



SECRETARY OF DEFENSE  
1000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1000

FEB 10 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND  
READINESS

SUBJECT: Assessment of Sexual Harassment and Violence at the United States Military Service Academies for Academic Program Year 2013-14 (June 1, 2013 to May 31, 2014)

Our Armed Forces rely on our Military Service Academies 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. I know you share my commitment in this effort, as we continue to see considerable energy and emphasis placed on the Academies' sexual assault prevention and response programs. In fact, results from the *Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2013-2014* demonstrate progress in reducing the prevalence of unwanted sexual contact this year.

This commitment notwithstanding, sexual assault remains an underreported crime at our nation's Service Academies. In fact, the significant increase in sexual assault reporting seen in the active duty force over the past two years did not occur at our Academies. We must redouble our efforts at the Academies to encourage greater victim reporting while sustaining our prevention focus.

To further enhance Service Academy programs and ensure alignment with Department-wide efforts, I am directing implementation of these essential measures:

- **Strategic Dialogue:** The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) will host a senior summit each Academic Program Year for Service Academy leadership and others to facilitate collaboration and exchange of best practices and lesson 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.
- **Targeted Interventions:** The Secretaries of the Military Departments will develop and conduct specific prevention programs 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. Submit your planned activities to the USD (P&R) by May 31, 2015 and complete this orientation for rising second-year cadets and midshipmen by the start of the Academic Program Year 2015-2016.

- **Addressing Prior Victimization:** The Department of Defense Sexual Assault and Prevention Office will 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 entering military service. Report a plan for implementation to the USD(P&R) by May 31, 2015.
- **Improving Sexual Assault Reporting:** To encourage greater reporting of sexual assault, the Superintendents of the Military Service Academies, in collaboration with the USD(P&R) and their respective Military Department Sexual Assault Prevention and Response Program offices, will assess their individual Academy climates and develop a plan to promote greater reporting of these crimes by cadets and midshipmen. Submit your plan to the USD(P&R) by May 31, 2015.

Finally, to bolster Service-wide efforts aimed at reducing retaliation associated with reporting of sexual assault, I direct that the USD(P&R), in collaboration with the Office of General Counsel, the Inspector General, and the Secretaries of the Military Departments, conduct a comprehensive review of the means available to address both social and professional retaliation, to include appropriate social media conduct. This review will include recommendations for changes to law and/or policy. The USD(P&R) will submit the results of the review to the Secretary of Defense by May 31, 2015.

Report additional progress and completion of these measures in annual assessments undertaken in support of the requirements established by section 532 of Public Law 109-364 and annual report submissions in support of Section 1631(d) of Public Law 111-383, as appropriate.

Thank you.

Handwritten signature in blue ink, appearing to read "Clark Haber".

cc:  
Secretaries of the Military Departments  
Chairman of the Joint Chiefs of Staff  
Chiefs of the Military Services  
Superintendent, U.S. Military Academy  
Superintendent, U.S. Naval Academy  
Superintendent, U.S. Air Force Academy