attends all EO UCA in and out briefs for commanders and directors. EO does not currently attend the Case Management Group (CMG, this will be discussed with senior leadership. EO is a member of the CW/ABW integrated CAIB and IDS.
<b>LINE OF EFFORT 4: ADVOCACY / VICTIM ASSISTANCE</b>				
<b>In Compliance</b>				
Pg.#	Sustain/ Improve #	SAPRO Statement	OPR/ OCR	Status
16	Improve 11	Establish SARC and VA positions at 10th ABW.	10 ABW /CCD/AFCV	AF SAPR CC, Maj Gen Gina Grosso, visited USAFA during July. Need for separate SARC at ABW was elevated to her level for review and action.
16	Improve 12	In accordance with applicable regulations, train and assign volunteer SAPR VAs as interim solution.	CCD	USAFA SAPR has recruited, trained, and DSAACP-certified 5 volunteer active duty military victim advocates. There are 12 additional volunteers trained and in early stages of applying to be a victim advocate. Goal is 10 - 15 volunteer VAs. Recommend CLOSE.
16	Improve 13	Fully staff the SAPR office.	CCD	The USAFA SAPR office has filled two vacant civilian VA positions and has a new Deputy SARC on staff. There is one remaining VA civilian position that

				is in recruit/fill status. Recommend CLOSE
16	Improve 14	Ensure 24-hour access to victim services and publicize/utilize Safe Helpline.	CCD	The DoD Safe Helpline is publicized in common areas (magnets, posters) and is posted on the re-vamped USAFA SAPR web page. Cadets will receive a monthly SAPR update which includes marketing the Safe Helpline and new on-line group. Recommend CLOSE
16	Improve 15	Appoint a dedicated SAPR training resource that would allow the SARC and SAPR VAs to focus on victim advocacy.	CC/AFCVP	During Maj Gen Gina Grosso's visit to USAFA, a request for this position was made. We continue to follow up with AFCVP/Gen Grosso.
16	Improve 17	Ensure all personnel investigating sexual harassment complaints, providing sexual harassment prevention training or working in victims' assistance and support programs, receive the training necessary for them to carry out their MEO-related duties.	10 ABW	All 10 <sup>th</sup> ABW EO personnel attend DEOMI training prior to assignment to USAFA. USAFA SAPR and EO programs are collaborating training efforts for provision of victim advocacy for sexual harassment clients.
17	Improve 18	Submit the locally produced POSH-developed training plans to the DEOMI for review and comment consistent with DoD policy. Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian representatives (to include those leading off-campus activities).	CW/HRT	CMSgt Danny Wells, AFPC/EO is engaged and will be working with MSgt Lassiter to resolve this issue. We have no timeline at this point.
<b>LINE OF EFFORT 5: ASSESSMENT In Compliance</b>				
<b>Pg.#</b>	<b>Sustain /Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/OCR</b>	<b>Status</b>
18	Improve 19	Establish and implement USAFA SAPR Strategic Plan in alignment with USAF SAPR Strategic Plan.	CCD	USAFA SAPR Strategic Plan is drafted and under initial review. AF SAPR Strategic Plan is not yet available.
18	Improve	Continue developing the	CCD	

	20	draft USAFA Gender Relations Institutional Platform and align with the USAFA SAPR Strategic Plan.		USAFA personnel drafted a comprehensive set of metrics as part of the GRIP but have not yet implemented the metrics in an assessment process. This is still in progress. CCD is in the final stages of hiring a SAPR Analyst, this will be a part of their responsibilities. GRIP is now under the management of CCD.
18	Improve 21	Consider conducting command climate assessment surveys at the small unit level (for cadets and Prep School candidates) and provide results of the next surveys to the cadet leadership and to the next level up the chain of command.	CCD	The AF requires use of DEOCs within 120 days of a new commander assuming command and annually thereafter. USAFA is in compliance with that directive.
Pg.#	SAPRO Statement	OPR/OCR	SAPRO Description of USAFA progress	
19	Develop outcome-based metrics to address all prevention efforts	CCD/ A5/8/9	In progress. As part of the GRIP USAFA personnel drafted a comprehensive set of metrics but have not yet implemented the metrics in an assessment process. This is still in progress. CCD is in the final stages of hiring a SAPR Analyst, this will be a part of their responsibilities. GRIP is now under the management of CCD.	
19	Address collateral misconduct misperceptions in training.	CW/CCD	In progress. No evidence was found of correcting collateral misconduct perceptions in training. UPDATE: collateral misconduct is addressed during pre-command training. It is specifically addressed during the AOC Master's course 'just in time' training, which occurs the week before the new AOCs assume command: by both the SARC and JA. USAFA SAPR is publishing a new hand out for all commanders that has information specifically addressing/defining 'collateral misconduct'.	
19	Establish a SARC and VA position at 10 ABW.	CCD/10ABW/ AFCVC	In progress. A second SARC position has not been filled. We have engaged with the new AF SAPR Director, Gen Grosso; she is working this issue to secure funding.	

# Creation and Purpose of CCD



## Attachment 2

MEMORANDUM FOR ALL UNITED STATES AIR FORCE ACADEMY CADETS

SUBJECT: COMMANDANT'S VECTOR FOR 2014

### **com·mit·ment**

*noun* : a promise to do or give something : a promise to be loyal to someone or something : the attitude of someone who works very hard to do or support something

- Merriam Webster Dictionary

1. The Cadet Wing had a great year in 2013 and you should be proud of your accomplishments both as a military unit and as a student body at our Air Force's Academy. I challenge each of you to reflect on where we are as a Cadet Wing, and how you have been contributing/will contribute in 2014 and beyond.

2. Last year we acknowledged that cadets understood standards and accountability as it applied to them in their academic classes, airmanship programs, and their athletic teams and clubs. We also identified a great opportunity for improvement by emphasizing the cadet squadron as the center of gravity of cadet life, and in the importance of day-to-day performance, followership, leadership and decisions made in the cadet squadron. Our collective failure to see the importance and relevance of our day-to-day activities in the cadet squadron had led to an unacceptable lack of compliance with directives and standards that was widespread in the Cadet Wing. A "culture of non-compliance" had formed where USAFA cadets were individually deciding which directives they would follow and which directives they would ignore.

3. In the 2013 Commandant's Vector we challenged the Cadet Wing to correct this culture of non-compliance, and in an effort to provide focus, targeted five specific areas for 2013: Sexual Assault; Mandatory Events; Driving Under the Influence (DUI); Intimate relations in cadet dormitories; and Uniform and Grooming Standards. At the Commandant's calls in August 2013 – three additional areas were added for the fall semester: Fan behavior; Servant Leadership; and Mitch's Dining-Decorum. We've seen improvements in all eight areas and I thank you for your efforts, but I know we can continue to improve in these areas and do even better in 2014.

4. Through feedback and reflection we have recognized that we do not want simply "compliant" cadets who avoid doing wrong. What we seek are cadets who choose to do what is right. It is what the American public and your Air Force expects from you as officer candidates. Throughout much of 2013 we have strived to establish a "culture of commitment". The natural question that follows is "commitment to what"? The answer comes in three parts:

a. First - **Commitment to Serving our Nation**. Let's recognize that all cadets are volunteers, at USAFA through their own freewill, and that our mission is to produce military officers to serve our Nation. I acknowledge that not every cadet's primary motivation for coming to USAFA is to serve, but it is the only reason we exist as an institution. The Air Force Academy does not exist to win athletic

competitions, grant academic degrees, parachute into college football games, or support any other cadet interests. These activities are valuable to us as we develop leaders, or are requirements for commissioning, but we exist to produce officers for our Nation and you have all taken an oath to ***“support and defend the Constitution of the United States...”***

b. Second - **Commitment to our Air Force and its Core Values.** Our mission is not only to produce officers to serve our Nation, but we’re specifically charged to motivate, train, and inspire officers to serve in our Air Force. Our Air Force Core Values of ***integrity first, service before self, and excellence in all we do***, are the foundations for what our Service expects from each of us. They apply 24/7/365 and are absolutely non-negotiable.

c. Third - **Commitment to this Academy and Each Other.** Are you living-up to the oath that you took on Acceptance Day, ***“We will not lie, steal, or cheat, nor tolerate among us anyone who does. Furthermore, I resolve to do my duty and live honorably, (so help me God)”***? Do you represent USAFA proudly both in and out of the cadet area? Is the Air Force Academy meeting the expectations you had when you received your appointment? If not, why? Lastly, are you treating your faculty, staff, and fellow cadets as you would like to be treated, with dignity and respect?

d. The order above is important. We must be committed first to our Nation, then to our Service, then to our Academy and each other. Getting this hierarchy out of order may create ethical dilemmas, such as “should I do what is right for my country or what is right for my friend?” If you’re doing the right thing and living a life of commitment the answer will be very clear to you. If you lead by example and encourage your friends and fellow cadets to do the right thing we can avoid this dilemma.

5. We believe the Cadet Wing is moving positively towards a Culture of Commitment. Let’s maintain the momentum. We have been pushing more responsibility and authority to cadet leadership and will continue to do so. **In 2014 we are going to give cadet leadership even greater opportunities to lead and make decisions.** Be prepared to be held accountable for your actions and decisions.

6. I charge every member of the Cadet Wing with the duty to help tackle the following six Commandant’s high emphasis items for 2014:

(1) **Sexual Assault.** This was number one in last year’s Commandant’s Vector and is number one again this year. If you think we don’t have a problem with sexual assault at USAFA and in the larger USAF and DoD you are wrong. Nothing is more damaging to our Academy, our military or to one of our wingmen than the crime of sexual assault. Our military is one of the most trusted institutions in America and we risk losing the trust of the American people through members of our ranks committing or tolerating sexual assault. We cannot allow our wingmen to be victims or perpetrators of sexual assault. We have a problem and only you can fix it. Our objective is zero assaults. However, if an assault does occur we will do all within our power to bring the perpetrator to justice and provide the best possible care and assistance to the victim.

(2) **Create a climate of respect within the Cadet Wing.** In BCT this summer we emphasized training the Basic Cadets in a climate of dignity and respect. Military training can and should be tough

and have high standards, but our trainees should be treated with a level of dignity and respect that is appropriate for someone who has answered our Nation's call and volunteered to join our ranks. The BCT cadre did a spectacular job with this change to traditional USAFA Basic Cadet Training. We need to expand this emphasis to the entire Cadet Wing at all times (to include Recognition). Our actions and language as Airmen should not be hostile towards any race, gender, ethnicity group, or sexual orientation. Language such as "you throw like a girl", or "that's so gay" is inappropriate and creates a hostile training environment.

**(3) Fraternization/Unprofessional Relationships.** The differential in power between superior and subordinate in a military training environment is significant and could easily be abused. Dating, courtship, close friendships, and intimate relations between 4<sup>th</sup> class cadets and any upper class cadets is strictly prohibited. This prohibition applies all year long, including leave periods, holiday breaks, and after 4<sup>th</sup> class Recognition. Both 4<sup>th</sup> class and upper class cadets are responsible to ensure that unprofessional relationships do not develop. IAW the new USAF policy, unprofessional relationships between trainers and trainees are grounds for disenrollment and/or UCMJ actions.

**(4) Military Standards.** USAFA should lead the Air Force in uniform standards and personal appearance. We should always wear a complete and proper uniform and our personal appearance must be worthy of wearing our uniform. We still have significant room for improvement in this area. Proper military customs and courtesies are expected at all times. I encourage you to view saluting a military officer of any rank/any Service, or your Nation's flag, not as a burden but as a privilege.

**(5) Intimate relations in cadet dormitories.** This is not in compliance with the Cadet Sight Picture or USAFA policies and must not occur. The vast majority of our sexual assault cases start with consensual intimate relations in our cadet dormitories. A sexual assault occurs once the level intimate relations exceed the level of consent of one party. Regardless of consent, intimate relations in cadet dormitories will not be tolerated, and cadets violating this policy will be considered for disenrollment.

**(6) Representing USAFA.** You are a representative of this Academy 24/7/365. Think about how your actions may be perceived by others, and conduct yourself like an officer candidate. Do not underestimate the value of a respectful greeting, such as "welcome to the Air Force Academy, may I help you Sir/Ma'am", or the damage you can do to the reputation of this institution with a single "what's up man" greeting to a Vietnam War veteran on the chapel wall, or by dropping an *f-bomb* in front of a mother and her children in the checkout line at Wal-Mart. In or out of uniform, most people know you are a USAFA cadet and your actions determine what they think of this institution.

7. Less than one percent of Americans will ever wear the cloth of our Nation. Thank you for volunteering to serve. Let's make 2014 one of the best years in USAFA history as we build a Culture of Commitment and a Climate of Respect in the Cadet Wing. I promise that it will serve you well in your Air Force careers.

<b>APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen</b>		<b>APY13-14 Totals</b>
<b>Total Cadet/Midshipman victims in all investigations closed in APY13-14*</b>		<b>7</b>
<b>Cadet/Midshipman victims whose reports of sexual assault could be substantiated*</b>		<b>3</b>
<b>Total Cadet/Midshipman subjects in all investigations closed in APY13-14**</b>		<b>7</b>
<b>Cadet/Midshipman subjects against whom sexual assault reports could be substantiated**</b>		<b>3</b>
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action has yet to be reported. **Does not include subjects from investigations where command action has yet to be reported.		
<b>APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen</b>		<b>APY13-14 Totals</b>
<b># Cadet/Midshipman Victims initially making Restricted Reports</b>		<b>14</b>
<b># Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>		<b>0</b>
<b># Cadet/Midshipman Victim Reports Remaining Restricted</b>		<b>14</b>

<b>APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES AIR FORCE ACADEMY</b>	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT</b> (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) <b>BY</b> or <b>AGAINST</b> Cadets/Midshipmen. Note: The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	<b>APY13-14 Totals</b>
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>11</b>
# Cadet/Midshipman victims	9
# Non-Cadet/Midshipman victims	2
<b># Unrestricted Reports in the following categories</b>	<b>13</b>
# Cadet/Midshipman on Cadet/Midshipman	7
# Cadet/Midshipman on Non-Cadet/Midshipman	2
# Non-Cadet/Midshipman on Cadet/Midshipman	4
# Unidentified Subject on Cadet/Midshipman	0
<b># Unrestricted Reports of sexual assault occurring</b>	<b>13</b>
# On military installation	4
# Off military installation	7
# Unidentified location	2
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>11</b>
# Investigations pending completion as of 31 May 14	7
# Completed Investigations as of 31 May 14	4
<b># All Restricted Reports received in APY13-14</b>	<b>14</b>
# Converted from Restricted Report to Unrestricted Report*	0
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>14</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>13</b>
# Reports made within 3 days of sexual assault	3
# Reports made within 4 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	4
# Reports made longer than 365 days after sexual assault	4
# Unknown	1
<b>Time of sexual assault</b>	<b>13</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	13
<b>Day of sexual assault</b>	<b>13</b>
# Sunday	0
# Monday	0
# Tuesday	2
# Wednesday	0
# Thursday	0
# Friday	1
# Saturday	1
# Unknown	9
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b># Total Investigations completed during APY13-14</b>	<b>10</b>
# Investigations opened in APY13-14 and completed in APY13-14	4
# Of these investigations with more than one victim, more than one subject, or both	0
# Investigations opened prior to APY13-14 and completed in APY13-14	6
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>8</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>7</b>
# Your Cadet/Midshipman subjects investigated by your Service	7
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	0
# Unidentified subjects in your Service's investigations	1
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>9</b>
<b># Cadet/Midshipman victims</b>	<b>8</b>
# Cadet/Midshipman victims own Service's investigations	8
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	1
# Unidentified victims in your Service's investigations	0

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals
# Investigations opened in APY13-14 and completed in APY13-14	4	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14	3
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14	3	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14	2
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14	2	# Total Victims associated with MCIO unfounded allegations	0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Total Subjects Outside DoD Prosecutive Authority	1
# Total Subjects Outside DoD Prosecutive Authority	1	# Unknown Offenders	0
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	1	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Total Command Action Precluded or Declined for Sexual Assault	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being prosecuted by a Civilian/Foreign Authority	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman Victims who declined to participate in the military justice action	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Subjects for whom command action was completed as of 31 May 14	2	# Cadet/Midshipman victims who died before completion of the military justice action	0
# APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	2	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	2
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	2	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
		# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	2

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)	APY13-14 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS	APY13-14 Totals
# Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)	6		
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14	0		
# Pre-APY13-14 Investigations completed as of 31 May 14	6		
# SUBJECTS in Pre-APY13-14 investigations completed by 31 May 14	5	# VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14	6
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14	5	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14	5
# Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Pre-APY13-14 Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority	0		
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being prosecuted by a Civilian/Foreign Authority	0
		# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Total Command Action Precluded or Declined for Sexual Assault	4		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	1	# Cadet/Midshipman victims who declined to participate in the military justice action	1
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	3	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	3
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14	0
# Subjects for whom command action was completed as of 31 May 14	1		
# Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	1	# Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	1
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	1
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.			

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge).</b> This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial charges were dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	0
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Enlisted subjects who were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge).</b> This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
<b>H. Other Actions Taken.</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
# Subjects receiving other adverse administrative action for a sexual assault offense	0
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense).</b> This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense).</b> This section reports the outcomes of nonjudicial punishments for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment	0
<b>K. Other Actions Taken (Non-sexual assault offense).</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>3</b>

APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Cadet/Midshipman STATUS BY GENDER								
L. REPORTED SEXUAL ASSAULTS INVOLVING Cadets/Midshipmen (BY or AGAINST Cadets/Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY13-14 INVESTIGATIONS (UR) [Investigation opened within the reporting period] Notes: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY13-14 Totals
		12	1	0	0	0	0	0
# Cadet/Midshipman on Cadet/Midshipman	7	0	0	0	0	0	0	7
# Cadet/Midshipman on Non-Cadet/Midshipman	2	0	0	0	0	0	0	2
# Non-Cadet/Midshipman on Cadet/Midshipman	3	1	0	0	0	0	0	4
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)

M. REPORTED SEXUAL ASSAULTS INVOLVING cadets/midshipmen (BY or AGAINST cadets/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY13-14 INVESTIGATIONS [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Incidents Occurring In Prior Academic Program Years, but Reported in APY13-14								Incidents Occurring and Reported in APY13-14								APY13-14 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	
	2	5	0	0	1	0	0	0	2	1	0	2		0		0	13
# Cadet/Midshipman on Cadet/Midshipman	2	1	0	0	0	0	0	0	2	0	0	2		0		0	7
# Cadet/Midshipman on Non-Cadet/Midshipman	0	2	0	0	0	0	0	0	0	0	0	0		0		0	2
# Non-Cadet/Midshipman on Cadet/Midshipman	0	2	0	0	1	0	0	0	0	1	0	0		0		0	4
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# TOTAL Cadet/Midshipman Victims in APY13-14 Reports	2	4	0	0	1	0	0	0	1	1	0	2		0		0	11
# Cadet/Midshipman Victims: Female	2	3	0	0	1	0	0	0	1	1	0	2		0		0	10
# Cadet/Midshipman Victims: Male	0	1	0	0	0	0	0	0	0	0	0	0		0		0	1
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																	
Time of sexual assault	2	5	0	0	1	0	0	0	2	1	0	2		0		0	13
# Midnight to 6 am	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Unknown	2	5	0	0	1	0	0	0	2	1	0	2		0		0	13
Day of sexual assault	2	5	0	0	1	0	0	0	2	1	0	2		0		0	13
# Sunday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Monday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Tuesday	0	1	0	0	0	0	0	0	0	0	0	1		0		0	2
# Wednesday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Friday	0	0	0	0	0	0	0	0	0	1	0	0		0		0	1
# Saturday	1	0	0	0	0	0	0	0	0	0	0	0		0		0	1
# Unknown	1	4	0	0	1	0	0	0	2	0	0	1		0		0	9

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY13-14 [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]</b>																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Victim Data From Investigations Opened In Prior Years, but Investigation completed during APY13-14</i>								<i>Victim Data From Investigations Opened and Investigation Completed in APY13-14</i>								
<b>Gender of VICTIMS</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# Male	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
# Female	0	4	0	2	0	0	0	0	0	1	0	2	0	0	0	0	9
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of VICTIMS</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# 16-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 20-24	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VICTIM Type</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# Service Member	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Army	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>O. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY13-14</b>																	
[Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Subject Data From Investigations Opened in Prior Years, but closed during APY13-14</i>								<i>Subject Data From Investigations Opened and Closed in APY13-14</i>								
<b>Gender of SUBJECTS</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	<b>8</b>
# Male	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	8
# Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of SUBJECTS</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	<b>8</b>
# 16-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 20-24	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Subject Type</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	<b>8</b>
# Service Member	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Grade of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	<b>7</b>
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	<b>7</b>
# Army	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	<b>7</b>
# Active Duty	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	3
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

USAF APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses)</b>	<b>APY13-14 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>14</b>
# Cadet/Midshipman victims making Restricted Reports	14
# Non-Cadet/Midshipman Victims making Restricted Report involving a Cadet/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>0</b>
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
# Non-Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>14</b>
# Cadet/Midshipman victim reports remaining Restricted	14
# Non-Cadet/Midshipman victim reports remaining Restricted	0
<b># Reported sexual assaults involving cadets/midshipmen in the following categories</b>	<b>14</b>
# Cadet/Midshipman on Cadet/Midshipman	11
# Non-Cadet/Midshipman on Cadet/Midshipman	2
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Cadet/Midshipman	1
<b>B. INCIDENT DETAILS</b>	<b>APY13-14 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>14</b>
# On military installation	9
# Off military installation	4
# Unidentified location	1
<b>Length of time between sexual assault and Restricted Report</b>	<b>14</b>
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 30 days after sexual assault	3
# Reports made within 31 to 365 days after sexual assault	3
# Reports made longer than 365 days after sexual assault	6
# Unknown	0
<b>Time of sexual assault incident</b>	<b>14</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	14
<b>Day of sexual assault incident</b>	<b>14</b>
# Sunday	0
# Monday	0
# Tuesday	1
# Wednesday	0
# Thursday	1
# Friday	1
# Saturday	1
# Unknown	10
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS</b>	<b>14</b>
# Army victims	0
# Navy victims	0
# Marines victims	0
# Air Force victims	14
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY13-14 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>14</b>
# Male	1
# Female	13
# Unknown	0
<b>Age of VICTIMS</b>	<b>14</b>
# 16-19	7
# 20-24	6
# 25-34	1
# 35-49	1
# 50-64	0
# 65 and older	0
# Unknown	0
<b>Grade of Service Member VICTIMS</b>	<b>14</b>
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	13
# Academy Prep School Student	1
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>14</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman	13
# Academy Prep School Student	1
# Unknown	0
<b>VICTIM Type</b>	<b>14</b>
# Service Member	14
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (DoD Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>2</b>
# Cadets/midshipmen Making A Restricted Report for an Incident that Occurred Prior to Age 18	1
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	1
# Cadets/midshipmen Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>	<b>APY13-14 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted	0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
Mode # of Days Taken to Change to Unrestricted	0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.	

USAFA APY13-14 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT		
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of</i>		
<b>A. SUPPORT SERVICE REFERRALS TO Cadet/Midshipman VICTIMS FROM UNRESTRICTED REPORTS:</b>		<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		78
# Mental Health		13
# Legal		13
# Chaplain/Spiritual Support		13
# Victim Advocate/Uniformed Victim Advocate		13
# DoD Safe Helpline		13
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		13
# Mental Health		13
# Legal		13
# Chaplain/Spiritual Support		13
# Rape Crisis Center		13
# Victim Advocate		13
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0
# Cadets/Midshipmen making an Unrestricted Report for an incident that occurred prior to military service		0
<b>B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS</b>		<b>APY13-14 TOTALS</b>
<b># Military Protective Orders issued during APY13-14</b>		
<b># Reported MPO Violations in APY13-14</b>		
# Reported MPO Violations by Subjects		0
# Reported MPO Violations by victims of sexual assault		0
# Reported MPO Violations by Both		0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.		
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims of sexual assault	3	<b>Total Number Denied</b>
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims Denied	0	<b>Reasons for Disapproval (Total)</b>
# Installation expedited transfer requests by Cadet/Midshipman victims of sexual assault	0	Moved Alleged Offender Instead
# Installation expedited transfer requests by Cadet/Midshipman victims Denied	0	Pre-existing Transfer Order Used Instead
<b>C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>		
<b># Support service referrals for VICTIMS in the following categories</b>		<b>APY13-14 TOTALS</b>
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		84
# Mental Health		14
# Legal		14
# Chaplain/Spiritual Support		14
# Victim Advocate/Uniformed Victim Advocate		14
# DoD Safe Helpline		14
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		14
# Mental Health		14
# Legal		14
# Chaplain/Spiritual Support		14
# Rape Crisis Center		14
# Victim Advocate		14
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0
<b>CIVILIAN DATA</b>		
<b>D. SEXUAL ASSAULT SERVICES TO NON-cadets/midshipmen (DOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC)</b>		<b>APY13-14 TOTALS</b>
<b># Non-cadets/midshipmen assisted in the following categories:</b>		
# Cadet/Midshipman on Non-Cadet/Midshipman		2
# Non-Cadet/Midshipman on Non-Cadet/Midshipman		3
# Unidentified Subject or Undisclosed Affiliation on Non-Cadet/Midshipman		3
<b>Gender of Non-cadets/midshipmen Assisted</b>		
# Male		2
# Female		6
# Unknown		0
<b>Age of Non-cadets/midshipmen Assisted</b>		
# 16-19		2
# 20-24		1
# 25-34		0
# 35-49		0
# 50-64		1
# 65 and older		0
# Unknown		4
<b>Non-Cadet/Midshipman Type</b>		
# DoD Civilian		1
# DoD Contractor		1
# Other US Government Civilian		0
# US Civilian		6
# Foreign National		0
# Foreign Military		0
# Unknown		0
<b># Support service referrals for Non-cadets/midshipmen in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		30
# Mental Health		5
# Legal		5
# Chaplain/Spiritual Support		5
# Victim Advocate/Uniformed Victim Advocate		5
# DoD Safe Helpline		5
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		8
# Mental Health		8
# Legal		8
# Chaplain/Spiritual Support		8
# Rape Crisis Center		8
# Victim Advocate		8
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0

Use the following categories or add a new category to identify the reason the requests were denied:	APY13-14 TOTALS
<b>Total Number Denied</b>	<b>0</b>
<b>Reasons for Disapproval (Total)</b>	<b>0</b>
Moved Alleged Offender Instead	0
Pre-existing Transfer Order Used Instead	0
Enter reason	0

APY13-14 Cadet Sexual Assault Synopses Report: Air Force														Punishments										Administrative Actions			Narrative of the Crime				
No.	Offense Alleged Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation for Sex Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable.	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeiture \$	Reduction in Rank	Court-Mandated Discharge	Restriction	Hard Labor	Extra Duty	Correctional Community (MJP Only)	Adverse Administrative Action Type	Administrative Discharge Type		Must Register as Sex Offender	Alcohol Use		
1	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.																		Victim reported that she stayed at Subject's sponsor's house with him after they spent the day together. Victim stated that she awoke and woke up to Subject being on top of her, kissing her closed-mouth. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.	
2	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Disenrolled					Victim reported that she and Subject were in a consensual dating and sexual relationship. Victim stated that she and Subject went to an empty room in the dorms to be alone. Subject asked Victim to lie on the floor, he then straddled her and began masturbating for 15-20 minutes. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
3	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	US Civilian	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Disenrolled		Both Victim and Subject			This allegation involves the same subject from case #2 above. Victim reported that she and Subject went on two dates. After the first date, Subject put Victim's hand on his pants and began to masturbate. On their second date at the Base Fair, The Victim and the Subject were both drinking alcohol. The Victim drinks a can of Lume and remembers very little after that point. The Subject drinks of choice is afternoon. Victim stated that she woke up to Subject having sexual intercourse with her. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
4	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions																Subject			Subject consumed alcohol and entered Victim's room with her permission. Subject kissed Victim and hugged at her pants. Victim screamed Subject back to her room. Victim didn't think she was sexually assaulted. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.
5	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Cadet/Midshipman Disciplinary System			Subject			The subject in this case is the same subject from case #4 above. Subject consumed alcohol and entered Victim's room with her permission. He got into bed with Victim. Both Subject and Victim were fully clothed when Subject asked Victim if she would have sex with him. Subject got on top of Victim and kissed her on the face and neck and again asked to have sex with her. Victim said Subject got off of her and called two of his friends. Victim and Subject's friends accompanied Subject to his room and put him to bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.
6	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Insufficient evidence of an offense to prosecute.																Both Victim and Subject			Subject and Victim were at a bar and Victim consumed several drinks. Later that night, Victim invited Subject to meet her in her dorm room. Victim and Subject engaged in consensual sexual intercourse. While having sex, Subject penetrated Victim's anus with his finger. Victim told Subject she didn't want to do that. Subject removed his finger and they continued to engage in sexual intercourse. Victim stated that she lost consciousness and doesn't remember the encounter, but when she woke up, Subject was lying next to her in bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.
7	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Non-Sexual Assault Offense: Adverse Administrative Actions																			Victim's friends disclosed that Victim was assaulted. Victim initially refused to cooperate in the investigation process. Subject stated that he and Victim engaged in sexual intercourse in his room because Victim was in her degree cable and it's required that her dorm room door remain open during the day. After they had sex, Subject asked Victim to leave his room because his roommate was on the way back to their room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject received action under the cadet disciplinary system for other misconduct identified during the investigation.
8	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Victim declined to participate in the military justice process																			Victim's report was initially recorded and became uninvestigated due to a third party disclosure. Victim resigned from the AFA and through her SJC requested that no one contact her regarding the case. Subject stated that he and Victim were engaging in consensual sexual intercourse in the dorms and he continued to have sex with her for about five minutes after Victim told him she no longer wanted to participate. Because of Victim's unwillingness to participate, the Commander decided not to prefer charges.
9	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.																Victim			Victim consumed alcohol at a bar and invited Subject when she returned to her dorm room. Subject asked Victim if he could come to her room and she agreed. Victim and Subject kissed and eventually engaged in sexual intercourse. Victim told her friend that she remembered having "okay" to the intercourse. Victim and Subject engaged in intercourse again the next morning. Victim later contacted Subject and told her that they had a "stunk hook up." She stated that she was a virgin, and did not want contact with him again. Subject provided text messages confirming Victim's invitation to her room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.
10	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	US Civilian	Male				Air Force	Cadet/Midshipman	Male	Q1	Victim declined to participate in the military justice process																			During an academic review proceeding, victim disclosed to the SARC that he had been sexually assaulted by a male sponsor parent. However, victim refused to provide additional information. AFOSI documented the report, and released it to Orlando Springs Police Department, but no further action could be taken.

Sexual Harassment Reports

Sexual Harassment Reports at the US Military Service Academies APY13-14	
<p>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</p> <p>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</p> <p>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</p>	<p>APY13-14 TOTALS</p>
<b>A. Sexual Harassment Complaints (total)</b>	<b>4</b>
<b>(1) Formal Complaints</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>4</b>
# Cadet/Midshipman Complainants	4
# Non-Cadet/Midshipman Complainants	0
<b>B. Location of Incident</b>	<b>4</b>
# On Academy Grounds	4
# Off Academy Grounds	0
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>4</b>
# Investigations pending completion as of 31 May 14	0
# Completed investigations as of 31 May 14	4
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>4</b>
# Reports made within 60 days of the sexual harassment	4
# Reports made more than 60 days following the sexual harassment	0
# Unknown	0
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>4</b>
# Reports forwarded to GCMCA within 72 Hours	4
# Reports forwarded to GCMCA beyond 72 Hours	0
<b>F. Time of Sexual Harassment Incident</b>	<b>4</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	4
<b>G. Day of Sexual Harassment Incident</b>	<b>4</b>
# Sunday	0
# Monday	1
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	2
# Saturday	0
# Unknown	0
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>4</b>
# Investigations with more than one complainant, more than one subject, or both	1
# of Subjects in Completed Investigations	5
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>5</b>
# Subjects with Unsubstantiated Complaints	2
# Pending command action as of 31 May 14	0
# Subjects for whom command action was completed of 31 May 14	3
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>3</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	2
# Cadet Disciplinary System Actions	1
# Other adverse administrative actions	0

Sexual Harassment Case Synopses

Synopsis of Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
1	Aug	Cadet	Male	Closed	UNK	Anonymous feedback alleged two C2Cs basic training cadre forced a male basic cadet to perform oral sex on a banana.	Sexual harassment.	Substantiated. Both offenders were removed from the Academy.	An AOC contacted 10 ABW EO staff via the command post. While cadets are in Basic Cadet Training (BCT), they are administered an anonymous survey that discussed their climate, culture, and potential EO issues. More than one survey had indicated two upper class (cadre) cadets made a male cadet act like he was masturbating with his milk at lunch. The two cadre followed that up with making him eat a banana as if the male cadet was providing oral sex to the banana. The AOC said the cadre admitted to the incident, but seemed unaware the issue was sexual harassment. Substantiated.
2	Nov	Cadet	Male	Closed	Male	C4C alleged a C1C made comments about "deepthroating" (sexual act) during a training (PT) session.	Sexual harassment.	Substantiated. C1C was removed from his training position	On 19 Nov 13, An AOC contacted the EO office concerning allegations of sexual harassment brought to his attention by a C4C. According to the AOC, the C4C brought his concerns to him on 10 Nov 13 alleging that at the end of Sep 13, a C1C was "training" and made an inappropriate comment along the lines of "deep throating" something toward the C4C. Other freshmen at the table heard the comment as well. Substantiated.
3	Mar	Cader	Male	Closed	Female	A WM USAFA Cadet allegedly sexually harassed a WF USAFA Cadet (verbally, nonverbally, and physically) at Hap's Bar in the cadet area.	Sexual harassment.	Unsubstantiated. Alleged offender removed and a general discharge for unrelated reasons.	Unsubstantiated. 10th Security Forces Investigations completed an investigation. The Air Officer Commanding (AOC) and the Group two CC reviewed the ROI and concluded the allegations were unsubstantiated based on witness statements and preponderance of the evidence. Unsubstantiated.
4	Mar	Coach	Male	Closed	Female	C2C Female alleged WM coach sexually harassed her by touching and rubbing her shoulders	Sexual harassment.	Unsubstantiated. Offender's contract was not renewed	WF Cadet stated WM Coach massaged her back, touched her chest, touched her leg, and followed her around the Spring Banquet. A CDI was conducted by the USAFA Department of Athletics. Sexual harassment was not confirmed, but other inappropriate behaviors were substantiated and the WM Coach received a LOR and his contract was not renewed in June of 2014. USAFA/JA assisted with the investigation. Unsubstantiated.