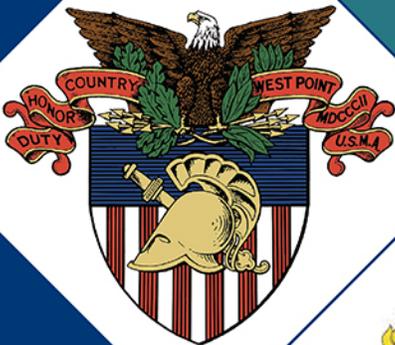




Annual Report on Sexual Harassment and Violence at the Military Service Academies

Academic Program Year
2015-2016





*Department of Defense
Annual Report on Sexual Harassment and Violence at the Military Service
Academies, Academic Program Year 2015-2016*

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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

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*.ⁱ

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.ⁱⁱ

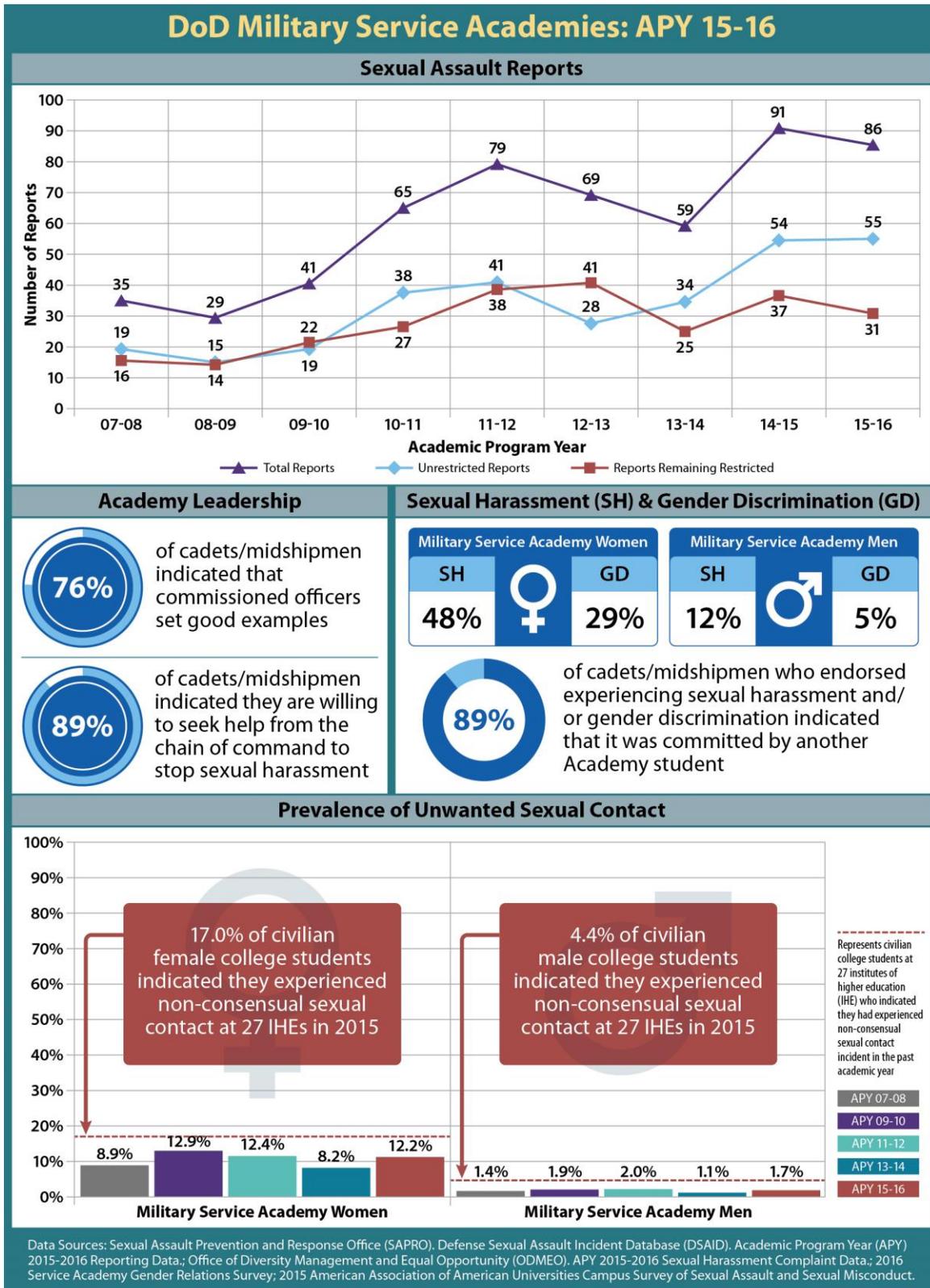
Although the overall reporting numbers decreased from academic program year 2014-2015, the United States Military Academy and the United States Naval Academy saw increases in reports of sexual assault. The Military Academy received 26 reports (20 Unrestricted and 6 Restricted Reports) up from 17 reports 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



Data Sources: Sexual Assault Prevention and Response Office (SAPRO), Defense Sexual Assault Incident Database (DSAID), Academic Program Year (APY) 2015-2016 Reporting Data; Office of Diversity Management and Equal Opportunity (ODMEO), APY 2015-2016 Sexual Harassment Complaint Data.; 2016 Service Academy Gender Relations Survey; 2015 American Association of American Universities Campus Survey of Sexual Assault and Sexual Misconduct.

Introduction

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).

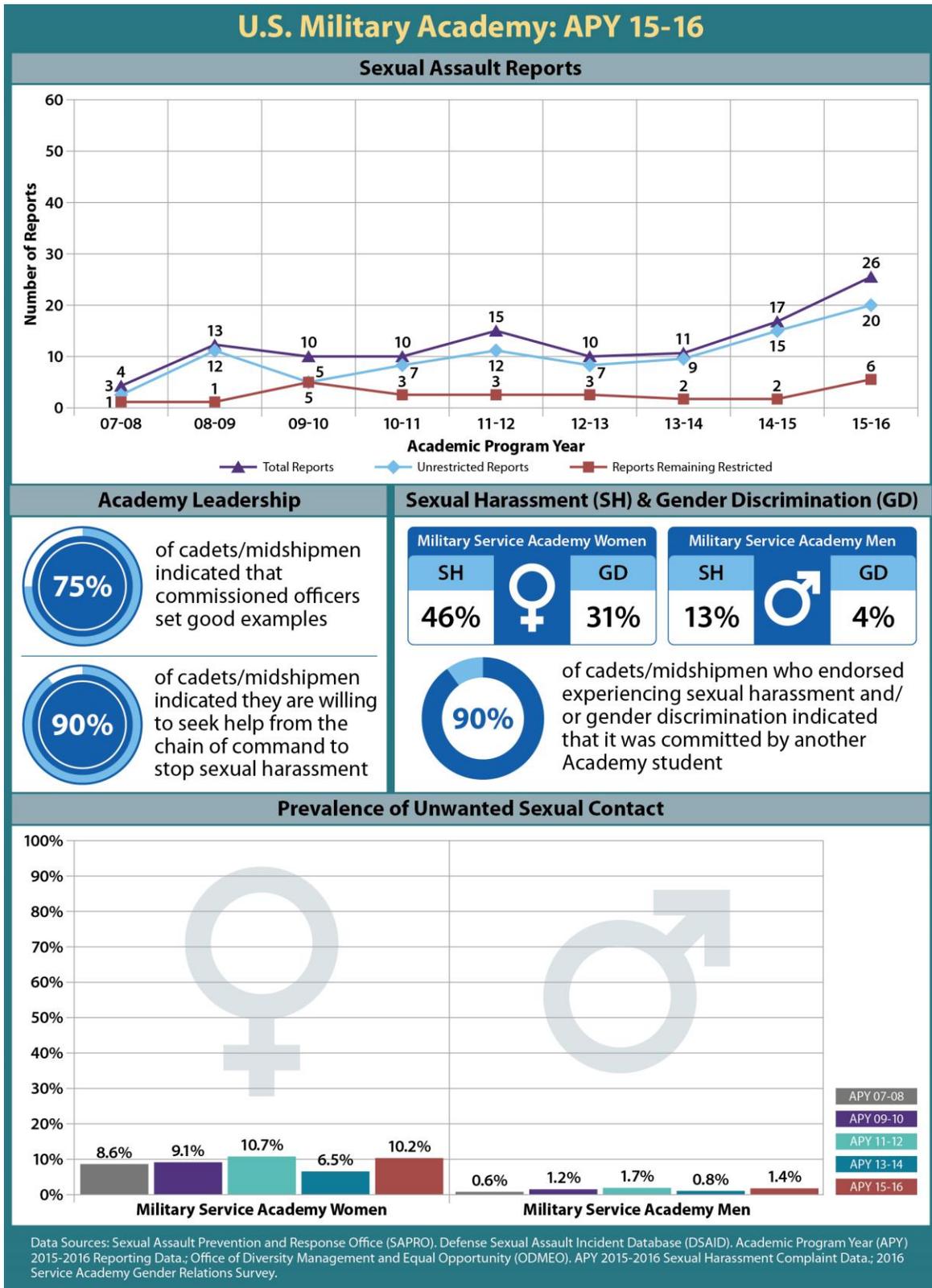
DoD assessment reports for the APYs beginning in odd-numbered years, as is the case for this year's report, include each Academy's self-assessment and a scientific, anonymous survey of cadets and midshipmen, conducted by the Office of People Analytics (OPA).¹ The biennial survey, known as the *Service 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.

¹ 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).

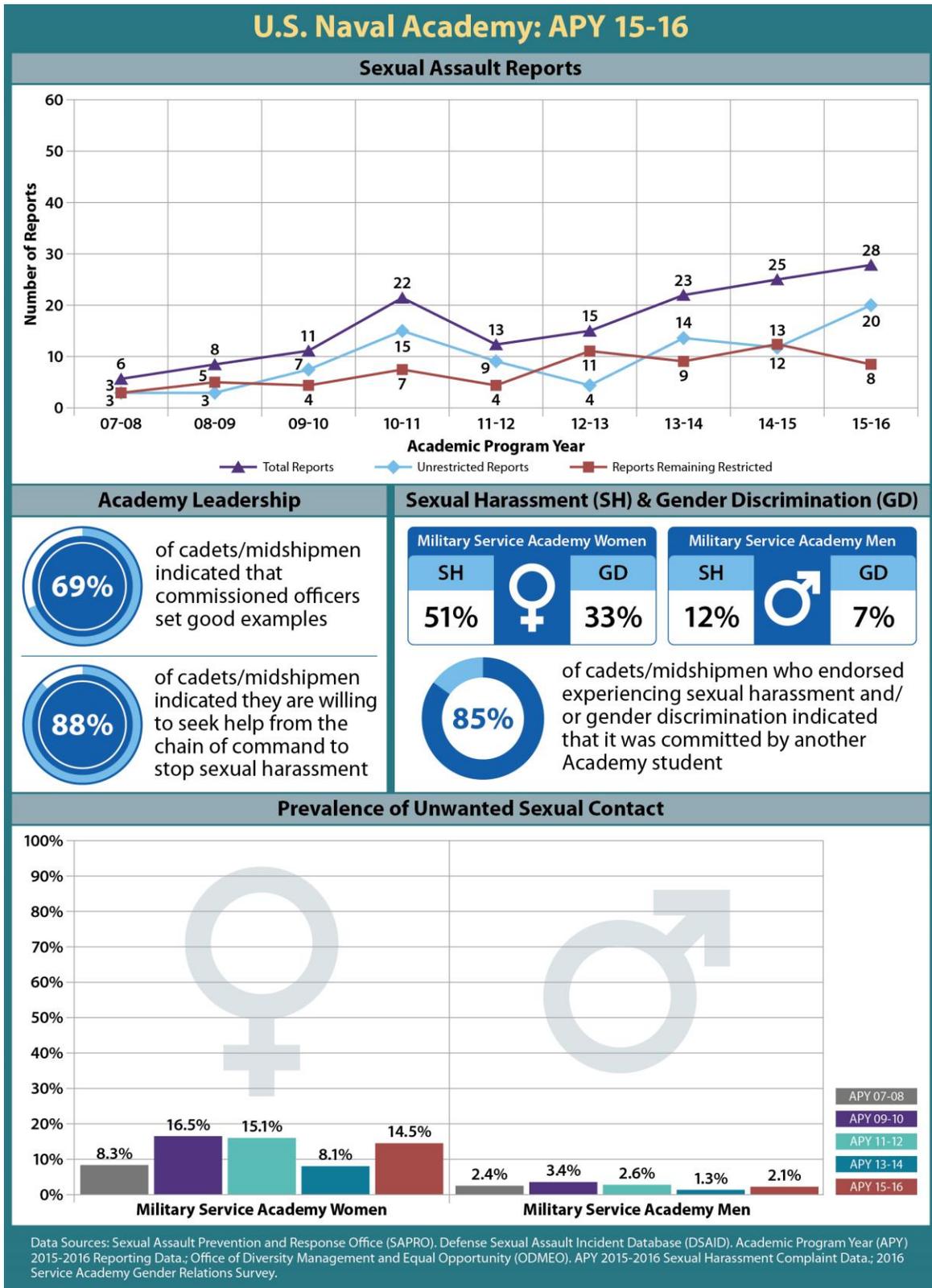
The MSA self-assessments describe progress in their Sexual Assault Prevention and Response (SAPR) and Prevention of Sexual Harassment (POSH) programs, new initiatives, and program improvement efforts undertaken during the APY. The MSAs also provide updates on their work to respond to Secretary of Defense 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.

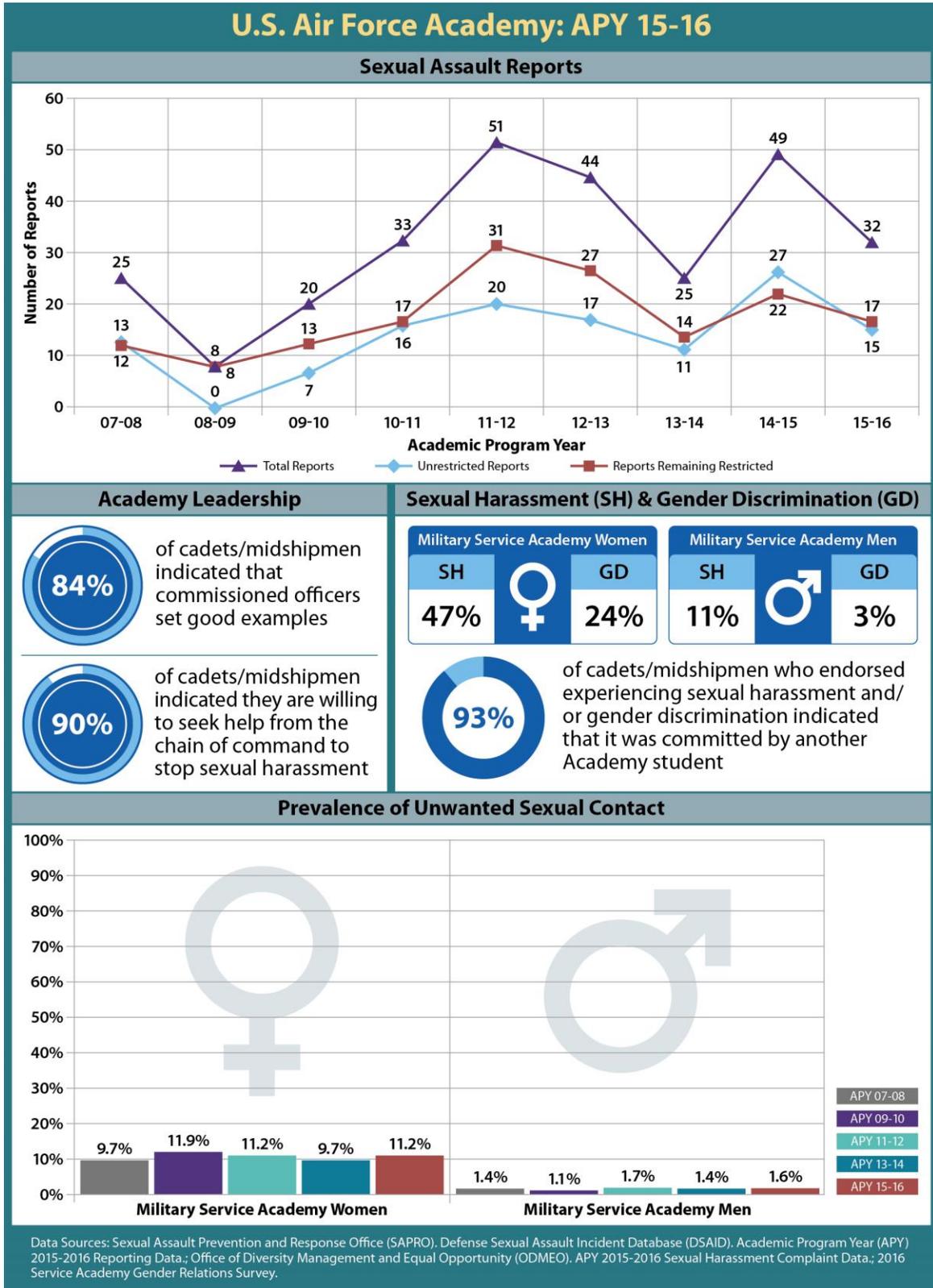
U.S. Military Academy Data



U.S. Naval Academy Data



U.S. Air Force Academy Data



Focus Area One: Sexual Assault Prevention

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 perpetrators²;
- Prevention approaches should promote social norms or expectations about behavior that make sexual assault less likely, and;

² 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.ⁱⁱⁱ 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)³ 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.

³ 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^{iv} 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.^v 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.^{vi} 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

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."^{vii} Cadets attending Teal Games wearing their "It's On Us"^{viii} 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," 21st 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 "Tipsy 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^{ix} 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

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 10th 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

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

Department research^x 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.^{xi}

- **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*^{xii} 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.^{xiii} 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

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

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 assess 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.^{xiv} 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

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

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.

ⁱ 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

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

ⁱⁱⁱ 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>

^{iv} 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>

^v 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

^{vi} Lippy, C. and DeGue, S. (2016). Exploring Alcohol Policy Approaches to Prevent Sexual Violence Perpetration. *Trauma Violence and Abuse*, 17, 26-42.

^{vii} Teal is the color ribbon used internationally to represent efforts to address sexual assault.

^{viii} "It's On Us" is the White House campaign to prevent sexual assault at colleges and universities.

^{ix} 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.

^x Department research includes the *2014 RAND Military Workplace Study* and the *2016 Service Academy Gender Relations Survey*.

^{xi} This does not constitute a full list or complete description of retaliatory behaviors addressed by the RPRS.

^{xii} Based on first impression and accepted as correct until proved otherwise.

^{xiii} 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.

^{xiv} 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

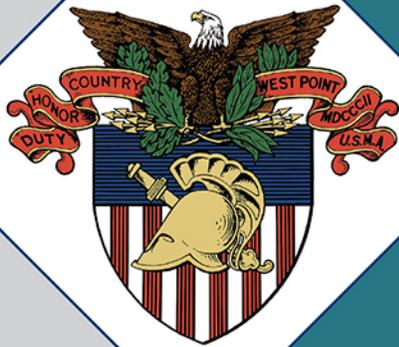
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Appendix A: DoD Assessment of the United States Military Academy



Appendix A: U.S. Military Academy Assessment



In the following section, the Department provides an update on the status of all of the United States Military Academy's (USMA) pending action items entering into Academic Program Year (APY) 2015-2016. These action items include Secretary of Defense initiatives, suggested enhancements identified in the previous APY 14-15 Report, and previously identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment in the next APY.

Of USMA's 16 pending items, ten were completed this year.

- Six items are in progress:
 - One Secretary of Defense Initiative remains in progress.
 - Three of the seven action items identified for all three Military Service Academies (MSA) in the APY 14-15 Report remain in progress.
 - Two of the four action items specific to USMA from the APY 14-15 and earlier reports remain in progress.
 - None of the four suggested enhancements from the APY 14-15 Report remain in progress.

Implementation Progress: Secretary of Defense Initiatives Common for All MSAs

The following section provides the actions that USMA has taken to implement its open Secretary of Defense initiative. The initiative listed below was considered "in progress" by the Department in the APY 14-15 Report. This initiative remains in progress.

Improving Sexual Assault Reporting

Requirement: Academies were to assess their individual Academy climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

USMA Action: The results of the organizational climate survey conducted by the Defense Equal Opportunity Management Institute (DEOMI), were used by commanders at all levels. Findings were evaluated by each Command who administered the surveys and actions were taken to address key findings. These surveys are built for commanders' internal use and application.

Secretary of Defense Initiatives USMA Progress at a Glance

Status

Improving Sexual Assault Reporting	→ In Progress
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● Complete → In Progress ✖ No Progress

Status: **In Progress.** Reporting of sexual assault at USMA reached a high of 26 reports this year. However, USMA described no additional progress on this initiative in its self-assessment report. USMA originally provided an action memorandum in APY 14-15,

outlining specific actions directed by the Superintendent to encourage greater reporting. To complete this initiative, USMA must provide the Department with follow up documentation describing execution of the activities directed by the Superintendent.

Assessment of Action Items Common to All MSAs in the APY 14-15 Report

The Department assessed USMA's efforts to complete the action items identified for all three MSAs in the APY 14-15 Report. Action items are initiatives the MSAs were to adopt to address areas of improvement as a result of findings from the Department's on-site assessment. The Department found sufficient evidence to close four action items, with three remaining open.

APY 14-15 Action Items Common to all MSAs USMA Progress at a Glance

	Status
Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts	● Complete
Strengthen Sexual Harassment Prevention and Response Efforts	→ In Progress
Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen	→ In Progress
Make Available and Require use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments	● Complete
Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes	● Complete
Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim	● Complete
Adapt the Department's SAPR Metrics to Create Academy Program Metrics	✘ No Progress

● Complete → In Progress ✘ No Progress

Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts

Requirement: Academy Superintendents were to provide more direct supervision over their Equal Opportunity (EO) offices. More attention from the Superintendents will emphasize the important role that the sexual harassment programs play in establishing climates of dignity and respect at the Academies.

USMA Action: The Superintendent's special staff includes both the Sexual Harassment/Assault Response and Prevention (SHARP) Program Manager and the Diversity Officer, who is the direct supervisor of the Equal Opportunity Staff members. Both of these offices have open door access to the Superintendent to discuss issues or program concerns.

Status: Complete.

Strengthen Sexual Harassment Prevention and Response Efforts

Requirement: The MSAs were to review their sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention.

USMA Action: USMA uses the Army SHARP Training Support package when conducting Annual and recurring SHARP Training for all audiences. Included in that material is the continuum of harm that is used to discuss the impact of escalating inappropriate behaviors that can lead to sexual harassment, as well as a discussion about ways in which individuals can intervene, why one should intervene, and the impact that the inappropriate behavior has on

individuals, units, and the community at large. The Gold Book also describes the integration of sexual harassment training into USMA efforts to improve character. These briefings discuss the types of sexual harassment, as well as the methods available to address issues through the SHARP Program for military personnel and through Equal Employment Opportunity (EEO) for civilian personnel.

Status: **In Progress.** The Department notes USMA's progress to create a comprehensive prevention program that addresses sexual harassment and assault. However, the self-assessment provided no documentation to address how USMA tailors the Army's sexual harassment material for each cadet class year, whether it's provided at a sufficient frequency throughout the academic experience, and how it assesses sexual harassment prevention effectiveness.

Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen

Requirement: The MSAs were to continue developing plans to further increase cadet and midshipman reporting.

USMA Action: All direct service providers are credentialed and USMA has an internal tracking system used by the SHARP PM to ensure that as the recertification windows open for each SHARP Professional the required documents are submitted to the Credentialing Boards. Additionally, actions have been taken from a policy standpoint to adjust the parties to which a victim may disclose a sexual assault. USMA intends to have this policy revision in place before the beginning of APY 16-17.

USMA has identified the location of the United States Corp of Cadets (USCC) Sexual Assault Response Coordinator (SARC) and SAPR Victim Advocate (VA) as a key issue in its overall support for victims. The current location in Nininger Hall is highly visible in the

cadet area and is typically associated with Honor Code violations. There also is no waiting area if the USCC SARC is meeting with another cadet, causing cadets to have to wait outside the SARC office in the hallway. Additionally, the current location creates logistical challenges for cadets to move through the reporting and investigative process following an Unrestricted Report of sexual assault. Cadets must be transported to the Criminal Investigation Command (CID) location. The amount of time a cadet has to set aside for these interviews is challenging with the limited time and complicated schedules under which cadets operate. A new location has been identified for APY 16-17.

USMA believes that these seemingly simple program adjustments will resonate as deepening the institutional resolve to provide caring, efficient, private, and expeditious support when an incident of sexual violence is reported.

Status: **In Progress.** The Department considers this to be in progress as efforts to improve reporting and ensure confidentiality and privacy are still ongoing.

Make Available and Require use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments

Requirement: All SARCs and SAPR VAs were to be provided with and required to use government means to communicate with and transport victims in order to maintain the level of professional behavior that is outlined in the Defense Sexual Assault Advocate Certification Program (D-SAACP) Code of Ethics.

USMA Action: USMA has a single 24/7 Sexual Assault Hotline and a back-up phone. Each phone is carried by a different member of the SHARP team. The protocol for phones is that if the hotline rings three times and is

not answered, it automatically rolls to the back-up phone. This is in place due to the fact that there are times when the person carrying the hotline may be in an area that has a low cell signal, and rather than have the phone go to voicemail, USMA has a system in place to ensure that anyone calling the hotline will be answered by a member of the SHARP team. SHARP teammates also have government email accounts to manage communication with their clients. There is a government vehicle available for the SARC and SAPR VA to use if they need to transport a victim to any appointment having to do with a reported incident of sexual assault.

Status: **Complete.**

Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes

Requirement: The MSAs were to discuss possible outcomes to allegations, in order to set reasonable expectations of the strengths and limitations of the military justice system and assist with meeting requirements outlined in Enclosure 10 of DoDI 6495.02.

USMA Action: The USMA leadership shares information with the community as a way of maintaining transparency on cadet life and USMA standards. The Superintendent included class-specific slides in his briefings to each class that discussed “Pitfields and Mines” at the start of the academic year. These statistics informed the class of misconduct on the part of the class ahead of them.

Real cases are sanitized of personal information and turned into “X/Y Cases” that are used in periodic training and to assist the chain of command in generating discussion.

West Point and the Center for the Army Profession and Ethic (CAPE) produced a case study training package with interviews

and in-depth materials to document a crime that occurred at West Point within USCC.

Status: **Complete.** The materials produced by USMA's CAPE are a benchmark for the other MSAs. Case studies can be reviewed at: <http://cape.army.mil/case-studies/>

Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim

Requirement: Military officers in the chain of command overseeing cadets and midshipmen were to receive a clear, concise case status update at the Case Management Group (CMG) to share with victims. The commanders must be invited to the CMGs and receive updates from all attendees, whenever possible.

USMA Action: The monthly Sexual Assault Review Board (SARB) meeting is arranged to provide only commanders and other “need-to-know” persons with case specific information on investigative status, judiciary status, and other matters related to the cases within their command or directorate. Case updates to victims are typically provided by either the SARC, SAPR VA, or the Special Victims Counsel (SVC), as they have the most detailed set of information. Victim services and connection to the SHARP Program Professionals is also a point of discussion in the SARB.

Status: **Complete.** However, the Department would like to see additional information to document that victims’ tactical officers are being regularly included in the SARB.

Adapt the Department's SAPR Metrics to Create Academy Program Metrics

Requirement: The MSAs were to adapt DoD's SAPR metrics as part of a larger metrics effort to capture and communicate progress in addressing both sexual assault and sexual harassment.

USMA Action: USMA leverages the *Sexual Assault and Gender Relations (SAGR)* Survey results in its ongoing efforts to assess the effectiveness of the SHARP Program. Currently the issues of concern to the Superintendent are the unwanted sexual contact (USC) numbers, the incidences of sexual harassment, and the prevalence of gender discrimination. These elements of the

culture are integrally connected to the efforts to foster behavior change through facilitated and structured discussions throughout the academic year. Internal surveys on culture augment these metrics with additional data to better understand where subcultures exist and trend over time. Future work with internal surveys will focus on gathering data that can be used to assess a class aggregate of change in behavior and attitudes over time.

Status: No Progress. The Department recognizes USMA's efforts to apply the findings of the *SAGR* and other surveys to its program. However, USMA provided no documentation to demonstrate it created a suite of metrics to periodically communicate SHARP program health to the Superintendent and USMA stakeholders.

Assessment of Action Items Specific to USMA from Previous Reports

The Department assessed the action items identified specifically for USMA in the APY 14-15 Report and the open action items USMA had from prior assessments and found sufficient evidence to close two action items, with two remaining open.

Previous Action Items USMA Progress at a Glance	
	Status
Ensure Cadets Know Where to File a Sexual Harassment Complaint	● Complete
Update MOU with Westchester Hospital to Address Procedures for SAFEs	→ In Progress
Submit Sexual Harassment Training for Approval	● Complete
Develop, Implement, and Track Metrics	✘ No Progress
● Complete → In Progress ✘ No Progress	

Ensure Cadets Know Where to File a Sexual Harassment Complaint

Requirement: USMA was to clarify its training and messaging to identify the SARC as the point of contact for complaints of sexual harassment.

USMA Action: The SHARP Office personnel throughout APY 15-16 received most of the cases of sexual harassment as a first report. The transition from EO to SHARP handling sexual harassment cases was messaged throughout the year in training venues.

Status: Complete.

Update MOU with Westchester Hospital to Address Procedures for SAFEs

Requirement: USMA was to update the Memorandum of Understanding (MOU) with

Westchester Hospital with more specific information for sexual assault nurse examiners conducting a Sexual Assault Forensic Exam (SAFE) for a military member. The procedures for obtaining and storing evidence collected during a SAFE in Restricted Report cases also needed to be reflected in the MOU.

USMA Action: Due to regulations and HIPPA, if a cadet reports to Westchester Hospital without going through Keller Army Community Hospital (KACH) only the patient can authorize any release of information, unless the patient gives written consent. The appropriate contact information for all of the West Point SARCs and SAPR VAs is provided to the units at each of the local facilities.

The proposed MOU with Westchester Hospital, will address the process for contacting the appropriate DoD agency to take custody of evidence collected during the SAFE procedures, and the process for obtaining and storing evidence collected during a SAFE in Restricted Report cases. SAFE exam kits will be given to the responding SAPR VA for transport to the Provost Marshal Office in Restricted Reports. For an Unrestricted Report the SAFE exam kit will be given to the responding CID agent.

Status: In Progress. The Department considers this to be in progress as USMA is still developing the MOUs with local area hospitals. MOUs should reflect Army guidance for information release, evidence preservation, and chain of custody requirements.

Submit Sexual Harassment Training for Approval

Requirement: The Academies were directed to comply with DoD policy by submitting their sexual harassment training programs to the DEOMI for approval.

USMA Action: USMA submitted its sexual harassment training slides to DEOMI for approval on 1 June 2015.

Status: Complete.

Develop, Implement, and Track Metrics

Requirement: Appoint an office of primary responsibility at USMA to develop, implement, and track metrics.

USMA Action: A research Psychologist works with the SHARP Program Manger to

track metrics and assess the overall effectiveness of USMA's program. Internal culture and honor surveys that are created by the research office at the Academy will be created in coordination with the SHARP Office to ensure that USMA is working to capture useful culture trends that can be used to continue to inform the work being done to generate and foster climate and culture change among the Corps of Cadets.

Status: **No Progress.** The Department recognizes USMA's efforts to develop the Periodic Development Review (PDR) to track sexual assault and harassment prevention and response metrics. However, USMA provided no documentation to demonstrate it created a suite of metrics within the PDR or other appropriate means to periodically communicate SHARP program health to the Superintendent and USMA stakeholders.

Assessment of Suggested Enhancements from APY 14-15 Report

Suggested enhancements are promising practices that the Academies were encouraged to consider adopting in the APY 14-15 Report. The Department found sufficient evidence to close all four suggested enhancements.

Suggested Enhancement USMA Progress at a Glance	
	Status
Develop Sexual Assault Procedures for Representatives Leading Off-Campus Activities	● Complete
Adopt Code of Conduct Contract for Sports Teams, Clubs, and Their Coaches	● Complete
Use Sports Teams and Clubs as Agents of Change to promote Healthy Relationships	● Complete
Include CID in an Appropriate Block of SHARP Training	● Complete
● Complete → In Progress ✖ No Progress	

Develop Sexual Assault Procedures for Representatives Leading Off-Campus Activities

Suggested Enhancement: The Department encouraged USMA to consider developing sexual assault procedures for Academy representatives leading off-campus activities so that victim care continues to meet the same standard regardless of where an incident occurs.

USMA Action: USMA’s Officer in Charge Trip Checklist includes procedures for off-campus activities.

Status: Complete.

Adopt Code of Conduct Contract for Sports Teams, Clubs, and Their Coaches

Suggested Enhancement: The Department encouraged USMA to consider employing a code of conduct, similar to that used by USNA, to deter inappropriate behaviors. A code of conduct helps set appropriate expectations for all team members and enhances the MSAs’ ability to hold athletes and coaches appropriately accountable for unacceptable behavior.

USMA Action: The Directorate of Intercollegiate Athletics instituted a code of conduct that each cadet-athlete signs. Included in the code of conduct is the statement, “as a cadet-athlete at Army West Point, I will understand that I am the force behind the fight against sexual harassment and assault response and prevention. I will follow the USCC Standard Operating Procedure for situations involving sexual harassment or assault.”

Status: Complete.

Use Sports Teams and Clubs as Agents of Change to Promote Healthy Relationships, both on and off the Field

Suggested Enhancement: Recognizing the potential contributions from sports teams and clubs, DoD encouraged the MSA Athletic Departments to consider engaging in efforts to promote healthy relationships, mutual respect, and appropriate boundaries among teammates. USMA was encouraged to review and adopt a practice that would be appropriate to its unique academy culture.

USMA Action: Men's Basketball, Women's Basketball and Women's Soccer participated in a One Love Foundation Escalation Workshop in August 2015. One Love works with young people across the country to raise awareness about the warning signs of abuse and activate communities to work to change the statistics around relationship violence. The Escalation Workshop teaches about healthy relationships, promotes peer-to-peer conversations on relationship violence, and provides information on how to seek support. Jenna McLaughlin, assistant coach for women's basketball, has been certified to be a facilitator for the One Love Escalation Workshop. The plan is to customize the workshop for cadets and present to other teams.

All teams participated in the Defensive Communications training. It equips athletes with the knowledge and awareness to communicate responsibly on the internet. With every post made on Twitter, Facebook, and the other social media platforms, they run the risk of compromising their standing on the team, as well as their academic and professional career. This training highlights inappropriate behavior in the world of social media and holds each cadet-athlete accountable for their behavior. Plebes will participate in this training throughout APY 16-17.

Status: Complete.

Include CID in an Appropriate Block of SHARP Training

Suggested Enhancement: The Department encouraged USMA to consider identifying where and how CID can best support the SHARP training program and integrate them accordingly.

USMA Action: USMA has created a Sexual Assault Report Subject Matter Expert (SME) Panel comprised of the Staff Judge Advocate (SJA), CID, and SVC who have conducted information briefs throughout the year. Specifically, this briefing was done during a Sexual Assault Awareness and Prevention Month (SAAPM) event, a screening of the movie, "The Hunting Ground." After the movie, the SME Panel discussed the process that CID and SJA go through when an Unrestricted Report of sexual assault is received. USMA presented this panel multiple times throughout the APY and it has been well received. The Academy plans on including it as an ongoing program.

Status: Complete.

Appendix B: DoD Assessment of the United States Naval Academy



Appendix B: U.S. Naval Academy Assessment



In the following section, the Department assesses all of the U.S. Naval Academy's (USNA) pending action items entering into Academic Program Year (APY) 2015-2016. These action items include Secretary of Defense initiatives, suggested enhancements identified in the previous APY 14-15 Report, and previously identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment in the next APY.

Of USNA's 24 pending items, 20 were completed this year.

- Four items are in progress:
 - One of the two Secretary of Defense Initiatives remains in progress.
 - One of the seven action items identified for all three Military Service Academies (MSA) in the APY 14-15 Report remains in progress.
 - Two of the six action items specific to USNA from the APY 14-15 and earlier reports remain in progress.
 - None of the nine suggested enhancements from the APY 14-15 Report remain in progress.

Implementation Progress: Secretary of Defense Initiatives Common for all MSAs

The following section provides the actions that the USNA has taken to implement Secretary of Defense initiatives. The initiatives listed below were considered "in progress" by the Department in the APY 14-15 Report. The Department found sufficient evidence to close one initiative, with one remaining open.

Targeted Interventions

Requirement: In 2014, the *Sexual Assault and Gender Relations (SAGR)* Survey found that sophomore women at all three MSAs indicated experiencing higher rates of past-year sexual assault than the other three class years. Consequently, the Secretary of Defense directed the Academies to develop and conduct specific prevention programs and initiatives for cadets and midshipmen at the conclusion of their first academic year. These programs were to address professional relationship expectations and the factors believed to be behind the higher rates of sexual assault experienced by cadets and midshipmen in their "Third Class" (sophomore) year.

Secretary of Defense Initiatives USNA Progress at a Glance

	Status
Targeted Interventions	● Complete
Improving Sexual Assault Reporting	➔ In Progress
● Complete ➔ In Progress ✖ No Progress	

USNA Action: As a result of previous reports indicating an increased risk to rising Third Class midshipmen prior to their first summer cruise experienceⁱ, USNA provides a targeted Pre-Cruise Sexual Assault Prevention and Response (SAPR) brief by the SAPR Program Manager discussing professional behavior expectations, life on the ship, and how to access resources while on cruise.

Additionally, the Sexual Harassment and Assault Prevention and Education (SHAPE) curriculum has been modified to address the identified vulnerabilities of midshipmen at the end of their Plebe year.

Status: Complete.

Improving Sexual Assault Reporting

Requirement: Academies were to assess their individual Academy climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

USNA Action: USNA saw an increase in reports of sexual assault for APY 15-16, however the gap between reporting and estimated prevalence remains. Driving the delta between estimated prevalence and reporting to zero remains one of USNA's top priorities. The Academy relies heavily on the results of both the Defense Equal Opportunity Management Institute (DEOMI) *Military Service Academy Organizational Climate Survey (MAOCS)* given in the fall and the annual SAGR Survey and Focus Groups conducted in the spring. Additional data gathering efforts from two projects include the 4/C SHAPE survey taken by Plebes during Plebe Summer, and focus groups with 1/C SHAPE peer educators. The goal is to assess the impact of the program on individuals as they progress from I-Day to Commissioning Day.

Status: In Progress. The Department considers this to be in progress while USNA is analyzing the survey results to guide its future efforts.

Assessment of Action Items Common to All MSAs in the APY 14-15 Report

The Department assessed USNA's efforts to complete the action items identified for all three MSAs in the APY 14-15 Report. Action items are initiatives the MSAs were to adopt to address areas of improvement as a result of findings from the Department's on-site assessment. The Department found sufficient evidence to close six action items, with one remaining open.

APY 14-15 Action Items Common to all MSAs USNA Progress at a Glance

	Status
Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts	● Complete
Strengthen Sexual Harassment Prevention and Response Efforts	➔ In Progress
Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen	● Complete
Make Available and Require use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments	● Complete
Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes	● Complete
Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim	● Complete
Adapt the Department's SAPR Metrics to Create Academy Program Metrics	● Complete
● Complete ➔ In Progress ✖ No Progress	

Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts

Requirement: Academy Superintendents were to provide more direct supervision over their Equal Opportunity (EO) offices. More attention from the Superintendents will emphasize the important role that the sexual harassment programs play in establishing climates of dignity and respect at the Academies.

USNA Action: The SAPR Program Manager, Lead Sexual Assault Response Coordinator (SARC), and the Command Climate Specialist report directly to the Superintendent and are part of the Superintendent's Cost Center. The Superintendent has an EO Officer who directly reports to him; meanwhile, the midshipmen Command Managed Equal Opportunity (CMEO) program remains under the Office of the Commandant who reports directly to the Superintendent. Having the CMEO under the Commandant gives the position greater visibility with midshipmen. Working with the Command Climate Specialist and SAPR Office, the Commandant's CMEO continues to lead the sexual harassment training and education efforts for the midshipmen.

Status: Complete.

Strengthen Sexual Harassment Prevention and Response Efforts

Requirement: The MSAs were to review their sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention.

USNA Action: Sexual harassment curriculum review is in progress. With assistance from the Command Climate Specialist, a 4-year training plan will be developed and implemented over the next year to provide the most effective training.

Status: **In Progress.** The Department considers this to be in progress until the sexual harassment curriculum has been approved and implemented, and there is evidence that it aligns with the continuum of harm and sexual assault prevention methods.

Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen

Requirement: The MSAs were to continue developing plans to further increase cadet and midshipmen reporting.

USNA Action: USNA remains committed to improving sexual assault reporting by all personnel. Efforts to improve sexual assault reporting by midshipmen are enveloped in the SAPR Training and Education Action Plan that was last approved in July 2016. Goals, and objectives to achieve them, are outlined in the plan.

Status: **Complete.**

Make Available and Require use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments

Requirement: All SARCs and SAPR Victim Advocates (VA) were to be provided with and required to use government means to communicate with and transport victims in order to maintain the level of professional behavior that is outlined in the Defense Sexual Assault Advocate Certification Program (D-SAACP) Code of Ethics.

USNA Action: Access to government vehicles for victim transportation remains limited. There is no provision for the SAPR Response Office to have 24-hour access to government transportation. The current policy requires a 72-hour lead time, making immediate transport of a victim to an off-site medical unit by government vehicle unfeasible.

SARCs and SAPR VAs use government-issued phones, office phones, and official email exclusively to communicate with victims. Only those referenced numbers and accounts are shared with response personnel providing care. All SARCs and SAPR VAs attach the helpline number and government assigned contact information to their communications.

Status: **Complete.** USNA worked to address vehicle availability, but the issue may only be resolved by addressing Navy policy. The Department will conduct follow on with the Navy on this matter.

Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes

Requirement: The MSAs were to discuss possible outcomes to allegations, in order to set reasonable expectations of the strengths and limitations of the military justice system and assist with meeting requirement outlines in Enclosure 10 of Department of Defense Instruction (DoDI) 6495.02.

USNA Action: The SHAPE Program inserts case studies throughout the curriculum and culminates in the Capstone Program by putting midshipmen into leadership scenarios that force them to deal with leadership challenges that include responding to incidents of sexual harassment and sexual assault within their divisions. The program continues to evolve as USNA updates the lessons to include more emphasis on male victims and moves to incorporate more

scenario-driven case studies dealing with the impacts of social media, and other topics from the Navy's Chart the Course training that rolled out last January.

Status: Complete.

Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim

Requirement: Military officers in the chain of command overseeing cadets and midshipmen were to receive a clear, concise case status update at the Case Management Group (CMG) to share with victims. The victim's commander must be invited to the CMGs and receive updates from all attendees, whenever possible.

USNA Action: Victims choose a military officer or senior enlisted leader in their chain of command to attend all CMG meetings to

provide the Superintendent an updated status report on how victims are doing personally and professionally. Areas where they may be struggling are identified and any pending case status updates are briefed.

Status: Complete.

Adapt the Department's SAPR Metrics to Create Academy Program Metrics

Requirement: The MSAs were to adapt the Department of Defense's (DoD) SAPR metrics as part of a larger metrics effort to capture and communicate progress in addressing both sexual assault and sexual harassment.

USNA Action: USNA has adapted most of the Department's SAPR metrics and non-metrics to assess efforts and modify curriculum and processes in both prevention and response efforts.

Status: Complete.

Assessment of Action Items Specific to USNA from Previous Reports

The Department assessed the action items identified specifically for USNA in the APY 14-15 Report and the open action items USNA had from prior assessments and found sufficient evidence to close four action items, with two remaining open.

Previous Action Items USNA Progress at a Glance	
	Status
Tailor Prevention of Sexual Harassment Training to Each Class Year	→ In Progress
Share Case Outcomes with the SARC's	● Complete
Ensure Restricted Report SAFE Kits Completed at Mercy Hospital are Retrieved and Stored by NCIS IAW Navy Policy	● Complete
Identify More Effective Accountability Means for Permanent Party Sexual Harassment Complaints	● Complete
Ensure Military Officers in the Chain of Command Overseeing Midshipmen Companies Provide Victims with Case Status Updates	● Complete
Develop and Execute Additional Metrics for SAPR Program	→ In Progress
● Complete → In Progress ✖ No Progress	

Tailor Prevention of Sexual Harassment Training to Each Class Year

Requirement: USNA was to develop an iterative sexual harassment training program, as the chances of message fatigue are lessened when midshipmen learn new material throughout their four years at the Academy.

USNA Action: Developing sexual harassment training tailored to individual

classes is ongoing. Expected completion and implementation of an updated curriculum is December 2016.

Status: **In Progress.** The Department considers this to be in progress and looks forward to reviewing the iterative sexual harassment curriculum during the next on-site assessment.

Share Case Outcomes with the SARC's

Requirement: The Superintendent's Legal Advisor and/or the Naval Criminal Investigative Service (NCIS) Resident Agent are to make the SARC's aware of all final case dispositions.

USNA Action: Case outcome notifications are made at CMG meetings and official notification is provided to SARC's in Sexual Assault Disposition Reports.

Status: **Complete.**

Ensure Restricted Report SAFE Kits Completed at Mercy Hospital are Retrieved and Stored by NCIS IAW Navy Policy

Requirement: The Memorandum of Understanding (MOU) with Mercy Hospital in Baltimore was to be updated to clarify that the NCIS must be notified after the completion of a Sexual Assault Forensic Exam (SAFE) kit and stored in accordance with Navy policy in the event that the report converts to an Unrestricted Report in the future.

USNA Action: The MOU with Mercy Hospital was updated to include a requirement that within 48 hours of examination the evidence collected will be

mailed to the NCIS Consolidated Evidence Facility in Norfolk, Virginia for Restricted Reports.

Status: Complete.

Identify More Effective Accountability Means for Permanent Party Sexual Harassment Complaints

Requirement: During the Department's on-site interviews in APY 14-15, some senior permanent party personnel indicated that corrective actions taken for permanent party members involved in sexual harassment complaints should be more consistent with the corrective actions taken for midshipmen. USNA was to review its response subsequent to sexual harassment complaints to determine if this perception is accurate. Should evidence of an inconsistency be found, USNA was to take corrective action.

USNA Action: Complaints against staff members are taken very seriously and investigated with the same procedures as any other complaint. If the complaint is substantiated, appropriate action is taken.

Status: Complete.

Ensure Military Officers in the Chain of Command Overseeing Midshipmen Companies Provide Victims with Case Status Updates

Requirement: The updates being provided to the victim should be administered by someone within the victim's chain of command.

USNA Action: USNA Instruction 1752.2G, SAPR Program, updated on 4 Jun 15, outlines the Sexual Assault Case Management Group (SACMG) procedures to include that all sexual assault victims who file an Unrestricted Report shall receive monthly updates regarding the status of ongoing

investigative, medical, legal, or command proceedings until the final disposition of the reported assault. This update must occur within 72 hours of the last SACMG. This update notification is made to the victim by their assigned SARC, VA, or Company Officer unless a special request is made to receive updates from the Superintendent.

Status: Complete.

Develop and Execute Additional Metrics for SAPR Program

Requirement: Develop and execute additional metrics for comprehensive program assessment to include prevention.

USNA Action: Besides the data provided by the SAGR Survey and Focus Groups and the DEOMI Command Climate surveys, the program relies heavily on anecdotal information and feedback from the midshipmen and instructors to assess effectiveness. One of the program's strategic goals is to disseminate best practices to USNA stakeholders, members of the DoD community, other academic institutions, and others in the prevention of sexual harassment and assault. Currently, USNA is gathering data on two projects: the 4/C SHAPE survey taken by Plebes during Plebe Summer, and focus groups with 1/C SHAPE peer educators. The goal is to assess the impact of the program on individuals as they progress from I-Day to Commissioning Day. The inability to survey the same (positively identified) group of midshipmen multiple times during their tenure at the Academy (due to anonymity requirements for the survey) limits any conclusive results. However, the SHAPE peer educator focus groups help USNA learn about challenges the educators face in leading peer education sessions, obtain feedback to be used for program improvement, and gather suggestions for ways to improve the educator experience.

Status: In Progress. USNA must establish a regular time and venue to regularly review metrics with the Superintendent and other

leadership. The Department considers this action item to be in progress until USNA provides documentation it has incorporated survey and other analysis findings into the

Academy's formal metrics, has updated the metrics regularly, and has briefed metrics periodically to USNA leadership.

Assessment of Suggested Enhancements from APY 14-15 Report

Suggested enhancements are promising practices that the Academies were encouraged to consider adopting in the APY 14-15 Report. The Department found sufficient evidence to close all nine suggested enhancements.

Suggested Enhancement USNA Progress at a Glance	
	Status
Ensure Sexual Assault Response Phone Systems have Redundancy to Ensure Prompt Victim Care	● Complete
Use Formalized Sensing Sessions with Cadets and Midshipmen to Capture Feedback	● Complete
Examine Cadet and Midshipmen Social Media Footprints and Promote Appropriate Online Behavior	● Complete
Use Sports Teams and Clubs as Agents of Change to promote Healthy Relationships	● Complete
Consider Restoring One Full Professional Training Experience Credit to Block Zero SHAPE and GUIDE Training	● Complete
Include NCIS in an Appropriate Block of SAPR Training	● Complete
VLC and USNA SAPRO Continue to Coordinate and Collaborate in order to Ensure VLC Participation in Appropriate Training	● Complete
Administer the Climate Assessment in the Fall (September or October)	● Complete
Streamline the Feedback Process for Climate Assessment Results	● Complete
● Complete → In Progress ✖ No Progress	

Ensure Sexual Assault Response Phone Systems Have Redundancy to Ensure Prompt Victim Care

Suggested Enhancement: USNA was to consider establishing a redundancy with its 24-hour SAPR response telephones.

USNA Action: USNA ensures redundancy through the USNA Intranet Link, which connects midshipmen to the DoD Safe Helpline, the Rape, Abuse and Incest National Network (RAINN), the DoD Safe Helpline App, and to the SARC and SAPR VA alternate 24-hour response phone line.

Status: Complete.

Use Formalized Sensing Sessions with Cadets and Midshipmen to Capture Feedback

Suggested Enhancement: DoD encouraged USNA to consider employing the United States Military Academy's (USMA) sensing session model to gain feedback from cadets and midshipmen as part of the Academies' assessment efforts.

USNA Action: The Superintendent conducts periodic question and answer sessions with Battalion Officers, Company Officers, Senior Enlisted personnel, and the midshipmen. Continual feedback from the Commandant about midshipmen issues is a vital part of the Superintendent's weekly battle rhythm.

Status: Complete.

Examine Cadet and Midshipmen Social Media Footprints and Promote Appropriate Online Behavior

Suggested Enhancement: The Department encouraged USNA to consider ways to cost-effectively examine cadet and midshipman social media “footprints.” Such an effort may help cadets and midshipmen to consider the impact of their online materials.

USNA Action: The impacts of social media on midshipmen and the importance of appropriate online behavior are discussed throughout the SHAPE curriculum. SHAPE training continues to evolve with the lifestyles of midshipmen and uses scenarios involving online social platforms to challenge them to think critically about online behavior. USNA leadership stresses appropriate behavior on social media and investigates all retaliation allegations including allegations related to retaliatory conduct occurring on social media. Faculty and Staff leadership at all levels, midshipmen SHAPE peer educators, and midshipmen GUIDEs (Guidance, Understanding, Information, Direction, Education) regularly participate in social media awareness activities with the Brigade to encourage positive and accurate communication.

Status: Complete.

Use Sports Teams and Clubs as Agents of Change to Promote Healthy Relationships, Both On and Off the Field

Suggested Enhancement: Recognizing the potential contributions from sports teams and clubs, DoD encouraged the MSA Athletic Departments to consider engaging in efforts to promote healthy relationships, mutual respect, and appropriate boundaries among teammates. USNA was encouraged to review and adopt a practice that would be appropriate to its unique academy culture.

USNA Action: Individual sports teams have conducted the One Love Foundation’s Escalation Workshop with their team to learn about healthy relationships and promote peer-to-peer conversation on relationship violence and how to seek support.

Status: Complete.

Consider Restoring One Full Professional Training Experience Credit to Block Zero SHAPE and GUIDE Training

Suggested Enhancement: The Department encouraged USNA to consider restoring full credit to SHAPE and GUIDE training so that involvement in the SHAPE and GUIDE programs continues to be incentivized.

USNA Action: This enhancement is complete. Midshipmen who participate in SHAPE or GUIDE Block Zero training receive a full Professional Training Experience credit.

Status: Complete.

Include NCIS in an Appropriate Block of SAPR Training

Suggested Enhancement: USNA was to consider identifying where and how NCIS can best support the SAPR training program and integrate them accordingly.

USNA Action: NCIS in conjunction with SAPR conducts briefings to the Brigade each semester. Additionally, NCIS and the SAPR Program Manager were invited by the Athletic Director to speak to all coaches at the beginning of each APY. Main topics included the importance of holding players to the standards delineated in the Athlete Code of Conduct, available SAPR and investigative resources, and an update on the number of reports and current case trends.

Status: Complete.

VLC and USNA SAPRO Continue to Coordinate and Collaborate in Order to Ensure VLC Participation in Appropriate Training

Suggested Enhancement: The Department encouraged USNA to consider integrating the Victims' Legal Counsel (VLC) into its response-focused sessions to the Brigade of Midshipmen.

USNA Action: The SAPR Program Manager continues to coordinate a collaborative relationship with the VLC. The VLC has been critical in providing expert level information at SAPR VA Certification training, GUIDE and SHAPE Block zero training, and Reform briefs given to all midshipmen at the beginning of each semester. The training increases awareness of this unique legal representation and advocacy.

Status: Complete.

Administer the Climate Assessment in the Fall (September or October)

Suggested Enhancement: USNA was to consider administering the newly developed MAOCS in the fall.

USNA Action: A DEOMI Command Climate Survey was conducted in the Fall of 2015 for both the midshipmen and the Faculty/Staff. The Commandant's CMEO is currently

working with DEOMI to correct some phrasing problems and clarifying some questions on the survey then planning to administer the next survey in October 2016.

Status: Complete.

Streamline the Feedback Process for Climate Assessment Results

Suggested Enhancement: The Department encouraged USNA to streamline the process so that midshipmen can be briefed in a more timely manner, and to use this streamlined process for the MAOCS once it has been developed and implemented.

USNA Action: The Superintendent and Commandant reviewed all results and debriefed the staff and midshipmen. Battalion Officers, Company Officers, and Senior Enlisted Leaders reviewed their individual company data and comments concerning the climate within the company. The Company Officers then addressed their respective company with the results of the survey, including any deficiencies and areas needing improvement.

The Commandant's CMEO has asked DEOMI for a faster turnaround of analyzed results so focus groups and feedback can be given in December.

Status: Complete.

ⁱ Summer cruise occurs between the Spring and Fall semesters from May to August in four different training blocks 0-3. The summer cruise experiences provides midshipmen the opportunity to familiarize themselves with operational naval forces, further their professional development, and provide hands on leadership experiences for upper class midshipmen.

Appendix C: DoD Assessment of the United States Air Force Academy



Appendix C: U.S. Air Force Academy Assessment



In the following section, the Department assesses all of the U.S. Air Force Academy's (USAFA) pending action items entering into Academic Program Year (APY)

2015-2016. These action items include Secretary of Defense initiatives, suggested enhancements identified in the previous APY 14-15 Report, and previously identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment in the next APY.

Of USAFA's 33 pending items, 22 were completed this year.

- Eleven items are in progress:
 - Two of the three Secretary of Defense Initiatives remain in progress.
 - Three of the seven action items identified for all three Military Service Academies (MSA) in the APY 14-15 Report remain in progress.
 - Six of the fourteen action items specific to USAFA from APY 14-15 and earlier reports remain in progress.
 - None of the nine suggested enhancements remain in progress.

Implementation Progress: Secretary of Defense Initiatives Common for all MSAs

The following section provides the actions that USAFA has taken to implement Secretary of Defense initiatives. The initiatives listed below were considered "in progress" by the Department in the APY 14-15 Report. While not all actions are complete, the Department found evidence that USAFA is working towards meeting requirements.

Improving Sexual Assault Reporting

Requirement: Academies were to assess their individual Academy climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

USAFA Action: The Defense Equal Opportunity Management Institute (DEOMI) *Military Service Academy Organizational Climate Survey (MAOCS)* was conducted for the first time with cadets at USAFA in October 2015. This commander's tool allows cadets to share their perceptions of organizational effectiveness, equal opportunity, equal employment opportunity, fair treatment and sexual assault prevention and response. It revealed some factors that

Secretary of Defense Initiatives USAFA Progress at a Glance

	Status
Improving Sexual Assault Reporting	→ In Progress
Enhance Strategic Planning	→ In Progress
Advance and Sustain Appropriate Culture	● Complete
● Complete → In Progress ✖ No Progress	

may influence an individual's willingness to report a sexual assault as well as perceptions of victims. Along with results from the *2015 Service Academy Gender Relations Focus Group Report* data is being used to inform leaders, develop training, influence perceptions of victims, and improve reporting and climate.

USAFA's Cadet Wing (CW) conducts a number of assessments of sexual assault prevention and response (SAPR) related training across all cadet years to ensure the safety and well-being of all cadets. From the beginning of a cadet's induction, initial Basic Cadet Training (BCT) is monitored and assessed for any indications of improper behavior. Follow-on programmed training (Cadet Military Education and Training Plan) is routinely assessed against established levels of learning to ensure that it is effective and helpful to cadets to maintain awareness of services available when needed.

Status: In Progress. The Department considers this to be in progress until USAFA develops a clearly laid out plan that includes defined goals to promote greater reporting and outlines how it will to achieve those goals.

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: USAFA is drafting a new SAPR Strategic Plan that will align with both the DoD and Air Force SAPR Strategic Plans. USAFA aims for the plan to include roles and responsibilities of commanders, first responders, and SAPR personnel. It will also include goals to promote greater reporting at USAFA.

Status: In Progress.

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: The Athletic Department in partnership with USAFA SAPR and Military Family and Life Counselors (MFLC) provided healthy relationship training to all 27 Inter Collegiate (IC) athletic teams. This training, conducted within individual teams and in small groups discussed the components found in healthy relationships, mutual respect, and effective communication. During the session, generational communication, phases of dating, red flags, deal breakers, and consent were discussed.

USAFA cadet athletes were provided the opportunity to mentor high school students on respectful behavior and the impacts of activities such as "sexting". The high school had experienced issues with its athletic teams and looked to USAFA's Athletic Department to have cadet athletes lead discussions with the students. USAFA SAPR developed the lesson and trained the cadet athletes who conducted the training for the high school students.

USAFA made efforts in APY 15-16 to combat social retaliation that occurs through the use of social media. Following the conclusion of two sexual assault cases in APY 15-16, it became apparent that there was possible social retaliation against victims on the anonymous social media site Yik-Yak. USAFA CW leadership coordinated with the Judge Advocate (JA) to conduct briefings for

the cadets to address the comments on social media. The end goal was to reduce rumors and gossip and to lessen victim blaming and retaliation that can occur due to inaccurate information or miscommunication.

Status: **Complete.** The Department considers this to be complete and

encourages USAFA to continue healthy relationship training for cadet athletes and other cadet influencers.

Assessment of Action Items Common to All MSAs in the APY 14-15 Report

The Department assessed USAFA's efforts to complete the action items identified for all three MSAs in the APY 14-15 Report. Action items are initiatives the MSAs were to adopt to address areas of improvement as a result of findings from the Department's on-site assessment. The Department found sufficient evidence to close four action items, with three remaining open.

APY 14-15 Action Items Common to all MSAs USAFA Progress at a Glance

	Status
Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts	→ In Progress
Strengthen Sexual Harassment Prevention and Response Efforts	● Complete
Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen	→ In Progress
Make Available and Require use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments	● Complete
Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes	● Complete
Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim	● Complete
Adapt the Department's SAPR Metrics to Create Academy Program Metrics	→ In Progress
● Complete → In Progress ✖ No Progress	

Superintendents Directly Supervise EO Office and Sexual Harassment Training/Education Efforts

Requirement: Academy Superintendents were to provide more direct supervision over their Equal Opportunity (EO) offices. More attention from the Superintendents will emphasize the important role that the sexual harassment programs play in establishing climates of dignity and respect at the Academies.

USAFA Action: USAFA has directed a cross-functional team to discuss and recommend organizational changes to meet the intent of this recommendation.

Status: **In Progress.** The Department considers this to be in progress until USAFA provides their recommended organizational changes.

Strengthen Sexual Harassment Prevention and Response Efforts

Requirement: The MSAs were to review their sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention.

USAFA Action: USAFA EO, SAPR, and CW Human Relations Education and Training (HRT&E) delivered a consolidated block of BCT during 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 discussed the continuum of harm from healthy relationships and sexual harassment, to sexual assault and rape. The training was scenario-based and highly interactive. Basic cadets were able to see the connection of the entire spectrum, and understand how

inappropriate behaviors can eventually lead to a negative and destructive climate. USAFA will continue to leverage this consolidated training approach.

Status: **Complete.**

Continue Efforts to Improve Sexual Assault Reporting by Cadets and Midshipmen

Requirement: The MSAs were to continue developing plans to further increase cadet and midshipmen reporting.

USAFA Action: The best way to improve confidence in reporting that has been seen at USAFA is to improve the sense of privacy and confidence in reporting. The SAPR office upholds confidentiality and professionalism in handling each case. Three of the six full-time SAPR personnel hold above a level I certification with the Department of Defense Sexual Assault Advocate Certification Program (D-SAAP) with one SAPR VA certified at level IV, the highest level. SAPR VAs hold office hours in the classroom area of Fairchild Hall to make access to SAPR services more convenient and private.

This APY was the first time the MAOCs was conducted. This survey asks cadets about climate and culture within their squadrons. The majority of cadets answered that their permanent party chain of command publicizes sexual assault reporting resources and the Restricted Reporting option, encourages victims to report allegations of sexual assault, and creates an environment where victims feel comfortable reporting such allegations. Over 90 percent of the cadets stated that their chain of command would take reports seriously and keep knowledge of the report limited to those with a need-to-know. Though they acknowledge it is hard to always protect privacy with the presence of rumors and social media, cadets reported that if they were to experience sexual assault in the future, they would trust the Academy to treat them with dignity and respect.

Cadets who have gone through the reporting system also influence the willingness of others to come forward. Many of the cadet led programs for Sexual Assault Awareness and Prevention Month (SAAPM) were inspired by cadets who shared their stories. When cadets feel confident bringing their stories forward, other cadets hear them. When cadets feel supported by their leadership, instructors, helping agencies, etc., they will help others who may be suffering in silence.

Status: **In Progress.** The Department considers this to be in progress until the efforts to improve sexual assault reporting, that include efforts to improve a reporter's confidentiality and privacy, are incorporated into a formal plan with goals and objectives.

Make Available and Require Use of Government-Provided Means to Communicate With and Transport Victims to the Hospital and Other Appointments

Requirement: All Sexual Assault Response Coordinators (SARC) and SAPR Victim Advocates (VA) were to be provided with and required to use government means to communicate with and transport victims in order to maintain the level of professional behavior that is outlined in the D-SAAP Code of Ethics.

USAFA Action: USAFA SAPR has a Government Services Administration (GSA)-assigned vehicle readily available for the sole purpose of responding to and/or transporting victims of sexual assault. SAPR Volunteer Victim Advocates (VVA) on call are given information and instructions for accessing the keys to the GSA vehicle should the need arise. The SARC has reiterated that the "AFI 90-6001; 2.7.6.5" prohibits the transport of victims in personally owned vehicles. The SARC and full-time SAPR VAs are provided government-issued Blackberry cell phones for the sole purpose of communicating with victims. A government-issued cell phone is

provided for the duration of VVAs on call responsibility. SAPR VAs have government email access via the .edu server. Direct office landline numbers and government email addresses are provided to victims as a measure of official communication. SARC and SAPR VAs do not use personal cell phones and/or email addresses when communicating with victims.

Status: Complete.

Enhance Feedback to Cadets and Midshipmen by Using Case Studies that Represent the Broad Range of SAPR Case Outcomes

Requirement: The MSAs were to discuss possible outcomes to allegations, in order to set reasonable expectations of the strengths and limitations of the military justice system and assist with meeting requirement outlines in Enclosure 10 of DoDI 6495.02.

USAFA Action: When allowable and appropriate, USAFA discusses the facts of recent sexual assault cases either at the Academy or in the media during the HRT&E training.

Within the allowable confines of the legal process, the Commandant works to make sure cadets are aware of current case studies representing a broad range of disciplinary and SAPR case outcomes. The Commandant will address all classes at the beginning of each semester and discuss as much as is allowed. The focus is always on mutual respect and being as supportive of fellow team members as much as possible, while being careful not to pass judgment or take sides.

USAFA took the unique opportunity to explain to cadets two different outcomes (acquittal and conviction) that came out of two public sexual assault cases at the Academy. USAFA found the briefings to be necessary as many cadets were misinformed about the military justice process. The briefings ensured

that the cadets understood that an acquittal does not necessarily mean a victim was lying and discussed the legal process. It was successful in that the cadets asked a significant amount of questions and it became clear that their misunderstandings of the military justice system could be explained.

During SAAPM for 2016, the USAFA JA hosted a “Mock Trial” in Arnold Hall. This mock courtroom was intended to give all cadets a greater perspective of the legal process and proceedings. It was well received and attended.

Status: Complete. The Department considers this to be complete. However, the actions taken seem to only be in response to the attention of the cases in the media during that time. These briefings by JA may be a best practice that USAFA can use regularly to address the broader range of SAPR case outcomes.

Provide Military Officers, in the Chain of Command Overseeing Cadets and Midshipmen, a Clear Case Status During CMG Meetings to Fulfill Their Responsibility of Updating the Victim

Requirement: Military officers in the chain of command overseeing cadets and midshipmen were to receive a clear, concise case status update at the Case Management Group (CMG) to share with victims. The commanders must be invited to the CMGs and receive updates from all attendees, whenever possible.

USAFA Action: USAFA SAPR has developed a Commander’s Checklist that is provided to each attending commander at the CMG which includes AFI 90-6001 requirements such as providing case updates to the group and victim within 72 hours. Commanders have been asked to provide an email to the SARC with the date their victim was last provided a case status update.

USAFA SAPR will continue to use the Commander's Checklist at monthly CMG meetings and provide initial contact during the initial response process. This has a multi-faceted effect in that a commander will personally know the SAPR VA assigned to the report and helps foster a collaborative environment with leadership which in turn may help a victim's healing process.

Status: Complete.

Adapt the Department's SAPR Metrics to Create Academy Program Metrics

Requirement: The MSAs were to adapt DoD's SAPR metrics as part of a larger metrics effort to capture and communicate progress in addressing both sexual assault and sexual harassment.

USAFA Action: The DoD SAPR metrics and "non-metrics" are incorporated into the USAFA Culture of Respect Evaluation (CORE). Longitudinal data is available for much of the required metrics and comes from surveys, reports, and JA statistics. This is Part I of the CORE. Though much of this has been collected in the past, the CORE allows for one platform to be used to consolidate all

data. Part II uses some of these metrics and other locally developed surveys, studies, and information to present a merged look at USAFA's SAPR program and gives direction for needed change. Part II of the CORE will allow the evaluators to determine what is being done that influences reporting and how to ultimately increase the number of reports while examining what factors may influence a decrease in overall incidents. This could include factors involving the culture and climate at the Academy, gender relations, or the training used.

This platform was developed throughout most of APY 15-16 by reviewing what was already being done at USAFA, collecting what data points were locally available, researching the theory and best practices of program analysis and assessment, and determining what logic model to use before forming the CORE. The first completed CORE is anticipated in the spring of APY 16-17.

Status: In Progress. The Department considers this to be in progress until CORE has been approved by USAFA Leadership and evidence documents that it has been implemented and used regularly to update USAFA leadership and other stakeholders on the health of the SAPR program.

Assessment of Action Items Specific to USAFA from Previous Reports

The Department assessed the action items identified specifically for USAFA in the APY 14-15 Report and the open action items USAFA had from prior assessments and found sufficient evidence to close eight action items, with six remaining open.

Previous Action Items USAFA Progress at a Glance	
	Status
Require VWAP Personnel to Complete the Air Force Distance Learning Course	● Complete
Involve EO Representatives in Cadet Disciplinary Boards Considering Allegations of Sexual Harassment	➔ In Progress
Align the EO Program Alongside the SAPR Program under the Superintendent, and Provide Cadets with Access to EO Personnel	➔ In Progress
Ensure EO and FAP are Involved in CAIB/IDS	● Complete
Revise MOU with TESSA to Include Sexual Assault	➔ In Progress
PPC and 10 th Medical Group Should Facilitate a Warm Hand-Off to a SARC or SAPR VA to Complete DD Form 2910	● Complete
Implement a Comprehensive Set of Metrics	➔ In Progress
Data Entry into DSAID Must be Timely and Accurate	● Complete
Ensure AOCs use the MAOCS and Provide the Results to the Next Level of Command	● Complete
Establish SARC and VA Positions at 10 th ABW	● Complete
Appoint a Dedicated SAPR Training Resource	● Complete
Identify and Provide Response Training to USAFA Representatives	● Complete
Continue developing GRIP and Align with Strategic Plan	➔ In Progress
Develop Outcome-Based Metrics to Address Prevention	➔ In Progress
● Complete ➔ In Progress ✖ No Progress	

Require VWAP Personnel to Complete the Air Force Distance Learning Course Provided by the Air Force Judge Advocate General School

Requirement: The Victim Witness Assistance Program (VWAP) personnel are required to obtain official Air Force training on victim witness assistance from the available distance-learning course.

USAFA Action: The USAFA VWAP coordinator (the only VWAP personnel at USAFA) completed the VWAP training on 29 April 2016.

Status: Complete.

Involve EO Representatives in Cadet Disciplinary Boards Considering Allegations of Sexual Harassment

Requirement: USAFA must ensure that an EO representative is informed of and involved in all cadet disciplinary boards considering allegations of sexual harassment.

USAFA Action: USAFA has initiated a modification to Section 3.9 of AFCWI 51-201 which addresses “Commander Review Boards.”

Status: In Progress. The Department considers this to be in progress until USAFA provides documentation that these actions have been completed.

Align the EO Program Alongside the SAPR Program under the Superintendent, and Provide Cadets with Access to EO Personnel

Requirement: Realign the 10th ABW EO Office under the USAFA Superintendent.

USAFA Action: USAFA has directed a cross-functional team to develop recommended organizational changes to meet the intent of this recommendation. Additionally, CW personnel have been identified and are being qualified as EO collateral counselors to support cadets and 10th ABW EO Office personnel. This expands timely access to EO services to both military and civilian personnel across the cadet area.

Status: **In Progress.** The Department considers this to be in progress until USAFA provides their recommended organizational changes. Ensure EO and FAP are Involved in CAID/IDS

Requirement: USAFA must add the Family Advocacy Program (FAP) to the Community Action Information Board/Integrated Delivery System (CAIB/IDS) as required by AF policy. USAFA should consider adding EO to this forum as well as including FAP and EO to the other permanent working groups at the Academy.

USAFA Action: USAFA CAIB/IDS has been expanded to now encompass cross-functional cooperation to a variety of culture and climate arenas to include helping agencies such as EO and FAP. USAFA CAIB/IDS emphasis focuses on positive actions and programs that strengthen force readiness through a sense of community and assists cadets, permanent party, DoD civilians, and their families, to thrive and successfully manage the daily demands of military life.

Status: **Complete.**

Revise MOU with TESSA to Include Sexual Assault

Requirement: The MOU with TESSA only explicitly addresses support for reports of domestic violence. USAFA was to revise the MOU so that support for sexual assault victims is included.

USAFA Action: FAP is coordinating with the SAPR office to revise the MOU with TESSA for FY 2017-2018 to include sexual assault victim support.

Status: **In Progress.**

PPC and 10th Medical Group Should Facilitate a Warm Hand-Off to a SARC or SAPR VA to Complete DD Form 2910

Requirement: Cadets who report sexual assaults to Peak Performance Center (PPC) personnel and the 10th Medical Group should be referred to the SARC or a SAPR VA.

USAFA Action: In APY 15-16, both the PPC and 10th Medical Group reviewed their policies and procedures to ensure a warm hand-off to SARC or SAPR VA when a victim of sexual assault is identified. The completion of the DD Form 2910 is recognized as a critical matter for victims, and all staff in the PPC and 10th Medical Group have been trained to ensure cadets are offered the opportunity to complete the form with the assistance of a SARC or SAPR VA. PPC Operating Instructions and Air Force Instructions relating to warm hand-offs have been updated and are part of annual training.

Status: **Complete.**

Implement a Comprehensive Set of Metrics Identified for GRIP or Another Comparable Set of Metrics

Requirement: The implementation of the Gender Relations Integrated Platform (GRIP),

or another comparable set of metrics, such as the SAPR metrics, should occur as soon as possible. Metrics that include surveys developed by USAFA, such as the BCT survey, should be coordinated with the Office of People Analytics (OPA) *Service Academy Gender Relations Survey* so both use comparable terms and definitions.

USAFA Action: Using both the DoD developed metrics and “non-metrics” as well as theories of program analysis and assessment, along with a logic model, the CORE was developed as USAFA’s SAPR program assessment. The CORE uses a rigorous assessment protocol from both DoD required assessments as well as locally developed surveys and studies while focusing on outcomes-based metrics versus set data points in time. The CORE assessment platform will be included in the update of the USAFA SAPR Strategic Plan, which will help to develop the new USAFA Instruction. Both documents will be aligned with DoD and AF Strategic Plans, and instructions and will serve to institutionalize the CORE.

Status: **In Progress.** The Department considers this to be in progress.

Data Entry into DSAID Must be Timely and Accurate

Requirement: USAFA was to:

- Ensure all cases in the Defense Sexual Assault Incident Database (DSAID) have a corresponding signed DD Form 2910
- Ensure the SARC has the investigation case number to enter into DSAID
- Ensure the SARC opens a case in DSAID within 48 hours

USAFA Action: USAFA SAPR aims to input case data details into DSAID within 24 hours of receiving official reports. Uploads of signed DD Form 2910s occur when a victim chooses to make an Unrestricted Report or when an Independent investigation is identified to SAPR. DSAID case report numbers are documented accordingly with victim files and

secured in a locked security drawer where only assigned SAPR office personnel can access files. USAFA has made great strides to reduce error rates in DSAID. All SARCs and SAPR VAs are trained in use of the DD Form 2910 and importance of accuracy.

Status: **Complete.**

Ensure AOCs use the MAOCS as Soon as it Becomes Available and Provide the Results to the Next Level of Command

Requirement: USAFA survey administrators were to order the MAOCS so that Air Officers Commanding (AOC) receive results at the squadron level, to effectively leverage the feedback loop among cadets and leaders within the chain of command. In turn, Academy leadership is to hold AOCs accountable for addressing the issues identified by the survey.

USAFA Action: AOCs briefed their respective Cadet Squadrons of the results from the MSA DEOCS. The Commandant briefed the cadets after Winter Break and directed all AOCs to address the concerns identified from their reports. The cadet squadrons were given their respective reports. The next higher level of command was given a roll-up, for example, each Group AOC was given all of the information under their responsibility, or 10 cadet squadrons worth of information; then, likewise, the Commandant was given the roll up information and responses for all forty Cadet Squadrons. These roll-ups gave the Group AOCs and the Commandant an appropriate level of information that would not inadvertently expose respondents and impact future trust of the survey.

Status: **Complete.**

Establish SARC and SAPR VA Positions at the 10th ABW

Requirement: Establish SARC and SAPR VA Positions at the 10th ABW.

USAFA Action: Positions were allocated to USAFA and are now in the hiring process.

Status: Complete.

Appoint a Dedicated SAPR Training Resource

Requirement: Appoint a dedicated training resource that would allow the SARC and SAPR VAs to focus on victim advocacy.

USAFA Action: The SAPR analyst hired to USAFA has extensive experience in education, training, and curriculum development.

Additionally, USAFA SAPR reorganized and created a SAPR Program Manager (PM) position. The SAPR PM and Analyst will develop training at the strategic level for the Academy and SARCs and SAPR VAs will execute the training as part of outreach and relationship building with the cadets.

Status: Complete.

Identify and Provide Response Training to USAFA Representatives

Requirement: 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: The athletic department in partnership with USAFA SAPR and MFLC provided healthy relationship training to all 27 intercollegiate teams. This training, conducted within individual teams and in

small groups discussed the components found in healthy relationships. Intercollegiate Sports Officer Representatives (OR) are trained annually, and Cadet Club Officers in Charge receive training twice a year.

Status: Complete.

Continue Developing GRIP and Align with Strategic Plan

Requirement: Continue developing the draft USAFA GRIP and align with the USAFA SAPR Strategic Plan.

USAFA Action: The newly hired SAPR analyst reviewed the GRIP and other available metrics to assess sexual assault programs during APY 15-16. The analyst recommended replacing the GRIP with the CORE as it incorporates DoD metrics and outcomes-based metrics. The CORE will go beyond assessing inputs, activities and outputs, and examines impact, which can then be used in the iterative process of program improvement. USAFA intends to include the CORE assessment platform in the update of the USAFA Strategic Plan.

Status: In Progress. The Department considers this to be in progress until USAFA leadership makes a decision about use and application of the GRIP and CORE tools.

Develop Outcome-Based Metrics to Address Prevention

Requirement: Develop outcome-based metrics to address all prevention efforts.

USAFA Action: The newly hired SAPR analyst reviewed the GRIP and other available metrics to assess sexual assault programs and recommended replacing the GRIP with the CORE.

Status: In Progress. The Department considers this to be in progress until USAFA leadership makes a decision about use and application of the GRIP and CORE tools.

Assessment of Suggested Enhancements from the APY 14-15 Report

Suggested enhancements are promising practices that the Academies were encouraged to consider adopting in the APY 14-15 Report. The Department provided USAFA nine suggested enhancements, and found sufficient evidence to close all nine.

Suggested Enhancements USAFA Progress at a Glance		Status
Ensure Sexual Assault Response Phone Systems Have Redundancy to Ensure Prompt Victim Care	● Complete	Complete
Develop Sexual Assault Procedures for Representatives Leading Off-Campus Activities	● Complete	Complete
Use Formalized Sensing Sessions with Cadets and Midshipmen to Capture Feedback	● Complete	Complete
Examine Cadet and Midshipmen Social Media Footprints and Promote Appropriate Online Behavior	● Complete	Complete
Examine Cadet and Midshipmen Social Media Footprints and Promote Appropriate Online Behavior	● Complete	Complete
Adopt Code of Conduct Contract for Sports Teams, Clubs, and Their Coaches	● Complete	Complete
Ensure Cadets Receive DEOMI-Approved Training on Sexual Harassment Prevention	● Complete	Complete
Provide the Local AFOSI Detachment with an Appropriate Presence/Office Space in Cadet Area	● Complete	Complete
CCD Should Leverage Safe Helpline.org as a Force Multiplier in both Prevention and Response	● Complete	Complete
● Complete → In Progress ✖ No Progress		

Ensure Sexual Assault Response Phone Systems Have Redundancy to Ensure Prompt Victim Care

Suggested Enhancement: USAFA was to consider establishing a redundancy with its 24-hour SAPR response telephones.

USAFA Action: USAFA SAPR personnel ensure 24-hour coverage of the hotline including holidays and weekends. Coverage of after-hours support is done on a weekly rotational basis. This allows for a fair balance of on-call duties, and continuity of coverage for the program response. There are alternate phones that the hotline phone can be transferred to if the line is inoperable.

Status: Complete.

Develop Sexual Assault Procedures for Representatives Leading Off-Campus Activities

Suggested Enhancement: The Department encouraged USAFA to consider developing sexual assault procedures for Academy representatives leading off-campus activities so that victim care continues to meet the same standard regardless of where an incident occurs.

USAFA Action: Sexual assault training presents information about what a cadet or Airmen can do at any time and from anywhere if help is needed. Knowledge about the DoD Safe Helpline, USAFA SAPR hotline, and other immediate response resources are shared in training and included on computers, fliers, and promotional items. Permanent party members who travel with cadets and teams receive annual SAPR training and some receive supplemental information about

off-campus emergencies. This was put to the test this year when a sports team traveled and had an emergency with an already identified victim. The coach reached back to USAFA for assistance with SAPR, PPC, and an advocate at the athletic department. The victim received help and the coach received support. General SAPR training does include information about the resources and procedures for off-base resources such as accessing sexual assault forensic exams.

Status: Complete.

Use Formalized Sensing Sessions with Cadets and Midshipmen to Capture Feedback

Suggested Enhancement: DoD Encouraged USAFA to consider employing the United States Military Academy's sensing session model to gain feedback from cadets and midshipmen as part of the Academies' assessment efforts.

USAFA Action: Fireside Chats have occurred several times during each semester with the cadet leadership and the senior leaders. This allows for the group to talk in a more comfortable, less official setting. Attendees discuss the range of issues that revolve around leadership and the responsibilities that accompany positions of authority. The chats touch on sexual harassment and sexual assaults, especially when cases get attention in the media as they are going through the different stages, (e.g., the preliminary public announcement or the final outcome of a court-martial hearing).

Status: Complete.

Examine Cadet and Midshipmen Social Media Footprints and Promote Appropriate Online Behavior

Suggested Enhancement: The Department encouraged USAFA to consider ways to cost-effectively examine cadet and midshipman

social media "footprints." Such effort may help cadets and midshipmen to consider the impact of their online materials.

USAFA Action: USAFA's Athletic Department Sports Information Director provides social media training to cadet athletes every year. Although not SAPR specific, social media is included in the Athletic Department's Media Guidelines. The guidelines include tips, such as, be mindful that online content is not private and there can be long-term ramifications and don't ever post inappropriate or offensive language or photographs.

Additionally, social media is included in the Cadet Athlete Code of Conduct, which all athletes are now required to sign. It asks cadets to pledge to not author, forward, or post vulgar, harmful or offensive notes, texts, photographs, or other content that reflects negatively on his or herself, the team, other individuals, or the institution, or that conflicts with the spirit or intent of the Code or the Cadet Sight Picture and, whenever possible, to discourage others from posting text or photographs that could be deemed unflattering or damaging to others.

Status: Complete.

Adopt Code of Conduct Contract for Sports Teams, Clubs, and Their Coaches

Suggested Enhancement: The Department encouraged USAFA to consider employing a code of conduct, similar to that used by the United States Naval Academy, to deter inappropriate behaviors. A code of conduct helps set appropriate expectations for all team members and enhances the MSAs' ability to hold athletes and coaches appropriately accountable for unacceptable behavior.

USAFA Action: USAFA implemented a Code of Conduct for all 27 IC teams plus boxing and cheerleading during APY 15-16.

Status: Complete.

Ensure Cadets Receive DEOMI-Approved Training on Sexual Harassment Prevention

Suggested Enhancement: The Department encouraged USAFA to consider going beyond DEOMI instructional material and create its own iterative sexual harassment prevention material that integrates with sexual assault prevention and other leadership and/or character development curricula.

USAFA Action: Institutional collaboration coupled with an external team of DEOMI-certified EO instructors delivered the summer BCT which “harmonized” sexual harassment and sexual assault training for the cadets. The combined training provided a seamless transition in the discussion of the continuum of harm from sexual harassment to sexual assault. The CW continues their efforts to locally develop new sexual harassment training that is specifically tailored to USAFA cadets and their experiences. Any new training that is developed will be approved either by the 10th ABW EO Director or by DEOMI itself.

Status: Complete.

Provide the Local AFOSI Detachment with an Appropriate Presence/Office Space in Cadet Area

Suggested Enhancement: The Department encouraged USAFA to provide AFOSI with a

satellite space in the cadet area in order to allow better cadet access and improve investigative timelines.

USAFA Action: USAFA provided AFOSI with a satellite office and interview space in the cadet area. AFOSI uses this space to facilitate interviews for cadets which reduces transit time, improves operational flexibility, and assists in accommodating cadet and staff schedules.

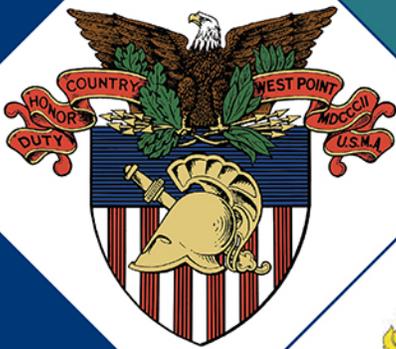
Status: Complete.

CCD Should Leverage Safe Helpline.org as a Force Multiplier in both Prevention and Response

Suggested Enhancement: The Department believes that the resources provided by the DoD Safe Helpline should be considered a force multiplier for victim care at USAFA. The Department encourages the USAFA Directorate for Culture, Climate, and Diversity (CCD) to find ways to better publicize it to cadets and permanent party.

USAFA Action: The USAFA CCD developed a Helping Agencies Directory icon to advertise services to military, cadet, cadet candidates, DoD civilians, and family members. The Helping Agencies Directory icon includes the DoD Safe Helpline and is on every USAFA desktop. Additionally, this site provides important information, including a “Wingman Toolkit.”

Status: Complete.



Appendix D: Statistical Data on Sexual Assault and Sexual Harassment



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Appendix D: Statistical Data on Sexual Harassment and Sexual Assault

Background: What these Data Capture

Reports of Sexual Assault

The Department of Defense's (DoD) sexual assault data capture Unrestricted and Restricted Reports of sexual assault involving cadets, midshipmen, or prep school students as victims and/or subjects of allegations made during the 2015-2016 Academic Program Year (APY).

An Unrestricted Report of sexual assault is a single report filed by one victim against one or more subjects, which is subsequently referred to a Military Criminal Investigation Organization (MCIO; called CID, NCIS, or AFOSI by Army, Navy, and Air Force, respectively). Sexual Assault Response Coordinators (SARCs) use the Defense Sexual Assault Incident Database (DSAID) to capture incident data for Unrestricted Reports. Additionally, MCIO information systems interface with DSAID to provide information about the alleged subject and other case data.

The Department collects limited information about Restricted Reports of sexual assault to protect victim confidentiality. Service members may only make Restricted Reports to specific parties within DoD (e.g., SARCs, Sexual Assault Prevention and Response (SAPR) Victim Advocates (VA), healthcare providers, or chaplains). Service members filing Restricted Reports do not participate in the military justice system, but may confidentially access care and other services. DoD does not request nor record subject identities for Restricted Reports entered into DSAID.

DoD's sexual assault reporting statistics include data about completed and attempted sexual contact and penetrating crimes between adults, as defined in Articles 120, 125, and 80 in the Uniform Code of Military Justice (UCMJ). This year, 4 cadets/midshipmen reported incidents that occurred to them when they were under age 18, prior to Academy attendance.

When a report falls under a criminal offense category (e.g., rape, sexual assault, aggravated sexual contact), it means the crime in that category was the most serious of the infractions reported by the victim or investigated by the MCIO. The crime alleged does not necessarily reflect the final findings of the investigators or the final disposition of the allegation.

It is important to note that the number of sexual assaults reported to Military Service Academy (MSA) authorities in APY15-16 is *not* necessarily indicative of the number of sexual assaults that may have occurred, as reported by survey respondents. For example, civilian research indicates that victims report a small fraction of sexual assaults to law enforcement. A survey commissioned by the Association of American Universities in 2015 suggested reporting rates vary significantly by the type of sexual contact (penetrating or sexual touching) and the tactic used (physical force or alcohol/drugs). For example, the survey results estimated that 26 percent of college women who experienced physically forced penetration reported the crime to an agency, while only about 5 percent of college women who experienced sexual touching while

incapacitated did.¹ This civilian reporting behavior mirrors that at the Military Academies. DoD estimates that 13 percent of cadets/midshipmen who indicated they experienced unwanted sexual contact (USC) reported the matter to a military authority.

Subject Dispositions

MCIOs initiate an investigation for each Unrestricted Report of sexual assault. MCIOs report the outcome *or disposition* of each investigation and the identities of subjects involved to the Department. The Department may only take disciplinary action against individuals subject to military law. Cadets and midshipmen are considered Service members and subject to the UCMJ's legal authority. Generally, a civilian or foreign national is not subject to the UCMJ, and DoD cannot court-martial or prosecute these persons under the military justice system, except in rare circumstances (e.g., deployed environments).

- 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.²
- When a Service member commits an offense within a civilian jurisdiction (e.g., state, county, or municipality), civilian authorities may prosecute that Service member. The civilian authority may also choose to relinquish their jurisdiction of military members back to the Department. Service member prosecutions by civilian authorities are decisions made on a case-by-case and jurisdiction-by-jurisdiction basis.

MCIOs provide reports to military leadership upon conclusion of an investigation. The alleged subject's military commander and the servicing staff judge advocate (SJA) review and consider legal action, as appropriate. However, for crimes of rape, sexual assault, nonconsensual sodomy, and attempts to commit these crimes, a senior military officer who is at least a special court-martial convening authority and in the grade of O-6 (Colonel or Navy Captain) or higher retains initial disposition authority.

The special court-martial convening authority (SPCMA) is responsible for determining which initial disposition action is appropriate. This includes whether action is warranted and, if so, whether the matter should be resolved by court-martial, nonjudicial punishment (NJP), administrative discharge, or some other adverse administrative action. The SPCMA bases his/her initial disposition on a review of the matters transmitted, any independent review, and consultation with a SJA. At the MSAs, the Superintendent (a Lieutenant General or a Vice Admiral) is the initial case disposition authority. Military attorneys assist commanders in identifying charges and appropriate means of addressing misconduct and disposition options based on the available evidence.

There are cases each year in which disciplinary action is precluded (i.e., not possible) due to legal issues or evidentiary problems. For example, when the investigation fails to show sufficient evidence of an offense for command action or when the victim declines to participate in the

¹ The Association of American Universities. (2015). *Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct*. Rockville, MD: Cantor, D., Fisher, B., Chibnall, S., Townsend, R., Lee, H., Bruce, C., & Thomas, G. Retrieved from: <http://www.aau.edu/Climate-Survey.aspx?id=16525>

² A host nation's ability to prosecute a Service member may be subject to the Status of Forces Agreement (SOFA) between the U.S. and a particular foreign government. SOFAs vary from country to country.

justice process, a commander may be precluded from taking disciplinary action against a subject.³

In the data that follow, when more than one disposition action is involved (e.g., when nonjudicial punishment is followed by an administrative discharge), only one disposition is reported per subject. DoD reports dispositions 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 the Data Describe

Unrestricted and Restricted Reports capture sexual assaults involving cadets/midshipmen as victims and/or subjects. These reports may include:

- Sexual assaults of cadets/midshipmen allegedly perpetrated by cadets/midshipmen
- Sexual assaults of cadets/midshipmen allegedly perpetrated by non-cadets/midshipmen (i.e., Service members, civilians/foreign nationals, or unknown subjects)
- Sexual assaults of non-cadets/midshipmen (i.e., Service members, civilians/foreign nationals, adult military dependents) allegedly perpetrated by cadets/midshipmen

DoD has greater visibility over victim reporting with the introduction of DSAID, described in further detail below.⁴ **Therefore, one Unrestricted Report includes only one victim, but may still include *multiple* subjects and/or crimes.**

Restricted Reports, by design, have always involved one victim per reported incident. Subsequent to a change in DoD policy in 2012, military dependents (aged 18 and over) may make Restricted Report of sexual assault. The official statistics provided to Congress on the MSAs are limited to those reports of sexual assault that involve cadets or midshipmen as either a victim or a subject. DoD now includes adult military dependents who make a Restricted Report that involve allegations against a cadet or midshipmen as the offender in its annual statistics on the MSAs.⁵ Restricted Reports by adult military dependents that did not involve a cadet or midshipmen are recorded, but not included in MSA statistical analyses or demographics. SAPRO derives available demographic information on victims and subjects from *completed* investigations, and from victim information in Restricted Reports, as recorded in DSAID.

Which Data are Included

The information in this report includes data on sexual assault reports made to MSA authorities during APY 15-16 (1 June 2015 to 31 May 2016) as well as trend data for prior years where available. Data in sections that follow represent a “snapshot in time,” meaning that the analysis

³ Use of the term “victim” or “subject” does not convey any presumption about the guilt or innocence of the alleged offenders, nor does the term “incident” substantiate an occurrence of a sexual assault.

⁴ The “How It Is Gathered Section” provides additional information on DSAID’s data collection and reporting process (p. 7).

⁵ If the alleged cadet or midshipman is the intimate partner of the victim seeking professional services for an allegation of sexual assault, SAPRO relinquishes purview to the Family Advocacy Program (FAP). Such cases would not be included in this report.

describes the status of sexual assault reports, investigations, and subject dispositions as of 31 May 2016 (the last day of the APY).

Some investigations extend across APYs, as it often takes several months to investigate a report of sexual assault. Therefore, investigations opened near the end of the APY typically continue into the next APY. Likewise, subject dispositions can extend across APYs. SAPRO marks dispositions as “pending” if they have not been completed or reported at the end of the APY. SAPRO tracks pending dispositions and requires the Military Services to report on them in subsequent years’ reports.

Under DoD’s SAPR policy, a Service member can report a sexual assault to a SARC or MCIO at any point, despite the amount of time between the incident and the report. As a result, DoD may receive reports for incidents that occurred in previous years.

DoD also receives reports submitted for sexual assaults that occurred prior to a cadet/midshipman’s military Service. When a report of this nature occurs, DoD provides care and services to the victim, but may not be able to hold the offender appropriately accountable if the offender is not subject to military law. DoD authorities may assist the victim in contacting the appropriate civilian or foreign law enforcement agency to address his or her allegation, if requested to do so.

How Data are Gathered

Defense Sexual Assault Incident Database

Prior to APY 14-15, the Academies’ sexual assault data included incident information collected by SARCs and official investigations conducted by MCIO agents. SAPRO then aggregated these data provided by the Services in order to perform subsequent DoD-level analyses.

DSAID became the source of data for the Academies in APY 14-15. DoD requires SARCs to use DSAID to enter information about the victim and incident for each report of sexual assault. Additionally, DSAID interfaces with MCIO information systems, which contribute information about subjects and offense-specific information into DSAID. MCIO information systems are the system of record for all Unrestricted Reports that MCIOs investigate. Service-appointed officials enter and validate case disposition information into DSAID. The transition to DSAID alters the way in which sexual assault data are reported in two key ways:

- The Department previously recorded Unrestricted Reports as the number of sexual assault cases, as organized by MCIO investigations. Investigations into alleged subjects of sexual assault can include more than one victim. Thus, one MCIO investigation does not necessarily correspond to one victim report. Starting in APY 14-15, the Department organizes Unrestricted cases by DSAID reports, not MCIO investigations. DSAID captures data for each individual who makes an Unrestricted Report of sexual assault, such that each report corresponds to one victim. Restricted Reports, as mentioned above, have always involved one victim per reported incident.
- In past APYs, Service affiliations for subjects and victims referred to the Service to which they belonged. With the introduction of DSAID in APY 14-15, Service affiliation refers to that of the SARC handling the case. This shift provides valuable insight into the resources each Service expends to respond to reports of sexual assault. As in past APYs, when discussing subject dispositions, affiliation refers to subjects’ Service when available.

Since DSAID is a real-time data-gathering tool:

- *Not all data points are immediately available for this report.* Data provided in reports represent the state of DSAID data at the time of the final pull. Despite best efforts by DoD and the Services to report data accurately, data may be incomplete at the time of the DSAID data pull. Therefore, some demographic or case-related information presented below is categorized as “relevant data not available.”⁶
- *Data may change over time and may differ from what DoD reported previously.* Updates, changes, and corrections occur as a normal, continuous process of DSAID management. SAPRO works with each MSA and Service SAPR program managers to validate entries, identify errors, and make corrections throughout the year. In addition, the investigative process may also uncover new information. For example, an investigation may clear some subjects of wrongdoing or implicate others. Data presented here reflect this process.

Service Academy Gender Relations Survey (SAGR)

The 2016 *SAGR* is the sixth in a series of surveys mandated by the MSA assessment process directed by the FY07 National Defense Authorization Act. This year’s *SAGR* took a census of all cadets and midshipmen at the three MSAs. The *SAGR* includes data on:

- The APY 15-16 estimated past-year prevalence rates of sexual assault, sexual harassment, and gender discrimination;
- A discussion of students’ perceptions of Academy culture with respect to sexual assault and sexual harassment;
- The availability of sexual assault and sexual harassment training; and
- Perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment.

The Department uses the *SAGR* to estimate the number of cadets/midshipmen who indicated they were sexually assaulted in the current APY, regardless of whether they chose to report that incident. Differences between the number of sexual assault reports and the estimated prevalence of sexual assaults stems from apparent underreporting of sexual assault incidents to DoD authorities.

The *SAGR* employs a measure of USC that covers a range of activities prohibited by the UCMJ, which provides a reliable estimate of the crimes addressed by the SAPR program. However, USC is only a proxy measure for crimes described in military law and not a crime index.

Why Data are Collected

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

⁶ In order for DoD to accurately classify a victim or subject as a cadet or midshipman, demographic data must be complete in DSAID. This report uses the term “relevant data not available” when these data fields are missing or unavailable.

Aggregate Statistical Data on Sexual Assault

The Department received 86 sexual assault reports involving a cadet/midshipman as a victim or subject in APY15-16. Of these 86 reports, 77 victims were cadets or midshipmen. Other Service members and civilians comprised the remaining 9 victims. This year, USAFA received 17 fewer reports than last year, while USMA and USNA increased by 9 and 3 reports, respectively. Survey results from 2016 suggest that a number of factors affect a victim’s decision to report, including the perceived severity of the incident, the victim’s need for medical or other assistance, the victim’s desire to deal with the situation without help, the belief that reporting might protect others, and the victim’s concern about privacy.⁷

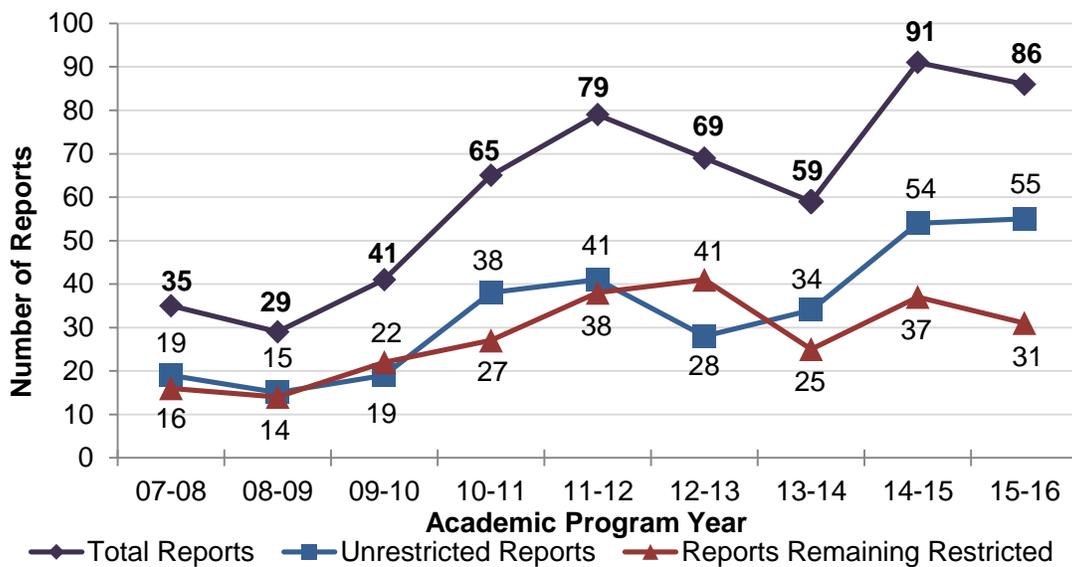


Exhibit 1: Reports of Sexual Assault to the MSAs by Report Type, APY 07-08 to 15-16

As discussed previously, Department policy permits Service members to report sexual assaults and receive assistance, even when the reported incident occurred prior to entry into military Service. Exhibit 2 below illustrates this pattern in cadet/midshipman reporting of sexual assault allegations. Exhibit 2 shows that 13 of the 77 sexual assault reports made by cadet/midshipman victims this year involved an incident that occurred prior to the victim’s military Service (5 Unrestricted and 8 Restricted Reports). Notably, sexual assault reports from civilian and Service member victims are excluded from Exhibit 2, which is why the total reports do not match the totals in Exhibit 1.

⁷ See: 2016 Service Academy Gender Relations Survey Report: <http://sapr.mil/index.php/research>

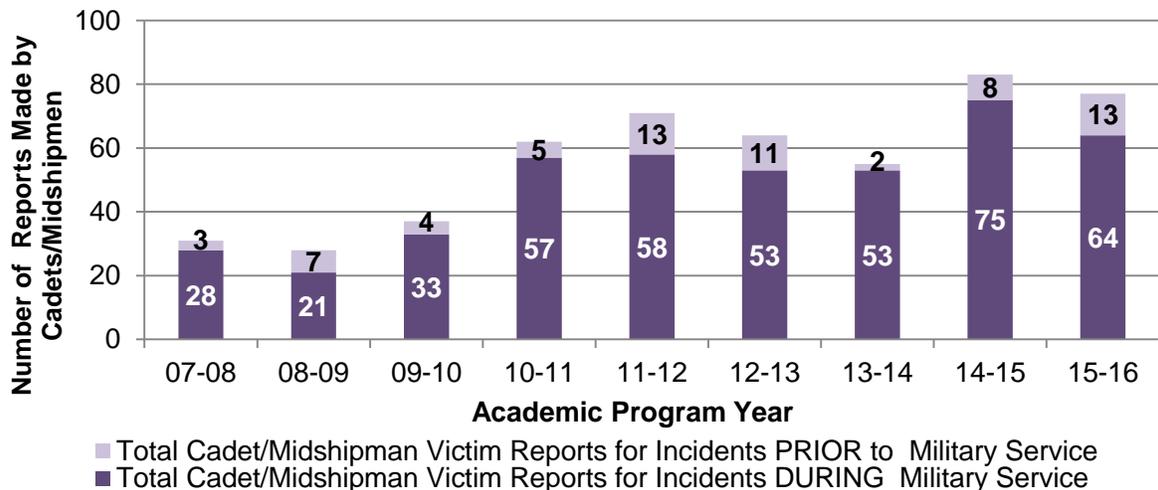


Exhibit 2: Total Reports to the MSAs by Cadet/Midshipman Victims Occurring Prior to or During Military Service, APY 07-08 to 15-16

The flow chart in Exhibit 3 on the following page depicts reports made in APY 15-16. Each point in the flow chart corresponds to a letter in the subsequent text. Cadets and midshipmen were involved in 86 reports of sexual assault, as victims and/or subjects (Exhibit 3, Point A).

Of the 86 reports received, 55 were Unrestricted Reports involving cadets and midshipmen as either the victim or subject of a sexual assault investigation (Exhibit 3, Point B). Of the 55 Unrestricted Reports, 5 reports were made by cadets/midshipmen for alleged incidents of sexual assault that occurred prior to entering military Service and 42 Unrestricted Reports were made by cadets/midshipmen for alleged incidents that occurred during military Service. Non-cadet/midshipman victims made the remaining 8 reports.⁸

- 55 Unrestricted Reports were referred to an MCIO for investigation or had some investigative activity associated with them. Eight Unrestricted Reports did not move forward in the processes represented in the flow chart and are accounted for as follows:
 - 3 victims made Unrestricted Reports for incidents that occurred prior to the their military Service *and* these allegations were outside of MCIOs' authority to investigate
 - 2 additional prior-to-service allegations fell within MCIO authority to investigate and are accounted for by the outcomes within the flowchart
 - 3 sexual assault allegations were first addressed by civilian law enforcement investigations in prior years, but these allegations did not become Unrestricted Reports and entered into DSAID until this year
 - 2 Unrestricted Reports could not be classified, because they lacked investigative case information at the time SAPRO retrieved APY 15-16 data from DSAID. DoD will report these cases in future years' reports when relevant data becomes available
- In sum, DoD and civilian investigative agencies opened 45 investigations associated with 47 Unrestricted Reports this APY.

⁸ Of the 8 reports that were made by non-cadet/midshipman victims, 1 report was made by an enlisted Active Duty member; civilian victims made the remaining 7 reports.

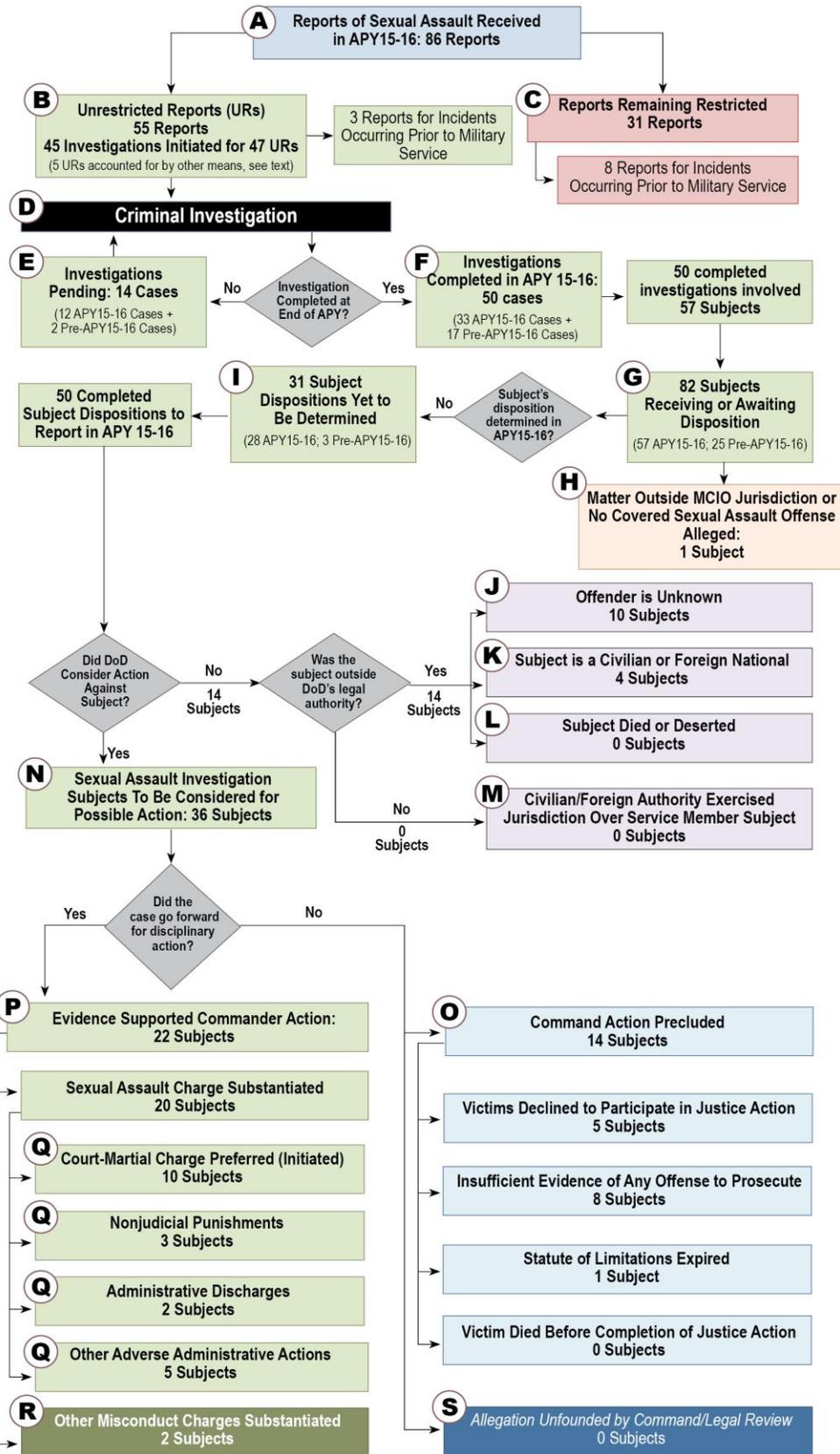


Exhibit 3: Reports of Sexual Assault, Investigations, and Dispositions Completed in APY 15-16

Cadets and midshipmen initially made 43 Restricted Reports. During the APY, 12 Restricted Reports converted to Unrestricted Reports, leaving 31 Restricted Reports remaining at the end of APY 15-16 (Exhibit 3, Point C). Cadet/midshipman victims made 30 out of the 31 reports remaining Restricted in the APY. Eight cadets/midshipmen made Restricted Reports for incidents that occurred prior to military Service.

Exhibit 4 illustrates the number of sexual assault reports made to each MSA over the past nine APYs. Overall, the number of sexual assault reports made in APY15-16 decreased by 5 reports compared to APY14-15. This relatively small decrease, however, does not fully represent reporting activity at each of the MSAs. Specifically, reports of sexual assault increased by 9 reports at USMA and by 3 reports at USNA. Conversely, reports at USAFA decreased by 17. While reports at USMA and USNA have steadily increased over the past few years, reports of sexual assault at USAFA have fluctuated greatly. As shown, reports at USAFA also usually occur at higher rates than at the other two MSAs. Table 1 breaks out in more detail the number and types of sexual assault report made (Unrestricted versus Restricted) by MSA in APY 15-16.

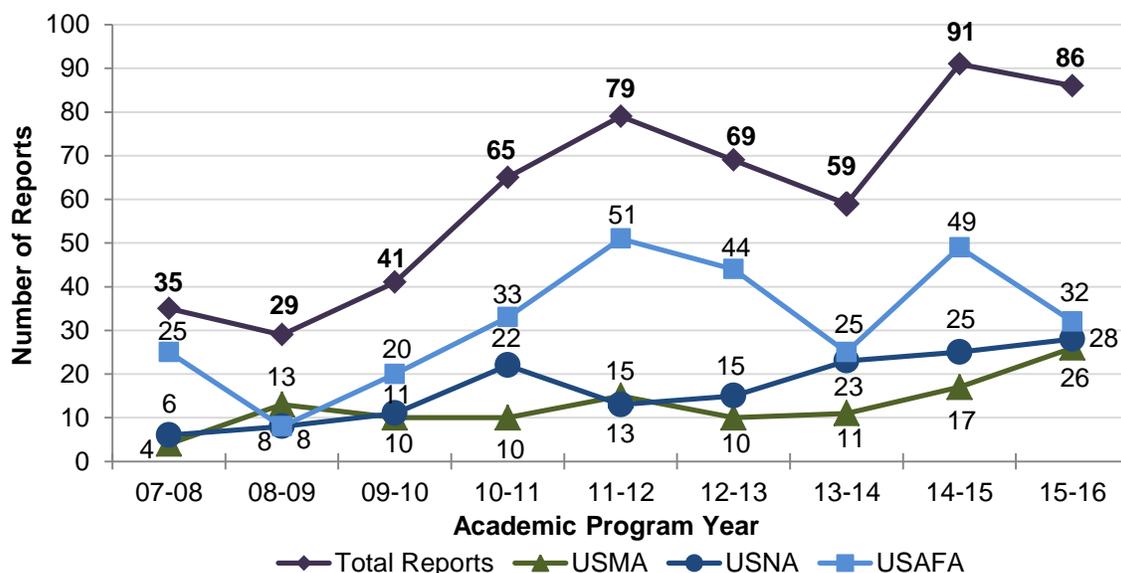


Exhibit 4: Reports of Sexual Assault by Academy, APY 07-08 to 15-16

Table 1 – Total Reports of Sexual Assault by Type of Report and Academy in APY 15-16

Academy	Total Reports	Unrestricted Reports	Restricted Reports Remaining
U.S. Military Academy	26	20	6
U.S. Naval Academy	28	20	8
U.S. Air Force Academy	32	15	17
Total Reports	86	55	31

Reports of sexual assault made to DoD authorities provide only partial insight into the overall phenomenon of sexual assault at the MSAs. As previously discussed, sexual assault in both the civilian and military sectors is underreported, meaning that sexual assaults estimated to occur using scientific surveys of a given population outnumber official reports made to the authorities.

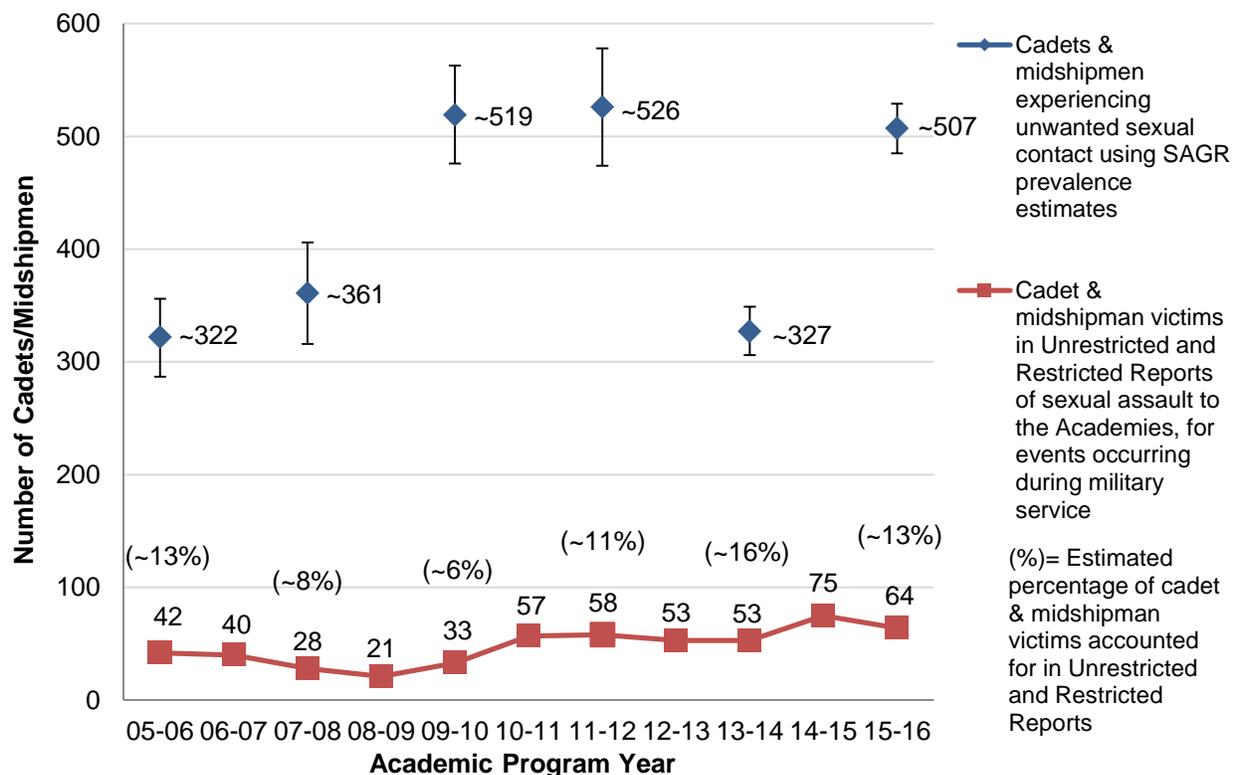


Exhibit 5: Estimated Cadets/Midshipmen Experiencing USC Based on Past-Year Prevalence Rates versus Number of Cadet/Midshipmen Victims in Reports of Sexual Assault Made during the Academic Program Year, for Incidents Occurring During Military Service, APY 05-06 to 15-16⁹

The Office of People Analytics (OPA) conducts the *SAGR* every two years at the MSAs to estimate the past-year prevalence rate of USC in the cadet and midshipman population.¹⁰ The 2016 *SAGR* estimated that 12.2 percent of female cadets/midshipmen and 1.7 percent of male cadets/midshipmen experienced USC, a statistically significant increase from 2014 prevalence rates (8.2 percent for women and 1.1 percent for men).¹¹

⁹ Bars around survey point estimates represent margins of error. For 2016, *SAGR* estimated that the number of cadets and midshipmen who had experienced past-year USC was between 485 and 529 with a midpoint of 507.

¹⁰ Although 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 refers to a range of activities that the UCMJ prohibits. These activities 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.

¹¹ OPA estimates the number of cadet/midshipman victims using the weighted estimated USC prevalence rate across all genders and DoD MSAs (~4 percent) multiplied by the Academy cadet/midshipman population at the time of the survey. Notably, the timeframe covered by the survey questions pertain to USC experienced within the APY. *SAGR* victim numbers are only estimates. DoD uses these estimates

As illustrated in Exhibit 5, 2016 rates of USC indicate that about 507 cadets and midshipmen experienced some form of USC during the academic program year. In APY 15-16, MSA officials received reports of sexual assault from 64 cadets and midshipmen for an incident that occurred **during** military Service. The Department estimates that about 13 percent of the estimated 507 cadets/midshipmen who experienced USC made an official report of sexual assault. Exhibit 5 shows that 64 cadets/midshipmen made a Restricted or Unrestricted Report of sexual assault for an incident occurring **during** military Service in APY 15-16.¹²

APY 15-16 Unrestricted Reports of Sexual Assault

In APY 15-16, 55 Unrestricted Reports of sexual assault involved cadets/midshipmen as either the subject and/or victim of a sexual assault investigation.

Department policy requires that the allegation be referred to an MCIO for investigation once a victim makes an Unrestricted Report of sexual assault. An investigation can take a few weeks to several months to complete depending upon the complexity of the alleged crime. Consequently, not all of the reports made in a given APY are completely investigated by the end of that APY.

- Of the 45 criminal investigations initiated during APY 15-16, 33 investigations were completed in APY 15-16. DoD will report the outcomes of the other 12 investigations in forthcoming years' reports (Exhibit 3, Points F and E)
- MCIOs also completed 17 investigations of sexual assault initiated in reporting periods prior to APY 15-16
- In sum, MCIOs completed 50 investigations of sexual assault (Exhibit 3, Point E) involving 57 subjects (Exhibit 3, Point G) during APY15-16 for reports made in the current APY or prior APYs

MCIOs investigate all alleged violations of military law contained in the report when a victim makes an Unrestricted Report of sexual assault. SAPRO categorizes Unrestricted Reports by the most serious sexual assault offense alleged. Exhibit 6 shows the sexual assault offenses alleged for the 55 Unrestricted Reports made in APY 15-16. The offense charged or addressed with disciplinary action *may not always* reflect the offense investigated. For example, if the crime of "rape" is alleged, but MCIO agents only discover evidence for the crime of "aggravated sexual contact" during the investigation, then only "aggravated sexual contact" can be charged.

as an indicator of the scope of the sexual assault problem and the degree of underreporting at each Academy.

¹² In total, 77 cadet/midshipman victims made reports of sexual assault during APY 15-16. However, not all cadet/midshipman victims reported incidents that occurred during their military Service. As depicted in Exhibit 2, 13 cadet/midshipman victims made a report for a sexual assault incident that occurred prior to their military Service.

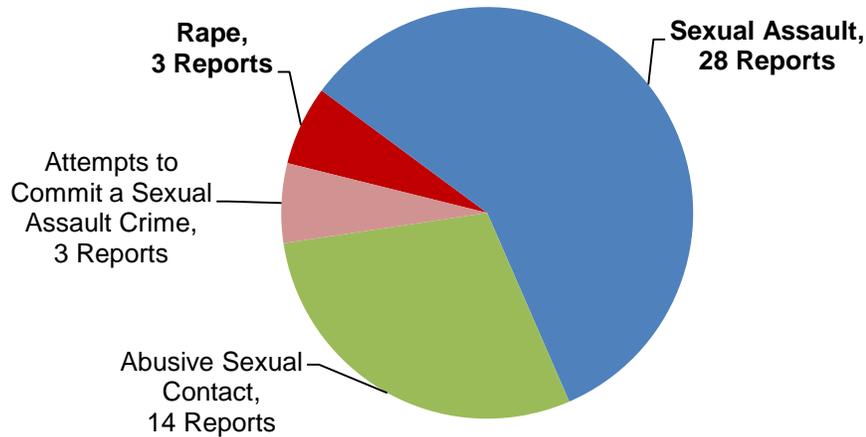


Exhibit 6: Sexual Assault Crimes Investigated in Unrestricted Reports, APY 15-16

Notes:

1. In APY 15-16, the Academies received 55 Unrestricted Reports. However, the analysis in Exhibit 6 analysis excludes 7 reports due to missing data on offense originally investigated.
2. Bold text indicates penetrating sexual assault crimes.

Exhibit 7 illustrates the involvement of cadets and midshipmen in Unrestricted Reports of sexual assault. In APY 15-16, 19 of the 55 Unrestricted Reports involved the alleged victimization of a cadet or midshipman by another cadet or midshipman.

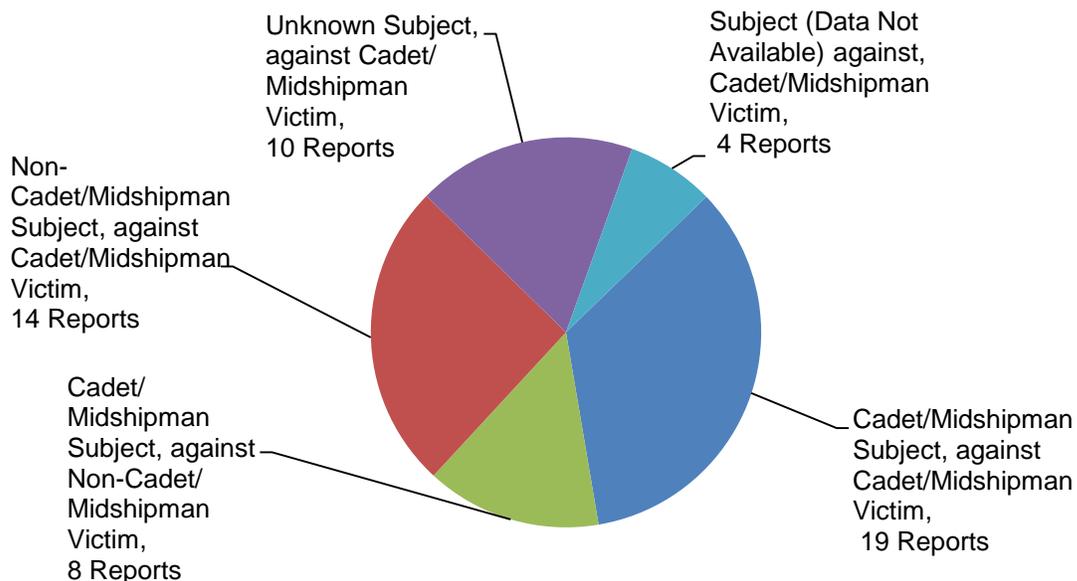


Exhibit 7: Unrestricted Reports of Sexual Assault by Victim and Subject Status, APY 15-16

Disposition of Sexual Assault Reports Adjudicated in APY 15-16

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. The Department intends to hold offenders appropriately accountable when it has legal authority to do so and available evidence supports such action.

In APY 15-16, 50 criminal investigations (33 APY 15-16 and 17 Pre-APY 15-16) were completed, involving 57 subjects. The MSAs had completed disposition information to report this year for an additional 25 subjects in investigations closed last APY. Of the 82 total subjects (57 APY 15-16; 25 prior APYs) there were 31 subject dispositions yet to be determined at the end of APY 15-16. An additional allegation fell outside of an MCIO's authority to investigate, as described in DoD Instruction 5505.18, *Investigation of Adult Sexual Assault in the Department of Defense* (Exhibit 3, Point H).

By the end of APY 15-16, MSAs had completed disposition information for 50 subjects (28 subjects from APY 15-16; 22 subjects from prior APYs). Exhibit 3 and the information below, outlines the disposition information regarding those 50 subjects.

50 Subjects of APY 15-16 investigations and Pre-APY 15-16 investigations with disposition information to report at the end of APY 15-16

- 10 Subjects could not be identified, despite a thorough investigation (Exhibit 3, Point J)
- 4 Subjects were civilian (Exhibit 3, Point K) and outside of DoD's legal authority

36 Subjects under DoD legal authority to be reviewed for possible action (Exhibit 3, Point N)

- 5 Victims declined to participate in the military justice process (Exhibit 3, Point O)
- 8 Investigations yielded insufficient evidence to prosecute any offense (Exhibit 3, Point O)
- 1 Statute of limitations expired (Exhibit 3, Point O)

22 Subjects for whom evidence supported command action (Exhibit 3, Point P):

DoD actions taken for sexual assault crimes are as follows (Exhibit 3, Point Q):

- 10 Subjects had Court-Martial Charge Preferred
- 3 Subjects received Nonjudicial Punishment
- 2 Subjects received an Adverse Administrative Discharge
- 5 Subjects received an Adverse Administrative Action, to include action through the Cadet Disciplinary System

The actions taken for other misconduct that was discovered during the course of the sexual assault investigation are as follows (Exhibit 3, Point R):

- 0 Subjects had Court-Martial Charges Preferred
- 0 Subjects received Nonjudicial Punishments
- 0 Subjects received an Adverse Administrative Discharge
- 2 Subjects received an Adverse Administrative Action, to include action through the Cadet Disciplinary System

Demographics of Unrestricted Reports

SAPRO draws the following demographic information from the 49 investigations of sexual assault completed during APY 15-16. These investigations involved 53 victims and 57 subjects. Table 2 displays the gender of victims and subjects in completed investigations of Unrestricted Reports in APY 15-16. As in previous APYs, most victims in investigations of Unrestricted Reports are female (87 percent) and most subjects are male (77 percent). Table 3 shows victim and subject age in completed investigations of Unrestricted Reports in APY 15-16. Most victims and subjects are between ages 16 and 24 (89 percent of victims and about 65 percent of subjects).

Table 2 – Gender of Victims and Subjects for Completed Investigations of Unrestricted Reports in APY 15-16

Gender	Victims		Subjects	
	Count	Percentage	Count	Percentage
Male	7	13%	44	77%
Female	46	87%	3	5%
Gender Unknown/Data Not Available	0	0%	10	18%
Total	53	100%	57	100%

Table 3 –Victims’ and Subjects’ Age at the Time of Incident for Completed Investigations of Unrestricted Reports in APY 15-16

Age at Time of Incident	Victims		Subjects	
	Count	Percentage	Count	Percentage
0-15*	1	2%	0	0%
16-19	28	53%	11	19%
20-24	18	34%	26	46%
25-34	0	0%	5	9%
35-49	0	0%	2	4%
50 and older	0	0%	0	0%
Age Unknown/Data Not Available	6	11%	13	23%
Total	53	100%	57	100%

*Note: The one cadet/midshipman in the “0-15” category reported an incident that occurred prior to military Service, when she/he was 13.

APY 15-16 Restricted Reports of Sexual Assault

SAPR personnel collect limited data about the victim and the allegation made in a Restricted Report due to confidentiality. As with Unrestricted Reports, individuals can make Restricted Reports for incidents that occurred in prior APYs and/or prior to military Service.

There were 43 initial Restricted Reports of sexual assault in APY 15-16. Of the 43 reports, 12 converted to Unrestricted Reports. At the close of APY 15-16, 31 reports remained Restricted¹³:

- 30 cadets/midshipmen made a Restricted Report
 - 8 cadets/midshipmen made a Restricted Report for a sexual assault allegation that occurred prior to military Service
 - 22 cadets/midshipmen made a Restricted Report for a sexual assault allegation that occurred during military Service
- 1 non-cadet/midshipman, who was an Active Duty Service member, made a Restricted Report against a cadet or midshipman

The percentage of victims who convert Restricted Reports to Unrestricted Reports at the MSAs fluctuates yearly. Exhibit 8 shows the Restricted Reports and conversion rates for the past nine APYs.

¹³ Unrestricted Report data cited earlier includes Restricted Reports that converted to Unrestricted Reports this year.

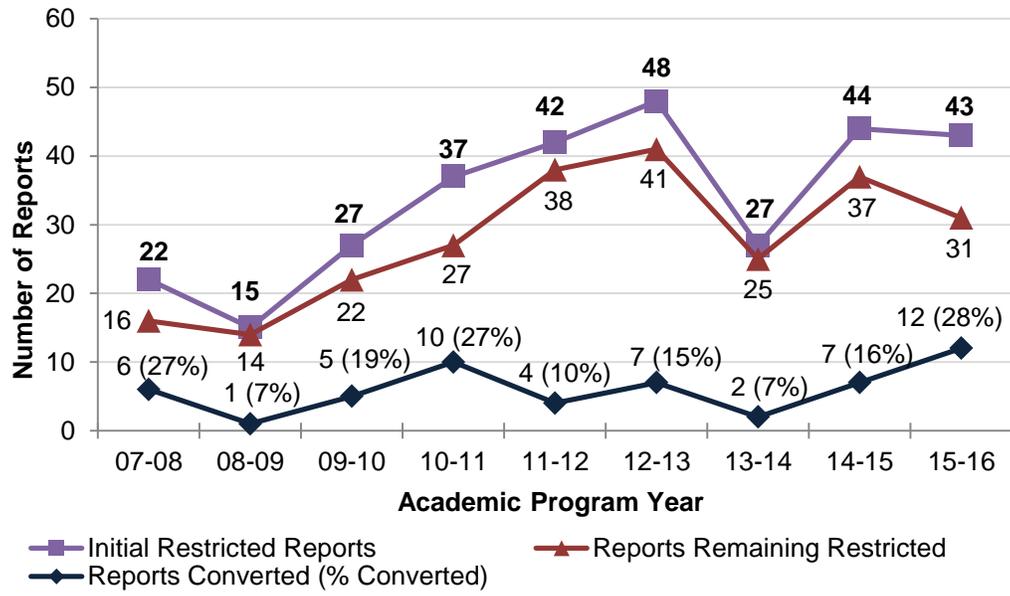


Exhibit 8: Reports Initially Made Restricted, Reports Remaining Restricted, and Restricted Reports Converted to Unrestricted, APY 07-08 to 15-16

Demographics of Restricted Reports of Sexual Assault

The subsequent information pertains to victims with a report remaining Restricted at the end of APY 15-16. Table 4 and Table 5 display victim gender and age data, respectively. As with Unrestricted Reports, females and 16 to 24 year olds comprise the majority of Restricted Reports at the Academies.

Table 4 – Gender of Victims in Restricted Reports Remaining in APY 15-16

Gender	Count	Share
Male	2	6%
Female	29	94%
Total	31	100%

Table 5 – Age of Victims at the Time of Incident in Restricted Reports Remaining in APY 15-16

Age at the Time of Incident	Count	Share
0-15*	3	10%
16-19	14	45%
20-24	13	42%
25-34	1	3%
35 and older	0	0%
Data not available	0	0%
Total	31	100%

*Note: The three cadet/midshipmen victims in the “0-15” category made reports for incidents that occurred prior to military Service.

The majority of Restricted Reports involve cadet/midshipmen as subjects and victims, as depicted in Exhibit 9.

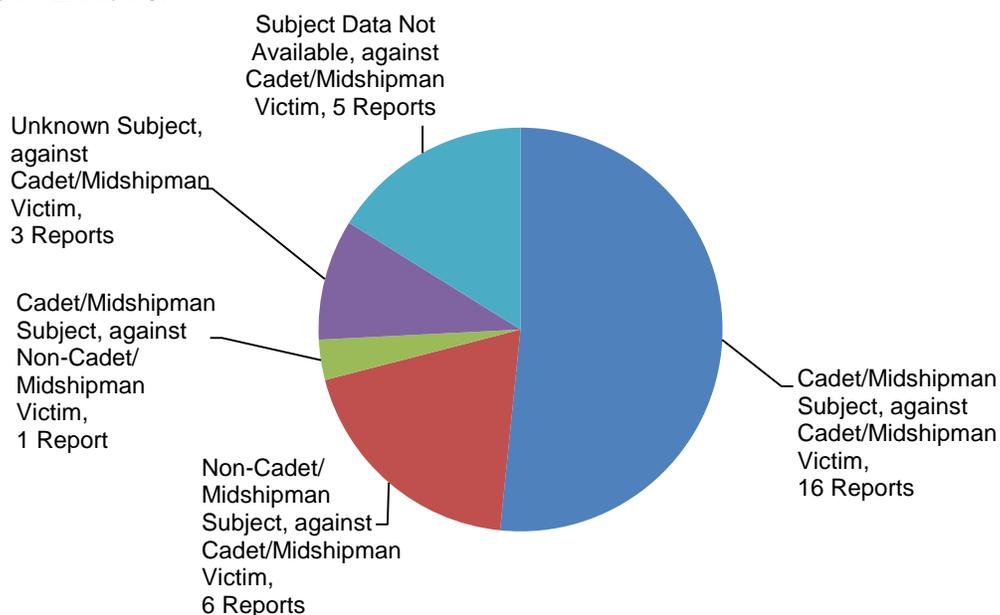


Exhibit 9: Restricted Reports of Sexual Assault by Victim and Subject Status, APY 15-16

2016 Service Academy Gender Relations Survey (SAGR)

Estimated Past-Year Prevalence of Unwanted Sexual Contact

As described in sections above, 12.2 percent of female cadets/midshipmen and 1.7 percent of male cadets/midshipmen indicated experiencing USC, a statistically significant increase from 2014 estimated prevalence rates (8.2 percent for women and 1.1 percent for men).

Of female cadets/midshipmen who experienced USC, 4.4 percent indicated that the incident involved attempted sexual penetration of the vagina, anus, or mouth,¹⁴ followed by 4.1 percent who experienced unwanted sexual touching, and 3.7 percent, who experienced completed sexual intercourse, anal, or oral sex. Of male cadets/midshipmen who experienced USC, 0.9 percent reported experiencing unwanted sexual touching, followed by 0.5 percent who reported experiencing attempted sexual intercourse, anal, or oral sex, and 0.3 percent who reported experiencing completed sexual intercourse, anal, or oral sex.¹⁵

Retaliation

Of those who experienced USC and reported the incident, 47 percent indicated they experienced a behavior in line with professional reprisal, ostracism, and/or maltreatment subsequent to a report of sexual assault to a DoD authority. Once OPA used UCMJ definitions and Department policy to categorize the context of those negative experiences, only 5 percent of these perceived behaviors were consistent with professional reprisal, ostracism, and/or maltreatment prohibited by military law. As with all survey data, respondent endorsements of

¹⁴ Attempted sexual penetration can occur with or without unwanted sexual touching.

¹⁵ Someone who indicates they experienced completed sexual intercourse, anal or oral sex can also indicate that they experienced attempted sex or sexual touching.

these survey items do not constitute a report of retaliation, a finding under the law that the victim experienced some form of retaliation, nor can these results indicate whether the respondents reported the behaviors to the appropriate authorities for investigation.

Despite these caveats, perceived retaliation of any kind is concerning and information from the SAGR provides a greater understanding of the overall impact of those experiences on these individuals. For instance, of the students who indicated experiencing USC and subsequently made a Restricted or an Unrestricted Report, the majority (82 percent) specified that they would make the same decision to report the incident again.

Alcohol Use

Cadets/midshipmen who reported experiencing USC indicated whether they or their alleged 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 Academy. Of the women who reported experiencing USC at each Academy, 60 percent at USMA, 39 percent at USAFA, and 74 percent at USNA indicated that they or their alleged offender(s) had been drinking. Reported alcohol involvement varied more widely among men, with 56 percent at USNA, 43 percent at USAFA, and 42 percent at USMA indicating that they or their alleged offender(s) had been drinking.

Bystander Intervention

The 2016 SAGR included two questions to assess bystander intervention experiences in APY 15-16. The first item asked whether participants observed a situation where they believed a sexual assault was occurring or about to occur within APY 15-16. If respondents answered “yes” to this question, the survey prompted them to answer a second question to identify the response, among a list of options, which most closely resembled their action. Seven percent 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 (94 percent) reported taking some action to intervene.

Statistical Data on Sexual Harassment

Sexual Harassment Reporting

The Department’s sexual harassment reporting process differs from policies governing how to report a sexual assault; however, both behaviors are equally unacceptable. Department policy encourages resolution of sexual harassment allegations at the lowest interpersonal level.¹⁶ Service members may also elect to address the matter by making an informal or formal complaint. In APY 15-16, cadets/midshipmen made 2 formal complaints of sexual harassment and 8 informal complaints:

- 2 formal complaints and 1 informal complaint at USMA
- 5 informal complaints at USNA
- 2 informal complaints at USAFA

¹⁶ DoD Directive 1020.2, Diversity Management and Equal Opportunity in the Department of Defense, 5 February 2009.

Estimated Past-Year Prevalence of Sexual Harassment

Overall, the 2016 *SAGR* found that just fewer than half (48 percent) of female cadets/midshipmen indicated experiencing sexual harassment in the past APY. This year's estimate is roughly the same as the sexual harassment prevalence estimate in 2014. However, this year's sexual harassment measure is new and does not allow a scientific comparison to data using the 2014 data.¹⁷ The estimated past-year prevalence of perceived sexual harassment for female cadets and midshipmen varied by location, as follows:

- USNA Women 51%
- USAFA Women 47%
- USMA Women 46%

Across all three MSAs, about 12 percent of male respondents perceived experiencing sexual harassment at some point in the past academic program year. This is about the same prevalence rate estimated in 2014 using the previous measure. Scientific comparisons between the 2016 and 2014 are not possible since OPA used slightly different questions to measure sexual harassment. The past-year prevalence of perceived sexual harassment for male cadets and midshipmen varied by location, as follows:

- USMA Men 13%
- USNA Men 12%
- USAFA Men 11%

¹⁷ RAND Corporation developed the new sexual harassment measure for the 2014 *RAND Military Workplace Survey*. The Department has elected to use this new, behaviorally based measure as a standard on all gender relations surveys, including the *SAGR*.



Appendix E: APY 15-16 Data Matrices and MSA Case Synopsis



Unrestricted Reports

DoD MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
<p>A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAID) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>		APY15-16 Totals
# APY15-16 Unrestricted Reports (one Victim per report)		49
# Cadet/Midshipman/Prep School Student Victims		41
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		8
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		49
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		16
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		8
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		14
# Unidentified Subject on Cadet/Midshipman/Prep School Student		7
# Relevant Data Not Available		4
# Unrestricted Reports of sexual assault occurring		49
# On military installation		16
# Off military installation		30
# Unidentified location		3
# Victim in Unrestricted Reports Referred for Investigation		49
# Victims in investigations initiated during APY15-16		44
# Victims with Investigations pending completion at end of 31-MAY-2016		6
# Victims with Completed Investigations at end of 31-MAY-2016		38
# Victims with Investigative Data Forthcoming		1
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		4
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		3
# Victims - Other		1
# All Restricted Reports received in APY15-16 (one Victim per report)		43
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		12
# Restricted Reports Remaining Restricted at end of APY15-16		31
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16		APY15-16 Totals
		APY15-16 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report		49
# Reports made within 3 days of sexual assault		10
# Reports made within 4 to 10 days after sexual assault		5
# Reports made within 11 to 30 days after sexual assault		2
# Reports made within 31 to 365 days after sexual assault		18
# Reports made longer than 365 days after sexual assault		14
# Relevant Data Not Available		0
Time of sexual assault		49
# Midnight to 6 am		17
# 6 am to 6 pm		10
# 6 pm to midnight		16
# Unknown		5
# Relevant Data Not Available		1
Day of sexual assault		49
# Sunday		8
# Monday		7
# Tuesday		7
# Wednesday		3
# Thursday		3
# Friday		8
# Saturday		13
# Relevant Data Not Available		0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	15	1	0	0	0	0	0	0	0	16	
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	7	0	0	0	0	0	1	0	0	8	
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	8	1	2	0	0	0	1	0	0	12	
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3	0	0	0	1	3	0	0	0	7	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	6	6	
APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)											
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Penetrating Offenses				Contact Offenses				Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)			
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	3	0	24	0	0	14	0	0	2	6	49
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	11	0	0	3	0	0	1	0	16
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	6	0	0	1	0	0	1	0	8
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	3	0	0	7	0	0	0	2	12
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	4	0	0	2	0	0	0	0	7
# Relevant Data Not Available	1	0	0	0	0	1	0	0	0	4	6
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	3	0	18	0	0	13	0	0	1	6	41
# Cadet/Midshipman/Prep School Student Victims: Female	3	0	17	0	0	10	0	0	1	4	35
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	1	0	0	3	0	0	0	2	6
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	3	0	24	0	0	14	0	0	2	6	49
# Midnight to 6 am	1	0	12	0	0	3	0	0	1	0	17
# 6 am to 6 pm	0	0	2	0	0	6	0	0	1	1	10
# 6 pm to midnight	2	0	7	0	0	5	0	0	0	2	16
# Unknown	0	0	2	0	0	0	0	0	0	3	5
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
D4. Day of sexual assault	3	0	24	0	0	14	0	0	2	6	49
# Sunday	2	0	4	0	0	1	0	0	1	0	8
# Monday	0	0	5	0	0	2	0	0	0	0	7
# Tuesday	0	0	3	0	0	2	0	0	0	2	7
# Wednesday	0	0	0	0	0	2	0	0	0	1	3
# Thursday	0	0	1	0	0	1	0	0	0	1	3
# Friday	0	0	5	0	0	1	0	0	0	2	8
# Saturday	1	0	6	0	0	5	0	0	1	0	13
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16 Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	45
# Investigations Completed as of APY15-16 End (group by MCIO #)	33
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	12
# Subjects in investigations Initiated During APY15-16	52
# Service Member Subjects investigated by CID	10
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	6
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	13
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	2
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Service Member Subjects investigated by AFOSI	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	4
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Unidentified Subjects in Service Investigations Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	9
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	1
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	1
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	2
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	5
E2. Service Investigations Completed during APY15-16 Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	46
# Of these investigations with more than one Victim	4
# Of these investigations with more than one Subject	4
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	54
# Service Member Subjects investigated by CID	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	4
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Service Member Subjects investigated by AFOSI	16
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	6
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	10
# Subject Relevant Data Not Available	4
# Victims in investigations completed during APY15-16, supported by your Service	50
# Service Member Victims in CID investigations	18
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	17
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	1
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	12
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	12
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	18
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	17
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	1
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	2
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY15-16	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY15-16 (Group by Civilian Law Enforcement Case Number)	3
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	1
# Subjects in reports made to your Service and Investigations completed during APY15-16	3
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	1
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	1
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	2
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	3
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	2
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	2
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	1
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY15-16 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY15-16 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	8	1	21	0	0	16	1	0	4	2	53
# Male	0	0	2	0	0	4	0	0	0	1	7
# Female	8	1	19	0	0	12	1	0	4	1	46
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	8	1	21	0	0	16	1	0	4	2	53
# 0-15	0	0	0	0	0	0	0	0	0	1	1
# 16-19	7	1	10	0	0	8	0	0	1	1	28
# 20-24	0	0	7	0	0	8	1	0	2	0	18
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	1	0	4	0	0	0	0	0	1	0	6
F3. Victim Type	8	1	21	0	0	16	1	0	4	2	53
# Service Member	8	1	19	0	0	16	1	0	3	2	50
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	2	0	0	0	0	0	1	0	3
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	8	1	19	0	0	16	1	0	3	2	50
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	1	0	0	0	0	0	0	0	1
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	1	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	6	1	18	0	0	15	0	0	3	2	45
# Academy Prep School Student	2	0	0	0	0	1	0	0	0	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	8	1	19	0	0	16	1	0	3	2	50
# Army	3	0	5	0	0	9	1	0	0	0	18
# Navy	1	0	6	0	0	3	0	0	2	0	12
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	4	1	8	0	0	4	0	0	1	2	20
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	8	1	19	0	0	16	1	0	3	2	50
# Active Duty	0	0	1	0	0	0	1	0	0	0	2
# Reserve (Activated)	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
# Cadet/Midshipman	6	1	18	0	0	15	0	0	3	2	45
# Academy Prep School Student	2	0	0	0	0	1	0	0	0	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)											
Subject Data From Investigations completed during APY15-16											
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
G1. Gender of Subjects	9	1	23	0	0	16	1	0	5	2	57
# Male	4	1	20	0	0	12	1	0	2	2	44
# Female	0	0	1	0	0	2	0	0	0	0	3
# Unknown	3	0	2	0	0	1	0	0	3	0	9
# Relevant Data Not Available	0	0	0	0	0	1	0	0	0	0	1
G2. Age of Subjects	9	1	23	0	0	16	1	0	5	2	57
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	2	0	4	0	0	1	0	0	1	1	11
# 20-24	4	1	10	0	0	9	1	0	1	0	26
# 25-34	0	0	2	0	0	3	0	0	0	0	5
# 35-49	0	0	1	0	0	1	0	0	0	0	2
# 50-64	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
# Unknown	0	0	2	0	0	0	0	0	0	1	3
# Relevant Data Not Available	3	0	2	0	0	2	0	0	3	0	10
G3. Subject Type	9	1	23	0	0	16	1	0	5	2	57
# Service Member	4	1	18	0	0	13	1	0	2	0	41
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	2	2
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	3	0	4	0	0	1	0	0	3	0	11
# Relevant Data Not Available	0	0	1	0	0	2	0	0	0	0	3
G4. Grade of Service Member Subjects	6	1	18	0	0	13	1	0	2	0	41
# E1-E4	0	0	1	0	0	1	0	0	0	0	2
# E5-E9	0	0	1	0	0	0	0	0	0	0	1
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	1	1	2	0	0	5	0	0	0	0	9
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	5	0	14	0	0	7	1	0	2	0	29
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	6	1	18	0	0	13	1	0	2	0	41
# Army	2	0	11	0	0	8	1	0	0	0	12
# Navy	2	0	5	0	0	2	0	0	2	0	11
# Marines	0	0	1	0	0	0	0	0	0	0	1
# Air Force	2	1	11	0	0	3	0	0	0	0	12
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	6	1	18	0	0	13	1	0	2	0	41
# Active Duty	1	1	4	0	0	5	0	0	0	0	11
# Reserve (Activated)	0	0	0	0	0	1	0	0	0	0	1
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	5	0	14	0	0	7	1	0	2	0	29
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	2		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	1		
# Subjects - Other	1		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	57	# Victims in investigations completed in APY15-16	53
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	18	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	30
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	2	# Total Victims associated with MCIO unfounded allegations	2
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	2	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	2
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	11		
# Unknown Offenders	9	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	7
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	1
# US Civilians or Foreign National Subjects not subject to the UCMJ	2	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	11		
# Service Member Subjects where Victim declined to participate in the military justice action	4	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	4
# Service Member Subjects whose investigations had insufficient evidence to prosecute	6	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	4
# Service Member Subjects whose cases involved expired statute of limitations	1	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	22	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	21
# Subjects for whom Command Action was completed as of 31-MAY-2016	11		
# APY15-16 Service Member Subjects where evidence supported Command Action	11	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	12
# Service Member Subjects: Courts-Martial charge preferred	3	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	4
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	3	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	3
# Service Member Subjects: Administrative discharges	1	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	1
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	3	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	3
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student 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.			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	10
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	10
# Subjects whose Courts-Martial was dismissed	2
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	1
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	3
# Officer or Cadet/Midshipmen Subjects who were allowed to resign in lieu of Courts-Martial	3
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	5
# Subjects Acquitted of Charges	3
# Subjects Convicted of Any Charge at Trial	2
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	2
# Subjects receiving confinement	1
# Subjects receiving reductions in rank	1
# Subjects receiving fines or forfeitures	1
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	1
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	1
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	3
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	3
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	3
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	3
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	3
# Subjects receiving restriction or some limitation on freedom	1
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	2
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	3
# Subjects who received NJP followed by UOTHC administrative discharge	3
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	2
# Subjects receiving UOTHC administrative discharge	1
# Subjects receiving General administrative discharge	1
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	5

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense) . This section reports the outcomes of Courts-Martials 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.	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16	0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	0
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense	0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense	0
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge) . 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.	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment for a non-sexual assault offense	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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 on a non-sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
N. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a non-sexual assault offense	2

Restricted Reports

DoD MSA APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	43
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	42
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	1
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	12
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	12
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	31
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	30
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	1
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	31
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	16
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	6
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	1
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3
# Relevant Data Not Available	5
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	31
# On military installation	11
# Off military installation	10
# Unidentified location	8
# Relevant Data Not Available	2
Length of time between sexual assault and Restricted Report	31
# Reports made within 3 days of sexual assault	8
# Reports made within 4 to 10 days after sexual assault	2
# Reports made within 11 to 30 days after sexual assault	3
# Reports made within 31 to 365 days after sexual assault	5
# Reports made longer than 365 days after sexual assault	7
# Relevant Data Not Available	6
Time of sexual assault incident	31
# Midnight to 6 am	4
# 6 am to 6 pm	1
# 6 pm to midnight	15
# Unknown	10
# Relevant Data Not Available	1
Day of sexual assault incident	31
# Sunday	6
# Monday	3
# Tuesday	4
# Wednesday	2
# Thursday	0
# Friday	4
# Saturday	6
# Relevant Data Not Available	6
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	30
# Army Victims	6
# Navy Victims	8
# Marines Victims	0
# Air Force Victims	16
# Coast Guard Victims	0
# Relevant Data Not Available	0

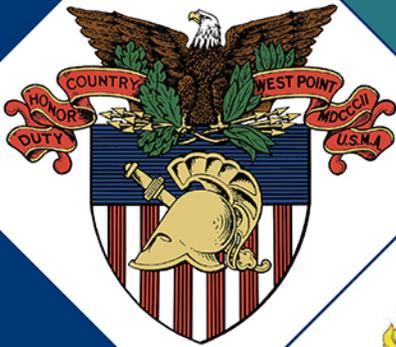
Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY15-16 Totals
Gender of Victims		31
# Male		2
# Female		29
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		31
# 0-15		3
# 16-19		14
# 20-24		13
# 25-34		1
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		31
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		1
# O4-O10		0
# Cadet/Midshipman		28
# Academy Prep School Student		2
# Relevant Data Not Available		0
Status of Service Member Victims		31
# Active Duty		1
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		28
# Academy Prep School Student		2
# Relevant Data Not Available		0
Victim Type		31
# Service Member		31
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		8
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		7
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		1
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted		44.11
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		50.3
Mode # of Days Taken to Change to Unrestricted		1
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16		APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16		6
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		6
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		0
# Relevant Data Not Available		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.		

Support Services

DoD MSA APY15-16 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>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	109
# Medical	11
# Mental Health	17
# Legal	23
# Chaplain/Spiritual Support	14
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	21
# DoD Safe Helpline	20
# Other	3
# CIVILIAN Resources (Referred by DoD)	8
# Medical	2
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	4
# Victim Advocate	0
# DoD Safe Helpline	
# Other	2
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	5
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	10
# Reported MPO Violations in APY15-16	2
# Reported MPO Violations by Subjects	2
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	0
<i>* 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.</i>	
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	5
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	56
# Medical	5
# Mental Health	15
# Legal	7
# Chaplain/Spiritual Support	10
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	9
# DoD Safe Helpline	9
# Other	1
# CIVILIAN Resources (Referred by DoD)	1
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	1
# DoD Safe Helpline	
# 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

APY 14-15 Service Member Sexual Assault Synopses Report: DOD																							
No.	Most Serious Sexual Assault Allegation Subject to Investigation For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject Prior Investigation for Sex Assault?	Subject More Warranted Accesses?	Subject Referral Type	Offense Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Relevant Charges Dismissed at Art 15 Hearing, if applicable	Most Serious Offense Corrected	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
29	Rape (Art. 120)	UNITED STATES	Army	Prep School Student	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Court-Martial Charge Preferred	Rape (Art. 120)		Convicted		Sexual Assault (Art. 120)		Yes		<p>Court-Martial discharge: DD - Dishonorable Discharge; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 60; Forfeiture of Pay and Allowances: Yes; Type: No; Restriction: No; Reduction in rank: Yes; Pay Grade Reduced To: O-1; Hard Labor: No</p> <p>Notes: Victim alleged that Subject forced her to have sex by going to her room and he would punish her if she did not comply. Victim reported the incident to her commander and was assigned to a new duty station. Subject was charged with Rape (Art. 120) and Sexual Assault (Art. 120). Subject was convicted of Rape (Art. 120) and Sexual Assault (Art. 120). Subject received a 60-month confinement and forfeiture of pay and allowances. Subject received a DD - Dishonorable Discharge.</p>	
30	Abusive Sexual Contact (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Male	Air Force	C-4	Male	No	No		03 (April-June)	Other Adverse Administrative Action									<p>Notes: Victim and Subject commensally masturbated together in Subjects dorm room. They did not touch one another. At one night later Subject kissed Victim. Victim did not like it but Subject put his hand down Victim's pants. On a later occasion Victim told Subject they could only cuddle and Subject put his hand in Victim's pants and touched her pants. After receiving the report of investigation and consulting with the unit judge advocate, the commander issued the Subject a letter of reprimand.</p>	
31	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-2	Male	No	No		01 (October-December)	Court-Martial Charge Preferred	Sexual Assault (Art. 120)		Charges dismissed subsequent to recommendation by Art. 32 hearing officer	Evidence did not support a recommendation for prosecution					Both Victim and Subject	<p>Notes: Victim reported that Subject sexually assaulted her in the bathroom of BQ30 hotel room on base. Victim stated she was significantly impaired by alcohol and would not have consented to sexual intercourse with Subject if she were sober. Subject maintained all sexual activity was consensual. Victim did not report the offense until seven years after subsequent to recommendation by Art. 32 Preliminary Hearing Officer. Art. 32 dismissed the charges and closed the case with no further action.</p>
Cases marked as pending at the time of the final data pull for the APY 14-15 Report. These cases were marked as completed in APY 14-15 after the final data pull, and therefore not reported in the APY 14-15 Report																							
32	Rape (Art. 120)		Air Force	C-3	Female	N/A	N/A	Male					Subject is a Citizen of Foreign National									Notes: Subject is a civilian. No additional information on this case.	
33	Rape (Art. 120)		Air Force	C-3	Female	Air Force	O-1	Male															
34	Abusive Sexual Contact (Art. 120)		Army	C-1	Male	Army	C-2	Male					Offender is Unknown									Notes: DISPOSITION CLEARUP: This case is being closed as part of a disposition change of other cases that are Brady eligible. The disposition of "Insufficient evidence of any crime" is not the verified disposition for this case and was utilized as default for clean up purposes.	
35	Rape (Art. 120)	UNITED STATES	Army	C-4	Male	Unknown							Offender is Unknown								Unknown	Notes: DISPOSITION CLEARUP: This case is being closed as part of a disposition change of other cases that are Brady eligible. The disposition of "Insufficient evidence of any crime" is not the verified disposition for this case and was utilized as default for clean up purposes.	
36	Abusive Sexual Contact (Art. 120)		Army	C-2	Female	Unknown		Male													Unknown	Notes: DISPOSITION CLEARUP: This case is being closed as part of a disposition change of other cases that are Brady eligible. The disposition of "Insufficient evidence of any crime" is not the verified disposition for this case and was utilized as default for clean up purposes.	



Appendix F: Acronym List

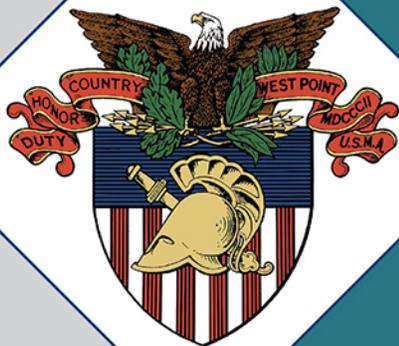


Appendix F: List of Acronyms

ABW	Air Base Wing
AOC	Air Officers Commanding
AMT	Academy Military Trainer
APY	Academic Program Year
BCT	Basic Cadet Training
CAIB/IDS	Community Action and Information Board/Integrated Delivery Systems
CAPE	Center for the Army Profession and Ethic
CASHA	Cadets Against Sexual Harassment/Assault
CCD	Directorate for Culture, Climate, and Diversity
CDC	U.S. Centers for Disease Control and Prevention
CID	Criminal Investigation Command
CHiPs	Cadet Healthy Interpersonal Skills
CMEO	Command Management Equal Opportunity
CMG	Case Management Group
CORE	Culture of Respect Evaluation
CW	Cadet Wing
DEOMI	Defense Equal Opportunity Management Institute
DoD	Department of Defense
DoDI	DoD Instruction
D-SAACP	Department of Defense Sexual Assault Advocate Certification Program
DSAID	Defense Sexual Assault Incident Database
ELITE	Emergent Leader Immersive Training Environment
EEO	Equal Employment Opportunity
EO	Equal Opportunity
FAP	Family Advocacy Program
GRIP	Gender Relations Integrated Platform
GSA	Government Services Administration
GUIDE	Guidance, Understanding, Information, Direction, Education
HRT&E	Human Relations Training and Education
IC	Inter Collegiate
IG	Inspector General
IHE	Institutions of Higher Education
JA	Judge Advocate
KACH	Keller Army Community Hospital
LGBT	Lesbian, Gay, Bisexual, Transgender
MAOCS	Military Academy Organizational Climate Survey

MCIO	Military Criminal Investigative Organization
MDC	Midshipman Development Center
MFLC	Military Family Life Counselors
MOU	Memorandum of Understanding
MSA	Military Service Academy
NCIS	Naval Criminal Investigative Service
NJP	Nonjudicial Punishment
NOVA	National Organization for Victim Assistance
OPA	Office of People Analytics
PEER	Personal Ethics and Education Representatives
PDR	Periodic Development Review
PM	Program Manager
POSH	Prevention of Sexual Harassment
PPC	Peak Performance Center
RPRS	Retaliation Prevention and Response Strategy
SAAPM	Sexual Assault Awareness and Prevention Month
SACMG	Sexual Assault Case Management Group
SAFE	Sexual Assault Forensic Exam
SAGR	Service Academy Gender Relations
SARB	Sexual Assault Review Board
SARC	Sexual Assault Response Coordinator
SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SHAPE	Sexual Harassment and Assault Prevention Education
SHARP	Sexual Harassment/Assault Response and Prevention
SJA	Staff Judge Advocate
SME	Subject Matter Expert
SPCMA	Special Court-Martial Convening Authority
SVC	Special Victims' Counsel
SVP	Special Victims' Paralegal
UCMJ	Uniform Code of Military Justice
USAFA	United States Air Force Academy
USC	Unwanted Sexual Contact
USCC	United States Corps of Cadets
USMA	United States Military Academy
USNA	United States Naval Academy
VA	Victim Advocate
VVA	Volunteer Victim Advocate
VLC	Victims' Legal Counsel
VWAP	Victim Witness Assistance Program

**Enclosure 1:
United States
Military Academy Self-
Assessment**





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

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 UNDERSECRETARY OF DEFENSE (PERSONNEL AND READINESS), 101
ARMY PENTAGON, WASHINGTON, DC 20310

SUBJECT: EXSUM for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 for the United States Military Academy (USMA) at West Point, NY

1. Reference. Section 532 of the John Warner National Defense Authorization Act (NDAA) for FY 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.
2. Purpose. Summarize 2016 data call responses as directed by the Data Call guidance.
3. USMA efforts during APY15-16 to create a command climate where all members are treated with dignity and respect were focused on integrating policy, implementation and assessment across all five lines of effort (LOE): prevention, investigation, accountability, advocacy and assessment.
4. This summary highlights key initiatives and actions for continued program success along the LOEs.
 - a. Prevention: Deliver consistent and effective prevention methods and programs.

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SUBJECT: EXSUM for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 for the United States Military Academy (USMA) at West Point, NY

(1) The Cadets Against Sexual Harassment and Assault (CASHA) program has been further institutionalized. The Simon Center for the Professional Military Ethic (SCPME) introduced consistent class outlines, so that all Cadets received the same message at each small group discussion. This class material was tailored to apply directly to each class year and the social challenges we have seen with case trends.

(2) Cadets in the CASHA leadership zeroed in on several very challenging issues within the Corps and used their resources to address issues such as retaliation, reprisal and victim blaming through educational and informative means. This approach had a positive impact, in building empathy for victims of sexual violence, instead of the standard reaction which is typically fear of interacting or outright hostility towards a victim.

(3) The Gender Sexuality Thread across the Academic program has been institutionalized, with General committee approval. This allows integration across departments with courses that are in the thread.

(4) Sexual Assault Awareness Month was a collaborative effort across the community, with a variety of events conducted to raise awareness and inspire personal commitment to ending sexual violence and sexual harassment.

b. Investigation: Achieve high competence in the investigation of sexual assaults.

(1) The CID team fostered a more supportive environment for victim interview through several changes; namely, integration of newly trained Forensic Experiential Trauma Interview (FETI) investigators and a renovated interview space.

(2) The CID team joined an Education Team, comprised of the Staff Judge Advocate (SJA) and Special Victim Counsel (SVC) who discuss the military processes for unrestricted sexual assault reports. The outcome of these conversations resulted in a more informed understanding of the issues that typically generate rumors and or misconceptions among people who are not directly involved in cases.

c. Accountability: Achieve high competence in holding offenders accountable.

(1) We had 20 incidents reported in this APY and all were investigated and adjudicated within the protocols which define these processes. We had 35% of the victims choose not to participate in the investigative process at different points along the way. Their choices were acknowledged in compliance with the guidance from MRE514. While the number is quite high for non-participation, most did connect with direct support resources once they made their report. The circumstances that contributed to this non-participating trend were: incidents occurred prior to entering into USMA; some incidents involved a perpetrator that was unknown to the victim, and in 50% of the

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cases the Chain of Command initiated the unrestricted report, due to information they discovered. A key point we addressed based on the non-victim initiated reports was to revise our policy to acknowledge and permit disclosures to another person, outside of the specific Restricted or Unrestricted channels, (such as a friend, roommate, family member), as outlined in the DoDI 6495.02. All eligible complainants are advised of their right to consult with a SVC.

d. Victim Assistance: Deliver consistent and effective victim support, response and reporting options.

(1) One of the most direct actions taken to address this line of effort was the identification and establishment of the SHARP Resource Center, a centrally located, yet private area to provide victims of sexual assault a place where they can go to meet with direct Victim Advocate (VA) and Sexual Assault Response Coordinator (SARC) service providers as well as the SVC and CID. The location is private and can be accessed from multiple areas within the building, providing anonymity as well. A space for SHARP support personnel to be accessible to victims was crucial in our efforts to address concerns about retaliation, reprisal, privacy and anonymity.

(2) Work was done to begin the conversation and education on male victimization. The Sexual Assault Awareness Month "Take Back the Night" event showcased a male sexual assault victim who shared two very powerful pieces of poetry about his personal experiences, and also opened the dialogue about sexual violence in the LGBTQ community.

e. Assessment: Effectively standardize, measure, analyze and assess, and report program progress.

USMA relies on the external assessments provided by the Defense Manpower Data Center (DMDC) bi-annual surveys and Focus Group results in the assessment line of effort. These inputs are essential to our full understanding of the prevalence of sexual harassment and sexual assault, as well as providing us with information about how Cadets experience the SHARP Program and its effectiveness to address these issues. The Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) also provides useful information for commanders to evaluate in the context of what we see from Service Academy Gender Relations Survey (SAGR) survey results. Internal surveys provide more refined and targeted looks at many cultural issues. Collaboration between the USMA G5 and the SHARP Program Offices is ongoing to integrate these inputs to continue to refine the SHARP program strategy within the larger USMA Strategic plan.

5. USMA will receive the 2015-2016 SAGR Report in December 2016. These results will provide quantifiable indicators of program areas that are meeting our established

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expectations. We also expect to see information to highlight program areas that are either unchanged or are changed in a direction that require more effort and potentially a revision of key elements of our strategy.

6. The point of contact is Ms. Samantha Ross, USMA SHARP Program Manager, samantha.ross@usma.edu or (845) 938-0508.

Encl


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

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

Military Service Academies (MSA)

Executive Summary

The following Executive Summary Template should be used to capture a summary of your submission regarding the progress made and principal challenges confronted by your Prevention Of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) Programs for your Academy and Academy prep school from June 1, 2015 through May 31, 2016.

See Cover EXSUM

1. LOE 1 – Prevention – The objective of prevention is to “deliver consistent and effective prevention methods and programs.” Based on the 2014-2016 DoD Sexual Assault Prevention Strategy, implementation of prevention efforts across DoD should be spread across a collection of 10 program elements. To aid in assessing DoD-wide progress in operationalizing the DoD 2014-2016 Prevention Strategy (pgs. 10-12), please provide responses connected back to these program elements.

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 is not tolerated, condoned, or ignored.”

The Academy’s efforts to achieve the Prevention End state are undertaken using a multi-faceted approach. The Academy leadership has empowered the chain of command at all levels to focus on developing a command culture that does not tolerate sexual harassment or assault. The Superintendent’s priority of “Leader Development” includes the directive that “[leaders will] 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 Army’s SHARP program is implemented within the United States Corps of Cadets (USCC) through processes described in the Character Program (Gold Book). While we maintain a robust response infrastructure, we focus on prevention and bystander intervention. The Cadet Character Development Program (CCDP) includes classes led by the Cadet chain of command and developed with the assistance of the Cadets Against Sexual Harassment and Assault (CASHA) committee.

Institutional Activity:

Senior Academy Leadership Meetings with Cadets focused on SHARP.

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

The Superintendent and Commandant regularly meet with small groups of Cadets within varying categories including: Cadet chain of command, team captains, and racial, gender, and sexual orientation minorities, and international Cadets. In these private meetings, Cadets are able to give these senior leaders qualitative feedback on the impact of the SHARP program's key focus areas, issues that exist, programs that are working and areas that need continued emphasis. Finally, these leaders encourage the entire staff and faculty to reinforce the development of a positive command climate in their classrooms and other areas where they come into contact with Cadets.

Leader Development:

Cadet Character Program (Gold Book): The Gold Book, finalized in May 2015, explains how West Point's four programs develop moral, civic, social, performance, and leadership character. The Cadet Character Development Program (CCDP), described in the Gold Book, is a collaborative effort between the Brigade Tactical Department (BTD) and the Simon Center for the Professional Military Ethic (SCPME). It provides the conceptual and inspirational content to support the development of Cadets into commissioned leaders of character, and is the cornerstone of our character education efforts. The CCDP is responsible for instruction and structured reflection on the concepts central to professional and ethical standards of behavior for the United States Army.

Cadet Engagement: In addition to the development of the CCDP, we continued to use our Cadets Against Sexual Harassment and Assault (CASHA) committee to encourage cultural change. The Cadets Against Sexual Harassment and Assault (CASHA) program supplements the Army's larger Sexual Harassment/Assault Response and Prevention (SHARP) program. 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 that seeks to influence and inspire individuals to take an active role in creating a positive culture. The end state is a culture where sexual harassment and assault are not tolerated and where victims are comfortable reporting. The CASHA program has six goals that apply to the entire Corps of Cadets:

1. Support and develop culture that fosters respect
2. Motivate and support a culture of bystander intervention
3. Provide education and resources to the Corps concerning sexual harassment and assault prevention
4. Eliminate sexual harassment and assault from the Corps of Cadets
5. Promote healthy relationship skills that will last beyond West Point
6. Create an environment free from peer retaliation.

Although all Cadets are expected understand and comply with the requirements of the SHARP program, the CASHA Committee exercises formal oversight of the CASHA program. The Cadets selected for the CASHA Committee are a resource to the Cadet

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

commander for training and educating their Cadet companies. CASHA training occurs at the company level within Cadet classes (typically 20-25 Cadets, broken down into discussion groups of 4-5 Cadets). These training sessions are facilitated by the Cadet chain of command, and are part of the CCDP.

Although full elimination of these behaviors remains elusive, we continue to refine the education system and processes through training assessment and improvement.

Outreach Activities:

Partnering with other Universities. This past academic year, the USCC SARC participated in other universities' SHARP training programs including Slippery Rock University and its ROTC department. The intent was to provide shared understanding, and to share best practices with focus on changing culture and prevention. This will continue this year with more focus on local schools. We invited sister service academies and local colleges to our SHARP Summit in September 2015. This is the second year we have conducted information sharing with other universities both formally at the Summit and informally.

Culture Assessment:

January 2015 Directorate of Cadet Activities (DCA) Club In the past year, the Office of Institute Research (OIR) and the USMA G5 conducted a Survey of all DCA Competitive and Hobby clubs and all Corps squad teams. The survey was designed to assess how effective efforts have been to eliminate SH/SA and create a culture of respect in our clubs and teams. This survey followed a previously administered survey for the DCA Clubs to assess Cadet perspective on whether the Extracurricular Club Programs culture is in alignment with the West Point Leader Development Program, Army and Academy Values. 1255 Cadets responded. Survey summary for Corps Squad and Club Teams are included in Appendix 1.

1. The vast majority of comments indicate that Club behavior aligns with, and club environments support Army and or USMA values and the WPLDS.
2. Participation in Extracurricular clubs is positive and substantially improves Cadet life.
3. Clubs contribute to the development of leader values, including integrity, teamwork, commitment, responsibility, service, and respect culture of respect in our clubs and teams.

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

The Gender, Sexuality, and Respect (GSR) Thread was formally approved as part of the new curriculum in May of 2016. This approval means that the GSR Thread has matured from a loose affiliation of courses formed in response to a DoD directive to a curricular element that reflects the new curriculum's focus on integrative learning and examination of significant challenges Cadets will face as officers. The upcoming year will be where the discussion of

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

Thread topics moves beyond course directors. Now, all faculty members teaching a Thread course will be able to engage other course directors on connections between the courses in the Thread. See Appendix 2 for GSR Thread Approval by General Committee.

SHARP Training to Intercollegiate Coaches and Staff. The Athletic Director aligns his team with the mandatory Annual SHARP Training requirement. ODIA personnel receive the same Annual SHARP Training brief that is conducted for all staff and faculty, provided by a member of the SHARP team.

Updated Respect Pamphlet and Special Leadership Development Program (SLDP) and SLDP - Respect.

The purpose of the SLDP Program is to provide Cadets with a space to critically evaluate their behavior through structured reflection with a developmental coach. The Cadet is responsible for making the changes necessary for moral-ethical growth and development. SLDP-Respect is a targeted intervention for a Cadet who demonstrates a gross lack of maturity or behavior that is inconsistent with the Army Values. Our update to (SLDP) and SLDP-Respect programs assist our staff in a more effective Respect Mentorship program. TAC Teams have expanded their use of SLDP to provide structured mentorship for Cadets that exhibit sexist behaviors that does not meet the threshold of SH. These reflection and mentorship programs are highly effective because they are structured in a way that allows the Cadet to acknowledge the nature of the behaviors they demonstrated and the impact those behaviors have. In collaboration with a senior mentor guiding them through the process, we see positive change in Cadets as they develop a deeper understanding of how critical Army Values are in helping them become effective, empathetic and inclusive leaders.

Equipping Club/Sport Leadership with SHARP Resources While Traveling. The Directorate of Cadet Activities (DCA) requires the Officer-in-Charge (OIC) of clubs or teams to carry a reference card with them whenever traveling away from West Point. The reference card has information that reminds the OIC of the procedures if a SH/SA incident occurs while on the trip, and serves as a reminder that Cadets and club/team leadership must adhere to the same standards of conduct while away from West Point. See Appendix 3.

1.3 Describe your efforts to publicize the punishments for misconduct or criminal offenses consistent with law and DoD regulations.

Cadet administrative disciplinary processes (regimental and brigade boards, SLDP-R referrals, misconduct and conduct investigations) are all protected by the Privacy Act, which prohibits disclosure. That said, with identifying details redacted, adjudicated instances of misconduct are published and used during CASHA lessons where elements of the incident are relevant to the discussion. XY Case summaries are also used to highlight the culture and the response program when conducting Annual Training for Staff and Faculty.

1.4 Describe your efforts to promote and encourage Academy leadership recognition of Cadet/midshipmen initiated prevention efforts.

The CASHA program, initially a grassroots, Cadet-led initiative, has been formalized and included in the Character Program. The Army-wide "Not in my squad" program is modeled after

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CASHA. CASHA was presented at the Army SHARP Academy for an ROTC audience on 4 November 2015. The CASHA Representatives are graded leadership positions at all levels within the Corps of Cadets. TAC Teams are integrated into the CASHA discussion programs as the Superintendent's lead to ensure the efficacy of the program. CASHA program is gaining momentum and buy-in across the Corps. The CASHA lessons are deliberately developed to meet each Cadet class with relevant and challenging conversations. This is garnering more purposeful and genuine buy-in amongst Cadets - a key factor to achieving cultural change that is essential to truly eliminate sexual harassment and sexual assault.

1.5 Describe your peer-to-peer mentorship efforts and, if already established, describe findings and recommendations.

Peer Support Program. USMA Center for Personal Development (CPD) and BTD ran a one year pilot program within 1st Regiment of USCC. An assessment of the program included survey data from the counselors, notes from meeting with tactical officers/CPD staff/BTD staff, and survey data from Cadets from 1st Regiment. This information will be presented to the Commandant and Superintendent at the beginning of AY16-17 to provide feedback on the program. Future iterations of the PSP are under review considering the staffing, space, and training requirements of each course of action.

1.6 Describe your training and education approach that addresses appropriate, professional peer response to a victim and an alleged offender when a sexual assault is reported.

Training/Education. Retaliation and reprisal, if they occur, are major problems. Our training throughout the summer and the academic year for each class of Cadets is purposeful in highlighting the importance of maintaining the privacy and confidentiality of the parties involved in a sexual assault allegation. One of the lessons during the Spring semester focused on the concept of victim blaming, and one of our key Sexual Assault Awareness Month Events was a luncheon presentation on the impact of victim blaming on the victim and on the culture. Victim blaming inhibits the willingness of victims to come forward and report the crimes they've experienced. Cadets are reminded of their professional responsibility not to take sides, to refrain from discussing the situation amongst themselves, and to be supportive of both parties in the situation, without prejudice. The protocol followed by the SARC following a reported sexual assault depends upon the nature of the report and the specific requests for protective order or transfer that the victim shares with the SARC. All such actions are handled by the uniformed officer/non-commissioned officer TAC leadership.

1.7 Describe your efforts to engage with community leaders and organizations to develop collaborative programs, and ensure Cadets/midshipmen are aware of local sexual assault support resources.

Memorandum of Understanding with Civilian Support Service. We have an MOU with Orange County Mental Health (OCMH), Rape Crisis Center that covers the SHARP Program and articulates the processes that will be initiated if a military beneficiary reports to a local hospital following a sexual assault. Additional topics include the steps taken to ensure proper

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chain of custody if a SAFE exam is done at one of the local medical facilities. See Appendix 4.

OCMH Advocates are available to meet with sexual assault victims as an additional resource within our county. If the sexual assault occurred off post, where civilian law enforcement has jurisdiction, an Orange County Rape Crisis Advocate is automatically assigned to them. The victim may continue to receive assistance from their assigned County VA, or they have the ability to move their advocacy care to a member of the USMA SHARP Team. A warm hand-off between the advocates will occur upon the victim's notification of this request. It is a team effort all the time.

OCMH participates in our "Sexual Assault Walk A Mile" during Sexual Assault Awareness Month, and we attend the Orange County Sexual Assault Response Team (SART) quarterly meetings.

1.8 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and other educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.

Memorandum of Understanding with Civilian Support Service. See 1.7 above

SART External Training agreement with Orange County NY. We belong to the Orange County SART that meets once every quarter at various locations throughout Orange County. Other members include Sexual Assault Nurse Examiner (SANE) from various hospitals in the county, Orange Regional Medical Center, St. Lukes/Cornwall Hospital, various city, town and county police agencies, State Police, the District Attorney's Office, and the Orange County Child Abuse Unit. A subject matter expert presents on topics such as case investigation strategies, new community actions and other topics of interest to the committee. The SART has been meeting for approximately 7-8 years. West Point SHARP personnel attend these meetings when possible. During the AY15-16 Orange County became one of the first counties in the country to join the "It's On Us" Campaign, and members of the USMA Community to include the Garrison Commander and the SHARP Program Manager were invited to speak on the impact of sexual violence prevention and awareness efforts at West Point. **Shared Understanding for Victim Support Agencies.** Here at West Point all three commands, USMA, MEDDAC and USAG work closely together. The SHARP Team operates as an Installation team, which makes it possible for the SARC/VA personnel to share the responsibility to provide 24/7 access for victims. This protocol also facilitates warm hand-off between VAs and SARCs to best support victims, as well as creating a system that ensures our direct service providers have some relief built into the 24/7 coverage plan. Every survivor (victim) has the option to see any SARC and/or VA on the West Point SHARP Team.

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Victims also have the option to use the resources and support offered by the Orange County Mental Health, Rape Crisis Advocates.

1.9 Describe your efforts to reduce the likelihood of high-risk behaviors and personal vulnerabilities to sexual assaults and other crimes against persons. Include efforts to collaborate with law enforcement, alcohol and substance abuse officers, and any community involvement efforts that expand DoD and Service policies beyond individual use.

USMA appreciates its duty to facilitate substance abuse prevention, drug and alcohol testing, early identification of drug-related problems and rehabilitative efforts. We rely upon comprehensive alcohol and drug abuse prevention and control, in accordance with AR 600-85, to ensure Soldier and Cadet readiness. Unit commanders are directed to intervene early and refer all Soldiers suspected of being alcohol/and or drug abusers to the ASAP. 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. Cadets are reminded that alcohol impacts boundaries and decision making to a great extent. The culture of excessive drinking during designated free time for Cadets who are of age, is of concern to leadership and efforts are underway to integrate more robust programming around this issue through USCC channels, CASHA Awareness and CCDP Social lessons.

1.10 Describe your progress in developing and/or enhancing sexual assault deterrence measures and messaging and outline how this is being extended to your Academy.

Deterrence measures for the USMA community are an effort that consolidates elements of all five Lines of Effort. Education is the bedrock of our program, in that we tailor the presentations both for our audience and to the issues we find in our survey data. The primary goal of our education program is to eliminate sexual assault and harassment from our climate. The reality is that we continue to see incidents of sexual violence at USMA, so the direct application of the SHARP program elements of investigation and accountability are the next layer of our deterrence program. When an incident is reported, and an investigation is initiated, USMA follows the investigative process, the legal review process and the adjudication process deliberately, ensuring that each case is closely managed during the monthly SARB. Of the 19 cases reported in AY 15-16, 6 were substantiated through the investigative and legal process, and actions were taken to adjudicate the assault. There were 7 cases where the victim declined to participate, an election they each took at different states of the process and their elections was acknowledged in compliance with the guidance from MRE514. Four cases were still being investigated as the AY concluded. Of the two unsubstantiated cases from AY15-16, one did not meet the elements of sexual assault, but was indicative of simple assault and was referred to the chain of command for action. The other unsubstantiated case occurred off post and was investigated by civilian law enforcement. There was not enough key evidence provided for the investigation to substantiate the incident, i.e. the identity of the alleged offender was not provided by the victim. Victim advocacy and assessment are the passive elements of our deterrence program, yet can not be underappreciated. Victim advocacy protocols follow the

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AR 600-20 guidance and are dependent upon the type of a report the victim elects to make. USMA has standing policies that afford the victim the ability to transfer to another organization within the Corps of Cadets if that is something they request. We also know there is the potential for a victim to experience retaliation and or reprisal in their social circles. We published a local policy that prohibits this type of activity, and charges commanders to address reports of retaliation and reprisal and to levy appropriate consequences for those who are mistreating a victim who reported an assault. See Appendix 5 and 6. Deterrence is assessed through the reports we receive, surveys that Cadets take and focus groups conducted throughout the year. At USMA, we believe that an increase in reports indicates both that victims are beginning to trust the system to take care of them and their situation, and that sexual violence still exists and we must remain vigilant in our ongoing efforts to create a climate where sexual violence ceases to exist.

1.11 Describe your training plan to ensure Cadets/midshipmen know what constitutes the various types of retaliation (e.g., reprisal, ostracism, maltreatment) in accordance with Service regulations and military whistleblower protections. Include your Academy's written guidance on what actions are available to the chain of command when they become aware of these complaints.

Policy:

Reporting victims are advised to make the command aware of any instances where they believe they are being subjected to retaliation. Additionally, the monthly Sexual Assault Review Board (SARB) now includes information on whether there have been any reports of retaliation. On 1 June 2015, the Superintendent and the Commandant both published policies regarding the prohibition of retaliation against personnel for reporting an allegation of sexual assault. Cadets or Soldiers who violate this policy may be punished under Article 92 of the Uniform Code of Military Justice (UCMJ). USMA also continues to comply with Army Directive 2015-16, Command Engagement to Prevent Retaliation.

Training:

All SHARP training sessions include instruction on the prohibition against retaliation and reprisal, the comprehensive nature of the prohibitions (e.g. social media bullying), past instances of retaliation and the command policy regarding retaliation or reprisal. SHARP Briefs during the Summer Training emphasized SHARP Resources available to address retaliation and reprisal to complement the training conducted during the academic year.

Incorporation of Complex SHARP Issues in our Moral and Ethical Training. All Army professionals need to understand they have a moral and legal responsibility for the care and well-being of all those around them. SHARP cases in particular require special attention and focus. Sexual assault is the most under-reported crime in our society and in the military. As such, leaders need to ensure that a climate is established that encourages survivors to come forward without fear of retribution. The long-term success of the Army SHARP program resides with leaders for training, prevention, response, accountability, and protection of the survivor. Without leader emphasis and involvement, sexual assault will continue to undermine and degrade the trust, readiness, and ability to accomplish missions of the Army.

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1.12 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing the effectiveness for all SAPR and POSH training.

- **Include improvements made as a result of your assessment;**
- **Include copies of SAPR and POSH lesson plans/curriculum training supportive documentation as for:**
 - **Academy Leadership (e.g., enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Brigade Tactical Officers, and Company Leadership)**
 - **Academy faculty and staff (e.g., professors, instructors, coaches, and other personnel, first responders (Sexual Assault Response Coordinator (SARC), SAPR VAs, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors (EOA), special victims' advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, judge advocates, law enforcement agents, drug and alcohol abuse personnel, off-base providers, and Victim Witness Assistance Program (VWAP) personnel)**
 - **Training for Cadets and midshipmen that is iterative, and demonstrate how later training reinforces and builds upon earlier training**

West Point leverages the Army SHARP training materials to conduct all annual training requirements. The material is tailored to the audience, but the message is delivered consistently across the institution, and is layered with details about cultural challenges that are unique to West Point, issues that result from the youth culture related to alcohol use, hook-up culture and social media as the primary means of communication amongst Cadets.

The Annual SHARP Training is conducted at department and directorate level to allow leaders within each organization to expand on topics as they deem necessary based on any issues that may have occurred in the organization. All members of the West Point Community to include the Hospital and the Garrison Command, Tenant Units, USMA Organic units, and the Athletic Department receive annual training.

Leaders at all levels reinforce SHARP themes as issues arise, ensuring that the Superintendent's priorities are highlighted, as well as the overarching mission of the United States Military Academy: To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army. Cadets are exposed to SHARP-themed discussions throughout the Academic Year that are tailored to the unique experience within their class, but also include key issues that are ongoing within the Corps. Over the APY, each Cadet Class will have CASHA training focused on SHARP themes that are nested within the overarching Cadet Character Development Program. Training is not conducted in a "one-off" approach, but is dosed throughout the 47 months, targeted around key periods of

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vulnerability, such as holiday breaks, class weekends and major milestone events during the Cadets 47-months at the Academy.

Assessment and effectiveness of training is evaluated quantitatively through the internal climate surveys that Cadets take, the Service Academy Gender Relations (SAGR) survey and the SAGR focus group information, but also qualitatively through observing behaviors of Cadets on social media and tracking incident reports, to include any retaliation or reprisal situations.

1.13 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment awareness and prevention related training plans reviewed by the Defense Equal Opportunity Management Institute (DEOMI).

USMA uses Army produced and provided training support packages (TSP) to conduct SHARP training.

1.14 Describe your efforts to evaluate sexual assault and sexual harassment awareness and prevention training to determine effectiveness and the information is used to make necessary modifications.

Current assessment strategy is focused on the SAGR results as they compare to our reported incidents over the past two years. Ongoing efforts include consolidating findings from the climate surveys administered internally, as an additional set of data to understand if the awareness and prevention work being done is actually having the type of impact that is necessary to change behavior and attitudes.

Key Leader sensing sessions provide a microscopic view into the culture through the lens of a small group of people. This feedback provides leaders with areas that may be creating friction in the execution of effective programming.

Work is ongoing to connect the utility of metrics available through SAGR process and internal survey program, so that the available data can be used to benchmark programming that is ongoing, and to further identify intended outcomes for future programming.

1.15 Describe your efforts to execute Sexual Assault Awareness and Prevention Month (SAAPM) or Sexual Harassment Awareness Month activities and how your Academy evaluates their effectiveness.

SAAPM 2015 mission statement: The United States Military Academy will execute SAAPM activities to raise awareness and to inspire personal involvement in the ongoing campaign to eliminate sexual harassment and sexual assault from our culture during April 2016. Events were developed to:

- Highlight the SHARP Program LOEs
- Variety of events to appeal to a broad audience
- Collaborate across USMA
- Partner with helping agencies in Orange County & Other OC Colleges

KEY EVENTS:

- Prevention LOE – Jimmy Briggs Presentation (Man-Up Campaign)

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- Investigation/Accountability LOE – Screening of “The Hunting Ground – (Staff Judge Advocate (SJA), Criminal Investigation Command (CID), SVC SME Panel
- Advocacy – Take back the Night Rally & Candlelight Vigil
- Assessment – SAGR Survey

ENDSTATE: All West Point Personnel -

- Understand the tenets of the USMA SHARP Program
- Committed to being “UPSTANDERS”, individuals who see that intervening in social volatile situations is the Social Norm.
- Committed to fostering safe and inclusive culture

Sexual Assault Awareness Month Events. During April 2016, USMA invited a sexual violence activist with a specialization in masculinity, specifically the role men can play in ending the scourge of men’s violence against women to present a lunch-time program. The event was hosted by the CASHA Committee and garnered one of the largest audiences we’ve seen for a voluntary SHARP event. Unfortunately, the speaker was unable to attend at the last minute, but the popularity of the event inspired us to seek other opportunities to integrate this topic into upcoming programs. We hosted the first ever “Take Back the Night” (TbtN) event at West Point, headlining two well known sexual violence activist Slam Poets, Kevin Kantor and Sienna Burnett. They present their personal stories of sexual violence from a platform of what can be done to address the problem and the importance of support systems. Additionally, as members of the LGBTQ Community, they offered a vantage point that we can continue to expand, that of providing responsive and relevant services to all victims of sexual violence, men, women and members of the LGBTQ community. The Garrison SARC hosted a Walk-a-Mile event, that was open to the public, and many of our Cadet Teams made the time to do the walk as a group, building team solidarity around their commitment to ending sexual violence. Throughout the year our Athletic teams each identified a TEAL Game as part of our Teal Game/”It’s On Us” program. The Directorate of Cadet Activities (DCA) partnered with the BTD to provide free concession items to Cadets who wore their “It’s on Us” t-shirts to these games. This effort was geared to foster more grass roots personal commitment across the Corps of Cadets to the cause of eliminating sexual harassment and sexual assault. We hosted a screening of the movie, “The Hunting Ground,” that was hosted by the Superintendent. While the movie focuses exclusively on civilian college issues around sexual violence, there were many key points raised in the narrative of the individual stories regarding the devastating impacts of the crime of sexual violence. We wanted to showcase the amazing resilience and leadership of the women who experienced these crimes and turned their pain into change-oriented action to raise the level of accountability for colleges and universities to handle and adjudicate reports of sexual assault on their campuses. We also hosted a panel consisting of our SJA, the CID office and the Special Victims Counsel (SVC) who discussed their roles in investigating and developing the legal response to the investigative findings. Cadets were encouraged to ask questions to further their understanding of the investigative and accountability elements of these agencies in providing the commander with the tools available within the military justice system to adjudicate reports of sexual assault. The CASHA Committee hosted a Challenge for Change

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workout event in a highly visible location where each exercise activity was connected to a key statistic related to sexual violence and sexual harassment from the most recent SAGR survey results. This activity was open all day for members of the Corps and the wider West Point Community.

Lessons Learned:

- Events spread out during month to prevent saturation
- Largest audience with luncheon and TbtN. Set up of TbtN event with the “Til it Happens to You,” video during the dinner meal created a sense among many Cadets of being “over the top.”
- Uniform requirement “as for class” (AFC) kept some CADETs from attending “The Hunting Ground,” movie – those that stayed were positively impacted by the message, but also by the SME Panel that helped to shape USMA’s response systems for investigating and adjudicating sexual assault cases.
- Improve event advertising
- Consider just two main events, augment with the great CASHA initiatives and USAG W-a-M

1.16 Describe your efforts to publish, evaluate, and modify (if necessary) Academy policy on sexual harassment and sexual assault.

USMA SHARP Policy was recently updated to reflect the third party disclosure element that was not included to be in alignment with the DoDI 6495.02. See Appendix 7.

1.17 Describe your plans for APY 16-17 that pertain to delivering consistent and effective prevention methods and programs. Describe 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.

- Plans center around deepening the conversation around healthy relationships. Cadets are well aware of what they should not be doing as it relates to interpersonal sexual behaviors, but there is little discussion on the ways in which they can develop within themselves the personal awareness of what healthy relationships look like. The 2016 SHARP Summit will highlight key areas of concern in the youth culture, such as alcohol, hook-up culture, pornography, rape myths and social media. The goal is to spark a dialogue amongst Cadets on topics that are immediately relevant to their social experiences, in an open and candid, yet academically based approach. The intent is to build a foundation for continued dialogue throughout the year in a variety of settings.
- This academic year will also see formal discussions with SCPME staff on the linkages between the GSR Thread and the Cadet Character Development Program. The Thread leadership will also seek to identify an assignment that occurs later in the Thread that enables an assessment of how well Thread goals are being achieved.
- Efforts are underway to deliberately assess the strategic effectiveness of the means we are using to achieve the cultural change that is so crucial in eliminating sexual harassment and sexual violence from West Point.
- In expectation of the SAGR Survey results due out in the fall of 2016, USMA will carefully evaluate the results to assess the efficacy of prevention programming efforts

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and make in-stride adjustments to continue to improve this aspect of our 5-pronged approach to eliminating sexual assault and sexual harassment at West Point.

- The SHARP Summit and Sexual Assault Awareness Month events will build awareness through interactive and relevant programs, throughout the year.
- ODIA has initiated a partnership with “One Love,” a social activism campaign geared towards the college population with a message and training focused on the understanding the signs of relationships that are toxic and can ultimately become violent. This program is being presented to all athletic teams and will be piloted over the summer to Cadets attending the SHARP MIAD. This program will be provided as an enabler for CASHA Committee Facilitator training and will be offered for small group use.

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.”

USMA CID team leverages all the specialized resources at their disposal when conducting sexual assault investigations. The CID team are all qualified in the Forensic Experiential Trauma Interview (FETI) technique and they understand the challenges of victim’s willingness to engage in the investigative process to be real and in many cases the single-most impactful reason that victims will not cooperate with an investigation. To offset this reality, the CID Team renovated their interview room to make it more welcoming and less austere. They also work very hard when setting up the initial interview to ensure that if at all possible the SVC and VA are present. They tape the initial interview with the victim’s consent, to minimize the number of times a victim will need to explain the circumstances of their sexual assault. The investigators are sensitive to the difficulty involved in reliving the traumatic event, and work as long as the victim needs to get through the initial interview.

When investigative discovery requires canvas interviews, the CID agent coordinates for interviews with the SARC if possible or TAC if that is a better connection; the goal is to not create a big show in the barracks. This serves to quell the circulation of rumors about a case, which happens if Cadets learn there is an assault being investigated in their area.

Based on the nature of the allegation and the circumstances, the CID investigators work diligently to conduct their investigation in a timely manner, coordinating with the SJA and SHARP PM along the way to address any issues that may arise. The CID Commander is a member of the USMA SARB and provides relevant investigative updates each month on open cases.

CID team is available on a 24/7 basis to immediately address cases that are reported to them, and timely report updates are provided to those in the “need to know” chain within the USMA leadership team.

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.

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USACIDC makes every effort to allow Apprentice Special Agents to return to the United States Army Military Police School after graduating from the CID Special Agent Course and attend the CID Special Victim Capability Course (SVCC). Victims of a reported sexual assault are not interviewed by an agent and/or investigator who has not attended SVCC.

2.3 Describe your Academy's progress in implementing Special Victim Investigation and Prosecution Capability for Military Criminal Investigative Organizations (MCIO): include efforts that ensure that the first investigator to make contact with the victim, informs the victim of the availability of Special Victims' Counsel (SVC) services, as an extension of legal assistance for crime victims, in accordance with Section 1565b of title 10, United States Code, utilizing an overprint to the DD Form 2701, Initial Information for Victims and Witnesses of Crime (provide a copy).

Any and all CID Special Agents who are assigned to interview the victim of a reported sexual assault ensure the victim is afforded the opportunity to confer with the SVC (either local or distant via phone), as well as Victim Advocate (VA) and is provided the DD Form 2701, Initial Information for Victims and Witnesses of Crime. No initial interview is initiated without the consent of the victim, meaning CID waits until legal coordination is complete (this may take days or weeks).

2.4 Describe efforts, policies, and/or programmatic changes undertaken to improve Cadet/midshipman confidence and/or victim participation in the investigative and military justice process, including victims' declining to participate.

Education. USMA created a Sexual Assault Report SME Panel comprised of SJA, CID and SVC who have conducted information briefs throughout the year. Specifically, this briefing was done during a Sexual Assault Awareness Month event, a screening of the movie, "The Hunting Ground." After the movie, the SME Panel discussed the process that CID and SJA go through when an Unrestricted Report of sexual assault is received. Several key points were highlighted; CID investigators have specialized training for interviewing victims of sexual assault; and some of the investigative tools they have are polygraph and digital forensics. The discussion also included details on the fact that all Unrestricted Reports of sexual assault must be investigated and CID may not "choose" to investigate a report. The SJA encouraged anyone who has experienced a recent assault to seriously consider electing to have a Sexual Assault Forensic Exam (SAFE), even if they want to make a Restricted Report. He also talked about the time sensitive nature of having a SAFE to preserve any potential evidence. The SJA discussed the issues of collateral misconduct and how important it is for the person who is making the report to tell the whole story, to ensure that all details can be explored during the investigation. The issue of understanding what an "unsubstantiated report" means legally was also discussed at length.

Declination to Participate. There were 7 instances this AY of victims who chose not to participate. In review of these cases, USMA SHARP Policy was not in alignment with the DoDI that allows third party disclosures, and several of the 7 cases were "accidentally" unrestricted due to this element of the policy. Policy has been revised and it is being covered in the Annual Face-to-Face Refresher Training for APY16-17.

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Encourage Reporting. A key issue in our reporting is believed to be about the location of SHARP Support professionals, SARC and VA. There is no privacy afforded to Cadets entering Nininger Hall, due its highly visible location in the Central Cadet Area.

a. Cadets entering Nininger Hall are usually dealing with some sort of Honor or Respect matter. Victims of sexual assault are vulnerable and dealing with a personal crisis . The space that is afforded to them to connect to the first line entry for reporting their experience should be safe, private and free from cultural nuances of “being in trouble.”

b. There is no set aside area for Cadets who may need to wait to meet with USCC SARC if they are with another Cadet, so they have to linger outside the SARC office in the hallway.

c. Split location of SARC and VA is not optimal for providing responsive and efficient support services for a victim of sexual assault.

d. Current location creates logistical challenges for Cadets to move through the reporting and investigative process following an unrestricted report of sexual assault. Cadets must be transported to CID location near Thayer Gate. The amount of time a Cadet has to set aside for these interviews is challenging with the limited time and complicated schedules they have every day.

A new location was identified at the end of the APY, and the plan is to be in the new location FOC prior to beginning of 16-17APY.

2.5 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 receive and provide updates at the monthly Case Management Group (CMG) meetings.

The monthly SARB meeting is arranged to provide only Commanders and other “need-to-know” individuals with case specific information on investigative status, judiciary status and other matters related to the cases within their command or directorate. Case updates to victims are typically provided by either the SARC, VA or the SVC, as they have the most detailed set of information. Victim services and connection to the SHARP Program Professionals is also a point of discussion in the SARB.

2.6 Provide the number of retaliation allegations obtained by the SARC from victims, bystanders, and first responders discussed in CMG meetings. For each allegation describe the CMGs action based on the report (e.g. referred to Inspector General (IG), MCIO, and law enforcement).

USMA had one retaliation report in APY15-16. IG investigated the allegation and found that it did not meet the elements of retaliation, and referred it to the Chain of Command for action, as it was not acceptable conduct and needed to be handled at the Tactical Command level.

2.7 Describe your continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.

USMA CID and SJA Teams cooperate throughout the duration of all case investigations. Prior to all SARBs, there is a SJA, CID, SHARP PM huddle where all open cases are discussed, issues related to investigation elements and legal discussions regarding next steps for individual cases is conducted in order to prepare for the SARB update. Additionally, the assigned SVP is very active in our cases and any case work she is doing is also

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discussed in this Pre-SARB huddle. The CID and SJA Teams provide a broad case update to Superintendent, SMC prior the SARB, and in the SARB, care is taken to discuss cases only with the responsible commander in the room. This process ensures the right type of information is provided to SMC and Commanders in the confines of what CID and SJA personnel are permitted to share while a case is in active investigation.

2.8 Describe your efforts to ensure EOAs are included in the sexual harassment investigation process.

In accordance with updates to the Army SHARP Program, the SARC is the key individual who assists the investigating officer in developing questions for the investigating officer to discuss with the parties involved in the complaint. The SARC assists the investigating officer to maintain the appropriate stance during the investigation – that of validating the allegations. The SARC maintains a copy of the Commander’s Reprisal Plan with the Complainant.

2.9 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving Cadets/midshipmen or other Academy personnel.

- In expectation of the SAGR Survey results due out in the fall of 2016, USMA will carefully evaluate the results to assess if there are any specific actions highlighted related to investigative process and outcomes that can be refined by our CID team.

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.”

All cases are thoroughly evaluated by multiple Judge Advocates to ensure just outcomes for all parties. The decision maker in all cases is either the Commandant or Superintendent, as appropriate. The accountability process is essential to providing victims with confidence that the system is responsive and thorough in adjudicating their report. Out of the 19 cases that were reported in the APY15-16, 6 were found to be substantiated and adjudicated either under the UMCJ or the Cadet Disciplinary System. There are four APY15-16 cases still under investigation. It should be noted that of those 19 cases, 2 are not possible for the military justice system or the civilian court system to handle as the reports did not include the identify of alleged offender. Seven victims who reported incidents of sexual assault exercised their rights on MRE 514 and chose not to participate in the investigative process. The two cases that were not substantiated due to the preponderance of the evidence were closed out without accountability action taken. Victim support in all cases remains in compliance with the Advocacy LOE. The support provided is independent of the outcome of the investigation.

Sexual Assault. All unrestricted reports of sexual assault are referred immediately to CID for investigation. While the case is under active investigation, there is close collaboration on the process between the CID, the SARC and the OSJA and the SHARP PM. Cases are reviewed in the monthly SARB meetings which is chaired by the Superintendent, until the case has reached resolution. Resolution is defined as the completion of the CID

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investigation, review of the findings from the investigation by the SJA, and actions taken to establish accountability. The CID investigation will determine whether the reported event is a crime punishable under the UCMJ. Cases that are substantiated as UCMJ offenses are reviewed by the SJA. CID also follows up with the command to ensure that a DA Form 4833 (Commander's Report of Disciplinary or Administrative Action) is completed for substantiated cases. The SJA team will provide the commander with a legal summary of the case which includes recommendation for the accountability measures available under the UCMJ based on the nature of the offense. If an offense is not a violation of the UCMJ, the SJA will review the case to determine if there is a violation of the Cadet Disciplinary System, and if so, a recommendation is made to the Commandant for appropriate administrative discipline (e.g., Misconduct Investigation). For Misconduct Investigations, the investigating officer makes recommendations to the Commandant, which may include a number of sanctions up to and including separation, with final case disposition by the Superintendent. The SJA provides information of case disposition to the Office of the Judge Advocate General (OTJAG). (Note: the separation authority for obligated Cadets is the Assistant Secretary of the Army for Manpower & Reserve Affairs (ASA (M&RA))).

b. Sexual Harassment. USMA continues to abide by regulatory guidance for sexual harassment cases. The chain of command, investigating officer, designated SARC, and SJA coordinate throughout the process. All formal complaints are investigated and are tracked by both SJA and SARC through final resolution. Complainants are updated throughout the investigative process in accordance with the required frequency. Upon completion of the investigation, legal review and summary of actions taken, the complainant receives an out-brief by the appointing authority on the case outcome. Final decisions are coordinated between senior leadership and SJA.

3.2 Describe your Academy's program for holding military and Cadet/midshipman unit-level leadership appropriately accountable for preventing retaliation against persons who have reported experiencing sexual assault or sexual harassment.

Reporting victims are advised to make the command aware of any instances where they believe they are being subjected to retaliation. Additionally, the monthly SARB now includes information on whether there have been any reports of retaliation.

On 1 June 2015, the Superintendent published a USMA policy regarding the prohibition of retaliation against personnel for reporting an allegation of sexual assault, described in 1.11 above. Cadets or Soldiers who violate this policy may be punished under Article 92 of the UCMJ. USMA also continues to comply with Army Directive 2015-16, Command Engagement to Prevent Retaliation.

All SHARP training sessions include instruction on the prohibition against retaliation or reprisal, and the comprehensive nature of the prohibitions (e.g. social media bullying). Further, past instances of retaliation are discussed during training sessions, as well as command policy in terms of handling future violations.

3.3 Describe your progress in ensuring those who are affiliated with the Special Victim Investigation and Prosecution capability program (paralegals, trial counsel, special victims' counsel / victims' legal counsel, and victim-witness assistance

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personnel) receive specialized SAPR training for responding to allegations of sexual assault.

Throughout the fiscal year, the Trial Counsel Assistance Program (TCAP) and The Judge Advocate General's Legal Center and School provide specialized training to those who are affiliated with the Special Victim Investigation and Prosecution capability program. Trial Counsel receive periodic training from TCAP and maintain awareness of current concerns regarding allegations of sexual assault. Additionally, Trial Counsel work closely with the Special Victim Prosecution team stationed at Fort Drum, New York. Paralegals operate under the supervision of Trial Counsel, who have a professional obligation to ensure they are trained and supervised with their tasks. Victim-Witness assistance personnel are appointed in writing by the SJA, and receive training at The Judge Advocate General's Legal Center and School. SVC's receive training and certification through The Judge Advocate General's Legal Center and School.

3.4 Describe progress in ensuring the separation of a Cadet/midshipman convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense.

Court-martial cases involving sex-related offenses committed on and after 24 June 2014 result in mandatory dismissal of Cadets as a matter of law. The authority for the mandatory dismissal is Section 1705 of the NDAA of 2014, Public Law 113-66 (26 December 2013). Specifically, during the sentencing phase of trial, a court-martial panel receives a sentencing worksheet that requires dismissal of a Cadet after a finding of guilty for sex-related offenses specified in Section 1705. Regarding non-judicial punishment or administrative action for a sex-related offense, Army Directive 2014-29 (9 December 2014, "Inclusion and Command Review of Information on Sex-Related Offenses in the Army Military Human Resource Recorded") requires official filing of such documents for sex-related offenses. Additionally, USMA operates under the provisions of Army Regulation 210-26, paragraph 6-12, with respect to Cadets who are convicted by a court but are not separated from the Army by that conviction. Paragraph 6-12 states: "A Cadet who is convicted of a criminal offense by a court of domestic or foreign civilian jurisdiction or by court-martial may be separated from the Military Academy and awarded punishments under paragraph 6-4 of this regulation."

3.5 Describe progress in ensuring notation is placed in the Academy personnel record and separation action is initiated for court-martial convictions.

Several mechanisms are in place to ensure the results of trial determined at court-martial are placed in the Academy's and Army's personnel records. One mechanism is the Report of Result of Trial, Department of Defense Form 2707-1. This form ensures personnel records accurately reflect the findings and sentence of a court-martial. Another mechanism is publication of a promulgating order in accordance with Rule for Court-Martial 1114 and Army Regulation 27-10, chapter 11. The promulgating order announces the action by the convening authority of the court-martial on the findings and sentence. Specifically, AR 27-10, para. 11-7, distribution of court-martial orders, requires providing the promulgating order to the Military Personnel Division (MPD).

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Additionally, incidents involving sexual assault/sexual harassment are routed through the Commandant to the Superintendent for final disposition, and Cadet records are annotated by the USCC Adjutant.

Each Cadet has a Cadet Record Brief (CRB) as part of our Academy's digital database that contains personnel records, tracks performance across the three pillars (academic, military, and physical), and tracks Cadet conduct. If a Cadet is convicted at a court-martial or receives administrative punishment for a sex-related offense, it is annotated on the CRB and becomes part of their official Cadet Record. Cadets under investigation for sex-related offenses are also administratively flagged in accordance with Army Regulation 600-8-2. The USCC Adjutant maintains control of Cadet Records.

3.6 Describe your efforts to ensure commander's knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).

MRE514 is discussed in all Annual SHARP Training, and as the primary support resource for victims. The SARC, VA and CID are all aware of this right and ensure if at any point in the process a victim is no longer able or willing to participate that they are afforded the opportunity to indicate this on the DD2910. Investigation continues until CID has concluded the investigation based on what they know, but at no time is the victim compelled to participate once they have declined to participate. The Special Victim's Prosecutor (SVP) has had some success in encouraging unwilling victims to reengage in the process, but it is always clear that this is the victim's ultimate decision.

3.7 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.

SLDP-R . In conjunction with the Cadet disciplinary system, Cadets who do not uphold Army values, particularly dignity and respect, are placed in the SLDP-R. USMA uses this program 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 Special Assistant to the Commandant for Respect (SAC-R) and the tactical (TAC) team to ensure that the Cadet is on the right track. Upon successful completion, the Cadet is removed from the SLDP-R.

3.8 Describe your efforts to develop policy to ensure alleged offenders are provided due process rights.

Ongoing training for personnel involved in the prosecution of sex-related offenses involves attention to the Rules for Courts-Martial (RCMs) and MREs. Specifically, courses provided by the TCAP and The Judge Advocate General's Legal Center and School focus on recent updates to the RCMs and MREs. On-site training within offices at USMA occurs to ensure court-martial and administrative actions comport with due process requirements for alleged offenders. Updates to the RCMs and MREs, as published by NDAs, Executive Orders (EOs), and case law, are reviewed during training. During processing administrative actions

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involving alleged offenders, due process rights of notice and opportunity to respond are scrupulously honored. During court-martial proceedings, due process rights are likewise scrupulously honored. For example, in accordance with RCM 308, an alleged offender is immediately notified of the charges. The command coordinates to provide the alleged offender legal counsel provided by the Trial Defense Service. Additionally, commanders ensure Soldiers suspected of alleged misconduct are treated fairly and with philosophy of innocent until proven guilty. At each stage of the proceedings, due process rights are honored. Before a preliminary hearing under Article 32, UCMJ, an alleged offender is provided with discovery matters in accordance with RCMs 405A and 405. After referral of charges, the alleged offender is entitled to discovery and production of witnesses and evidence in accordance with RCMs 701 and 703. Before, during, and extending after trial, the due process rights are scrupulously honored.

3.9 Provide the number of allegations of retaliation made to Academy officials including the IG, MCIO, EO, SARC/SAPR VA, and others. Provide a brief description of each case and the case outcome.

See 2.6 above -

USMA had one retaliation report in APY15-16. IG investigated the allegation and found that it did not meet the elements of retaliation, and referred it to the Chain of Command for action, as it was not acceptable conduct and needed to be handled at the Tactical Command level. The incident came to the attention of the team coach who suspended the individual being reported for retaliation. While the incident did not meet the elements of retaliation, the Tactical Chain of Command reviewed the incident report and determined that the behavior was not acceptable and was prejudicial to the good order and discipline. The Offending Cadet was counseled by the Regimental Tactical Officer (RTO). A Reprisal Prevention Plan was initiated between the RTO and the individual who made the report. A no contact order was also put in place.

3.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving Cadets/midshipmen or other Academy personnel.

- Continue to leverage the SJA/CID/SVC Information Panel throughout the year to provide the Cadets and Community with timely and accurate information regarding the procedures undertaken to investigate reported incidents, support victims and hold offenders accountable.
- Annual SHARP Training will reinforce the realities of case outcomes within allowable limits, but to also provide transparency of reporting and substantiation rates.
- As applicable continue to include XY cases in CASHA lessons to reinforce the themes of respect for one another, encouraging bystander intervention and setting the conditions for continued cultural change.
- In the context of the upcoming SAGR15-16 survey, USMA expects to see results that will inform our Accountability practices and ways in which we can continue to create victim trust and confidence in the reporting, investigative and adjudicative processes.

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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.”

The West Point Community has an outstanding working relationship among all the key offices associated with advocacy support for survivors of sexual violence. SARCS and advocates all attend the monthly SARB meetings, and collaborate with each other as necessary to ensure quality advocacy at any given time.

Victim Support: A key issue in our overall support for victims is the challenging location for the key USCC VA and SARC, addressed in 2.4 above. All direct service providers are credentialed and we have an internal tracking system used by the SHARP PM to ensure that as the recertification windows open for each SHARP Professional, we stay on track to get the required documents submitted to National Organization of Victim Advocates (NOVA) for the Credentialing Boards. Additionally actions have been taken from a policy standpoint to align the USMA policy with the DoDI 6495.02, allowing victims of sexual assault to share their experience with people they trust not in the chain of command without triggering an Unrestricted Report; discussed also in 2.7 above. This policy revision will be in place before the beginning of the APY16-17 and discussed during Annual Training Briefs as well all briefs from the leadership when the fall semester begins in August.

These seemingly simple program adjustments will resonate as deepening the institutional resolve to provide caring, efficient, private and expeditious support when an incident of sexual violence is reported.

4.2 Describe your Academy’s process to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions.

We follow the Army process to review the monthly D-SAACP Certification report for any new Type I/II findings and execute the proper documentation process to request D-SAACP Credential revocation if members of our team are reported to have Type I/II incidents.

4.3 Describe your progress in ensuring all SARC and SAPR VAs are D-SAACP certified prior to performing their duties. List the total number of certified SARCs and SAPR VAs. If not at 100%, describe your efforts to achieve 100% certification.

SHARP Office created a local SARC/VA credential register with all the crucial information regarding each individual’s credentialing status. This register includes the recertification dates and a reminder notice is built into the SHARP PMs personal calendar. This notice cues SHARP PM to connect with those who are in the recertification window with milestone dates for the SHARP Professional to begin their paperwork for recertification in line with the D-SAACP recertification timeline. USMA SHARP Office TDA includes a SHARP PM, a SARC – GS11, and a VA. Currently we have the PM and the VA on staff and hiring action ongoing to hire the GS11. USCC has a SARC which is filled by a Directed Military Overhire process. The SARC is a primary duty assignment, appointed by the Commandant.

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<p>4.4 Describe your Academy’s efforts to encourage SARCs and SAPR VAs to renew their certification at a higher level in order to increase the quality of victim assistance providers.</p>
<p>Level of certification for all current full-time and collateral SHARP Personnel is the right blend to meet the needs of the USMA population.</p>
<p>4.5 Describe efforts to ensure that the 24/7 DoD Safe Helpline has accurate contact information for on-base SAPR resources (i.e., chaplains, SARCs, military police, and medical personnel).</p>
<p>Monthly audit calls to 20% of all essential service phone numbers posted on the DOD Safe Helpline are conducted with any changes made prior to submitting the audit report to DA SHARP Office. SHARP PM periodically checks DOD Safe Helpline to ensure that changes we report are accurately reflected on the website and follows up with DA-G1 SHARP Office to remedy any issues discovered.</p>
<p>4.6 Describe efforts to publicize and educate Academy personnel to include Cadets/midshipmen on SAPR and POSH policies and resources (i.e., DoD Safe Helpline staff and confidential communication, retaliation prevention and response efforts).</p>
<p>Standard briefs include all resource information. Additionally, individual SHARP Resource Cards issued to all Cadets include the USMA, local and DOD Safe Helpline contact information, Appendix 8. CASHA Reps at company level are also familiar with all resources and can provide assistance to Cadets who are in need of support from SHARP Personnel.</p>
<p>4.7 Provide an assessment of your Academy’s policies and procedures allowing temporary 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>USMA complies with the provisions of DoDI 6495.02 and Chapter 8 and Appendix F with respect to expedited transfers.</p> <p>Unit Reassignment. A victim of sexual violence has the option to remain in the company of assignment or request reassignment in an unrestricted case situation. 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.</p> <p>Expedited transfer is a mandatory block on the Victim Reporting Preference Statement (DD 2910) provided to all victim of sexual assault. While most victims are presented the DD 2910 within a few hours of the assault, some assaults occur outside of the local area. As a result, this notification process time period may be extended.</p>
<p>4.8 Provide an assessment of the implementation of your expedited victim transfer request policy. Include measures taken to ensure victims are informed in a timely manner of their right to request an expedited transfer, and challenges to the implementation of the policy.</p> <ul style="list-style-type: none"> • The number requested • The number approved as the victim requested

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- **The number approved different than the victim requested**
- **The number denied and a summary of why**
- **The number moved within 30 days of approval**
- **The number moved after 30 days of approval**

When a victim makes a sexual assault report, the protocol for the SARC/VA includes a discussion of their right to request an expedited transfer as they are documenting the incident.

No expedited transfers were requested during APY15-16.

4.9 Describe your Academy’s efforts to ensure timely and appropriate command notification of all Unrestricted and Restricted Reports of sexual assault involving Cadets/midshipmen. Provide details of the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.

Each report of sexual assault is immediately summarized in a bulleted format with the information that is allowed in accordance with the AR600-20 incident report guidelines, depending upon whether the report is restricted or unrestricted. It is sent to only the key leaders at the general officer level directly responsible for the individual who is making the report within 24 hours.

4.10 Provide a listing of all facilities your MSA maintains Memorandum of Understanding/Memorandum of Agreement MOU/MOAs with to provide Sexual Assault Forensic Exam (SAFE) services (include location, distance from the facility, orientation and training related to the reporting process, collection of evidence, chain of custody, maintaining privacy, and execution and termination dates for each agreement).

As discussed in 1.7 above, the MOU with OCMH covers the process and procedures in place to ensure proper chain of custody is maintained for any SAFE exam kits that are done for victims of sexual assault at the local medical facilities in Orange County. Additionally, under the Tricare Service provider agreement, these facilities as well as the larger regional facility in Westchester provide medical services to military beneficiaries that are not within KACH capability, to include SAFE exams. Currently all SAFE EXAMS are performed at one of three facilities outside of KACH. 1) Westchester Hospital located 30 miles, or 45 minutes by ambulance. 2) Orange Regional 29 miles, or 38 minutes by ambulance. 3) Saint Luke's Cornwall 13 miles, or 21 minutes by ambulance. Orange County operates their SAFE program as “on-call.” When a sexual assault victim comes to an emergency room in the County, there is an on-call Sexual Assault Nurse Examiner (SANE) who must be called to report to the hospital. Response time is varied due to this system. Westchester Hospital as a larger facility has on-staff SANE, making this location our preferred site. Due to the fact that USMA is in another county, Westchester Hospital will continue to provide SAFE services under the Tricare Service Agreement. They would be unable to provide this service if we moved to an MOU arrangement as our victims would be out of their servicing county. This would be counter-productive to efficient and timely victim care. We continue to operate in this manner to provide the most expeditious and compassionate patient care for victims of sexual assault who request SAFE exams.

4.11 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.

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A key issue in our overall support for victims is the challenging location for the key USCC VA and SARC, addressed in 2.4 above. All direct service providers are credentialed and we have an internal tracking system used by the SHARP PM to ensure that as the recertification windows open for each SHARP Professional, we stay on track to get the required documents submitted to NOVA for the Credentialing Boards. Additional actions have been taken from a policy standpoint to align the USMA policy with the DoDI 6495.02, allowing victims of sexual assault to share their experience with people they trust not in the chain of command without triggering an Unrestricted Report, discussed in 1.16 above.

These seemingly simple program adjustments will resonate as deepening the institutional resolve to provide caring, efficient, private and expeditious support when an incident of sexual violence is reported.

Another element of our program to reduce stigma and eliminate barriers to reporting is through raising the awareness of the devastating impact sexual violence has on the victim through a Survivor Panel that was integrated into our SHARP Summit in Sept 2015. We also had a Slam Poetry program presented by two LGBTQ survivors of sexual violence during our Sexual Assault Awareness Month Take Back the Night event in April 2016.

4.12 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care (e.g., alcohol and drug awareness program personnel and clinical counselors). Include measures of effectiveness.

USMA appreciates its duty to facilitate substance abuse prevention, drug and alcohol testing, early identification of drug-related problems and rehabilitative efforts. This command relies upon comprehensive alcohol and drug abuse prevention and control, in accordance with AR 600-85, to ensure Soldier and Cadet readiness. Unit commanders are directed to intervene early and refer all Soldiers suspected of being alcohol/and or drug abusers to the ASAP. USMA SHARP personnel are involved in the Orange County SART Team. We attend their meetings. Any issues that would benefit from collaboration are discussed at these meetings. There is an organic behavioral health clinic within USMA available for anyone who is seeking mental health support as well as our CPD, which is the designated agency within USCC for Cadets to receive mental health support. Case trends indicate that alcohol is a factor in just below 49% of our cases in the APY for one or both of the parties in the incident.

4.13 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., Safe Helpline and internet websites) to Cadet and midshipmen, staff and faculty, and sponsors).

See 4.6 above

4.14 Describe your Academy's efforts to provide legal assistance/SVC services to Cadets/midshipmen who report a sexual assault.

When a victim reports an incident of sexual violence, the individual they report to, VA or SARC or CID ensures that they are notified of their rights to consult with a SVC. The new SRC provides a space for SVC and CID consultations with victims, unlike in the past where victims had to make time in their schedule to go to the far end of post to meet with these personnel.

4.15 Describe your Academy's efforts to ensure existing support services meet needs of male victims.

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There are both men and women SHARP personnel, and our program is set up to ensure that any victim has a choice in who they wish to work with in handling their case. The CID office now has both men and women investigators and all direct service personnel understand the nuances of the victimization of men as categorically different than how women experience sexual assault. All are sensitive to these nuances and the issue of violence against men is included in all training platforms, statistics for both men and women culturally and at USMA are integrated into these conversations as well.

4.16 Describe efforts to improve Academy personnel's understanding of sexual assault against men.

Training Topics. SHARP training for Cadets, staff, and faculty emphasizes that victims of sexual harassment and sexual assault can be of either gender. Discussions in SHARP training specifically focus on the differences between the types of sexual violence that men experience as well as the societal and cultural challenges men face in identifying these incidents as sexual violence and working through the difficulties that are involved in decisions to report. SHARP Team personnel attended various webinars throughout the year focused on enhancing understanding of male sexual victimization.

4.17 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 APY15-16.

If an incident such as this occurred, USMA would follow the guidance regarding the process for review of such cases.

4.18 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving Cadets/midshipmen or other Academy personnel.

- Continue with CASHA small group facilitated discussions, targeted to relevant youth culture topics in a manner that accounts for class year and life experiences as a function of their ability to discuss the topic.
- Continue to publicize the new location of the SHARP Resource Center (SRC) and leverage the space as a leader resource and a private/confidential/proximal location to provide exceptional victim care.
- Continue to execute programs that will resonate with the Corps about healthy relationships, cultural change, being active bystanders, and the impacts of alcohol on decision making, specifically in sexual situations will be integrated into the effort to eliminate sexual harassment and sexual assault.
- Ensure the new SHARP Policy is thoroughly understood at all levels to provide victims with the options available to them in determining how they will handle an incident of sexual assault.
- Make the USCC SARC a TDA filled position
- Victim experiences with advocacy services reported in the upcoming SAGR survey results will be leveraged to ensure that top notch, accessible and compassionate direct services are available and provided for all victims of sexual violence.

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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.”

USMA’s SHARP program is both shaped and assessed by external HQDA and DoD organizations as well as by internal USMA efforts across the Academy. Section 532 of the John Warner NDAA FY 2007, (Public Law 109-364) requires the Department of Defense to conduct an annual assessment of USMA to determine the effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence involving Academy personnel. Additionally, USMA is also required to administer the Service Academy Gender Relations Survey and Focus group surveys every other year. In addition to this DEOMI provides another Command Climate effort that gives USMA a base line assessment. These reports provide Sexual Assault (SA) and Sexual Harassment (SH) prevalence metrics such as the prevalence of unwanted sexual contact (USC), sexist behavior, perceived SH, incidents of SH, incidents of SA & SH reporting retaliation, male victimization, and bystander behavior.

Elimination of sexual harassment, sexual assault and building a positive command climate are key elements of the Superintendent’s number one priority of leader development. USMA is committed to creating and expanding a culture of mutual trust, respect, where every member of the team is valued equally and we ultimately eliminate sexual assault and harassment. To further support, assess, and improve USMA’s effectiveness in eliminating sexual harassment and sexual assault, the Superintendent relies on the G5 office who manages and develops all internal survey instruments and processes. This team is made up of 7 professionals that include a research psychologist, educational specialist, operations research analysts, and a data base manager. This team integrates analytic efforts across USMA to include the Dean, SCPME, the SHARP PM, ODIA, and USCC.

In order to fully delineate the objectives of our SHARP program, we developed two institutional outcomes and two individual outcomes.

The two institutional outcomes are Culture and SHARP Training. **Culture Outcome:** Foster a culture of mutual trust, respect and value of every individual at every level in the organization while ensuring a safe and positive environment where everyone can thrive.

SHARP Training Outcome: Provide appropriate and effective SHARP Training for all USMA personnel based on positions.

The two individual outcomes are Comprehension and Character. **Comprehension Outcome:** Ensure comprehension and awareness of key concepts that are integral to understanding and preventing sexual harassment and assault **Character Outcome:** Graduates live honorably, treat people with dignity and respect, and demonstrate the character, competence, and commitment that builds trust.

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Through analysis of all the data inputs, USMA continues to move ahead in the efforts to effect cultural change, through social norming; whereby the default set of behaviors we see amongst Cadets is based fundamentally on respect for others, respect for self and a personal belief in individual responsibility to be engaged in the solutions. Data is critical as we assess our effectiveness and success of these goals – each survey and focus group provides opportunities to refine our strategy and better articulate the reality of our climate as it pertains to our goal to eliminate sexual assault and sexual harassment.

5.2 Describe oversight activities that assess the SAPR program’s effectiveness. Include frequency, methods/metrics used, findings and recommendations, corrective action taken (e.g., program management review and Inspector General compliance inspections), and other activities.

USMA operates with multiple layers of oversight to assess the effectiveness of the SHARP Program, specifically in compliance with the DOD SAPRO’s bi-annual SAGR Survey, followed by the Focus-Groups and On-site visit. The feedback received from these activities, in concert with the findings we gather from the internal surveys, gives us a wide range of inputs into the impacts of the SHARP Program. While all of these metrics do not specifically address SHARP LOEs, there is a range of data that provides insight for commanders into the practical nature of the climate within the Corps of Cadets. The inputs from the DOD SAPRO on-site visits is currently the only benchmarking effort that USMA integrates into shaping the SHARP Program as a whole.

Efforts are underway to further develop and implement targeted programming around the impact of sexual violence, sexual harassment, sexism and alcohol use, key elements known to foster environments where sexual violence occurs, to enhance our ability to evaluate the effectiveness of the actions we take as a program to effect behavior change.

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 Command Climate Survey results were utilized by commanders at all levels as they are prescribed. Findings were evaluated by each Command who administered the surveys and actions were taken to address key findings. These survey’s are built for commander’s internal use and application and USMA supports this effort at each leader level.

5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management, subject investigative and legal case information, storage of DD Form 2910 in Unrestricted Reports).

In accordance with DoDI 6495.02, USMA follows all established protocols for managing data entered into the DSAID system for each report received. There are follow-up actions taken to resolve data errors monthly in response to the Quality Control Reports received from DA SHARP Office. The unique nature of USMA CID office having regional coverage, creates situations where cases are identified in DSAID as attached to USMA, but may be from other units. These cases will have SHARP Personnel from those installations to maintain the DSAIDs data for their cases. USMA works to ensure that all data errors are corrected by collaborating with CID, the assigned unit SARC/VA for the cases that are not organic to USMA, and in some cases must directly connect with the DSAIDs SMEs at DA/DOD to

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resolve some case errors. USMA DSAIDs missing case reports are diligently worked to resolve those issues as much as within our capacity at the local USMA level.

5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 15-16. Provide documentation of these activities.

We monitor the SHARP program through a number of surveys. None of these are designed with the sole purpose of the evaluating the SHARP program. Rather, they were designed to assess the culture of respect and inclusivity and also on individual character development.

These surveys are listed below, were discussed above in 1.1.

1. 1st class survey: Administered to the First class in April 2016. The first section of this survey is on character development
2. Cadet character development survey: Administered in July 2016 to all new Cadets. This survey will be administered 3 other times to the same Cadets over the next 4 years. The results of this survey will help us show how the Cadets' have developed character over time.
3. Corps Squad Culture Survey: Administered to all members of the Corps squad teams in November 2015. This survey is designed to assess how well the team culture aligns with Army values.
4. DCA club survey: Administered to all members of the DCA clubs in November 2015. This survey is designed to assess how well the club culture aligns with Army values.

Organizational culture surveys: These surveys were administered to all employees in the O/Dean, Army Cyber institute and Athletic Department in April. These surveys are administered every two years.

5.6 Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions following investigations of sexual harassment complaints.

During the past year there were two (2) formal complaints filed on DD FM 7279 and one (1) informal complaint for sexual harassment.

Formal Substantiated Complaint: The male subject (Class of 2016) and female 2LT complainant (Graduated December, 2014) had a prior dating relationship. The complainant broke off the relationship with the subject prior to graduation. The harassment (sexual) started after complainant's graduation from West Point. Corrective Actions: Commandant's Board on 9 December 2015, Suspended Separation Vacated, Pending Separation.

Unsubstantiated Formal Complaint: male subject was a civilian employee, complaint was that he was creating a hostile work environment when he sent unwanted sexually explicit messages to female Cadet over social media. A I5-6 was conducted and revealed that the Cadet was not the intended recipient of the messages. The civilian employee was counseled to be mindful of his use of social media. A no contact order was put in place. Complainant did not appeal the findings or actions taken in this case.

Informal Substantiated Complaint: Contractor made inappropriate comments to two male Cadets about a female Cadet classmate during Cadet Field Training. Male Cadets reported comments to TAC Officer. Corrective Actions: Employed by JIEDDO on Contract out of FT. Drum, NY. Subject's future serviced on West Point prevented.

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5.7 Describe your efforts to develop and administer Military Service Academy DEOMI Organizational Climate Survey (MSA DEOCS).to Cadets and midshipmen as the first step in a command climate assessment:

- Describe efforts to conduct survey review, follow-on assessment efforts (e.g., focus groups/interviews, review of records and reports), to comprehensively characterize the sexual harassment/assault climate at the Academy
- Describe how this information is addressed in your Academy’s SAPR strategic plan

The Commandant of Cadets and the USCC EOA determined the MSA DEOCS execution timespan and created locally developed short answer questions. The EOA coordinated with the personnel office and the BTD in order to obtain accurate Cadet personnel numbers. Once passwords were created, the officer chain of command disseminated the passwords to the Cadets and encouraged survey participation. Throughout the 45-day survey window, overall participation was tracked, and continued participation was encouraged. The EOA and SARC offered their expertise and assisted in the analysis of the survey results and recommended how to address the findings. Continued follow-on assessment efforts include diverse sensing sessions/focus groups, monitoring reporting numbers, and continuing to implement the annual MSA DEOCS.

The Academy’s strategy includes five lines of effort: prevention, investigation, accountability, advocacy, and assessment. The results found in the survey fall within the prevention and advocacy lines of effort. USCC has made tremendous progress within the advocacy line of effort opening a SRC, both to act as a resource to leaders and to provide victim support. In regards to the prevention line of effort, USCC has been deliberately shaping SHARP/CASHA related lessons to more appropriately address and focus on the training audiences and their specific risk factors as well as other demographic trends.

5.8 Describe your Academy’s program for holding Cadet/midshipman unit-level leadership accountable for the command climate based on the results of the MSA DEOCS.

Overall, the survey found that all SAPR climate factors obtained favorability ratings. The 3rd and 2nd Class Women showed the lowest favorable ratings in regards to “Sexual Harassment by Cadets” and for protection of privacy. The SAPR trust factor obtained the lowest favorability rating. The survey concluded that women were more likely to anticipate negative social outcomes than men when reporting sexual harassment or sexual assault. USCC infers that there are two key issues when addressing the lack of trust and fear of social peer retaliation: the location of approved reporting sources and current policy. To address the location perception, the Academy recently opened a SRC, which collocated the USCC SARC and USMA VA in a very accessible, yet private location. A robust policy review has been underway in order to better align Academy policies with current SARP DoD Instructions and Directives.

DEOMI recommended the following actions to USCC: out-brief Cadets on DEOCs results at the Regiment and Company Level; examine why 3rd Class and 2nd Class female ratings decline for SAPR trust and implement intervention (training, communication plan); and scaffold SAPR training and education across years to meet specific needs. Action plans to

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implement these recommendations include: continue to provide services and education along both the prevention line of effort and the Victim Advocacy line of effort; continue to leverage CASHA lessons as a means to promote the prevention and advocacy lines of effort; opening the SRC, to provide accessible yet private support to victims; and provide leadership with current trends and changes in policy. These measures will ensure a better understanding of the SHARP program.

5.9 In reference to the 2015 Service Academy Gender Relations Focus Group (SAGR) Report conducted by the Defense Manpower Data Center (DMDC), explain how this data reflects your Academy's achievement, progress or need for improvement in:

- **Unwanted Sexual Contact at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Women at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Men at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Students Prior to entering your Academy and Preparatory School**
- **Unwanted Gender-Related Behaviors Among Students at your Academy and Preparatory School**

SAGR Focus Group feedback indicated several key points, which are useful in helping us to evaluate the effectiveness of our current efforts to address the issue of unwanted sexual contact and unwanted gender-related behavior for men and women at the Academy.

- USC at the Academy – Cadets believe that increased awareness and command emphasis as well as new policies implemented to improve the SHARP Program are having the overall impact of decreasing incidents of unwanted sexual contact and unwanted gender-related behavior
- USC among women – The sense is that the increased emphasis, men and women becoming more self-aware about behaviors and what is acceptable and not acceptable are working together to decrease USC that women experience
- USC among men – continued lack of awareness about the types of behavior that men experience that meet the definition of sexual assault and men's unwillingness to define those events as sexual violence complicate this issue. There was indication that increased understanding of these issues would lead to more men being willing to identify and address inappropriate behavior, and that his concern would be acknowledged by others and the behavior would cease.
- USC prior to entry to USMA or Prep School was not a discussion point in the focus groups.
- Unwanted gender-related behavior – increased awareness through training and command emphasis as well as a better understanding of the negative personal impacts that these behaviors have on the targeted individual were identified as elements that will help to decrease these behaviors. Some indicated that due to an increase in the number of women in the Corps, and that as Cadets mature within the Corps, that these behaviors would be identified more readily and called out by both men and women as in appropriate.

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- On the flip side, some concerns were expressed that as gender integration moves forward, that for some it will generate more outright hostility and sexism for certain individuals who still don't embrace the gender integrated Army.

Assessment of achievement, progress or need for improvement based solely on incident reports is helpful, but narrative received from Focus Groups allows us to consider "why" some of the issues exist. As we only get prevalence data every other year, it is difficult to determine if incident numbers overall have increased, or if more reports are coming forward due to an increased trust in the support and accountability systems of the SHARP Program.

The goal of USMA's program is to steadily and deliberately create a healthy environment where incidents of unwanted sexual contact or gender related behaviors decrease over time as individuals in the community become more aware and educated about the negative and toxic impacts of such behavior on the mission and purpose of the Academy. As we continue to work this issue, we are also working to foster trust and confidence amongst Cadets so that if an incident does occur, they will report the incident without fear of retaliation and or reprisal. Ultimately our efforts are geared towards seeing the lines of reporting and prevalence intersect and begin to move in the downward direction as the climate of dignity, respect and tolerance becomes normalized across the Corps.

5.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving Cadets/midshipmen or other Academy personnel.

- Efforts are underway to further develop and implement targeted programming around the impact of sexual violence, sexual harassment, sexism and alcohol use, key elements known to foster environments where sexual violence occurs, to enhance our ability to evaluate the effectiveness of the actions we take as a program to effect behavior change.
- Through integration across the Academy experience, issues related to healthy relationships, self-respect and respect for others, will be front and center in the coming year to deepen the conversation beyond "what not to do."
- Work among the SHARP team to ensure all actions related to case tracking and reporting are done within the guidelines of AR 600-20 and DSAIDs system processes.
- Fully assess the results of the SAGR survey to determine where key shortfalls remain in our program and assessment efforts.
- Create a collaborated and comprehensive evaluation of our current strategy and assess if there are areas that require refinement to better address the issues that lead to sexual assault and sexual harassment.

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6. Action Items, Secretary of Defense Initiatives, Suggested Enhancements, and Open Action Items from previous MSA reports outlined in the “Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2014-2015”.

6.1 Overarching Action Items

6.1.1 Superintendents directly supervise the Equal Opportunity Office and Sexual Harassment training/education efforts.

The Superintendent’s special staff includes both the SHARP PM and the Diversity Officer, who is the direct supervisor of the Equal Opportunity Staff members. Both of these offices have open door access to the Superintendent to discuss issues or program concerns. The key element of the training and education program for USCC is housed within the SCPME, specifically within the Respect Program and the CASHA program. The model for training is small group, peer facilitated discussions, tailored directly to the class year and their level of development within the Academy structure. Topics are developed as the Respect and CASHA Cadet Staff keep their pulse in the behaviors and attitudes within the Corps. A model of train the trainer is used to prepare the discussion facilitators to conduct the discussion sessions, and the key discussion facilitators are the Cadet leadership, assisted by the TAC or TAC NCO to ensure the discussions stays on the planned course, or that if discussion strays that it is in a useful and ultimately productive direction. The Superintendent has personally charged the TAC Teams to be his agents for the effectiveness of the CASHA program, so there is the additional layer of command concern and emphasis. TACs will often add personal experiences to further expound on the topic of the CASHA discussion to provide real-world application, which brings the conversation to reality for Cadets.

6.1.2 Strengthen sexual harassment prevention and response efforts.

- **Review your sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention**
- **Review your Service materials and 2014-2016 DoD Sexual Assault Prevention Strategy**
- **Enhance your sexual harassment curriculum to ensure Cadets and midshipmen understand the complaint process, to tailor the material for each class year, and provide it at sufficient frequency**

USMA uses the Army SHARP TSP when conducting Annual and recurring SHARP Training for all audiences. Included in that material is the continuum of harm that is used to discuss the impact of escalating inappropriate behaviors that can lead to sexual harassment. There is also discussion about ways individuals can intervene, why they should intervene and impact that this behavior has on individual, units and the community at large. These briefings discuss the types of sexual harassment, as well as the methods available to address issues through the SHARP Program for military personnel and through EEO for civilian personnel. The SARC is the key coordinator for keeping the case investigations on track for the timeline. All incidents of sexual harassment are discussed at the monthly SARB.

6.1.3 Continue efforts to improve sexual assault reporting by Cadets and midshipmen.

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The West Point Community has an outstanding working relationship among all the key offices associated with advocacy support for survivors of sexual violence. SARCS and advocates all attend the monthly SARB meetings, and collaborate with each other as necessary to ensure quality advocacy at any given time.

Victim Support: A key issue in our overall support for victims is the challenging location for the key USCC VA and SARC, addressed in 2.4 above. All direct service providers are credentialed and we have an internal tracking system used by the SHARP PM to ensure that as the recertification windows open for each SHARP Professional, we stay on track to get the required documents submitted to NOVA for the Credentialing Boards. Additional actions have been taken from a policy standpoint to align the USMA policy with the DoDI 6495.02, allowing victims of sexual assault to share their experience with people they trust not in the chain of command without triggering an Unrestricted Report. This policy revision will be in place before the beginning of the APY16-17 and discussed during Annual SHARP Training Briefs as well all briefs from the leadership at the beginning of each semester.

It is believed that these seemingly simple program adjustments will resonate as deepening the institutional resolve to provide caring, efficient, private and expeditious support when an incident of sexual violence is reported.

6.1.4 Make available and require use of government-provided means to communicate with and transport victims to the hospital and other appointments.

- **Provide and require Sexual Assault Response Coordinators (SARCs) and Sexual Assault Prevention and Response VA (SAPR VAs) to use government means to communicate with and transport victims**
- **Ensure SARCs and SAPR VAs only use government-provided email and phones to speak with victims and ensure SARCs and SAPR VAs do not disclose their personal telephone numbers or email addresses**

USMA has a single 24/7 Sexual Assault Hotline and a back-up phone. Each phone is carried by a different member of the SHARP team. The protocol for phones is that if the hotline rings three times and is not answered, it automatically rolls to the back-up phone. This is in place due to the fact that there are times when the person carrying the hotline may be in an area that has a low cell signal, so our redundancy ensures that anyone calling the hotline will be answered by a member of the SHARP team. SHARP Teammates also have government email accounts to manage communication with their clients. There is a government vehicle available for the SARC and/or VA to use if they need to transport a victim to any appointment having to do with a reported incident of sexual assault.

6.1.5 Enhance feedback to Cadets and midshipmen by using case studies that represent the broad range of SAPR case outcomes.

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USMA explored the idea to use social media to inform Cadets and the West Point community of crimes. The conversation is evolving as social media changes (with multiple platforms and different audiences using different modes of communication). Ultimately the need to prevent unlawful chain of command influence on investigations combined with the need to protect victims' confidentiality take priority over the desire to quickly inform the community of SHARP-related crimes.

The USMA leadership still shares information with the community as a way of maintaining transparency on Cadet life and USMA standards. At the start of the academic year, the Superintendent included class-specific slides in his briefings to each class that discussed "Pitfields and Mines", Appendix 9. These statistics informed the class of misconduct on the part of the class ahead of them, and served as warnings to the class to not become one of these statistics during their next academic year. CASHA training when applicable also integrates real cases that are sanitized of personal information and turned into "X/Y Cases" to enhance the depth of the discussion.

6.1.6 Provide military officers, in the chain of command overseeing Cadets and midshipmen, a clear case status during CMG meetings to fulfill their responsibility of updating the victim.

A monthly SARB meeting is arranged to provide only commanders and other "need-to-know" individuals with case specific information on investigative status, judiciary status and other matters related to the cases within their command or directorate. Case updates to victims are typically provided by either the SARC, VA or the SVC, as they have the most detailed set of information. Victim services and connection to the SHARP Program Professionals is also a point of discussion in the SARB.

6.1.7 Adapt the Department's SAPR metrics to create Academy program metrics as part of larger metrics effort to capture and communicate progress in addressing sexual assault and sexual harassment. (See APY 14-15 report for complete list)

As SAPR metrics are integrated into the SAGR surveys it will be possible for USMA to leverage this level of detail in the ongoing effort to assess the effectiveness of the SHARP Program. Currently the issues of concern to the Superintendent are the USC numbers, the incidences of sexual harassment and the prevalence of sexist behaviors. These elements of the culture are integrally connected to the efforts to foster behavior change through facilitated and structure discussions throughout the academic year. Internal surveys on culture augment these metrics with additional data to better understand where subcultures exist and to glean information on the change in attitudes and behavior over time. Future work with internal surveys will focus on gathering data that can be used to assess a class aggregate of change in behavior and attitudes over time.

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United States Military Academy

1. Open Action Items

1.1 Ensure Cadets know where to file a sexual harassment complaint.

The SHARP Office personnel throughout the year received most of the cases of sexual harassment as a first report. The transition from EO to SHARP handling sexual harassment cases was messaged throughout the year in training venues. All Cadets received information during SHARP briefings reminding them that the SARC/VA were their primary resource to report incidents of both harassment and assault. In many cases, incidents were dealt with amongst Cadets or by TACs as allowed in the various reporting avenues for sexual harassment, but there were many phone and in person consultations with the SARC and VA by the TACs to determine the best way to handle incidents depending upon how the complainant wanted to address the situation. The attached talking points paper provides the key points that were discussed in Cadet briefings, Appendix 10.

1.2 Update MOU with Westchester Hospital to address procedures for Sexual Assault Forensic Exams to include at a minimum:

- Processes for notifying the SARC of an incident involving Cadets
- Processes for contacting appropriate DoD agency to take custody of evidence collected during the SAFE
- Procedures for obtaining and storing evidence collected during a SAFE in Restricted Report cases

If the Victim arrives at the KACH ER and requests a SAFE exam, the KACH SARC/VA is called. The Keller SARC/VA responds, the client is given the options of informing their Unit specific SARC or working with the KACH SARC/VA. Due to regulations and HIPPA if Cadet reports to Westchester Hospital without going through Keller Army Community Hospital only the patient can authorize any release of information. Unless the patient gives written consent this violates the ability to maintain a closed(restricted case). The appropriate contact information for all of the West Point SARC/VA is provided to the unit's at each of the Facilities. OCMH, described in detail in 1.7 above, provides the details regarding how SAFE kits are handled in compliance with proper chain of custody procedures.

1.3 The FY 2015 National Defense Authorization Act (NDAA) (P.L., 113-291, Carl Levin and Howard P. "Buck" McKeon National Defense Authorization Act for Fiscal Year 2015), Sec. 552, mandated the "Applicability of sexual assault prevention and response and related military justice enhancements to Military Service Academies," thereby requiring the Secretary of the Military Department ensure the provisions of Title XVII of the FY 2014 NDAA apply to the Military Service Academy within his/her purview." Indicate the status of implementation of this requirement if already implemented indicate that as your status and assess the implementation.

Regarding the status of implementing the requirement of Section 552 of the FY 2015 NDAA (P.L. 113-291), that is, the status of implementing to USMA the several requirements of Title XVII of the FY 2014 NDAA: This status report involves the individual requirements of Title XVII. Since Title XVII consists of Subtitles A through F, each will be discussed in turn.

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Subtitle A, Reform of the UCMJ, containing Sections 1701-1709.

Section 1701, extension of crime victims' rights to victims of offenses under the UCMJ: This section is implemented at USMA with no further issues to report. A note on this Section: implementation is accomplished, in part, by the Victim-Witness Liaison (VWL). Additionally, Special Victims' Counsel (SVCs) are provided to eligible victims in order to allow crime victims' rights to be exercised during court-martials and administrative proceedings. In cases not involving SVCs, Trial Counsel, with assistance by the VWL, ensures victims are notified of, and accorded, the rights specified by Article 6b of the UCMJ.

Section 1702, revision of Article 32 and Article 60, UCMJ: This section is implemented at USMA with no further issues to report.

Section 1703, elimination of five-year statute of limitations on trial by court-martial for additional offenses involving sex-related crimes: This section is implemented at USMA with no further issues to report.

Section 1704, defense counsel interview of victim of an alleged sex-related offense in presence of Trial Counsel, counsel for the victim, or a sexual assault VA: This section is implemented at USMA with no further issues to report.

Section 1705, discharge or dismissal for certain sex-related offenses and trial of such offenses by general courts-martial: This section is implemented at USMA with no further issues to report.

Section 1706, participation by victim in clemency phase of courts-martial process. This section is implemented at USMA with no further issues to report.

Section 1707, repeal of the offense of consensual sodomy under the UCMJ: This section is implemented at USMA with no further issues to report.

Section 1708, modification of Manual for Courts-Martial to eliminate factor relating to character and military service of the accused in rule on initial disposition of offense: This section is implemented at USMA with no further issues to report.

Section 1709, prohibition of retaliation against members of the armed forces for reporting a criminal offense: This section is implemented at USMA. Commanders are required to implement a retaliation prevention plan upon notification of sexual assault. Allegations of reprisal are addressed monthly at the SARB.

Subtitle B, Other Amendments to Title 10, United States Code, containing Sections 1711-1716.

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Section 1711, prohibition on service in the armed forces by individuals who have been convicted of certain sexual offenses: This section is implemented at USMA with no further issues to report.

Section 1712, issuance of regulations applicable to the Coast Guard regarding consideration of request for permanent change of station or unit transfer by victim of sexual assault: This section does not require implementation by USMA, and therefore does not require a response.

Section 1713, temporary administrative reassignment or removal of a member of the armed forces on active duty who is accused of committing a sexual assault or related offense: This section is implemented at USMA with no further issues to report.

Section 1714, expansion and enhancement of authorities relating to protected communications of members of the armed forces and prohibited retaliatory actions: This section is implemented at USMA with no further issues to report.

Section 1715, Inspector General investigations of allegations of retaliatory personnel actions taken in response to making protected communications regarding sexual assault. Implemented as directed.

Section 1716, designation and availability of special victims' counsel for victims of sex-related offenses: This section is implemented at USMA with no further issues to report.

Subtitle C, Amendments to Other Law, containing Sections 1721-1726.

Section 1721, tracking of compliance of commanding officers in conducting organizational climate assessments for purposes of preventing and responding to sexual assaults. DEOCS administered annually for USMA commands.

Section 1722, advancement of submittal deadline for report of independent panel on assessment of military response systems to sexual assault: This section does not require implementation by USMA, and therefore does not require a response.

Section 1723, retention of certain forms in connection with restricted reports and unrestricted reports on sexual assault involving members of the armed forces. Implemented as directed by SARC/VA-SHARP Personnel.

Section 1724, timely access to sexual assault response coordinators by members of the national guard and reserves.

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Section 1725, qualifications and selection of Department of Defense sexual assault prevention and response personnel and required availability of sexual assault nurse examiners.

Section 1726, additional responsibilities of Sexual Assault Prevention and Response Office for Department of Defense sexual assault prevention and response program.

Subtitle D, Studies, Reviews, Policies, and Reports, containing Sections 1731-1735.

Section 1731, independent reviews and assessments of UCMJ and judicial proceedings of sexual assault cases: This section does not require implementation by USMA, and therefore does not require a response.

Section 1732, review and policy regarding Department of Defense investigative practices in response to allegations of UCMJ violations: This section does not require implementation by USMA, and therefore does not require a response.

Section 1733, review of training and education provided members of the armed forces on sexual assault prevention and response: This section does not require implementation by USMA, and therefore does not require a response.

Section 1734: report on implementation of Department of Defense policy on the retention of and access to evidence and records relating to sexual assaults involving members of the armed forces: This section does not require implementation by USMA, and therefore does not require a response.

Section 1735: review of the office of diversity management and equal opportunity role in sexual harassment cases: This section does not require implementation by USMA, and therefore does not require a response.

Subtitle E, Other Matters, containing Sections 1741-1747.

Section 1741, enhanced protections for prospective members and new members of the armed forces during entry-level processing and training: This section is implemented at USMA with no further issues to report. *Notably, Army Regulation 600-20 makes punitive inappropriate and prohibited relationships.*

Section 1742, commanding officer action on reports on sexual offenses involving members of the armed forces: This section is implemented at USMA with no further issues to report. *Notably, policy at USMA requires reporting to CID for investigating such offenses.*

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Section 1743, eight-day incident reporting requirement in response to unrestricted report of sexual assault in which the victim is a member of the armed forces: This section is implemented at USMA with no further issues to report.

Section 1744, review of decisions not to refer charges of certain sex-related offenses for trial by court-martial: This section is implemented at USMA with no further issues to report.

Section 1745, inclusion and command review of information on sex-related offenses in personnel service records of members of the armed forces: This section is implemented at USMA with no further issues to report. Notably, Army Directive 2014-29 (9 December 2014) addresses this requirement.

Section 1746, prevention of sexual assault at military service academies: This section is implemented at USMA with no further issues to report.

Section 1747, required notification whenever members of the armed forces are completing Standard Form 86 of the questionnaire for national security positions. This section is acknowledged.

Subtitle F, Sense of Congress Provisions, containing Sections 1751-1753.

Section 1751, sense of Congress on commanding officer responsibility for command climate free of retaliation: This section is acknowledged.

Section 1752, sense of Congress on disposition of charges involving certain sexual misconduct offenses under the UCMJ through courts-martial: This section is acknowledged.

Section 1753, sense of Congress on the discharge in lieu of court-martial on members of the armed forces who commit sex-related offenses: This section is acknowledged.

2. Secretary of Defense Initiatives

2.1 Assess your Academy's climate and develop a plan to promote greater reporting of sexual assault by Cadets and midshipmen.

The West Point Community has an outstanding working relationship among all the key offices associated with advocacy support for survivors of sexual violence. SARCS and advocates all attend the monthly SARB meetings, and collaborate with each other as necessary to ensure quality advocacy at any given time.

Victim Support: A key issue in our overall support for victims is the challenging location for the key USCC VA and SARC, addressed in 2.4 above. All direct service providers are credentialed and we have an internal tracking system used by the SHARP PM to monitor

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recertification for each SHARP Professional. Additional actions have been taken from a policy standpoint to align the USMA policy with the DoDI 6495.02, allowing victims of sexual assault to share their experience with people they trust not in the chain of command without triggering an Unrestricted Report. This policy revision will be in place before the beginning of the APY16-17 and discussed during Annual SHARP Training Briefs and leadership brief sot Cadets at the beginning of each semester.

It is believed that these seemingly simple program adjustments will resonate as deepening the institutional resolve to provide caring, efficient, private and expeditious support when an incident of sexual violence is reported.

3. Suggested Enhancements

3.1 Consider developing sexual assault procedures for Academy representatives leading off-campus activities.

See attached Trip Section OIC Guide, described in 1.2 above.

3.2 Athletic department (include sports teams) consider engaging in efforts to promote healthy relationships, mutual respect, and appropriate boundaries among teammates, review and adopt a practice appropriate to your academy's culture.

Healthy Relationships

- Jon Gordon
 - Best-selling author Jon Gordon briefed all Cadet-athletes on September 13, 2015 about teamwork and the stages of success with an emphasis on healthy relationships. He talked about when in a relationship a person should always give another person strength and not take away their strength. This was another opportunity to emphasize healthy relationships .
- One Love Foundation Escalation Workshop
 - Description of One-Love: Founded in 2010 to honor the memory of Yeardley Love, One Love works with young people across the country to raise awareness about the warning signs of abuse and activate communities to work to change the statistics around relationship violence.
 - Men's Basketball, Women's Basketball and Women's Soccer participated in a One Love Foundation Escalation Workshop in August 2015.
 - Next Steps: Jenna McLaughlin, assistant coach for women's basketball, has been certified to be a facilitator for the One Love Escalation Workshop. The plan is to customize the workshop for Cadets and present to other teams.

Social Media Training

- Defensive Communications
 - Description of Defensive Communications: Defensive Communications equips athletes with the knowledge and awareness to communicate responsibly on the internet. With every post made on Twitter, Facebook, and the other social media platforms, they run the risk of compromising their standing on the team as well as their academic and professional career.

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- All teams participated in this training in APY 2014-15. Plebes will participate in this training throughout the APY 2016-17.
- This training highlights inappropriate behavior in the world of social media and holds each Cadet-athlete accountable for their behavior.

Climate Surveys

- Each year team specific climate surveys are sent out to keep a pulse on each team and see if there are any hidden issues that need attention. Survey discussed in 1.1 above.

3.3 Consider employing a code of conduct, similar to that used by USNA, to deter inappropriate behaviors.

In APY 2015-16, ODIA instituted a code of conduct that each Cadet-athlete signs. Included in the code of conduct is the statement, see Appendix 11.

As a Cadet-athlete at Army West Point, I will....

- Understand that I am the force behind the fight against sexual harassment and assault response and prevention (“Not on my team.”). I will follow the United States Corps of Cadets Standard Operating Procedure (USCC SOP) for situations involving sexual harassment or assault.

3.4 Consider identifying where and how CID can best support the SHARP training program and integrated them accordingly.

USMA created a Sexual Assault Report SME Panel comprised of SJA, CID and SVC who conducted information briefs throughout the year. Specifically, a briefing was done during a SAAPM event, a screening of the movie, “The Hunting Ground.” After the movie, the SME Panel discussed the process that CID and SJA go through when an Unrestricted Report of sexual assault is received. Several key points were highlighted; that CID investigators have specialized training for interviewing victims of sexual assault; and some of the available investigative tools are the polygraph and the ability to gather digital forensics from smart phones. The brief also included details on the fact that all Unrestricted Reports of sexual assault must be investigated; that CID may not “choose” to investigate a report. The SJA encouraged anyone who has experienced a recent assault to seriously consider electing to have a SAFE exam, even if they want to make a Restricted Report. The time sensitive nature of the SAFE evidence was also discussed. SJA discussed collateral misconduct and how important it is for the person who is making the report to tell the whole story, ensuring that all the details can be explored during the investigation. The issue of understanding what an “unsubstantiated report” means legally was also discussed at length. This panel presented multiple times throughout the year and has been well received. It will be an ongoing program.

4. Open Action Items from Previous Reports

4.1 Submit Sexual Harassment Training program to the Defense Equal Opportunity Management Institute (DEOMI) for approval.

Submitted to DEOMI 1 Jun 2015.

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In discussion with DEOMI, USMA was provided with the following interpretation of the issue indicated in this action item.

“Based upon the reference cited, I don't believe you need to have your curriculum reviewed or approved by DEOMI. The intent behind DoDD 1350.02 reference 5.2.1.1.3 is applicable to PME schools and not Service Academies. It is my understanding that Service Academies are not considered professional military education and thus exempt from this policy.”

4.2 Appoint an office of primary responsibility at USMA to develop, implement, and track metrics.

Dr. Dennis Kelly, a research Psychologist, works with the SHARP Program manager to track metrics and assess the overall effectiveness of our program. Internal culture and honor surveys that are created by the G5 Office will be created in coordination with the SHARP Office to ensure that we are working to capture useful culture trends that can be used to continue to inform the work being done to generate and foster climate and culture change among the Corps of Cadets.

Unrestricted Reports

ARMY MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAID) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.	APY15-16 Totals	
# APY15-16 Unrestricted Reports (one Victim per report)		20
# Cadet/Midshipman/Prep School Student Victims		16
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		4
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		20
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		2
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		7
# Unidentified Subject on Cadet/Midshipman/Prep School Student		5
# Relevant Data Not Available		2
# Unrestricted Reports of sexual assault occurring		20
# On military installation		5
# Off military installation		14
# Unidentified location		1
# Victim in Unrestricted Reports Referred for Investigation		20
# Victims in investigations initiated during APY15-16		17
# Victims with Investigations pending completion at end of 31-MAY-2016		4
# Victims with Completed Investigations at end of 31-MAY-2016		13
# Victims with Investigative Data Forthcoming		1
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		2
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		2
# Victims - Other		0
# All Restricted Reports received in APY15-16 (one Victim per report)		7
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		1
# Restricted Reports Remaining Restricted at end of APY15-16		6
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16	APY15-16 Totals	APY15-16 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	20	16
# Reports made within 3 days of sexual assault	6	6
# Reports made within 4 to 10 days after sexual assault	1	1
# Reports made within 11 to 30 days after sexual assault	0	0
# Reports made within 31 to 365 days after sexual assault	7	3
# Reports made longer than 365 days after sexual assault	6	6
# Relevant Data Not Available	0	0
Time of sexual assault	20	16
# Midnight to 6 am	8	6
# 6 am to 6 pm	5	4
# 6 pm to midnight	6	5
# Unknown	1	1
# Relevant Data Not Available	0	0
Day of sexual assault	20	16
# Sunday	2	2
# Monday	0	0
# Tuesday	4	4
# Wednesday	2	2
# Thursday	0	0
# Friday	4	2
# Saturday	8	6
# Relevant Data Not Available	0	0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
	10	1	2	0	1	3	0	3	20		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	1	0	0	0	0	0	0	2		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	4	0	0	0	0	0	0	0	4		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4	0	2	0	0	0	0	0	6		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	0	0	1	3	0	0	5		
# Relevant Data Not Available	0	0	0	0	0	0	0	3	3		
APY15-16 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 APY15-16	Penetrating Offenses					Contact Offenses					
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	1	0	8	0	0	9	0	0	0	2	20
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	1	0	0	1	0	0	0	0	2
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	3	0	0	1	0	0	0	0	4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	1	0	0	5	0	0	0	0	6
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	3	0	0	1	0	0	0	0	5
# Relevant Data Not Available	0	0	0	0	0	1	0	0	0	2	3
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	1	0	5	0	0	8	0	0	0	2	16
# Cadet/Midshipman/Prep School Student Victims: Female	1	0	4	0	0	5	0	0	0	2	12
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	1	0	0	3	0	0	0	0	4
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	1	0	8	0	0	9	0	0	0	2	20
# Midnight to 6 am	1	0	4	0	0	3	0	0	0	0	8
# 6 am to 6 pm	0	0	1	0	0	4	0	0	0	0	5
# 6 pm to midnight	0	0	3	0	0	2	0	0	0	1	6
# Unknown	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
D4. Day of sexual assault	1	0	8	0	0	9	0	0	0	2	20
# Sunday	1	0	0	0	0	1	0	0	0	0	2
# Monday	0	0	0	0	0	0	0	0	0	0	0
# Tuesday	0	0	1	0	0	1	0	0	0	2	4
# Wednesday	0	0	0	0	0	2	0	0	0	0	2
# Thursday	0	0	0	0	0	0	0	0	0	0	0
# Friday	0	0	3	0	0	1	0	0	0	0	4
# Saturday	0	0	4	0	0	4	0	0	0	0	8
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16 Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	14
# Investigations Completed as of APY15-16 End (group by MCIO #)	3
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	3
# Subjects in Investigations Initiated During APY15-16	15
# Service Member Subjects Investigated by CID	10
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by CID	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	6
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Service Member Subjects Investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	0
# Service Member Subjects Investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Unidentified Subjects in Service Investigations Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	5
# Service Member Subjects Investigated by Civilian or Foreign Law Enforcement Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	0
E2. Service Investigations Completed during APY15-16 Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	16
# Of these investigations with more than one Victim	2
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	17
# Service Member Subjects Investigated by CID	12
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by CID	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	4
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Service Member Subjects Investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	0
# Service Member Subjects Investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	5
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	18
# Service Member Victims in CID investigations	18
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	17
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	1
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	0
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY15-16	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY15-16 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY15-16 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY15-16 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses					Contact Offenses					
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	3	0	5	0	0	9	1	0	0	0	18
# Male	0	0	1	0	0	3	0	0	0	0	4
# Female	3	0	4	0	0	6	1	0	0	0	14
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	3	0	5	0	0	9	1	0	0	0	18
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	3	0	3	0	0	4	0	0	0	0	10
# 20-24	0	0	2	0	0	5	1	0	0	0	8
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F3. Victim Type	3	0	5	0	0	9	1	0	0	0	18
# Service Member	3	0	5	0	0	9	1	0	0	0	18
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	3	0	5	0	0	9	1	0	0	0	18
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	1	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	5	0	0	9	0	0	0	0	16
# Academy Prep School Student	1	0	0	0	0	0	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	3	0	5	0	0	9	1	0	0	0	18
# Army	3	0	5	0	0	9	1	0	0	0	18
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	3	0	5	0	0	9	1	0	0	0	18
# Active Duty	3	0	5	0	0	9	1	0	0	0	18
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	5	0	0	9	0	0	0	0	16
# Academy Prep School Student	1	0	0	0	0	0	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY15-16										APY15-16 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	3	0	4	0	0	9	1	0	0	0	17
# Male	2	0	2	0	0	7	1	0	0	0	12
# Female	0	0	0	0	0	1	0	0	0	0	1
# Unknown	1	0	2	0	0	1	0	0	0	0	4
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	3	0	4	0	0	9	1	0	0	0	17
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	0	0	0	0	0	0	0	0	0
# 20-24	2	0	1	0	0	4	1	0	0	0	8
# 25-34	0	0	0	0	0	3	0	0	0	0	3
# 35-49	0	0	0	0	0	1	0	0	0	0	1
# 50-64	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
# Unknown	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	1	0	1	0	0	1	0	0	0	0	3
G3. Subject Type	3	0	4	0	0	9	1	0	0	0	17
# Service Member	2	0	1	0	0	8	1	0	0	0	12
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	3	0	0	1	0	0	0	0	5
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	4	0	0	0	0	4
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	1	0	0	4	1	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# Army	2	0	1	0	0	8	1	0	0	0	12
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# Active Duty	0	0	0	0	0	4	0	0	0	0	4
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	1	0	0	4	1	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	1		
# Subjects - Other	0		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	17	# Victims in investigations completed in APY15-16	18
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	1	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	10
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	1	# Total Victims associated with MCIO unfounded allegations	1
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	1	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	1
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	5		
# Unknown Offenders	5	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	5
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	2		
# Service Member Subjects where Victim declined to participate in the military justice action	1	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	1
# Service Member Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	0
# Service Member Subjects whose cases involved expired statute of limitations	1	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	0	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	1
# Subjects for whom Command Action was completed as of 31-MAY-2016	9		
# APY15-16 Service Member Subjects where evidence supported Command Action	9	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	10
# Service Member Subjects: Courts-Martial charge preferred	3	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferrals against Subject	4
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	3	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	3
# Service Member Subjects: Administrative discharges	1	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	1
# Service Member Subjects: Other adverse administrative actions(Including Cadet Disciplinary System)	2	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (Including Cadet Disciplinary System)	2
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student 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			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	3
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	3
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	1
# Officer Subjects and Cadets who were allowed to resign in lieu of Courts-Martial	1
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	2
# Subjects Acquitted of Charges	1
# Subjects Convicted of Any Charge at Trial	1
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	1
# Subjects receiving confinement	1
# Subjects receiving reductions in rank	1
# Subjects receiving fines or forfeitures	1
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	1
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	1
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	3
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	3
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	3
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	3
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	3
# Subjects receiving restriction or some limitation on freedom	1
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	2
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	3
# Subjects who received NJP followed by UOTHC administrative discharge	3
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	2
# Subjects receiving UOTHC administrative discharge	1
# Subjects receiving General administrative discharge	1
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	2

Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense) . This section reports the outcomes of Courts-Martials 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.		APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16		0
# Subjects whose Courts-Martial was completed by the end of APY15-16		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that were allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge) . 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.		APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. 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.		APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

Restricted Reports

ARMY MSA APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	7
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	7
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	0
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	1
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	1
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	6
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	6
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	0
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	6
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	0
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	6
# On military installation	4
# Off military installation	2
# Unidentified location	0
# Relevant Data Not Available	0
Length of time between sexual assault and Restricted Report	6
# Reports made within 3 days of sexual assault	3
# Reports made within 4 to 10 days after sexual assault	0
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	1
# Reports made longer than 365 days after sexual assault	1
# Relevant Data Not Available	0
Time of sexual assault incident	6
# Midnight to 6 am	2
# 6 am to 6 pm	0
# 6 pm to midnight	4
# Unknown	0
# Relevant Data Not Available	0
Day of sexual assault incident	6
# Sunday	1
# Monday	1
# Tuesday	1
# Wednesday	0
# Thursday	0
# Friday	1
# Saturday	2
# Relevant Data Not Available	0
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	6
# Army Victims	6
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY15-16 Totals
Gender of Victims		6
# Male		1
# Female		5
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		6
# 0-15		0
# 16-19		3
# 20-24		3
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		6
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		0
# O4-O10		0
# Cadet/Midshipman		5
# Academy Prep School Student		1
# Relevant Data Not Available		0
Status of Service Member Victims		6
# Active Duty		0
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		5
# Academy Prep School Student		1
# Relevant Data Not Available		0
Victim Type		6
# Service Member		6
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		0
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		0
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		0
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted		48.67
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		16.29
Mode # of Days Taken to Change to Unrestricted		30
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16		APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16		0
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		0
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		0
# Relevant Data Not Available		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.		

Support Services

ARMY MSA APY15-16 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>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	24
# Medical	1
# Mental Health	2
# Legal	4
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	6
# DoD Safe Helpline	8
# Other	2
# CIVILIAN Resources (Referred by DoD)	4
# Medical	1
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	1
# Victim Advocate	0
# DoD Safe Helpline	
# Other	2
# Cases where SAFEs were conducted	0
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	2
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	4
# Reported MPO Violations in APY15-16	0
# 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/Prep School Student Victims of sexual assault	1
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	7
# MILITARY Resources (Referred by DoD)	7
# Medical	1
# Mental Health	2
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	3
# Other	0
# CIVILIAN Resources (Referred by DoD)	1
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	1
# DoD Safe Helpline	
# 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

APY 14-15 Service Member Sexual Assault Synopsis Report: ADNY																							
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Breed Investigation for Sex Assault?	Subject: Most Mature Accession?	Subject Referral Type	Quar/er Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable	Most Serious Offense Committed	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
1	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Multiple Victims - Male	Army	O-3	Female	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Extra Duty: No; Hard Labor: No; Correctional Custody (NJP Only): No. Notes: Multiple Victims alleged that Subject touched their buttocks and groin without consent. Found guilty of Abusive Sexual Contact by the Superintendent at an Article 15 Hearing. Punishment imposed: Reduction for 60 days (punishment to be suspended for 180 days), forfeiture of 12 months pay per month for two months (one month's forfeiture suspended for 180 days), forfeiture of 12 months pay per month for two months (one month's forfeiture suspended for 180 days). Subject's request for retention in lieu of separation pending at HCSA.	
2	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Male					Offender is Unknown								Involved but not specified	Notes: Victim alleged sexual assault by Unknown Subject two months prior when she was too intoxicated to consent.	
3	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	O-2	Male	No	No	Other	03 (April-June)	Other Adverse Administrative Action								Involved but not specified	Adverse Administration Action Type: Letter of Reprimand (LOR). Notes: Victim alleged that Subject put his hands on her breasts and buttocks without her consent. Subject given a General Officer Memorandum of Reprimand in personnel file.	
4	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Male	Army	C-2	Male	No	No	Other	03 (April-June)	Administrative Discharge						Under Other than Honorable Conditions (DOTH)		Involved but not specified	Notes: Victim alleged that Subject slapped her on the buttocks without her consent. Subject received career punishment (25 demerits at a Brigade-level board). At the time of the report, the Subject was in a suspended separation from West Point because of prior misconduct. The Superintendent voided the suspension after the report and elected to separate with a recommendation for Other Than Honorable Discharge. Final approval of separation is AOA, MAJA.	
5	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	04 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged she was sexually assaulted four years prior by an Unknown Subject when she was too intoxicated to consent.	
6	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Male	Unknown	Unknown	Unknown	No	No	Other	04 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged she was sexually assaulted two months prior to an Unknown Subject when she was too intoxicated to consent.	
7a	Abusive Sexual Contact (Art. 120)	South Korea	Army	Cadet/Midshipman	Female	Army	O-1	Male	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Extra Duty: No; Hard Labor: No; Correctional Custody (NJP Only): No. Notes: Victim alleged that two Subjects kissed her and groped her without her consent. Both Subjects received General Officer Article 15 from the Commanding General in Korea where Subject was now assigned. Elimination action pending with recommendation for Other Than Honorable Discharge at HCSA.	
7b	Abusive Sexual Contact (Art. 120)	South Korea	Army	Cadet/Midshipman	Female	Army	O-2	Male	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Extra Duty: No; Hard Labor: No; Correctional Custody (NJP Only): No. Notes: Victim alleged that two Subjects kissed her and groped her without her consent. Both Subjects received General Officer Article 15 from the Commanding General in Korea where Subject was now assigned. Elimination action pending with recommendation for Other Than Honorable Discharge pending with HCSA.	
8	Rape (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Court-Martial Charge Preferred	Rape (Art. 120)		Acquitted					Involved but not specified	Notes: Victim alleged that Subject raped her 15 months prior. Subject charged with two specifications of sexual assault and one specification of forcible sodomy. The Subject was acquitted of all charges.	
9	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Male	Army	C-2	Male	No	No	Other	04 (July-September)	Administrative Discharge					General			Involved but not specified	Notes: Victim alleged that Subject slapped her on the buttocks and sexual comments. Subject was administratively separated UP Chapter 14-2, with a General Discharge.	
10	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Multiple Victims - Female	Army	C-2	Male	Blank	Blank	Blank	Blank	Court-Martial Charge Preferred	Sexual Assault (Art. 120)		Discharge or Suspension in Lieu of Court-Martial					Involved but not specified	Notes: Multiple Victims. First Victim alleged that Subject touched her breast and penetrated her vagina with his finger without her consent. Second victim alleged abusive sexual contact. Subject charged at a General Court-Martial for one spec of Abusive Sexual Contact, one of Sexual Assault, and one of Article 134 for wrongfully providing alcohol to a minor. Subject's resignation in lieu of general court-martial was approved at HCSA with support by both victims. Subject received Other Than Honorable Discharge.	
11	Abusive Sexual Contact (Art. 120)	Blank	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Cadet/Midshipman Disciplinary System Action	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Victim alleged that Subject put his hand on her buttocks without her permission. Subject received career punishment (25 demerits, 80 hours of punishment tour, and delayed graduation). From the Superintendent, Subject placed on suspended separation.
12	Rape (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	Blank	Blank	Blank	Blank	Offender is Unknown	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Victim alleged rape four years prior by Unknown Subject.
13	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	Blank	Blank	Blank	Blank	Offender is Unknown	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Victim alleged abusive sexual contact two months prior by Unknown Subject.
14	Rape (Art. 120)	UNITED STATES	Army	Prop School Student	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Court-Martial Charge Preferred	Rape (Art. 120)	Blank	Convicted	Blank	Sexual Assault (Art. 120)	Blank	Yes	Blank	Notes: Victim alleged that Subject forced her to have sex by placing her in her that he would publicly photos of her engaged in sex acts. Convicted of Sexual Assault at a General Court-Martial. Sentence imposed was reduction to E-1, Total Forfeiture of Pay and Allowances, 6 years' confinement, and a Dishonorable Discharge.	

Cases marked as pending at the time of the final data pull for the APY 14-15 Report. These cases were marked as completed in APY 14-15 after the final data pull, and therefore not reported in the APY 14-15 Report

15	Abusive Sexual Contact (Art. 120)		Army	C-1	Male	Army	C-2	Male					Offender is Unknown									Notes: DISPOSITION CLEANUP. This case is being closed as part of a disposition cleanup of older cases that are likely duplicative. The disposition of "insufficient evidence of any offense" is not the verified disposition for this case and was entered as default for clean up purposes.	
16	Rape (Art. 120)	UNITED STATES	Army	C-4	Male	Unknown							Offender is Unknown									Unknown	Notes: DISPOSITION CLEANUP. This case is being closed as part of a disposition cleanup of older cases that are likely duplicative. The disposition of "insufficient evidence of any offense" is not the verified disposition for this case and was entered as default for clean up purposes.
17	Abusive Sexual Contact (Art. 120)		Army	C-2	Female	Unknown																Unknown	Notes: DISPOSITION CLEANUP. This case is being closed as part of a disposition cleanup of older cases that are likely duplicative. The disposition of "insufficient evidence of any offense" is not the verified disposition for this case and was entered as default for clean up purposes.

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APY 15-16 SEXUAL HARASSMENT INCIDENTS

A. TOTAL NUMBER OF SEXUAL HARASSMENT COMPLAINTS.
In this section, record the total number of formal and informal complaints in each requested sub-category. The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

A1. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	2
# Formal substantiated complaints	1
# Formal unsubstantiated complaints	1
# Pending formal complaints	

A2. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints referred for Investigation/Inquiry	1
# Informal substantiated complaints referred for investigation/inquiry	1
# Informal unsubstantiated complaints referred for investigation/inquiry	
# Pending informal complaints referred for investigation/inquiry	

B. COMPLAINTS INVOLVING THE SAME (REPEAT) OFFENDER.
In this section, record the number of formal and informal complaints in each sub-category involving the same or “repeat” offender(s). The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

B1. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated formal complaints involving the same offender	
# Unsubstantiated formal complaints involving the same offender	
# Pending formal complaints involving the same offender	

B2. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated informal complaints involving the same offender	
# Unsubstantiated informal complaints involving the same offender	
# Pending informal complaints involving the same offender	

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C. DISPOSITION FOR REPEAT OFFENDERS IN SUBSTANTIATED COMPLAINTS.

In this section, record the corrective action(s) taken for repeat offenders in formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

C1. Formal Substantiated Complaints	
# Repeat offenders in formal substantiated complaints	
# Repeat offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Cadet Disciplinary System Actions	
# Discharges in lieu of disciplinary action	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

C2. Informal Substantiated Complaints	
# Repeat offenders in informal substantiated complaints	
# Repeat offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet Disciplinary System Actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

D. NOTIFICATIONS TO GENERAL COURT MARTIAL CONVENING AUTHORITY (GCMCA).

In this section, record the following: (1) the number of formal and informal complaints that resulted in notification of the GCMCA; (2) the number of formal and informal complaints reported to the GCMCA within 72 hours; and (3) the number of formal and informal complaints reported to the GCMCA beyond 72 hours.

D1. # Total Formal Complaints (Total number from Section A1.)	
# Formal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	2
# Formal complaints reported to GCMCA within 72 Hours	2
# Formal complaints reported to GCMCA beyond 72 Hours	

D2. # Informal Complaints (Total number from Section A2.)	
# Informal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	1
# Informal complaints reported to GCMCA within 72 Hours	1
# Informal complaints reported to GCMCA beyond 72 Hours	

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E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.
DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.

E1. Total Complaints	
# Total of Formal and Informal Cadet/Midshipman Complaints	3

E2. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	2
# Formal complaints made less than or equal to 60 days following the incident	2
# Formal complaints made more than 60 days following the incident	
# Formal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

E3. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints	1
# Informal complaints made less than or equal to 60 days following the incident	1
# Informal complaints made more than 60 days following the incident	
# Informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

F. OCCURRENCE OF SUBSTANTIATED COMPLAINTS.

F1. Formal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	1
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	1

F2. Informal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	1
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	1

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.
In this section, record the number of formal and informal substantiated complaints occurring in the sub-categories of allegations identified below. The numbers in this section may not be additive since one complaint may contain several allegations.

G1. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Formal Complaints	
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# Substantiated incidents of crude/offensive behavior	1
# Substantiated incidents of unwanted sexual attention	1
# Substantiated incidents of sexual coercion	

G2. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Informal Complaints	
# Substantiated incidents of crude/offensive behavior	
# Substantiated incidents of unwanted sexual attention	1
# Substantiated incidents of sexual coercion	

H. FIRST-TIME OFFENDERS AND REPEAT OFFENDERS (TOTAL) IN SUBSTANTIATED COMPLAINTS.
In this section, record the number of all offenders in substantiated complaints; the number of all offenders pending receipt of corrective actions as of the end of the reporting fiscal year; and the number of the types of completed corrective actions as of the end of the reporting fiscal year. Report this information for formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

H1. Formal Substantiated Cadet/Midshipman Complaints	
# Total offenders in formal substantiated complaints	1
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	1
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary system actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	1

H2. Informal Cadet/Midshipman Complaints	
# Total offenders in informal substantiated complaints	1
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	1
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary systems actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	1

I. OFFENDER CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

I1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	1
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	

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# O7-O10	
# Civilian employee	
# Contractor	
# Other	

I2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

J1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	1
# Other	

J2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	

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# Contractor	
# Other	

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

K2. Male Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
#2LT Recent USMA Graduate	1

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

L1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	1
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

L2. Male Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

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M. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) IN SUBSTANTIATED FORMAL AND INFORMAL COMPLAINTS.

In this section, record the number of offenders in substantiated formal and informal complaints described in the sub-categories below. Use the "other" sub-category to capture a relationship not described below. Provide an explanation of the number in the other sub-category in your analysis section.

M1. Relationship of Offender(s) to the Complainant(s) in Substantiated Formal Complaints	
# Academy Cadet/Midshipman Class Mate	1
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	
# Same unit or assigned classroom	
# Other	
# Same gender	
# Different gender	

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
# Academy Cadet/Midshipman Class Mate	
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	1
# Same unit or assigned classroom	
# Other	
# Same gender	
# Different gender	

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N. ANALYSIS

This section should be used to help provide a clear understanding of the relationship between the information and data displayed in the template. Examples would be to identify trends, anomalies, or factors bearing on Military Service, National Guard, or DoD policy guidance related to prevention of sexual harassment efforts. The remarks in this section may also include any pertinent information related to data collected regarding service members accused of multiple incidents of sexual harassment and explanations of gaps or missing data in your report resulting from existing Military Service and National Guard policies or procedures.

For the items in this spreadsheet that ask for further explanation, please explain the information as it pertains to "other" (if applicable).

C1. Other corrective actions administered to repeat offenders in formal complaints during the fiscal year.

C2. Other corrective actions administered to repeat offenders in informal complaints during the fiscal year.

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.
Commandant's Board on 9 December 2015, Suspended Separation Vacated, Pending Separation.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.
Employed by JIEDDO on Contract out of FT. Drum, NY. Subject's future serviced on West Point prevented.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
Formal Case	Substantiated											
W1FBAA0920150002690FRAR												
		Less Than 972 Hours	Unknown	Cadet	Male	O-1	Female	Crude/Offensive Behavior	Military co-worker	Different unit	Other adverse or administrative action	Subject was on suspended separation, this incident resulted in that suspension being vacated, CDT is no longer at USMA.
								Unwanted Sexual Attention				
Formal Case	Unsubstantiated											
W1FBAA0220160002691FRAR												
		Less Than 472 Hours	Unknown	US Civilian	Male	Cadet	Female	Unwanted Sexual Attention	DoD/Service civilian employee (s)	Not applicable	Unknown	Unsubstantiated
Informal Case	Substantiated											
L000700720150002752IRAR												
		Less Than 072 Hours	Unknown	US Civilian	Male	Cadet	Male	Unwanted Sexual Attention	DoD/Service civilian contractor(s)	Not applicable	Other adverse or administrative action	Employed by JIEDDO, Ft. Drum contract. Contractor barred from further work at USMA.

**Enclosure 2:
United States
Naval Academy Self-
Assessment**





THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

October 17, 2016

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS

SUBJECT: Department of Defense Academic Program Year 2015-2016 Report on
Sexual Harassment and Violence at the Military Service Academies

As requested initially by your memorandum of July 2, 2016, attached is the Department of the Navy (DON) input regarding efforts at the United States Naval Academy (USNA) during Academic Program Year 2015-2016 to combat sexual harassment and violence. Our input includes programmatic self-assessments conducted by the Academy.

The DON remains committed to creating a Department-wide culture of 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 continue to work in collaboration toward these high priority goals.

Our input this year reflects the continued expansion and evolution of sexual assault prevention and response activities at USNA. Our approach utilizes diverse modes of teaching, spans all levels of Midshipman development, is integrated into various other curricula settings, and engages leadership. Together these efforts have made a positive impact on USNA. These accomplishments flow directly from both my own personal commitment to developing the very best future Navy and Marine Corps officers and from excellent leadership by the Superintendent, Vice Admiral Walter Carter.

Should you require 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. She may be reached at (703) 697-2180 or jill.loftus@navy.mil.

A handwritten signature in blue ink, appearing to read "Ray Hebrun", is located in the lower right quadrant of the page.

Attachments:
As stated

Cc:
DoD SAPRO

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

Military Service Academies (MSA)

Executive Summary

The following Executive Summary Template should be used to capture a summary of your submission regarding the progress made and principal challenges confronted by your Prevention Of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) Programs for your Academy and Academy prep school from June 1, 2015 through May 31, 2016.

The United States Naval Academy remains committed to maintaining a consistent and effective sexual assault prevention and response program that seeks to sustain a professional environment of trust and mutual respect free of retaliation to victims and reporters of sexual assault. Our approach addresses the diverse cultural and societal influences on our midshipmen by executing DoD, Navy, and USNA directives and by collaborating with national, state, and local resources. Leadership at all levels, healthy relationships, and individual accountability are the keys to successfully achieving our goals in all SAPR Lines of Effort.

A successful prevention effort requires a comprehensive approach. The strength of our program lies in the midshipman-led Sexual Harassment and Assault Prevention Education (SHAPE) program. Peer-to-peer mentorship has proven to be the most effective way to change the culture. Midshipman have taken ownership of their environment and remain accountable to each other for their actions. Bolstered by strong guidance from the Superintendent and Commandant, visible and positive leadership in all aspects of midshipmen life from Fleet Mentors, academic faculty, staff, company officers, and company senior enlisted leadership remain key to ensuring that SAPR program efforts resonate and translate to producing the best Junior Officers for the Fleet and Marine Corps. The program continues to evolve as we update the lessons to include more emphasis on male victims and move to incorporate more scenario-driven case studies dealing with the impacts of social media, and other topics from the Navy's Chart the Course (CTC) training that rolled out last January. Midshipmen are challenged to make decisions that promote healthy relationships, recognize professional and responsible behavior, and be inspired to work and live in accordance with the Navy Core Values and Navy Ethos. Our biggest focus is to transition young adults from merely understanding factors surrounding sexual harassment and assault, to becoming Junior Officers equipped to lead Sailors and Marines that treat everyone with dignity and respect.

USNA remains dedicated to investigating sexual assault by utilizing all resources to yield timely and accurate results. NCIS makes sexual assault cases a top priority and is committed to completing all investigations within 90 days of initiation. USNA legal

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staff works closely with NCIS and prosecutors to thoroughly investigate all allegations of sexual assault. Coordination of NCIS, legal staff, SAPR, and VWAC has ensured timely and accurate results and we remain committed to improving the process wherever possible.

The Naval Academy recognizes that achieving high competence in the prosecution of sexual assault where perpetrators are held appropriately accountable promotes reporting. Early vigilance on incidents of sexual harassment is the first defense against sexual assault. All complaints of sexual harassment are investigated and assigned appropriate levels of disciplinary action: adjudication through the conduct system, informal and formal counseling, issuing letters of instruction (LOI), developing and giving sexual harassment training, and Dignity and Respect Remediation (a 4-month intensive one-on-one remediation with a Senior Officer). Unrestricted Reports of sexual assault immediately initiate an NCIS investigation and command notification. Findings are reported to the convening authority for disposition. We remain committed to honoring this process while ensuring that the victim has the best quality care and resources available. Preventing retaliation is a big part of accountability. The Commandant's CMEO follows up all complaints with the complainant and his/her chain of command for any further harassment and advise all to remain vigilant for retaliation. During investigations of Unrestricted Sexual Assault Reports, leadership remains engaged with VAs and VLC to monitor potential retaliation and report any such instances to the Commander at the monthly Sexual Assault Case Management Group (SACMG) meeting. In the case of a Restricted Report, the Response Team (SAPR Program Manager, SARCs, VAs, VLC, MDC counselors, and Chaplains) can offer non-specific information to unit-level leaders in such a way that it will curtail negative behaviors within their unit and protect survivors from retaliatory actions.

It's imperative that Advocacy and Victim Assistance services deliver consistent and effective victim support response and reporting options. We continue to provide high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report without fear of retaliation. All SARCs/VAs are in compliance with DoD Sexual Assault Advocate Certification requirements and are trained to understand the confidentiality requirements of Restricted Reporting and MRE 514. The Naval Academy Branch Medical Unit, Anne Arundel Medical Center, and Mercy Medical Center all continue to assist in our medical care for victims. Our new Leave of Absence policy now offers victims the chance to concentrate on healing and then return to the Brigade a year later to resume the curriculum where they left off. We currently have two midshipmen who have utilized this option.

No program is viable without a way to assess itself and effectively standardize, measure, analyze, and report program progress. We look forward to DoDs continued

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improvement in its efforts to build an accurate and useful database to incorporate responsive, meaningful, and accurate systems of metrics to evaluate the SAPR Program. D-SAID continues to improve, but its infancy and limitations still hamper efforts to extract meaningful and accurate data. We rely heavily on the results of both the DEOMI Command Climate Survey given in the Fall and the Annual DMDC SAGR Survey and Focus Groups conducted in the Spring. Trends of reporting, attitudes, prevalence, and culture shifts all inform prevention curriculum planners and response coordinators. Driving the delta between prevalence and actual reporting to zero remains one of our top priorities. However, it is the direct feedback from the midshipman that provides the most useful “metric” upon which to evaluate and modify our program. The overwhelming complaint is that it is too *much* and too *repetitive*. USNA leaders are committed to finding that balance between too much and too little to make training the most effective as possible with the end goal of sending the most prepared and capable Ensigns and Second Lieutenants the Fleet and Marine Corps have ever seen.

1. LOE 1 – Prevention – The objective of prevention is to “deliver consistent and effective prevention methods and programs.” Based on the 2014-2016 DoD Sexual Assault Prevention Strategy, implementation of prevention efforts across DoD should be spread across a collection of 10 program elements. To aid in assessing DoD-wide progress in operationalizing the DoD 2014-2016 Prevention Strategy (pgs. 10-12), please provide responses connected back to these program elements.

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 is not tolerated, condoned, or ignored.”

The United States Naval Academy is committed to an environment of dignity and mutual respect for all, where victims and reporters are fully supported and feel free of any stigmas associated with reporting crimes. We are committed to ensuring midshipmen, faculty, and staff are empowered to take action in cases where our core values are compromised. USNA’s mission is aligned with the Navy’s commitment to eliminate sexual assault by providing a culture of prevention that includes effective education and training, a 24/7 response capability to ensure victim support, effective reporting procedures, and accountability that enhances the safety and well-being of all. Leaders must be role models and mentor future leaders to develop healthy relationship skills in both their personal and professional lives. This end state is achieved by attacking the issue on multiple fronts:

- Continual Leadership Involvement at all Levels. This program is led from the top. The Superintendent remains highly committed to maintaining a culture of dignity and respect and directly addresses the entire Brigade of Midshipmen, faculty, and staff every semester on the topic. He personally kicks off the yearly SHAPE (Sexual Harassment and Assault Prevention Education) and GUIDE (Guidance, Understanding, Information, Direction, and Education) Training Seminar, reiterating to the midshipman

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volunteer peer educators the importance of their role in shaping the culture and professional environment at the Naval Academy. The SAPR Program Manager and the SARC both report directly to the Superintendent on all issues. On top of the annual GMT and Command Indoctrination training SAPR sessions, many faculty, staff, Company Officers, and Senior Enlisted leaders participate as Fleet Mentors during evening SHAPE training. Fleet Mentors are active duty officers and senior enlisted members that provide fleet-specific experience and help relate the curriculum to actual Navy and Marine Corps experiences. Fleet Mentors offer a deeper understanding of sexual assault and harassment prevention, education, and response. Key members of the effort are the Battalion Officers, Company Officers, and Company Senior Enlisted Leaders. All newly-reporting officer and enlisted personnel in the Brigade's chain of command receive focused SAPR training tailored to transitioning from the Fleet and Marine Corps to the challenges of being a Company-level leader at the Naval Academy. Prevention and response are both highlighted with emphasis on utilization of their assigned company GUIDES. The Naval Academy Women's Network (NAWN) provides a Leadership Education and Development (LEAD) Division-developed mentoring program for midshipmen to discuss and reinforce professional development, career intentions, work-life balance, and retention of women in the Navy and Marine Corps through the senior ranks. NAWN provides officer mentors to all midshipmen to complement their chain of command and create a constellation of mentorship. This network seeks to establish relationships that continue beyond graduation and eventually cultivate a Women's Network across the Fleet.

- **Peer to Peer Mentorship.** SHAPE offers peer education sessions, presentations, and culminates in First Class year leadership seminars. All focus on broadening midshipmen's awareness of sexual harassment and assault by emphasizing their role as an active bystander and leader. Midshipmen engage with each other to discuss cultural issues, deconstruct myths and accepted behaviors, and to provide guidance and practical tools to each other. It is a program run *by* midshipmen *for* midshipmen. The Midshipmen GUIDE Program provides a 24/7 peer option to providing victim access to resources and counseling. In 2014, NAWN introduced Sheryl Sandberg's (COO, Facebook) "Lean In" circles to USNA. They continue to garner a positive response with male and female faculty, staff, and midshipmen volunteer participants. Lean In Circles are small group forums where participants learn to appreciate what is unique and positive about men and women in an organization. USNA had 21 (6 all-female circles and 15 co-ed circles) encompassing over 220 midshipmen (30% men) during the 2015-2016 APY. Lean In Circles offer midshipmen a platform to establish a peer network and long lasting mentoring relationships. Participants explore how human equality, natural biases, and social conditioning play a part in decision making. Lean In Circles give midshipmen a chance to experience empathy for others with the hope that all midshipmen will one day lead in a way that promotes equality, equal

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opportunity, and mutual respect for all.

- **Accountability.** To augment the legal process and hold accountable those that commit acts on the Continuum of Harm that don't reach the threshold for prosecution under the UCMJ, the Dignity and Respect Remediation Program is utilized. The Commandant of Midshipmen continues to lead from the front to shape the attitudes and focus of the Brigade. The message is to treat everybody with dignity and respect. Respect yourself, your shipmates, and the institution. It reinforces positive midshipmen behaviors and inspires others to do the right thing. Leadership continues to enforce standards that discourage retaliation and retribution within the Brigade, and discipline acts of reprisal and retaliation. This robust remediation program helps to quickly and effectively get midshipmen back within standards. Another successful initiative is the Athlete Code of Conduct. All USNA varsity athletes and coaches are required to sign the code 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.
- **Organizational Support.** The SAPR Program is supported by the entire organization and is an integral part of the curriculum and culture of midshipman training. The SAPR Program remains part of the Superintendent's Cost Center and resources are sufficient for all activities requested. There are currently two civilian billets vacant, but the SAPR Program Manager is working with USNA Human Resources to fill the positions of Training Specialist and Victim Advocate during ACY '16-'17. The vacancies produced no short term affects on the quality of training or victim care during the year. However, to minimize long-term affects on sustainability of the program, it remains a command priority to hire fully qualified personnel to help continue the success of the program in the future.
- **Community Involvement.** Numerous community collaborations will be enumerated throughout this report, (reference 1.7). Both our prevention and response teams bring in outside sources to augment training and care provided.
- **Deterrence.** Experience has shown us that the best deterrence comes from midshipmen and their willingness to be accountable to each other and foster a culture of dignity and respect that starts in Bancroft Hall and filters out to other activities both on the Yard and beyond to the Fleet. Within the boundaries of the military justice system, information is disseminated when appropriate to dissuade bad behavior. The Commandant enforces the rules and regulations governing acceptable behavior through roving patrols and Company Mates of the Deck. USNA Security Force is also available 24/7 for deterrence and response efforts.
- **Communication.** Throughout this report, multiple examples of communication strategies will be outlined. The common theme is that positive reinforcement to the majority who are fostering healthy relationships and making good choices resonates

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more effectively than condemning the group as a whole for the bad choices made by a few.

- **Incentives to Promote Prevention.** The endstate of maintaining a culture of mutual dignity and respect is incentive enough. However, the Superintendent and Commandant continually recognize the individuals that make extra efforts to be active Fleet Mentors by attending sessions and providing positive reinforcement to faculty, staff and midshipmen. SHAPE and GUIDE midshipman leadership billets have rank equivalence of Company Commanders and Sports Team Captains. Civilian SAPR personnel have been awarded extra pay and time off for the numerous “off duty” hours they have spent in direct support of the program. Visible attendance of the leadership from the Superintendent and Commandant down to the junior enlisted personnel was visible during the Sexual Assault Awareness and Prevention Month activities making all the efforts of those involved in the program feel like their efforts are making a difference.
- **Harm Reduction, Risk Avoidance and Risk Reduction.** The Class of '77 Gettysburg Leadership Encounter is a good example of a successful program that continues to bring together sports team captains, company commanders, and Brigade leaders in a venue providing an opportunity to discuss attributes and expectations of a leader. The Commandant and Athletic Director participate in reinforcing concepts. This program includes a session for Brigade leadership assuming their roles in both the Spring and Fall Semesters. Both programs include *Midnight Teachable Moments*, where recent graduates act out various scenes at a rented venue. Each scene was created to provide a framework for discussion on recognizing destructive behavior and employing various bystander intervention tactics. Referenced later in the report, Escalation Training facilitated by the One Love Foundation is another example of our efforts to help reduce risk, especially within existing relationships.
- **Education and Training.** Throughout the report our comprehensive, multifaceted approach to SAPR education and training is outlined. Another program that augments these efforts is the Brigade Leadership Monthly Breakfast. The Academy’s Leader Development and Research Department in conjunction with Naval Academy Athletic Association (NAAA) and the Battalion Staff hosts a monthly meeting with all varsity team captains and various officers at USNA to discuss leadership issues and maintain the momentum of the Gettysburg Retreat. Themes include: goal setting, creating a team philosophy, team cultures and climate, and leadership styles fostering dignity, respect, and interpersonal power. Company Commanders and Brigade leaders attend similar leadership discussions as well. With midshipman leadership “buy in,” our program remains founded in the belief that the strongest message with the most resonance with the Brigade rests firmly with the midshipmen themselves.

A successful prevention and response program relies on productive outreach and

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fostering allies for the Program. SAPR Program personnel must remain continually involved in Brigade 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. This positive presence contributes to awareness and reinforcement of SAPR Program ideals without adding more mandatory training requirements.

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

- **Immediate Interaction with New Students on I-Day.** Incoming classes are first introduced to the SAPR Program and staff on Induction Day. Each midshipman receives a face-to-face confirmation that they are to be treated with dignity and respect. They are made aware of the Sexual Assault Prevention and Response Program, encouraged to use our services if needed, and instructed on how to request access to our services during Plebe Summer.
- **SAPR and Sexual Harassment Incorporation into Academic Curricula**
 - First Class Capstone Course includes sexual harassment and sexual assault
 - Second Class *Advanced Leadership Theory and Application* course incorporates sexual harassment and sexual assault principles including dignity and mutual respect, and bystander intervention case studies
 - Third Class *Moral Reasoning for the Naval Officer* course imports SH/SA case studies into existing lessons
 - Fourth Class *Intro to Naval Leadership* curriculum includes socialization and cultural/social influences on relationships
 - Elective Course – *Sociology of Marriage and Families*
 - Elective Course – *Gender Matters*
- **Distribution and Discussion of “XYZ Cases.”** Adjudicated conduct cases are distributed to midshipmen to discuss personal accountability and how to foster dignity and respect in all aspects of life at the Naval Academy. Cases involving sexual harassment and/or sexual assault are occasionally used only after the affected victims are no longer present on the Yard and the victim has given permission to use their case. Case studies at the Company level increase transparency and understanding of policies and standards of behavior expected.
- **Academic Department GUIDEs.** Each academic department is assigned a midshipman GUIDE to better connect academic faculty to the SAPR Program. GUIDEs are assigned based on their academic major in order to foster established relationships with the instructors and professors of that department. GUIDEs respond to requests for information/assistance, and serve as a great link to provide SAPR resources.
- **Sponsor Training.** Sponsor families in the area provide a home away from home for midshipmen throughout their experience at the Academy. All sponsors, new and

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returning, are required to attend. The SAPR Program Manager conducts an interactive brief that highlights the SAPR Program and equips sponsors with the knowledge and tools to effectively help midshipmen seek help and cope with issues involving sexual harassment and assault, dispel common rape myths, and convey the fact that sexual assault affects both males and females. This training also reinforces the Commandant's rules and regulations governing midshipman conduct, including the responsible use of alcohol and appropriate midshipman relationships.

- **Plebe Summer Parent's Weekend Display.** During the Plebe Summer Parent's Weekend, the SAPR office is available for parents to learn more about life at USNA. Information is displayed about the office and staff engage in conversation with parents about the services and educational efforts provided to their children.

1.3 Describe your efforts to publicize the punishments for misconduct or criminal offenses consistent with law and DoD regulations.

Distribution and Discussion of "XYZ Cases. Adjudicated conduct cases are distributed to midshipmen for discussion and reflection on the conduct system. Case studies at the Company level increase transparency and understanding of policies and standards of behavior.

1.4 Describe your efforts to promote and encourage Academy leadership recognition of cadet/midshipmen initiated prevention efforts.

Academy leadership is regularly updated on midshipmen initiated prevention efforts. The Superintendent personally addresses SHAPE and GUIDE midshipmen volunteers at their yearly two-week training program, recognizing the importance of their role in shaping the culture and professional environment at the Naval Academy. The Commandant receives regular feedback from the SAPR Program Manager at the weekly staff meeting. Other methods include:

- **Midshipmen Leadership Billets.** Both SHAPE and GUIDE programs are included in the midshipmen Brigade leadership "striper" billeting. Each program is led by a First Class midshipman who is awarded a 3 Stripe (MIDN LT) rank. This is in recognition of their positional authority and leadership role.

- **"It's On Us" Initiative Student Advisor.** One midshipman from the SHAPE or GUIDE Program has been invited by the White House to serve as a student advisor for the *It's On Us* Campaign initiated by the Obama Administration in September 2014. This midshipman regularly attends White House functions and has been invited to lead a coalition of military service academy student advisors as the regional advisor. This position continues to be recognized and supported by Academy leadership.

- **SAPR Program Manager Inclusion.** The SAPR department administratively falls under the Superintendent. In addition, he attends all Commandant update and operations planning meetings to provide oversight on midshipmen accomplishments and challenges.

- **SHAPE Fleet Mentor Feedback.** Officer and senior enlisted leadership participating as Fleet Mentors provide positive feedback to leadership after observing the

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midshipmen peer educators in action. This positive reinforcement circles back from the Superintendent and Commandant all the way down through the academic faculty and company officers.

1.5 Describe your peer-to-peer mentorship efforts and, if already established, describe findings and recommendations.

- **SHAPE Curriculum Progression.** The SHAPE Program is executed by midshipmen for midshipmen. The strength of this program lies in its ability to draw commonality from similar age mentors/instructors teaching sensitive and awkward subjects in a way that can easily adapt to cultural changes and norms within the Brigade. Through the SHAPE curriculum, midshipmen are challenged to understand sexual assault prevention as a follower, mentor, trainer, and finally as a leader. As the midshipmen progress through the program curriculum, they gain more responsibility in their journey to becoming Junior Officers. Greater self-assessment often leads to influence on others to participate as an active bystander, challenge cultural limitations, and then eventually be a leader that fosters a culture of dignity and respect.

- **Peer Educator Mentorship Program.** Midshipmen peer educators are held to a high standard and are expected to lead by example. Within the SHAPE team, opportunities for direct mentorship are cultivated between experienced and new peer educators each year. Returning peer educators help new educators practice their speaking skills, develop their presentation style, and assess their effectiveness. This mentorship has strengthened the team cohesiveness and overall delivery of the curriculum.

- **Peer Issued Feedback.** Each session solicits feedback from the midshipmen. That information is often honest and insightful when collected by peer facilitators. Feedback has overwhelmingly indicated that information is better retained and discussion is better facilitated when presented by peers rather than authoritative figures within the chain of command. Fleet Mentor presence in the room provides the right balance and oversight to keep the discussions focused and on point.

- **GUIDEs.** The primary focus of the GUIDE Program is to be a peer resource. Prospective GUIDEs are specifically screened for their approachability, understanding, discretion, impartiality, and empathy. Midshipmen report that they are more likely to initiate contact with this team for help with SAPR resources because GUIDEs provide a familiar around-the-clock support system residing within Bancroft Hall. Are GUIDES are extremely diverse and provide options to victims seeking help that may be more comfortable with someone of the same age or sexual orientation. Reporting has increased and the number of reports converting from Restricted to Unrestricted have increased giving us hope that midshipmen are trusting the response team efforts and their chain-of-command leadership.

- **“One in Four” Program Team.** USNA utilizes the One in Four Program developed by Dr. John Foubert to enhance the Fourth Class SHAPE curriculum. The program is delivered by a small team of male midshipmen who volunteer to be trained in the One

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in Four Program performance. This team of men seems to resonate with the Fourth Class midshipmen, every year drawing great feedback from plebes.

- **Midshipman Character Advisors.** These company level positions are utilized as Equal Opportunity subject matter experts within the Company to provide resources, training, and be a liaison to the Commandant's CMEO.

1.6 Describe your training and education approach that addresses appropriate, professional peer response to a victim and an alleged offender when a sexual assault is reported.

- **Peer Response to a Victim.** Throughout the SHAPE curriculum, the Brigade is taught to respond with compassion, listen without judgment, offer resource options, and encourage survivors to seek support through a SAPR Victim Advocate (VA), Sexual Assault Response Coordinator (SARC), Chaplain, the midshipman Development Center, Medical Clinic, or Victim Legal Counsel (VLC). They are instructed to avoid making choices for a survivor and instead provide options for support. All midshipmen are given a card containing the USNA SAPR 24/7 Response Hotline phone number, DOD Safe Helpline 24/7 Hotline contact information, and other resources on the Yard. The USNA SAPR intranet website is another source that provides direct links to help navigate resources and provides tips for peer response on the 'How to Help a Friend' page.
- **Peer Response to an Alleged Offender.** The SHAPE curriculum teaches all midshipmen to withhold judgment and honor the investigative, administrative, and legal processes. Midshipmen are trained to direct requests for help by alleged offenders to seek services that are available to all active duty members, such as chaplains, medical, legal services, and counseling through MDC. Information on how to help a friend who is an alleged offender is listed on the USNA SAPR intranet website. This is available to all midshipmen, faculty, and staff who have access to the USNA intranet.

1.7 Describe your efforts to engage with community leaders and organizations to develop collaborative programs, and ensure cadets/midshipmen are aware of local sexual assault support resources.

- **Sexual Assault Forensic Examinations (SAFE).** USNA is partnered with Debra Holbrook and her forensic nursing team at Mercy Medical Center. She continues to deliver expert-level training with USNA/NSA Annapolis VAs and midshipmen GUIDEs.
- **Maryland Coalition Against Sexual Assault (MCASA) Training.** All USNA SAPR staff regularly attend training given by MCASA and maintain a professional working relationship. MCASA brochures and resource information are made available through the SAPR office to all midshipmen, faculty, and staff on the Yard.
- **NSA Annapolis SARC and VA Training.** Combining limited resources, the Naval Academy and NSA Annapolis team up to provide both initial and refresher VA training to all area VAs.
- **National Sexual Assault Conference.** SAPR Program staff attend this conference and others similar to it every year to maintain currency and bring fresh ideas to the

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prevention curriculum and refine response best practices.

- **It's On Us National Campaign.** Midshipman First Class Keels has been a highly visible advocate and representative of the Naval Academy. He is a keynote speaker and was elected to be the 2016-2017 Regional Advisor for all Service Academies and their feeder schools.
- **One Love Foundation Escalation Training.** Over the past year, our office has utilized the Escalation workshop developed by the One Love Foundation to facilitate discussion about intimate partner violence and dynamics of relationship abuse. Using a peer-to-peer discussion format, midshipmen are trained by One Love to deliver the workshop across the Brigade.
- **USNA SAPR Intranet Website.** All local resources are listed on the USNA SAPR intranet website for easy access to midshipmen, faculty, and staff.
- **Midshipman Sponsor Family Program.** Local community leaders and families participating in this important program receive SAPR training to help provide midshipmen with appropriate response to sexual assault and resources. Local resources outside of the Yard are highlighted as options in cases where timely response requires alternatives to the Naval Academy.

1.8 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and other educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.

We value and regularly seek collaboration with external experts in the field of violence prevention to enhance our efforts. Efforts within the SHAPE Curriculum, GUIDE, and VA training include:

- **One In Four Men's Program.** Our on-going relationship with the One in Four Men's Program, founder Dr. John Foubert has provided collaborative research and direct interactive training between midshipmen and Dr. Foubert. The Program specifically empowers men to understand how to help women recover from rape, increase the likelihood of bystander intervention in potentially high-risk situations, and to challenge men to change their own behaviors and influence the behaviors of others. This presentation is part of the Fourth Class SHAPE curriculum.
- **Anne Munch, JD.** Anne is an annual subject matter expert speaker for the SHAPE curriculum during First Class Capstone. She teaches midshipmen to recognize behaviors and attitudes that contribute to a command climate that is hostile to survivors and/or can negatively impact an investigation (e.g., rape myths, the "unnamed conspirator," victim blaming/shaming, etc.)
- **Coach Joe Ehrmann.** Former NFL player and Baltimore high school area coach is scheduled annually to speak to the Second Class about the importance of understanding the cultural roots which contribute to traditional views of masculinity and femininity, the importance of transformational leadership that can transcend the sports field to make a difference in everyday life, and identifying and practicing

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leadership qualities that foster healthy and professional environments.

- **Speak About It Theater Troupe**. Presented to the Third Class midshipmen to increase understanding of the definition and importance of consent, how alcohol affects consent, prevalence of sexual assault, knowledge of perpetrator tactics, importance of maintaining social climates supporting bystander intervention and healthy relationships.
- **Jordyn Cohen from the One Love Foundation Escalation Training**. Training workshops for male and female midshipmen to be Escalation Training facilitators. All SHAPE and GUIDE midshipman receive this training. In addition, a Faculty/Staff and Family Advocacy Program screening and Q&A was conducted for all interested personnel at the Naval Academy.
- **Debbie Holbrook**. FNE, a nationally recognized expert and Director of Forensic Nursing at Mercy Health Services, Mercy Medical Center Baltimore, partners with us to train Victim Advocates and our midshipmen GUIDE team on the Sexual Assault Forensic Exam (SAFE).

The interaction with our speakers invites new ideas and responses to shaping the command climate at the Academy. We work with the speakers to provide yearly feedback to address the needs of our midshipmen and strengthen the prevention message.

1.9 Describe your efforts to reduce the likelihood of high-risk behaviors and personal vulnerabilities to sexual assaults and other crimes against persons. Include efforts to collaborate with law enforcement, alcohol and substance abuse officers, and any community involvement efforts that expand DoD and Service policies beyond individual use.

- **Navy Criminal and Investigative Service (NCIS)**. Conducts briefings in conjunction with SAPR and utilizes character advisors throughout the Brigade to increase awareness of the dangers of high-risk behaviors. Actions taken to complement those briefs include:
 - **Enhanced Shore Patrol**: Rotational pairs of midshipmen and Officers are stationed at local bars with a history of incidents or high risk of abuse of alcohol and related crimes. They monitor situations providing a resource for bartenders/bouncers to assist midshipmen on liberty that require assistance or remediation.
 - **Maryland Collaborative**: USNA continues its active membership in the Maryland Collaborative to Reduce College Drinking and Related Problems. As a member of the Maryland Collaborative, the Naval Academy shares best practices, participates in training sessions, and contributes to an ongoing discussion of reducing alcohol abuse among college students.
- **Pre-Summer Cruise Briefing: Targeted Intervention with rising Third Class**. As a result of previous reports indicating an increased risk to our rising Third Class Midshipmen prior to their first summer cruise experience, we provide a targeted brief by the SAPR Program Manager discussing professional behavior expectations, life on

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the ship, and how to access resources while on cruise.

- **Shipmate Designated Driver Initiative.** This initiative mirrors the effort of Topsy Taxi in the Fleet. Shipmate operates every weekend liberty night during the academic year. Two trained and qualified midshipmen are assigned Shipmate duties as driver and navigator/support. Services provided are a non-punitive, confidential, and ensure a safe ride back to Bancroft Hall. Shipmate duty watchstanders are supplied with a government vehicle, duty cell phone, and the contact information for the Duty Victim Advocate. They are trained to call the Duty VA when requested or if they believe a passenger may have been the victim of unwanted sexual contact.
- **GUIDE Team Escalation Workshop.** Delivered throughout the Brigade at the Company level for Third and Fourth Class. These workshops provide focused peer interaction on issues of relationship violence.

1.10 Describe your progress in developing and/or enhancing sexual assault deterrence measures and messaging and outline how this is being extended to your Academy.

- **SHAPE Training Curriculum.** Every midshipman receives UCMJ training focused on the law and the definition of sexual assault.
- **24-Hour Vigilance in Bancroft Hall.** Company Mate of the Deck watchstanders and Main Office Officer of the Deck watch standards combine to provide 24/7 vigilance. All watchstanders are trained in response procedures and have all reference contacts numbers at their stations.
- **Midshipmen/ Faculty/Staff Exposure to XYZ Cases.** Adjudicated conduct cases are provided for discussion and reflection on the conduct system and personal accountability and fostering dignity and respect in all aspects of life at the Naval Academy. Cases involving sexual harassment and/sexual assault are occasionally used only after the affected victims are no longer present on the Yard and the victim has given permission to use their case. Case studies at the Company level, increase transparency and understanding of policies and standards of behavior.
- **NCIS Reform Brief.** The Brigade receives a mandatory NCIS brief each semester. Sexual Assault and personal accountability are topics that enhance deterrence.
- **NCIS & SAPR Brief to NAAA.** NCIS and SAPR Program Manager are invited by the Athletic Director to speak to all coaches at the beginning of each APY. Importance of holding players to the standards delineated in the Athlete Code of Conduct, available SAPR and Investigative resources, and an update on the number of reports and current case trends are the main topics.

1.11 Describe your training plan to ensure cadets/midshipmen know what constitutes the various types of retaliation (e.g., reprisal, ostracism, maltreatment) in accordance with Service regulations and military whistleblower protections. Include your Academy's written guidance on what actions are available to the chain of command when they become aware of these complaints.

- **SHAPE Curriculum.** Retaliation is presented throughout the curriculum and midshipmen are taught what constitutes retaliation and how to recognize and report it. Beginning with Plebe Summer Phase III training, the basics are laid out with a more in-

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depth discussion occurring in the first session of Third Class year when they discuss the dangers that social media can play and how it can be used as a retaliation tool. Second Class and First Class years focus on transitioning to the leadership role and ensuring the work environment remains professional and free of retaliation and retribution to victims and reporters of sexual harassment and assault.

- **Reform SAPR Briefs to Brigade.** Starting at the beginning of Plebe summer and throughout the four years at the beginning of each semester, midshipmen are exposed to training/discussions which include the subject of retaliation, how it manifests, how to identify it, and how to report it.

GUIDE Presence in Company Spaces. Company GUIDES are assigned to every company and are present throughout many Naval Academy activities. They are trained in recognizing retaliation and what steps to take to remedy the situation.

- **Semi-Annual CMEO Brief to Brigade.** During the CMEO Brief given twice a year, the Commandant's CMEO describes retaliation and protection for individuals who make complaints.

- **Leadership Oversight.** Every sexual harassment complaint is followed up with a discussion with the Commandant's CMEO on actions available if the inappropriate behavior continues and/or retaliation occurs.

1.12 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing the effectiveness for all SAPR and POSH training.

- Include improvements made as a result of your assessment;
- Include copies of SAPR and POSH lesson plans/curriculum training supportive documentation as for:
 - Academy Leadership (e.g., enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Brigade Tactical Officers, and Company Leadership)
 - Academy faculty and staff (e.g., professors, instructors, coaches, and other personnel, first responders (Sexual Assault Response Coordinator (SARC), SAPR VAs, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors (EOA), special victim's advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, judge advocates, law enforcement agents, drug and alcohol abuse personnel, off-base providers, and Victim Witness Assistance Program (VWAP) personnel)
 - Training for cadets and midshipmen that is iterative, and demonstrate how later training reinforces and builds upon earlier training

The Naval Academy addresses the DoD SAPR Core Competencies through a multi-faceted approach combining many complementing programs.

- **Accessions (Recruit) Annual Refresher Training/Pre-Deployment Training.** This training correlates to our Plebe Summer Program. Plebes are contacted face-to-face on Induction Day and later complete a three-phase program within 14 days of taking the oath. They take an anonymous survey assessing their level of knowledge of subjects like rape myths and gender norms as well as resources available for health and well-being of victims of assault or harassment. The brief addresses sexual

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assaults' impact on the military, the strategies to reduce (and hopefully prevent) the risk of sexual assaults, and the resources available to victims of sexual assault both on and off the Yard. We assess that early contact is essential and that plebes are entering the academy with more knowledge than they have in previous years based on the mature discussion and thoughtful questions they are asking during that first session. Not surprisingly, prior Fleet enlisted and Naval Academy Preparatory School (NAPS) midshipmen show the most knowledge and understanding of the SAPR Program.

- **Post-Deployment Training.** This corresponds to our Reform SAPR Brief which is given at the beginning of the Fall and Spring semesters when the Brigade returns. Midshipmen receive updated local, national, and international support resources as applicable and are given any updates to SAPR Program directives or SHAPE Curriculum changes. Assessment of a successful outreach is limited to GUIDE/SHAPE Peer Educator feedback from Brigade reactions as well as information from our Service Academy Gender Relations (SAGR) Surveys and Focus groups conducted every spring. In general, increases in sexual assault reports and decrease in the prevalence of reports calculated by Defense Manpower Data Center (DMDC) are seen as positive trends conveying a trust in the system and giving us a more accurate picture of the problems we need to overcome in both prevention and response efforts.
- **Professional Military Education (Enlisted and Officer).** This training is accomplished by the Naval Academy General Military Training Team and supplemented by the SAPR team with SAPR Program Manager oversight. Face-to-Face training is conducted by a team of officer and enlisted instructors and online training is completed in accordance with applicable GMT directives. Sexual assaults' impact on the military, strategies to prevent (reduce the risk of) sexual assaults, and support resources available to victims of sexual assault are all part of the curriculum. The USNA SAPR Program does not measure or assess the effectiveness of this program.
- **Pre-Command and Senior Enlisted Leader Training.** This core competency corresponds to our Company Officer (CO) and Senior Enlisted Leader (SEL) Seminar. COs report to the Academy and receive initial training with the SAPR Program Manager and Training Specialist. They are taught the differences of the Academy prevention and response efforts from the Fleet efforts. They are exposed to all resources and are given best practices where applicable. After the initial training, COs and SELs are given annual refresher training with updates to the program as necessary. Both sessions refresh their understanding of basic concepts of sexual assault, discuss the risks and circumstances associated with sexual assault incidences, and offer proactive measures to prevent sexual assault and associated destructive behaviors within their companies. The Naval Academy's enhanced ability to provide advocacy, quality victim care response from a professional team of trained

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civilians, and the roles and responsibilities of the victim service providers are discussed. There is a brief focus on the complexity of investigations and accountability of sexual assault crimes and the appropriate investigation and disposition options available given by the VLC. The sessions conclude with the SAPR Program Manager stressing the importance of their leadership and understanding their roles in fostering a command environment free of sexual assault. Effectiveness of this program is measured by the increase in open communication throughout the year from the CO/SEL with the SAPR Team. COs/SEs have the highest involvement in the SHAPE Fleet Mentor Program and several have expressed interest in receiving VA accreditation.

- **Sexual Assault Response Coordinator/SAPR Victim Advocate.** All USNA SARCs and VAs are trained and D-SAACP accredited. The USNA Response team partners with the Naval Support Annapolis SARC and VAs to apply the SAPR program to aid victims of sexual assault, demonstrate awareness of the impact of sexual assault on victims, effectively respond to victim reports, coordinate services and advocates for victims, conduct prevention activities, communicate effectively, facilitate education and training, uphold ethical standards, and manage the SAPR Program at the installation level. We assess this program's effectiveness by the steady increase in sexual assault reports over the past few years as well as the increase in reports that convert from Restricted to Unrestricted. Building the trust of the Brigade continues to be a major goal of the program.

- **Chaplains.** Chaplains at USNA are highly engaged in the SAPR program. In addition to attending SAPR Training for all USNA personnel, the Chaplain Center hold a training session on chaplain support for those affected by sexual assault. The training was led by the USNA SAPR staff as part of the monthly chaplain training program. Four chaplains served as SHAPE Fleet Mentors in APY '15-'16. All chaplains provide pastoral counseling for victims and those accused of sexual assault. Each battalion of midshipmen has an assigned chaplain to be a ready resource with an established professional relationship with midshipmen within that battalion who might be affected by sexual assault. Chaplains coordinate support for midshipmen with the SAPR Team and the midshipmen Development Center while maintaining the confidentiality of the one who received pastoral counsel. Administratively, a chaplain is assigned to the Sexual Assault Case Management Group (SACMG) as a regular member. This chaplain also serves on the working group for prevention of sexual assault at USNA. A second chaplain is assigned as a liaison between chaplains and SAPR staff at USNA. This structure insures the highest level of chaplain support for those impacted by sexual assault.

1.13 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment awareness and prevention related training plans reviewed by the Defense Equal Opportunity Management Institute (DEOMI).

Command Climate Specialist (CCS), who is DEOMI-trained, approved all training before

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departing USNA in Oct 2015. Following the gap in the CCS billet until June 2016, the current CCS has reviewed and approved all training materials.

1.14 Describe your efforts to evaluate sexual assault and sexual harassment awareness and prevention training to determine effectiveness and the information is used to make necessary modifications.

- **Plebe Summer Phase II Survey.** A voluntary survey has been administered to Plebes during their Phase II briefing session with SAPR staff since 2010. While routinely revised, the survey assesses general SAPR-related knowledge, cultural attitudes including gender bias, rape myths, and intent to intervene as a bystander. SHAPE curriculum modifications are made to accommodate any shortfalls or trends requiring special emphasis. For instance, research from the survey has led us to increase our focus on male rape myth acceptance. (For more information on how the survey has been used see discussion of “National Initiatives” where publications drawing on SHAPE survey data are discussed in section 5.5.)
- **Immediate SHAPE Feedback Submission Forms.** After every SHAPE session and guest speaker, midshipmen submit feedback via an online submission form on the USNA intranet. Curriculum planners use this feedback to modify the next session and account for cultural shifts and messages that failed to resonate with midshipmen.
- **DMDC Data Obtained in the Bi-Annual SAGR Survey.** This census report provides some of the most relevant data to compare and track trends. It provides the best estimate for overall prevalence or occurrence rates for sexual harassment and sexual assault incidents. From that, we compare our number of reports and evaluate whether midshipmen are placing trust in the reporting system. This data is also valuable in detecting cultural beliefs or shifts in attitude and may identify areas where current curriculum is failing to resonate with midshipmen. Additionally, data is categorized by Class and gender, so it is specific enough to intervene or address issues by class year. For instance, findings indicated that Third Class females are particularly vulnerable to sexual assault and harassment. Noting this trend and armed with data, the SAPR Team has intervened with focused training to rising Third Class midshipmen prior to summer training evolutions.
- **DEOMI Command Climate Survey.** The results of two separate Command Climate Surveys conducted in 2015 have factored into our planning process. In the Fall of 2015, both the midshipmen and the Faculty/Staff took separate surveys tailored to their demographics. The faculty/staff results informed us that we are “near service average” in all categories except for “Unit Prevention Climate” where we were above service average. A highlighted area we need to work on is the dissemination of information on the outcomes of sexual assaults courts-martial occurring within our service. However, in the “Perceived Barriers to Reporting” the top barrier was identified as “loss of privacy.” Therefore, we have to find the balance of disseminating information to prevent future incidents and promote accountability while at the same time respecting the privacy of victims of sexual assaults. Results of the midshipman survey yielded encouraging results that we have greatly improved our Sexual Assault

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Prevention programs (SHAPE, specifically), but that we still have room for improvement. 73% of male and 66% female midshipmen found SAPR training to be interesting and engaging. The overwhelming majority of comments stated that the amount of training was excessive and that repetitiveness dilutes what most agreed was otherwise great training. The prevention team is focused on improving the quality of the training and assessing how to streamline the sessions in hopes of strengthening the SAPR message and more positively contributing to the endstate of reducing the number of sexual assaults.

· **National Initiatives Based on Current Field Research.** The SHAPE program utilizes both internal (reference section 5.5 for publications) and external research to enhance programming efforts. Data collected from the SHAPE Plebe survey have increased our focus on addressing male rape myths (rape myths that focus on male victims, rather than female victims). Using the results of the RAND survey, the program now discusses male victimization and addresses “hazing” and “horseplay”. We are also drawing on research by Banyard and colleagues that has been refining our understanding of bystander intervention and the circumstances in which people are more likely to intervene.

· **Professional Competency Assessment (PCA).** The USNA Training Office under the Office of the Commandant annually administers a Professional Competency Assessment to measure the breadth and depth of professional knowledge a midshipman at each class level should acquire. Concepts taught to midshipmen in the SHAPE program are integrated into the PCA for each class level to test their comprehension of the topic. The SHAPE curriculum is modified when concepts fail to resonate or required knowledge is not sufficiently retained.

1.15 Describe your efforts to execute Sexual Assault Awareness and Prevention Month or Sexual Harassment Awareness Month activities and how your Academy evaluates their effectiveness.

· **Sexual Assault Awareness and Prevention Month.** SAAPM 2016 included the following events and activities:

- Commandant of Midshipmen Proclamation
- Painting of Tecumseh statue in Tecumseh Court during the first week of April to signify the SAAPM kickoff
- Teal ribbon cookies and table tents on tables in King Hall
- Superintendent’s Joint Proclamation with area Commanding Officers
- SAAPM Day of Action roving photo booth where faculty and staff took pictures with a teal photo frame in support of sexual assault awareness
- Teal Deal Day where retailers on the Academy grounds offered various discounts to patrons wearing teal or carrying a SAPR card wielding the teal ribbon (\$8,750 in discounts provided)
- Candlelight vigil with the theme of “The Importance of Compassion” held for all midshipmen, faculty, and staff
- SAAPM T-Shirt sales; Worn at the annual 5k and as authorized “spirit gear” by

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<p>all midshipmen during April</p> <ul style="list-style-type: none"> • Annual 5k run open to all in support of SAAPM followed by Chick-fil-A dinner for MIDN • Screening of “The Hunting Ground” followed by discussion led by the midshipmen “It’s On Us” student advisor along with the Victim’s Legal Counsel • Screening of “The Mask You Live In” followed by discussion led by LEL Professor and “It’s On Us” student advisor • Plan of the Week contained a paragraph of SAPR related information and links to relevant web pages each week <p>• <u>SAAPM Feedback and Assessment.</u> SAPRO is available through “contact us” link on the USNA SAPR web sites (internal and external) to provide feedback on effectiveness, as well as after-action reviews by staff to discuss best practices and room for improvement. Measurement and evaluation of effectiveness is best captured through participation levels in each planned activity. The level of participation of all events continues to increase over the previous year’s events. The Teal Deal Day was a huge success this year in its inaugural event and we will look to continue that momentum next year.</p>
<p>1.16 Describe your efforts to publish, evaluate, and modify (if necessary) Academy policy on sexual harassment and sexual assault.</p>
<ul style="list-style-type: none"> • <u>Company Character Advisors.</u> Post relevant information on CMEO topics and points of contact within company spaces. • <u>Periodic Instruction Review.</u> Action officers review and update applicable instructions regarding the SAPR program periodically and as major changes to DON or DOD revision dictate. • <u>Leave of Absence Provision/Policy.</u> This is the most recent major change to our SAPR Program. A dedicated, step-by-step disclosure of the policy specifics are briefed to each midshipman victim as part of the VA services provided. This option is only available for midshipmen filing Unrestricted Reports. • <u>GUIDE Interaction and Feedback.</u> GUIDES live and interact on a day-to-day basis in every company in Bancroft Hall and provide information to the Brigade as well as a critical feedback loop back to the SAPR Program Manager. • <u>Saturday Morning Training (SMT).</u> Opportunity for information and amplifying training to be accomplished especially for Third and Fourth Class midshipmen. • <u>Company SAPR Bulletin Boards.</u> Each company dedicates at least one bulletin board to SAPR and that board is utilized by the Company GUIDES to disseminate pertinent up-to-date information or resources and policies.
<p>1.17 Describe your plans for APY 16-17 that pertain to delivering consistent and effective prevention methods and programs. Describe 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.</p>
<ul style="list-style-type: none"> • <u>CMEO Plans for ACY 16-17.</u> With assistance of the Command Climate Specialist,

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plans include updating sexual harassment instructions, creating diverse sexual harassment and equal opportunity training products tailored by class, and more widely disseminating complaint resolution procedures to faculty, staff, and midshipmen. Distinguishing sexual harassment complaints and sexual assault reporting continues to be a challenge and the CMEO team will continue to publish the distinctions to encourage the appropriate reporting procedures.

· **SHAPE Plans for ACY 16-17.** Using the data highlighted in the previous sections, the SHAPE curriculum will continue to adapt to the evolving culture within the Brigade of Midshipmen while incorporating more elements from the Fleet. The third session of Third Class year has a greater emphasis on gender socialization within the segregated male session and the second session of Second Class year is testing a new program where we use Command Climate Video scenarios from the CNO's Initiative "Chart the Course." Fleet Mentors will play a larger role in this session due to the Fleet perspective being the vital link to this training objective. Midshipmen will be exposed more intently to Fleet issues and their roles as Junior Officers.

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.”

USNA provides all necessary information 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. It has been the goal of the Annapolis NCIS to conclude investigations within 90 days.

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.

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. NCIS Resident Agency Annapolis currently retains an agent who specializes in Family and Sexual Violence Investigations.

2.3 Describe your Academy's progress in implementing Special Victim Investigation and Prosecution Capability for Military Criminal Investigative Organizations (MCIO): include efforts that ensure that the first investigator to make contact with the victim, informs the victim of the availability of Special victim's Counsel (SVC) services, as an extension of legal assistance for crime victims, in accordance with Section 1565b of title 10, United States Code, utilizing an overprint to the DD Form 2701, Initial Information for Victims and Witnesses of Crime (provide a copy).

USNA coordinates closely with the local NCIS office to ensure all duties and responsibilities involving sexual assault cases are fully met. Once an Unrestricted

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Report is made, several procedures are in place to ensure that the victim is informed of all services available to them. NCIS is in close communications with representatives from both the SAPR Response and VLC offices for arranging interviews. USNA Judge Advocates from the Superintendent's Office and Trial Counsels from Region Service Office Southeast are in frequent communication with NCIS investigators regarding active cases. Additionally, monthly SACMAG meetings with the Superintendent, Commandant, SARCs, SJA, and NCIS cover all active cases.

2.4 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, including victim's declining to participate.

- **NCIS Briefings.** NCIS provides a more robust sexual assault awareness briefing program that outlines the investigative process, victim rights, and services available to victims of sexual assault. They are more focused on ensuring victims of sexual assault are aware of their rights to victim legal counsel. They inform victims who decline to participate that an investigation will be conducted to the fullest extent possible and they have a right to engage and participate at any point during the investigative process.
- **Increased Legal Transparency.** The Legal Department has increased transparency by providing comprehensive training and continuing dialogue through the Brigade in formal and informal settings regarding services, protocol, and resources, all of which are instrumental in gaining trust in the military justice system and the support of the SAPR Response Office. Upon the very first meeting of a victim and responder, a clear message is delivered concerning options, choices and respect. Through the process, the victim is encouraged to share reservations and concerns, allowing all efforts to be made to address such matters. Such open communication creates a foundation of trust and confidence in the process. A Victim Legal Counsel specifically assigned to the USNA provides readily available support to midshipmen and has been well received. VLC is able to provide the Convening Authority and command with more of an understanding of the challenges facing victims in this environment as they contemplate coming forward to report sexual assault or sexual harassment. Victims declining to participate in the investigatory and/or legal process retain support and are given the space, and time needed to regain a sense of balance and personal power.

2.5 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 receive and provide updates at the monthly Case Management Group (CMG) meetings.

Either the Company Officer or Senior Enlisted, depending on who is selected by the victim, attend the monthly SACMG meetings. At each meeting they bring forward the victim's concerns and requests to the Superintendent, Commandant, and every other member of the CMG. Within 72 hours the Company Officer or the VA bring case updates and any Commander's guidance back to the victim. It is through this direct

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<p>involvement with victim care and command accountability we ensure the transparency of our system and maintain a victim-centered approach.</p>
<p>2.6 Provide the number of retaliation allegations obtained by the SARC from victims, bystanders, and first responders discussed in CMG meetings. For each allegation describe the CMGs action based on the report (e.g. referred to Inspector General (IG), MCIO, and law enforcement).</p>
<p>Number of Retaliation Allegations: 1 Reported By: Victim CMG Action Taken: Victim received (expedited) Company transfer. Incident referred to NCIS for investigation.</p>
<p>2.7 Describe your continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.</p>
<ul style="list-style-type: none"> · Notification Protocol. Although the details vary from case to case, and each case may differ greatly in the chain of events that initiate the investigation, a strict protocol is followed to notify all essential parties. Each party or stakeholder (NCIS, VAs, SARCs, Unit Commander, and SJAs) have different actions to be taken, but by following the same protocol every time, prompt and effective notification is ensured. Around the clock duty rotation support expedites the process. · Early VLC Inclusion. During the first meeting, Victim Advocates inform the reporting victim of the right to obtain the services of the Victim's Legal Counsel. Most victims have elected to retain those services. Once that relationship has been established, investigators then request all interviews or collection of evidence from the victim through the Victim's Legal Counsel. · Professional Partnership. USNA has developed a professional network of relationships between all agencies, and all parties seek efficient cooperation to best facilitate proper investigations in a timely manner while maintaining integrity over their specialty area.
<p>2.8 Describe your efforts to ensure EOAs are included in the sexual harassment investigation process.</p>
<p>Command Climate Specialist (CCS) reviews all sexual harassment investigations and follows the process for sufficiency review and compliance in accordance with OPNAVINST 5354.1F and command sexual harassment policy.</p>
<p>2.9 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.</p>
<p>USNA SAPR Strategic Plan 2016-2017. All pertinent SAPR activities and strategies are outlined in the USNA SAPR Strategic Plan 2016-2017:</p> <ul style="list-style-type: none"> ● SACMG Monthly Meetings ● 24/7 SAPR Hotline Watchbill ● DMDC Focus Group Evaluation ● DMDC Gender Relations 2015 Survey Result Briefing ● SHAPE Curriculum Execution ● SHAPE Program ● GUIDE Program

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- It's on Us
- 1 in 4
- Brigade Reform Briefings
- SAAPM Month
- Guest Speakers
- Shipmate Duty Van
- SAPR VA Certifications and periodic Refresher Training
- Company Leadership Training
- Faculty and Staff Training
- GMT
- NAAA Training
- Sponsor Program Training
- Leadership Development Education Program (LDEP) Training- 1st and 2nd Set Plebe Summer Detailers
- Plebe Summer Indoctrination Training
- STEM/NASS Detailer Training
- January Intercessional Case Studies
- Command Climate Survey and Focus Groups

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.”

- **Report of Sexual Harassment.** Complaints of sexual harassment are investigated, assessed, and then issued to an appropriate level for disciplinary action. There are multiple outcomes available to hold individuals accountable to include: adjudication through the conduct system, informal and formal counseling, issuing letters of instruction (LOI), developing and giving sexual harassment training, and Dignity and Respect Remediation (a 4-month intensive one-on-one remediation with a senior officer). The complainants in each situation are kept apprised of progress and educated on reprisal and whom to speak with if additional problems are experienced.
- **Unrestricted Report of Sexual Assault.** Unrestricted Reports of sexual assault immediately initiate an NCIS investigation and command notification. When the investigation concludes, findings are reported to the convening authority for disposition. We remain committed to honoring this process while ensuring that the victim has the best quality care and resources available.

3.2 Describe your Academy’s program for holding military and cadet/midshipman unit-level leadership appropriately accountable for preventing retaliation against persons who have reported experiencing sexual assault or sexual harassment.

- **Report of Sexual Assault.** After a sexual harassment complaint is resolved, the

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<p>Commandant's CMEO follows up with the complainant for any further instances of harassment or any perceived retaliation. The Commandant's CMEO also discusses the potential for retaliation with the individual's chain of command (Company Officer and Senior Enlisted Leader) to be aware of the potential for such behavior, to monitor for retaliatory actions, and to check up with the individual who made the complaint.</p> <ul style="list-style-type: none"> · <u>Unrestricted Report of Sexual Assault.</u> During the sexual assault investigation process, leadership remains engaged with VAs and a VLC to monitor potential retaliation and report any such instances to the Commander at the monthly CMG (SACMG) Meeting. Commander's guidance, courses of action, and case updates are then conveyed back to the victims through their Company Officers, Senior Enlisted Leaders, VA, or VLC. · <u>Restricted Report of Sexual Assault.</u> Although unit-level leadership is not informed of the report of sexual assault, the Response Team (SAPR Program Manager, SARCs, VAs, VLC, MDC counselors, and Chaplains) can still offer support and advocacy to the victim. Any of these services may be able to offer non-specific information to unit-level leaders in such a way that it will curtail negative behaviors within their unit and protect survivors from retaliatory actions.
<p>3.3 Describe your progress in ensuring those who are affiliated with the Special Victim Investigation and Prosecution capability program (paralegals, trial counsel, special victim's counsel / Victim's 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 progress in ensuring the separation of a cadet/midshipman convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense.</p>
<p>If a conviction is obtained, sexual assault is a separation level offense under the USNA midshipman conduct system and administrative procedures are in place to initiate such action.</p>
<p>3.5 Describe progress in ensuring notation is placed in the Academy personnel record and separation action is initiated for court-martial convictions.</p>
<p>All adjudicative actions are automatically recorded in midshipmen personnel files. If a conviction is obtained, sexual assault is a separation level offense under the USNA midshipman conduct system and administrative procedures are in place to initiate such action.</p>
<p>3.6 Describe your efforts to ensure commander's knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).</p>
<p>USNA SJA's provide Commanders with the necessary training and education on MRE 514.</p>
<p>3.7 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>
<ul style="list-style-type: none"> · <u>Focused Training.</u> At the company level, midshipmen receive and discuss sexual

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harassment and closed sexual assault case studies. This increases transparency and understanding of policies and standards of behavior within the Academy and Brigade. Additionally, midshipman also receive SHAPE training all four years and throughout the Academic year. Finally, another program allows for peer led bystander intervention training featuring realistic scenarios around alcohol use, binge drinking, sexual harassment, and high risk situations.

· **Dignity and Respect Remediation.** Midshipmen found guilty of conduct violations who are ultimately retained may be assigned four 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.

3.8 Describe your efforts to develop policy to ensure alleged offenders are provided due process rights.

A defense counsel is specifically assigned to any alleged USNA offender. If an alleged offender is questioned, that person is apprised of their rights, to include speaking with a defense counsel regarding the underlying accusations or charges. SJA's are embedded in the legal process during the initial investigation through the disposition of a case, ensuring that the due process rights of alleged offenders are taken seriously and that all due process rights are provided to alleged offenders. SJAs also provide constant training, briefings and updates to the leadership to ensure that alleged offenders due process rights are always a consideration of the process.

3.9 Provide the number of allegations of retaliation made to Academy officials including the IG, MCIO, EO, SARC/SAPR VA, and others. Provide a brief description of each case and the case outcome.

Number of Retaliation Allegations: 1 (reference 2.6 for the same case)

Reported By: Victim

CMG Action Taken: Victim received (expedited) Company transfer. Incident referred to NCIS for investigation.

3.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

Reference 2.9.

· **USNA SAPR Strategic Plan 2016-2017.** All pertinent SAPR activities and strategies are outlined in the USNA SAPR Strategic Plan 2016-2017:

- SACMG Monthly Meetings
- 24/7 SAPR Hotline Watchbill
- DMDC Focus Group Evaluation
- DMDC Gender Relations 2015 Survey Result Briefing
- SHAPE Curriculum Execution

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- **SHAPE Program**
- **GUIDE Program**
- **It's on Us**
- **1 in 4**
- **Brigade Reform Briefings**
- **SAAPM Month**
- **Guest Speakers**
- **Shipmate Duty Van**
- **SAPR VA Certifications and periodic Refresher Training**
- **Company Leadership Training**
- **Faculty and Staff Training**
- **GMT**
- **NAAA Training**
- **Sponsor Program Training**
- **Leadership Development Education Program (LDEP) Training- 1st and 2nd Set Detailers**
- **Plebe Summer Indoctrination Training**
- **STEM/NASS Detailer Training**
- **January Intercessional Case Studies**
- **Command Climate Survey and Focus Groups**

· **Command Assessments 2016-2017.** The Command Climate Survey will be administered again in October of 2016 with subsequent focus groups. These results will provide talking points and discussion material for Company Officers, Senior Enlisted Leaders, and midshipmen leadership.

· **CMEO Strategic Plan 2016-2017.** The CMEO program will have more staff to devote time to creating individualized training for each class of midshipmen and will utilize midshipmen leadership to deliver the training. Company Officers and Senior Enlisted leaders will be more involved in having EO and sexual harassment discussions with their companies in smaller groups.

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.”

USNA’s Sexual Assault Response Office is committed to the delivery of high quality services and support, and continued efforts to encourage confidence and trust in the program and to ensure all victims are treated with dignity and respect. All SARCs/VAs are in compliance with DoD Sexual Assault Advocate Certification requirements and are trained to understand the confidentiality requirements of Restricted Reporting and

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MRE 514. Our efforts seek to:

- **Strengthen victim resilience and inspire victims to report by offering compassion to respond to the full range of victim reactions to trauma (e.g., anger, self-blame, helplessness);**
- **Minimize the impact of trauma on victim's ability to connect to assistance services and to assist in the military justice or administrative process;**
- **Help the victim overcome barriers to healing such as relationship and environmental stressors (e.g., previous victimization, dependence on the perpetrator, etc);**
- **Encourage the victim to take important self-care steps;**
- **Tailor support and care on a case-by-case basis specific to the victim's needs.**
- **Ensure the safety of the victim and work with the chain of command towards resolution;**
- **Assess through communication with the victim both the potential for and actual events of retaliation and work with the chain of command toward resolution.**

4.2 Describe your Academy's process to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions.

- **Immediate Response. All reports or inappropriate behavior trigger a face-to-face debrief with the SARC to discuss specifics of the impropriety reported.**
- **SARC Determination of Fitness of Support Individual. The SARC then determines whether suspension of VA duties and revocation of credentials are the proper action. If the inappropriate behavior violates the UCMJ, then an investigation is initiated with NCIS for further action.**

4.3 Describe your progress in ensuring all SARC and SAPR VAs are D-SAACP certified prior to performing their duties. List the total number of certified SARCs and SAPR VAs. If not at 100%, describe your efforts to achieve 100% certification.

- **D-SAACP Certification Verification. Prior to performing any VA duties, credentials are verified by the USNA SARC and NOVA.**
- **Response Team Certification. The full time responders in USNA's Response office (2 SARCs and 1 VA) have issued valid certificates and trackable D-SAACP ID numbers. Our SAPR Program Manager, Deputy Program Manager, and Training Specialist are also D-SAACP certified as a VA.**
- **Collateral Duty VAs. We have a roster of collateral duty VAs also currently D-SAACP certified. A total of 13 uniformed victim advocates currently hold valid D-SAACP certification and are poised to provide support to any and all victims in need at our command.**

4.4 Describe your Academy's efforts to encourage SARCs and SAPR VAs to renew their certification at a higher level in order to increase the quality of victim assistance providers.

SARCs track VA renewal dates and provide updates to numbers of hours of victim support and refresher training required to meet D-SAACP level renewals. SARCs provide assistance to qualified VAs wishing to advance their level of certification.

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<p>4.5 Describe efforts to ensure that the 24/7 DoD Safe Helpline has accurate contact information for on-base SAPR resources (i.e., chaplains, SARCs, military police, and medical personnel).</p> <ul style="list-style-type: none"> · External Entity Drills. 24/7 DoD Safe Helpline periodically calls duty phone numbers to validate our contact information. · Self-Assessment and Drills. In addition to Safe Helpline initiated calls, we conduct in-house VA and responder drills by calling duty phone numbers to make sure designated personnel respond appropriately.
<p>4.6 Describe efforts to publicize and educate Academy personnel to include cadets/midshipmen on SAPR and POSH policies and resources (i.e., DoD Safe Helpline staff and confidential communication, retaliation prevention and response efforts).</p> <ul style="list-style-type: none"> · SAPRO Webpage on the USNA Intranet Website. Provides links to and information to updated instructions and the resources like the DoD Safe Helpline and the USNA 24/7 VA contact information. It showcases articles on current efforts involving “It’s On Us,” retaliation, male sexual assault survivors, and the One Love Foundation’s “Escalation” workshops. · GUIDEs and SHAPE Peer Educators. Maintain high visibility through training and posted bulletin boards in each Company. They are also assigned to Academic Departments and are dispersed through many sports teams providing information to all. · Periodic Briefs to Midshipmen/Faculty/Staff. All briefs contain the “Contact Resources” slide included along with any updates to any policies affecting the SAPR Program.
<p>4.7 Provide an assessment of your Academy’s policies and procedures allowing temporary 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> <ul style="list-style-type: none"> · Administrative Reassignment. The safety and well-being of all midshipmen is the highest priority of both the Superintendent and Commandant. Each case is evaluated immediately and resolved to ensure the safety of all parties involved. Discreet company reassignment usually occurs within 48 hours of the request. · Military Protective Orders. MPOs are also utilized when appropriate to protect both victim and accused. (See 4.8)
<p>4.8 Provide an assessment of the implementation of your expedited victim transfer request policy. Include measures taken to ensure victims are informed in a timely manner of their right to request an expedited transfer, and challenges to the implementation of the policy.</p> <ul style="list-style-type: none"> • The number requested • The number approved as the victim requested • The number approved different than the victim requested • The number denied and a summary of why • The number moved within 30 days of approval • The number moved after 30 days of approval
<p>The implementation of “expedited transfer” at USNA is in the form of a company transfer. The option is offered to victims when reviewing the Victim Reporting</p>

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Preference Statement (DD2910) with a Victim Advocate. If this option is requested, the change is made immediately, usually within 48 hours. The Commandant's legal advisor and Deputy Commandant review class schedules, sports teams, and extracurricular activities of victims and alleged offenders to ensure MPOs, if issued, can be enforced and physical locations of victim and alleged offender are deconflicted as much as possible. With a common dining area (King Hall), mandatory participation in events and duties (briefs, standing watch, sporting events and parades), and limited options for quarters (Bancroft Hall), leaders face challenges to provide complete separation at all times.

- Number of Transfers Requested - 8
- Number Transfers Approved as the Victim Requested - 8
- Number Transfers Approved Different Than the Victim Requested - 0
- Number of Transfers Denied and a Summary of Why - 0
- The Number of Midshipmen Moved Within 30 days of Approval - 7
- The Number of Midshipmen Moved After 30 Days of Approval - 1*

***This Company move was delayed at the request of the victim to occur during the Winter Break when fewer midshipmen would be on campus.**

4.9 Describe your Academy's efforts to ensure timely and appropriate command notification of all Unrestricted and Restricted Reports of sexual assault involving cadets/midshipmen. Provide details of the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.

- **Unrestricted Reports.** The SARCs provide the Superintendent and Commandant of Midshipmen information via phone as soon as possible, but always within 24 hours.
- **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) to the Superintendent and Commandant of Midshipmen via telephone 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.

4.10 Provide a listing of all facilities your MSA maintains Memorandum of Understanding/Memorandum of Agreement MOU/MOAs with to provide Sexual Assault Forensic Exam (SAFE) services (include location, distance from the facility, orientation and training related to the reporting process, collection of evidence, chain of custody, maintaining privacy, and execution and termination dates for each agreement).

Facility: Anne Arundel Medical Center

Location: 2001 Medical Parkway Annapolis, Maryland

Distance: 3.6 miles

MOU: Executed on 4 Dec 2013 and annual review completed with modifications made to reflect the latest instructions. . Facility is current in training related to the reporting process, collection of evidence, chain of custody, and maintaining privacy.

Facility: Mercy Medical Center

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Location: 345 St. Paul Place Baltimore, Maryland

Distance: 31.2 miles

MOU: Executed on 16 May 2014 and annual review completed with modifications made to reflect the latest instructions. Facility is current in training related to the reporting process, collection of evidence, chain of custody, and maintaining privacy.

4.11 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.

- **Barriers to Reporting.** Results of both the USNA Faculty/Staff and Midshipman DEOCS Command Climate Surveys taken in the Fall of 2015 identified the top barriers to reporting sexual harassment and assault. For the both groups, the top four were: loss of privacy, fear of social retaliation, negative impact of career, and lack of confidence in the military justice system. Victims trusting the system and the leaders executing published policies and procedures are vital to overcoming these perceived barriers. We address these barriers in the prevention training initiatives and procedures highlighted in responses 1.1, 1.2, 1.4, 1.5, 1.6, 1.9, 1.10, 1.11, 1.12, 1.15, 1.16 and 1.17. Procedural compliance with all the highlighted responses in LOE 2 and LOE 3 further aid in tearing down the perceived barriers.
- **Trust in Command Leadership.** The Superintendent and Commandant reiterate every semester that social or professional retaliation to those who report any crime or conduct offense will not be tolerated and remain committed to holding those who do accountable.
- **Trust in Program Leaders.** The USNA SAPR program continues to enlist allies to the SAPR program and building the list of those maintaining an environment that treats all with dignity and respect. The SAPR staff members get involved in quality-of-life activities around the Yard (Officer Representatives for athletic teams, joining midshipmen in King Hall for lunch, etc.) to foster trust and build rapport.
- **Brigade Reform Briefs.** SAPRO reminds the Brigade the importance of maintaining dignity and respect for all in a professional environment and that if harassment or assault occur, cases will be dealt with the strictest confidentiality.
- **Sexual Assault Awareness and Prevention Month** is observed, offering interactive and fun ways for MIDN to get involved with the SAPR office, faculty, and staff, and learn about support services offered.
- **Leave of Absence Policy.** Victims can now request a Leave of Absence. This option can be very beneficial to victims who need a break from their midshipmen duties to concentrate on healing. To date, we have two midshipmen who have utilized this provision and taken Leave of Absence.
- **Medical Confidentiality.** Response Staff, in coordination with Brigade Medical Staff, grant victims Sick In Quarters privileges after sexual trauma or violence. Victims control disclosure protocol and limit knowledge to a restricted list. This allows victims the opportunity to receive care, time to process and heal, and given some control of their choice to disclose the details of their trauma.

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· **Response Office Location.** Victims continue to thank us for moving the office from Bancroft Hall to Dahlgren Hall. The Dahlgren Hall location has made travel to the office less conspicuous and more comfortable for those seeking assistance for themselves and others and helps decrease the potential of being seen entering the office to report.

4.12 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care (e.g., alcohol and drug awareness program personnel and clinical counselors). Include measures of effectiveness.

· **Community Involvement.** The USNA Sexual Assault Response Office looks to continued integration with the local Sexual Assault Response Team. This group offers a multidisciplinary approach to sexual assault prevention. Key stakeholders such as Anne Arundel Medical Center, YWCA of Annapolis, local Rape Crisis Center, Sexual Assault Response Coordinators from neighboring Navy installations, Civilian Law Enforcement Sexual Assault Investigators, and Anne Arundel County State's Attorney Victim Witness Services all come together to review case studies, share best practices, and discuss trend analysis locally.

· **Mercy Medical Center.** USNA collaborates with Mercy Medical Center's Director of Forensic Nursing, who periodically addresses the midshipmen as well as the collateral duty Victim Advocates going through their initial training regarding forensic evidence collection and the medical process.

· **Maryland Coalition Against Sexual Assault.** The USNA response team also attends briefings and conferences offered by the Maryland Coalition Against Sexual Assault on relevant topics and invites staff to address the midshipmen periodically as well. SAPR staff members attend quarterly briefings of the Maryland Association of Victim Service Professionals.

4.13 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., Safe Helpline and internet websites) to cadet and midshipmen, staff and faculty, and sponsors).

Reference 4.6.

· **SAPRO Webpage on the USNA Intranet Website.** Provides links to and information to updated instructions and the resources like the DoD Safe Helpline and the USNA 24/7 VA contact information. It showcases articles on current efforts involving "It's On Us," retaliation, male sexual assault survivors, and the One Love Foundation's "Escalation" workshops.

· **GUIDEs and SHAPE Peer Educators.** Maintain high visibility through training, ownership of bulletin boards in each Company, and making announcements at formations. They are also assigned to Academic Departments and are dispersed through many sports teams providing information to all.

· **SAPR Posters.** Posters are hung in every hallway, restroom, and academic building. All are official Safe Helpline, USNA SAPR, USN SAPR, or "It's on Us" endorsed media and publish contact information for the reader on how to seek confidential help.

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- **Periodic Briefs to Midshipmen/Faculty/Staff.** All briefs contain the “Contact Resources” slide included along with any updates to any policies affecting the SAPR Program.
- **SAAPM Flyers and Events.** During April’s SAAPM, table tents with DoD Safe Helpline information were displayed on tables throughout King Hall during the awareness month.
- **Wallet Card Distribution.** During Plebe Summer, SAPR staff issues each Fourth class midshipmen a laminated wallet card containing the SAPR office 24/7 response phone number, as well as DoD Safe Helpline information for their records.
- **CMEO Posters.** CMEO posters with contact information are posted throughout Bancroft Hall and the academic buildings.
- **Reef Points.** All SAPR resources and pertinent contact information are published in the Plebe-issued Reef Points. Plebes are directed to the pages at their Phase II brief with the SAPR staff during Plebe Summer.

4.14 Describe your Academy’s efforts to provide legal assistance/SVC services to cadets/midshipmen who report a sexual assault.

- **VLC.** USNA maintains a dedicated VLC JAG on campus for the sole purpose of rendering legal representation and confidential support to midshipmen who report sexual assault. By having a VLC who is employed exclusively for victim representation, we are able to deliver the utmost specialized legal care. The VLC is included in the lineup of speakers during Reform briefings at the beginning of each academic semester. This raises awareness within the Brigade of Midshipmen as to what services are available to them and builds familiarity and rapport with that specific individual.
- **VA.** When a survivor seeks advocacy through a VA, they are immediately referred to the services of the VLC. The response team maintains a close working relationship with the VLC and can ease the transition to this line of support.
- **NCIS.** NCIS has a legal obligation to inform all victims of their legal rights to representation. The VLC is specifically mentioned as the source of legal representation to those who report sexual assault.
- **GUIDEs.** Midshipmen GUIDEs are given separate briefings with the VLC and SJA during their initial/yearly refresher training. In their VLC brief, they learn about the legal process from the perspective of the VLC and how it pertains to sexual assault cases in specific. GUIDEs physically walk to the VLC office to become familiar with it’s location and be prepared to escort a victim to these services.
- **SHAPE Training.** All midshipmen are educated on the resources available from the VLC during SHAPE training. It is emphasized that the VLC represents the victim’s legal rights and not those of the prosecution or defense.
- **SAPR Response Team Inclusion.** The VLC is included in the Staff Organization slide and discussion during all briefings with faculty, staff, midshipmen, sponsor parents, USNA parents, and NAAA staff.

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4.15 Describe your Academy's efforts to ensure existing support services meet needs of male victims.

- **Commitment to Inclusion.** USNA continues to create an inclusive and trusting program in which midshipmen understand the impact of this issue on men, in which male victims feel comfortable seeking assistance, and where it is imparted that our program is equally committed to male victim's well-being.
- **Statistic-Based Training.** USNA SAPR training and SHAPE sessions include example cases and statistics that include and highlight male victimization. We continue to update our curriculum with the most current research, and a large national initiative has recently been made by experts to better understand this issue. Our goal is to continue to educate our audience on the causes, biases, myths, and best practices for care surrounding male victims.
- **Speaker Engagements.** Guest speakers are consistent in recognizing male victims. Guest Speaker Coach Joe Ehrmann challenges traditional views of masculinity and 'toughness', empowering men to build healthier moral relationships. 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. These speaker events help dispel the myth that men cannot be victims of sexual assault. They demonstrate to Midshipmen the dangerous effects of disregarding the male victim and of accepting stereotypes of the male victim.
- **MDC Male-Specific Services.** The midshipmen Development Center continues to offer 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, a specialist in gender violence. Support for transgender sexual assault survivors is a possible future initiative to provide support to a group that has not received tailored support in the past.
- **USNA SHAPE Video.** The USNA-produced survivor video includes the participation of anonymous, volunteer male survivors and continues to be lauded by midshipmen as providing a strong message highlighting how men are affected by sexual assault.
- **Diversity Representation.** The SAPRO office is diverse in backgrounds providing an approachable atmosphere for female and male victims to seek assistance. The midshipmen presence in the SHAPE Peer Educator (60%-male, 40%- female) and Guide Programs (53%-male, 47%- female) conveys a diverse and gender-balanced program able to facilitate dialogue of complex issues such as respect, gender, interpersonal relations, violence, and victim sensitivity. These venues of increased consciousness create opportunities for victims to feel safe in reaching out for assistance without the stigma associated with being a male victim.

4.16 Describe efforts to improve Academy personnel's understanding of sexual assault against men.

- **USNA Intranet.** Contains links and information focusing on male survivors of sexual assault

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· **Within the SHAPE Curriculum.** The midshipmen receive a new session focusing on male sexual victimization. (Reference 2.9) The learning objectives for this session focus on acknowledging the scope of male sexual victimization, identifying and acknowledging stereotypes and myths related to male sexual victimization, identifying barriers (e.g., myths, conformity to gender socialization, etc) to male survivors seeking support, identifying ways to reduce male survivor isolation, and developing strategies for fostering supportive environments premised on treating everyone with dignity and respect.

· **Scheduled Training.** Faculty, Staff, and sports teams receive updated training during their numerous interactions enumerated in previous sections of this report. Those briefs include the issues surrounding male victims of sexual assault.

4.17 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 APY15-16.

To ensure that General or Flag Officer review is conducted on such cases, the SJAs and Superintendent track any adverse administrative actions or possible basis for separation of victims. Various subject matters regarding victim performance are discussed at the monthly SACMG. Additionally, the Superintendent sits in on all Academic boards and reviews all potential medical separations, and has the ultimate authority to determine the disposition of individual cases.

4.18 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

Reference 2.9.

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.”

· **Results of the SAGR Survey Conducted by DMDC.** USNA draws upon the results of the biennial results of the SAGR Survey conducted by DMDC. USNA leadership ensures a very permissive environment for midshipman to take the voluntary survey free of coercion, conflicts with other obligations, and with as little distraction as possible. Trends of reporting, attitudes, prevalence, and culture shifts all inform prevention curriculum planners and response coordinators. The ultimate goal is to achieve a zero delta between reporting and prevalence numbers and then drive the incidents to zero through effective prevention techniques.

· **Results of DEOMI Command Climate Surveys.** Reference 1.14 and 4.11.

· **Academic Research.** Reference 5.5. SAPR Program staff also draw upon the latest research published at the numerous seminars and trainings they attend as part of the

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<p>D-SAACP Certification Program. Collaboration with recognized local, state, and national experts help to keep the curriculum up-to-date and relevant to the current cultural climate (Reference 1.7 and 1.8).</p> <ul style="list-style-type: none"> · <u>Coordination with Other Service Academies.</u> Close coordination with the other Service Academies is crucial in identifying common trends and similar resolution strategies for the Academies' unique requirements. The SHARP Summit at West Point in the Fall and COSAS in the Spring are important opportunities for collaboration. · <u>Feedback from Midshipman Focus Groups Conducted by OSD SAPRO and ODMEQ.</u> Feedback from these groups help us to continue to adapt our prevention and response efforts.
<p>5.2 Describe oversight activities that assess the SAPR program's effectiveness. Include frequency, methods/metrics used, findings and recommendations, corrective action taken (e.g., program management review and Inspector General compliance inspections), and other activities.</p>
<ul style="list-style-type: none"> · <u>Department of Defense Oversight Activities.</u> DOD SAPRO, DON SAPRO, and the 21st Century Sailor Office all provide great resources and oversight to help us keep the program effective and in compliance with all current DOD directives. Approved metrics (referenced in 5.1) are important litmus tests that speak to the effectiveness of the program. · <u>Internal USNA Oversight Activities.</u> <ul style="list-style-type: none"> ● The USNA Board of Visitors meets with leadership bi-annually to assess the current climate and activities of the Academy. The SAPR program provides updates and answers questions as required. ● The Manager's Internal Control (MIC) Program periodically assesses USNA departments' effectiveness. This assessment was completed in April, 2016. Specifically, the USNA SAPR Program was evaluated on its compliance with SECNAVINST 1752.4 series (Sexual Assault Prevention and Response (SAPR) and OPNAVINST F3100.6J CHAPTERS 4 AND 5 APPENDIX B (Operation Event/Incident Report (OPREP-3)/Situation Report (SITREP) Procedures). Checklist 10, Executive Assistance Program-Sexual Assault Prevention Response noted no discrepancies.
<p>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.</p>
<p>Midshipmen and Faculty/Staff took the MSA DEOMI-created command climate survey (DEOCS) in October, which included a SAPR section. Reference 1.14 and 4.11. The Superintendent and Commandant reviewed all results and debriefed the staff and midshipmen. Battalion Officers, Company Officers, and Senior Enlisted Leaders reviewed their individual company data and comments concerning the climate within the company. The Company Officers then addressed their respective company with the results of the survey, including any deficiencies and areas needing improvement.</p>
<p>5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management,</p>

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subject investigative and legal case information, storage of DD Form 2910 in Unrestricted Reports).

DSAID access is strictly limited to the two SARCs in the Response Office at USNA. Monthly DSAID scrubs are forwarded to USNA by CNIC. As requested, corrections, and additions are made. As information on cases becomes available data is inputted into the database.

5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 15-16. Provide documentation of these activities.

Plebe SHAPE Survey - The purpose of this survey is to capture attitudes and perspectives of midshipmen upon arrival. To date, three articles have been published that drawn on data from the survey (citations below with abstracts).

· Carroll, M. H., Rosenstein, J. E., Foubert, J. D., Clark, M. D., & Korenman, L. M. (2016). Rape myth acceptance: A comparison of military service academy and civilian fraternity and sorority students. *Military Psychology, online first*.

Although both the military and fraternities have been theorized to be characterized by norms and attitudes that serve to legitimize violence against women, no previous work has examined the potential similarity and differences in rape-supportive beliefs of these two environments or the people drawn to them. Further, the belief systems of women within these organizations have received little attention. As such, the current study sought to serve as an initial exploration of the rape-supportive belief systems of people drawn to these groups. Participants were recruited from students entering two military service academies (U.S. Military Academy, n=1,169, 1,003 men, 166 women; U.S. Naval Academy, n=1,916, 1,551 men, 365 women) and fraternities and sororities at a Midwestern university (n= 393, 188 men, 205 women). All participants completed the Illinois Rape Myth Acceptance Scale–Short Form. Consistent with previous findings related to gender, men were more accepting of rape myths than women. Further, there was more variability in the levels of rape myth acceptance among military service academy and fraternity men than among military service academy and sorority women. Although across all groups the women expressed significantly lower levels of rape myth acceptance than the men, women and men from the United States Military Academy were more closely aligned in their beliefs than women and men from the other samples. Implications for sexual assault prevention education are discussed.

· Rosenstein, J. E. (2015). Military sexual assault prevention and male rape myth acceptance. *Military Behavioral Health, 3*(4), 207-211.
doi:10.1080/21635781.2015.1038404

Discussion of military sexual assault has largely focused on women, but men comprise a large percentage of survivors. Men are also less likely to report or seek

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care, partly because of rape myths. Rape myth acceptance (RMA) regarding female victims declines following interventions; however, the impact when victims are male is unclear. This cross-sectional study of U.S. Naval Academy midshipmen examines the relationship between an intervention and both types of RMA. One group completed the survey after a mandated sexual assault prevention training, while the other completed it before. More training was associated with lower RMA for both myth types.

· Rosenstein, J. E., & Carroll, M. H. (2015). Male rape myths, female rape myths, and intent to intervene as a bystander. *Violence and Gender, 2*(4), 204-208.

The bystander approach to sexual assault prevention has become popular on college campuses and within the military. Previous research has identified a negative association between the acceptance of rape myths and the likelihood of individuals intervening in a sexual assault situation. However, to date, all examinations of rape myth acceptance (RMA) and bystander intervention have focused on female rape myths (i.e., myths about rape involving a female victim). The current study explored whether male RMA (i.e., acceptance of myths about rape involving a male victim) influences bystander intervention in similar or differing ways compared with female RMA. In addition, the study explored whether male and female RMA function differently by subtypes of bystander intervention (i.e., known victim vs. stranger victim) and bystander gender. Participants included 970 students (731 men, 239 women) entering the United States Naval Academy. Participants completed the Illinois Rape Myth Acceptance Scale—Short Form, a 30-item male RMA scale, and the Intent to Help Friends and Intent to Help Strangers scales. The findings indicated that higher acceptance of both female and male rape myths was associated with a lowered intent to help someone known to the bystander. In contrast, after controlling for both types of RMA, only male RMA had a negative relationship with intent to help a stranger. These findings highlight the need to incorporate a discussion of male victimization and associated myths into bystander intervention programs.

5.6 Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions following investigations of sexual harassment complaints.

There were zero formal sexual harassment complaints during ACY-'15. There were five informal complaints, with one of those still under investigation:

1. One case occurred off Academy grounds, while the midshipman was attached to another command for summer training. The subject went to mast and was subsequently removed from the ship for the duration of the midshipman's stay.
- 2 & 3. Two cases were handled through the midshipmen conduct system. In the first of those two cases, the midshipmen elected to resign prior to completion of the Superintendent hearing. In the other case, the midshipman was awarded Dignity and Respect Remediation with maximum demerits and days of restriction.

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<p>4. One case was handled by the Company Officer by issuing a letter of instruction, counseling, and having the subjects present sexual harassment training.</p> <p>5. Still pending.</p>
<p>5.7 Describe your efforts to develop and administer Military Service Academy DEOMI Organizational Climate Survey (MSA DEOCS).to cadets and midshipmen as the first step in a command climate assessment:</p> <ul style="list-style-type: none"> • Describe efforts to conduct survey review, follow-on assessment efforts (e.g., focus groups/interviews, review of records and reports), to comprehensively characterize the sexual harassment/assault climate at the Academy • Describe how this information is addressed in your Academy's SAPR strategic plan
<ul style="list-style-type: none"> • The Commandant's CMEO coordinated with DEOMI to develop questions and administer the MSA DEOCS in October of 2015. Raw results were received from DEOMI in early December, but were very challenging to interpret. The Commandant's CMEO conducted initial focus groups 13-15 Jan 2016. CMEO debriefed the Commandant of Midshipmen on 29 January on survey and focus group results. Commandant debriefed midshipmen by class 12 Feb-25 Feb 2016. Commandant debriefed survey results to Company Officers, Battalion Officers, and staff on 16 Feb 2016. Company Officers debriefed and discussed with Companies by class from 25 Feb- 11 March 2016. DEOMI formal outbrief was conducted on 10 March for the Superintendent and Commandant of Midshipmen. Second round of focus groups conducted April 19-29th. Results of second round of focus groups were consistent with the results from the initial focus groups. • The DEOMI comments overwhelmingly indicated that the time and effort dedicated to SAPR training throughout a midshipman's four years was effective but redundant and overdone. In other words, message oversaturation and fatigue are definite concerns to program planners. USNA's 2016-2017 Strategic Plan seeks ways to streamline prevention training and strengthen the SAPR message in more effective ways by eliminating redundancy. Reference 1.14.
<p>5.8 Describe your Academy's program for holding cadet/midshipman unit-level leadership accountable for the command climate based on the results of the MSA DEOCS.</p> <ul style="list-style-type: none"> • If there are complaints or concerns brought from the results of the command climate survey, an investigation is conducted. Based on the results of the investigation, the individual(s) is held accountable by the Commandant of Midshipmen. • The Company Officers discussed individual company DEOCS results with midshipmen leadership. Discussion topics included interpreting the results, enforcement of policies, the importance of leadership on social and professional climates, leading by example, and holding bad behavior accountable at the company level.
<p>5.9 In reference to the 2015 Service Academy Gender Relations Focus Group (SAGR) Report conducted by the Defense Manpower Data Center (DMDC), explain how this data reflects your Academy's achievement, progress or need for improvement in:</p>

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<ul style="list-style-type: none"> ● Unwanted Sexual Contact at your Academy and Preparatory School ● Unwanted Sexual Contact Among Women at your Academy and Preparatory School ● Unwanted Sexual Contact Among Men at your Academy and Preparatory School ● Unwanted Sexual Contact Among Students Prior to entering your Academy and Preparatory School ● Unwanted Gender-Related Behaviors Among Students at your Academy and Preparatory School
<p>Referencing the 2015 report, USNA saw decreases in USC in both men and women. Unwanted sexual contact among students prior to entering our Academy decreased for women, but remained unchanged for the men. Perceived sexual harassment decreased for women but remained unchanged for the men, and sexist behavior decreased for both men and women. These data are encouraging, but we have room for improvement. We will continue to stress the importance of professional standards, leadership, responsibility, and active intervention in all education and training to prevent USC. By taking the next step to transition midshipman from students to Junior Officers and leaders in the Fleet, we want to teach them to shape their divisions into ones that break down the barriers to reporting sexual harassment and assault and foster dignity and respect to all.</p>
<p>5.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.</p>
<p>Reference 2.9.</p>

6. Action Items, Secretary of Defense Initiatives, Suggested Enhancements, and Open Action Items from previous MSA reports outlined in the “Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2014-2015”.

6.1 Overarching Action Items

<p>6.1.1 Superintendents directly supervise the Equal Opportunity Office and Sexual Harassment training/education efforts.</p>
<p>The SAPR Program Manager, Lead SARC, and the Command Climate Specialist report directly to the Superintendent and are part of the Superintendent’s Cost Center. The midshipmen CMEO program remains under the Office of the Commandant who reports directly to the Superintendent. Working with the Command Climate Specialist, and SAPR Office, the Commandant’s CMEO continues to lead the sexual harassment training and education efforts.</p>
<p>6.1.2 Strengthen sexual harassment prevention and response efforts.</p> <ul style="list-style-type: none"> ● Review your sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention ● Review your Service materials and 2014-2016 DoD Sexual Assault Prevention Strategy ● Enhance your sexual harassment curriculum to ensure cadets and midshipmen understand the

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<p>complaint process, to tailor the material for each class year, and provide it at sufficient frequency</p>
<ul style="list-style-type: none"> · Service materials and DoD Sexual Assault Prevention Strategy are periodically reviewed and are utilized to update command instructions. · Sexual harassment curriculum review is in progress. With assistance of Command Climate Specialist, a 4-year training plan will be developed and implemented over the next year to provide the most effective training.
<p>6.1.3 Continue efforts to improve sexual assault reporting by cadets and midshipmen.</p>
<p>USNA remains committed to improving sexual assault reporting by all personnel. Efforts highlighted in previous sections of this report all contribute to that goal.</p>
<p>6.1.4 Make available and require use of government-provided means to communicate with and transport victims to the hospital and other appointments.</p> <ul style="list-style-type: none"> • Provide and require Sexual Assault Response Coordinators (SARCs) and Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) to use government means to communicate with and transport victims • Ensure SARCs and SAPR VAs only use government-provided email and phones to speak with victims and ensure SARCs and SAPR VAs do not disclose their personal telephone numbers or email addresses
<ul style="list-style-type: none"> · Access to government vehicles for victim transportation remains limited. There is no provision for the SAPR Response Office to have 24-hour access to government transportation. The current policy requires a 72-hour lead time, making immediate transport of a victim to an off-site medical unit by government vehicle unfeasible. · SARCs and SAPR VAs use issued government phones, office phones, and official email exclusively to communicate with victims. Only those referenced numbers and accounts are shared with response personnel providing care. All SARCs and VAs attach the helpline number to their communications as well as their direct government assigned contact information.
<p>6.1.5 Enhance feedback to cadets and midshipmen by using case studies that represent the broad range of SAPR case outcomes.</p>
<p>In addition to the numerous feedback mechanisms highlighted in previous sections of this report, we are updating the Capstone Case Studies for ACY '16-'17 to fall more in line with the CNO's Chart the Course Program.</p>
<p>6.1.6 Provide military officers, in the chain of command overseeing cadets and midshipmen, a clear case status during CMG meetings to fulfill their responsibility of updating the victim.</p>
<p>Victims choose a military officer or senior enlisted leader in their chain of command to attend all SACMG meetings to provide the Superintendent an updated status report on how victims are doing personally and professionally. Areas where they may be struggling are identified and any pending case status updates are briefed. The Superintendent's guidance is conveyed back to the midshipman through the VAs, VLC, and company chain of command.</p>
<p>6.1.7 Adapt the Department's SAPR metrics to create Academy program metrics as part of larger metrics effort to capture and communicate progress in addressing sexual assault and sexual harassment. (See</p>

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APY 14-15 report for complete list)

The Naval Academy has adapted most of the Department's SAPR metrics and non-metrics to assess efforts and modify curriculum and processes in both prevention and response efforts. Metrics:

1. **Past-Year Prevalence of USC.** Measures Service member experience of USC in the year prior to being surveyed. Provides best estimate of sexual assault incidents involving Service member victims. USNA uses the data provided by the SAGR Survey conducted by DMDC to measure reporting climate and gauge barriers to reporting. Our goal is to drive prevalence delta with actual reports to zero in order to best assess command climate.
2. **Prevalence versus Reporting.** Measures the estimated percentage of Service member victims captured in reports of sexual assault (Restricted and Unrestricted Reports). Provides an estimate of the proportion of the crimes being reported to DoD authorities. USNA uses the data provided by the SAGR Survey conducted by DMDC to measure reporting climate and gauge barriers to reporting. Our goal is to drive prevalence percentage to 100%.
3. **Bystander Intervention Experience in the Past Year.** Measures whether Service members observed a situation that could have led to a sexual assault and, if so, how they intervened. USNA gains this information through victim and reporter interactions with SARCs, VAs, VLC, NCIS, GUIDEs and through SHAPE discussions. Actual events can become updated case studies and best practices for the SHAPE curriculum and other SAPR training sessions.
4. **Command Climate Index – Addressing Continuum of Harm.** Measures Service member perceptions of the extent to which their leadership promotes a climate based on mutual respect and trust. USNA gains this information from yearly DEOMI surveys administered in the Fall of academic year for both the midshipmen and the Faculty/Staff. Results are briefed to all personnel and focus groups help identify ways to address areas of concern.
5. **Investigation Length.** Measures the average and median length of sexual assault investigations conducted by military criminal investigative organizations. Knowledge of the average length of a sexual assault investigation will help inform victims about the investigative progress and allows DoD to assess its resources and investigative capabilities. Local NCIS agents do not track these numbers but make SAPR cases their number one priority and remain committed to completing all cases in 90 days or less.
6. **All Full-time, Certified SARCs and SAPR VAs.** Presents number of full-time civilian SARCs and SAPR VAs and number of full-time uniformed SARCs and SAPR VAs. Indicator of professional capability. USNA SARC keeps an updated list of all fully-certified responders. There is currently one vacancy in a civilian VA position that is covered by both the full-time civilian and uniformed-duty VAs with no loss in short-

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term professional capability.

7. Victim Satisfaction with Services from SARCs, SAPR VAs, and Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC). Measures the extent to which victims were satisfied with the services provided by the SARC, VA, and SVC (if assigned) to determine if these advocates are meeting victim needs. Identifies means for improving process. Victim care is the number one priority of the response team. Constant interaction and feedback inform the process and through the monthly SACMG, the chain-of-command is informed of areas of concern and able to make command decisions aiding the way forward. Victims are given the opportunity to take an online, anonymous Survivors Experience Survey operated through DMDC and DoD SAPRO. USNA Response Team does not track which survivors elect to take that survey nor are they given any feedback to results of the survey.

8. Percentage of Subjects with Victims Declining to Participate in Military Justice Process. The percentage of subjects that cannot be entered into the military justice process because the victim declines to participate in the justice process. Helps to assess whether the Department's initiatives to encourage greater victim participation are effective. Care is still provided to those who do not participate in the military justice system, so our response efforts remain the same in either case. This metric is not actively tracked but all victims provide feedback through the VAs and VLC of the barriers that contribute to their lack of participation in the military justice system. This information feeds directly back to prevention planning.

9. Perceptions of Retaliation. Victims who report that they experienced retaliation as a result of reporting a sexual assault, according to the SAGR Survey. Service members' beliefs about whether their command or units would retaliate against victims who reported sexual assault, according to command climate surveys. In addition to the SAGR Survey results, USNA also pulls data and feedback from the DEOMI survey to identify areas of concern.

10. Victim Kept Regularly Informed of the Military Justice Process. Victims indicating they were regularly informed of updates as their case progressed through the response process. Determines whether victims are kept informed. USNA's effective SAGMG addresses all cases monthly and keeps all victims updated.

11. Perceptions of Leadership Support for SAPR. Measures Service members' perceptions of command and leadership support for SAPR program, victim reporting, and victim support. Indicator of command climate. USNA pulls this data from both the SAGR Survey administered by DMDC and the DEOMI Survey administered to both midshipmen and Faculty/Staff. Leadership at all levels continues to be our top priority in our strategic plan.

12. Reports of Sexual Assault over Time. Total sexual assault reports (Restricted and Unrestricted Reports) since APY 07-08. Indicator of victim confidence in the response system, the number of victims receiving care, and the number of victims who may be

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willing to participate in the justice system to hold offenders appropriately accountable. Informs prevention work. USNA keeps the data from all previous MSA Reports and SAGR Surveys to show trends of reporting from APY 07-08 to present. This data is also used to help parents, sponsors, and coaches make informed opinions about the Naval Academy and their efforts to eliminate sexual harassment and assault.

NON Metrics:

1. **Command Action – Case Dispositions.** Command action for military subjects under DoD legal authority, displayed by penetrating crimes alleged versus sexual contact crimes alleged. Demonstrates the disposition of sexual assault cases in the military justice process. USNA does not actively track this non-metric but can provide data as requested.

2. **Court Martial Outcomes.** Sexual assault court-martial outcomes, displayed for penetrating crimes charged versus sexual contact crimes charged. Demonstrates subject outcomes in the court-martial process. USNA does not actively track this non-metric but can provide data as requested.

3. **Time Interval from Report of Sexual Assault to Court Outcome.** The mean and median length of time from the date a victim signs a DD2910 to the date that court-martial proceedings concluded. Improves the transparency of the military justice process and helps to inform victims about what to expect. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track this non-metric but can provide data as requested.

4. **Time Interval from Report of Sexual Assault to Nonjudicial Punishment (NJP).** The mean and median length of time from the date a victim signs a DD2910 to the date that NJP process is concluded (e.g., punishment awarded or NJP not rendered). Improves the transparency of the NJP process and helps to set appropriate expectations. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track this non-metric but can provide data as requested.

5. **Non-Metric: Time Interval from Report of Sexual Assault to Judge Advocate Recommendations.** The mean and median length of time from the date a report of investigation was provided to command, until the date a judge advocate (JA) made a disposition recommendation to the commander of the accused. Indicator of legal officer resourcing. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track

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this non-metric but can provide data as requested.

6. Non-Metric: DoD Action in Sexual Assault Cases Declined or Not Fully Addressed by Civilian or Foreign Justice Systems. Narratives that demonstrate cases that were declined or unable to be pursued by civilians but were undertaken by the military. Will not include subject/victim names and no jurisdiction names. Demonstrates ability of DoD to hold offenders appropriately accountable. USNA does not actively track this non-metric but can provide data as requested.

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1. Open Action Items

1.1 Tailor Prevention of Sexual Harassment (POSH) training to each class year and, at a minimum include: identification, prevention, and resolution of sexual harassment cases, and reprisal prevention.

Developing sexual harassment training tailored to individual classes is ongoing. Expected completion and implementation of an updated curriculum is December 2016.

1.2 Share sexual assault case outcomes with the SARCs.

Case outcomes are made available to SARC in two ways:

- **Notifications made at the SACMG**
- **Official notifications provided in SADR**s

1.3 Update Memorandum of Understanding (MOU) with Mercy Hospital to address procedures for Sexual Assault Forensic Exams in accordance with DoD and the Department of the Navy policy to include at a minimum:

- **NCIS is notified, retrieves and stores Sexual Assault Forensic Exam (SAFE) kit after the completion of a SAFE for cases in which a Restricted Report**
- **Unrestricted Report, and a report converted from Restricted to Unrestricted was filed**
- **Healthcare providers turn over SAFE kit to NCIS or NCIS Consolidated Evidence Facility representative or the appropriate Military Service-designated law enforcement agency or MCIO as determined by the selected reporting option**

MOUs with Anne Arundel Medical Center and Mercy Medical Center have been updated to include all of the above provisions.

1.4 Identify more effective accountability means for permanent party sexual harassment complaints.

Complaints against staff members are taken very seriously and investigated with the same procedures as any other complaint. If the complaint is substantiated, appropriate action is taken.

1.5 Enhance feedback to midshipmen by using XYZ cases that represent a broad range of SAPR case outcomes.

A few XYZ case studies are SAPR-related but the majority of XYZ cases address other areas of the conduct system. In order to keep confidentiality and victim trust in the reporting system, we place strict restrictions on SAPR cases. SAPR cases are only published to the midshipmen and faculty/staff if all involved parties are no longer at

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the Naval Academy and we have permission of the victim to use the case as an XYZ case study. The SHAPE Program inserts case studies throughout the curriculum and culminates in the Capstone Program by putting midshipmen into leadership scenarios that force them to deal with leadership challenges that include responding to incidents of sexual harassment and assault within their divisions.

1.6 Ensure military officers in the chain of command overseeing midshipmen companies provide victims with case status updates.

- **SEE 6.1.6**
- In addition, the Response Office meets with each new Company Officer/SEL to identify events and actions that affect a victim's sense of well being and safety and give them tools and resources to help mitigate or eliminate those barriers to healing.

2. Secretary of Defense Initiatives

2.1 Develop and conduct specific prevention programs and initiatives for cadets and midshipmen at the conclusion of their first academic year.

The SHAPE curriculum and Pre-Cruise SAPR Brief have both been modified to address the identified vulnerabilities of midshipmen at the end of their Plebe year. Reference 1.17 and 2.9.

2.2 Assess your Academy's climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

See previous answers provided in 4.1, 4.5, 4.6, 4.8, 4.10, 4.11, 4.12, 4.13, 4.15, 5.1, 5.3.

3. Suggested Enhancements

3.1 Consider restoring one full Professional Training Experience credit to Block Zero SHAPE and Guide training.

This enhancement is complete. Midshipmen who participate in SHAPE or GUIDE Block 0 training receive a full PTE credit.

3.2 Continue Victim's Legal Counsel (VLC) and USNA SAPRO coordination and collaboration in order to ensure VLC participation in appropriate training.

The SAPRO Program Manager continues to coordinate a collaborative relationship with the Victim's Legal Counsel. The VLC has been critical in providing expert level information at VA Certification training, GUIDE and SHAPE Block 0 training, and Reform briefs given to all midshipmen each semester. The training increases awareness of this unique legal representation and advocacy.

3.3 Consider administering the climate assessment in the fall (September or October).

A DEOMI Command Climate Survey was conducted in the Fall of 2015 for both the midshipmen and the Faculty/Staff. The Commandant's CMEO is currently working with DEOMI to correct some phrasing problems and clarifying some questions on the survey then planning to administer the next one in October 2016.

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<p>3.4 Streamline the feedback process for climate assessment results.</p> <p>The Commandant’s CMEO has asked DEOMI for a faster turnaround of analyzed results so focus groups and feedback can be given in December. Response is pending.</p>
<p>3.5 Consider establishing a redundancy with the current 24-hour SAPR response telephones.</p> <p>Redundancy is achieved by the following:</p> <ul style="list-style-type: none"> · <u>USNA Intranet Link.</u> Links directly to both the DoD Safe Helpline and RAINN National Sexual Assault Hotline. · <u>DoD Safe Helpline App.</u> Midshipmen can access help directly from their mobile devices. A direct link to the app is on the USNA Intranet and on the SAPR wallet card handed out to all midshipmen, Sponsors, and Faculty/Staff. · <u>SARC and Civilian VAs Alternate Lines.</u> All response personnel have duty mobile phones that supplement the 24 hour response line monitored by duty VAs.
<p>3.6 Consider employing USMA’s sensing session model to gain feedback from cadets and midshipmen as part of the Academies’ assessment efforts.</p> <p>The Superintendent conducts periodic question and answer sessions with Battalion Officers, Company Officers, Senior Enlisted personnel, and the midshipmen. Continual feedback from the Commandant about midshipman issues is a vital part of his weekly battle rhythm.</p>
<p>3.7 Consider ways to cost-effectively examine cadet and midshipman social media “footprints” and promote appropriate online behavior.</p> <p>The impacts of social media on midshipmen and the importance of appropriate online behavior are discussed throughout the SHAPE curriculum. SHAPE training continues to evolve with the lifestyles of midshipmen and uses scenarios involving online social platforms to challenge them to think critically about online behavior. USNA leadership stresses appropriate behavior on social media and investigates all retaliation charges including retaliation occurring on social media. Faculty and Staff leadership at all levels, midshipmen SHAPE peer educators, and GUIDEs regularly participate in social media with the Brigade to encourage positive and accurate communication.</p>
<p>3.8 Athletic department consider engaging in efforts to promote healthy relationships, mutual respect, and appropriate boundaries among teammates, review and adopt a practice appropriate to your academy’s culture.</p> <p>All athletes are held to the same standards as the Brigade and go through the same SHAPE curriculum. Other resources include:</p> <ul style="list-style-type: none"> · <u>Officer Representatives.</u> Hand-picked from the USNA staff, they serve on each Varsity, Junior Varsity, and Club team as a mentor, supervisor, and conveyor of core values. · <u>Code of Conduct.</u> All NAAA athletes sign a Student-Athlete Code of Conduct which embodies the intent to represent the Naval Academy and their team with responsibility, integrity, good sportsmanship, and commitment to exercise good ethics and morals.

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- **Escalation Training.** Individual sports teams have conducted *Escalation* workshop with their team to promote peer-to-peer conversation on relationship violence and how to seek support.

4. Open Action Items from Previous Reports

4.1 Develop and execute additional metrics for comprehensive program assessment to include prevention.

USNA SAPR Program is limited in staff and resources but utilizes numerous DoD, national, state, and local resources to help assess efforts to end sexual harassment and sexual assault. Besides the data provided by the DMDC SAGR Survey and Focus Groups and the DEOMI Command Climate surveys, the program relies heavily on anecdotal information and feedback from the midshipmen and instructors to assess effectiveness. One of the program's strategic goals is to disseminate best practices to USNA stakeholders, members of the DoD community, other academic institutions, and others in the prevention of sexual harassment and assault. Currently, we are gathering data on two projects: the 4/C SHAPE survey taken by Plebes during Plebe Summer, and focus groups with 1/C SHAPE peer educators. The goal is to assess the impact of the program on individuals as they progress from I-Day to Commissioning Day. The inability to survey the same (positively identified) group of midshipmen multiple times during their tenure at the Academy (due to anonymity requirements for the survey) limits any conclusive results. However the SHAPE peer educator focus groups help us learn about challenges the educators face in leading peer education sessions, obtain feedback to be used for program improvement, and gather suggestions for ways to improve the educator experience.

Unrestricted Reports

NAVY MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
<p>A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAD) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>		APY15-16 Totals
# APY15-16 Unrestricted Reports (one Victim per report)		17
# Cadet/Midshipman/Prep School Student Victims		15
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		2
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		8
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		3
# Unidentified Subject on Cadet/Midshipman/Prep School Student		2
# Relevant Data Not Available		2
# Unrestricted Reports of sexual assault occurring		17
# On military installation		9
# Off military installation		8
# Unidentified location		0
# Victim in Unrestricted Reports Referred for Investigation		17
# Victims in investigations initiated during APY15-16		16
# Victims with Investigations pending completion at end of 31-MAY-2016		2
# Victims with Completed Investigations at end of 31-MAY-2016		14
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		1
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		1
# All Restricted Reports received in APY15-16 (one Victim per report)		16
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		8
# Restricted Reports Remaining Restricted at end of APY15-16		8
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16		
	APY15-16 Totals	APY15-16 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	17	15
# Reports made within 3 days of sexual assault	2	2
# Reports made within 4 to 10 days after sexual assault	4	3
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	8	7
# Reports made longer than 365 days after sexual assault	2	2
# Relevant Data Not Available	0	0
Time of sexual assault	17	15
# Midnight to 6 am	5	5
# 6 am to 6 pm	2	1
# 6 pm to midnight	7	7
# Unknown	2	1
# Relevant Data Not Available	1	1
Day of sexual assault	17	15
# Sunday	5	5
# Monday	4	3
# Tuesday	2	2
# Wednesday	0	0
# Thursday	1	1
# Friday	1	1
# Saturday	4	3
# Relevant Data Not Available	0	0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	8	0	0	0	0	0	0	0	0	8	
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	0	2	
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	3	0	0	0	0	0	0	0	0	3	
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	0	2	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	2	2	
APY15-16 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 APY15-16	Penetrating Offenses				Contact Offenses						
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	2	0	9	0	0	3	0	0	2	1	17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	5	0	0	1	0	0	1	0	8
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	1	0	0	0	0	0	1	0	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	2	0	0	1	0	0	0	0	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	1	0	0	1	0	0	0	0	2
# Relevant Data Not Available	1	0	0	0	0	0	0	0	0	1	2
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	2	0	8	0	0	3	0	0	1	1	15
# Cadet/Midshipman/Prep School Student Victims: Female	2	0	8	0	0	3	0	0	1	0	14
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	2	0	9	0	0	3	0	0	2	1	17
# Midnight to 6 am	0	0	4	0	0	0	0	0	1	0	5
# 6 am to 6 pm	0	0	0	0	0	1	0	0	1	0	2
# 6 pm to midnight	2	0	2	0	0	2	0	0	0	1	7
# Unknown	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
D4. Day of sexual assault	2	0	9	0	0	3	0	0	2	1	17
# Sunday	1	0	3	0	0	0	0	0	1	0	5
# Monday	0	0	3	0	0	1	0	0	0	0	4
# Tuesday	0	0	1	0	0	1	0	0	0	0	2
# Wednesday	0	0	0	0	0	0	0	0	0	0	0
# Thursday	0	0	0	0	0	1	0	0	0	0	1
# Friday	0	0	0	0	0	0	0	0	0	1	1
# Saturday	1	0	2	0	0	0	0	0	1	0	4
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16	
Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	18
# Investigations Completed as of APY15-16 End (group by MCIO #)	13
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	5
# Subjects in investigations Initiated During APY15-16	19
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	13
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	2
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	4
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	2
E2. Service Investigations Completed during APY15-16	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	13
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	15
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	2
# Subject Relevant Data Not Available	1
# Victims in investigations completed during APY15-16, supported by your Service	14
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	12
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	12
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	2
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY15-16	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY15-16 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY15-16 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY15-16 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	1	0	7	0	0	3	0	0	3	0	14
# Male	0	0	0	0	0	0	0	0	0	0	0
# Female	1	0	7	0	0	3	0	0	3	0	14
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	1	0	7	0	0	3	0	0	3	0	14
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	1	0	2	0	0	3	0	0	0	0	6
# 20-24	0	0	4	0	0	0	0	0	2	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	1	0	0	0	0	0	1	0	2
F3. Victim Type	1	0	7	0	0	3	0	0	3	0	14
# Service Member	1	0	6	0	0	3	0	0	2	0	12
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	1	0	0	0	0	0	1	0	2
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	6	0	0	3	0	0	2	0	12
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# Army	0	0	6	0	0	0	0	0	0	0	6
# Navy	1	0	6	0	0	3	0	0	2	0	12
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	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
# Cadet/Midshipman	1	0	6	0	0	3	0	0	2	0	12
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)											
Subject Data From Investigations completed during APY15-16											
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
G1. Gender of Subjects	2	0	7	0	0	2	0	0	4	0	15
# Male	2	0	7	0	0	2	0	0	2	0	13
# Female	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	2	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	2	0	7	0	0	2	0	0	4	0	15
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	2	0	2	0	0	1	0	0	1	0	6
# 20-24	0	0	4	0	0	1	0	0	1	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	1	0	0	0	0	0	0	0	1
# 50-64	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
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	2	0	2
G3. Subject Type	2	0	7	0	0	2	0	0	4	0	15
# Service Member	2	0	6	0	0	2	0	0	2	0	12
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DOD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DOD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	1	0	0	0	0	0	2	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# E1-E4	0	0	0	0	0	1	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	1	0	0	0	0	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	5	0	0	1	0	0	2	0	10
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	2	0	5	0	0	2	0	0	2	0	11
# Marines	0	0	1	0	0	0	0	0	0	0	1
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# Active Duty	0	0	1	0	0	1	0	0	0	0	2
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	5	0	0	1	0	0	2	0	10
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	1		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	15	# Victims in investigations completed in APY15-16	14
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	9	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	10
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	1	# Total Victims associated with MCIO unfounded allegations	1
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	1	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	1
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	3		
# Unknown Offenders	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	2	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	6		
# Service Member Subjects where Victim declined to participate in the military justice action	1	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	0
# Service Member Subjects whose investigations had insufficient evidence to prosecute	5	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	3
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	5	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	8
# Subjects for whom Command Action was completed as of 31-MAY-2016	0		
# APY15-16 Service Member Subjects where evidence supported Command Action	0	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	0
# Service Member Subjects: Courts-Martial charge preferred	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	0
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	0
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student 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.			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	3
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	3
# Subjects whose Courts-Martial was dismissed	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	2
# Subjects Acquitted of Charges	1
# Subjects Convicted of Any Charge at Trial	1
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	1
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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 processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	0

L. 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.		APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16		0
# Subjects whose Courts-Martial was completed by the end of APY15-16		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects and Midshipmen who were officers that were allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.		APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. 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.		APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

Restricted Reports

NAVY MSA APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	16
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	16
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	0
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	8
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	8
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	8
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	8
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	0
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	8
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	0
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0
# Relevant Data Not Available	4
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	8
# On military installation	3
# Off military installation	4
# Unidentified location	0
# Relevant Data Not Available	1
Length of time between sexual assault and Restricted Report	8
# Reports made within 3 days of sexual assault	1
# Reports made within 4 to 10 days after sexual assault	2
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	0
# Reports made longer than 365 days after sexual assault	1
# Relevant Data Not Available	3
Time of sexual assault incident	8
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	2
# Unknown	5
# Relevant Data Not Available	1
Day of sexual assault incident	8
# Sunday	0
# Monday	0
# Tuesday	3
# Wednesday	1
# Thursday	0
# Friday	0
# Saturday	1
# Relevant Data Not Available	3
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	8
# Army Victims	0
# Navy Victims	8
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
Gender of Victims	8
# Male	0
# Female	8
# Relevant Data Not Available	0
Age of Victims at the Time of Incident	8
# 0-15	0
# 16-19	3
# 20-24	5
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Relevant Data Not Available	0
Grade of Service Member Victims	8
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	8
# Academy Prep School Student	0
# Relevant Data Not Available	0
Status of Service Member Victims	8
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman/Prep School Student	8
# Academy Prep School Student	0
# Relevant Data Not Available	0
Victim Type	8
# Service Member	8
# DoD Civilian	
# DoD Contractor	
# Other US Government Civilian	
# Non-Service Member	0
# Foreign National	
# Foreign Military	
# Relevant Data Not Available	0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service	0
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18	0
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18	0
# Cadet/Midshipman/Prep School Student Choosing Not to Specify	0
# Relevant Data Not Available	0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)	APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted	34.55
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	57.06
Mode # of Days Taken to Change to Unrestricted	1
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16	APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	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.	

Support Services

NAVY MSA APY15-16 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>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	73
# Medical	10
# Mental Health	13
# Legal	12
# Chaplain/Spiritual Support	12
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	14
# DoD Safe Helpline	11
# Other	1
# CIVILIAN Resources (Referred by DoD)	4
# Medical	1
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	3
# Victim Advocate	0
# DoD Safe Helpline	
# 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
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	0
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	6
# Reported MPO Violations in APY15-16	2
# Reported MPO Violations by Subjects	2
# 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/Prep School Student Victims of sexual assault	4
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	29
# Medical	2
# Mental Health	6
# Legal	3
# Chaplain/Spiritual Support	7
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	7
# DoD Safe Helpline	4
# Other	0
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# 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

APFIS-14 Service Member Sexual Assault Synopses Report, NAVY																						
No.	Most Serious Sexual Assault Allegation Subject Is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject Investigation For Sex Assault?	Subject Moral Males/ Accession?	Subject Referral Type	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court/City or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable	Most Serious Offense Connected	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
1	Sexual Assault (Art. 120)	UNITED STATES	Marine Corps	US Civilian	Female	Navy	M-3	Male	No	No	02 (January-March)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Convicted		Conduct unbecoming (Art. 132)	None			Both Victim and Subject	Courts-Martial discharge: None. Confinement: No. Forfeiture of Pay and Allowance: No. Fine: No. Restriction: No. Reduction in rank: No. Hard Labor: No. Notes: Victim reported that she was sexually assaulted at an off-base party at a local hotel when Subject penetrated her vagina with his penis without her consent. NCIS investigated and charges were preferred for an Art. 15 hearing. Preliminary Hearing Officer found no probable cause to support the Art. 120 charge. SPC/CA found one charge of violation of Art. 132 (conduct unbecoming) to a Special Court-Martial. Subject pled guilty to the charge and received a punitive letter of reprimand.
2	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No	03 (April-June)	Offender is Unknown									Unknown	Notes: Victim reported a sexual assault by unknown civilian. Subject NCIS was notified and initiated an investigation. Victim declined to participate in either investigation or provide any other information. Both cases were subsequently dismissed.
3	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-3	Male	No	No	02 (January-March)	Subject is a Civilian or Foreign National									Both Victim and Subject	Notes: Subject allegedly sexually assaulted Victim during summer training. Subject is a foreign national and was attending the US Naval Academy on a 4-year exchange program. Legal review determined subject was outside DoD legal authority due to Subject's nationality. After consultation with SA, the SA IDA was precluded from further action due to lack of jurisdiction.
4	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	Retired O-2	Male	No	No	03 (April-June)	Subject is a Civilian or Foreign National									Both Victim and Subject	Notes: Victim reported that Subject forced Victim and placed his hand inappropriately on her back. Subject was a retired/retired O-2 at the time of the incident. Due to a lack of jurisdiction, case was referred to US Attorney's Office for action. US Attorney's Office declined to prosecute the case.
5	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Male	No	No	02 (January-March)	Subject is a Civilian or Foreign National									Both Victim and Subject	Notes: Victim reported that Subject #1 attempted to force her in the back seat of Subject #2's car. Victim and both Subjects returned to Subject #2's hotel room, where Subject #1 pulled Victim into a bathroom, began removing her clothes, and forced Victim to perform oral sex. Victim reported Subject #2 also forced Victim to perform oral sex and then digitally penetrated her anus. Victim reported Subject #2 also performed oral sex on Victim against her will. Following the Article 15 hearing, the SA IDA dismissed all charges based on Victim's report and the Staff Judge Advocate's recommendations.
6	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	O-1	Male	No	No	04 (July-September)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Acquitted						Both Victim and Subject	Notes: Victim reported that Subject sexually assaulted Victim in an off-base residence while she was substantially incapacitated. Subject claimed the sexual act was consensual. NCIS investigated the incident and charges were preferred. An Article 15 hearing was held and the case was subsequently referred to a General Court-Martial. Military Judge found Subject not guilty of all specifications listed in the charge of violating Article 120.
7	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-2	Male	No	No	01 (October-December)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Charges dismissed subsequent to recommendation by Art. 15 hearing officer.	Evidence did not support a recommendation for prosecution.					Both Victim and Subject	Notes: Victim reported that Subject sexually assaulted her in the bathroom of DOD Hotel room on base. Victim stated she was significantly impaired by alcohol and would not have consented to sexual intercourse with Subject if she were sober. Subject maintained all sexual activity was consensual. Victim did not report the offense until almost one year later. Subsequent to recommendation by Art. 15 Preliminary Hearing Officer, SA IDA dismissed the charges and closed the case with no further action.

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A. TOTAL NUMBER OF SEXUAL HARASSMENT COMPLAINTS.
In this section, record the total number of formal and informal complaints in each requested sub-category. The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

A1. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints	0
# Formal substantiated complaints	0
# Formal unsubstantiated complaints	0
# Pending formal complaints	0

A2. Informal Complaints	5
# Total Informal Cadet/Midshipman Complaints referred for Investigation/Inquiry	5
# Informal substantiated complaints referred for investigation/inquiry	5
# Informal unsubstantiated complaints referred for investigation/inquiry	0
# Pending informal complaints referred for investigation/inquiry	0

B. COMPLAINTS INVOLVING THE SAME (REPEAT) OFFENDER.
In this section, record the number of formal and informal complaints in each sub-category involving the same or “repeat” offender(s). The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

B1. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated formal complaints involving the same offender	0
# Unsubstantiated formal complaints involving the same offender	0
# Pending formal complaints involving the same offender	0

B2. Informal Complaints	0
# Total Informal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated informal complaints involving the same offender	0
# Unsubstantiated informal complaints involving the same offender	0
# Pending informal complaints involving the same offender	0

C. DISPOSITION FOR REPEAT OFFENDERS IN SUBSTANTIATED COMPLAINTS.
In this section, record the corrective action(s) taken for repeat offenders in formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

C1. Formal Substantiated Complaints	0
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# Repeat offenders in formal substantiated complaints	0
# Repeat offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court-martial	0
# Cadet Disciplinary System Actions	0
# Discharges in lieu of disciplinary action	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

C2. Informal Substantiated Complaints	0
# Repeat offenders in informal substantiated complaints	0
# Repeat offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court-martial	0
# Discharges in lieu of disciplinary action	0
# Cadet Disciplinary System Actions	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

D. NOTIFICATIONS TO GENERAL COURT MARTIAL CONVENING AUTHORITY (GCMCA).

In this section, record the following: (1) the number of formal and informal complaints that resulted in notification of the GCMCA; (2) the number of formal and informal complaints reported to the GCMCA within 72 hours; and (3) the number of formal and informal complaints reported to the GCMCA beyond 72 hours.

D1. # Total Formal Complaints (Total number from Section A1.)	0
# Formal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Formal complaints reported to GCMCA within 72 Hours	0
# Formal complaints reported to GCMCA beyond 72 Hours	0

D2. # Informal Complaints (Total number from Section A2.)	0
# Informal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Informal complaints reported to GCMCA within 72 Hours	0
# Informal complaints reported to GCMCA beyond 72 Hours	0

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E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.

DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.

E1. Total Complaints	5
# Total of Formal and Informal Cadet/Midshipman Complaints	5

E2. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints	0
# Formal complaints made less than or equal to 60 days following the incident	0
# Formal complaints made more than 60 days following the incident	0
# Formal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	0

E3. Informal Complaints	5
# Total Informal Cadet/Midshipman Complaints	5
# Informal complaints made less than or equal to 60 days following the incident	3
# Informal complaints made more than 60 days following the incident	2
# Informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	0

F. OCCURRENCE OF SUBSTANTIATED COMPLAINTS.

F1. Formal Substantiated Complaints	0
# Total Number of Cadet/Midshipman Substantiated Complaints	0
# On Duty (i.e., during duty hours)	0
# Off Duty (i.e., during time off)	0
# Unknown/Unreported	0

F2. Informal Substantiated Complaints	5
# Total Number of Cadet/Midshipman Substantiated Complaints	5
# On Duty (i.e., during duty hours)	4

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# Off Duty (i.e., during time off)	1
# Unknown/Unreported	0

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.

In this section, record the number of formal and informal substantiated complaints occurring in the sub-categories of allegations identified below. The numbers in this section may not be additive since one complaint may contain several allegations.

G1. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Formal Complaints

# Substantiated incidents of crude/offensive behavior	0
# Substantiated incidents of unwanted sexual attention	0
# Substantiated incidents of sexual coercion	0

G2. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Informal Complaints

# Substantiated incidents of crude/offensive behavior	5
# Substantiated incidents of unwanted sexual attention	1
# Substantiated incidents of sexual coercion	0

H. FIRST-TIME OFFENDERS AND REPEAT OFFENDERS (TOTAL) IN SUBSTANTIATED COMPLAINTS.

In this section, record the number of all offenders in substantiated complaints; the number of all offenders pending receipt of corrective actions as of the end of the reporting fiscal year; and the number of the types of completed corrective actions as of the end of the reporting fiscal year. Report this information for formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

H1. Formal Substantiated Cadet/Midshipman Complaints

# Total offenders in formal substantiated complaints	0
# Total offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to all offenders as of the end of reporting fiscal year	0
# Court-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court martial	0
# Discharges in lieu of disciplinary action	0
# Cadet disciplinary system actions	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

H2. Informal Cadet/Midshipman Complaints

# Total offenders in informal substantiated complaints	5
	6

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# Total offenders pending corrective action as of the end of reporting fiscal year	1
# Corrective actions administered to all offenders as of the end of reporting fiscal year	7
# Court-martial	0
# Non-judicial punishments	4
# Discharges in lieu of court-martial	0
# Discharges in lieu of disciplinary action	1
# Cadet disciplinary systems actions	1
# Adverse or administrative actions	1
# Other (include comments in the analysis section of your report)	0

I. OFFENDER CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

II. Male Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

I2. Female Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0

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# Other	0

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

J1. Male Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	1
# 3rd Class (Sophomore Academy Student)	1
# 4th Class (Freshman Academy Student)	3
# E1-E4	1
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

J2. Female Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0

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# 4th Class (Freshman Academy Student)	0
K2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL	
L1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	1
# 3rd Class (Sophomore Academy Student)	1
# 4th Class (Freshman Academy Student)	3

L2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0

M. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) IN SUBSTANTIATED FORMAL AND INFORMAL COMPLAINTS.	
<p>In this section, record the number of offenders in substantiated formal and informal complaints described in the sub-categories below. Use the "other" sub-category to capture a relationship not described below. Provide an explanation of the number in the other sub-category in your analysis section.</p>	
M1. Relationship of Offender(s) to the Complainant(s) in Substantiated Formal Complaints	
# Academy Cadet/Midshipman Class Mate	0
# Academy Member in cadet's/midshipman's chain of command	0
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	0
# Other military person(s)	0
# Person in the local community	0
# Civilian	0
# Contractor	0
# Same unit or assigned classroom	0
# Other	0
# Same gender	0
# Different gender	0

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
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# Academy Cadet/Midshipman Class Mate	3
# Academy Member in cadet's/midshipman's chain of command	1
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	0
# Other military person(s)	1
# Person in the local community	0
# Civilian	0
# Contractor	0
# Same unit or assigned classroom	5
# Other	0
# Same gender	0
# Different gender	5

N. ANALYSIS

This section should be used to help provide a clear understanding of the relationship between the information and data displayed in the template. Examples would be to identify trends, anomalies, or factors bearing on Military Service, National Guard, or DoD policy guidance related to prevention of sexual harassment efforts. The remarks in this section may also include any pertinent information related to data collected regarding service members accused of multiple incidents of sexual harassment and explanations of gaps or missing data in your report resulting from existing Military Service and National Guard policies or procedures.

For the items in this spreadsheet that ask for further explanation, please explain the information as it pertains to "other" (if applicable).

C1. Other corrective actions administered to repeat offenders in formal complaints during the fiscal year.

C2. Other corrective actions administered to repeat offenders in informal complaints during the fiscal year.

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.

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There were zero formal complaints in FY15. There were 5 informal complaints, with 1 still under investigation. 4 out of 5 informal complaints were female Midshipmen making a complaint about a male Company-mate. One complaint was against an enlisted sailor while the Midshipman was on summer cruise. One of the cases involved 2 offenders who told sexually explicit jokes/comments at the lunch table with several other Midshipmen present; multiple Midshipmen complained to the Company Officer, who counseled the two offenders and gave them extra instruction. One of the offenders was pending administrative hearing for separation when he elected to resign from the Naval Academy. Four out of the five cases occurred on Academy grounds, with 1 occurring on a ship. One complainant cited several incidences by the same individual prior to making a complaint, going back over 24 months. The one case still under investigation as of 31 May 16 was being investigated by NCIS and was completed in July. The complaint was found substantiated and the subjects in the process of being adjudicated through the Midshipmen conduct system.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
1	1	No	On	E-3	Male	MIDN 3/C	Female	Unwanted touching/attention	Part of Ship's company	LSD 41	MPO, guilty at NJP- 3 days bread/water in the Brig and removed from ship while MIDN was aboard	Incident happened over MIDN summer cruise
2	1	No	On	MIDN 4/C	Male	Multiple	Male/Female	Repeated sexually explicit jokes/comments	Squad members	16th Co	Counseled , given an LOI and required to give Company level sexual harassment training	
3	6	No	On	MIDN 3/C	Male	MIDN 4/C	Female	Went through personal clothing and left a box on condoms on desk	Squad members	7th Co	Found guilty at adjudication and forwarded to Superintendent for hearing. MIDN resigned prior to seeing the Superintendent	
4	20-30	No	Off	MIDN 4/C	Male	MIDN 4/C	Female	Made poster with sexual slurs and posted on the MIDN's door	Companymates	13th Co	Found guilty at Deputy adjudication. Awarded Dignity and Respect Remediation for 4 months and 100 demerits and 60 days of restriction	
5	over 1 yr	No	On	MIDN 3/C	Male	MIDN 3/C	Female	repeatedly made arm motions representing sex noises	Classmates	14th Co	Found guilty of sexual harassment and retained by the Superintendent with remediation, 60 days restriction and 100 demerits	Event occurred almost 2 years previously during summer training, but didn't come to light until the complainant wanted to swap academic classes due to continued discomfort around the accused
** All cases were informal complaints												

**Enclosure 3:
United States
Air Force Academy Self-
Assessment**





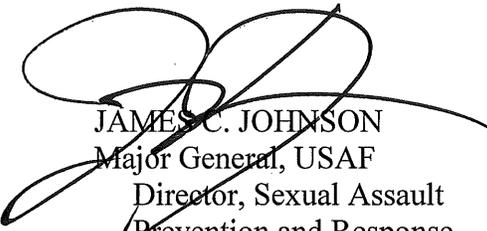
DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, UNITED STATES AIR FORCE
WASHINGTON, DC

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND
READINESS)

THROUGH: DIRECTOR, SEXUAL ASSAULT PREVENTION AND RESPONSE

SUBJECT: Academic Program Year 2015-2016 Annual Report on Sexual Harassment and
Violence at the Military Service Academies

1. On behalf of the Secretary of the Air Force, in response to your 22 September 2015 data call, I am forwarding the enclosed input to the Academic Program Year 2015-2016 Annual Report on Sexual Harassment and Violence at the United States Air Force Academy. We remain committed to eliminating sexual assault from the Air Force and continue to strengthen sexual assault prevention and response policies and programs.
2. Please feel free to contact me if you have questions or require additional information. If your staff has questions regarding policy, they may contact the Air Force SAPR Policy Division Chief, Mrs. Maritza Sayle-Walker, at maritza.m.saylewalker.civ@mail.mil or (703) 695-5578.



JAMES C. JOHNSON
Major General, USAF
Director, Sexual Assault
Prevention and Response

Attachment:
Academic Program Year 2015-2016 United States Air Force Academy Report on Sexual
Harassment and Violence at the Military Service Academies

**USAFA APY 2016 Annual Report on Sexual Harassment
and Violence at the Military Service Academies (MSA)
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. Under the leadership of USAFA Superintendent, Lieutenant General Michelle Johnson, USAFA has implemented a number of innovative measures in Academic Program Year (APY) 2015/16 to combat sexual harassment and sexual assault. The measures include, but are not limited to: further improving the synergy of supporting agencies, better utilizing research/outcome-based input to develop and refine relevant and timely training, strengthening communication between and among the various mission elements (MEs) and cadets, increasing focus on preventing high-risk behaviors and encouraging healthy relationships through the Cadet Healthy Personal Skills (CHiPS) training/small group discussions, and encouraging cadet-initiated SAPR programming. These measures are in addition to the numerous efforts that have been underway for years at USAFA, several of which have previously resulted in commendation by the Department of Defense (DoD), such as: teaming with the local community on Sexual Assault Prevention and Response (SAPR) events and victim care, faculty and athletic department engagement with SAPR initiatives, and comprehensive sexual assault legal reviews for all Article 120 offenses.

During APY 2015/16, USAFA received 32 cadet reports of sexual assault across a range of unwanted behaviors (from abusive sexual contact to rape), compared to 49 reports in APY 2014/15. Of the 32 reports, 17 (53%) were restricted reports and 15 (47%) were unrestricted reports. Most significantly 12 (38%) of the reports were prior to military service, meaning that the reported assault occurred prior to the victim's entry into the military. Prior-to-service reports can be interpreted as an indicator of a high level of trust in USAFA's programs and awareness of the USAFA support network. It suggests that following their entry into the military, cadets were able to better recognize prior acts that they may have not previously known constituted sexual assault and that the cadets were comfortable sharing their experiences with and seeking support from military support agencies. Regarding the prevalence of sexual assault (measured by a survey of cadets), the preliminary APY 2015/16 data from the Defense Manpower Data Center (DMDC) gender relations survey shows a slight increase of 0.5% in USAFA's rate of Unwanted Sexual Contact (USC) from APY 2013/14 to APY 2015/16. Previous years' prevalence reports had shown a downward trend in sexual assaults at USAFA (prior to APY 2015/16, the last survey measuring prevalence was conducted in APY 2013/14).

USAFA's approaches to combatting sexual harassment and sexual violence are consistent with those of the Air Force (AF) as a whole. For instance, Air Force Secretary Deborah Lee James has advocated tirelessly for "taking care of people" during her tenure. Similarly, Lieutenant General Johnson ardently advocates for Airmen and has emphasized that sexual assault prevention is everyone's job at USAFA. She has led a concentrated campaign to enhance and sustain a culture of commitment and climate of respect and dignity. General

Johnson continued to strengthen the network of response agencies this year by encouraging communication and synergy among internal and external helping agencies.

For example, the multitude of USAFA support agencies work together to provide a robust support network for victims that is comprehensive and individualized. The support network involves USAFA leadership, Special Victims' Counsel (SVC), Sexual Assault Response Coordinator (SARC), Victim Advocates, Peak Performance Center (PPC)¹, mental health and Air Officers Commanding (AOCs).² This support is overseen by the Case Management Group (CMG) chaired by the Superintendent and/or Vice Superintendent.

Consistent with guidance from the United States Air Force (USAF) Chief of Staff (CSAF) who identified the squadron as the heart of the USAF and our most essential team, USAFA has built its approach to SAPR using squadrons, teams, and individual classrooms as the building blocks. CSAF stated that we succeed or fail in our missions at the squadron-level because that is where we develop, train, and build Airmen. Accordingly, USAFA leadership supports and empowers AOCs, coaches, and professors in this journey. USAFA AOCs are engaged, committed, and integral to building a climate of respect and dignity, which translates into an environment in which sexual assault and harassment are not tolerated. These unit-level leaders set and enforce standards, create an environment where the right behaviors are fostered, and serve as the first line of defense against unacceptable behaviors and attitudes. The Commandant's Gender Forum program, developed in collaboration with SAPR, is a stellar example of this proactive approach. This program is individualized for each cadet year, led by subject matter experts (SMEs) and AOCs focus on gender differences, increasing understanding of gender biases, and overarching gender roles.

With regard to SAPR training, USAFA incorporates the best practices of adult learning theory and builds upon already existing training models at USAFA. Cadets engage in role-play, small and large group discussions, case studies and opportunities to share their personal experiences through large group presentations and interactive small group training. Training is specifically targeted to each class year group by using the personal, interpersonal, team and organization (PITO) officer development model which focuses instruction based on cadets' developmental level and leadership responsibilities.³ Throughout their four years at USAFA, cadets receive education about reporting, response, prevention and accountability. All required DoD core competencies and learning objectives for pre-commissioning are met by SAPR training and education. Cadet SAPR training is iterative in that the training modules

¹ The PPC is unique to USAFA and is similar to a University Counseling Center. The PPC is located within the cadet area and staffed by licensed mental health professionals. The purpose of the PPC is to provide cadets with an easily accessible resource to discuss lower-level issues (e.g. adjustment to military/university life, relationship issues, etc.) If a cadet is identified as having more significant mental health issues, they are referred by PPC personnel to the USAFA mental health clinic for treatment.

² AOCs are the equivalent of Squadron Commanders in operational units. Each of the 40 cadet squadrons is commanded by an AOC (ranging in grade from O-3 to O-5). The AOC is responsible for the day-to-day supervision and development of approximately 100 cadets.

³ The PITO Model is the foundation of the Air Force's officer development system. During a cadet's first year, the instructional focus is on personal development; second year is focused on interpersonal development among peers; third year instruction is focused on building and leading teams; and the fourth year is focused on organizational leadership.

build upon each other. For example, on day 10 at the Academy during Basic Cadet Training (BCT), new cadets receive training regarding the continuum of harm (sexual harassment to sexual assault). During a cadet's first year, USAFA builds upon the foundational BCT training with more detailed instruction on sexual harassment and sexual assault. Defense Equal Opportunity Management Institute (DEOMI) trained instructors provide training on sexual harassment and Department of Defense Sexual Assault Advocate Certification Program (D-SAACP) certified facilitators provide information on sexual assault. The following year, sophomores discuss the continuum of harm and the role that sexual harassment plays in increasing risks of sexual assault. Juniors receive a presentation that shares data about harassment and assault and their role as leaders in addressing the environment and supporting victims. Finally, seniors receive training from a renowned SME that addresses their roles as leaders in SAPR, both at USAFA and as they enter the operational AF.

In developing its training and outreach programs, USAFA utilizes research, assessments, and evidence-based practice to drive decisions regarding prevention training and ensure that the programs are appropriate and relevant to the specific needs of cadets. As an example, USAFA administered the initial Military Academy Organizational Climate Survey (MAOCS) in October 2015 to determine the needs of leaders and cadets. Following the administration of the survey, leaders at every level met to discuss the results and the USAFA SAPR analyst reviewed the data to identify trends and evaluate existing programs in light of the MAOCS input.

In APY 2015/16, consistent with a continued approach to research-based programs and its commitment to utilizing internal and external resources, USAFA partnered with AF SAPR and renowned prevention scientist Dr. Gilbert Botvin and his organization, National Health Promotion Associates, to develop a training program called Cadet Healthy Personal Skills (CHiPs) which includes curriculum related to self-management skills, social skills, alcohol/drug use and sexual violence resistance information, norms and skills. The formative phase of the pilot program started Fall semester of 2016 and a pilot analysis will be complete in the Spring of 2017. The randomized controlled trial (RCT) is set for APY 2017/18. The intent is to determine the outcomes of this evidenced-based training at USAFA and potentially aid in future USAFA programming and possible implementation throughout the AF.

USAFA continues to work to eliminate sexual assault, while ensuring development of the best possible programs to assist those affected by these crimes. The Academy works with other universities, service academies and civilian organizations to share best practices on SAPR education and prevention. Going forward, USAFA will continue to seek out opportunities to expand networks, broaden our understanding of this complex phenomenon, and shape future prevention initiatives.

1. LOE 1 – Prevention – The objective of prevention is to “deliver consistent and effective prevention methods and programs.” Based on the 2014-2016 DoD Sexual Assault Prevention Strategy, implementation of prevention efforts across DoD should be spread across a collection of 10 program elements. To aid in assessing DoD-wide progress in operationalizing the DoD 2014-2016 Prevention Strategy (pgs. 10-12), please provide responses connected back to these program elements.

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 is not tolerated, condoned, or ignored.”

USAFA has implemented a number of original measures in APY 2015/16 to sustain and cultivate a culture of commitment and climate of respect and dignity. In fact, “Ethics and Respect for Human Dignity” is one of the nine institutional outcomes.

One way in which USAFA has sought to achieve this endstate is by focusing on diversity and inclusion. Recognizing that a culture of respect goes beyond SAPR, the Making Excellence Inclusive Committee (MEIC) focuses on diversity and inclusion issues, primarily related to inclusive curriculum development. One initiative of MEIC, was developing the “Classroom Climate of Respect” policy, which is incorporated into academic class syllabi. Additionally, MEIC sponsored two faculty workshops on building inclusive classrooms. The first workshop, “Teaching Race in the Classroom,” was facilitated by a faculty member and attended by over 30 faculty and staff from many academic departments including; Dean of Faculty Registrar (DFR), Center for Educational Excellence (CEE), and the Prep School. The participants engaged in a robust conversation about race, racism, micro-aggressions, multiculturalism, privilege, minority attrition rates, institutional/systemic versus individual level perspectives of race/racism and more. The second session, entitled “Building Inclusive Classrooms,” was facilitated by University of Colorado-Colorado Springs professor, Dena Samuels, and was also attended by over 30 faculty and staff. These programs, while not SAPR-focused, aim to build a culture of respect for human dignity, which necessarily translates into an environment in which sexual harassment and violence are not tolerated.

The awareness campaign that the Dean of Faculty (DF) runs during Sexual Assault Awareness and Prevention Month (SAAPM) (described in LOE 1.15) included 48 posters of various sizes posted throughout the academic building. Several of the messages on the posters related directly to encouraging a climate of respect: “April is Sexual Assault Awareness Month. Be involved. Speak out against sexual violence. Show support by displaying a teal ribbon. Take a stand for a climate of respect.”

The cultural imperatives of mutual respect and trust, professional core values, and team commitment are taught during the first day of BCT in the summer prior to cadets’ first academic year. BCT also represents the beginning of an integrated military, academic, athletic, and airmanship curriculum that culminates with each cadet earning a Bachelor of Science degree as well as a commission as an officer in the Air Force.

Following BCT, these prevention efforts continue through a four-year deliberate process, which incorporates a strong values-based foundation regarding the importance of character-based officership, articulating what it means to be an officer of character, and is an integrated process of cadet development. To that end, USAFA has a tiered hierarchy of courses and extra-curricular activities that are foundational for cadets' development of responsibilities, skills, and knowledge necessary to become a commissioned officer of the United States Air Force.

Establishing a culture of respect and trust at USAFA is not accomplished in a vacuum: it is a collaborative effort across the Academy and in concert with community partners. Key stakeholders include faculty, athletic staff and coaches, Equal Opportunity (EO), Judge Advocate (JA), and cadet wing (CW) staff. Our primary community partners include TESSA,⁴ Finding Our Voices⁵, local colleges, universities, and Memorial Hospital-UCHealth (MH-UCH). USAFA SAPR through its SAPR analyst utilizes multiple climate assessments across the Academy to assess current trends to evaluate/refine current programs and establish new programs. Specifically, based on recently identified trends, SAPR increased focus on identifying barriers to reporting, uncovering negative attitudes and beliefs that exist, identifying "at risk" sub-groups, establishing trust, and opening a direct and candid dialog with cadets regarding their beliefs and perceptions. The USAFA SAPR program implemented a comprehensive developmental approach that includes outreach/awareness events as well as training and education. Initiatives for APY 2015/16 included: 1) Collaborative Athletic Department (AD)/CW/SAPR healthy relationship training and discussions with all Inter-Collegiate (IC) athletes; 2) Cadet Wing EO and SAPR collaborative BCT training; 3) Cadet bystander intervention training inclusive of EO scenarios; 4) Revised sponsor family and cadet BCT cadre training; and 5) Addition of SAPR training review within the Community Action Information Board/Integrated Delivery Systems (CAIB/IDS).

The CW has multiple programs and processes that support the Prevention Endstate. One process is the Cadet Integrated Delivery System (IDS). The Cadet IDS brings together, on a monthly basis, all of the helping agencies focused on the full spectrum of issues that cadets deal with in their lives at USAFA. The collaboration between all of the helping agencies covers counseling, religious respect, healthy relationships, SAPR issues, victim care, EO, specific concerns from the Athletic Department, Human Relations issues in the squadron to include sexual harassment, climate issues, hazing, and retaliation concerns. Cadets from the Professional Ethics and Education Representative (PEER) program also attend the Cadet IDS. These cadets are the direct link between cadets at the squadron level and the USAFA helping agencies, permanent party⁶, and chain-of-command. They are integral to the Cadet IDS because they provide the cadet-perspective.

⁴ TESSA is the agency in the Colorado Springs area responsible for providing confidential services to victims of Domestic Violence and Sexual Assault. TESSA operates a Safehouse, Crisis Line, as well as providing victim advocacy, counseling, and community outreach services.

⁵ A local non-profit in Colorado Springs whose mission is to provide art-related events and programs to empower sexual assault survivors and facilitate the healing process.

⁶ The term "permanent party" is a phrase frequently used at USAFA to refer to the non-cadet military population. This includes military members assigned to DF, CW, AD as well as the Headquarters (HQ) staff and the 10 Air Base Wing (ABW)..

Another program in CW focused on building a culture of respect is the Human Relations, Training and Education (HRT&E) office. HRT&E representatives are EO trained professionals, who report to the Vice Commandant for Climate and Culture, and conduct visits to the squadron to conduct real-time assessments sessions. These sessions include scheduled sessions with squadron permanent party leadership as well as spontaneous visits to assess the squadron environment at unannounced times. Feedback from these sessions is provided to AOCs for immediate use, as well as to the Commandant of Cadets for overarching trends, awareness and to address areas of improvement.

This APY, the Commandant of Cadets, in collaboration with SAPR established a new Gender Forum program for all four class years⁷ which focused primarily on differences, better understanding of, appreciation of, and inclusion of gender biases, as well as overarching gender roles. This program was developed in collaboration with SAPR given its discussion of sexual assault risk and protective factors. During the third and fourth academic years (junior and senior), the program's focus is to help identify the social barriers and limitations to performance and possible leadership application for future uses. These small group sessions, separated by gender, used a curriculum developed by the SAPR analyst to allow for intimate discussions about personal experiences and to encourage further discussion. The first and second academic year (freshmen and sophomore) students were exposed to a plethora of topics such as Military Married to Military challenges, media socialization and its impacts on leadership, financial planning considerations, transgender issues and the impacts on military operations, chemistry and philosophy of love and attraction and how to know the difference, as well as a panel on current policy efforts and what is in development across the DoD on gender issues from Rear Admiral Margaret Klein and Lt Col Kevin Basik. One AOC shared that the gender forums have changed the culture of his squadron. In particular, male cadets are more open to support each other and talk openly about their experiences as cadets, leaders, and young men. He shares that it has helped him build a sense of community that lives integrity, service, and excellence.

As previously highlighted in the Executive Summary, USAFA has partnered with AF SAPR and Dr. Gilbert Botvin to develop a training program, called CHiPs that is currently undergoing a pilot study for the cadets in their first academic year on healthy interpersonal relationships and how to address the early stages of risky behavior, in an effort to mitigate further progression toward violent behavior. CHiPs was adapted from Botvin Life Skills Training (LST), an evidence-based program for prevention of multiple problem behaviors, including substance use, risky sexual behavior, risky driving, and aggressive behavior. The goal of the CHiPS project at USAFA is to modify LST for sexual assault prevention and validate the appropriateness of the content and delivery for an AF audience. CHiPS curriculum topics include self-management skills, social skills, alcohol/drug use and sexual violence resistance information, norms and skills. The training addresses the early stages of risky behavior, in an effort to mitigate further progression toward violent behavior. Prior to the implementation of the training, a team from Dr. Botvin's organization (National Health Promotion Associates) conducted cadet focus groups in order to tailor the CHiPS curriculum to a military academy

⁷ Cadets attend USAFA for four years. A cadet in his/her first year at USAFA is referred to as a fourth-class or four-degree cadet rather than a "freshman." A cadet in his/her second year at USAFA is referred to as a third-class or three-degree cadet rather than a "sophomore," and so on for the remaining years.

population. Prior to implementation of the training, Dr. Botvin's team conducted cadet focus groups in order to customize the training for a military academy population. Despite some initial challenges (i.e. delay to further discuss research methods and shortage of facilitators with sufficient training and experience), USAFA has overcome those challenges and is on track to implement the initial research phase. The formative phase of testing started Fall Semester of 2016 and pilot analysis will be completed in the Spring of 2017. The RCT is scheduled for APY 2017/18. The intent is to determine the outcomes of this evidenced based training at USAFA and aid in future USAFA programming and possible implementation in the Air Force.

Encouraging a climate of mutual respect is a top priority for the Commandant of Cadets, who reiterates this message to every cadet during the All Call scheduled at the beginning of each semester. The Commandant emphasizes recent cases to include a discussion of the disciplinary measures taken in that particular case. This helps educate cadets on the potential impacts of poor decision-making and risky behaviors. These discussions help to dismiss rape myths, highlight accountability, and reinforce SAPR and JA processes. This effort is to remind the cadets that actions have consequences and to promote upholding the standards and professional values of the institution. The Commandant is consistent in reinforcing what officers of character look and act like throughout the APY.

The Athletic Department, in partnership with SAPR and the Military Family Life Consultant (MLFC), provided healthy relationship training to all 27 IC athletic teams. This training, conducted within individual teams and in small groups, discussed the components found in healthy, positive relationships, mutual respect, and effective communication. During the session, the facilitators and student-athletes candidly discuss topics including: generational communication, phases of dating, relationship "red flags"/"deal breakers", and strategies for communicating and recognizing consent and lack of consent.

Cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual harassment and sexual assault is not tolerated, condoned, or ignored. In every communication effort, the Public Affairs (PA) office stresses that USAFA enforces a Culture of Commitment and Climate of Respect, emphasizing the Prevention End State quoted above. The PA office collaborated with CW leadership on their efforts for SAAPM in April, ensuring proper messaging for the theme. Additionally, USAFA/PA leverages social media in communication to a broad audience. USAFA has the second most Facebook followers in the Air Force (almost 400,000).

Lastly, the 10th ABW EO provides formal complaint clarifications in accordance with (IAW) AFI 36-2706 in conjunction with National Defense Authorization Act (NDAA) Fiscal Year (FY) 2013 requirements for General Courts-Martial Convening Authority (GCMCA) notifications.

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

An approach that addresses the full spectrum of Academy life and learning must necessarily include the three pillars of cadet development – academics, military, and athletics. Thus, to be most effective, sexual assault and harassment training and outreach events must be

embedded across USAFA. This effort is accomplished by collaboration of SAPR personnel with DF faculty, AD, the EO, JA, PA, and CW.

In DF, the first pillar of cadet development, cadets receive a unit of instruction on the psychology of sexual assault in the Core Behavioral Sciences course (Introduction to Behavioral Sciences for Leaders), a required course for all first-year cadets. This unit utilized results from peer-reviewed literature and video clips from *The Hunting Ground* and *The Invisible War* to illustrate how basic psychological principles relate to the perpetration of, and response to sexual assault. The Behavioral Sciences faculty developed this instructional unit in collaboration with the SAPR analyst to ensure consistency of messaging across USAFA mission elements.

In addition to the previously mentioned Behavioral Science course, other examples of academic courses that integrate concepts related to sexual assault and harassment prevention, include the Department of Law Core course (Law for Air Force Officers), which is required for all second-year cadets; Department of Law elective courses (Criminal Law and Law for Commanders); and a Department of Philosophy course (The Philosophy of Love and Sex).

Within CW, an early effort to integrate sexual assault and sexual harassment awareness in APY 2015/16 occurred during BCT for the Class of 2019 and again for the Class of 2020. During the summer of 2015, for the first time EO, SAPR, and CW's Human Relations office combined expertise to deliver a consolidated block of training to the basic cadets. By collaborating across the institution and integrating DEOMI-certified EO instructors from other bases, USAFA was able to deliver a synergistic training experience covering the continuum of harm. This scenario-based, highly interactive, three-hour training discussed a range of possibilities from healthy relationships to sexual harassment to sexual assault. Basic cadets were able to understand the connection of the entire continuum and could articulate the association of inappropriate behaviors to a negative climate of acceptance of sexual assault and other related behaviors. The preliminary feedback and data indicate the training is effective and USAFA will continue to leverage this consolidated approach into training for the upperclassmen.

In addition, the USAFA SAPR office is updating training messages, in order to "rebrand" typical SAPR topics to resonate with cadets and leadership. Cadet Bystander Intervention Training (cBIT) has been revised to promote bystander intervention as taking care of fellow airmen, and is in line with the Airman's Creed "to never leave an airman behind". Similarly, the initial SAPR presentation on day 2 of BCT and subsequent day 10 BCT SAPR/EO training was revised to reflect early intervention and taking action as a bystander.

Additionally, many cadet-initiated programs were implemented during SAAPM. These programs took a very broad approach by discussing the continuum of harm and healthy relationships. A full discussion of USAFA SAAPM activities can be found in the response to LOE 1.15.

During APY 2015/16, the USAFA PEER (cadet-to-cadet mentorship) program consisted of 120 trained upper class cadets. PEERs serve as an information, support, outreach and referral resource for their classmates. The PEER program has been a staple to the CW in providing positive and effective resources to cadets. The PEERs are a trained local presence in the cadet squadrons that promote awareness for the continuum of harm from sexual harassment to sexual assault. Cadets are able to discuss a variety of issues with PEERs and may seek further guidance as to where they can go for additional assistance. PEERs are trained on the differences along the continuum and stand ready to refer cadets to Family Advocacy, Chaplains, SAPR, Military Family Life Counselors (MFLCs), or any other agency as indicated. For USAFA, PEERs function as a trusted colleague or frontline defense for the cadet squadrons to use as a resource and provide insight to the AOCs on the climate and any issues in their squadron (also described in 1.1 and 1.5).

Within AD, as previously discussed in LOE 1.1, SAPR partnered with AD and MFLCs to provide small-group healthy relationship training to ICs. In addition, AD developed a Code of Conduct, that all ICs (as well as members of the boxing and cheerleading teams) signed and acknowledged. Finally, AD participation was integral to SAAPM with their "Strike Out Sexual Assault" and other initiatives (see LOE 1.15).

1.3 Describe your efforts to publicize the punishments for misconduct or criminal offenses consistent with law and DoD regulations.

The Air Force Judge Advocate General's Corps (AFJAGC) is responsible for publishing outcomes of courts-martial via the AFJAGC public docket (<http://www.afjag.af.mil/docket/index.asp>).

Locally, USAFA/JA works with USAFA/PA to provide internal/external media releases concerning upcoming public hearings (e.g. Article 32 Preliminary Hearings and courts-martial) as well as providing internal/external notifications regarding the outcome of such hearings/court-martial. In advance of courts/hearings, PA creates and disseminates news releases to local media notifying them and inviting them to Article 32 hearings and courts martial. If external media attend any such hearings, PA facilitates their attendance to enable the publication of such misconduct or criminal offenses. This open and transparent approach has led to the publication of many stories on sexual assault legal proceedings at USAFA, particularly in the Air Force Times and the local Colorado Springs Gazette.

JA and PA also team with USAFA leadership to ensure that cadets and permanent party are notified of the results of cases. The most recent court-martial at USAFA resulted in an acquittal. Prior to the conclusion of the case, JA coordinated with PA and USAFA leadership to ensure that regardless of the outcome, an internal release would be distributed to USAFA personnel prior to the external release to local media thereby ensuring that USAFA personnel would first hear of the outcome from their leadership as opposed to through the news. In addition, during APY 2015/16, a cadet was prosecuted in Boulder, Colorado for sexual assault. Following that conviction, members of JA and the subject's AOC met with the cadet's squadron to discuss the outcome and answer questions -- the Commandant briefed the CW on the outcome as well. In January 2016, following the cadet's sentencing, JA and PA collaborated on an email that was used by mission element leaders to notify their respective personnel of the result. In both instances, SAPR personnel were conducting classes, and

were able to further clarify what those outcomes meant, answer questions, and lay out cadets' roles at the Academy and as future leaders in such cases. In addition, following the conclusion of court cases/disenrollment, the Commandant frequently addresses the CW to share the results (in the case of actions covered by the Privacy Act, the Commandant does not discuss the names of the individuals).

As previously mentioned, the Commandant of Cadets also holds class-wide All Calls with cadets at the beginning of the semester. A key portion of the All Call involves the Commandant briefing cadets on the results of recently closed disciplinary cases (without including any personal identifying information) and trending disciplinary issues. This briefing helps to highlight the fact that substantiated misconduct (especially criminal misconduct) can and will lead to consequences consistent with the infraction. In major cases that involve a high degree of scrutiny and attention, the Commandant addresses the CW as soon as possible, timed to not unlawfully influence or impact legal dispositions, ensuring cadets have an accurate understanding of the case and the consequences of the misconduct. In addition, in those particularly high-profile cases, USAFA leadership provides talking points to faculty and instructors to ensure that they have sufficient information with which to respond to cadet questions/concerns and that USAFA personnel speak with a consistent voice.

In addition to those broad outreaches, CW also has permanent party and cadet Status of Discipline meetings at least monthly, which allows for more detailed discussions of cadet discipline. These meetings include a discussion of significant disciplinary events, which are briefed to AOCs and cadet commanders. Personal Identifiable Information (PII) is removed when briefed at the cadet meetings, to prevent disclosure.

1.4 Describe your efforts to promote and encourage Academy leadership recognition of cadet/midshipmen initiated prevention efforts.

The Commandant of Cadets submits a Weekly Activity Report (WAR) to the Superintendent. This WAR typically includes many cadet accomplishments for the week, including cadet-initiated SAPR prevention efforts. The cadet-initiated events for SAAPM were also highlighted during the Commandant's presentation to the Board of Visitors (BOV). The Commandant of Cadets meets with the CW leadership twice a week, including a sit down meeting on Wednesdays, and a luncheon meeting on Fridays. This provides the Cadet Wing Commander and his/her staff the opportunity to share with the Commandant updates on cadet-initiated activities.

Recognizing the importance of including cadet leaders as part of the solution in improving the culture and climate at USAFA, CW sent a cadet representative to Washington DC to attend the Secretary of Defense's kick-off of the DoD's Lean-In Circle effort with Ms. Sheryl Sandberg. Lean-In Circles are small groups whose members meet regularly to learn and grow together. "Circles are as unique as the individuals who start them, but they all share a common bond: the power of peer support. Women are asking for more and stepping outside their comfort zones, and women and men are talking openly about gender issues for the first time" (<http://leanincircles.org>). This event spurred a flurry of activity at USAFA and ultimately resulted in more than 10 active cadet and permanent party Lean-In Circles. Ms. Sandberg also spoke with the cadets on gender issues in November 2015, which sparked further discussions to help raise the level of awareness of biases in our society.

Sixteen ICs were recognized by CW leadership at the BOV for their work with student athletes at Canon City High School (CCHS) in Canon City, Colorado. USAFA Cadets were requested by CCHS administration to work with high school student athletes after the school received national attention following a sexting scandal. The USAFA SAPR analyst designed a lesson addressing the social, biological and emotional impetus and consequences to sexting. JA and PA added legal and social media consequences of such actions to the lesson. The analyst trained the ICs to deliver this lesson in small groups to each athletic team. USAFA student-athletes serving as role models talked about appropriate uses of social media, leadership, and the attributes of having mutual respect for one another to the high school students.

Finally, the Student Athlete Advisory Committee (SAAC) for SAAPM were recognized for sponsoring a “strike out sexual assault” baseball game where ICs and fans in attendance were invited to take the “It’s On Us” Pledge and they also created a video that showed both ICs and Wing leadership taking a role in “breaking the cycle” of sexual violence.

1.5 Describe your peer-to-peer mentorship efforts and, if already established, describe findings and recommendations.

At USAFA, peer-to-peer mentorship occurs in a variety of different relationships, to include cadet-to-cadet relationships as well as relationships between permanent party members and/or relationships between senior leaders.

Regarding cadet-to-cadet mentorship, during APY 2015/16, the PEER program consisted of 120 trained upper class cadets. PEERs serve as an information, support, outreach and referral resource for their classmates. They are trained annually and then meet monthly to continue training and plan outreach and prevention events. During BCT, the PEERs (referred to as “Medical Guidance Officers”) ensured the wellbeing and balance of authority and support of cadet cadre toward basic cadets, as well as ensuring the emotional wellbeing of the basic cadets (also described in 1.1 and 1.2).

The PEER program is considered highly effective throughout the wing and installation. An anonymous survey provided to 750 cadets revealed 88% (651/750 cadets) would recommend PEERs to a friend. Only Chaplains at 93% scored higher with 695/750 (Source: Cadet Health and Wellness assessment taken during APY 2015/16).

Regarding peer-to-peer mentorship efforts involving permanent party, during SAAPM in April 2016, various faculty members from DF offered their expertise and volunteered to lead Brown Bag discussions with their faculty peers. Topics presented by faculty included: how to protect your child from sexual abuse, sexuality in later life, sexual assault worldwide, sexual violence against men, discussing sexual assault (for supervisors), *India’s Daughter* (film, 90 mins), rape culture and gender norms, and the AF SAPR Strategy. Also during SAAPM, DF hosted Volunteer Victim Advocate (VVA) peer discussions with various DF departments to discuss their role in the sexual assault reporting process, how to handle discussions with cadets, and to answer other questions.

In addition, AOCs meet weekly with each other and the CW chain-of-command to discuss and provide updates on ongoing investigations and disciplinary actions. This provides a forum for AOCs to learn from each other as well as from their leadership (Group AOCs and Commandant).

Finally, USAFA peer-to-peer mentorship opportunities also exist among senior leaders. For example, during APY 2014/15, the Superintendent introduced a quarterly meeting among the mission element leaders entitled Awareness, Accountability, and Action, during which each senior leader briefs one disciplinary-related action taken the previous quarter and the team discusses (lessons-learned, root causes, etc.). This provides an opportunity for a hot wash with the senior leaders, to include the Staff Judge Advocate (SJA), to mentor each other and share successes/failures related to military justice issues.

1.6 Describe your training and education approach that addresses appropriate, professional peer response to a victim and an alleged offender when a sexual assault is reported.

The SAPR training and education approach mirrors the officer development system (ODS) used at USAFA. This system provides all cadets a framework and set of strategies to accomplish the mission, which for SAPR is responding to and preventing sexual assault. Following the PITO model, first-year cadets master the primary responsibilities, skills and knowledge about prevention of sexual violence and sexual harassment. This foundational knowledge sets the foundation for continuing education that focuses specifically on cadet and leader response. During cadets' second academic year, the focus is on their role as proactive bystanders in our cBIT. Addressing behaviors on the continuum of harm with interactive exercises and discussions, cadets practice in the scenarios in addressing unprofessional behaviors and supporting victims and potential victims. The SME, who presents to the sophomore class, reinforces what cadets can do to support victims of sexual assault. Engaging the audience in discussion and interactive role-play, they address consent issues and their role in "opening the door" for victims to report and be supported.

Third-year cadets received a presentation that reflected the MAOCS results to address specific issues at USAFA. Examples of the themes identified from the MAOCS included: 1) beliefs that victims lie about sexual violence; 2) victims report to avoid trouble; and 3) numerous cadets were punished despite a finding that no crime had occurred. The presentation was aimed to dispel the myths identified in the MAOCs and also provided suggestions about how best to support both the victim and reported subject. Additionally, the presentation touched upon the roles of tactical/team leaders, which is consistent with the PITO model and ensures leadership support for the victim and reported offender.

This year, seniors received a briefing from Ms. Anne Munch, a former prosecutor in Colorado who serves as a SME and consultant to military services and universities on sexual assault prevention and response. Ms. Munch's briefing focused on the role of cadets as leaders of sexual assault prevention and response. Her presentation included topics on the influence of social response to sexual violence and how cadets, as leaders, should respond to victims.

In all cadet SAPR training and specifically, during Healthy Relationships Training (HRT) conducted with athletic teams, facilitators addressed the need to support both victim and

subject as teammates, peers, and leaders at USAFA while allowing the legal process to work. Robust discussions centered on the need to balance individuals' rights and protect member's safety.

Following the conclusion of two sexual assault cases in APY 2015/16, JA teamed with the CW to brief cadets and AOCs regarding the results and provide clarity on the cases. These briefings/discussions were in response to a concern that in both cases the victims and offenders were being verbally attacked on social media, specifically Yik-Yak, a social media platform in which individuals can post anonymously. Following one case, which resulted in a conviction, it was clear that much of the criticism of the victim on Yik-Yak was based on misunderstandings of the facts and law related to the case. The AOC of the subject's squadron asked members from JA to meet with the cadets to assist in explaining the facts and process. This briefing was a huge success in that the cadets asked significant questions and it became clear that much of their concern was based on misunderstandings⁸. Following the other case, which resulted in an acquittal, several members of cadet leadership raised concerns to the Commandant that there was a perception "that because the case resulted in an acquittal it must mean that the victim was lying and, therefore, should be subject to the Honor Code". JA met with all of the AOCs in the Cadet Wing in an attempt to "Train the Trainer" to answer questions and provide talking points. The Commandant then directed the AOCs to meet with their squadrons to ensure that the cadets understood that an acquittal does not necessarily mean a victim was lying and to discuss the appropriate means of responding to sexual assaults, to include after a finding is made.

There are many additional training and education opportunities, that address mutual respect and treating others professionally and with dignity. These discussions happen at the squadron level with commanders. In addition, as discussed in LOE 1.1, developmental appropriate Gender Forums occur within each year of cadet development.

1.7 Describe your efforts to engage with community leaders and organizations to develop collaborative programs, and ensure cadets/midshipmen are aware of local sexual assault support resources.

Last spring, two faculty members and three VVAs from the DF, collaborated with representatives from AD, CW, and SAPR, and established the Colorado Springs SA/Domestic Violence prevention network. USAFA hosted the initial meeting of this group that consisted of representatives from the four higher education institutions in Colorado Springs, as well as sexual assault/domestic violence response agencies (TESSA, Jana's Campaign⁹, and Finding Their Voices). Twenty-nine individuals attended the first meeting in March 2016, with the intent to collaborate, share best practices, and generate ideas for leveraging area resources. Based on this initiative, the organizations have since shared guest speakers at each other's events, participated on panels, and plan to continue to meet

⁸ For example, several cadets had heard rumors that the victim had not testified at the trial or that she had recanted her allegation, both of which were not true. Other cadets had interpreted a statement in the local paper that the conviction was a "split verdict" to mean that the jury tied 6-6 in determining whether the accused was guilty. In fact, the term "split verdict" meant that the accused was convicted of some offenses but acquitted of others.

⁹ A national organization focused on reducing gender/relationship violence. Jana's Campaign sponsors workshops for universities and high schools.

quarterly. USAFA has plans to sponsor a citywide Denim Day Campaign¹⁰ in 2017 to promote awareness.

Furthermore, SAPR routinely includes information about local resources, including medical, counseling and legal services, in their training sessions. In addition, the “Helping Agencies” icon, which is available on all USAFA computers (to include laptops issued to cadets), contains links and phone numbers to various military and local Colorado helping agencies and resources. Finally, the USAFA SAPR Guide (discussed in more depth in response to LOE 1.11) also contains references to outside resources and a discussion of Colorado State Laws concerning sexual assault reporting options.

1.8 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and other educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.

As discussed in LOE 1.6, last spring, faculty members and three VVAs from the DF, collaborated with multitude of agencies and individuals (see LOE 1.7). Additional collaborative efforts included; the visit and briefing by Ms. Anne Munch (see LOE 1.6) and a discussion of sexual assault-related issues at the Conference of Service Academy Superintendents (COSAS) and Service Academy Legal Teams (SALT) in April 2016.

In addition, throughout the Boulder County prosecution of a Cadet, USAFA/JA coordinated and collaborated with Boulder investigators and the Boulder District Attorney on witness issues/availability and care for the cadet victim (who was represented by an AF SVC). Following that prosecution, the legal teams and investigators from USAFA and Boulder met to discuss lessons learned as well as to share ideas on best practices for investigations and prosecutions of sexual assaults, specifically those involving college students/cadets.

USAFA also sent six senior leaders to Leadership Team Awareness (LTAS) training at DEOMI schoolhouse at Patrick AFB, FL. The training included: 1) Socialization; 2) Privilege; 3) Power/Prejudice/Discrimination; 4) Capitalizing on Diversity; and 5) DoD SAPR’s Way Ahead. The intent of this course was to identify issues early and to work on addressing them before they become a significant event to the unit and its personnel. The training provided an opportunity for leaders to share thoughts and ideas to better mitigate issues in the future. Insights gained from the course will enable USAFA to put forth improved practices in the upcoming APY.

As previously discussed, the main effort to integrate sexual assault and sexual harassment prevention in APY 2015/16 occurred during BCT. During the summer of 2015, an inaugural event occurred where EO, SAPR, and CW Human Relations combined expertise to deliver a consolidated block of training to the basic cadets. Institutional collaboration coupled with an external team of DEOMI-certified EO instructors delivered a synergized training experience that covered the continuum of harm. This 3-hour training block discussed the continuum of harm from healthy relationships and sexual harassment to rape. This highly interactive

¹⁰ The Denim Day Campaign originated in response to a ruling in the 1990s by the Italian Supreme Court which overturned a rape conviction because the justices concluded that because the victim was wearing tight jeans, she must have assisted her rapist in removing her jeans and therefore consented to the sexual act.

scenario-based training has received superior feedback than previous PowerPoint-based training. Basic cadets were able to see the connection of the entire continuum, and understood how inappropriate behaviors and micro-aggressions can eventually lead a climate to the negative and destructive acceptance of sexual harassment and related negative behaviors. This training was very well received and USAFA will continue to leverage this consolidated approach into training for the upperclassmen as well. USAFA will also assess this lesson beyond likability to objective measurable behavior change in APY 2016/17 (also discussed in LOE 1.9).

The CW also engages in community collaboration efforts when requested. As mentioned in LOE 1.4, during APY 2015/16, administrators from CCHS in Canon City, Colorado contacted USAFA for assistance in addressing a sensitive issue among their students. CCHS made national news when it was discovered that their high school students were participating in widespread “sexting” by trading inappropriate pictures of themselves within the school and to surrounding high school students. Given the superb reputation of USAFA cadets, CCHS reached out and requested that a team of Academy cadets visit CCHS and mentor their high school students on proper behavior and the far-reaching impacts of sexting. Given the heavy involvement of CCHS athletes in the sexting incident, USAFA’s Athletic Department nominated top-caliber ICs to lead the discussions. SAPR developed the lesson and trained the ICs who actually led the training. This outreach event was a resounding success as indicated by feedback from the ICs, CCHS students, and CCHS faculty. USAFA is looking forward to using this initiative as a springboard to engage in similar, but more proactive programs with the local community.

Finally, as discussed in detail in LOE 1.1, USAFA has partnered with Dr. Botvin and his organization on developing the CHiPS program for cadets.

1.9 Describe your efforts to reduce the likelihood of high-risk behaviors and personal vulnerabilities to sexual assaults and other crimes against persons. Include efforts to collaborate with law enforcement, alcohol and substance abuse officers, and any community involvement efforts that expand DoD and Service policies beyond individual use.

As highlighted previously in the Executive Summary and LOE 1.1, a primary means of reducing high-risk behaviors is through the newly introduced evidence based CHiPS program.

In addition, recognizing that use of alcohol is a high-risk behavior often associated with incidents of sexual assault, CW has a robust alcohol prevention and education program aimed at reducing the prevalence of unhealthy alcohol use. In cases of known underage drinking, or when a cadet’s consumption of alcohol outside the directions set in the Cadet Sight Picture (CSP), the USAFA regulation governing cadet standards, the cadet’s commander must refer the cadet to the Substance Abuse Prevention Services (SAPS). SAPS is a clinical assessment and education service designed to determine if a cadet has a substance abuse issue. If a cadet is found to have a substance abuse issue, the cadet is referred to 10th Medical Group’s Alcohol, Drug Abuse, Prevention and Treatment (ADAPT) program. The primary role of SAPS is to educate cadets on the value of abstinence (if they choose), and responsible drinking (if they choose to drink after reaching legal age). Cadets

participating in the SAPS program are taught that SAPS and ADAPT is an educational program, not punishment.

Cadets are taught by leadership, JA/SAPR personnel, and other support agencies that Air Force policy and the military way of life requires responsible behavior when consuming alcohol and personal responsibility is paramount. Additionally, guidelines are identified in the CSP to ensure that cadets who know they will be consuming alcohol during official functions must get commander approval and if the cadets are sponsoring an event that will have alcohol available, they have a face-to-face meeting with the Vice Commandant of Cadets who reinforces the expectations of professional behavior and the legal responsibilities of those not of legal drinking age. This puts the onus on the cadet leadership and reminds them that this is part of the responsible behaviors expected. During APY 2015/16, only 64 cadets (<2% of the cadet wing) were involved in alcohol-related incidents. The incidence of alcohol-related misconduct has steadily decreased over the last five years and is much less prevalent at USAFA than civilian colleges.

The other primary means of educating cadets about high-risk behaviors is the healthy relationship discussions with ICs, recognizing that high-risk behaviors are closely associated with unhealthy relationships. As previously mentioned in LOE 1.1, the athletic department, in partnership with USAFA SAPR and the MLFC, conducted healthy relationship training for all 27 IC teams. This training, conducted within individual teams and in small groups, discussed the components found in healthy, positive relationships, mutual respect, and effective communication. During the session, the facilitators and student-athletes candidly discuss topics including generational communication, phases of dating, relationship “red flags”/“deal breakers”, and strategies for communicating and recognizing consent and lack of consent.

1.10 Describe your progress in developing and/or enhancing sexual assault deterrence measures and messaging and outline how this is being extended to your Academy.

USAFA SAPR assisted in implementing multiple advances to deter SA in this APY, to include changes to previous training programs and locations of SAPR training and outreach and awareness events.

DF faculty, in collaboration with SAPR/VVA staff, created a website to disseminate information and materials for faculty to use in classroom discussions during SAAPM. The website includes information about the volunteer victim advocate program (VVA) and faculty VVA contact information, SAAPM initiatives, a link to a video created by cadet athletes speaking out against SA, and SA information slides (such as prevalence rates of SA, myths and misperceptions about SA, and DoD policy). These slides were provided to educate faculty, and as a resource for classroom discussion during SAAPM (the Dean encourages faculty to spend 3-5 minutes at the beginning of each class on SA related discussion during April 2016). Example topics include: education on physiological response of assault victims, (“freeze” during the attack), addressing the myth of false accusation and a session titled, “What is Sexual Assault Awareness and Prevention Month All About and How Does it Apply to Me?”

During APY 2015/16, a faculty member from the Department of Behavioral Sciences and Leadership (DFBL) worked with a team of cadets to develop social media platforms (primarily

on Facebook and Twitter) to facilitate SAPR messaging. Termed “Stand Up for What’s Right USAFA!”, the websites are designed as a platform for the USAFA community to stay current with SAPR topics and events occurring during SAAMP and throughout the year. The websites are still in the early stages, but they are gaining momentum. USAFA plans to promote future messaging in the form of “retweets” or “reposts” by Senior USAFA Leaders. Details can be viewed at <https://www.facebook.com/Stand-Up-USAFA-203430570040448/> and <https://twitter.com/StandUpUSAFA>. DF has also sponsored or supported SA-related faculty meetings and brown bags luncheon (see LOEs 1.1, 1.2, and 1.5).

A large contributor to enhancing sexual assault deterrence involves how command responds to allegations of sexual assault. The process for handling reports of sexual assault is explained in greater detail in the responses to LOE 2.4 and 3.1. As it relates to deterrence, USAFA/JA and the Commandant strive to ensure that allegations of sexual assault are investigated thoroughly and when sufficient evidence exists to support disciplinary action, an appropriate disciplinary action is taken for the sexual misconduct as well as to any collateral misconduct of the accused arising from or related to the sexual misconduct. In addressing this misconduct, JA, PA, and CW work closely together to develop an internal and external communications plan to: 1) provide transparency of the military justice processes (while also protecting privacy interests); and 2) enhance general deterrence by ensuring that the entire CW is reminded of the consequences of such misconduct.

In addition to working with JA and CW to develop communication plans for specific case outcomes, PA also provides messages for USAFA leadership on the topics of respect, sexual assault prevention and a healthy culture and climate. This year, PA created a central portal on SharePoint and posted the messages and talking points on this issue so leaders and anyone at USAFA can get them at any time. USAFA leaders use the messages not only for USAFA personnel, but also to outside audiences to highlight the efforts taken to prevent sexual assaults at USAFA.

1.11 Describe your training plan to ensure cadets/midshipmen know what constitutes the various types of retaliation (e.g., reprisal, ostracism, maltreatment) in accordance with Service regulations and military whistleblower protections. Include your Academy’s written guidance on what actions are available to the chain of command when they become aware of these complaints.

The USAFA SAPR Guide (available to all cadets/personnel via the Helping Agencies Desktop Icon described earlier) specifically outlines the definitions of reprisal, retaliation, coercion, and discrimination as well as the Commander’s role in ensuring that victims are protected from retaliation and reprisal.

As part of the standard intake procedures, IAW AFI 90-6001, para 2.5.3.8, upon making an unrestricted report, SAPR personnel are required to inform the victim about the definition of retaliation and reprisal as well as the process for reporting such retaliation and/or reprisal. Per the guidance in AFI 90-6001, para 1.4.16, SARCs/VAs, with the consent of a victim, will notify the inspector general (IG) and SJA if a victim feels as though they have been reprised or retaliated against. If a victim has an SVC/SVP, those individuals will also discuss reprisal/retaliation during their initial intake procedures.

The IG also provides training to cadets during in-processing at the Helping Agency briefing. This briefing includes reprisal and military whistleblower protections. Additionally, the IG trains and provides awareness of complaints resolution to commanders, instructors, and staff via briefings to all newly assigned USAFA permanent party at Newcomer's Orientation, briefings at the AOC/Academy Military Trainer (AMT) School, and training to newly assigned commanders (AOCs on IG programs). IG also provides semi-annual training to all USAFA key leaders and disseminates USAFA/IG visual aids in high traffic areas around the base, to include cadet areas. IG also performs unit visits that help determine the economy, efficiency, and discipline of units. Finally, the Commandant of Cadets Commissioning Education Division provides an IG briefing to cadets during the commissioning education classes governed by AFI 36-2014, Commissioning Education Program.

During a sexual assault investigation, Air Force Office of Special Investigations (AFOSI) investigators will inform JA and the respective commanders if those they interview feel they have or will experience retaliation due to the investigation.

In addition, IAW AF discharge instructions, when ANY individual is notified of discharge or disenrollment, they are notified that if they believe the action is the result of reprisal/retaliation for making a report of sexual assault, they can voice those concerns to the GCMCA, which at USAFA is the Superintendent.

1.12 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing the effectiveness for all SAPR and POSH training. Include improvements made as a result of your assessment;

- **Include copies of SAPR and POSH lesson plans/curriculum training supportive documentation as for: Academy Leadership, Academy faculty and staff (e.g., professors, instructors, coaches, and other personnel, first responders (Sexual Assault Response Coordinator (SARC), SAPR VAs, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors (EOA), special victims' advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, judge advocates, law enforcement agents, drug and alcohol abuse personnel, off-base providers, and Victim Witness Assistance Program (VWAP) personnel)**
- **Training for cadets and midshipmen that is iterative, and demonstrate how later training reinforces and builds upon earlier training**

As previously mentioned in the Executive Summary and LOE 1.1, as required by DoD learning objectives, USAFA SAPR training for cadets incorporates the best practices of adult learning theory, and evidenced-based prevention. During training cadets, engage in role-play, small and large group discussions, case studies and scenarios. Cadets also have the opportunity to share their personal experiences through large group presentations and interactive small group training. USAFA focuses training to specifically target the year group by using PITO (officer development model) model as suggested by DoD core competencies, which addresses their developmental level and leadership responsibilities. Throughout the four years at USAFA, cadets receive education about reporting, response, prevention and accountability. All required DoD core competencies and learning objectives for pre-commissioning are met by SAPR training and education.

In terms of assessing the effectiveness of this training, USAFA has a renewed focus on the assessment of effectiveness for all SAPR training. An evaluation of the quality of training and any possible influence on behavior change as a result is being collected and evaluated. In addition, formal feedback through paper/online surveys, and informal focus groups has provided information to guide future programs. For example, after cadets received the EO/SAPR training on day 10 of BCT, they were asked to provide feedback that assessed how they like the session. The tool evaluated the; knowledge they gained, measured how they would react in specific scenarios, and provided the opportunity to make any suggestions for improvements to the program. These data were used along with facilitator feedback to make revisions to the lesson for next year. Similar assessments were conducted after guest speaker presentations and other SAPR training and education. Assessment outcomes are used to inform educators and for curriculum improvement.

DF faculty attended the Respect the Red Line training focused on recognizing behaviors and attitudes along the continuum of harm (from mildly sexist, to harassing behavior, to sexual assault). Departments then met for small group discussions based on modules provided by the SAPR office. Rigorous assessment of SAPR training for cadets began this academic year. Existing longitudinal data tools such as the MAOCS, Service Academy Gender Relations (SAGR) surveys and focus group results, Illinois Rape Myth Study, Defense Sexual Assault Incident Database (DSAID) and other USAFA specific studies are used to measure program effectiveness by examining number of reports, prevalence, skills development and implementation, and changes in culture/climate. Specific assessments of SAPR training and education, mostly through surveys and questionnaires, are used to assess reaction and learning. These evaluations are then used to adjust curriculum, discussion, and the training plan. For example, this year's MAOCS results were used as the basis for third academic year (junior) cadets' SAPR training. Ultimately, these assessments will be used to measure behavior change and targeted outcomes.

SARCs and full-time SAPR VAs attend the Air Force's SAPR course at Air University at Maxwell AFB that has been approved by DoD. They also receive Air Force provided annual refresher training. All active duty and civilians, to include professors, instructors and coaches, at USAFA receive the required annual SAPR training, "Respect the Red Line". The AOCs received SAPR training that was developed for commanders by HQ Air Force SAPR as well as additional information specific to USAFA and cadets. All training developed by Air Force SAPR meets the required core competencies and learning objectives.

Concerning training of VWAP and JA personnel, refer to the response to LOE 3.3. For information regarding the training of MCIO personnel, refer to the response to LOE 2.2.

Lastly, the 10th ABW/EO provides training as prescribed and directed by AFI 36-2706. This training is conducted for all newly assigned personnel on USAFA when they first arrive. Senior leaders such as, commanders, first sergeants, AOCs, and AMTs all receive a Key Personnel Briefing. Finally, all new Air Force employees are required to attend 2.5 hour First Duty Station SAPR training. All three trainings cover the definition of sexual harassment and reporting requirements for allegations of sexual harassment.

1.13 Provide an update and outcomes of your Academy’s submission of locally produced sexual harassment awareness and prevention related training plans reviewed by the Defense Equal Opportunity Management Institute (DEOMI).

Currently cadets have three opportunities to receive DEOMI-approved sexual harassment and prevention related training. During BCT, basic cadets receive a 3-hour block of instruction, which covers the entire continuum of harm. This is a combined training provided by the CW HRT&E, SAPR, and EO professionals from USAFA and neighboring bases. The lesson is produced at USAFA and is DEOMI approved (DoD requirements state that a DEOMI approved EO representative at the base level can approve locally developed trainings). In addition, during their first (senior) and third class (sophomore) years, cadets receive Human Relations Training (HRT) as part of their commissioning education (CE) program. These modules are known as CE 200 and CE 400.

In addition to the three training opportunities discussed above, during APY 2015/16, on 24 August 2015 CW dedicated a portion of their training day to resiliency discussions on sexual harassment. AOCs led these discussions, and then squadrons broke into small group discussions to bring additional perspective and further reinforce the subject matter. The emphasis was on integrating the information sooner in the cadet career, rather than later when the consequences can have a greater, negative impact when on active duty and leading Airmen.

As the installation EO office, 10th ABW/EO does not develop locally produced sexual harassment related training plans. The EO office utilizes the Air Force approved Sexual Harassment and Education (SHAE) lesson plan for permanent party personnel on USAFA. SHAE training is a one-hour block of instruction utilized when the request is made to conduct sexual harassment training. Currently, USAFA/CW HRT&E staff are not assigned to 10th ABW/EO. There is currently one EO practitioner who is DEOMI trained assigned to the Cadet Wing staff. Any locally developed training plans for cadets would be originated and coordinated from the HRT&E office through the installation EO Director for approval by the Installation commander. This is in accordance with AFI 36-2706 para 1.19.13 and 1.20.9. as well as DoD Directive 1350.5 para 6.2.14 that the Secretary of the Military Departments’ responsibility is to: “Ensure that all military personnel, including command selectees and flag and general officers, receive adequate training in EO, human relations, and prevention of sexual harassment on a recurring basis, and at all levels of PME. Service-wide training programs, when not conducted by DEOMI personnel, shall be submitted to DEOMI for prompt review and comment.” Any locally developed sexual harassment lesson plans being taught at USAFA are not “service-wide training programs” and should not be submitted to DEOMI for approval. USAFA follows AFI 36-2706 for locally developed lesson plan approval as stated above.

1.14 Describe your efforts to evaluate sexual assault and sexual harassment awareness and prevention training to determine effectiveness and the information is used to make necessary modifications.

The effectiveness of sexual assault awareness and prevention training is assessed utilizing multiple methodologies including class evaluations, questionnaires, and surveys. Initial efforts focused on anecdotal reactions to trainings and personal experiences of cadets with sexual violence. This academic year’s assessment has expanded to include learning outcomes

assessment and application of information for behavior change. These surveys are conducted at the conclusion of trainings by either paper or online surveys. Facilitators are also asked to provide feedback regarding the training sessions. The USAFA SAPR analyst uses both qualitative and quantitative data to modify curriculum as needed. This iterative process has just begun to reach the level of depth needed. USAFA anticipates implementing evidence based interventions and a more robust program analysis in APY 2016/17.

1.15 Describe your efforts to execute Sexual Assault Awareness and Prevention Month or Sexual Harassment Awareness Month activities and how your Academy evaluates their effectiveness.

APY 2015/16 saw one of the largest efforts towards SAAPM at USAFA and more importantly, the increased effort was primarily a result of cadet-initiated efforts across the mission elements, to include CW, DF and AD.

Over the previous two academic years, DF has become increasingly more involved in SAAPM. This year cadets, under the direction of the Vice Commandant of Cadets and the Director of the Commandant's Issues Team from CW, created a broad array of cadet-led academic-related SAAPM activities. DF was involved in supporting, mentoring, and advertising these initiatives. Faculty from DF collaborated with cadet leadership to show *The Hunting Ground* and *The Invisible War* and participated in a panel following the films. (Note: Last year, with funding from the Dean, USAFA SAPR purchased unlimited viewing rights to *The Hunting Ground*, and was made available USAFA-wide, and at least one other Mission Element, the Prep School, has utilized for students). Faculty also mentored cadets participating in the Cadet TED talks (talks on subjects related to sexual assault and prevention, created and presented by cadets with faculty oversight).

In addition, there was a broad support and awareness campaign across DF that included creating and displaying 48 SAPR posters and flyers; posting large teal ribbons throughout DF; and wearing smaller teal ribbons. DF faculty were also encouraged to engage in brief classroom discussions on topics related to SA prevention. In particular, faculty were encouraged to address healthy relationships. A slide-deck with data and talking points, video clips, and scenarios were made available on a webpage for faculty to use in these discussions.

DF also participated in SAAPM in various other ways. The Behavioral Sciences and Leadership Department (DFBL) provided office space within the academic building (Fairchild Hall) for a SARC VA during the month of April 2016 and continuing throughout the summer to provide additional accessibility and visibility for SAPR. In addition, in support of National Denim Day (denimdayinfo.org/about/), the Dean gave permission for all DF civilian faculty and staff to wear denim (jeans) on 27 April 2016 and discuss the background on Denim Day with student (for this initiative USAFA obtained buttons and posters from the El Paso County SA/DV support agency (TESSA) for this event. The Department of English sponsored a Social Impact Theater performance by the cadet theater group "Blue Bards," which involved performances and follow-on interactive discussion involving various, realistic relationship situations. To encourage participation in these activities the Dean sent weekly emails and flyers updating SAAPM activities (time, location, and event POCs) to all DF faculty and staff (about 900 individuals) and key points of contact in the other mission elements (CW, ABW,

AD, and the SARC office). Finally, although not officially connected to SAAPM, there were a number of mandatory Gender Forum talks (for cadets) also scheduled during April. Many of these talks were on themes related to SAAPM objectives (such as healthy relationships and the chemistry of sex). Some DF faculty were speakers at these forums.

Within AD, as previously discussed in LOE 1.4, during SAAPM the SAAC sponsored a “strike out sexual assault” baseball game in which ICs and fans in attendance were invited to take the “It’s On Us” Pledge and they also created a video that showed both ICs and Wing leadership taking a role in “breaking the cycle” of sexual violence.

Within CW, several cadets volunteered to lead and organize events and hundreds of cadets participated in the events. Cadets organized a Poetry Slam event in which cadets presented original material ranging from a somewhat light-hearted approach to serious and emotional, heartfelt performances. The cadets also organized a 5K “Chromatic Run” in order to raise awareness and show support. SAAPM culminated at the end of the month with a concert and motivational speech by the group “Recycled Percussion”. This event was intended to bring the wing together and highlight that mutual respect is a cornerstone value that paves the way to reducing sexual harassment, assault, and many other societal challenges.

In addition to the initiatives by CW, AD and DF, USAFA/JA partnered with SAPR, AD and CW to put on a sexual assault mock trial titled "Got Consent?" Permanent party and cadets, including the entire USAFA Men's Water Polo team were in attendance. Following the mock trial, attorneys from JA led a discussion concerning the role of alcohol and sexual assaults with the attendees and also led Q&A session, in which attendees could ask questions about the military justice process and laws pertaining to sexual assault.

Consistent with USAFA’s theme of addressing sexual harassment and sexual violence through a multidisciplinary approach, SAAPM transcended all aspects of USAFA and cadet-life.

1.16 Describe your efforts to publish, evaluate, and modify (if necessary) Academy policy on sexual harassment and sexual assault.

The DoD and AF have established policies on sexual harassment and sexual assault that also govern USAFA. These include the Uniform Code of Military Justice (UCMJ) and various regulations and instructions. In addition, the CSP provides additional guidance specific to cadets concerning the zero tolerance policy for sexual assault and sexual harassment.

In addition to these regulations, in August 2015, USAFA/JA authored and published a comprehensive SAPR Guide, which consolidated the DoD, AF, and USAFA policies referenced above. The Guide also provides USAFA-specific implementations of those policies. For example, applying the mandatory reporting rules to the unique positions and relationships at USAFA. The Guide was distributed to all Mission Element leaders at USAFA and is accessible to all USAFA personnel via the Helping Agencies desktop icon. In March 2016, USAFA drafted a concise SH&V policy for the Superintendent's signature. The draft policy was coordinated among mission elements; however, prior to being forwarded to the Superintendent, USAFA/CV (with the recommendation of SARC & JA) decided that it would be best to incorporate the SH&V policy and SAPR Guide into a more formal and official

USAFA Instruction. As a result, the update to the SAPR Guide (which will incorporate the Interim Changes to AFI 90-6001 as well as incorporating additional sections to include Metrics and Training) and the execution of the SH&V Policy was delayed. These documents are in draft form and implementation is planned for the end of APY 2016/17.

1.17 Describe your plans for APY 16-17 that pertain to delivering consistent and effective prevention methods and programs. Describe 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 CW acknowledges the need for more locally produced and DEOMI-approved sexual harassment awareness and prevention related training programs. Currently within CW, there is a vacancy for an EO E-7 who would be qualified to develop curriculum. Once that position is filled, the CW will start developing approved training tailored specifically for USAFA cadets. Once this new training is produced, it would then be approved by the 10 ABW EO Director or directly by DEOMI. Two evidence-based prevention programs: Green Dot and CHiPs will be added APY 2016/17. The CHiPs program is described in executive summary and LOE 1.1.

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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.”

Similar to USAFA's approach to prevention, USAFA's approach to investigation, accountability and victim-care focuses on maximizing the synergy among the multitude of helping agencies and command at USAFA. For the Investigation Endstate, this means ensuring communication among all involved in the process.

To this end, AFOSI and JA update the Superintendent and Commandant at least bi-weekly, and more often if case load dictates, as to the status of each case and where the agency is within the investigative process. The senior leadership heavily emphasizes continuous communication regarding the status and progress of each case.

AFOSI Detachment (Det) 808, 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. The Air Force has successfully established a worldwide special victim capability, primarily comprised of 24 sexual assault investigators and 13 Senior Trial Counsel - Special Victims Unit (SVU). One of the 24 full-time sexual assault investigators hired by AFOSI is stationed at USAFA, and serves as the AFOSI primary special victim capability investigator and sexual assault investigation SME. USAFA also received a second full-time sexual assault investigator in the Fall of 2016. AFOSI Det 808 continues to meet and exceed the standards for investigative timeliness and sufficiency, with the majority of sexual assault cases being resolved under the 75-day metric, while those exceeding are due to extenuating circumstances (evidence, additional allegations and victims, etc.). Constant communication between OSI, SJA, VAs and SVCs is key to this success and additional OSI instructions further codify these partnerships and information sharing processes.

In terms of training, the AFOSI Det 808 Commander, two criminal investigations agents, and the full-time sexual assault investigators are graduates of the Air Force's Sex Crimes Investigator Training Program (SCITP) at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia. AFOSI has made numerous improvements over the past few years in agents' ability to conduct sexual assault investigations (refer to the DoD Annual SAPR Reports for additional information on AF 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 SCITP. Further, Det 808 has a Joint Sexual Assault Team (JSAT) at USAFA. The JSAT consists of special sexual assault agents and a specially trained Security Forces member 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 at least bi-weekly with the USAFA Commandant of Cadets and SJA to discuss AFOSI Det 808 investigations affecting the CW. Additionally, the AFOSI Det 808 Commander attends monthly USAFA Superintendent's CMG, which includes the SARC, victim's leadership, AFOSI, USAFA/JA, and various other representatives from victim care organizations on USAFA. Prior to each CMG, the AFOSI Det 808 Commander and USAFA/JA, meet with the USAFA Superintendent or the USAFA Vice Superintendent to discuss AFOSI Sexual Assault investigations in detail than would not be appropriate for the actual CMG. Finally, in APY 2015/16, the Superintendent requested an additional quarterly update, during which OSI and JA meet with the Superintendent, Commandant, and 10 ABW Commander to discuss any high visibility cases, most of which involve allegations of sexual assault.

To ensure sufficiency of their investigations, 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 that reveal information probative to the elements).

Consistent with AFOSI requirements, 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.

As evidence of AFOSI Det 808's superb handling of investigations, the DoD Inspector General (DoD/IG) annually reviews a random sample of sexual assault cases for investigative

sufficiency. From 2013-2015, AFOSI Det 808 has had no major investigative deficiencies in 100% of the cases assessed. In comparison, a review of cases that closed in 2010 that was published on 9 July 2013, reported 89% of the AFOSI investigations reviewed had no major investigation deficiencies. This clearly demonstrates an improvement in the quality of AFOSI sexual assault investigations over the last three years – a testament to the increased focused on training, communication, and collaboration by AFOSI Det 808.

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.

AFOSI recruits receive entry-level investigative training at the United States Air Force Special Investigations Academy (USAFSIA) at FLETC. USAFSIA is charged with converting AFOSI's training requirements into field capabilities. USAFSIA's reach encompasses basic agent training, credentialing, as well as advanced investigative and wartime mission training. New AFOSI special agent recruits begin training at FLETC with an 11-week course entitled the Criminal Investigator Training Program (CITP). Trainees from almost all federal investigative agencies attend this course. CITP provides basic investigative training in law, interviewing, 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 undergo eight 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, confidential informant management, the role of investigative experts, computer crime, and forensic sciences. In addition, students receive training on Military Rules 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 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 early in 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 15 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 conducted hands-on training with an AFOSI Forensic Science Consultant (FSC) focused on sexual assault crime scenes. AFOSI Det 808 agents processed the mock sexual assault crime scenes and received 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 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 online web-based refresher-training course developed by HQ AFOSI specifically for its agents. The course is designed to fulfill the DoD 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, and 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 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 FY 2013 NDAA 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, predatory behaviors of sexual assault perpetrators, progressive 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 AF Office of

The Judge Advocate General conduct four to five iterations of SCITP annually. SCITP is accredited by FLETC. Currently, four AFOSI Det 808 personnel are SCITP-certified.

2.3 Describe your Academy's progress in implementing Special Victim Investigation and Prosecution Capability for Military Criminal Investigative Organizations (MCIO): include efforts that ensure that the first investigator to make contact with the victim, informs the victim of the availability of Special Victims' Counsel (SVC) services, as an extension of legal assistance for crime victims, in accordance with Section 1565b of title 10, United States Code, utilizing an overprint to the DD Form 2701, Initial Information for Victims and Witnesses of Crime (provide a copy).

USAFA has implemented the SVIP Capability by ensuring early and frequent communication among AFOSI, JA, VWAP, SARC, and SVC throughout the investigative and prosecution process. Once they are informed of an unrestricted report of sexual assault, SARC immediately notifies OSI and JA. USAFA/JA's Chief of Military Justice meets weekly with OSI to advise on investigations; in fact, a judge advocate (JAG) observes nearly all on-going victim and subject interviews to provide real-time input. The Chief of Justice also meets weekly with the SJA, military justice attorneys/paralegals and Victim Witness Program Coordinator (VWAP) to ensure that the VWAP receives the latest case updates. The VWAP in turn provides weekly updates to victims (often through their SVC).

When JA is initially notified of sexual assault allegation involving a military member, counsel who has attended sexual assault investigation course (either the Air Force's Sexual Crime Investigations Training Program (SCITP) or Army CID's SVU Investigation Course (SVUIC)) will always be assigned to the case and will observe both victim and subject interviews. In addition, prior to taking disposition on sexual assault cases, the Chief of Justice consults with an SVU-senior trial counsel (STC). Often, prior to an Article 32 hearing, an SVU-STC is assigned to a case, is available throughout the process for consultation, and is ultimately detailed to lead the prosecution team should the case proceed to trial. In addition, many of the OSI agents and JAGs at USAFA have attended advance training related to sexual assault, to include the SCITP at FLETC. USAFA has also hired a civilian attorney to provide oversight of the military justice attorneys and trial counsel -- the civilian attorney has extensive experience in military justice to include prosecuting and defending sexual assault cases (as well as supervising attorneys who prosecute/defend sexual assault cases). The civilian attorney meets with all attorneys weekly for litigation training during which the civilian attorney leads litigation training and discusses progress on pending cases. Finally, in addition to services provided by USAFA/JA, all victims of sexual assault will be offered the opportunity to consult with a SVC/Special Victims Paralegal (SVP). USAFA now has both an SVC and SVP assigned to USAFA within the cadet area to meet with and advise cadet victims. Typically, when an allegation is made, SARC or OSI will have initial contact with the victim and would be the agency responsible for notifying the victim of his/her right to consult with a SVC. In addition to services from the SVC, USAFA/JA also has a VWAP who will either contact the victim directly (if no SVC) or contact the victim through his/her SVC to keep him/her apprised of developments in the case on a weekly basis.

In addition to the procedures discussed above, AFOSI Instructions have formalized additional procedures for sexual assault investigation to ensure prompt and continual coordination between SVIP members, including advising victims of the opportunity to be represented by an

SVC prior to interview, as well as individual coordination with each member and joint coordination in various forms (Central Registry Board (CRB), CMG, telephonic consults, in-person meetings, etc.). Investigating agents will inform a victim of the opportunity to be represented by a SVC prior to interviewing them and provide them with a DD form 2701 describing the services available.

With respect to sexual assault training for JA personnel, JAGs are required to complete annual training related to handling sexual assault cases; these requirements include SAPR First Responder Training for Prosecutors & SAPR First Responder Training for Legal Assistance Attorneys. In addition, all JAGs receive specialized training at our initial training course and various other trainings available through the Air Force Judge Advocate General's School including: Intermediate Sexual Assault Litigation Course; Trial & Defense Advocacy Course; Advanced Trial Advocacy Course; TRIALS; SCITP or SVUIC; various webinars. As discussed LOE 2.3, when JA is notified of a sexual assault case involving a military subject, counsel who has had SVU training will always be assigned to the case and be involved in victim interviews. In addition, our military justice and trial counsel also have reach-back capability to STC with SCITP or SVU training. The role of the VWAP is further discussed in the response to LOEs 2.4 and 4.1.

2.4 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, including victims' declining to participate.

In all sexual assault cases, before obtaining victim input as to whether they want to participate in the military justice process, at least one attorney from the legal office will meet with the victim (and their SVC, if applicable) to discuss the military justice process and address any concerns they might have with participating in the process as well as asking any clarifying questions that may assist the attorney in the legal review of the case. Prior to submitting a formal legal review to the Commandant (required in all Article 120 cases), the attorney will obtain formal input from the victim (through their SVC, if applicable). This will often include the victim's input concerning forum, willingness to participate/testify, and their desired outcome for the case. The victim's input is incorporated in the legal review and included in the package presented to the chain-of-command. In addition, prior to making a disposition decision in a sexual assault case, the Commandant offers to meet with the victim (through their SVC) to hear their input/concerns. While these discussions sometimes consist of the Commandant informing the victim that the case will not go to court-martial (for various reasons such as evidentiary issues or lack of victim participation), anecdotally the feedback we have received from victims is that simply knowing that the Commandant and attorneys considered their input and took a close and serious look at their case, gave them increased confidence in the process and military justice system.

The SVC program also plays a crucial role in improving victim's confidence in the system by providing them with a dedicated advocate to ensure that their Article 6b UCMJ, rights are enforced. SVCs also inform victims about administrative options (e.g. turnbacks, moving/suspending an Accused) and protect their privacy rights which are protected through MRE 412 (Rape-Shield" Law) and MRE 513/514 (Psychotherapist-Patient and Victim Advocate-Victim Privileges) protections. As mentioned previously, in addition to services from the SVC, USAFA/JA also has a VWAP who will either contact the victim directly (if no SVC) or

contact the victim through his/her SVC to keep him/her apprised of developments in the case on a weekly basis, which provides victims with the confidence that their case continues to be worked and processed.

In terms of improving confidence in the investigative process, AFOSI agents proactively conduct periodic briefings with cadets and leadership to ensure they understand the role AFOSI plays in investigations and reporting chains. AFOSI also continues to work closely with USAFA leaders and encourage cadets to report sexual assault, despite any collateral concerns they may have. AFOSI will be able to fully investigate the offense and JA will be able to advise commanders on action.

Recognizing that some cadets may choose not to report and/or decline to participate in the justice process out of fear that they may be punished for collateral misconduct (e.g. underage drinking), the Commandant of Cadets has the discretion to lessen and/or defer punishment for such collateral misconduct until after resolution of the sexual assault allegation case. This approach is consistent with Air Force guidance in AFI 90-6001, para. 6.4.3. which states, "Commanders ... have the authority to determine the appropriate disposition of alleged victim misconduct, to include deferring disciplinary action until after disposition of the sexual assault case (and not be penalized for such a deferral decision). When considering what corrective actions may be appropriate, commanders (or equivalent) balance the objectives of holding members accountable for their own misconduct with the intent to avoid unnecessary additional trauma to sexual assault victims and the goal of encouraging sexual assault reporting. The gravity of any collateral misconduct by the victim, and its impact on good order and discipline, should be carefully considered in deciding what, if any, corrective action is appropriate." In determining how to appropriately address collateral misconduct, the Commandant works closely with JA and a victim's SVC or Area Defense Counsel (ADC).

2.5 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 receive and provide updates at the monthly Case Management Group (CMG) meetings.

A victim's AOC (or someone else in the chain-of-command, if the AOC is not available) is required to attend monthly CMG meetings. As part of the CMG, each AOC is given a checklist (prepared by SARC in coordination with JA) to ensure that all of the required items are addressed during the CMG. This also provides the AOC the means to record the case update so he/she can relay that information to the victim following the meeting. In addition, on a weekly basis, the VWAP Coordinator provides victims (often through their SVCs) an update on progress in their case. These updates are often via email, which provides the VWAP Coordinator the opportunity to include the victim's AOC to ensure that everyone has the most up-to-date information.

2.6 Provide the number of retaliation allegations obtained by the SARC from victims, bystanders, and first responders discussed in CMG meetings. For each allegation describe the CMGs action based on the report (e.g. referred to Inspector General (IG), MCIO, and law enforcement).

In APY 2015/16, there was one report of reprisal/retaliation. That allegation was not from a cadet, but rather was from an enlisted member. The allegation was referred to the IG and is still being investigated by DoD/IG (see LOE 3.9 for additional details).

2.7 Describe your continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.

OSI and JA meet at least weekly, during which the Chief of Military Justice and OSI agents discuss pending investigations. In addition, upon receiving notification of a sexual assault, OSI immediately notifies JA. In APY 2015/16, OSI began inviting a JAG to observe all sexual assault victim and subject interviews, thereby ensuring that JA has real-time information regarding the investigation and allowing JA to provide input during the interview process. In addition, OSI coordinates with JA prior to requesting any search authorization. OSI and JA also collaborate throughout the investigation/prosecution process and following any court-martial by conducting "hot washes" to discuss what was done well and what needed improvement throughout the process.

2.8 Describe your efforts to ensure EOAs are included in the sexual harassment investigation process.

All AOCs and AMTs are provided training when they arrive on station including the requirement to contact the EO office with all sexual harassment allegations. When EO is contacted, EO provides a SME to assist the chain of command in addressing the allegations.

2.9 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

In order to ensure a more robust Victim-Witness Assistance Program, USAFA/JA has submitted a Program Objective Memorandum (POM) request to obtain a full-time civilian VWAP Coordinator. This will mitigate situations similar to those in the past in which due to military personnel movement/deployments, there was frequent turnover in the position, which also resulted in training gaps (since the VWAP course is only offered twice per year).

As discussed in response to previous LOEs, there is an approved plan to update and formalize the USAFA SAPR Guide, to include making the Guide more robust by including additional information re: SAPR metrics/training, incorporating a formal SH&V policy from the Superintendent, and formalizing the "Guide" as a USAFA Instruction.

Finally, USAFA SAPR provides annual sexual assault prevention training to all permanent party and cadet personnel as described in previous sections. The approved plan is to continue with current training while focusing on assessment of effectiveness of training and education. The implementation of the Botvin Life Skills training initiative and subsequent research of its effectiveness is an example of what is planned and approved for next year. The Headquarters Air Force's Green Dot program will continue and will include suicide prevention for all USAFA personnel. Assessment of the Green Dot program is being conducted at the headquarters level. USAFA will continue concentrate on assessment throughout all aspects of the SAPR program and adjust based on outcomes.

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.”

Accountability in the context of SAPRO is defined as ensuring an accused is “held appropriately accountable.” Obviously, this does not mean that every sexual assault allegation must result in a conviction/sentence in order to have achieved this objective. The difficulty in all of these cases is balancing the Constitutional rights of an accused, the statutory rights of victims, and the interests of good order and discipline. Many of our cases involve significant challenges to include evidentiary concerns and reluctant victims. In order to minimize these issues, we have focused more on increasing communication with all the relevant parties throughout the process to include AFOSI, victims/SVCs, SARC, to help identify issues early in investigations, keep victims apprised of the process, and obtain their input in disposition decisions. Generally, USAFA/JA’s process in sexual assault cases consists of the following: Chief of Military Justice (CMJ) and Trial Counsel (TC) coordinate with OSI during the investigative stage (this occurs during a weekly meeting with OSI-JA and on an ad hoc basis as needed); once the report of investigation (ROI) is published, TC reviews all evidence and drafts proof analysis. Throughout the investigation, review, and prosecution stage (if applicable), the case is also discussed with SJA and military justice team at the military justice meeting as well as during an internal Trial Teams meeting involving trial counsel, trial paralegal, VWAP, and the court reporter. Also on a weekly basis, the case is briefed by JA/OSI to the CW/CC and his senior staff. Furthermore, throughout this process the TC and VWAP will maintain communication with the victim/SVC to keep the victim apprised of developments in the case. As an added means of ensuring that all interested parties are on the same page, the CMJ also meets weekly with the SARC to provide updates and discuss the progress of cases. Before disposition of a case, TC interviews/consults with the victim in the presence of his/her SVC (if applicable) to discuss the case and obtain his/her input on the outcome of the case. Following that consultation, JA will draft a thorough legal review prepared in all Article 120 cases (beyond simply those required by NDAA/AFI 51-201). Then, prior to recommending referral of charges or any alternate disposition, USAFA/JA will contact the accused and victim’s AOCs for input before disposition. At USAFA, the initial disposition authority is the CW/CC for all Article 120 cases (even those not required by the Secretary of Defense). In some cases at USAFA, a victim either chooses not to participate in court proceedings or states that an administrative remedy would be an appropriate/acceptable disposition. In those cases, USAFA/JA and USAFA leadership will give significant weight to the wishes of the victim in determining whether to convene a court-martial. This is especially true in those cases in which there is little to no corroboration of the victim’s allegation. Any such input from the victim, is always documented. Finally, another way to ensure that JA is playing it’s part to hold offenders appropriately accountable is by taking advantage of training opportunities for its trial counsel and utilizing reach-back capabilities by involving STC with specialized training in SVU cases for consultation prior to trial and detailing them as lead counsel during any court-martial. This ensures that the Government’s interests are represented in a court-martial by competent and highly trained attorneys. During the APY 2015/16, USAFA/JA also created a new attorney position to provide continuity and oversight over trial counsel and military justice personnel. The GS-13

civilian attorney has a substantial amount of military justice experience (10 years active duty as prosecutor, defense attorney, criminal law professor). The creation of this position has enhanced the collaboration among the various agencies especially in the area of SAPR and provided expertise in the investigation/prosecution process while also providing a dedicated focus on the review/development of military justice policy at USAFA and AF.

If the Commandant determines, with the advice of JA, that the alleged offender will not face court-martial, the Commandant has the option to levy punishment or administrative action for all misconduct identified during the investigation. The misconduct could lead to the offender being involuntarily disenrolled from USAFA or, at a minimum, placed on Conduct and Aptitude Probation in the hope to rehabilitate the cadet.

In addition to the efforts discussed above, USAFA strives to address accountability from a strategic perspective as well. Beginning in 2015, USAFA/CC conducts an Awareness, Accountability, and Action meeting (commonly referred to as "A Cubed" or "Senior Status of Discipline"). Attendees at these meetings include the Mission Element (ME) leaders (Athletic Director, Commandant, 10 ABW/CC, Prep School Commander, Dean of Faculty and 306 Flying Training Group/CC) as well as JA, EO, and Civilian Personnel Office (CPO). Each ME leader is responsible for briefing one real-world scenario from the previous quarter and leading a discussion about not only the incident and action taken, but more importantly identifying root causes to assist other ME leaders in identifying trends and using the scenario as a learning tool for improving their units. Although these meetings are not limited to addressing issues of sexual assault/harassment, it is not uncommon for those topics to be addressed and discussed.

Regarding, accountability for sexual harassment, 10 ABW/EO does not have authority to hold individuals found to have committed sexual harassment accountable. Rather, 10 ABW/EO processes formal complaint clarifications IAW AFI 36-2706 and submits the final report to the commander to take action as appropriate after consultation with JA. 10 ABW/EO serves as advisors to leadership, once the clarification is complete, 10 ABW/EO is notified of the corrective action and documents within the complaint file.

3.2 Describe your Academy's program for holding military and cadet/midshipman unit-level leadership appropriately accountable for preventing retaliation against persons who have reported experiencing sexual assault or sexual harassment.

First line supervisor training provided from HQ SAPR is used to educate supervisors about how to address retaliation. In accordance with AFI 90-6001, para 2.5.3.8.3., the SARC is required to brief at the monthly Case Management Group (CMG), which is chaired by the USAFA/CV or USAFA/CC whether a victim of sexual assault believes he/she has been subject to reprisal or retaliation. In the event that a victim alleges that he/she has been retaliated against, an investigation will be conducted by the appropriate agency (Inspector General = reprisal; OSI = violation of UCMJ; Commander = other types of retaliation). As previously discussed, following two cases involving cadet subjects and victims, as soon as it became apparent that there was possible social retaliation against victims on anonymous social media (Yik-Yak), the CW leadership and JA coordinated to address the misunderstandings that were leading to many of the inappropriate/inconsiderate comments on social media. In response to those two cases, JA has worked with PA, USAFA/CV, and

CW to ensure that proactive communication plans are in place to educate and inform audiences of case results before the rumor-mill begins.

3.3 Describe your progress in ensuring those who are affiliated with the Special Victim Investigation and Prosecution capability program (paralegals, trial counsel, special victims' counsel / victims' legal counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.

Per AFI 51-201, para. 13.36, all JAG SVIP personnel (to include SVCs, paralegals, and VWAP) receive SAPR training as part of their initial legal training. Refresher training is conducted annually by the AF JAG School via mandatory webcasts--these courses focus on SAPR First Responder Training for Legal Assistance Personnel and SAPR First Responder Training for Prosecutors. The training requirement is mandatory for all JAGs and paralegals involved in either the prosecution function or legal assistance and is tracked by the JAG Corps. In addition to these training requirements, USAFA/JA also seeks other training opportunities for its JAGs and paralegals, to include attendance to either the Air Force's Sexual Crime Investigations Training Program (SCITP) or Army CID's Special Victims Unit Investigation Course (SVUIC) at the AFOSI's SCITP, the Military Justice Administration Course (MJAC), Trial and Defense Advocacy Course (TDAC), Advanced Trial Advocacy Course (ATAC), TRIALS team training, Intermediate Sexual Assault Course (ISALC), as well as internal training for trial attorneys and USAFA/JA personnel. Finally, our VWAP Coordinator has attended and completed the Victim Witness Assistance Program Distance Education Course. The SVC, in addition to attending many of the trainings described above, also attended the Special Victims' Counsel Course.

3.4 Describe progress in ensuring the separation of a cadet/midshipman convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense.

In accordance with Article 56, UCMJ, a punitive discharge is a required punishment for anyone convicted of rape, sexual assault, or forcible sodomy. Thus, any cadet convicted of rape or sexual assault at a court-martial would necessarily be separated with a dismissal; thus negating the need for any subsequent administrative discharge. If an individual is not court-martialed, but determined to have committed any covered offenses under Article 120 (to include abusive sexual contact or aggravated sexual contact), the initiation of separation is mandatory (unless a waiver is granted by the proper authority) by AFI 36-3206, para 3.3 (officers), AFI 36-3208, para 5.55 (Airmen), and AF Cadet Wing Instruction 51-201, para 3.5.3.10 (cadets). Thus, regardless of the underlying action taken, if a cadet is determined to have committed a sexual assault, separation must be considered and processed under the appropriate guidance. Given the severity of a sexual assault and the "sense of Congress" expressed in NDAA 2014, Section 1753, the only appropriate administrative characterization for such an offense would be under other than honorable conditions (UOTHC), which would trigger an entitlement to a discharge board in order to adequately protect the accused's due process rights.

Cadets who are involuntarily disenrolled via administrative processes are placed on leave without pay and allowance and depart USAFA as soon as the Superintendent acts on their disenrollment action. When appropriate, USAFA can, and has, initiated a "Sundown" option to expedite the departure process of a cadet that would ultimately be more destructive to

themselves and others if the coordination is delayed. This means the cadet begins a modified out processing sheet that is completed in one day and he/she departs USAFA in an accelerated manner - all in an effort to lookout for the well-being of the disenrolled cadet and other cadets.

3.5 Describe progress in ensuring notation is placed in the Academy personnel record and separation action is initiated for court-martial convictions.

As discussed in response to LOE 3.4, if a cadet received non-judicial punishment (NJP) or a conviction for a sex-related offense, that individual would be required to be discharged either via UCMJ (conviction for rape/sexual assault) or considered for discharge, the GCMCA may issue a waiver for an administrative discharge in an appropriate case by AFI/USAFAI in cases that resulted in NJP or conviction for a non-penetration sex offense (e.g. aggravated or abusive sexual contact). Thus, the issue of updating the individual's Academy personnel record would be somewhat moot as the individual would be discharged/dismissed for sexual assault and that individual's personnel record (DD 214) would reflect the discharge and basis (sexual assault). However, in the extremely rare instance in which an individual received NJP or a court-martial (C-M) conviction for a sex-related offense, but was not discharged, that individual's Academy personnel record would be updated in three ways. First, the disciplinary action would be entered into the Cadet Administrative Management Information System (CAMIS) database¹¹ by personnel at CW. Second, that information would also be input into the Automated Military Justice Analysis and Management System¹² (AMJAMS) by personnel at USAFA/JA. Third, a court-martial conviction requires creation of an Unfavorable Information File (UIF) and the record of court-martial conviction would be maintained in the member's UIF. Furthermore, due to the Secretary of Defense's withhold policy and the broad Special Courts Martial Convening Authority (SPCMCA) withhold policy at USAFA, no action could be taken on a sex-related offense without it being reviewed by at least one flag officer (1-star SPCMCA (Commandant) and/or 3-star GCMCA (Superintendent)), depending on the level of sex-related offense involved.

3.6 Describe your efforts to ensure commander's knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).

The Special Victims Counsel conducts training with USAFA commanders annually and one of the topics briefed in that training is MRE 514. In addition, all new AOCs receive training on MRE 514 from the JA and the SVC prior to beginning their first year as AOCs.

3.7 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.

As previously discussed, when an allegation of sexual assault is substantiated, the law and regulations require that the member be separated from the Air Force. Thus, in those cases the member would be separated and/or jailed (if the substantiated finding was the result of a military or civilian criminal proceeding) which would negate the ability for USAFA to enroll the individual in an educational program. However, there are processes in place from a training/therapeutic perspective. First, in cases that are referred to Family Advocacy (e.g. allegations involving intimate partners), the Family Advocacy Program (FAP) will convene a CRB in which the board will determine (for treatment purposes) whether an allegation is

¹¹ CAMIS is a USAFA-specific database that includes information concerning a cadet's personnel record.

¹² All military investigations and military justice actions (e.g. nonjudicial punishment, courts-martial) are required to be entered into AMJAMS, which is searchable by an alleged offender's name.

substantiated and if so, the accused will be offered treatment/education through the FAP. The standard (and evidence) used at a CRB is different from that used at an administrative hearing or court, so the fact that an allegation is substantiated at a CRB does not necessarily mean that it will be substantiated through an administrative/court process. In addition, in cases of a sexual harassment allegation that is substantiated an individual may be referred to the EO office for training. Finally, when an offense related to a report of sexual assault involves alcohol or concerns about an individual's mental health, they may be referred by the command to ADAPT or Mental Health for treatment and/or education.

In general at USAFA, when a cadet is found guilty of offenses related to sexual assault or sexual harassment, that typically results in the disenrollment of the individual who committed the offense. Although educational programs are not aimed at changing the behavior of those individuals, several tools and educational programs exist to address behaviors, attitudes, and actions that may have contributed to an event in the first place.

Cadets who are accused of an Article 120 offense are usually removed from the squadron living area and placed in dorm rooms that are part of one of two Administrative Flights. These cadets continue to attend class and participate in their normal activities, but their living quarters are dislocated from other cadets in order to minimize interaction and maintain good order and discipline. As in the active duty Air Force, a Military Protective Order (MPO) will most likely be issued between the alleged offender and victim. USAFA reinstated the use of a separate flight to house those cadets that have created an environment where additional oversight is required. Administrative Flights affords the Commandant an opportunity to reinforce the standards to those who have difficulty understanding how to contribute to an environment built on good order and discipline. Although not solely used for those who have been issued NJP punishments it does help USAFA thru the spectrum of discipline issues that are present. Additionally, it allows greater separation between victim and accused in the dormitories and the oversight from a Group AOC Commander helps with meeting the spirit and intent of the housing arrangements.

Depending on the progress and status of the legal proceedings, punishment via the Cadet Disciplinary System may be administered for violations of cadet standards when evidence is clear that an infraction occurred. Cadets may also be placed on Conduct/Aptitude probation. Probation for Conduct and/or Aptitude deficiencies allows cadets to work through their shortcomings in meeting the standards of the Air Force and helps them focus on what their goals need to be. If this program succeeds, the cadet is removed from probation and then afforded the rights and privileges of cadets who are in "good standing". If not, depending upon the circumstances, the cadet's probation may be extended or if they have not shown any improvement, they could face disenrollment and separation from the AF Academy.

As noted in LOE 1.9, when a cadet is referred to SAPS for identified issues around alcohol, the cadet participates in an assessment of their behavior/habits regarding alcohol. Any cadet referred to SAPS is provided up to three hours of one-on-one Alcohol Brief Counseling (ABC). The counseling teaches about the effects of alcohol, how to be responsible with drinking, and a leader's responsibility to set an example in making responsible choices. The recidivism rate for cadets who have received ABC was two out of 73 cadets provided ABC for 97% success

rate for APY 2015/16. When a cadet has a second referral to SAPS, or SAPS identifies a substance abuse issue, the cadet is referred to the 10th Medical Group ADAPT clinic for more evaluation and greater intervention.

In some limited cases, if a complaint is made but no clear offense is indicated, a cadet may be referred to several helping programs. These include the CW Human Relations Training and Education Office, the 10 ABW EO Office, and the 10 ABW FAP. All depend highly on the specific circumstances of the case. USAFA constantly makes referrals to EO when there is any discrimination or sexual harassment consideration as part of the case. EO works through any complaints brought forward and can identify training applicable to the case. They also advise on how to mitigate repeat complaints and provide resources in order to reduce infractions in the future. FAP provides services when the sexual assault is in the context of an intimate partner relationship FAP has provided many positive aspects to the recovery of these situations because they help clients work through difficult scenarios when the root cause of the situation is hard to determine and resolve. Ultimately, this helps both individuals through the trauma.

FAP informs victims of intimate partner violence (to include intimate partner sexual assault) that SVC services are available. Victims are informed that these services are optional and they may choose to accept or decline them. Victims are given information on how to access these services and are assisted with accessing the services if they choose.

3.8 Describe your efforts to develop policy to ensure alleged offenders are provided due process rights.

To ensure that alleged offenders are provided due process, USAFA follows well-established Constitutional, statutory, and regulatory guidance. In the court-martial process, USAFA complies with all the due process rights embodied in the 5th Amendment of the Constitution, the UCMJ, and the Rules for Court-Martial, and Military Rules of Evidence. For non-judicial punishment actions, USAFA adheres to the procedural requirements in Article 15, UCMJ and AFI 51-202. For administrative actions, USAFA adheres to various AFIs that outline the due process required for each action. For example, AFI 36-3504 and USAFAI 36-3504 govern the procedures for cadet disenrollment and cadet suspensions and Commandant of Cadets Instruction 51-202 governs the procedures for Cadet Disciplinary System (CDS) actions to ensure due process for the accused.

When a potential offender has been officially notified they are under investigation, they are provided the number to the ADC and local helping agencies (Chaplain, PPC, Mental Health, etc.). Just as victims have access to a robust network of supporting agencies, so do individuals accused of a crime, including sexual assault. USAFA is fortunate in that we have two ADCs physically located within the cadet area (most AF bases only have one defense counsel). The ADC however, while physically located at USAFA, do not fall within the chain of command of USAFA leadership or the USAFA SJA. Instead, they report to the AF Legal Operations Agency (AFLOA) and are supervised by a Senior Defense Counsel and Chief Senior Defense Counsel, both located in San Antonio TX. In the event that there is a conflict or both defense counsels are unavailable, the defense paralegal (also located at USAFA) will put a cadet in touch telephonically with an ADC from another AF base, preferably one at one of the nearby AF bases (Peterson AFB or Buckley AFB).

3.9 Provide the number of allegations of retaliation made to Academy officials including the IG, MCIO, EO, SARC/SAPR VA, and others. Provide a brief description of each case and the case outcome.

As previously mentioned in LOE 2.6, in APY 2015/16, there was one report of reprisal/retaliation. That allegation was not from a cadet, but from an Airman First Class (A1C). The A1C had reported (unrestricted) a sexual assault which was allegedly committed by a military member at another base. While stationed at USAFA, the A1C engaged in a series of minor disciplinary infractions, which resulted in several Letters of Reprimand from her supervisors and ultimately non-judicial punishment from her commander. The A1C then made an expedited transfer request, which was approved by the 10 ABW commander and resulted in the A1C being transferred to another base. Subsequently, the A1C made a complaint to the IG that the disciplinary actions taken by her immediate supervision and commander were reprisal for her report of sexual assault. The allegation was referred to the IG and is still being investigated by DoD/IG.

In order to track allegations of reprisal or retaliation, USAFA/IG maintains records of allegations of retaliation in the Automated Case Tracking System (ACTS). SAF/IG is the office responsible for release determination of any case details in ACTS and requests are processed via an Official Use Request (OUR).

3.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

One area in which CW will expand its efforts during APY 2016/17 will be during Inprocessing Day (I-Day) and Parents Weekend. CW HRT&E will have an increased presence at both events to help explain to parents about sexual harassment and all of the training programs and services that are offered by USAFA.

In addition, as previously discussed USAFA/JA is continuing to work with USAFA leadership to revise and update the SAPR Guide and formalize the Guide into an official instruction along with a comprehensive USAFA SH&V policy.

Finally, as discussed in LOE 1.1 and 1.9, the CHiPS program and associated research will enter its next phase during APY 2016/17.

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.”

As discussed in response to LOE 3.1, USAFA/JA has placed a substantial focus on increasing communication among interested parties, to include revamping the VWAP program, which consists of the VWAP providing weekly updates to victims, SVCs, and commanders and participating in weekly military justice meetings to ensure the VWAP has the most up-to-date information; adding an SVC/SVP to USAFA; obtaining victim input

throughout the process and respecting their decisions when it comes to choosing not to participate in the process; broadening the withhold policy to ensure that the SPCMCA has initial disposition authority over ALL Article 120 offenses; and conducting weekly meetings with OSI, SARC, FAP Victim Advocates, Mental Health, and other groups responsible for caring for victims.

The Case Management Group (CMG) meets monthly with members from the following agencies: JA, SVC, OSI, Chaplain, PPC, Mental Health, Medical, CW and SAPR. This meeting is chaired by the Superintendent or the Vice. This allows for the owning AOC to speak to the Chair and relay any concerns about the victim to the group and affords the team to find solutions to those concerns. Additionally, this meeting gives the latest updates to the AOC about the status of the investigation or litigation. The AOC then has 72 hours to provide that update to the victim. This venue allows for constant flow of communication and upward channel of information to senior leaders about the status of the cadets/Airmen.

One of the unique challenges at USAFA concerning victim care is the close proximity of cadets within the cadet area (USAFA has only two dormitories, one classroom building, and a single dining facility). Thus, one concern expressed by victims following a report is the potential for seeing the alleged subject within the cadet area. In attempting to minimize such incidental contact between the two, USAFA must also ensure that the accused's due process rights are protected. Given the breadth of cadet activities over the course of a semester, the process of minimizing contact between a victim and accused requires coordination and communication across a host of agencies and mission elements.

For example, SAPR works closely with the registrar in DF and the victim/accused's chain of command to adjust class schedules to ensure a victim can minimize accidentally running into the accused throughout the day and has helped mitigate the inadvertent violation of an MPO. This also garners greater distance for the victim on a campus that is small and has limited common areas, such as the dining facility, the gym, and dormitories.

In addition, CW considers dorm and/or room reassignments to ensure separation between the victim and accused where housing is concerned. Since USAFA has only two dormitories, we try to assign them to squadrons in opposite buildings. Additionally, we have re-instated a dedicated Administration Flight for those cadets who have exhibited concerning behavior revolving around good order and discipline. Not all Article 120 cases result in the accused moving into Administrative Flight, it is determined on a case-by-case basis and only if certain legal thresholds are deemed appropriate. Furthermore, victims can voluntarily choose to change dorms, rooms, or class schedules, as necessary.

Another option for an accused or victim is the Administrative Turnback program. This voluntary program exists for all cadets to elect to return home for a period of time (e.g. semester, academic year) for personal or medical reasons. In past cases, some victims have chosen this option after recognizing that perhaps balancing the difficult rigors of USAFA is too difficult given their recent trauma. In addition, some accused have also elected this option in lieu of an involuntary suspension or recognizing that they need to dedicate additional time to focus on an upcoming court-martial/civilian criminal court. Again, this is a completely

voluntary program and decision to request a turnback is one that is made after lengthy discussions with the chain-of-command, legal counsel, and support agencies.

From a proactive prevention standpoint, along with the entire CW, victims, and accused receive annual resiliency training. During APY 2015/16, every cadet squadron spent time during a CW Training Day having resiliency discussions. Commanders lead discussions during lunch with the squadrons, and then cadet elements broke into smaller group discussions (of about 12 cadets each). Topics included sexual harassment and reinforced the various helping agencies available to cadets if they choose to use them. The intent was to reinforce the fact that it is acceptable for those who find themselves struggling with anything that may challenge their success at USAFA, or the AF as a whole, to use the agencies that are designed to provide more tools and education to help work through the issue at hand.

Finally, from a broader institutional perspective, the USAFA CAIB and IDS, were originally developed, per AFI, in response to staggering increases in suicide rates AF-wide. However, USAFA's CAIB/IDS power and utility has been tremendously expanded to now encompass cross-functional cooperation to a variety of culture and climate arenas, via senior leaders and installation helping agencies, through our newly designed CAIB/IDS construct. Though not directly charged to address victims and their needs, the collaborative approach to USAFA wide topics, strengths, initiatives, and improvements is beneficial to the roles of the SAPR program. Our USAFA CAIB/IDS emphasis focuses on positive actions and programs that strengthen force readiness through a sense of community and assists cadets, permanent party, DoD civilians, their families, and our installation community to thrive and successfully manage the daily demands of military life. The effectiveness of these committees is built on the platform of requiring grassroots input on the issues affecting our total force Airmen.

4.2 Describe your Academy's process to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions.

AFI 90-6001, Chapter 2 specifies criteria for those in victim-sensitive positions (e.g. SARC, victim advocates, etc.) in order to minimize the possibility that individuals with a history of inappropriate behavior would be placed in those positions. However, should JA and/or leadership be informed that an individual in a victim-sensitive position engaged in inappropriate behavior, an inquiry/investigation would immediately be initiated. The scope and lead agency for such an inquiry would depend on the nature of the inappropriate behavior and could range from an informal commander's inquiry, to a Command-Directed Investigation (CDI), to a criminal investigation by Security Forces or OSI. Depending on the specific circumstances of the allegation, the individual accused of inappropriate behavior would likely be removed from their victim-sensitive position pending the results of the inquiry/investigation. Upon the conclusion of the inquiry/investigation, the chain-of-command, after consultation with JA would determine the most appropriate action, if any, to take against the individual. The possible outcomes could range from no-action, to removal from the victim-sensitive position, referral to EO for training, administrative action, nonjudicial punishment, or court-martial. In APY 2015/16, USAFA did not have any instances of inappropriate behavior, which required the use of these processes.

Among permanent party, in victim-sensitive positions, there exists a high level of transparency and accountability within specific programs (EO, SARC, PPC, Mental

Health/Medical Group) as well as active accountability through a checks and balances system of interagency discussion on cases within the CMG, and case-by-case when a victim is working with more than one agency.

USAFA, also recognizes that “victim-sensitive” positions goes beyond simply SAPR personnel and permanent party, but also cadet mentors and leaders. The PEER program, described in LOE 1.5, is considered the first line ‘sensor’ to cadet squadron leadership if inappropriate behavior toward a victim is or has already occurred. While USAFA is proactive on teaching victim-sensitive responses, there remains the challenge of cadets who are still in the process of maturing. Due to lack of maturity, and reliance on beliefs, which do not match USAFA’s, there have been instances (notably on anonymous social media such a Yik-Yak) of individuals not being sensitive to victims. The cadets who are PEERs keep an active social media presence and counter immature, insensitive posts. When the individual lacking maturity and exhibiting insensitivity to others is known, there is a balance between consequences (established by USAFA leadership) and behavior modification (tailored services to the individual, which can include EO, PPC, or other interventions).

4.3 Describe your progress in ensuring all SARC and SAPR VAs are D-SAACP certified prior to performing their duties. List the total number of certified SARCs and SAPR VAs. If not at 100%, describe your efforts to achieve 100% certification.

For APY 2015/16 the USAFA SAPR program had a lead SARC/program manager, a SAPR analyst, one SARC, a deputy SARC and three victim advocates. A fourth victim advocate was hired and present for duty on 30 May 2016. Though the SARC’s D-SAACP certification had lapsed for several months, the SARC was recertified in February 2016. During the period of lapse, the team covered the functions of the SAPR program that require certification. The collective level of D-SAACP certification has increased this year with one VA increasing to a level IV, and another increased to level II.

New SAPR personnel do not interact with victims until they are D-SAACP certified. To meet this end they are trained and certified as soon as possible. For example, the newly hired victim advocate attended the local 40-hour VA training and submitted certification papers in August 2016, and attended the AF SARC course in September 2016. Uncertified SAPR personnel work in training, outreach, and SAPR program administration until certified.

4.4 Describe your Academy’s efforts to encourage SARCs and SAPR VAs to renew their certification at a higher level in order to increase the quality of victim assistance providers.

SARCs and VAs are encouraged and required to maintain their D-SAACP certification and at the time of renewal to pursue a higher level. As mentioned in LOE 4.3, two of the three VAs at USAFA during APY 2015/16, increased their level of certification.

Institutionally, USAFA recognizes that to ensure program viability, certification at the highest level is critical. USAFA SAPR dedicates time and money to ensure continuing education. When subject matter experts come to USAFA to brief cadets/permanent party, small-group sessions are also offered to SAPR personnel to include VVAs and extended to first responders. For example, when Anne Munch visited USAFA to meet with cadets, she also agreed to facilitate smaller sessions with SAPR personnel and senior leaders. In addition, local conferences, such as the regional Rocky Mountain Campus Safety Summit, are

attended by SAPR staff to not only obtain continuing education units but to maintain current knowledge and skills. Air Force SAPR requires mandatory refresher training to ensure DoD up-to-date information is shared. On-line continuing education offered by DoD SAPR and the Army SHARP program are also utilized by SAPR staff to obtain credits for recertification.

4.5 Describe efforts to ensure that the 24/7 DoD Safe Helpline has accurate contact information for on-base SAPR resources (i.e., chaplains, SARCs, military police, and medical personnel).

In order to ensure that the 24/7 DoD Safe Helpline has accurate information for USAFA resources, DoD Safe Helpline periodically sends USAFA SARC requests for updates or confirmation of the numbers they have on file. In addition, DoD Safe Helpline periodically tests the phone numbers to ensure they are still up-to-date. To our knowledge, there has not been a situation recently in which a test occurred and DoD Safe Helpline was unable to reach a USAFA agency.

In addition, in order to ensure a strong continued relationship between USAFA and personnel from DoD Safe Helpline, in May 2016, USAFA SARC invited a representative from DoD Safe Helpline to visit USAFA and meet with first-responders for an overview of DoD Safe Helpline as well as dialogue. This allowed USAFA personnel a better understanding of the DoD Safe Helpline, but also the DoD Safe Helpline representative a greater understanding of USAFA, including USAFA's website that contains up-to-date information for all helping agencies. The briefing was widely attended by JA personnel, SAPR personnel (including VVAs), and medical/mental health providers.

4.6 Describe efforts to publicize and educate Academy personnel to include cadets/midshipmen on SAPR and POSH policies and resources (i.e., DoD Safe Helpline staff and confidential communication, retaliation prevention and response efforts).

During APY 2015/16, the Cadet IDS created a HELP icon button as a one-stop resource for all helping agencies on USAFA. The resource allows for active duty, civilian, retired, Prep School Candidates, and cadets, to seek out the appropriate agency on the base. It offers an extended reference about information for SAPR and includes the DoD Safe Helpline. Since USAFA has two different email servers (.mil and .edu), it is imperative that all computers have the icon regardless server. The icon also allows for easy upgrades and additions to the resource information needed for the members of installation.

In addition, as mentioned in LOE 4.5, in order to strengthen USAFA's relationship with DoD Safe Helpline and better educate VAs and other individuals involved in victim care, USAFA hosted staff from DoD Safe Helpline to provide training on the DoD Safe Helpline functions and resources so that they can better educate cadets and USAFA personnel on the process.

As previously discussed in LOEs 1.1, 1.2, 1.6, 1.8 and 1.13, in conjunction with annual SAPR training provided by USAFA's SAPR office to all cadet classes, CW also provides sexual harassment and SAPR training to cadets, which helps to reinforce SAPR policies and resources.

The implications of this real-time approach for support agency access has positive implications with increased capacity to address early personal issues and concerns, enabling

USAFA to focus on suicides, sexual assault, workplace concerns, and respect and dignity related incidents, while increasing the sense of community and promoting AF resilience.

4.7 Provide an assessment of your Academy's policies and procedures allowing temporary 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.

USAFA has several means of reassigning accused cadets depending on the specific circumstances of the case and needs of the accused, victim, and good order and discipline at USAFA. One option is to simply transfer the accused cadet to another squadron. In that situation, the preference would typically be to assign the accused to a squadron that is not housed in the same dormitory as the victim (see LOE 4.1). In addition, the victim could request a reassignment to a different squadron. This would be rare, but there have been some instances in which a victim was interested in getting a fresh start in a different squadron.

A second option is to relocate the accused cadet to the "Administrative Flight" pursuant to the procedures in AFCWI 36-501. This option is reserved for situations in which the facts of the case suggest that the accused is in need of closer supervision or in which the accused's continued presence within a regular squadron would not be consistent with maintaining good order and discipline.

As discussed in LOE 4.1, another option is Administrative Turnback, which is a strictly voluntary program that allows *any* cadet to leave the Academy for up to a year, with a potential extension if requested. This allows time to work through any concerns or issues without having to stay in the cadet area with all the associated challenges. This also allows separation from the demands of USAFA and affords them a break from the military and physical requirements placed on them and their academic requirements at the same time. Again, this is a voluntary program, and staff cannot force a cadet to take this option if they do not want to. In recent cases, accused cadets have used this program when presented with the possibility of an involuntary suspension (see below) or to focus on preparing for an upcoming trial. In a situation in which an accused elects to participate in this program, any pending investigation or military justice process will continue and the accused is responsible for returning to attend any hearings/proceedings.

The final option is to suspend the accused and request that the Director, Air Force Review Boards Agency (AFRBA) place the accused on involuntary excess leave (IEL)¹³ in accordance with USAFAI 36-3504. This option is rooted in 10 U.S.C. § 702(b) which acknowledges the authority of the Superintendent to suspend and allows the Secretary (or delegate) to place a suspended cadet on IEL for good cause. Given the severity of a suspension/IEL, the accused cadet is provided with due process rights, which include an opportunity to respond and appeal the decision. This authority was formally codified during APY 2015/16 in coordination with the Secretary of the Air Force. As such, the Superintendent has yet to suspend any cadet; in one recent case, however, when the cadet was informed

¹³ Involuntary excess leave is an unpaid leave status in which a military member is on leave and thus not required to perform his/her daily duties, but is still subject to military control and the UCMJ. The member continues to receive medical care and other military benefits (e.g. commissary/BX privileges), but does not receive pay.

that suspension action would be initiated, that cadet voluntarily requested a turnback and returned home pending his court-martial.

In each case, JA is consulted to ensure that the chain-of-command properly balances the interests of the alleged victim, the accused, and good order and discipline among the CW.

4.8 Provide an assessment of the implementation of your expedited victim transfer request policy. Include measures taken to ensure victims are informed in a timely manner of their right to request an expedited transfer, and challenges to the implementation of the policy.

- **The number requested, The number approved as the victim requested**
- **The number approved different than the victim requested, The number denied and a summary of why. The number moved within 30 days of approval**
- **The number moved after 30 days of approval**

The expedited transfer (ET) process is a process that enables military members who are victims of sexual assault to request a reassignment to a new base. This option allows victims to obtain a fresh start away from the physical location of where their trauma may have occurred as well as removing them from an accused or other individuals who may have been involved or have knowledge of the sexual assault. For non-cadet military members, this is a very feasible option because there are often a host of other bases to which a victim can be transferred and continue to perform similar duties. Unfortunately, at MSAs this option is not feasible for cadets under current laws and regulations.

As previously discussed with DoD SAPRO in prior SH&V evaluations, the expedited transfer process is not available for cadet victims at the MSAs given that each service has only one service academy. In lieu of an expedited transfer, however, USAFA has other available options that reach similar desired outcomes (e.g. physical separation from the accused).

First, a victim may request that the accused be suspended/relocated. Thus, rather than placing the onus on a victim to relocate, as discussed in LOE 4.7, USAFA also has the means to move a subject to another squadron (to include administrative flight) or to suspend and request that the subject be placed on involuntary excess leave, during which the subject will be physically removed from USAFA without pay.

Second, a victim can request to move to another cadet squadron - although they will remain at USAFA, this will allow them to move away from an accused and/or other individuals who may have been involved in or have knowledge of the assault. As previously discussed, movement to a new squadron can often include movement to a new dormitory. Additionally, a victim can request to do a voluntary turnback in which they leave USAFA for a specified period of time (see LOEs 4.1, 4.7). The drawback of this option is that it will set a cadet back in their cadet development; however, it provides a mechanism by which a victim can focus on medical/emotional recovery without the stresses of Academy life.

In addition, as discussed in LOE 4.1, USAFA personnel works with victims, their SVCs, and the various mission elements and helping agencies to minimize the potential for interaction with the accused (e.g. changing class schedules).

Because of the options discussed above that are available to victims, USAFA has not received a formal request from an AF cadet victim for an ET. However, in anticipation that such a request could be made in the future and based on an ET request from a United States Military Academy (USMA) cadet, a working group was assembled in January 2015 to discuss the possibility of UASFA receiving the USMA cadet. Although the ET was ultimately denied at USMA, getting the individual experts around the table to discuss their respective areas and to discuss any potential showstoppers was pivotal and it reinforced that such an ET would not be possible without changes to existing DoD regulations and statutes. Without such changes, such a transfer could have the unintended effect of actually doing more harm to a victim by separating the individual from their services' support agencies, as well as creating potential issues with course requirements and transfer of credits.

In short, USAFA has not implemented an ET program for cadets, but has explored many other options to achieve the same desired outcomes for victims. We welcome additional discussion with our sister services, DoD and Congress to discuss further options for making the ET program a realistic option for cadets and midshipmen.

4.9 Describe your Academy's efforts to ensure timely and appropriate command notification of all Unrestricted and Restricted Reports of sexual assault involving cadets/midshipmen. Provide details of the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.

The USAFA SAPR Guide provides a step-by-step guide for Commanders concerning the notification procedures as well as precautions they should consider. Attached to that Guide are templates for the SAIRO (Sexual Assault Incident Response Oversight) report, which the SARC works with Commanders, OSI and JA to fill out to ensure proper command notifications are made. The SAIRO is required for all unrestricted reports and independent investigations of sexual assault. This report is written by the victim's commander (unless the victim is a civilian, and then the report is written by the accused's commander), and is due to HQ AF SAPR office within eight days of the report. The USAFA SAPR program follows the guidance of DoD and AF regulations for all sexual assault reporting to include appropriate command notification. In addition to the SAIRO, SAPR will notify the Vice Superintendent of all initial restricted and unrestricted reports within 24 hours. The Vice Superintendent in turn notifies the Superintendent. Information regarding restricted reports is very limited per AFI 90-6001 and does not include PII or details about the report. For unrestricted reports, PII may be included.

4.10 Provide a listing of all facilities your MSA maintains Memorandum of Understanding/Memorandum of Agreement MOU/MOAs with to provide Sexual Assault Forensic Exam (SAFE) services (include location, distance from the facility, orientation and training related to the reporting process, collection of evidence, chain of custody, maintaining privacy, and execution and termination dates for each agreement).

USAFA SAPR maintains, via the 10th Medical Group, a MOA with MH-UCH to provide SAFE exams and Sexual Assault Nurse Examiner (SANE) services. This MOA is currently in revision and in the final staffing process. MH-UCH Central campus is approximately a 15-minute drive from USAFA. The Forensic Nurse Examiner (FNE) Program at MH-UCH provides medical forensic examination and treatment to patients impacted by violence such as sexual assault, intimate partner violence, elder abuse, strangulation, child abuse and

human trafficking. The MH-UCH FNE Program is a fully staffed program that runs 24 hours a day, 7 days a week. The FNE team at MH-UCH is a frontrunner in the state of Colorado and is nationally recognized as an outstanding team of experts in healthcare resulting from interpersonal violence. Orientation and training is conducted annually between the FNEs/SANE program and USAFA SAPR office; this APY the MH-UCH FNE program director attended training at USAFA. The attendees at this training included USAFA SAPR first responders from the 10 MDG Women's Health Clinic, OSI SAPR SA, SFS, PPC, Mental Health, and SAPR staff. The reporting process, definition of mandatory reporters at USAFA, chain of command and maintaining privacy were all included. A recent example of maintaining privacy as well as the restricted reporting option for victims was used in a "hot wash" during this training. USAFA Memorandum of Agreement (MOAs) and Memorandum of Understanding (MOUs) are considered intact and current until a new MOA or MOU is issued.

The FNE team is skilled at evidence collection/preservation/chain of custody and understands the military reporting process because they work with military OSI and the Colorado Police Department. USAFA also has a SAFE provider within the Medical Group. The agreements themselves have no expiration date, but are updated when the parties institute needed changes/updates. These agreements must be approved and/or signed by JA, OSI, SARC, SG, 10 ABW, Superintendent of USAFA, and MH-UCH and TESSA as applicable.

4.11 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.

The SAPR program works in collaboration with multiple stakeholders on barriers to reporting sexual assault must be addressed collectively to the greatest extent possible across USAFA. To assist, data from multiple formal assessments to include the Illinois Rape Myth Scale (provided to approximately 2000 cadets), the DMDC survey and focus group results, and the MAOCS were analyzed to identify USAFA-specific barriers. Anecdotal data from the 900 intercollegiate athletes that received SAPR and AD "meet and greet" and healthy relationship training was also utilized to glean potential barriers. cBIT critiques and feedback were also assessed. This collective data identified several major trends in terms of barriers specific to USAFA, as well as more generalized barriers that exist at most DoD installations. The results from the data regarding barriers were used in multiple ways to address cadets. Prevention education and training class curriculum were revised to include cadet perceptions, in a sense to provide a "social norm" for cadets. As well, training was revised to be data-informed and evidence-based. Course revisions included cBIT for cadets between first and second academic year, SAPR BCT and the SAPR portion of the Helping Agencies briefing. At the end of the APY a thorough review of the AD meet-and-greet and healthy relationship training was conducted to refocus and refine next year's program. Outreach efforts were also included in the "barrier reduction"; SAAPM events included brown-bag discussions, *The Hunting Ground* viewings with specific discussions afterward, and cadet-led events to include poetry slams and cadet Blue Bard skit presentations mentioned earlier.

The awareness campaign run by DF during SAAPM (described in section 1.15) includes 48 posters of various sizes displayed throughout the academic building. These have different messages, two of which relate to SA reporting: "Facing the stigma of reporting an assault is a major reason why victims don't come forward. Criticism and judgement from their peers is a main reason for this. Show your support for victims by wearing a teal ribbon, displaying a

ribbon on your door, and voicing your objection to disrespect in any form.” “What can you say to someone who is a victim of harassment or assault to show your support? ‘I’m sorry for what you’re going through.’ Let me know if I can help.’ Please don’t blame yourself for this.”

As noted in LOE 1.5, the PEER program has cadets trained to be information, support, and referral capabilities for other cadets. PEERs are not mandated reporters for sexual assault and thus are trusted confidants who aid a victim in understanding the resources available to them (information); provide reassurance of privacy and how seeking help is a sign of strength and moving to survivor status (support); assist and/or accompany the victim to the chosen initial helping agency if and when the victim decides to seek help (referral).

Another new program for cadets this year is the Gender Forums, which was previously discussed in LOE 1.1. From approximately 2004 until 2014, USAFA’s CW ran a Women’s Forum program, which focused on the challenges of being a minority gender, working through issues and concerns that only are faced by the female population, and networking with other women leaders to provide a mentoring opportunity. In 2015, this program was extended to include all cadets in all classes, both male and female. As mentioned in LOE 1.1, discussions included a variety of topics, to include gender roles, gender biases, effects on leadership and team dynamics, etc. At the heart of the Gender Forum discussion is the idea of mutual respect and its importance to a high performing team. Establishing a solid foundation of mutual at the squadron level helps to reduce the stigma and overcome barriers associated with reporting sexual assault.

4.12 Describe your efforts to strengthen local service providers’ participation in an integrated victim services network of care (e.g., alcohol and drug awareness program personnel and clinical counselors). Include measures of effectiveness.

Our Mental Health Flight garners and conducts the Alcohol Drug Abuse Prevention and Treatment program (ADAPT; alcohol and drug abuse prevention and counseling)). The flight also promotes the Drug and Alcohol program awareness month doing various activities/communications. In addition, they conduct outreach efforts by providing staff/counselors for briefings requested for units with more frequent reports of Driving Under the Influence (DUI) or Driving While Intoxicated (DWI). The PPC has similar counseling and outreach programs. For collaboration, the SAPR Staff and FAP meet weekly with JA to discuss cases of domestic violence/sexual assault in order to aid in the guidance of proper fit resources for the victims. Although FAP now has its own dedicated VA, in many instances SAPR VAs may be assigned to FAP cases to optimize resources and ensure continuity of care. For example, if a cadet initially reports a sexual assault to SARC and is assigned a SARC VA, but the case is later transferred to FAP, the cadet may choose to keep his/her SAPR VA rather than have a FAP VA assigned. To update skills and knowledge on sexual assault, FAP providers/staff attended training paid for by the SAPR office. To encourage further collaboration, the leadership in mental health meets with PPC weekly. This includes the ADAPT, FAP, Adolescent Medicine (Cadet Medicine) and Behavioral Health Outpatient Providers (BHOP). A Mental Health case manager was added to the team to coordinate care and services provided by other outside local agencies/medical facilities in addition to on base helping agencies.

Across USAFA, there is a variety of agencies, offices, and programs that strengthen local service providers' participation in an integrated victims' services network of care. These agencies include the Case Management Group, the Military Family Life Counselors, the Mental Health Flight at the 10th Medical Group, and the FAP.

Within the Cadet Wing, PEERs are represented at the Cadet IDS meetings and actively participate in discussions on integration of helping agencies as a means to promote resiliency. In addition, the representatives ensure the IDS members are aware of concerns to cadets which need the attention of the IDS.

As noted in LOE 1.9, SAPS is active in prevention, assessment, and treatment. SAPS are represented in the Cadet IDS and work collaboratively with PEERs on prevention efforts such as the alcohol awareness program, which occurs just prior to spring break.

USAFA requested and received two CW MFLCs who are embedded assets within the CW since August 2014. Their primary focus is to support the challenges of military life, build greater resiliency, and affect healthy relationship choices surrounding a cadet's work-life balance. These MFLCs assist with short-term (non-documented, confidential, face-to-face, and phone) counseling support for a range of issues including: relationships, crisis intervention, stress management, grief, occupational and other individual and family issues.

Collaboration with other service providers, both internal and external, is essential to provide integrated victim services. Colorado Springs community programs to include MH-UCH, TESSA, and "Finding Our Voices", as well as local colleges and universities, are included in this network. TESSA provides both group and individual counseling for survivors of sexual assault. We also utilize TESSA for assistance with obtaining civilian restraining orders for our cadets and airmen when necessary. "Finding Our Voices" provides group counseling, therapeutic art workshops, and healing retreats available for cadets and airmen. The PPC provides alcohol-related services for cadets by referral. Measures of effectiveness include use of local trend data/actual USAFA reports to obtain prevalence data on known reports of sexual assault that were alcohol or substance abuse-related. The CSP (discussed in LOE 1.9) has stringent policies regarding alcohol use and abuse by cadets; this information is tracked by the CW and presented at cadet misbehavior review meetings.

4.13 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., Safe Helpline and internet websites) to cadet and midshipmen, staff and faculty, and sponsors).

As noted under item 1.10 and 1.15, DF faculty, in collaboration with SAPR staff, created a website to disseminate information and materials for faculty to use in classroom discussions during SAAPM. This includes information about the VVA program, faculty VVA contact information, SAAPM initiatives and contact information, a link to a video created by cadet athletes speaking out against SA, and slides with sexual assault prevention information (such as prevalence rates of SA, myths and misperceptions about SA, and DoD policy).

During this APY, promoting prevention of both sexual harassment and sexual assault throughout USAFA has been enhanced by increased interaction and involvement with mission partners to include DF, AD, CW, and the Preparatory School. This has been

accomplished by enhancing electronic media presence, increased visibility in Academic and Athletic programs (through the newly established AD Culture and Climate position), integration with the CW through the Vice Commandant for Culture and Climate (CWP), and increasing cadet led activities and involvement. SAPR prevention programs including AD meet and greet/healthy relationship training are advertised and promoted via the AD's Culture and Climate POC. The establishment of the Culture and Climate position in AD (filled by an O-6 reservist on active-duty orders) has greatly enhanced communication with and promotion of SAPR prevention and outreach programs for the Athletic Department via frequently occurring meetings and communication. CWP's Vice Commandant for Culture and Climate and Deputy meet every other week with the SARC to discuss SAPR issues surrounding prevention training and education as well as outreach events such as SAAPM. The USAFA SAPR website was updated this past APY to include an entirely new and attractive appearance plus the addition of information from JA (SAPR guide) and a new FAQs section that answers commonly asked questions. The Safe Helpline link and resource info is prominent on this updated site. The Safe Helpline is additionally a part of the USAFA Helping Agencies resource icon, a one-click feature that immediately puts the user in touch with USAFA safety support network. In May of this APY, the Washington DC Safe Helpline staff presented multiple briefings at USAFA to include those for faculty, AD staff, first responders, cadet PEERs, VVAs, SAPR staff, and JA.

In addition, as discussed in LOE 1.10, this academic year, DFBL has been actively engaged with a team of cadets to disseminate SAPR messaging via social media platforms.

DF has also sponsored or supported SA-related faculty meetings and brown bags (see, in particular, the discussion of DF efforts under LOEs 1.1, 1.2, and 1.5).

USAFA built and deployed a Helping Agency Desktop icon for all USAFA.edu and .mil computers in the spring of 2015. This new feature is housed on the USAFA members access (refer to LOEs 4.3 and 4.6 for more details).

4.14 Describe your Academy's efforts to provide legal assistance/SVC services to cadets/midshipmen who report a sexual assault.

In accordance with AFI 51-504, legal assistance services are available for all active duty military members, including cadets. If a cadet seeks legal services related to a report of sexual assault, then they are immediately put in touch with the SVC office at USAFA. In APY 2014/15, USAFA first received its own dedicated SVC. In APY 2015/16, USAFA also received a dedicated SVP to assist the SVC with client intake and administrative duties. In accordance with AFI 90-6001, when an individual makes a restricted or unrestricted report to the SARC, the SARC informs them of the opportunity to be represented by an SVC and facilitates contact with the SVC. If the individual's first contact is with OSI instead of SAPR, OSI will notify the individual of the opportunity to be represented by an SVC before being interviewed. In nearly every investigation involving an unrestricted report of sexual assault in APY 2015/16, the victim consulted with a SVC prior to making any statements to investigators. In addition, in several cases, after initially making a restricted report, victims consulted with a SVC before making the decision to convert their report to an unrestricted report. Once the attorney-client relationship is established between the victim and SVC,

generally, that relationship continues until it is terminated by the client regardless of whether the case results in a court-martial or not.

4.15 Describe your Academy's efforts to ensure existing support services meet needs of male victims

Encouraging victim reporting is a priority of the USAFA SAPR program, and particularly encouraging reports by male victims is an integral part of the program's focus, given recent literature and data suggesting that male sexual assaults are underreported.

Consistent with USAFA's focus on collaboration across mission elements/helping agencies, we use a multidisciplinary approach to encourage males to seek help and report sexual assaults. First, USAFA SAPR includes information regarding male victimology in briefings to all audiences, to include senior leader presentations, AOC/AMT training, key personnel briefings, CMG meetings, or SAAPM activities. In addition, USAFA SAPR includes training scenarios focused on a male victim is a part of the cBIT, and this focus is included in other prevention education training teaching points to include BCT2 and the AD healthy relationships trainings previously discussed.

USAFA SAPR recognizes that some male victims may feel more comfortable talking to another male about a sexual assault. As a result, USAFA strives to create a gender-diverse SAPR team to include VVAs. Currently USAFA has three female full time Victim Advocates (VA), and two DoD SARCs, one civilian female and one male AF officer (O-3). The 10th ABW has one full time male civilian VA and several male VVAs. Thus, all victims have an option to seek a VA of their gender choice through the process. Similarly, within the Colorado Springs area, both male and female SVCs are available should a victim express a preference for an attorney of a particular gender.

Furthermore, USAFA has ensured that SAPR messaging and services recognize the unique needs of male victims. In addition to ensuring the availability of male victim advocates, SAPR provides specific training for advocates and first responders to ensure understanding needs/challenges unique to male victims. The revised USAFA SAPR website includes information and direct links to additional support for male victims that include male-specific advocacy programs for civilians, and programs available at other universities and colleges. MH-UCH Forensic team serves all genders and ages for SAFE exams, including male and transgender care. In the last year, USAFA has increased staff at the SAPR office. Follow up care can be obtained with the adolescent medicine physician in cadet medicine or their primary care provider. The VAs and the SARCs coordinate care with the respective provider versed in sexual assault. USAFA has two assigned medical and one mental health provider SME on sexual assault.

In addition to SAPR initiatives, the PPC works collaboratively with SARC, as well as the dedicated SAPR team (10 MDG/Cadet Medical staff), in addressing the support services of male victims. Twice in APY 2015/16, male victims approached the PPC raising allegations of sexual assault. In both cases, the SARC responded immediately to requests for collaboration and support of the male victims in understanding the DD Form 2910, Victim Reporting Preference Statement, process and treatment options. 10 MDG provided medical evaluation

and proactive medical treatment. In a third case, the SARC was aware of a male sexual assault victim allegation and connected the cadet with the PPC.

PPC, SARR and 10 MDG reviewed existing protocols and training about considerations and treatment of male victims and found three appropriate instances related to male victim response.

When a male victim presents to the FAP, all FAP services, including treatment and victim advocacy, are offered. FAP serves and treats both male and female victims equally.

Finally, in recognition of recent guidance from DoD, which highlighted the connection between hazing/bullying and male sexual assault, USAFA/JA has worked with CW to update definitions of bullying/hazing in the CSP to be consistent with those definitions issued by the Undersecretary of Defense. In addition, CW and JA have worked with AD so that they can educate ICs and coaches about the realities and dangers of certain locker room practices that ICs may have engaged in during high school. Although many ICs may have previously viewed certain activities as acceptable traditions, at USAFA it is crucial that they understand that any of these practices may constitute hazing/bullying or even sexual assault.

4.16 Describe efforts to improve Academy personnel's understanding of sexual assault against men.

As described in LOE 4.15, multiple collaborative efforts have been expended to improve USAFA personnel understanding of male victimization. To improve understanding, identification of the existence of and definition of male sexual assault is critical. To that end, key personnel and leadership briefings have included information regarding the fact that many male sexual assaults are not identified as such because of a perception in particular about female perpetrators with male victims; it is frequently defined as sex versus a sexual assault. The inclusion of male victim discussion-based scenarios with cadets in small groups has been key. This has been accomplished with targeted groups such as IC athletes and bystander training. The "red line" training module on male victimization and empathy was presented to the football coaching staff and all 150 IC football players in the Fall of 2015.

4.17 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 APY15-16.

Pursuant to the Secretary of Defense Withhold Memo and CW/CC Withhold Memo, in situations in which a victim has made an unrestricted report, the CW/CC (an O-7) withholds the authority for disposition of the offense and any offenses/collateral misconduct related to or arising from the sexual assault. Thus, if a victim reports a sexual assault and has engaged in collateral misconduct, according to the CW/CC Withhold Memo, the CW/CC would have to be the initial disposition authority for any action taken against the victim. As a result, by policy, at USAFA, a General officer (the Commandant) is either making the adverse-action decision or at the very least consciously deciding to allow a subordinate commander to take the action and then subsequently reviewing the action.

For situations in which a victim has previously made an unrestricted report of sexual assault, AF regulation requires that the individual be given an opportunity to appeal their separation to the GCMCA. In ALL disenrollment notifications to cadets, the following language is included:

"If you have made an unrestricted report of sexual assault within the last 12 months and believe this recommendation for suspension was initiated in retaliation for making that report, you have the right to request review of this recommendation by the commander exercising GCMCA. If you request this review, the commander exercising GCMCA or higher authority will review the circumstances of, and grounds for, the recommendation for suspension and decide whether you will be suspended from the Air Force Academy." In addition, at USAFA, the Superintendent (a 3-star General and GCMCA), takes action on all disenrollments and would therefore review any separation of a cadet victim.

In all cases involving adverse actions against a victim of sexual assault, the SJA is actively engaged in reviewing the action and advising the Commandant and/or Superintendent.

4.18 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

The plan of action for APY 16/17 is robust and collaborative. Building on last APY, SAPR and EO will continue working in tandem to prevent sexual harassment and assault to include outreach/awareness events and training across USAFA. Other collaborative initiatives will include mission elements such as the Character and Leadership Development program, AD, DF, CW and the Preparatory School.

Recognizing that sexual assault is not compatible with AF core values, SAPR will work with the Center for Character and Leadership Development (CCLD) to include sexual assault prevention teaching messages and scenarios within the existing curriculum. To further enhance victim response and care, SAPR is currently working with a civilian agency to co-facilitate a 2-day "healing retreat" for victims, to be conducted in our local area.

This past year, SAPR and JA conducted in-squadron discussions within cadet squads that had a cadet victim involved in either an Article 32, Court-Martial, or an off-base trial. These were the first attempts to engage cadets affected by litigation in order to provide, to the greatest extent possible, accurate information, to answer questions, and facilitate discussion. JA additionally conducted a mock court-martial during SAAPM to educate cadets on the process and procedures. Due to the success of the mock trial presentation, it will be repeated again in the next APY to include both pre- and post-trial interventions. The end goal is to reduce rumors, gossip, and to lessen victim blaming that can occur due to inaccurate information or miscommunication.

Evidence and data-based training is critical, use of feedback from the MAOCs, DMDC, and the Illinois RMS will be used to further improve prevention education training and outreach events. A new combination life-skills and healthy relationship training began in August 2016. This course is created by the Botvin Program and tailored to first year USAFA cadets. This first implementation is a beta test, all first year cadets were given a pre-test during CBT in 2016. The training was given to 200 randomly selected cadets in their first year, in three training blocks. If data is supportive, this program will be implemented for all first year cadets the following APY. The Athletic Department and SAPR collaboration to present healthy relationship training to IC athletes will continue with revisions based on data from this APY. New SAPR training for cadets in their third and fourth years is in development, with themes of

understanding 1) how climate is impacted by sexual harassment and assault and 2) understanding victimology as a leader.

Regarding outreach and awareness event planning, SAPR is adopting the “Not Just April” slogan for prevention programming philosophy. The intent is to spread targeted outreach events throughout the program year monthly versus within a single month. Promotion of the Safe Helpline program will be an integral part of all outreach/awareness efforts as well as commander’s calls, first responder, cadet and permanent party SAPR training. Safe Helpline water bottles will be distributed during these events. Links and information about the Safe Helpline will be added to targeted groups to include the USAFA State Parent’s Clubs newsletters and web sites, cadet Sponsor Families, cadet PEERs and leadership, as well as others. Early community outreach and coordination with local programs and universities will be expanded to include regularly scheduled planning meetings to coordinate events and share resources and ideas. Community-wide “Take Back the Night” and “Denim Day” events are planned to occur simultaneously, others may be included. (Described previously).

To engage leadership at all levels, SAPR will collaborate with OSI and JA to implement in-service trainings (IST) for AOCs/AMTs and CCs/First Sergeants over a variety of topics such as 1) basic victimology (understanding behavior), 2) understanding perpetrators, 3) SAIRO report “how to”, 4) mandatory reporting and independent reports, 5) MPOs, and 6) gossip and rumor control regarding sexual assaults and other related topics. Senior leadership training is in review and will include similar topics specific to roles. Finally, we are working with leadership to oversee SAPR policy and guidance at USAFA, to include finalizing USAFA SAPR instruction.

2

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.”

This academic year, USAFA hired a full time SAPR analyst to achieve the assessment endstate. This process began with a review of current SAPR training, education and services. This included working with all mission elements to identify shared efforts, overlap of information, and room for collaboration. For example, Behavioral Sciences 110 has a lesson for all first year cadets about sexual violence and trauma. The analyst worked with the course director to ensure accuracy, updated readings, and confirmed consistency of messaging and referral services. Similarly, all training conducted by SAPR or as part of sexual assault awareness and prevention was reviewed to include the healthy relationships training with IC athletes, the healthy relationships training by an outside source for the Preparatory School, and sexual assault awareness month events.

The SAPR analyst also conducted a review of existing assessments, surveys, studies and evaluations that would help inform an appraisal of the SAPR program. Some mandated assessments include: DMDC SAGR surveys and focus groups, MAOCS, DSAID data, and mandated inspections. Looking internally to USAFA, other assessments were reviewed for

use in assessing SAPR efforts. The Illinois Rape Myths Acceptance Study and the Respect for Persons Study, both conducted by faculty members in the DF in Behavioral Sciences, are examples of locally conducted measurements that will populate the assessment of the SAPR program. In addition, locally developed evaluations of SAPR specific training and education were developed and used to collect responsive and meaningful data specific to USAFA. Additionally, several survivors volunteered to share their experiences and suggestions for the program.

A review of existing models for assessing sexual assault prevention, awareness and response programs was conducted. Most models include metrics that the DoD already exceeds. A review of the Gender Relations Institutional Platform (GRIP) framework developed by the Cadet Wing at USAFA was conducted as well. Finally, the DoD Metrics and Non-Metrics on Sexual Assault was used as a framework for the new USAFA SAPR analysis.

The Culture of Respect Evaluation (CORE) was then developed based on the above information and best known practices of program evaluation. The CORE assesses four specific measures of the SAPR program: awareness, prevention, response and the culture and climate at USAFA. The first part of the CORE specifically aligns to the metrics and non-metrics used by DoD and the second part of the CORE uses those and other measures to specifically assess the SAPR program. Results from individual's measures and the CORE as a whole will then be used to make program changes as needed. The skeleton of the CORE is based on theories of assessment and a logic model that have been developed and are being populated and an anticipated complete report will be finalized in APY 2015/16.

The CW has taken significant steps to achieve meaningful measurement and feedback systems. Historically, there was no climate assessments associated with any particular CW programs. In the summer of 2014, a climate assessment was added to 1) BCT and 2) Expeditionary, Survival and Evasion Training (ESET) (summer training for cadets between first and second academic years). The original model for the assessment was the assessment used for Air Force Basic Military Training ("boot camp" for enlisted Air Force). Based on the findings from the 2013 assessment, the climate sections were modified and focus on maltreatment/maltraining. In 2014, the assessment was expanded to include an opportunity for the cadet cadre to provide feedback as well. Results are provided to cadets and are used for cadet and permanent party leadership training.

Cadets between their first and second academic years also take Commissioning Education during the summer. The instructor feedback form was expanded to include diversity, inclusion, and harassment items. Results are used programmatically, and if specific feedback suggested an issue with an instructor, that instructor received feedback and counseling if CW leadership determines it is warranted.

Cadets between their second and third academic year participate on Operations Air Force (Ops AF). Participants travel to various AF bases around the world and are exposed to different Air Force Careers. The assessment of Ops AF provides the participants with an opportunity to provide feedback about how they were treated and if they encountered

unwanted experiences. The results are used by program managers to shape the program. As of the development of this section, no negative unwanted gender related behaviors were reported in the Ops AF feedback.

See section 5.7 for a description of MSA DEOCS.

5.2 Describe oversight activities that assess the SAPR program’s effectiveness. Include frequency, methods/metrics used, findings and recommendations, corrective action taken (e.g., program management review and Inspector General compliance inspections), and other activities.

The IG inspects the USAFA SAPR program annually. The last inspection occurred 13 Oct 2015. Results were briefed to leadership and the items system, along with the MICT checklist, was used to make corrections and improvements to the program.

Additionally, the Air Force Audit Agency inspected the USAFA SAPR program from April 2016 to June 2016. The report is currently being completed and will be shared with USAFA and AF SAPR. The inspection allowed for a review of SAPR requirements according to DoD and Air Force Instruction by SAPR and other programs.

In April 2016, DoD SAPR provided USAFA’s 6th on-site visit to review open items from the last in-person inspection, conducted in May 2015. DOD SAPR identified eight remaining action items that are addressed later in this report and made 12 new suggestions. Although many of the items are in progress or completed, the DoD requested a standard of documentation be used to validate progress.

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.

This year was the first year that the MAOCS was conducted for the cadets. This commander’s tool developed by DEOMI and administered by 10 ABW EO electronically collects information about each squadron and squadron leadership. Cadets anonymously share perceptions of organizational effectiveness, equal opportunity, equal employment opportunity, fair treatment and sexual assault prevention and response. The results related to sexual assault prevention and response were analyzed and evaluated using both the qualitative and quantitative data. Results were presented to senior leadership and helped informed changes to future training for both cadets and cadet leaders. As discussed in response to LOE 1.6, for example, the curriculum one for of the junior class’s SAPR was based largely on the results from the MAOCS. The lessons learned from the MAOCs will also be used for a social media marketing campaign in the fall of APY 2016/17 (discussed in LOE 1.10). This inaugural survey will continue to act as a baseline data source to measure longitudinal changes in culture and climate annually.

DEOCS for permanent party members has been crucial to USAFA’s understanding of the climate of the broader USAFA population. The Commandant as well as all ME heads have ensured this anonymous survey is provided to the permanent party in order to get a better idea of the culture and climate among permanent party.

The 10th ABW/EO office provides this survey for the entire installation and it allows a broad overview of where there are areas of concern and areas of improvement if commanders have recognized those areas identified by the participants of the survey that needed attention.

5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management, subject investigative and legal case information, storage of DD Form 2910 in Unrestricted Reports).

In order to ensure the most timely/accurate information is entered into DSAID, on a semi-annual basis, JA and SARC meet and go through each case to ensure that the information input into DSAID is accurate, to include the type of offense, offender status, etc. With regard to restricted reports, the SARC will provide JA with a general description of the facts so that JA can advise on the most appropriate type of offense to enter in DSAID. In addition, in order to ensure SARC, JA, and OSI are on the same page with regard to disposition information, when a case concludes, the civilian military justice attorney will completed the "DSAID Subject Case Disposition" form and then send it to SARC and OSI. SARC will then forward the form to AF/CVS who use the information to enter the information in DSAID. AFOSI provides case numbers to SARC for DSAID entry. At the CVS level, DSAID then pulls data directly from AFOSI information systems.

5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 15-16. Provide documentation of these activities.

SAPR conducted surveys after each large group presenter this year. Refer to 2.9 for more detail (Catharsis Productions presented "The Hook Up" to first academic year cadets, Mike Domitrz presented "Can I Kiss You" to second academic year cadets, SAPR analyst presented to third academic year cadets, and Anne Munch presented to seniors). After each presentation, a survey went out to all attendees asking for feedback about the presentation, knowledge learned, and behavioral motivation. Similar surveys were conducted for SAPR trainings and Gender Forums. Data was collected and is still being analyzed; results will influence the training plan and the CORE.

5.6 Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions following investigations of sexual harassment complaints.

In APY 2015/16 there were two formal sexual harassment complaints concerning cadets that were reported to EO. Both sexual harassment complaints were regarding the same offender and both allegations were investigated and substantiated by the commander. Remedial training was provided to the offender by 10 ABW/EO and the commander took appropriate disciplinary action against the offender.

5.7 Describe your efforts to develop and administer Military Service Academy DEOMI Organizational Climate Survey (MSA DEOCS).to cadets and midshipmen as the first step in a command climate assessment:

- Describe efforts to conduct survey review, follow-on assessment efforts (e.g., focus groups/interviews, review of records and reports), to comprehensively characterize the sexual harassment/assault climate at the Academy
- Describe how this information is addressed in your Academy's SAPR strategic plan

USAFA's CW Analyst was the primary POC for coordination and collaboration with DEOMI to develop the MSA DEOCS. Previously, USAFA did not participate in cadet only DEOCs surveys because arguably, EO felt the information was not a good correlation to the rest of

the population. Hence the effort to develop a survey that would be more appropriate for the cadet population and be an apple-to-apples comparison vs. an apple-to-oranges comparison. This last APY, USAFA was the first MSA to implement the MSA DEOCS and the other MSAs followed shortly thereafter. USAFA conducted the MSA DEOCS in October 2015 during a Dedicated Survey Allocated Time (DSAT) that ensured only approved and appropriate surveys were required of the cadets' most valuable time. USAFA again used the Fall DSAT window 17-21 Oct 2016, to implement the second MSA DEOCS to help identify trends in areas that need attention throughout the chain of command.

The 10 ABW/EO implemented the survey administration in accordance with AF operating procedures. During implementation there were lessons learned both locally and outside of USAFA that will prove useful for a more fluid execution and follow-up this year.

5.8 Describe your Academy's program for holding cadet/midshipman unit-level leadership accountable for the command climate based on the results of the MSA DEOCS.

After the MSA DEOCS was implemented, DEOMI provided USAFAs 40 Cadet Squadrons with individual results. These individual reports were rolled up into four separate group reports and then ultimately one overarching report for the Commandant of Cadets to identify trends. Since this was the initial implementation for the MSA DEOCS, trend data was limited and it is anticipated that trend data and analysis will be available as more surveys are conducted over time.

Once DEOMI provided the AOCs their respective reports, the AOCs/AMTs briefed the results to their own cadets to highlight the importance of the results and to reinforce the fact that permanent party leaders are listening to cadets and to identify further areas of concern within their squadron. Additionally, the Commandant briefed the entire CW in January 2016 when the cadets returned from Winter Break. Specifically, discussing the MAOCS results and highlighting concerning areas. The Commandant used the forum to re-emphasize the importance of fostering a culture and climate of respect at USAFA.

5.9 In reference to the 2015 Service Academy Gender Relations Focus Group (SAGR) Report conducted by the Defense Manpower Data Center (DMDC), explain how this data reflects your Academy's achievement, progress or need for improvement in:

- **Unwanted Sexual Contact at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Women at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Men at your Academy and Preparatory School**
- **Unwanted Sexual Contact Among Students Prior to entering your Academy and Preparatory School**
- **Unwanted Gender-Related Behaviors Among Students at your Academy and Preparatory School**

The DMDC SAGR Focus Group report indicated that the quality of interactions at USAFA has improved. Specifically, there was a decreased tolerance among students for sexual harassment and inappropriate behaviors. USAFA cadets have a sense of responsibility for each other and ownership of issues and they believe USAFA takes issues of sexual assault seriously as is evidenced by the strong emphasis and high priority it receives. As a result, cadets report they feel safer from sexual assault than they believe their civilian peers feel.

Cadets who were part of the focus group pointed out that anonymous social media (i.e. Yik-Yak) can lead to offensive or inappropriate comments but they also noted that in many instances, cadets will self-police each other on social media by either expressing disagreement with the inappropriate/offensive comment by “down voting” such comments. The practice of “down voting” is common to social media platforms such as Yik-Yak and involves viewers clicking a thumbs-down icon. If a sufficient number of viewers click the icon, the original post will be deleted.

The 2015 SAGR Focus Group results informed USAFA about culture and climate and perceptions by cadets (particularly victims) about leadership and the SAPR program. Results of the Focus Group were used to brief and highlight to leadership the observations of permanent party and cadets. The importance of leaders building trust to increase the likelihood for victims coming forward for help was one area highlighted in as a result of the survey results. These results also provided data, which SAPR personnel used to target messaging and training. For example, cadets, particularly females, indicated that one barrier to reporting a sexual assault was that they would not be believed by peers or leadership. However, the SAGR data also indicated that 97% of those surveyed stated that if someone told them they were sexually assaulted, they would believe that person. Thus, in this situation, SAPR personnel were able to share the 97% statistic to help included information to counter the misperception by female cadets that they would not be believed if they made a report. Other data from SAGR indicated that victim-blaming behaviors were not uncommon, which allowed us to target messaging and training to counter those behaviors and beliefs.

The Focus Group Report highlighted the need to share information with cadets and permanent party and be more proactive about dismissing rumors and correcting misinformation. To this end, as previously discussed in LOE 1.6, in response to a particularly high visibility sexual assault case prosecuted in Boulder, Colorado, which involved a cadet victim and cadet offender, the Commandant of Cadets required cadets to attend an All Call to dismiss rumors and share appropriate and accurate information. Prior to the All Call, JA personnel conducted an information session with the offender’s squadron AOC to clarify other case information as appropriate facilitate the sharing of accurate information.

Although USAFA does not have influence over unwanted sexual contact among students prior to entering the Academy, all cadets and cadet candidates receive information and are encouraged to report any incidents of sexual assault that have occurred before entering military service or USAFA. The PEER program was highlighted in the Focus Group Report as being a credible source for help for cadets. SAPR, PPC, and mental health at USAFA receive reports or offer services to those who have been sexually assaulted before entering USAFA.

The Focus Group Report highlighted the need to address sexist behaviors and increase the emphasis on preventing sexual harassment. SAPR developed the Basic Cadet Training 2 (BCT2), which incorporates both EO and SAPR training. This foundational course clarifies the distinctions between sexual harassment and sexual assault with interactive scenario-based activities. This is continued in their second academic year with cBIT and the discussion and

activities centered on the continuum of harm, which addresses sexist behaviors, inappropriate, gendered comments along with sexual harassment and sexual assault. This APY SAPR also engaged with CW to develop training for the men and women's Gender Forums (discussed in LOE 1.1). Formerly, Gender Forums were conducted solely for women but this year it was expanded to include men, which allowed for a more robust discussion of gender, equality, sexism, and developing a culture of respect. At the end of the APY, the Prep School offered sessions for their cadet candidates addressing some of these same issues. Discussions were started to plan for a more structured program at the Preparatory School for the next academic program year.

5.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

The four-year SAPR training plan for Cadets is written in the Cadet Military Education and Training Plan (CMETP) developed and approved through CWTCW. This conforms to strategic level instructions and policies as well as standardizes learning objectives, institutional competencies, and assessments. This institutionalizes SAPR training for USAFA. The CMETP is updated regularly as needed. SAPR changes were added at the end of the APY.

Additionally, in APY 2015/16 the USAFA/JA developed the Sexual Assault Response Guide. The guide will be further developed into the USAFA SAPR Strategic Plan to align with DoD and AF SAPR strategic plans. The draft of this plan includes sections for SAPR training and assessment, chapters 13 and 14 respectively. This way ahead has been vetted and approved with USAFA leadership.

3

6. Action Items, Secretary of Defense Initiatives, Suggested Enhancements, and Open Action Items from previous MSA reports outlined in the “Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2014-2015”.

6.1 Overarching Action Items

6.1.1 Superintendents directly supervise the Equal Opportunity Office and Sexual Harassment training/education efforts.

In progress. USAFA/CV has directed a cross-functional team to develop recommended organizational changes to meet the intent of this recommendation.

6.1.2 Strengthen sexual harassment prevention and response efforts.

- Review your sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention
- Review your Service materials and 2014-2016 DoD Sexual Assault Prevention Strategy
- Enhance your sexual harassment curriculum to ensure cadets and midshipmen understand the complaint process, to tailor the material for each class year, and provide it at sufficient frequency

This year, CW saw a great deal of success with the new “harmonized” EO/SAPR training for BCT. The combined training provided a seamless transition in the discussion from sexual

harassment to sexual assault. USAFA will continue to leverage this training approach in other venues such as the Gender Forums, Respect and Responsibility, and in commander-led squadron discussions.

CW will also continue the effort to locally develop new sexual harassment training that is specifically tailored to USAFA cadets and their experiences. Any new training that is developed will be approved either by the 10 ABW EO Director or by DEOMI. EO has an office inside CW to assist in processing complaints filed by cadets. The office is not manned full time; however, EO personnel are readily available by appointment.

6.1.3 Continue efforts to improve sexual assault reporting by cadets and midshipmen.

As mentioned in 6.1.2 CW saw successes with the new collaborative EO/SAPR training for BCT. The combined training provided a seamless transition in the discussion from sexual harassment to sexual assault. USAFA will continue to leverage this training approach in other venues such as the Gender Forums, Respect and Responsibility, and in commander-led squadron discussions. CW will also continue the effort to develop new local sexual harassment training that is specifically tailored to USAFA cadets and their experiences. Any new training that is developed will be approved either by the 10 ABW/EO Director or DEOMI. The Superintendent has put an incredible amount of emphasis on how USAFA will respond and support cadets that come forward to report an assault. The support programs throughout USAFA seem to be gaining momentum and applying more creative ways to improve the current processes.

During April 2016, many of the cadet lead programs for SAAPM were inspired by cadets who shared their stories. When cadets feel confident bringing their stories forward, other cadets hear them. When cadets feel supported by the permanent party, leadership, instructors, helping agencies, etc., they will help others who may be suffering in silence. USAFA leaders can provide the right environment, resources and opportunities, but when the cadet peers come forward, and share their experiences, or show others how they can get through the situation and they can be a sounding board for others or a foundation when extra help is needed, there is greater reinforcement to stand up against this crime. USAFA sees greater, immediate gains through the peer factors as well as continuing to enhance and work through the processes that are currently in place. It can be as simple as more bridge building between all the agencies impacted by this issue, to continued transparency of how USAFA handles each case on their own merits. For example, sharing information openly about how each unrestricted case is investigated, litigated, and handled through the entire process can greatly impact the confidence other victims have in coming forward. Significant effort is made to treat each cadet with respect and dignity throughout the process, from report to resolution, whether victim or accused.

When substandard performance is identified by any agency that works this issue, it is addressed and corrected in a timely manner. When this behavior is known, leaders from around the installation engage to return to the spirit and intent of the guidance set out from the Superintendent and/or the Commandant.

Additionally, this last SAAPM incorporated the Social Impact Theater where cadet lead presentations from poetry, with interactive audience skits helped promote the efforts and trust

of many programs at USAFA. This program continuously performs at venues where cadets can be positively exposed to the support side of the SAPR programs and how they or someone they know has benefited from the efforts. This peer to peer education and exposure helps reinforce the lessons taught through the various classes without the same difficulty in reaching the audience and gets the intended message across to resonate with the cadets. The Social Impact Theater really breaks through the stigma with which other programs have struggled. Their involvement has reached many victims whose voices were otherwise lost in the crowd and has encouraged others to report their incidents and take advantage of the services offered to victims of this crime.

As previously mentioned in LOE 1.1 and 1.9, AD partnered with SAPRO and MLFC to offer healthy relationship training to all 27 IC teams.

The FAP continues to educate and train personnel working with cadets on the definition of intimate partner violence and sexual assault, the dynamics of abuse, the reporting procedures, and the services available for victims through FAP. All group commanders, incoming AOC's, and AMT's are provided training.

6.1.4 Make available and require use of government-provided means to communicate with and transport victims to the hospital and other appointments.

- **Provide and require Sexual Assault Response Coordinators (SARCs) and Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) to use government means to communicate with and transport victims**
- **Ensure SARCs and SAPR VAs only use government-provided email and phones to speak with victims and ensure SARCs and SAPR VAs do not disclose their personal telephone numbers or email addresses**

USAFA SAPR has an assigned government vehicle readily available for the sole purpose of responding to and/or transporting victims of SA. VVAs on call are provided information and instructions for accessing the keys to the vehicle should the need arise. The SARC has reiterated that the AFI 90-6001, para. 2.7.6.5 prohibits the transport of victims in personally owned vehicles. The SARC and full time SAPR VAs are provided government issued Blackberry cell phones for communicating with victims. For VVAs who are on call, a government issued cell phone is provided for the duration of their on call responsibility. VAs have government email access via the .edu server. Direct office landline numbers and government email addresses are provided to victims as a measure of official communication. SARCs/VAs should not use personal cell phones and or email addresses when communicating with victims.

6.1.5 Enhance feedback to cadets and midshipmen by using case studies that represent the broad range of SAPR case outcomes.

When allowable and appropriate USAFA educators discuss the facts of recent sexual assault cadets cases in the media during the Healthy Relationships Training.

Within the allowable confines of the legal process, the Commandant does his best to make sure cadets are aware of current case studies representing a broad range of disciplinary actions and SAPR case outcomes. He will address all classes at the beginning of each semester and discuss as much as he is allowed to. In times of high profile cases with great media attention, he will also address the cadet wing as well. His focus is always on mutual

respect and being supportive of fellow team members while being careful not to pass judgement or take sides.

The cases that have gone to trial this last APY, as in previous years; have been heavily publicized – both in local and national media as well as through informal discussions/rumors within the CW and on social media platforms. In response, USAFA's legal team has collaborated with CW, SAPR, and PA to better educate cadets about the legal processes. Although all cadets are required to take an Intro to Law course during their sophomore year as well as receiving a military justice briefing during BCT, we recognized that the visibility of the courts-martial and civilian criminal case provided a ripe opportunity to reinforce those previously briefed concepts. As part of their initiative, JA has sent representatives to meet with individual squadrons who were particularly affected by a case as well as providing training and talking points to AOCs who then led discussions with their individual squadrons. Through this, JA has provided clarity to cadets and cadet leadership regarding the processes and implications of the military and criminal justice systems. The hope is that these timely trainings will help to increase transparency/understanding of the justice system and decrease misunderstandings. The better understanding cadets and cadet leadership have of the process, the more likely cadets will be encouraged to report incidents of sexual assault and support each other through the process.

In addition to these timely trainings, as discussed in LOE 1.15, during the 2016 SAAPM, USAFA/JA hosted a mock trial entitled "Got Consent?" which was intended to give cadets and permanent party insight into the military justice response to sexual assaults.

Finally, as discussed in LOE 1.15, Social Impact Theater is a group of cadets that is overseen by permanent party instructors. Their involvement has reached many victims whose voices were lost in the crowd and has encouraged others to report their incidents or to merely take advantage of the services offered to victims. The cadet presentations range from poetry to interactive audience skits to help promote the efforts and trust of the programs at USAFA. They continuously perform at venues where cadets can be positively exposed to the support side of the SAPR programs and how they or someone they know has benefited from the efforts. This peer-to-peer education and exposure helps reinforce the lessons taught through the various classes without the same difficulty in reaching the audience and the getting the intended message across. The Social Impact Theater breaks through the stigma with which other programs struggle.

6.1.6 Provide military officers, in the chain of command overseeing cadets and midshipmen, a clear case status during CMG meetings to fulfill their responsibility of updating the victim.

As part of USAFA SAPR initial response process, the VA assigned to the unrestricted report will contact the victim's commander to discuss pertinent information including the next CMG date where the unrestricted report will be discussed. In addition, USAFA SAPR, as instructed in AFI 96-6001, has streamlined coordination and logistics of monthly CMG meetings. At the beginning of the month, an email invitation goes out to recurring members and to commanders who are responsible for a victim in their unit with the date and time of the upcoming CMG. Subsequently, the CMG coordinator contacts commanders approximately

one week in advance of the CMG to discuss any issues or concerns in relation to the victim or the CMG.

USAFA SAPR developed a Commander's Checklist that is provided to each attending commander at the CMG, which includes AFI 90-6001 requirements such as providing case updates to the group and victim within 72 hours. Commanders have been asked to provide an email update to the SARC with the date their victim was updated. USAFA SAPR will continue to use the Commander's Checklist at monthly CMG meetings and provide initial contact during the initial response process. This has a multi-faceted effect in that Commanders will personally know the assigned VA and it fosters a collaborative environment with leadership, which in turn may help a victim's healing process.

6.1.7 Adapt the Department's SAPR metrics to create Academy program metrics as part of larger metrics effort to capture and communicate progress in addressing sexual assault and sexual harassment. (See APY 14-15 report for complete list)

The DoD SAPR metrics and "non-metrics" are incorporated into the USAFA SAPR CORE. Longitudinal data (i.e. data collected over an extended period) is available for much of the required metrics and comes from surveys, reports and JA statistics. This is Part I of the CORE. Though much of this has been collected in the past, the CORE allows one platform to be used to consolidate all data. Part II uses some of these metrics and other locally developed surveys, studies, and information to present a whole picture look at USAFA's SAPR program and give direction for needed change. For example, a DoD metric asks for numbers of reports compared to prevalence of sexual assaults. Part II of the CORE tries to determine what is being done that influences reporting and how to ultimately increase that number while examining what factors may influence decrease in overall incidence. This could include factors involving the culture and climate at USAFA, gender relations, or the training used.

The SAPR analyst developed this platform throughout most of this year by reviewing what was already being done at USAFA, collecting what data points were locally available, researching the theory and best practices of program analysis and assessment, and determining what logic model to use before forming the CORE. In addition, the analyst worked with SAPR to develop the USAFA Cadet Training Plan so that the new assessment platform could be used to evaluate a consolidated training strategy and solid curriculum to ensure valid measurements for the CORE. The first completed CORE is anticipated in the spring of APY 2016/17. A draft that is continually populated is available for review upon request. USAFA/JA tracks many of the non-metrics and metrics related to case disposition and timeliness that were discussed in the APY 2014/15 SH&V Report. This information is tracked using a spreadsheet that contains sensitive information about both victims and accused. USAFA/JA can provide a copy of the spreadsheet upon request.

United States Air Force Academy

1. Open Action Items

1.1 Require Victim Witness Assistance Program (VWAP) personnel to complete the Air Force Distance Learning Course provided by the Air Force Judge Advocate General School.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

The USAFA VWAP coordinator (the only VWAP personnel at USAFA) completed the VWAP training on 29 April 2016. As noted in USAFA's response to the APY 2014/15 MSA SH&V Report, the JAG Corps only offers this course two to three times per year. Further complicating matters is the fact that USAFA, unlike many other bases, does not have a dedicated VWAP Coordinator, but rather assigns the duty to a General Law paralegal as an additional duty assignment. Given turnover/deployments, USAFA has had three VWAP coordinators in the last three years. In response to this issue and the fact that USAFA ranked in the top five among AF bases in the number of unrestricted reports of sexual assault in FY 13 and FY 14, USAFA/JA has requested a civilian-hire to perform the duties of VWAP coordinator full-time beginning in FY 19.

1.2 Involve Equal Opportunity (EO) representatives in cadet disciplinary boards considering allegations of sexual harassment.

Status: Submitted in June 2016, in progress.

The CW, in coordination with 10 ABW EO Director, has initiated a modification to Section 3.9 of AFCWI 51-201 which addresses "Commander Review Boards." Specifically, the following is being added: "3.9.1.1.1. Prior to conducting the Squadron Commander Review Board (SCRB), the Cadet Squadron Commander will inform his or her AOC/AMT if cadet behavior involves possible sexual harassment and or unlawful discrimination. If the cadet behavior does not involve possible sexual harassment and/or unlawful discrimination, the AOC will generate and sign a memorandum for record stating so. The AOC/AMT will notify the Equal Opportunity (EO) office and courtesy copy the Human Relations Training & Education (HRT&E) office within 48 hours for any sexual harassment and five duty days for any unlawful discrimination that is in accordance with AFI 36-2706, "EQUAL OPPORTUNITY PROGRAM MILITARY AND CIVILIAN." Note: Unlawful discrimination is based on race, color, religion, national origin, sexual orientation, and sex (including sexual harassment). For further questions or clarification, please call the 10th ABW EO office at DSN: 333-4227."

Additionally, to ensure full cooperation and acknowledgement from cadets and AOC/AMT Staff, a Memorandum for the Record will be generated and signed by the AOC stating that no signs of possible sexual harassment/unlawful discrimination are present when appropriate for the disciplinary review.

1.3 Ensure EO office facilitates the adjudication of all cadet sexual harassment complaints.

Status: Submitted in June 2016, recommend close.

Currently, the 10 ABW EO Office handles all sexual harassment complaints. CW and 10 ABW EO are in the process of bolstering this capability. CW is getting two civilians and one military member trained as collateral complaint takers. The plan is that by 1 December 16 the CW NCO will be able to take cadet complaints and will be the primary person performing this function on behalf of the EO Office and CW. This will provide greater synergy, alleviate some of the 10 ABW workload, and provide the Commandant with greater insight as to trends and issues within the CW.

1.4 Align the EO program alongside the SAPR program under the Superintendent, and provide cadets with access to EO personnel.

Status: In progress.

USAFA/CV has directed a cross-functional team to develop recommended organizational changes to meet the intent of this recommendation. Additionally, CW personnel have been identified and are being qualified as EO collateral counselors to support cadets and 10 ABW EO personnel. This will expand timely access to EO services to both military and civilian personnel across the Cadet Area. (Refer to Open Item 1.3)

1.5 Ensure the EO and Family Advocacy Program (FAP) are involved in the Community Action Information Board/Integrated Delivery System (CAIB/IDS).

Status: Submitted in June 2016, recommend close.

The FAP is involved with the CAIB/IDS by providing annual training to all members and attending IDS meetings at least quarterly. More information regarding CAIB/IDS is contained in 4.1

1.6 Revise Memorandum of Understanding (MOU) with TESSA to include sexual assault victim support.

Status: Submitted in June 2016, in progress.

The FAP is coordinating with the SAPR office to revise the MOU with TESSA to include sexual assault victim support. The MOU is currently awaiting signature from TESSA and the 10th MDG.

1.7 Peak Performance Center (PPC) and 10th Medical Group should facilitate a warm hand-off to a SARC or SAPR VA to complete a DD Form 2910.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

In APY 2015/16, both the PPC and 10 MDG reviewed their policies and procedures to ensure warm hand-off to SARC or SAPR VA when a victim of SA is identified. The completion of the DD Form 2910 is recognized as a critical matter for victims and all staff in the PPC and 10 MDG has been trained on utilizing this form. PPC operating instructions and AFIs relating to warm hand-off have been updated and are part of annual training.

1.8 Implement a comprehensive set of metrics identified for the Gender Relations Integrated Platform (GRIP) or another comparable set of metrics.

Status: Submitted in June 2016, in progress.

The SAPR Analyst was hired in June 2015, and has spent the last year reviewing the GRIP and other available metrics to assess sexual assault programs. Unfortunately, there are not

widely acceptable, population-based metrics so a new set of metrics was formed. Using both the DoD developed metrics and “non-metrics” as well as theories of program analysis and assessment, along with a logic model, the CORE was developed as USAFA’s SAPR program assessment. The CORE uses a rigorous assessment protocol from both DoD required assessments as well as locally developed surveys and studies while focusing on outcomes-based metrics versus set data points in time. The CORE assessment platform will be included in the update of the USAFA SAPR Strategic Plan, which will help to develop the new USAFAI. Both documents will be aligned with DoD and AF Strategic Plans and Instructions and will serve to institutionalize the CORE.

1.9 Ensure timely and accurate data entry into Defense Sexual Assault Incident Database (DSAID).

- **Ensure all cases in DSAID have a corresponding signed DD Form 2910**
- **Ensure the SARC has the investigation case number to enter into DSAID**
- **Ensure the SARC opens a case in DSAID within 48 hours of receipt of a sexual assault report**

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

USAFA SAPR utilizes DSAID for Restricted and Unrestricted case reporting. Upon receiving pertinent case demographics, to include a signed DD Form 2910 for official reports, SAPR personnel use the DD Form 2965 to fill in case information within 48 hours of receiving the report. USAFA/SAPR best practice for DSAID inputs has been within 24 hours of receiving official reports. Uploads of signed DD form 2910s occurs only when Unrestricted Reporting is selected by the victim and/or when independent investigations are identified to SAPR Victims are notified that the option remains available to file a DD Form 2910 Unrestricted Report at any time during their case. If a DD Form 2910 is not obtained for Independent Reports, a case will be opened within the database and prescribed, “open with limited” Category. Should the DD Form 2910 be signed with a case of Independent investigations, the “open with limited” category converts to “open”. DSAID case report numbers are documented with victim files in a secured, locked drawer where only assigned SAPR office personnel can access files. USAFA has made great strides to reduce error rates in DSAID. USAFA error rate is currently at 0% (has been as high as 44%). All SARCs, VAs, and VVA are trained in use of the DD Form 2910 and importance of accuracy.

1.10 Ensure Air Officer Commanding (AOCs) use the DEOMI Military Service Academy Organizational Climate Survey (MAOCS) as soon as it becomes available and provide the results to the next level of command.

Status: Submitted in June 2016, recommend close.

AOCs briefed their respective Cadet Squadrons of the results from the MSA DEOCS. The Commandant briefed the Cadets after Winter Break and directed all AOCs address the concerns identified from their reports. Many AOCs reached out to SMEs in the areas of EO and SAPR in order to have thoughtful, meaningful discussions with cadets to ensure communications up and down the chain of command was clear and actionable. This effort helped to ensure trust in the leadership that the cadet voices are being heard and their concerns are being taken seriously.

Since this was the first implementation of the MSA DEOCS, trending data is not available from this survey: the information was compared to previous surveys and research data points and confirmed there were few new concerns to be addressed. The main concerns surrounded the demands on the cadets' time and the feeling they were being pulled in many different directions from academics to athletics to military requirements and it was difficult to concentrate on a single point.

The Cadet Squadrons were given their respective reports. The next higher level of command was given a consolidated report. For example, each Group AOC was given all of the information for all of the squadrons under their command, which includes 10 cadet squadrons. Likewise, the Commandant was given the roll-up information and responses for all forty Cadet Squadrons. These roll-ups gave the Group AOCs and the Commandant an appropriate level of information without inadvertently exposing respondents and impact future trust in the anonymity of the survey.

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2. Secretary of Defense Initiatives

2.1 Assess your Academy's climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

Status: Submitted to DoD SAPRO in June 2016, in progress.

The MAOCS was conducted for the first time with cadets at USAFA in Oct 2015. This commander's tool allows cadets to share their perceptions of organizational effectiveness, equal opportunity, equal employment opportunity, fair treatment, and sexual assault prevention and response. Among other things, the MAOCS revealed that trust is one of the major factors that may influence an individual's willingness to report a sexual assault, to include the perceptions (or misperception) of some cadets about how others would react to their reports of sexual assault. Along with results from the last SAGR Focus Group Report, this data is being used to inform leaders, develop training, and influence reporting, perceptions of victims, and climate. The need for accurate information sharing was evident and influenced practices by JA, CW, and SAPR, to include more proactive communication about sexual assault case results and discussions about the meaning of such results. This year the MAOCS will act as a baseline for future data to assess the climate and determine its effects on the reporting of sexual assault.

CW conducts a number of assessments of SAPR related training across all academic years to ensure the safety and well-being of all cadets. From the beginning of a cadet's induction, initial BCT is monitored and assessed for any indications of improper behavior/treatment. Follow-on programmed training CMETP is routinely assessed against established levels of learning to ensure that it is effective and helpful to cadets to maintain awareness of services available when needed.

2.2 Implement strategic plans for sexual assault and harassment that aligned with your Service and Department strategic plans.

Status: Submitted to DoD SAPRO in June 2016, in progress.

AF SAPR published a Strategic Plan in Sept 2015. USAFA's strategic plan was written before

that time. USAFA is drafting a new SAPR Strategic Plan that will align with both the DoD and AF Strategic Plans. The plan will include roles and responsibilities of commanders, first responders, and SAPR personnel. It will also include goals to promote greater reporting at USAFA. Part of the plan will also address SAPR training and the assessment of the CORE.

2.3 Advance and Sustain Appropriate Culture:

- **Implement solutions that address concerns of retaliation among by peers**
- **Employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations**
Provide cadet influencers with the skills and knowledge to strengthen their ongoing mentorship programs

Status: In Progress.

Refer to LOE 1.11. The USAFA SAPR Guide (available to all cadets/personnel via the Helping Agencies Desktop Icon) specifically outlines the definitions of Reprisal, Retaliation, Coercion, and Discrimination as well the Commander's role in ensuring that victims are protected from retaliation and reprisal. In addition, per the guidance in AFI 90-6001, para 1.4.16, SARCs/Victim Advocates, with the consent of a victim, will notify the IG and SJA if a victim feels as though they have been reprimed or retaliated against. Pursuant to the same AFI, para 2.5.3.8, upon making an Unrestricted report, SAPR personnel are required to inform the victim about the definition of retaliation and reprisal as well as the process for reporting such retaliation/reprisal. In addition, IAW AF discharge instructions, when ANY individual is notified of discharge/disenrollment, they are informed that if they believe the action is the result of reprisal/retaliation for making a report of sexual assault, they can voice those concerns to the General Courts Martial Convening Authority (which at USAFA is the Superintendent).

USAFA employs purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations (see for example, the previous discussion in LOE 1.1 and 1.9, concerning the healthy relationship training for all 27 IC teams).

Cadet influencers are provided skills and knowledge to strengthen their ongoing mentorship programs through the PEER program (refer to response in 1.5).

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3. Suggested Enhancements

3.1 Consider providing cadets with DEOMI-approved training on sexual harassment Prevention.

Status: Recommended that DoD SAPRO close this item.

As previously discussed, DEOMI approved training on sexual harassment prevention was provided in APY 2015/16 during BCT. During the summer of 2015, an inaugural event occurred where EO, SAPR, and CW Human Relations combined forces to deliver a consolidated block of training to the basic cadets. Institutional collaboration coupled with an external team of DEOMI-certified EO instructors delivered a synergized training experience that covered the entire continuum of harm. This 3-hour training block discussed the continuum of harm from healthy relationships to sexual harassment to sexual assault. The

training was scenario-based and highly interactive, and has received much better feedback than previous PowerPoint based training. Basic cadets were able to see the connection of the entire continuum, and understood how inappropriate behaviors and micro-aggressions can eventually lead to acceptance of sexual assault and related behaviors. This training was very well received and USAFA will continue to leverage this consolidated approach for the upperclassmen as well. In APY 2016/17, USAFA SAPR will also assess this lesson beyond simply asking participants whether they liked the training, but rather evaluating whether the training actually resulted in behavior changes.

3.2 Consider providing the local AFOSI detachment with an appropriate presence/office space in the cadet area.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

USAFA/CW provided OSI with satellite office and interview space in the Cadet Area. AFOSI continues to use this space to facilitate interviews for cadets, reducing lag time, improving operational flexibility, and accommodating cadet/staff schedules.

3.3 The Directorate for Culture, Climate, and Diversity (CCD) should consider leveraging SafeHelpline.org as a force multiplier in both prevention and response.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

The USAFA Directorate for Culture, Climate, and Diversity (CCD) through the IDS, developed a mechanism to advertise helping agency services to our military, cadet/cadet candidates, DoD civilians and family members/retirees. Specifically, the Community Support Coordinator developed a Helping Agencies Directory icon that is on every USAFA members' desktop. Additionally, this site provides important information, including a "Wingman Toolkit." Important Note: The Directorate for CCD went through reorganization in March 2016. Senior leadership moved the SAPR division underneath the Vice Superintendent and the diversity and inclusion division continues to report to the USAFA Superintendent.

3.4 Consider establishing a redundancy with the current 24-hour SAPR response telephones.

Status: Recommended that DoD SAPRO close this item.

USAFA SAPR has capability of 24-hour response telephonically and face to face within 60 minutes of notification. USAFA SAPR has defined hotline procedures during the duty day (Monday-Friday, 0730-1600) and after hours (Monday-Friday after 1600 to 0730, and 24-hour coverage holidays and weekends). Coverage of after-hours support is done on a weekly rotation basis. This allows for a fair balance of on-call duties, and continuity of coverage for the program response. There are alternate phones that the hotline phone can be transferred to if line is inoperable (VAs or VAAs off duty hours). The SAPR program phone line is working, and checked intermittently.

3.5 Consider developing sexual assault procedures for Academy representatives leading off-campus activities.

Status: Recommended that DoD SAPRO close this item.

Current SAPR training presents information about what a cadet or Airmen can do at any time and from anywhere help is needed. Knowledge about the DoD Safe Helpline, USAFA SAPR hotline, and other immediate response resources are shared in training and included on

computers, fliers, and promotional items. Permanent party who travel with cadets and teams receive annual SAPR training and some receive supplemental information. In addition, general SAPR training (and the Helping Agencies icon) also includes information about the resources and procedures for off-base resources such as accessing sexual assault forensic exams.

USAFA had one incident during APY 2015/16, in which a sports team was travelling and a victim began to struggle mentally/emotionally. The victim's coach reached back to USAFA for assistance with SAPR, PPC, and an advocate at the athletic department. The victim received immediate help from these various agencies and the coach was given the tools needed to provide continued support for the victim.

3.6 Consider employing USMA's sensing session model to gain feedback from cadets and midshipmen as part of the Academies' assessment efforts.

Status: In-progress.

Although USAFA senior leaders have not employed a sensing session in the same manner that USMA has, there are numerous social and official functions that the Commandant and Superintendent use to assess how the cadets are receiving the training. These functions include opportunities for the Commandant and the Superintendent to assess how cadets internalize the seriousness of sexual assault in their community and the impact sexual harassment and/or assault has during their stay at USAFA as well as how it jeopardizes effective leadership and degrades the mission. The examples in the following paragraphs are not only geared to talk about harassment and assault but any concern that is prevalent at the time. The Senior Leaders take every opportunity to find a teachable moment with the cadets.

Fireside Chats have occurred several times during each semester with the cadet leadership and the Senior Leaders. This allows the group to talk in a more comfortable, less official setting and to discuss the range of issues that revolve around leadership and the responsibilities that accompany positions of authority. It will invariably touch on harassment and/or assaults because these are cases that are getting attention as they are going through the different stages, i.e., recent news media drawing attention to a case due to an athlete being removed from a sports team, or the preliminary public announcements of an Article 32 or Court-Martial hearing or the final outcome from them.

Mission Element Dinners are conducted at the Commandants house and are set up to reach cadets in their third and fourth academic years. They are designed to bring in not only the upperclassmen from each squadron but the members of each intercollegiate sports team and various clubs that span activities and special interest groups. Also in attendance are permanent party members, instructors, and members from across the installation to help expose the cadets to a wide cross-section of members of our Air Force. Dinners help show the cadets what to expect from a social decorum aspect and encourages free discussions and a variety of perspectives amongst participants.

This last APY the Commandant and Superintendent have placed greater emphasis on AOC/AMT feedback sessions. It is here they can provide clarifying guidance to recent policy decisions, reinforce perspectives on current events, and let the AOCs and AMTs bring to light

issues and concerns that are affecting their respective squadrons. During APY 2015/16 there were more feedback opportunities, twice per semester, to give a dedicated time for all parties to channel concerns both up and down the chain of command. This has been a welcomed opportunity for those who have used these windows of time to find alternative or enhanced ways to make their time in the commander's seat, better for their cadets.

3.7 Consider ways to cost-effectively examine cadet and midshipman social media "footprints" and promote appropriate online behavior.

Status: Recommended to DoD SAPRO that this item be closed.

USAFA/PA regularly monitors various social media platforms used by cadets (e.g. Yik-Yak). In addition, when a court-martial or civilian trial involving cadets occurs, USAFA/JA reviews social media platforms to ensure that there is no misinformation or sensitive information about the pending trial being shared. If such misinformation or gossip is evident, JA works with PA and CW to ensure that the information is corrected.

USAFA/PA has also prepared and distributed a USAFA Social Media Guide that discusses "best practices" for cadet and military member's use of social media. In addition, the CSP contains guidance for cadets about their use of social media.

Finally, AD's Sports Information Director provides social media training every year for AD personnel and ICs, which includes information on the responsible use of social media.

7

3.8 Consider employing a code of conduct, similar to that used by USNA, to deter inappropriate behaviors.

Status: Recommended to DoD SAPRO that this item be closed. Code of Conduct for all 27 IC teams plus boxing and cheerleading was implemented this APY.

8

4. Open Action Items from Previous Reports

4.1 Establish SARC and VA Positions at the 10th Air Base Wing (ABW).

Status: Submitted to DoD SAPRO in June 2016, recommended this item be closed.

Positions were allocated to USAFA and we are now in the hiring process.

4.2 Appoint a dedicated training resource that would allow the SARC and SAPR VAs to focus on victim advocacy.

DoD SAPRO closed this item when they reviewed the USAFA SAPR program on 26 April 2015. In their out brief and on slide five (#2) they listed this item as closed and sited the hiring of a SAPR analyst as fulfilling this requirement. The SAPR analyst hired has extensive experience in education, training and curriculum development. Additionally, she has completed work with SAPR training and curriculum for the AF and at USAFA. DoD considered this item complete.

In the past year, USAFA SAPR has reorganized under the CV and created a SAPR Program Manager (PM) at the HQ level using this previously allocated position for training. The PM and Analyst will drive training at the strategic level across USAFA ensuring adequate and appropriate training at all levels and guaranteeing collaboration across MEs. USAFA feels it is

important for the SARC and VAs to execute the trainings as part of their outreach, to increase awareness, and to make personal connections with the population. Although a specific “training” asset was not hired, USAFA has met the intent of ensuring the appropriate staffing and execution of training. Lastly, USAFA has allocated two prevention specialist positions and is currently reviewing applications.

4.3 Identify appropriate level of sexual assault response training and procedures, and provide these, on an annual basis, to officer, enlisted, and civilian club and sports team representative (to include those leading off-campus activities).

Status: Submitted in June 2016, in progress.

Currently SAPR briefs as required by AFI 36-6001 and DoDI 6495.02. When the USAFAI 36-3511, *Officer Representatives for Athletic Teams*, is updated, it will include specifics on SAPR training for AD officer representatives. Cadet Club Officers in Charge receive training twice a year as required by USAFAI 36-3521, 7.1.4. SAPR training is conducted for Cadet Sponsors three times a year and as requested by training coordinators. SAPR is requesting that this training requirement be formalized in USAFAI 36-2008, *Cadet Sponsor Program*. These and all SAPR training and education will be included in the SAPR Strategic Plan that is currently being written to inform a future SAPR USAFAI therefore institutionalizing all requirements.

In addition to the Healthy Relationship Training conducted with intercollegiate sports teams to include coaches, this year the SAPR analyst developed a lesson about the dangers of sexting that cadet ICs used to conduct at a local high school (see LOE 1.4). SAPR also conducts training for athletes who work with summer sports camp attendees as assistant coaches. The training includes information about sexual assault response, prevention, and legal standards for adults working with children.

4.4 Continue developing the draft USAFA Gender Relations Integrated Platform (GRIP) and align with the USAFA SAPR Strategic Plan.

Status: Submitted in June 2016, in progress.

The new SAPR analyst reviewed the GRIP and other available metrics to assess sexual assault programs this last year. She also researched theories of program analysis and improvement as well as logic models for assessment. The analyst recommends replacing the GRIP with the CORE as it incorporates DoD metrics and outcomes-based metrics. The CORE goes beyond assessing inputs, activities, and outputs and examines impact, which can then be used in the iterative process of program improvement.

Assessments to be used in the CORE are incorporated into the Cadet Military Education and Training Plan institutionalized through CW. The CORE assessment platform will be included in the update of the USAFA SAPR Strategic Plan, which will help to develop the new USAFAI. This will ensure that the CORE is an enduring platform for long-term assessment possibilities.

4.5 Develop outcome-based metrics to address all prevention efforts.

Status: Submitted in June 2016, in progress.

AF SAPR released their Air Force Sexual Assault Prevention Strategy in Aug 2015. The document and accompanying training specifies steps to evaluate prevention efforts at the base level. The socio-ecological model frames violence prevention efforts at USAFA. Using

this framework and the knowledge of risk and protective factors for the perpetration of sexual violence, SAPR training and education addresses prevention and the CORE will collect metrics to assess all prevention efforts at USAFA.

Additionally, AF SAPR has developed and funded positions for Specialist in Primary Prevention of Violence (SPPV). USAFA has been allocated two positions, which were listed in February 2016 and is in the process of hiring the specialized individuals who will also assess outcome-based metrics to address prevention efforts across multiple issues. The SPPV will work closely with SAPR Analyst.

Unrestricted Reports

AIR FORCE MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
<p>A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAB) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>		APY15-16 Totals
# APY15-16 Unrestricted Reports (one Victim per report)		12
# Cadet/Midshipman/Prep School Student Victims		10
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		2
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		12
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		6
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		4
# Unidentified Subject on Cadet/Midshipman/Prep School Student		0
# Relevant Data Not Available		0
# Unrestricted Reports of sexual assault occurring		12
# On military installation		2
# Off military installation		8
# Unidentified location		2
# Victim in Unrestricted Reports Referred for Investigation		12
# Victims in investigations initiated during APY15-16		11
# Victims with Investigations pending completion at end of 31-MAY-2016		0
# Victims with Completed Investigations at end of 31-MAY-2016		11
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		1
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		1
# Victims - Other		0
# All Restricted Reports received in APY15-16 (one Victim per report)		20
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		3
# Restricted Reports Remaining Restricted at end of APY15-16		17
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16		
	APY15-16 Totals	APY15-16 Totals for Cadet/Midship man/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	12	10
# Reports made within 3 days of sexual assault	2	1
# Reports made within 4 to 10 days after sexual assault	0	0
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	3	2
# Reports made longer than 365 days after sexual assault	6	6
# Relevant Data Not Available	0	0
Time of sexual assault	12	10
# Midnight to 6 am	4	3
# 6 am to 6 pm	3	2
# 6 pm to midnight	3	3
# Unknown	2	2
# Relevant Data Not Available	0	0
Day of sexual assault	12	10
# Sunday	1	0
# Monday	3	3
# Tuesday	1	1
# Wednesday	1	1
# Thursday	2	2
# Friday	3	2
# Saturday	1	1
# Relevant Data Not Available	0	0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
	8	1	0	0	0	0	2	1	12		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	6	0	0	0	0	0	0	0	6		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	1	0	2		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	1	0	0	0	0	1	0	3		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0		
# Relevant Data Not Available	0	0	0	0	0	0	0	1	1		
APY15-16 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 APY15-16	Penetrating Offenses					Contact Offenses					APY15-16 Totals
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	0	0	7	0	0	2	0	0	0	3	12
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	5	0	0	1	0	0	0	0	6
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	1	0	0	0	2	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	1	1
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	0	0	5	0	0	2	0	0	0	3	10
# Cadet/Midshipman/Prep School Student Victims: Female	0	0	5	0	0	2	0	0	0	2	9
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	0	0	7	0	0	2	0	0	0	3	12
# Midnight to 6 am	0	0	4	0	0	0	0	0	0	0	4
# 6 am to 6 pm	0	0	1	0	0	1	0	0	0	1	3
# 6 pm to midnight	0	0	2	0	0	1	0	0	0	0	3
# Unknown	0	0	0	0	0	0	0	0	0	2	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
D4. Day of sexual assault	0	0	7	0	0	2	0	0	0	3	12
# Sunday	0	0	1	0	0	0	0	0	0	0	1
# Monday	0	0	2	0	0	1	0	0	0	0	3
# Tuesday	0	0	1	0	0	0	0	0	0	0	1
# Wednesday	0	0	0	0	0	0	0	0	0	1	1
# Thursday	0	0	1	0	0	0	0	0	0	1	2
# Friday	0	0	2	0	0	0	0	0	0	1	3
# Saturday	0	0	0	0	0	1	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16 Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	13
# Investigations Completed as of APY15-16 End (group by MCIO #)	11
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	2
# Subjects in investigations Initiated During APY15-16	18
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	4
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Unidentified Subjects in Service Investigations Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	1
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	1
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	2
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	3
E2. Service Investigations Completed during APY15-16 Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	17
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	2
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	22
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	16
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	6
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	3
# Subject Relevant Data Not Available	3
# Victims in investigations completed during APY15-16, supported by your Service	18
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	18
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	17
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	1
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	0
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY15-16	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY15-16 (Group by Civilian Law Enforcement Case Number)	3
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	1
# Subjects in reports made to your Service and Investigations completed during APY15-16	3
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	1
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	1
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	2
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	3
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	2
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	2
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	1
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY15-16 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY15-16 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

Victims in Investigations Completed in APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses					Contact Offenses					
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	4	1	9	0	0	4	0	0	1	2	21
# Male	0	0	1	0	0	1	0	0	0	1	3
# Female	4	1	8	0	0	3	0	0	1	1	18
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	4	1	9	0	0	4	0	0	1	2	21
# 0-15	0	0	0	0	0	0	0	0	0	1	1
# 16-19	3	1	5	0	0	1	0	0	1	1	12
# 20-24	0	0	1	0	0	3	0	0	0	0	4
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	1	0	3	0	0	0	0	0	0	0	4
F3. Victim Type	4	1	9	0	0	4	0	0	1	2	21
# Service Member	4	1	8	0	0	4	0	0	1	2	20
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	1	0	0	0	0	0	0	0	1
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	1	0	0	0	0	0	0	0	1
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	3	1	7	0	0	3	0	0	1	2	17
# Academy Prep School Student	1	0	0	0	0	1	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	4	1	8	0	0	4	0	0	1	2	20
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# Active Duty	0	0	1	0	0	0	0	0	0	0	1
# Reserve (Activated)	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
# Cadet/Midshipman	3	1	7	0	0	3	0	0	1	2	17
# Academy Prep School Student	1	0	0	0	0	1	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY15-16											APY15-16 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available		
G1. Gender of Subjects	4	1	12	0	0	5	0	0	1	2	25	
# Male	2	1	11	0	0	3	0	0	0	2	19	
# Female	0	0	1	0	0	1	0	0	0	0	2	
# Unknown	2	0	0	0	0	0	0	1	0	0	3	
# Relevant Data Not Available	0	0	0	0	0	1	0	0	0	0	1	
G2. Age of Subjects	4	1	12	0	0	5	0	0	1	2	25	
# 0-15	0	0	0	0	0	0	0	0	0	0	0	
# 16-19	0	0	4	0	0	0	0	0	0	1	5	
# 20-24	2	1	5	0	0	4	0	0	0	0	12	
# 25-34	0	0	2	0	0	0	0	0	0	0	2	
# 35-49	0	0	0	0	0	0	0	0	0	0	0	
# 50-64	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	
# Unknown	0	0	0	0	0	0	0	0	0	1	1	
# Relevant Data Not Available	2	0	1	0	0	1	0	0	1	0	5	
G3. Subject Type	4	1	12	0	0	5	0	0	1	2	25	
# Service Member	2	1	11	0	0	3	0	0	0	0	17	
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0	
# Recruiters	0	0	0	0	0	0	0	0	0	0	0	
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	
# DoD Contractor	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	
# US Civilian	0	0	0	0	0	0	0	0	0	2	2	
# Foreign National	0	0	0	0	0	0	0	0	0	0	0	
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	2	0	0	0	0	0	0	1	0	0	3	
# Relevant Data Not Available	0	0	1	0	0	2	0	0	0	0	3	
G4. Grade of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# E1-E4	0	0	1	0	0	0	0	0	0	0	1	
# E5-E9	0	0	1	0	0	0	0	0	0	0	1	
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	
# O1-O3	1	1	1	0	0	1	0	0	0	0	4	
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	1	0	8	0	0	2	0	0	0	0	11	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G5. Service of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# Army	0	0	0	0	0	0	0	0	0	0	0	
# Navy	0	0	0	0	0	0	0	0	0	0	0	
# Marines	0	0	0	0	0	0	0	0	0	0	0	
# Air Force	2	1	11	0	0	3	0	0	0	0	17	
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G6. Status of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# Active Duty	1	1	3	0	0	0	0	0	0	0	5	
# Reserve (Activated)	0	0	0	0	0	1	0	0	0	0	1	
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	1	0	8	0	0	2	0	0	0	0	11	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	

Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	1		
# Subjects - Other	0		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	25	# Victims in investigations completed in APY15-16	21
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	8	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	10
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	3		
# Unknown Offenders	3	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	1
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	3		
# Service Member Subjects where Victim declined to participate in the military justice action	2	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	3
# Service Member Subjects whose investigations had insufficient evidence to prosecute	1	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	1
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	17	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	12
# Subjects for whom Command Action was completed as of 31-MAY-2016	2		
# APY15-16 Service Member Subjects where evidence supported Command Action	2	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	2
# Service Member Subjects: Courts-Martial charge preferred	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	0
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	1
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student 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.			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	4
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	4
# Subjects whose Courts-Martial was dismissed	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	1
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	2
# Officer Subjects and Cadets who were allowed to resign in lieu of Courts-Martial	2
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	1
# Subjects Acquitted of Charges	1
# Subjects Convicted of Any Charge at Trial	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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 processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	3

Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). This section reports the outcomes of Courts-Martials 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.	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16	0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	0
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense	0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense	0
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment for a non-sexual assault offense	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	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 on a non-sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
N. 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.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a non-sexual assault offense	2

Restricted Reports

AIR FORCE MSA APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	20
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	19
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	1
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	17
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	16
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	1
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	7
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	1
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3
# Relevant Data Not Available	1
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	17
# On military installation	4
# Off military installation	4
# Unidentified location	8
# Relevant Data Not Available	1
Length of time between sexual assault and Restricted Report	17
# Reports made within 3 days of sexual assault	4
# Reports made within 4 to 10 days after sexual assault	0
# Reports made within 11 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	5
# Relevant Data Not Available	3
Time of sexual assault incident	17
# Midnight to 6 am	2
# 6 am to 6 pm	1
# 6 pm to midnight	9
# Unknown	5
# Relevant Data Not Available	0
Day of sexual assault incident	17
# Sunday	5
# Monday	2
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	3
# Saturday	3
# Relevant Data Not Available	3
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	16
# Army Victims	0
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	16
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY15-16 Totals
Gender of Victims		17
# Male		1
# Female		16
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		17
# 0-15		3
# 16-19		8
# 20-24		5
# 25-34		1
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		17
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		1
# O4-O10		0
# Cadet/Midshipman		15
# Academy Prep School Student		1
# Relevant Data Not Available		0
Status of Service Member Victims		17
# Active Duty		1
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		15
# Academy Prep School Student		1
# Relevant Data Not Available		0
Victim Type		17
# Service Member		17
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		8
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		7
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		1
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted		67
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		47.48
Mode # of Days Taken to Change to Unrestricted		24
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16		APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16		3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		0
# Relevant Data Not Available		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.		

Support Services

AIR FORCE MSA APY15-16 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>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	12
# Medical	0
# Mental Health	2
# Legal	7
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	1
# Other	0
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# 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
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	3
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	0
# Reported MPO Violations in APY15-16	0
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	0
<i>*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.</i>	
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	20
# Medical	2
# Mental Health	7
# Legal	4
# Chaplain/Spiritual Support	3
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	2
# Other	1
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# 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

U.S. AIR FORCE ACADEMY
APY 15-16 SEXUAL HARASSMENT INCIDENTS

A. TOTAL NUMBER OF SEXUAL HARASSMENT COMPLAINTS.
In this section, record the total number of formal and informal complaints in each requested sub-category. The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

A1. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	0
# Formal substantiated complaints	
# Formal unsubstantiated complaints	
# Pending formal complaints	

A2. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints referred for Investigation/Inquiry	0
# Informal substantiated complaints referred for investigation/inquiry	
# Informal unsubstantiated complaints referred for investigation/inquiry	
# Pending informal complaints referred for investigation/inquiry	

B. COMPLAINTS INVOLVING THE SAME (REPEAT) OFFENDER.
In this section, record the number of formal and informal complaints in each sub-category involving the same or “repeat” offender(s). The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

B1. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated formal complaints involving the same offender	
# Unsubstantiated formal complaints involving the same offender	
# Pending formal complaints involving the same offender	

B2. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated informal complaints involving the same offender	
# Unsubstantiated informal complaints involving the same offender	
# Pending informal complaints involving the same offender	

U.S. AIR FORCE ACADEMY
APY 15-16 SEXUAL HARASSMENT INCIDENTS

C. DISPOSITION FOR REPEAT OFFENDERS IN SUBSTANTIATED COMPLAINTS.

In this section, record the corrective action(s) taken for repeat offenders in formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

C1. Formal Substantiated Complaints	
# Repeat offenders in formal substantiated complaints	
# Repeat offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Cadet Disciplinary System Actions	
# Discharges in lieu of disciplinary action	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

C2. Informal Substantiated Complaints	
# Repeat offenders in informal substantiated complaints	
# Repeat offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet Disciplinary System Actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

D. NOTIFICATIONS TO GENERAL COURT MARTIAL CONVENING AUTHORITY (GCMCA).

In this section, record the following: (1) the number of formal and informal complaints that resulted in notification of the GCMCA; (2) the number of formal and informal complaints reported to the GCMCA within 72 hours; and (3) the number of formal and informal complaints reported to the GCMCA beyond 72 hours.

D1. # Total Formal Complaints (Total number from Section A1.)	
# Formal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Formal complaints reported to GCMCA within 72 Hours	
# Formal complaints reported to GCMCA beyond 72 Hours	

D2. # Informal Complaints (Total number from Section A2.)	
# Informal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Informal complaints reported to GCMCA within 72 Hours	
# Informal complaints reported to GCMCA beyond 72 Hours	

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APY 15-16 SEXUAL HARASSMENT INCIDENTS

E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.

DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.

E1. Total Complaints	
# Total of Formal and Informal Cadet/Midshipman Complaints	2

E2. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	0
# Formal complaints made less than or equal to 60 days following the incident	
# Formal complaints made more than 60 days following the incident	
# Formal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

E3. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints	2
# Informal complaints made less than or equal to 60 days following the incident	
# Informal complaints made more than 60 days following the incident	
# Informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

F. OCCURRENCE OF SUBSTANTIATED COMPLAINTS.

F1. Formal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	0
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	

F2. Informal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	2
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.

In this section, record the number of formal and informal substantiated complaints occurring in the sub-categories of allegations identified below. The numbers in this section may not be additive since one complaint may contain several allegations.

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APY 15-16 SEXUAL HARASSMENT INCIDENTS

G1. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Formal Complaints	
# Substantiated incidents of crude/offensive behavior	
# Substantiated incidents of unwanted sexual attention	
# Substantiated incidents of sexual coercion	

G2. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Informal Complaints	
# Substantiated incidents of crude/offensive behavior	2
# Substantiated incidents of unwanted sexual attention	
# Substantiated incidents of sexual coercion	

H. FIRST-TIME OFFENDERS AND REPEAT OFFENDERS (TOTAL) IN SUBSTANTIATED COMPLAINTS.
In this section, record the number of all offenders in substantiated complaints; the number of all offenders pending receipt of corrective actions as of the end of the reporting fiscal year; and the number of the types of completed corrective actions as of the end of the reporting fiscal year. Report this information for formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

H1. Formal Substantiated Cadet/Midshipman Complaints	
# Total offenders in formal substantiated complaints	
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	0
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary system actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

H2. Informal Cadet/Midshipman Complaints	
# Total offenders in informal substantiated complaints	
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	2
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary systems actions	1
# Adverse or administrative actions	1
# Other (include comments in the analysis section of your report)	

I. OFFENDER CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.	
I1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	

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# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

I2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

J1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	2
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

J2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	

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# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
K2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

L1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
L2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	2

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M. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) IN SUBSTANTIATED FORMAL AND INFORMAL COMPLAINTS.

In this section, record the number of offenders in substantiated formal and informal complaints described in the sub-categories below. Use the "other" sub-category to capture a relationship not described below. Provide an explanation of the number in the other sub-category in your analysis section.

M1. Relationship of Offender(s) to the Complainant(s) in Substantiated Formal Complaints	
# Academy Cadet/Midshipman Class Mate	
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	
# Same unit or assigned classroom	
# Other	
# Same gender	
# Different gender	

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
# Academy Cadet/Midshipman Class Mate	
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	
# Same unit or assigned classroom	2
# Other	
# Same gender	
# Different gender	

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N. ANALYSIS

This section should be used to help provide a clear understanding of the relationship between the information and data displayed in the template. Examples would be to identify trends, anomalies, or factors bearing on Military Service, National Guard, or DoD policy guidance related to prevention of sexual harassment efforts. The remarks in this section may also include any pertinent information related to data collected regarding service members accused of multiple incidents of sexual harassment and explanations of gaps or missing data in your report resulting from existing Military Service and National Guard policies or procedures.

For the items in this spreadsheet that ask for further explanation, please explain the information as it pertains to "other" (if applicable).

C1. Other corrective actions administered to repeat offenders in formal complaints during the fiscal year.

C2. Other corrective actions administered to repeat offenders in informal complaints during the fiscal year.

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
CW-16-003		More Than 72 Hours		Cadet	Male	Cadet	Male	Unwanted Sexual Attention	Military co-worker	Same unit	Other adverse or administrative action	
CW-16-014		Less Than 72 Hours		Cadet	Male	Cadet	Male	Unwanted Sexual Attention	Military co-worker	Same unit	Other adverse or administrative action	