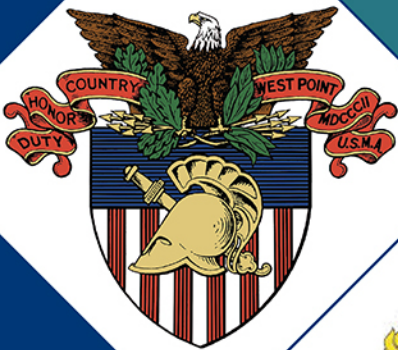




# Annual Report on Sexual Harassment and Violence at the Military Service Academies

## Academic Program Year 2015-2016





PERSONNEL AND  
READINESS

## OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

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 personnel at the United States Military Academy, United States Naval Academy, and United States Air Force Academy.

The enclosed "Department of Defense Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2015-2016" provides an assessment of the Academies in the areas of sexual assault prevention, response, retaliation, and sexual harassment, as well as data and analysis on reported cases of sexual harassment and assault involving Academy personnel occurring between June 1, 2015, and May 31, 2016. The Defense Manpower Data Center's "2016 Service Academy Gender Relations Survey Overview Report" is a part of this year's report and is also enclosed.

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. Results from this year's report demonstrate that estimated instances of sexual assault and sexual harassment greatly outnumber reports made to authorities. This report finds an overall increase in the prevalence of unwanted sexual contact for both men and women at the Academies over the prior survey in 2014.

Every MSA has initiated a variety of efforts to reduce the incidents of sexual harassment and sexual assault. The wide variety of prevention efforts limits our ability to identify which initiatives are having the greatest impact on decreasing the occurrence of the crime. On-site assessments to target and identify the most effective prevention initiatives at the MSAs in addition to the policy compliance assessment of the Academies' sexual harassment and sexual assault prevention and response programs will be conducted. The on-site assessment will focus on primary prevention efforts and will leverage prevention subject matter experts who have developed evidence based prevention methods to assess the Academies' prevention programs and provide constructive improvements. Observations from these assessments will be included in APY 2016-2017 report.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "A. M. Kurta".

A. M. Kurta  
Performing the Duties of the Under Secretary of  
Defense for Personnel and Readiness

Enclosures:  
As stated

cc:  
The Honorable Jack Reed  
Ranking Member





PERSONNEL AND  
READINESS

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

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

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Sincerely,



A. M. Kurta  
Performing the Duties of the Under Secretary of  
Defense for Personnel and Readiness

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 2015-2016*

The estimated cost of report or study for the Department of Defense is approximately \$928,000 in Fiscal Years 2015-2016. This includes \$811,000 in expenses and \$117,000 in DoD labor.

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MARCH 2017

## DoD ANNUAL REPORT ON SEXUAL HARASSMENT AND VIOLENCE AT THE MILITARY SERVICE ACADEMIES, ACADEMIC PROGRAM YEAR 2015-2016

### REPORTING REQUIREMENT

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. The Department accomplished this requirement by reviewing self-assessments from the Academies and conducting the *2016 Service Academy Gender Relations Survey* in this report.

### PLANNED ACTIONS

- The Military Service Academies should better align their prevention efforts with activities demonstrated to reduce the occurrence of sexual assault and sexual harassment.
- The Military Service Academies should expand their local expertise to incorporate more primary prevention resources.
- Spring 2017 on-site assessments at the MSA will assist with enhancing Academy prevention policies and programs.

The entire report is available on-line at [SAPR.mil](http://SAPR.mil)

### Executive Summary

The Military Service Academies (United States Military Academy, United States Naval Academy, and United States Air Force Academy) continue to make clear and demonstrable progress in supporting cadets and midshipmen who report sexual assault and sexual harassment. Each academy provided substantial evidence that victim response, healthcare, investigative, and military justice resources work well in response to sexual assault.

The past-year estimated prevalence (occurrence) of unwanted sexual contact increased for cadets and midshipmen at all three Academies, as compared to rates last measured in 2014, notwithstanding considerable investment in activities expected to prevent sexual assault. The Military Service Academies, much like the rest of the Department of Defense, find it challenging to sustain lasting decreases in past-year prevalence rates. Despite the increase in past-year prevalence, rates of unwanted sexual contact at the Military Service Academies appear to be lower than civilian colleges and universities as reported in the *2015 Association of American Universities Campus Climate Survey on Sexual Assault and Sexual Misconduct*.<sup>i</sup>

The survey conducted this year with cadets and midshipmen indicates that efforts to improve sexual harassment prevention and to promote example setting by cadet and midshipman leaders may prove helpful in decreasing the occurrence of sexual assault. In addition, more work must be done to help cadets and midshipmen recognize situations at risk for sexual assault. Data indicates that when cadets and midshipmen identify these situations, the vast majority of them take some kind of action to defuse the situation. Survey results further indicate that better recognition of risky situations and subsequent intervention may reduce sexual assault by up to one third.

The Academies continue to field well-organized and well-functioning sexual assault response systems. Academy officials have ensured full staffing, training, and certification of sexual assault response personnel. In addition, all three academies now have Sexual Assault Response Coordinators, Victim Advocates, and Special Victims' Counsel/Victims' Legal Counsel on campus and committed full-time to serving the

cadet and midshipman populations.

Overall reporting of sexual assault decreased slightly in academic program year 2015-2016. The three Academies received 86 reports of sexual assault, down from 91 reports received in the year prior. Thirteen of the eighty-six reports received were for allegations about incidents that occurred prior to military service. Additionally, 12 Restricted Reports converted to Unrestricted Reports, an increase of five conversions from the last academic program year.<sup>ii</sup>

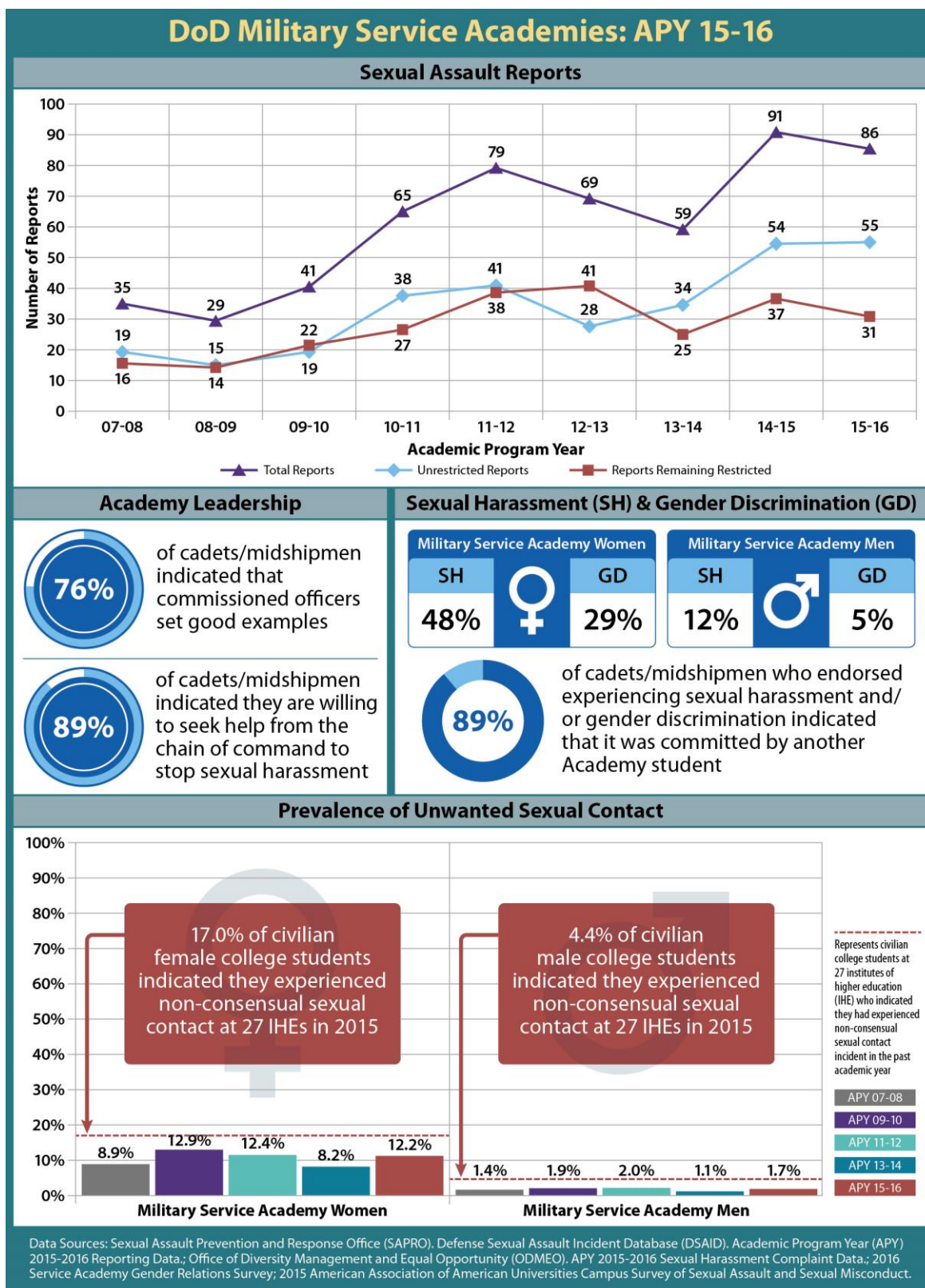
Although the overall reporting numbers decreased from academic program year 2014-2015, the United States Military Academy and the United States Naval Academy saw increases in reports of sexual assault. The Military Academy received 26 reports (20 Unrestricted and 6 Restricted Reports) up from 17 reports and the Naval Academy received 28 reports (20 Unrestricted and 8 Restricted Reports) up from 25 reports in academic program year 2014-2015. The decrease in overall reports occurred due to a decrease in reporting at the Air Force Academy, which received 32 reports of sexual assault (15 Unrestricted and 17 Restricted Reports) down from 49 reports in academic program year 2014-2015.

This year the Department used a new sexual harassment measure to obtain more depth and better standardize the survey question. Survey responses indicate that 48 percent of female cadets and midshipmen and 12 percent of male cadets and midshipmen experienced sexual harassment in the past year. The prevalence of sexual harassment in 2016 remains at about the same level as it was in 2014 for all cadets and midshipmen; however, exact comparisons to measurements made in 2014 cannot be made due to a new measure utilized in the 2016 survey.

Fewer cadets and midshipmen chose to make sexual harassment complaints this year than last year. Across all three Academies, there were two formal complaints and eight informal complaints. The 10 total complaints this year are down from the 28 complaints received last year.

The Department recommends the Military Service Academies review their sexual assault and sexual harassment prevention programs and better align them with activities demonstrated to reduce the occurrence of sexual assault and achieve other prevention-related goals. The Military Service Academies would greatly benefit from expert resources to better work evidence-based prevention initiatives within the academy community. The Department will focus its upcoming on-site assessment visits in 2017 to assist with prevention programming at the Military Service Academies.

# Spotlight: APY 15-16 Data



# Introduction

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The Department of Defense (DoD) annually assesses the Military Service Academies' (MSA) programs addressing sexual harassment and sexual assault. Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364) requires an assessment of the MSAs during each academic program year (APY). This report satisfies this requirement by reviewing the effectiveness of the Academies' policies, training, and procedures regarding sexual harassment and sexual violence involving Academy personnel at the:

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

DoD assessment reports for the APYs beginning in odd-numbered years, as is the case for this year's report, include each Academy's self-assessment and a scientific, anonymous survey of cadets and midshipmen, conducted by the Office of People Analytics (OPA).<sup>1</sup> The biennial survey, known as the *Service Academy Gender Relations (SAGR)*, covers topics such as the past-year estimated prevalence of sexual assault and sexual harassment, factors impacting reporting and training, and characteristics of the unwanted sexual and gender-related behaviors. The Academies' self-assessments are Enclosures 1-3, and the results of the 2016 SAGR are Annex 1.

The MSA self-assessments describe progress in their Sexual Assault Prevention and Response (SAPR) and Prevention of Sexual Harassment (POSH) programs, new initiatives, and program improvement efforts undertaken during the APY. The MSAs also provide updates on their work to respond to Secretary of Defense initiatives, action items, and program enhancements the Department recommended in previous reports. The Academies have all made progress towards completing their pending items with USMA completing 10 of 16, USNA completing 20 of 24, and USAFA completing 22 of 33. A summary of the actions taken by each Academy to complete the pending items along with their completion status can be found in Appendices A-C of this report.

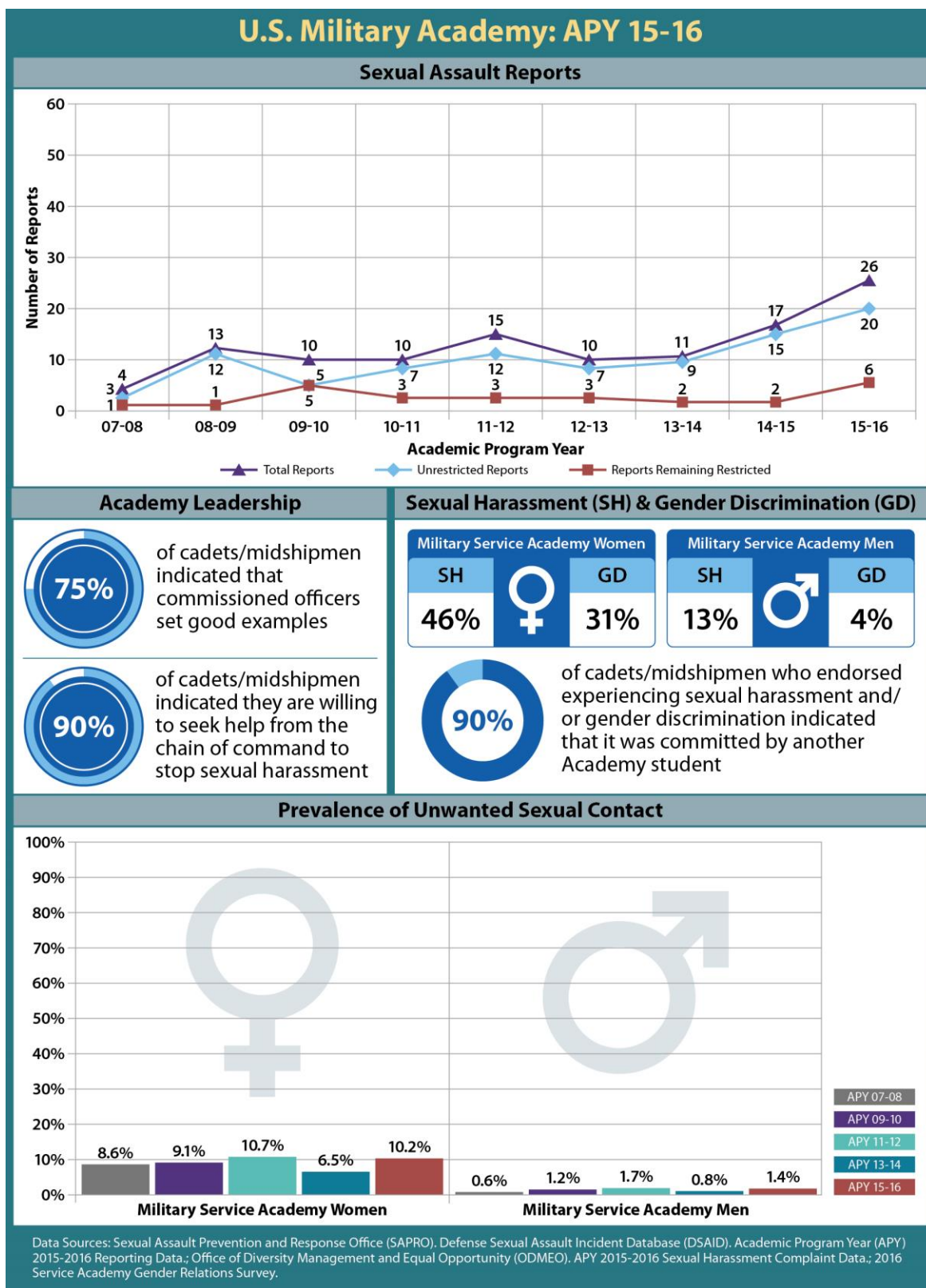
This year's report for APY 15-16 (June 1, 2015 – May 31, 2016) is organized by four focus areas: sexual assault prevention, sexual assault response, efforts to address retaliatory behavior, and sexual harassment prevention and response. The following section includes infographics that highlight 2016 SAGR survey and statistical data about sexual assault reports and sexual harassment complaints made at the MSAs. More detailed statistical data from APY 15-16 and an analysis of these data is in Appendices D and E of this report.

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<sup>1</sup> The Department conducts on-site assessments at the MSAs for the reports beginning with even-numbered APYs, as was the case with last year's report. In addition, OPA conducts the SAGR Focus Groups with cadets, midshipmen, faculty, and staff to inform the on-site assessments. Reports on even-year APYs comment on the MSAs' compliance with applicable Department and Service policies addressing sexual harassment and sexual assault. OPA was previously named the Defense Manpower Data Center (DMDC).

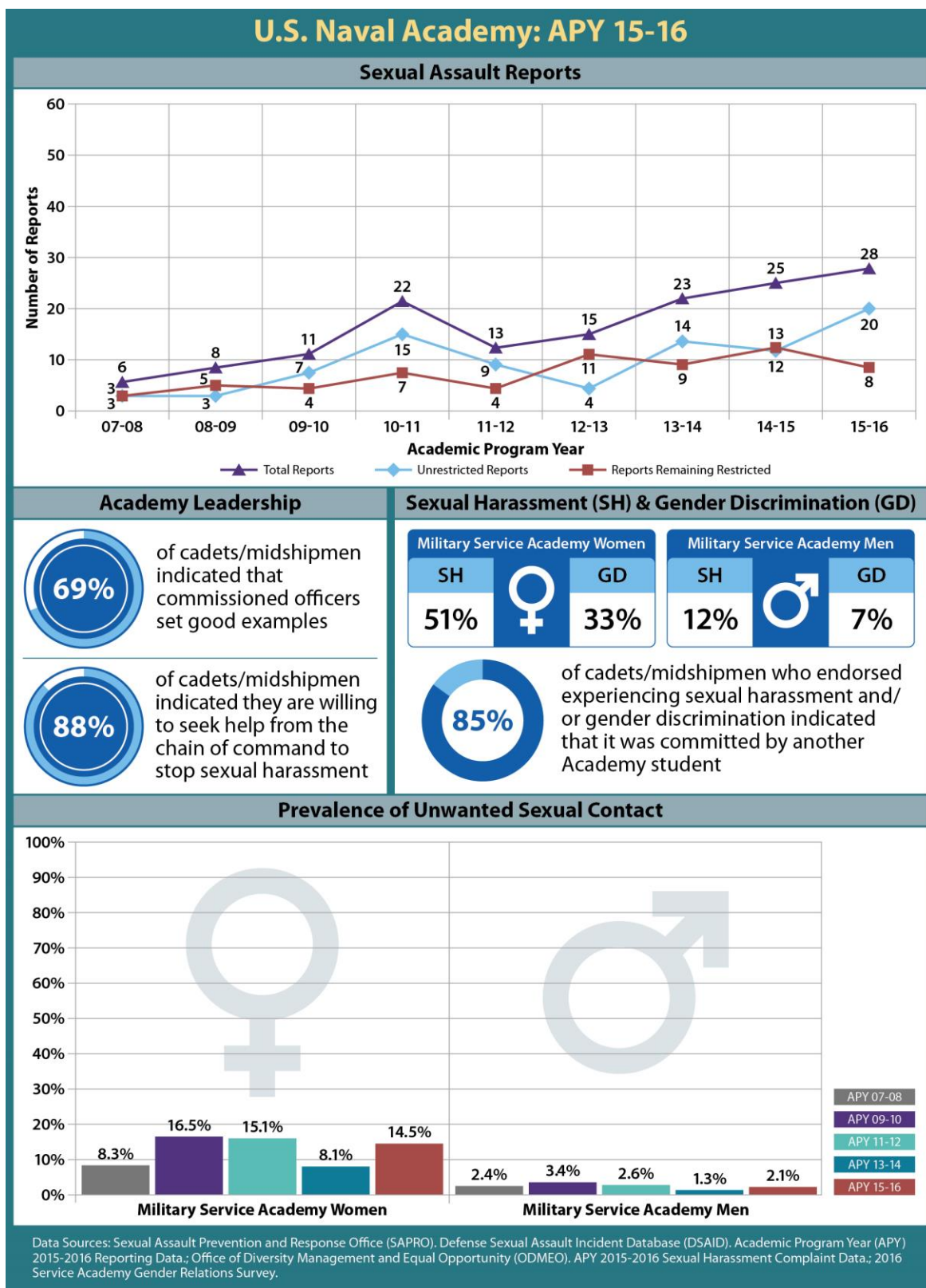


# U.S. Military Academy Data

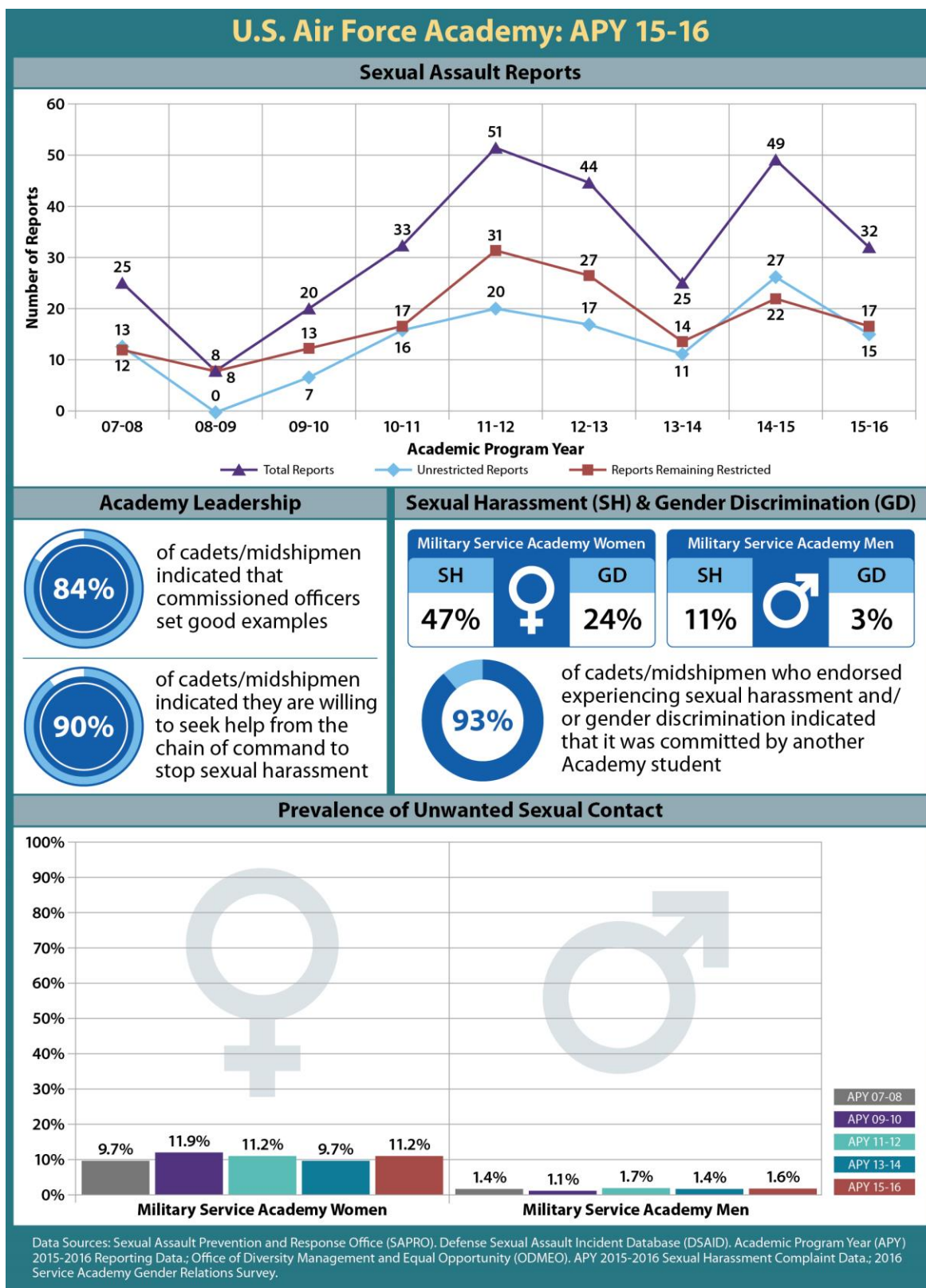




# U.S. Naval Academy Data



# U.S. Air Force Academy Data



# Focus Area One: Sexual Assault Prevention

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The Academies continue to employ prevention programs that intend to empower cadets and midshipmen to identify and intervene in situations at risk for sexual assault, promote peer-to-peer education, and improve command climate.

The *2014-2016 DoD Sexual Assault Prevention Strategy* recognizes that true prevention is much more than an annual training or a weekend safety briefing. Sexual violence prevention involves a wide range of integrated elements addressing policy, accountability, community involvement, communication, deterrence, and other factors. Within the United States Armed Forces, leaders at all levels are the "center of gravity" that can leverage these many elements to grow an overall climate of dignity and respect. Prevention efforts at the Academies reflect this approach and empower cadets and midshipmen to recognize and take action in situations at risk for sexual assault. Such initiatives are also intended to improve each Academy's command climate.

Primary prevention programming includes initiatives that stop the crime from happening in the first place. It can have several goals:

- Prevention efforts should ultimately disrupt the offense cycle of alleged perpetrators<sup>2</sup>;
- Prevention approaches should promote social norms or expectations about behavior that make sexual assault less likely, and;

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<sup>2</sup> As used in this report, the term "victim" includes alleged victims and the use of the terms "subject", "offender", or "perpetrator" does not convey any presumption about the guilt or innocence of any individual, nor does the term "incident" or "report" substantiate an occurrence of a sexual assault.

- Prevention initiatives should teach skills people can use to prevent sexual assault, establish respectful and protective working and living environments, and inspire and motivate people to recognize risky situations and take appropriate action to intervene.

The evidence for sexual assault prevention is less developed compared to other types of violence and other public health topics. The Centers for Disease Control and Prevention (CDC) has only identified a handful of programs that show evidence of achieving one or more prevention goals.<sup>iii</sup> Based on emerging expert advice, there is evidence that some approaches, such as short briefings on sexual assault programs, do not work to prevent sexual assault perpetration. DoD continues to adjust its combination of policies, programs, and training to achieve better prevention of sexual assault.

The MSAs have a big challenge in that they are both accession sources for the Military Services and educational institutions. Their requirement to deliver quality education is paired with the need for them to acculturate civilian men and women to the military and prepare them for leadership roles.

All three MSAs documented substantive work to incorporate prevention-focused activity into course curricula, command policies, and academy doctrine this past year. Academies have recently adjusted their prevention approaches by modifying the materials delivered to each class year of cadets and midshipmen. This approach reflects a gradual increase in the kind and complexity of information imparted to each class year. In addition, each of the Academies documented numerous activities

and resources they employed to promote the importance of sexual assault prevention.

Despite its prevention activities, the MSAs did not achieve a continuing decrease in the estimated percentage of cadets and midshipman who experience sexual assault throughout the year. OPA estimates past-year prevalence of unwanted sexual contact (USC)<sup>3</sup> every two years with the *SAGR*. Overall, the 2016 *SAGR* found that 12.2 percent of Academy women and 1.7 percent of Academy men indicated experiencing USC during APY 15-16. These overall rates reflect statistical increases for both male and female cadets and midshipmen when compared to the rates last measured by the *SAGR* in 2014. However, these overall rates do not tell the full story at each MSA.

Female cadets at USMA experienced statistically higher rates of USC than in 2014 (10.2 percent versus 6.5 percent). Nonetheless, rates of USC for women at USMA are lowest amongst the three MSAs. There was a statistical difference in rates of USC for Military Academy men between this year and 2014, due to a trend upwards (0.8 percent in 2014 vs 1.4 percent in 2016).

An estimated 14.5 percent of Naval Academy women experienced USC, a statistical increase from 8.1 percent in 2014. Naval Academy men also experienced a statistical increase in USC, with a rate of 2.1 percent versus 1.3 percent in 2014.

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<sup>3</sup> Although the term “unwanted sexual contact” does not appear in Articles 120, 125, or 80 of the Uniform Code of Military Justice (UCMJ), for the purposes of the *SAGR* and this report, it is used to refer to a range of sex-related offenses 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. The survey is conducted in April of even numbered years (2012, 2014, 2016, etc.). Respondents to the survey are asked about their experiences of unwanted sexual contact in the 12 months that constitute the APY (June 1 to May 31). The definition of unwanted sexual contact used in the *SAGR* is behaviorally based and not intended to designate specific UCMJ offenses or establish crime rates.

Finally, an estimated 11.2 percent of Air Force Academy women experienced USC, which is a statistical increase from 9.7 percent in 2014. Rates of USC for Air Force Academy men remained unchanged this year, despite a statistically insignificant increase from 1.4 percent in 2014 to 1.6 percent in 2016.

The Academies and the Department are interested in whether the increase in the rates of USC is uniform across class years in order to best direct future program efforts. Looking at changes over time by class year, there were statistically significant increases in the rates for women across all classes, but the increases were most notable for juniors and seniors. For men there were also increases for juniors and seniors. There were some variations in this pattern by Academy; for example, both male and female freshmen at USAFA had increased rates compared to 2014. These results may indicate a need to focus specific efforts toward upperclass cadets and midshipmen. Seniors in particular have unique leadership opportunities at the Academies that provide occasion for them to set the tone. If there are increases in USC for juniors and seniors, then it is likely that the representation of those classes among alleged offenders has increased. The 2016 *SAGR* indicated that cadets and midshipmen across all Academies reported the alleged offender in the one situation was most often someone from the same class.

In addition, the 2016 *SAGR* saw ratings of cadet and midshipman leadership for enforcing rules at USMA and USNA decline. This result is another indicator that upperclassmen may not be setting the right tone for sexual assault and sexual harassment issues. As a whole, these findings point to an opportunity to target forthcoming junior and seniors as Academy leaders as a potential means to reduce unwanted behaviors within those classes and across the Academy.

Another concern that arises when rates of USC change is whether one type of assault

drives the change in the total rate. For example, whether the increase in the overall rate occurred mostly due to completed penetration, attempted penetration, or unwanted sexual touching. The 2016 SAGR asks cadets and midshipmen to indicate each kind of USC they have experienced. OPA categorizes responses hierarchically into the most severe behavior experienced. Results indicate that there were increases across the spectrum of the behaviors that comprise USC. In other words, no single type of behavior drove the increase in the overall USC rate – all forms of USC increased since 2014.

The Department conducts the SAGR to estimate the prevalence of sexual assault and sexual harassment in the cadet and midshipman population. Surveys cannot tell us the reasons why an increase or decrease in rates of sexual harassment or sexual assault occurred because surveys focus on the collective experience as indicated by survey respondents. Taking a longer look back over time, the estimated rates of sexual assault for men and women varied within a narrow range since 2010. For USNA, rates of sexual assault in 2010, 2012, and 2016 show a small but steady downward trajectory over time. USMA tends to have the lowest estimated rates of past-year sexual assault of all three MSAs.

Explaining changes in estimated prevalence rates over time is largely speculative, as the risk and protective factors that influence such rates have yet to be fully determined. What can be determined is that cadets and midshipmen indicated experiencing more sexual misconduct than in 2014. The significant decrease in 2014 USC rates indicate that the MSAs have at least some potential to impact the occurrence of sexual assault. Recent research<sup>iv</sup> finds that traditional prevention programs that involve raising awareness of the problem and encouraging personal action sometimes fail to produce the kind of lasting changes needed within a community. This along with the 2016 SAGR results suggests that future

work at the MSAs must not only target prevention, but also the sustainability of such efforts over time. Threats to sustainability may include the high turnover rate of cadets and midshipmen, diversion of attention to other problem areas, message fatigue, and the lack of available resources and personnel with the requisite prevention expertise.

Another prime risk factor to be addressed is the presence of sexually harassing behaviors in the environment. Military specific research has shown that the experience of sexual harassment in the past year substantially increases one's risk for sexual assault.<sup>v</sup> Efforts to prevent sexual harassment will likely prevent some sexual assaults as well. More on this relationship between sexual harassment and sexual assault is forthcoming in Focus Area 4.

Nonetheless, the prevention programs currently underway at the MSAs and their more controlled environments may be a reason that rates of USC are lower at the Academies than at civilian colleges and universities. *The White House Task Force to Protect Students Against Sexual Assault* recommended a variety of steps civilian schools could take to improve both prevention and response. One such recommended step was for colleges and universities to use a "climate survey" to assess estimated past-year prevalence of sexual assault on their campuses – similar to how the Department uses the SAGR Survey at the MSAs. Results for the 27 institutions of higher education (IHE) participating in the 2015 *Association of American Universities Campus Climate Survey on Sexual Assault and Sexual Misconduct* found higher rates of sexual assault for civilian women and men, as compared with cadets and midshipmen. This comparison, however, is not scientific, as the civilian colleges, universities, and MSAs did not use equivalent survey methodologies.

Results from the 2016 SAGR show that at all three MSAs, of the cadets/midshipmen who indicated experiencing USC, more than



half (57 percent) indicated that they or the alleged offender(s) had been drinking at the time of the incident. Broken down by gender, more than half (60 percent) of victimized women and a little less than half (49 percent) of victimized men indicated alcohol was involved in their experience of USC. These rates reflect a statistical increase from rates measured in 2014.

When broken down by Academy, 2016 SAGR findings about alcohol involvement in USC varies. For instance, at USNA, reported alcohol involvement during an incident of USC in 2016 is statistically higher for both Academy men and women than in 2014 (14 percent to 56 percent and 62 percent to 74 percent, respectively). However, at USMA, reported alcohol involvement during an incident of USC is statistically higher for only Academy women (41 percent to 60 percent), compared to 2014. Moreover, at USAFA, reported alcohol involvement during a USC incident is actually statistically lower for Academy women in 2016 (51 percent to 39 percent) and statistically unchanged for Academy men (32 percent to 43 percent).

It is important to note that alcohol itself does not cause sexual assault. However, use of alcohol may set into motion a number of risk factors that make the crime more likely. These risk factors subsequently influence characteristics at the individual level for both the alleged offender and the victim. The CDC recently conducted a review exploring alcohol policy approaches to sexual assault prevention.<sup>vi</sup> In sum, the CDC review of the scientific literature suggested trying several things that the MSAs already do, such as:

- Limiting the availability of alcohol sales times and locations;
- Reducing how much alcohol is served in a given setting or establishment;
- Limiting or moderating the content of marketing materials featuring alcohol;
- Banning alcohol from dormitories;

- Reaching out to communities to seek assistance in promoting better choices about alcohol consumption.

It is likely that the MSAs' efforts to promote responsible use and to limit consumption of alcohol are playing some role in keeping sexual assault rates lower than civilian colleges and universities. The Department encourages the MSAs to continue to review and refine their programs to identify new opportunities to address appropriate use of alcohol to prevent sexual assault.

Much of the prevention approaches at the MSAs focus on the alleged perpetrator and persons who might be present in situations potentially at risk for sexual assault, known as "bystanders." The goal of "bystander" prevention strategies is to change social norms and empower cadets and midshipmen to intervene with peers in situations believed to be at risk for sexual assault. Results from the 2016 SAGR showed that both USNA and USMA saw a positive change in the portion of cadets/midshipmen who recognized a risky situation and took steps to intervene.

At USNA, there were statistically more men who indicated that they saw a situation where they thought sexual assault was about to occur compared to 2014 (nine percent up from six percent). Of those Naval Academy men who observed a situation where they thought sexual assault was about to occur, 95 percent indicated taking some kind of action to intervene. There was also an increase of Naval Academy women who indicated that they saw a situation where they thought sexual assault was about to occur (nine percent up from eight percent) but it was not a statistically significant change. Of those Naval Academy women, 94 percent indicated that they took some kind of action to intervene. Comparatively, USMA saw a statistically significant increase in both Academy women (seven percent up from four percent) and men (six percent up from four percent) that saw risky incidents compared to 2014. Of those Military Academy men, 93

percent indicated taking action whereas, 85 percent of Military Academy women indicated intervening. At USAFA, rates of Academy men who observed a risky situation statistically remained the same from 2014 (six percent to seven percent), whereas, the percentage of Academy women who observed a risky situation decreased statistically from 2014 (nine percent to seven percent). However, of those at USAFA who observed a situation at risk for sexual assault, 91 percent of Academy women and 95 percent of Academy men indicated taking action.

With respect to the low percentages of cadets and midshipmen who specify observing a situation that might lead to sexual assault, it could be surmised that USC most often occurs where others do not have an opportunity to observe, recognize the situation as high risk, and take action. The survey addresses this by asking cadets and midshipmen who indicated they had experienced USC whether there was someone else present at the time of the one situation with the greatest effect who could have helped, but did not. At USNA, 37 percent of both women and men who indicated experiencing USC reported that someone was present who could have stepped in to help, but did not. At USMA, 33 percent of women and 39 percent of men indicated that someone was present that could have helped, and at USAFA 30 percent of both women and men reported someone was present that could have helped.

The Academies and the Department as a whole continue to emphasize the importance of bystander intervention as a strategy that may help prevent sexual assault. While most cadets and midshipmen specified they intervened when they saw a risky situation, about one-third of cadets and midshipmen who indicated they experienced an USC reported that someone was present who could have helped, but did not. It is unclear from these findings whether the individuals present did not recognize the situation as USC or did recognize the situation but chose

not to take action. As a whole, these results provide some support for the effectiveness of training in helping cadets and midshipmen intervene when they recognize a high-risk situation, but may also indicate the need for additional education on what characterizes a high-risk situation for sexual assault and how to reduce risk.

## Self-Assessment Highlights of Sexual Assault Prevention Efforts in APY 15-16

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### USMA

USMA leadership integrated the Sexual Harassment/Assault Response and Prevention (SHARP) Program into the *Gold Book*, USMA's doctrine to address building cadet character. The *Gold Book* explains how West Point's programs develop character across the moral, civic, social, performance, and leadership domains. The *Gold Book* coordinates activities belonging to the Cadet Character Development Program, Cadet Honor Code, Cadets Against Sexual Harassment/Assault (CASHA), and the Cadet Respect Program to develop leaders of good character.

USMA continues to leverage CASHA to encourage cultural change. The mission of CASHA is "to eliminate sexual harassment and assault by inspiring cultural change within the Corps of Cadets through education and facilitated discussion." CASHA is a cadet-led, cadet-designed organization within the Corps of Cadets that seeks to influence and inspire individuals to take an active role in creating a safe and respectful culture. CASHA cadets are guided by military leadership at the Simon Center for the Professional Military Ethic.

CASHA hosts events and trainings throughout the year. One event hosted during Sexual Assault Awareness and Prevention Month (SAAPM) was a Challenge for Change workout event. The event was in a highly visible location at the Academy and each

exercise activity related to a key statistic related to sexual assault and sexual harassment from the 2014 SAGR results.

USMA also hosted its first Take Back the Night event in April 2016 and invited two nationally known speakers to address sexual violence in both straight and Lesbian, Gay, Bisexual, Transgender (LGBT) populations. The speakers shared their stories of sexual violence, provided ideas about how to address the problem, and advocated the importance of support systems for all to cope with life's challenges.

Throughout the year, each of the USMA Athletic teams identified a "Teal Game."<sup>vii</sup> Cadets attending Teal Games wearing their "It's On Us"<sup>viii</sup> t-shirts received free concession items. This effort was a partnership with the Brigade Tactical Department, the Directorate of Cadet Activities, and the Directorate of Intercollegiate Athletics to promote greater participation across the Corps of Cadets in efforts to eliminate sexual harassment and sexual assault.

Sexual assault prevention remains the USMA Superintendent's priority. He uses interactions with cadets, staff, and faculty to underscore this point regularly.

## USNA

USNA manages its SAPR program with two teams, the USNA Sexual Assault Prevention and Response Office (SAPRO) (for prevention and program management) and the SAPR Response Team (for response and victim support). The SAPR program manager oversees both teams in addition to all SAPR training and education for the midshipmen, including the Sexual Harassment and Assault Prevention and Education (SHAPE) Peer Educator program.

USNA SAPRO continued to build upon previously established programs and institute new prevention initiatives. One new effort is the Brigade Leadership Monthly Breakfast,

meant to maintain learning momentum after annual Gettysburg Retreats. USNA started using Gettysburg Retreats in APY 12-13 to teach moral and leadership principles to midshipman leaders. USNA's Leader Development and Research Department, in conjunction with the Naval Academy Athletic Association and the Battalion Staff, hosts the monthly breakfast meeting with all varsity team captains and various midshipmen leaders to develop leadership skills further. Themes include goal setting, leadership styles that foster dignity and respect, team cultures and climates, and interpersonal power.

USNA SAPRO employed the One Love Foundation's Escalation workshop in APY 15-16 to teach midshipmen about healthy and toxic relationships. Founded in 2010 to honor the memory of Yeardley Love, a senior lacrosse player at the University of Virginia who was beaten to death by her boyfriend, the One Love Foundation works with young people across the country to raise awareness about the warning signs of relationship abuse. The Escalation workshop facilitates discussions about intimate partner violence and the dynamics of relationship abuse. Using a peer-to-peer discussion format, the One Love Foundation trained midshipmen to deliver the workshop across the Brigade.

USNA created additional risk reduction activities in the local community to address alcohol's impact on the risk of sexual assault and other unwanted behaviors. These programs, described in more detail below, add to the ongoing alcohol awareness activities that USNA has conducted in prior APYs (e.g., "Midnight Teachable Moments," 21<sup>st</sup> birthday dinner training).

The Enhanced Shore Patrol, one of the new risk reduction activities, consists of a rotational pair of midshipmen and officers who are stationed at local bars with a history of incidents or high risk of abuse of alcohol and related crimes. They monitor potential risky situations and provide a resource for bar

staff to assist midshipmen on liberty that require assistance or remediation.

USNA's Shipmate Designated Driver Initiative mirrors a practice from the Fleet, the "Topsy Taxi." The initiative operates every weekend liberty night during the academic year. Two trained and qualified midshipmen are assigned Shipmate duties as the driver and navigator to provide non-punitive and confidential safe rides back to the midshipmen living quarters at Bancroft Hall. Midshipmen on Shipmate duty are supplied with a government vehicle, duty cell phone, and the contact information for the SAPR Victim Advocate (VA). They are trained to call the SAPR VA on duty when requested by a sexual assault victim, or if they believe a passenger may have been the victim of sexual assault.

USNA SAPRO continues to expand its prevention program through outreach activities, such as Plebe Summer Regimental runs, eating with midshipmen during meals, being visible on the sidelines as sports team Officer Representatives, and joining faculty and staff in social events. USNA SAPRO's presence further promotes the SAPR Program and a prevention mindset without adding more mandatory training requirements.

## USAFA

The USAFA Commandant of Cadets emphasizes prevention at her "All Call" at the beginning of each semester. This year, the Commandant discussed recent sexual assault cases to help promote better decision making, reduce risky behaviors, and publicize disciplinary measures taken. The Commandant also uses this opportunity to address rape myths and the military justice process.

USAFA expanded its efforts to collaborate with community leaders and organizations. Members of USAFA SAPR, Athletic Department, and the Cadet Wing (CW) established the Colorado Springs Sexual Assault/Domestic Violence prevention network. USAFA hosted the initial meeting of this group that consisted of representatives from the four main, higher education institutions in Colorado Springs, as well as local response agencies. The first meeting of the prevention network was in March 2016 to promote cooperation, share best practices, and generate ideas to better leverage area resources. The prevention network plans to continue to meet quarterly.

Cadet participation in community collaboration efforts continued during APY 15-16. A local high school contacted USAFA to have cadets mentor the high school students and athletic teams on respectful behavior and the impacts of activities such as "sexting." USAFA's Athletic Department nominated top-caliber cadet athletes to lead the discussions.

USAFA collaborated with Air Force SAPR and Botvin<sup>ix</sup> to develop a new training program, called Cadet Healthy Interpersonal Skills (CHiPs) that is currently undergoing a pilot study for the cadets in their first academic year. The training focuses on improving healthy interpersonal relationships, decision making, and identifying risky and potentially violent behaviors. USAFA completed a cadet focus group in APY 15-16 to establish appropriate CHiPs curriculum for its cadet population. The formative phase of testing CHiPs started in the fall semester of 2016, and with analysis to complete in the spring of 2017.



## Focus Area Two: Sexual Assault Response

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MSA response systems work to empower victims, facilitate recovery, and encourage crime reporting. The objective of these systems is to deliver consistent and effective victim support, professional response, and promote use of sexual assault reporting options. The end state is to provide high quality services and support that instills confidence and trust, strengthens resilience, and inspires victims to report.

Each Academy has a comprehensive sexual assault response program to support victims of sexual assault in the military justice process. Cadets and midshipmen receive professional care from certified Sexual Assault Response Coordinators (SARC) and SAPR VAs once they report a sexual assault. SARCs and SAPR VAs at the MSAs provide victims with information about available services, to include the option to consult with a Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC), which are now available on-site at all three MSAs. In addition, commanders at the MSAs are actively engaged in the victim care of their cadets and midshipmen. They play a positive role within the Academies' sexual assault response system.

All MSAs have SARCs and SAPR VAs assigned full-time to the academy. The Air Force recently created an additional SARC position at the 10<sup>th</sup> Air Base Wing, leaving the USAFA SARC to dedicate services full-time to cadets. The MSAs are also seeking new ways to deliver victim support. For example, USMA recently received authorization to create a SHARP resource center in an area conveniently located to cadets. This center will allow victims to meet with all members of the response system, and allow for greater sharing of information.

Results of the 2016 SAGR show the top reasons for reporting by Academy women were that *someone encouraged them* (69 percent), to *stop the offender from hurting others* (41 percent), and because *someone made them report it or reported it themselves* (36 percent). Results for Academy men were not reportable due to the small number of men in these categories.

However, few victims of sexual assault, including cadets and midshipmen at the MSAs and civilian university students, choose to report the crime to an authority. Results of the 2016 SAGR show the top reasons for not reporting by Academy women were that they *thought it was not serious enough to report* (56 percent), they *took care of the problem by avoiding the person who did it* (54 percent), they *did not want more people to know* (50 percent), and they *took care of the problem by forgetting and moving on* (50 percent).

Top reasons for Academy men to not report an incident of USC indicated in the 2016 SAGR were that they thought *it was not serious enough to report* (81 percent), they *took care of the problem by forgetting and moving on* (40 percent), and they *took care of the problem by confronting the person who did it* (35 percent). Continuing to address these beliefs in training and communication with cadets and midshipmen will help them to recognize sexual assault as a crime serious enough to report in order to access the full range of available resources. Reports of sexual assault provide the only means by which to hold alleged offenders appropriately accountable and affect culture change.

The 2016 SAGR results also indicate that nearly all cadets and midshipmen received training, and there was a significant increase in the proportion that found it to be effective in 2016, compared to 2014. Specifically, the



2016 SAGR asked cadets and midshipmen to rate the effectiveness of the education they received in the past year in reducing or preventing behaviors that might be seen as sexual harassment or sexual assault. Nearly all cadets and midshipmen reported having received sexual assault training (98 percent across all Academies) and sexual harassment training (99 percent across all Academies) since June 2015. Compared to already positive ratings in 2014, women and men at each of the three Academies rated the effectiveness of both sexual assault and sexual harassment related training even higher in 2016. When asked about whether sexual assault related training was effective, of those cadets and midshipmen who indicated receiving sexual assault education, 94 percent of Academy women (compared to 90 percent in 2014) and 92 percent of Academy men (compared to 86 percent in 2014) responded affirmatively. With respect to the effectiveness of sexual harassment training, of those cadets and midshipmen who indicated receiving sexual harassment training, 94 percent of Academy women (compared to 89 percent in 2014) and 92 percent of Academy men (compared to 87 percent in 2014) responded affirmatively.

While these figures may point to increased receptiveness of cadets and midshipmen to training, it is unclear whether that corresponds with training effectiveness that may eventually lead to reductions in undesired behaviors. However, this may be an indication of whether information from training resonates with the cadets and midshipmen, which is an important consideration in reducing message fatigue. The Department will continue to assess the effectiveness of training in the next APY.

It is the Department's goal to inspire greater reporting of sexual assault. This year the MSAs undertook a variety of efforts to do exactly this. The MSAs all have solid sexual assault response programs that exceed requirements in DoD policy. Nevertheless, MSAs must place continued effort to build cadet and midshipmen's confidence in the

sexual assault response system and the support services available to them if reporting is to increase.

The following section highlights some of the new initiatives and improvements to the response efforts that the MSAs made in APY 15-16.

## Self-Assessment Highlights of Sexual Assault Response Efforts in APY 15-16

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### USMA

All USMA SARCs and SAPR VAs are credentialed through the Department's Sexual Assault Advocate Certification Program (D-SAACP), consistent with DoD policy requirements. The SHARP Program Manager employs an internal tracking system to ensure timely submittal of recertification documents. D-SAACP ensures that appropriate personnel are appointed, trained, and possess the requisite level of knowledge and skill to assist victims throughout the reporting and recovery process.

USMA uses a variety of means to publicize reporting options and educate cadets about sexual assault. USMA assembled a panel of military experts to support a screening of the movie "The Hunting Ground" during SAAPM. A judge advocate (JA), a criminal investigator, and an SVC discussed their roles in the military justice process. USMA plans to conduct the panel on other occasions to explain the sexual assault response process better and help overcome victims' concerns about reporting.

USMA continued its efforts to create a new SHARP resource center – a place where all cadets can easily access and obtain information about the SAPR program and services. Over the past few years, USMA noted that the location of its SARC's office may have been discouraging cadets from seeking SAPR program assistance as other

programs that address Honor and Respect Program violations reside in the same building. The new SHARP resource center will be located above the dining hall and is expected to open in time for the next APY.

## USNA

USNA's Sexual Assault Response Team studied the results of the recent command climate survey to obtain a better understanding of midshipman concerns about reporting sexual harassment and assault. For both faculty/staff and midshipmen, the top four perceived reporting barriers were loss of privacy, fear of retaliation, negative impact on career, and lack of confidence in the military justice system. USNA incorporated these concerns into new training initiatives, policies, and procedures to address these barriers to reporting.

Each academic department was assigned a midshipmen GUIDE (Guidance, Understanding, Information, Direction, and Education) in APY 15-16 to connect academic faculty to the SAPR Program. The midshipmen GUIDE Program provides a 24/7 peer option who can direct cadets to SAPR information, resources, and counseling services. Each academic department is assigned a GUIDE based on their major to foster established relationships with the instructors and professors of that department.

USNA's new Leave of Absence policy now offers midshipmen who report sexual assault the chance to concentrate on healing and take a break from their duties. Midshipmen using this opportunity rejoin the Brigade a year later to resume their studies.

Response Staff, in coordination with Brigade Medical Staff, grant victims "Sick In Quarters" privileges after reporting a sexual assault. Victims control disclosure by limiting knowledge of their situation to a restricted list. This allows victims the opportunity to receive care, time to process and heal, and give them power over whom to disclose the details of their incident.

USNA added the topic of male sexual victimization to its SHAPE curriculum in APY 15-16. The learning objectives for this session focus on acknowledging the scope of the problem, dispelling stereotypes and myths about male victims, recognizing men's concerns about seeking support, and giving midshipmen strategies for fostering respectful and supportive environments.

USNA continues to work towards creating an inclusive and trusting program in which midshipmen understand the impact of sexual assault and sexual harassment on both men and women. USNA's SAPR office consists of male and female staff members and provides an approachable atmosphere for victims of either sex who seek assistance. Additionally, the Midshipmen Development Center (MDC) continues to offer male and female support groups for sexual violence survivors. The weekly, confidential groups offer a safe place for midshipmen to support each other without discussing their specific incident. An MDC clinical social worker monitors the groups.

## USAFA

The Personal Ethics Education Representative (PEER) program at USAFA serves as an informative peer resource for support, outreach, and referrals. The cadet PEERs have a presence in the cadet squadrons, promote awareness, and provide resources on the entire continuum of harm, from sexual harassment to sexual assault. Cadets use the PEERs to discuss issues and seek guidance on which helping agency to go to for support.

The Administrative Turnback program is a voluntary program that allows any cadet to leave the Academy for up to a year. Cadets reporting a sexual assault may leave USAFA and address their recovery in a less stressful environment. This program has been used mostly by sexual assault victims, but cadets accused of a sexual assault have also used the Administrative Turnback, as well.

USAFA obtained a dedicated SVC and Special Victims' Paralegal (SVP) during APY 15-16 for the purpose of rendering legal representation and confidential support to cadets who report sexual assault. Prior to this

APY, SVCs and SVPs had to come from Peterson Air Force Base to consult with cadets. Locating the SVC and SVP within the cadet area will give them greater visibility and accessibility to cadets seeking their services.

## Focus Area Three: Efforts to Address Retaliatory Behavior

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Department research<sup>x</sup> indicates that retaliatory behavior associated with crime reporting occurs with less frequency at the MSAs than in the active duty, but remains an important concern. All three MSAs took steps aimed at eliminating retaliatory behavior, improved resources for victims perceiving such behavior, and provided tools for faculty, staff, and peers to better prevent and respond to it.

Generally, retaliatory behavior is categorized as follows.<sup>xi</sup>

- **Reprisal** - affects professional opportunities and can involve a range of unjustified personnel actions, such as interfering with promotion, unreasonably downgrading someone's evaluation, or unfairly denying an award.
- **Ostracism** - involves exclusion from social acceptance for making a report or intending to report a sexual assault, or obstruct reporting of sexual assault and sexual assault legal proceedings.
- **Acts of cruelty, oppression, and maltreatment** - occur against a crime reporter when an individual who can legally give orders to that reporter commits such acts.

The 2016 SAGR asked about cadet and midshipmen experiences with retaliatory behavior. It should be noted that survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or maltreatment and, therefore, we refer to such outcomes as "perceived." Ultimately, only the results of an investigation (which takes into account legal aspects, such as the intent of the alleged perpetrator) can determine whether negative behaviors meet the *prima facie*<sup>xii</sup> requirements of prohibited retaliation. The estimates presented below reflect the

cadets and midshipmen's perceptions about a negative experience associated with reporting a sexual assault and not necessarily a reported or legally substantiated incident of retaliation. As such, rates for these items are caveated as "perceived."

Cadets and midshipmen were first asked if they experienced any behaviors related to ostracism, maltreatment, or professional reprisal. Subsequently, additional questions were asked to ascertain whether the indicated behaviors met legal criteria (*prima facie* evidence of offenses but not conclusions that offense was committed) for perceived ostracism, perceived maltreatment, and/or perceived professional reprisal.

The 2016 SAGR found that of the female cadets and midshipmen who indicated experiencing a sexual assault in the past year and reported it to a DoD authority, 50 percent indicated perceiving some kind of retaliatory behavior consistent with ostracism and maltreatment.<sup>xiii</sup> However, fewer than one percent of these respondents experienced behaviors that were consistent with these kinds of retaliatory acts defined in current policy and military law. Of the female cadets and midshipmen who indicated experiencing a sexual assault in the past year and reported it to a DoD authority, 13 percent indicated perceiving some kind of retaliatory behavior consistent with professional reprisal. However, about five percent of these respondents experienced behaviors that were consistent with reprisal as currently defined in current policy and military law.

These data suggests that more cadets and midshipmen perceive experiencing behaviors associated with ostracism and maltreatment than behaviors associated with reprisal. Ostracism, or social exclusion, often occurs via social media. All three MSAs

report watching social media at their academies for evidence of inappropriate treatment of victims reporting sexual assault. All have set policy and taken other action to notify cadets and midshipmen that such behavior is inappropriate. USAFA this year described two instances in which it took action to address inappropriate behavior on social media.

The Department's Retaliation Prevention and Response Strategy (RPRS) details actions to address retaliatory behavior against victims who report a sexual assault, complainants of sexual harassment, witnesses and bystanders who intervene, and first responders, such as SARCs and SAPR VAs. Work to implement the strategy across the Military Departments began in February 2016 and remains ongoing. The MSAs should leverage the RPRS to drive changes in retaliation.

## **Self-Assessment Highlights of Retaliation Efforts in APY 15-16**

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### **USMA**

USMA's Superintendent issued a policy memorandum on 1 June 2015 to all personnel assigned to West Point, prohibiting retaliation against personnel who report an allegation of sexual assault. The policy explicitly addressed retaliation and bullying, and states that soldiers who violate the retaliation policy may be subjected to punishment under Article 92, UCMJ. The policy emphasized that victims of sexual assault can only report and recover from an incident in an environment that is free from the fear of retaliation.

USMA received one retaliation allegation in APY 15-16. The Inspector General (IG) investigated the allegation and then referred it to the Tactical Chain of Command for appropriate action.

All USMA SHARP training sessions include instruction on the prohibition against retaliatory behavior, and the comprehensive

nature of the prohibitions (e.g. social media bullying).

### **USNA**

The Superintendent and Commandant frequently emphasize that social or professional retaliation against those who report any crime or misconduct is unacceptable behavior. USNA received one allegation of retaliation during APY 15-16 that was reported by a victim of sexual assault. The matter had not yet reached final disposition at the end of the APY.

Retaliation prevention and response education occurs throughout the SHAPE curriculum. SHAPE educators teach midshipmen what constitutes retaliatory behavior, how to recognize it, and how to report it. This education begins for midshipmen during Plebe Summer training. The curriculum builds up to a more in-depth discussion during the first session of the Third Class (sophomore) year. This is when the SHAPE Peer Educators discuss the influence of social media and how it can be used in retaliatory behavior. Second Class and First Class year (junior and senior, respectively) education focuses on these midshipmen's transition to a leadership role and the responsibility they have to promote professional work environments free of retaliatory behavior.

### **USAFA**

USAFA leadership this year focused on ostracism facilitated by social media. Following the conclusion of two sexual assault cases in APY 15-16, comments against victims on the anonymous social media site, Yik-Yak, may have been intended to target and socially exclude the victims from the CW. USAFA CW leadership worked with JA to construct corrective briefings to address the comments on social media with the end goal to reduce rumors, gossip, victim blaming, and other disruptive behavior that can occur due to inaccurate information or miscommunication.



Of the public sexual assault cases referred to court-martial, one resulted in a conviction of the offender and the other resulted in an acquittal. Each case spawned a different reaction on Yik-Yak. Criticism of the victim in the case that resulted in a conviction largely grew from misunderstandings of the facts of the case and related law. Criticism of the victim in the case that resulted in an acquittal focused on the misbelief that an acquittal indicates the victim was lying, and therefore, subject to proceedings under the Honor Code. The corrective briefing clarified that an acquittal in a criminal case does not necessarily impugn a victim's honesty, explained the legal process in greater detail, and recommended

appropriate ways to respond to sexual assault allegations. USAFA leadership believed the briefings successfully addressed these matters because they provided an opportunity to answer questions from cadets and to correct misunderstandings about the military justice system.

There was only one allegation of retaliation made at USAFA in APY 15-16 and it was not reported by a cadet. The allegation remained under investigation by IG at the end of the APY.

## Focus Area Four: Sexual Harassment Prevention and Response

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The behaviors that constitute sexual harassment do not always rise to the level of criminal misconduct. Such behavior is nonetheless disruptive to the target of the harassment and undermines good order and discipline. Sexual harassment requires a different response than the crime of sexual assault. As a result, the formal and informal complaint processes available in Department policy provide military members, including cadets and midshipmen, two ways to address sexual harassment.

The 2016 SAGR found about 48 percent of Academy women indicated perceiving sexual harassment at some point within the year prior to being surveyed; specifically 46 percent of USMA women, 51 percent of USNA women, and 47 percent of USAFA women.

Overall, an estimated 12 percent of Academy men indicated perceiving sexual harassment during the APY; specifically 13 percent of USMA men, 12 percent of USNA men, and 11 percent of USAFA.

This is about the same rate of sexual harassment measured for both men and women in APY 13-14. However, the sexual harassment question used this year was new, so an exact comparison to previous years' rates is not possible. (The SAGR employed the Department's "Military Equal Opportunity" measure for sexual harassment in 2016. This measure was developed by RAND in 2014 and is used on the *Workplace and Gender Relations Survey* of the total force).

The three Academies received a total of 10 sexual harassment complaints during APY 15-16, down from 28 complaints in the last academic program year. The 10 complaints of sexual harassment included two formal complaints and eight informal complaints. USMA received two formal complaints and

one informal complaint, USNA received five informal complaints, and USAFA received two informal complaints.

Cadets and midshipmen can intervene against sexual harassment by speaking to their peers or involving leadership. Gauging this level of intervention can help the Academies and the Department assesses changes in the degree in which cadets and midshipmen take "ownership" over this issue. The 2016 SAGR does this by asking cadets and midshipmen to rate the extent to which they would be willing to point out to someone that they "crossed the line" and to seek help from the chain of command against sexual harassment. Results indicate that high percentages of cadets and midshipmen are willing to intervene against sexual harassment, a continuing positive increase in willingness to intervene over already high rates from the survey in 2014.

Specifically, the vast majority of cadets and midshipmen (91 percent of both Academy women and men) reported that they were willing to intervene to a moderate, large, or very large extent, which is a statistically significant increase (two percent higher for both Academy women and men) over already-high percentages in 2014. The 2016 SAGR also asked cadets and midshipmen to rate the extent to which they would be willing to seek help from the chain of command in stopping others who continue to engage in sexual harassment after having been previously spoken to. On this item, 84 percent of Academy women and 90 percent of Academy men reported that they were willing to seek help from the chain of command to a moderate, large, or very large extent, also an increase over 2014 (four percent higher for Academy women and three percent higher for Academy men, compared to 2014).

Sexual harassment contributes to a climate of tolerance for inappropriate and unwanted gender-related actions and behaviors that supports sexual assault, therefore preventing sexual harassment is a key component of effective sexual assault prevention. The indicated willingness of cadets and midshipmen to intervene against sexual harassment may be a leading indicator of positive trends that the Academies can capitalize on in future efforts.

Military research has consistently identified a strong positive correlation between the occurrence of sexual harassment in a military unit and the occurrence of sexual assault within the unit.<sup>xiv</sup> Results from the 2016 SAGR show that the risk of sexual assault is higher for those who have experienced sexual harassment in the past year than for those who did not experience sexual harassment. For instance, for Academy women who indicated experiencing sexual harassment in the past year, the risk of sexual assault was about nine times higher than if they did not experience sexual harassment. Of the Academy men who indicated experiencing sexual harassment in the past year, the risk of sexual assault was about twelve times higher.

The MSAs' sexual harassment prevention efforts continue to lack the same emphasis as their SAPR programs. Academy training is not providing adequate information for cadets and midshipmen to understand the relationship of sexual harassment and sexual assault, not tailored for each class year, and not provided with the appropriate frequency.

The following section highlights some of the efforts that MSAs made to improve their sexual harassment prevention and response programs during APY 15-16. However, the Academies must make more enhancements to their sexual harassment curriculum so that cadets and midshipmen are better aware of the relationship between sexual harassment and sexual assault.

## Self-Assessment Highlights of Sexual Harassment Prevention and Response Efforts in APY 15-16

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### USMA

The Department of Army is unique among the Services in that it has combined sexual harassment and sexual assault programs into the SHARP Program.

USMA directed Second Class Cadets complete the Army's Emergent Leader Immersive Training Environment (ELITE) on-line training program. USMA integrated the ELITE interactive video game into its Military Leadership course. The training provides cadets with animated scenarios regarding sexual assault and sexual harassment and illustrates ways to handle such situations. These scenarios offer cadets a chance to practice interpersonal communication skills that they learn through the program.

USMA's Special Leadership Development Program, or Respect Program, provides cadets with a space to evaluate their behavior critically through structured reflection with a developmental coach. The program is for cadets who demonstrate a lack of maturity and engage in acts inconsistent with Army Values, such as sexist behaviors. The reflection and mentorship program allows cadets to acknowledge the nature of the behaviors they demonstrated and work to create positive change in their conduct.

### USNA

Midshipmen Character Advisors are company level positions who serve as well-informed counselors for fellow midshipmen on Equal Opportunity (EO) and sexual harassment issues. USNA trains Character Advisors using DEOMI online courses. These advisors are EO subject matter resources within the company to provide information, training, and liaison with the Commandant's Command Managed Equal Opportunity (CMEO) Officer.

USNA intends to update sexual harassment instructions, create diverse sexual harassment and EO training products tailored by class, and more widely disseminate complaint resolution procedures to faculty, staff, and midshipmen during the next APY. The CMEO team will also continue to clarify and widely disseminate the distinctions between the sexual harassment complaint and the sexual assault reporting processes to ensure all midshipmen are aware of appropriate reporting procedures.

## USAFA

USAFA's main effort to integrate sexual assault and sexual harassment awareness in APY 15-16 occurred during Basic Cadet

Training (BCT) for the Class of 2019 and again for the Class of 2020. USAFA EO, SAPR, and CW Human Relations Education and Training (HRT&E) delivered a consolidated block of instruction during BCT in the summer of 2015. The combined sexual assault and sexual harassment training covered the entire spectrum of the continuum of harm. The 3-hour training block explained the continuum of harm, healthy relationships, sexual harassment, and sexual assault.

USAFA designed the training to be scenario-based and highly interactive. Basic cadets observed how single inappropriate behaviors could eventually lead to a destructive climate. USAFA plans to leverage this consolidated approach in the future.

# Conclusion

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The MSAs have extensive SAPR and sexual harassment prevention and response programs that have helped increase awareness of these two pervasive issues via activities such as engaging cadets and midshipmen in training and education activities, and providing timely and compassionate victim response.

More work must be done by the Academies to encourage reporting of sexual assault. The SAPR programs at the MSAs must emphasize the importance of privacy and confidentiality so that more victims will feel empowered to come forward and report this crime. Efforts to improve victim response are important as continued improvement builds confidence in the system and continually connects victims who report with appropriate care and support.

The Academies must increase the emphasis on the prevention of sexual harassment, especially because of the strong positive correlation between the frequency of sexual harassment and the occurrence of sexual assault. As seen in 2016 SAGR results, problematic behaviors such as sexual harassment and alcohol use influenced the occurrence of sexual assault.

The Department is concerned about the overall increase in estimated prevalence of USC at the MSAs. Therefore, DoD SAPRO will focus its on-site assessment for APY 16-17 on the MSAs' sexual assault and harassment prevention programs. This effort will leverage nationally recognized primary prevention subject matter experts to target different approaches in order to achieve more effective results.

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<sup>i</sup> Association of American Universities. (2015). *Campus Climate Survey on Sexual Assault and Sexual Misconduct*. Retrieved from [https://www.aau.edu/uploadedFiles/AAU\\_Publications/AAU\\_Reports/Sexual\\_Assault\\_Campus\\_Survey/AAU\\_Campus\\_Climate\\_Survey\\_12\\_14\\_15.pdf](https://www.aau.edu/uploadedFiles/AAU_Publications/AAU_Reports/Sexual_Assault_Campus_Survey/AAU_Campus_Climate_Survey_12_14_15.pdf)

<sup>ii</sup> Six additional Restricted Reports from previous academic program years converted to Unrestricted Reports in academic program year 2014-2015.

<sup>iii</sup> Centers for Disease Control and Prevention. (2016). *Stop SV: A Technical Package to Prevent Sexual Violence*. Retrieved from <http://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>

<sup>iv</sup> Centers for Disease Control. (2016). *Stop SV: A Technical Package to Prevent Sexual Violence*. Retrieved from <http://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>

<sup>v</sup> RAND. (2015). *2014 RAND Military Workplace Study*, 92. Retrieved from [http://sapr.mil/public/docs/reports/FY14\\_Annual/FY14\\_Annual\\_Report\\_Annex\\_1\\_RAND.pdf](http://sapr.mil/public/docs/reports/FY14_Annual/FY14_Annual_Report_Annex_1_RAND.pdf)

<sup>vi</sup> Lippy, C. and DeGue, S. (2016). Exploring Alcohol Policy Approaches to Prevent Sexual Violence Perpetration. *Trauma Violence and Abuse*, 17, 26-42.

<sup>vii</sup> Teal is the color ribbon used internationally to represent efforts to address sexual assault.

<sup>viii</sup> "It's On Us" is the White House campaign to prevent sexual assault at colleges and universities.



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<sup>ix</sup> Botvin is the creator of LifeSkills Training, an evidence based substance abuse prevention program proven to reduce the risks of alcohol, tobacco, drug abuse, and violence by targeting the major social and psychological factors that promote substance use and other risky behaviors.

<sup>x</sup> Department research includes the *2014 RAND Military Workplace Study* and the *2016 Service Academy Gender Relations Survey*.

<sup>xi</sup> This does not constitute a full list or complete description of retaliatory behaviors addressed by the RPRS.

<sup>xii</sup> Based on first impression and accepted as correct until proved otherwise.

<sup>xiii</sup> Very few male cadets/midshipmen responding to the 2016 SAGR indicated experiencing retaliation associated with sexual assault in the past APY. As a result, the Department was not able to report out the percentage of male cadets/midshipmen who indicated perceiving some kind of retaliatory behavior.

<sup>xiv</sup> RAND. (2015). *2014 RAND Military Workplace Study*, 92. Retrieved from [http://sapr.mil/public/docs/reports/FY14\\_Annual/FY14\\_Annual\\_Report\\_Annex\\_1\\_RAND.pdf](http://sapr.mil/public/docs/reports/FY14_Annual/FY14_Annual_Report_Annex_1_RAND.pdf)

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