



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

The Honorable Jack Reed
Chairman
Committee on Armed Services
United States Senate
Washington, DC 20510

MAY 14 2024

Dear Mr. Chairman:

The Department's response to section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364), "Revision and Clarification Requirements with Respect to Surveys and Reports Concerning Sexual Harassment and Sexual Violence at the Service Academies," is enclosed. Section 532 requires the Department to submit an annual report for each Academic Program Year (APY) assessing the effectiveness of the policies, training, and procedures of the Military Service Academies (MSAs) regarding sexual harassment and sexual violence involving personnel at the United States Military Academy, United States Naval Academy, and the United States Air Force Academy. This year's report also satisfies the requirement of House Report 118-121, page 25, accompanying H.R. 4365, the Department of Defense (DoD) Appropriations Bill, 2024, "Sexual Assault Prevention," to provide an update on academy progress to implement DoD-directed sexual assault prevention and response initiatives outlined in Secretary of Defense Memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies," March 10, 2023.

This year's assessment focused on compliance with actions directed by the DoD to improve sexual assault prevention and response as well as assessment visits to the MSAs. The report also includes an analysis of sexual assault reporting and sexual harassment complaint data. This report found that, as of March 2024, the MSAs completed or are making progress on implementing directed sexual assault prevention and response actions.

The Department encourages greater reporting to promote help-seeking by Service members and to hold alleged offenders appropriately accountable. In total, the Department received 166 sexual assault reports involving a cadet or midshipman as a victim and/or subject and 28 sexual harassment complaints—a decrease in both sexual assault reporting and sexual harassment complaints since last year. We cannot provide further context regarding this decrease in reporting because a survey to estimate the prevalence of sexual assault and sexual harassment at the MSAs was not required for this APY.

The Department and Military Services will continue to work closely with the Academies under the jurisdiction of the DoD to achieve meaningful progress through ongoing efforts such as the Climate Transformation Task Force. The DoD will continue with the hard work ahead to foster climates in which sexual assault is prevented and reporting is encouraged.

Thank you for your continued strong support for our Service members. I am sending similar letters to the other congressional defense committees.

Sincerely,

A handwritten signature in black ink, appearing to read 'ASV', with a small 'f.c.' written below it.

Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Enclosure:
As stated

cc:
The Honorable Roger F. Wicker
Ranking Member



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

PERSONNEL AND
READINESS

The Honorable Mike D. Rogers
Chairman
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

MAY 14 2024

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Sincerely,

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Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Enclosure:
As stated

cc:
The Honorable Adam Smith
Ranking Member



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

The Honorable Jon Tester
Chairman
Subcommittee on Defense
Committee on Appropriations
United States Senate
Washington, DC 20510

MAY 14 2024

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Sincerely,

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Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Enclosure:
As stated

cc:
The Honorable Susan Collins
Ranking Member



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

PERSONNEL AND
READINESS

The Honorable Ken Calvert
Chairman
Subcommittee on Defense
Committee on Appropriations
U.S. House of Representatives
Washington, DC 20515

MAY 14 2024

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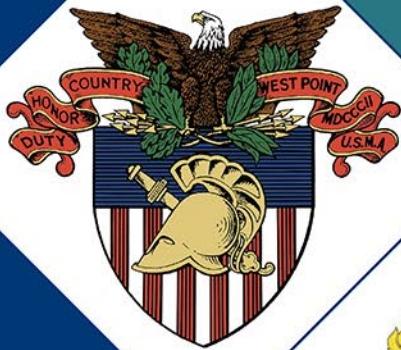
Sincerely,

A handwritten signature in black ink, appearing to read 'Ashish S. Vazirani', with a small 'F02' written below it.

Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Enclosure:
As stated

cc:
The Honorable Betty McCollum
Ranking Member



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

Academic Program Year 2022-2023





Department of Defense Annual Report on Sexual Harassment and Violence at the
Military Service Academies, Academic Program Year 2022-2023

The estimated cost of this report or study for the Department of Defense is approximately \$503,000 in Academic Program Year 2022-2023. This includes \$279,000 in expenses and \$224,000 in DoD labor.

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- Appendix B: Navy Self-Assessment of the United States Naval Academy
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- Appendix E: Aggregate Data Matrices and Military Service Academy Case Synopses
- Appendix F: List of Acronyms
- Appendix G: Office of People Analytics Military Service Academy Command Climate Assessment Process Evaluation

Reporting Requirement

- Congress requires the Department to annually assess the Academies to determine the effectiveness of sexual harassment and sexual assault policies, training, and procedures.
- This was accomplished by conducting assessment visits, examining the Academies' self-assessments, and analyzing sexual assault reports and sexual harassment complaints.

What We Learned

- The Academies completed or are making progress on implementing Department-directed sexual assault prevention and response initiatives.
- The Academies are conducting Sexual Assault Prevention and Response and Sexual Harassment Prevention and Response programs in compliance with Department policy.
- The Department's assessment visits revealed the:
 - Need for enhanced communication of response policies to faculty, staff, and cadets/midshipmen;
 - Value of peer groups in supporting prevention and encouraging the reporting of sexual assault and sexual harassment; and
 - Need for greater response efforts for men and Lesbian, Gay, Bisexual, and Transgender cadets/midshipmen.
- Sexual assault reports and sexual harassment complaints decreased at all Academies compared to the previous Academic Program Year.

This report is available at <https://www.sapr.mil>.

Executive Summary

This report primarily provides an update on Department of Defense efforts to improve sexual assault and sexual harassment response efforts and reporting of these harmful behaviors at the Military Service Academies in Academic Program Year 2022-2023.¹

Current State

Although no *Service Academy Gender Relations Survey* of cadets and midshipmen was conducted for the academic period covered by this report, the 2022 *Service Academy Gender Relations Survey* identified that an estimated 21.4 percent of academy women and 4.4 percent of academy men experienced unwanted sexual contact in the year prior to being surveyed, a significant increase compared to the prior survey in 2018.² The 2022 survey also identified an increase in the prevalence of sexual harassment with an estimated 63 percent of academy women and 20 percent of academy men experiencing sexual harassment during the previous Academic Program Year.³

In response to those trends, the Secretary of Defense issued the "Actions to Address and Prevent Sexual Assault at the Military Service Academies" memorandum in March 2023. This year's report includes academy progress in accomplishing the actions outlined in that memorandum. The overarching aim of the Secretary of Defense's actions is to improve culture and climate at the Academies, decrease risk of sexual assault and sexual harassment, and increase cadet and midshipman reporting.

Among the actions directed in the Secretary of Defense memorandum was the requirement to conduct On-Site Installation Evaluations at the Academies by April 2023. To meet this requirement, On-Site Installation Evaluations assessed prevention capabilities and climate of the Academies and units of interest through focus groups with cadets/midshipmen, leaders and prevention staff, surveys,

¹ For information regarding recent Department efforts to further sexual assault prevention at the Academies, see the 2023 Military Service Academies On-Site Installation Evaluation Report.

² See the Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022.

³ Ibid.

document review, and data evaluation. The visits culminated in the August 2023 Military Service Academies On-Site Installation Evaluation Report.

After reviewing the report's findings, the Secretary of Defense directed a number of follow-on actions in his August 2023 memorandum, "Department Actions to Transform the Climate and Help Prevent Harmful Behaviors at the U.S. Military Service Academies." Actions from that memorandum included: issuing progress reports every six months to counter harmful behaviors at the Academies, measuring and evaluating academy programs to halt sexual abuse, and establishing the Climate Transformation Task Force to drive progress and enhance cooperation on improving climate and integrated prevention efforts at the Academies.

Report Focus Areas

This report adds to the work described above by providing the Department's assessment of the Academies' sexual assault and sexual harassment prevention and response efforts from June 1, 2022 to May 31, 2023, and focuses on:

- Compliance with actions directed by the Department to improve sexual assault prevention and response;
- Command climate assessment process review;
- Observations informed by the assessment visits to the Academies; and
- Sexual assault reporting and sexual harassment complaint data.

Compliance with Actions Directed by the Department to Improve Sexual Assault Prevention and Response

This year's assessment activities indicate that the Academies completed or are making progress on implementing Department-directed Sexual Assault Prevention and Response initiatives and are currently conducting Sexual Assault Prevention and Response and Sexual Harassment Prevention and Response programs in compliance with Department policy.

Command Climate Assessment Process Review

In past years, the Department of Defense Office of People Analytics conducted focus groups to provide additional context regarding sexual assault and sexual harassment prevalence and reporting data from the *Service Academy Gender Relations Survey*. However, to help the Academies assess factors that may be indicators of progress or risk, the Office of People Analytics focused on helping the Academies optimize the climate assessment tools to enhance assessment and evaluation between prevalence surveys. Therefore, this Academic Program Year, the Office of People Analytics evaluated the command climate assessment process and the administration of the *Defense Organizational Climate Survey* at the Academies. For more information and findings from the comprehensive project, see Appendix G.

Observations Informed by the Assessment Visits to the Academies

This report also identifies observations gathered from this year's assessment visits. Across all Academies, the Department found similarities regarding the need for enhanced communication of response policies to faculty, staff, and cadets/midshipmen; the value of peer groups to support prevention and encourage the reporting of sexual assault and sexual harassment; and the need for greater response efforts for men and Lesbian, Gay, Bisexual, or Transgender cadets/midshipmen.

Sexual Assault Reporting and Sexual Harassment Complaint Data

The Department received 166 total reports of sexual assault that involved cadets/midshipmen/prep school students as victims and/or alleged offenders, a decrease of 40 reports from the previous Academic Program Year. A decrease in reporting was noted across all Academies. As no prevalence survey was conducted this Academic Program Year, it is not possible to determine whether this decrease is based on an actual reduction in harmful behaviors at the Academies. Of the 166 reports, 137 sexual assault reports were from cadets or midshipmen for incidents that occurred during military service, and 10 reports were made by cadets or midshipmen for incidents that occurred prior to military service (2 Unrestricted Reports and 8 Restricted Reports). An additional 32 reports were made by other active duty Service members and prep school students. No reports were made by civilians alleging an assault by a cadet or midshipman. This Academic Program Year, cadets and midshipmen made 13 formal complaints, 11 informal complaints, and 4 anonymous complaints of sexual harassment.

Way Forward

The Academies and their respective Military Departments must continue improvements underway, utilize the tools available to them, and implement effective policies to stop sexual assault and sexual harassment. Halting these behaviors demands transformational actions, urgently and thoughtfully implemented, with clear metrics to track progress, learn lessons, and course correct, as needed. To that end, the Service Academy Climate Transformation Task Force regularly convenes to provide feedback to the Military Departments to ensure best practices are adopted across the Academies and provide oversight to achieve key milestones in a timely manner. Sexual assault and sexual harassment have no place in the military and will continually be assessed and addressed to ensure the Academies recruit and maintain leaders of character.

Introduction

Congressional Reporting Requirement

The Department of Defense (DoD) annually assesses the Military Service Academies' (MSA) programs that address sexual harassment and sexual assault per Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2007 (Public Law 109-364). This report fulfills the congressional requirement by reviewing the effectiveness of the Academies' policies, training, and procedures regarding sexual assault and sexual harassment for cadets, midshipmen, and military and civilian staff at the United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA).

Report Contents

This report assesses the MSAs' programs and response actions from Academic Program Year 2022-2023 (APY 22-23) that address sexual harassment and sexual assault. Self-assessment reports by each Military Service are enclosed in Appendices A, B, and C. Detailed statistical data and analysis from APY 22-23 can be found in Appendices D and E. A list of the acronyms used in this report can be found at Appendix F. The Department of Defense Office of People Analytics (OPA) Military Service Academy Command Climate Assessment (CCA) Process Evaluation is at Appendix G. As noted in more detail in later sections of this report, the Department assessed academy prevention programs and climate health in On-Site Installation Evaluations (OSIEs) completed during APY 22-23.

Assessment Process and Report Focus Areas

This report provides the Department's assessment of the Academies' current sexual assault and sexual harassment programs and response efforts from June 1, 2022, to May 31, 2023. The DoD assessment was informed by the following sources:

- The MSAs' response to programmatic self-assessments regarding response and related programmatic activities;
- Assessments of academy compliance with DoD and military response policy conducted by the Military Departments;⁴
- Sexual assault and sexual harassment reporting data; and
- Academy assessment visits conducted by the Department of Defense Sexual Assault Prevention and Response Office (SAPRO) and the Department of Defense Office for Diversity, Equity, and Inclusion (ODEI) to assess the effectiveness of policies, training, and procedures concerning sexual harassment and sexual violence involving academy personnel.⁵

⁴ The MSAs are compliant with the following policies outlined in the Secretary of Defense's March 2023 "Actions to Address" memorandum: DoD Instruction (DoDI) 6495.02, Volume 3, "Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases," June, 24, 2022; DoDI 6495.02, Volume 2, "Sexual Assault Prevention and Response: Education and Training," April 9, 2021; Deputy Secretary of Defense Memorandum, "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations," November 10, 2021; and Military Service regulations implementing Safe-to-Report policies.

⁵ ODEI representatives determined compliance with the assessed sections of DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," December 20, 2022.

This year’s assessment was augmented by the work of the Secretary of Defense-directed OSIEs in response to increases in the estimated prevalence of unwanted sexual contact (USC) and sexual harassment in APY 21-22. While some OSIE information is provided in later sections of this report, a detailed discussion of the OSIE findings and follow-on actions are provided in a separate report.⁶

This year’s report is organized by and focuses on academy efforts in the following areas:

- Compliance with Actions Directed by the Department to Improve SAPR;
- CCA Process Review;
- Observations Informed by the Assessment Visits to the Academies; and
- Sexual Assault Reporting and Sexual Harassment Complaint Data.

Compliance with Actions Directed by the Department to Improve SAPR

The Department strives for a military culture free from sexual assault and sexual harassment. Cadets and midshipmen deserve to train in a respectful, inclusive environment while preparing to become our Nation’s next military leaders. To that end, Table 1 below summarizes recent Department actions to improve the SAPR mission space.

Table 1: Recent Actions Directed by the Department⁷

February 2022	Under Secretary of Defense for Personnel and Readiness (USD (P&R)) signs “Actions to Address and Prevent Sexual Assault at the Military Service Academies” memorandum
March 2023	Secretary of Defense signs “Actions to Address and Prevent Sexual Assault at the Military Service Academies” memorandum
March – April 2023	DoD conducts OSIEs at the MSAs
July – August 2023	DoD conducts assessment visits at the MSAs
August 2023	DoD releases the 2023 Military Service Academies OSIE Report
August 2023	Secretary of Defense signs “Department Actions to Transform the Climate and Help Prevent Harmful Behaviors at the U.S. Military Service Academies” memorandum
August 2023	USD(P&R) establishes the Service Academy Climate Transformation Task Force (CTTF)

The following section summarizes actions in APY 22-23 responsive to USD(P&R) and Secretary of Defense-directed SAPR actions.

⁶ For the full OSIE Report, see: https://media.defense.gov/2023/Aug/17/2003282637/-1/-1/1/2023_MILITARY_SERVICE_ACADEMIES_ON_SITE_INSTALLATION_EVALUATION_REPORT.PDF

⁷ Secretary of Defense and USD(P&R) memoranda outlined in Table 1 can be found at www.sapr.mil/reports.

Memorandum 1: “Actions to Address and Prevent Sexual Assault at the Military Service Academies” (dated February 15, 2022)

On February 15, 2022, the USD(P&R) directed the MSAs to execute actions to further mature prevention activities and improve response systems. As previously documented in the APY 21-22 MSA Report, the Department found some MSAs partially compliant or non-compliant with the following actions outlined in the February 2022 memorandum:⁸

- Evaluate individual prevention activities within the overall comprehensive approach
 - USMA – partially compliant
- Facilitate greater use of the Catch a Serial Offender (CATCH) Program
 - USAFA – partially compliant
- Develop Case Management Group (CMG) operating instructions
 - USMA – partially compliant
 - USAFA – partially compliant
- Update climate assessment reporting and action plans
 - USAFA – non-compliant
- Provide extended class schedule deconfliction
 - USMA – partially compliant

In APY 22-23, the Academies took steps to comply with the above actions. USMA updated its Sexual Harassment/Sexual Assault Prevention and Response Standard Operating Procedures (SHARP SOP) to include updated guidance on its CMG, issued policy on class schedule deconfliction for victims of sexual assault and alleged offenders, and continues to work with DoD SAPRO and the Centers for Disease Control’s collaborative Integrated Prevention Technical Assistance Center (IPTAC) to refine their prevention activity plan for “Prevention Deep Dives.” USAFA expanded its CATCH Program to align with DoD policy, amended its CMG operating instruction to incorporate the latest updates to SAPR policy, and developed a plan of action for implementing command climate assessments.

Memorandum 2: “Actions to Address and Prevent Sexual Assault at the Military Service Academies” (dated March 10, 2023)

Following the increase in the estimated prevalence of USC⁹ and sexual harassment reported in the APY 21-22 MSA Report, the Secretary of Defense directed the following actions:

1. Conduct OSIEs at the MSAs;
2. Develop a MSA implementation plan for the Department’s prevention workforce and leadership requirements;
3. Champion the Department’s CCA process;

⁸ MSAs not listed were identified as compliant with Memorandum 1 requirements in the APY 21-22 MSA Report.

⁹ Although the term “unwanted sexual contact” does not appear in the Uniform Code of Military Justice (UCMJ), for the purposes of the *Service Academy Gender Relations Survey* 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 individual did not or could not consent.

4. Broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet/midshipman units;
5. Communicate the importance of military justice reforms;
6. Implement a Return to Health policy;
7. Incorporate the latest SAPR policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support; and
8. Issue policy on the physical separation of cadet and midshipman survivors of sexual assault and alleged offenders.

The Academies outlined the steps they took to meet the requirements of the above actions in their self-assessments for this APY. Their responses are detailed below.

Action Item 1: Conduct OSIEs at the MSAs

On March 10, 2023, the Secretary of Defense directed OSIEs be conducted at the MSAs after an increase in the estimated prevalence of USC and sexual harassment, and other concerning climate issues at the MSAs during APY 21-22. As a result, the OSIE methodology was applied to each MSA to gain insight on shared risk and protective factors. As a critical leadership tool, these visits provide DoD with ways to comprehensively improve its prevention efforts, better support efforts to advance the approved recommendations of the Independent Review Commission on Sexual Assault in the Military and the Suicide Prevention and Response Independent Review Committee, and inform future policy development. The MSA OSIEs were completed by April 2023.

OSIEs assess prevention and climate factors. DoDI 6400.09, “DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm,” defines “primary prevention” as the act of stopping a self-directed harm and prohibited abusive or harmful act before it occurs. An optimal prevention system, including those programs and personnel with equity in prevention of harmful behaviors, will sustain prevention-specific knowledge and skills and productive and collaborative relationships. It will also facilitate and institutionalize effective planning, execution, evaluation, and quality improvement of the prevention system and activities. DoDI 6400.11 defines “climate” as the collection of shared attitudes and perceptions of people within an organization or unit. In the military context, it often reflects leadership efforts to build cohesion or trust among personnel.

At the MSAs, practices that may have once been highly effective in developing and implementing prevention systems or activities have, in some cases, not kept pace with the changing characteristics of incoming students at the academies. OSIE teams observed that these practices may be having unintended consequences or may be exacerbating unhealthy climate. While the MSAs have been diligent in adding prevention and support resources over time, harmful behaviors may continue to increase until the climates and environment contributing to that increased risk are modified.¹⁰

After reviewing these findings, the Secretary of Defense directed several follow-on actions in his August 2023 memorandum, “Department Actions to Transform the Climate and Help Prevent Harmful Behaviors at the U.S. Military Service Academies.” Actions from this memorandum included: issuing progress reports on plans of actions to counter the harmful behaviors at the

¹⁰ For a detailed summary of findings and recommendations, see the 2023 Military Service Academies On-Site Installation Evaluation Report.

Academies, measuring and evaluating academy programs to halt sexual abuse, and establishing the CTTF to drive progress and enhance cooperation on improving climate and integrated prevention efforts at the Academies.

The Department is currently taking steps to meet the requirements outlined above. Since August 2023, the USD(P&R) established the CTTF. This Task Force is composed of senior military and civilian personnel to drive progress and enhance cooperation on improving climate and integrated prevention efforts at the MSAs.

Action Item 2: Develop an MSA Implementation Plan for the Department's Prevention Workforce and Leadership Requirements

MSA superintendents developed plan of action and milestones (POA&Ms) to revise their operating instructions integrating DoDI 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders". MSA superintendents submitted final POA&Ms to the Department in December 2023.

DoD Assessment: All Academies met the requirements of this Secretary of Defense-directed action.

Action Item 3: Champion the Department's Climate Assessment Process

MSA superintendents, in coordination with their Military Departments, and in alignment with their Military Department's guidance on DoDI 6400.11, developed POA&Ms for the implementation and execution of required command climate assessments in April 2023. The Department is actively developing tools to equip academy leaders with the necessary skills for greater cadet and midshipman involvement.

DoD Assessment: MSA POA&Ms met the requirements of this Secretary of Defense-directed action.

Action Item 4: Broaden the Skills of MSA Leaders to Assess and Act on Climate Factors Impacting their Cadet/Midshipman Units

DoD's Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC) reviewed and initiated collaborative efforts to revise academy officers' (Tactical Officers [TACs], Air Officers Commanding [AOCs], and Company Officers [COs]) initial preparation and ongoing professional development to support integrated primary prevention and the climate assessment process. The MSAs designated working group members to support SAPRTEC's efforts.

Since June 2023, the MSAs have also engaged with SAPRTEC in monthly group meetings to highlight and share program initiatives or best practices with the working group and worked with SAPRTEC to facilitate CCA/Defense Organizational Climate Survey (DEOCS) introductory training for TACs, AOCs, and Company Officers.

Action Item 5: Communicate the Importance of Military Justice Reforms

The Secretaries of the Military Departments worked with their respective superintendents to inform cadets and midshipmen about significant changes to the military justice process, including the independence, role, and responsibilities of the Offices of Special Trial Counsel

(OSTC), the revised role of the superintendent in military justice, and impacts of reforms on MSA disciplinary processes, which took effect in December 2023.

Action Item 6: Implement a Return to Health Policy

USMA

The goal of USMA's Return to Health policy is to ensure victims have the time and space available to create a balance between maintaining their personal well-being and fulfilling their academic and military responsibilities that facilitates their healing. Per the policy, cadets who want to request Return to Health accommodations must initiate the request through the Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA) and make an Unrestricted or Restricted Report.

DoD Assessment: USMA's policy met the requirements of this Secretary of Defense-directed action.

USNA

Midshipmen who experience physical and mental stressors that detract from their academic, physical, or military obligations are sometimes deterred from using resources because they fear doing so will interfere with their graduation and commissioning. Considering this, USNA's On Ramp program is designed to provide midshipmen the ability to balance competing requirements while recovering from significant life events (e.g., sexual assault, unexpected death of an immediate family member, concussions) by affording them the requisite time and space for healing without the added stress of academy life.

DoD Assessment: USNA's On Ramp program met the requirements of this Secretary of Defense-directed action.

USAFA

The Academy's policy formally delineates a process for supporting the psychological and physical recovery of cadets following a report of sexual assault. The process enables cadets to balance their continued academic, military, physical, and character development requirements with access to support services and engagement in recovery while also maintaining their privacy.

DoD Assessment: USAFA's policy met the requirements of this Secretary of Defense-directed action.

Action Item 7: Incorporate the Latest SAPR Policies to Align with SAPR-Related Prevention and Training Efforts, Encourage Reporting, and Improve Victim Support

To bring local operating procedures into compliance with DoD policy, MSA superintendents certified, in writing, to their respective Secretaries of the Military Departments and DoD SAPRO that they are operating in compliance with the following policies:

- DoDI 6495.02, Volume 3, “Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases,” June 24, 2022;
- DoDI 6495.02, Volume 2, “Sexual Assault Prevention and Response: Education and Training,” April 9, 2021;
- Deputy Secretary of Defense Memorandum, “Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations,” November 10, 2021; and
- Military Service regulations implementing Safe-to-Report policies.

DoD Assessment: All Academies met the requirements of this Secretary of Defense-directed action.

Action Item 8: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Offenders

USMA

Victims of sexual assault who have made an Unrestricted Report by completing a Defense Department (DD) Form 2910 may request to receive physical separation accommodations (i.e., cadet excusals, quarters, class schedule changes, and cadet company transfers) to support healing and recovery. The SHARP Office supports, to the extent possible, the coordination of physical separation with the chain of command – TACs and above – while also considering feasibility and adherence to USMA policies and procedures.

DoD Assessment: USMA’s policy met the requirements of this Secretary of Defense-directed action.

USNA

The Academy supports victims by adjusting berthing assignments, company assignments, class schedules, training evolutions, and professional development activities (to include summer training sessions) to create physical distance and personal space between victims and alleged offenders to the maximum extent possible. Victims and alleged offenders may seek physical separation through contact and coordination with their respective chain of command. Additionally, those with Unrestricted Reports are eligible for no-contact orders, military protective orders, leave of absences, Reserve Officer Training Corps (ROTC) transfers, and MSA transfers.

DoD Assessment: USNA’s policy met the requirements of this Secretary of Defense-directed action.

USAFA

Per the Academy's policy, commanders may execute any of the following options without implicating due process concerns (with exception of involuntary excess leave and pretrial confinement, which include due process protections for the alleged perpetrator): no-contact order; military protective order; class deconfliction/schedule change; squadron/dormitory change; transfer to ROTC or another MSA; voluntary turnback; suspension and involuntary excess leave; and pre-trial confinement.

DoD Assessment: USAFA's policy met the requirements of this Secretary of Defense-directed action.

CCA Process Review

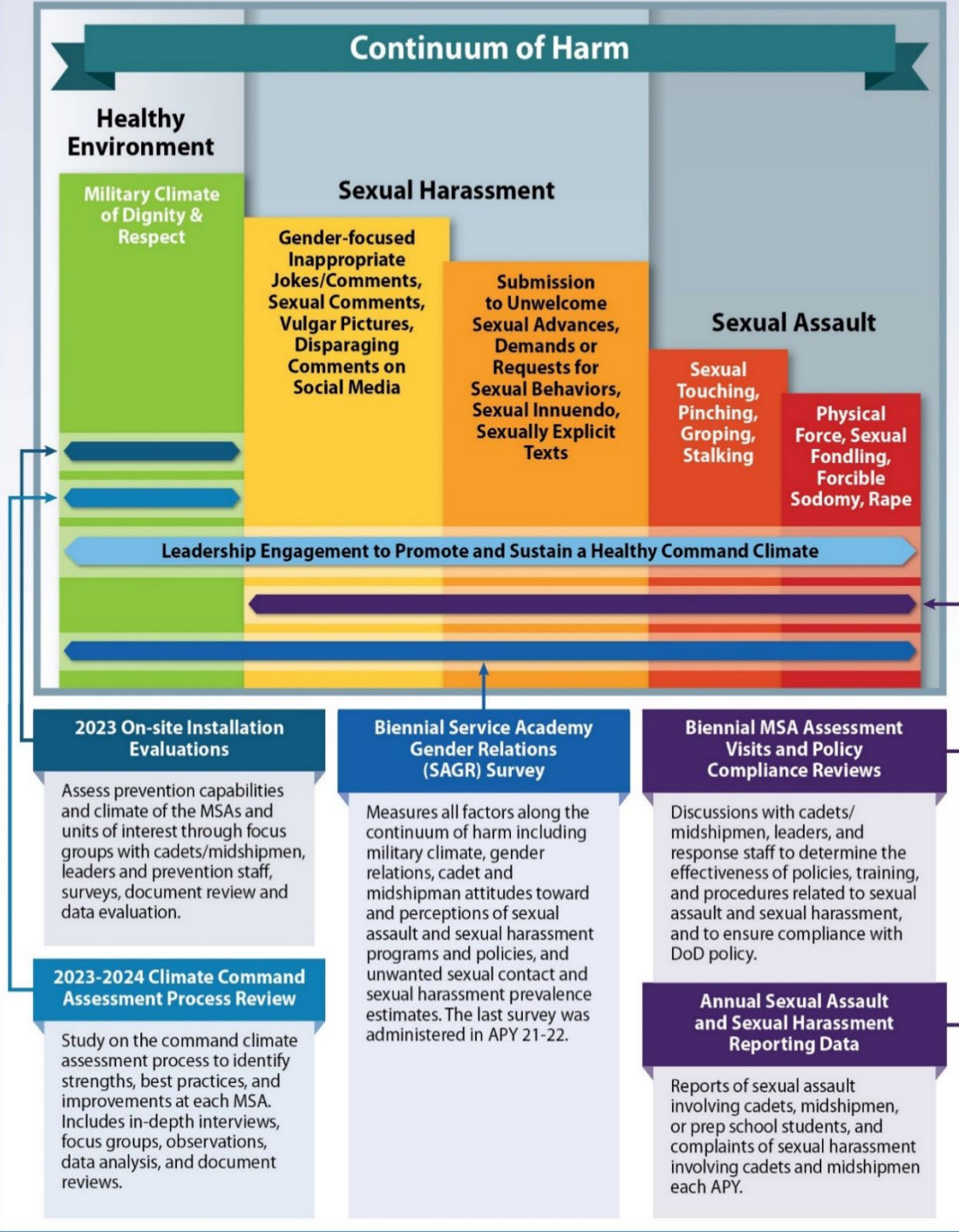
This APY, the Department and Academies engaged in multiple data and research-informed efforts to assess factors that occur prior to and after incidents of sexual assault or sexual harassment that may be mitigated or improved. These efforts have a shared goal of improving culture and climate at the Academies, decreasing risk of sexual assault and sexual harassment for cadets and midshipmen, increasing cadet and midshipman sexual assault and sexual harassment reporting,^{11,12} and enhancing the knowledge base and skill set of the response workforce. The infographic on the following page summarizes these efforts.

¹¹ The sexually harassing behaviors depicted in the infographic below are only examples and not defined in DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," December 20, 2022.

¹² Submission to sexually harassing behaviors (depicted in the infographic below) would be made, either explicitly or implicitly, a term or condition of a person's job, pay, career, benefits, or entitlements; or submission to, or rejection of, such conduct would be used as a basis for decisions affecting that person's job, pay, career, benefits, or entitlements; or was so severe, repetitive, or pervasive that a reasonable person would perceive, and a certain person did perceive, an intimidating, hostile, or offensive working environment.

MSA Assessment Activities that Address or Measure Factors Along the Continuum of Harm

The continuum of harm refers to the range of inappropriate actions (i.e. sexist jokes, hazing, cyber bullying) that may be present before or after a sexual assault occurs or contribute to an environment that tolerates inappropriate behavior. The **shared goal of all MSA assessment activities is to address or measure factors along the continuum of harm** to improve culture and climate at the MSAs, decrease risk of sexual assault and sexual harassment for cadets and midshipmen, and increase cadet and midshipman reporting.



As the above infographic highlights, this year's assessment included an evaluation of the existing CCA process at the MSAs conducted by OPA and Department-conducted assessment visits at each MSA to determine the effectiveness of policies, training, and procedures concerning sexual harassment and sexual violence involving academy personnel. Findings from OPA's evaluation and observations from the assessment visits are discussed in the following sections.

CCA Process Review

Throughout APY 22-23, OPA conducted a comprehensive evaluation of the CCA process at all three Academies to identify the following strengths, best practices, and opportunities for improvement.

USMA

Strengths and best practices:

- High levels of participation in the *DEOCS* (70 percent of the company or more) noted among most companies, with one company reaching 91 percent participation;
- USMA is well positioned to centralize and integrate oversight and execution of the process;
- Cadet involvement in the process. USMA is well positioned to increase involvement via cadets within the **Addressing Harmful Behaviors, Creating Positive Climates, Teaching Holistic Health (ACT)** Program cadets; and
- SHARP, Center for Personal Development (CPD), and Office of Diversity, Inclusion, and Equal Opportunity (ODIEO) offices possess expertise in many of the factors important to command climate and measured on the *DEOCS*. Because of these equities, these offices were enthusiastic to leverage their knowledge in support of command climate and prevention activities. The hiring of the Integrated Prevention Advisory Group (IPAG) is a critical step in coordinating efforts across these offices at USMA.

Opportunities for improvement:

- Centralize data collection and ensure that company level actions align with, and feed into, academy-level Comprehensive Integrated Primary Prevention (CIPP) plans,¹³ which will allow USMA to track and evaluate climate and prevention efforts;
- Avoid stove pipes by including offices with significant equities (i.e., SHARP) in the command climate assessment administration, action plan, and data sharing; and
- Involve USMA senior leadership in Corps-wide action planning.

USNA

Strengths and best practices:

- High-level of engagement from the Commandant in the CCA process;
- Survey administrator (Command Managed Equal Opportunity Equal Opportunity (CMEO) Manager) successfully managed the process and worked closely with the Command Climate Specialist;

¹³ CIPP plans are a document developed annually and updated every six months that provides a roadmap to preventing harmful behaviors for a given military community.

- The Command Resilience Team (CRT) involves a diverse and invested set of stakeholders;
- Commandant directed initiatives based on CCA results, including “Four minute drills” – a discussion based on important topics conducted each Thursday; and
- Respectable past year participation in the *DEOCS* (all companies had greater than twenty percent participation with an average of 31 percent for all companies) noted among most companies.

Opportunities for improvement:

- Documented company action plans to be executed by company officers with company midshipmen;
- Increased involvement of battalion leadership in CCA oversight; and
- Increased visibility and awareness of overall CCA process and the purpose of the CRT Academy-wide.

USAFA

Strengths and best practices:

- Cadet wing-created CCA Working Group that developed a list of actionable items to address command risks discovered by the *DEOCS*;
- Collaboration among squadron leaders when creating squadron Command Action Plans (CAPs);
- Involvement of senior USAFA leaders in messaging related to the CCA process and issues; and
- Respectable past-year participation in the *DEOCS* noted among most squadrons.

Opportunities for improvement:

- Expand training for AOCs (i.e., how to interpret *DEOCS* results/factor rating alerts);¹⁴ and
- Increase cadet involvement throughout the CCA process.

Observations Informed by the Assessment Visits to the Academies

¹⁴ A recent SAPRTEC effort has been underway to enhance CCA training for Company Officers/TACs/AOCs at the MSAs.

From July to August 2023, Department representatives met with academy personnel at all three MSAs to assess SAPR¹⁵ and Harassment Prevention and Response¹⁶ policies and program compliance. In addition, assessment visits included feedback sessions with sexual assault survivors, Military Criminal Investigative Organization (MCIO) case reviews, technical assistance, and working group sessions. The following section describes three observations from this year's assessment visits.

Observation 1: Need for Enhanced Communication of Response Policies to Staff, Faculty, and Cadets/Midshipmen

The MSAs take steps to publicize changes and updates to SAPR policies. Most often, academy staff receive notifications of changes and updates to policy via email communications. All three MSAs, however, report that emails are not an efficient communication tool and often require additional information to be dispersed through meetings. Work will continue to ensure that policy updates are effectively communicated throughout the Academies to include the sexual assault response workforce.

The Academies continue efforts to publicize the Safe-to-Report policy as a means to increase sexual assault reporting. The Academies are tracking the influence of the policy on victim reporting. According to USMA's APY 22-23 self-assessment, of the 33 cases reported in APY 22-23, six cadets cited the Safe-to-Report policy influenced their decision to report. USNA implemented its Safe-to-Report policy in APY 21-22 and is tracking through voluntary disclosure that the policy influenced ten percent of the cases reported in APY 22-23. It also expanded its Safe-to-Report policy to encourage midshipmen to feel safe when coming forward as a witness in a sexual assault case. USAFA stated in its APY 22-23 self-assessment that 12 cadets cited the Safe-to-Report policy influenced their decision to report. However, a more robust assessment of the effectiveness of the policy has not been undertaken.

Additionally, in APY 22-23, USAFA implemented an Encouraged to Report policy to reduce another barrier to reporting sexual assault. The policy allows commanders to exercise discretion in punishing collateral misconduct for cadets who report hazing, harassment, and bullying as witnesses or victims, as well as those who may be witnesses in sexual assault allegations.

The Secretaries of the Military Departments worked with their respective superintendents to communicate the changes in the military justice system that took effect in December 2023 to cadets and midshipmen, including the impacts of reforms on MSA disciplinary processes.

In addition to the action taken by the Secretaries of the Military Departments, the MSAs took additional measures to prepare for the implementation of the OSTC. The USMA Office of the

¹⁵ Department representatives determined academy compliance with the following SAPR policies: DoDI 6495.02, Volume 3, "Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases," June 24, 2022; DoDI 6495.02, Volume 2, "Sexual Assault Prevention and Response: Education and Training," April 9, 2021; Deputy Secretary of Defense Memorandum, "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations," November 10, 2021; and Military Service regulations implementing Safe-to-Report policies.

¹⁶ Department representatives determined academy compliance with DoDI 1020.03 "Harassment Prevention and Response in the Armed Forces," December 20, 2022.

Staff Judge Advocate (OSJA) received training from personnel from the OSTC and conducted small group trainings and discussions about the military justice reforms with commanders, SHARP, and Criminal Investigation Division (CID) personnel. The SJA and superintendent briefed the Corps of Cadets about upcoming military justice reforms by class, which included a question-and-answer session.

USNA completed training for the entire Brigade of midshipmen. USNA SJAs will augment that training and broader military justice awareness for the fourth class as a component of the Sexual Harassment and Assault Prevention Education (SHAPE) program in Spring 2024.

USAFA/Judge Advocates (JA) partnered with Air Force/JAs and the Air Force OSTC to develop a video to educate cadets on the importance of military justice reforms. The training included a QR code/link, which cadets used to ask questions following the conclusion of the training.

Observation 2: Value of Peer Groups in Supporting Prevention and Encouraging the Reporting of Sexual Assault and Sexual Harassment

Despite efforts to encourage reporting, academy personnel expressed that multiple barriers to reporting and help-seeking by cadets/midshipmen persist, including: pervasive stigma associated with receiving services, misconceptions about the reporting process, and fear of long-term ramifications to their standing at the Academies and future careers. The Academies continue to take steps to increase access to support for victims of sexual harassment and sexual assault.

The Academies augment their sexual assault and sexual harassment programs with peer-helping groups. USMA's ACT Program Cadets, USNA's SHAPE Guides, and USAFA's Teal Ropes work to encourage sexual assault reporting and reduce incidents of sexual assault among cadets and midshipmen. The Academies have taken steps to enhance and improve upon the use of peer groups to support prevention and to encourage the reporting of sexual assault and sexual harassment. Each of the Academies emphasized efforts to ensure proper training and preparation for peer groups. Peer-led education and training can increase the accessibility and relevance of training and provides an additional, readily available resource to cadets and midshipmen.

Observation 3: Need for Greater Response Efforts for Men and Lesbian, Gay, Bisexual, or Transgender Cadets/Midshipmen

The Department's SAPR Program focuses on victims and on doing what is necessary and appropriate to support victim recovery, including providing gender-responsive, culturally-competent, and recovery-oriented care.¹⁷ While the MSAs have a variety of services and programs available for sexual assault victims (including the peer helping groups described above), those specifically geared toward providing gender-responsive and culturally-competent care for men and Lesbian, Gay, Bisexual, or Transgender (LGBT) victims are limited.

This is an important observation in light of the findings from the 2022 *Service Academy Gender Relations Survey* regarding risk for male and LGBT cadets/midshipmen. Findings show that an estimated 25.7 percent of Lesbian, Gay, or Bisexual (LGB) MSA women experienced USC in APY 21-22; 74 percent experienced sexual harassment, and 43 percent experienced gender

¹⁷ DD 6495.01, "Sexual Assault Prevention and Response (SAPR) Program," pages 2-3.

discrimination. These estimated rates were significantly higher than the estimated rates of USC (20.2 percent), sexual harassment (61 percent), and gender discrimination (32 percent) for heterosexual MSA women. For LGB MSA men, an estimated 15.5 percent experienced USC in APY 21-22; 49 percent experienced sexual harassment, and 14 percent experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of USC (3.9 percent), sexual harassment (19 percent), and gender discrimination (5 percent) for heterosexual MSA men.¹⁸

These rates are comparable to civilian universities. According to the 2019 Report on the Association of American Universities Campus Climate Survey on Sexual Assault and Misconduct, in 2019, 25.6 of bisexual students and 15.1 percent of gay or lesbian students experienced an occurrence of nonconsensual sexual contact.¹⁹

Moving forward, the revised *DEOCS* and the *Service Academy Gender Relations Survey* now collect demographic information regarding sexual orientation and gender identity to better understand the experiences of sexual and gender minority individuals and to support more tailored prevention activities in the military and at the MSAs.

Sexual Assault Reporting and Sexual Harassment Complaint Data

The Department seeks greater reporting of sexual assault to connect cadets and midshipmen with restorative care and to hold alleged offenders appropriately accountable for their crimes.²⁰ DoD tracks Restricted and Unrestricted Reports of sexual assault involving cadets, midshipmen, or prep school students as victims/and or subjects in allegations made during the APY. The following section summarizes this year's sexual assault and sexual harassment reporting data.

APY 22-23 Overall Reporting Data on Sexual Assault at the Service Academies

In APY 22-23, the Department received a total of 166 sexual assault reports that involved cadets/midshipmen/prep students as victims and/or alleged offenders – a decrease of 40 reports from the previous APY (see Figure 1). Of these reports, 56 were from USMA, 50 were from USNA, and 60 were from USAFA.

¹⁸ 2022 *Service Academy Gender Relations Survey: Overview Report*, page x.

¹⁹ See the 2019 Report on the Association of American Universities Campus Climate Survey on Sexual Assault and Misconduct, page 33.

²⁰ Use of the terms “victim(s), “subject(s),” or “offender(s),” as used throughout this report do not convey any legal conclusion that an allegation, incident or event has been substantiated and does not convey any presumption of the guilt or innocence of the alleged offender(s).

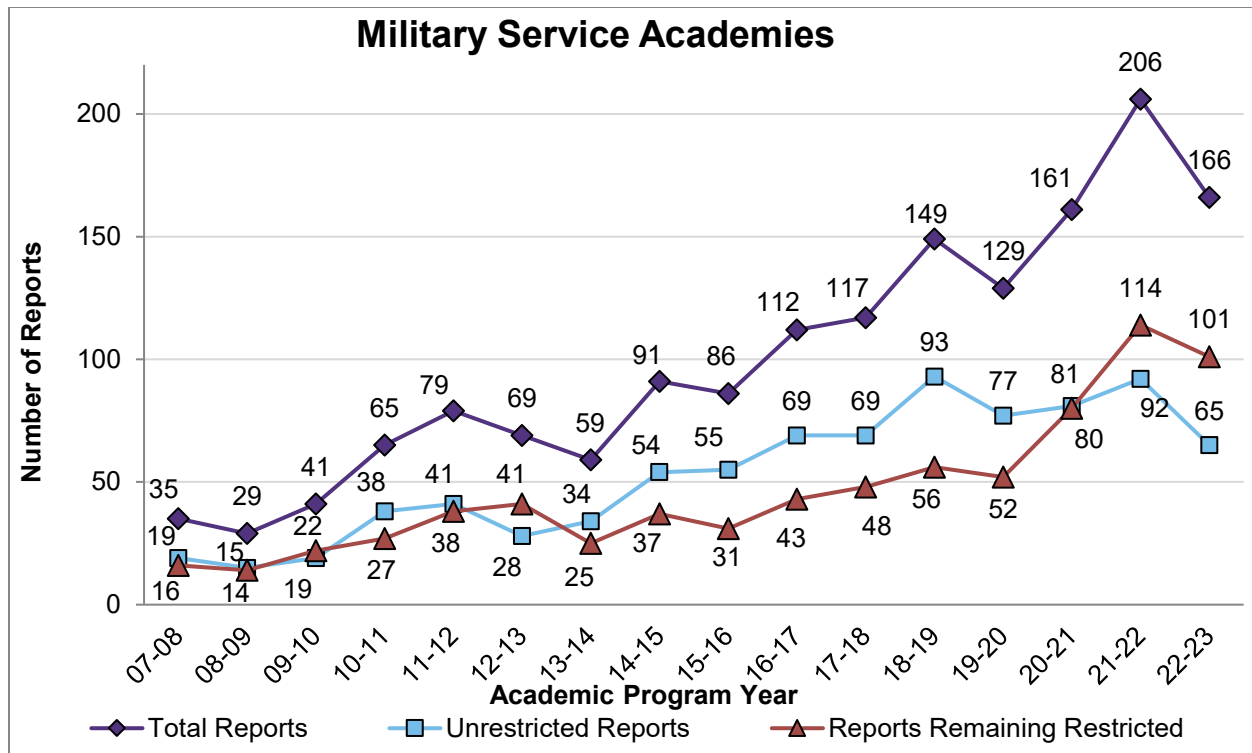


Figure 1. Reports of Sexual Assault by Report Type, APY 07-08 to 22-23

Department policy allows cadets and midshipmen to report sexual assaults and receive assistance, even when the reported incident occurred prior to entry into military service. In addition, DoD accounts for reports from non-cadets/midshipmen that allege a sexual assault committed by an academy student.

At the MSAs’ request, the Department has categorized the total number of reports received to reflect the MSAs’ current conditions. Of the 166 total reports received by the Department, 137 reports were made by/or against actively enrolled cadets and midshipmen for incidents that occurred during military service. This categorization narrows the focus to reports that involved actively enrolled cadets or midshipmen, including reports from:

- Currently enrolled cadets or midshipmen reporting an incident that occurred during their military service;
- Active duty Service members reporting an incident that occurred within four years of the date the incident was reported, either at a MSA or while they were a cadet or midshipman; or
- Civilians reporting an incident by an enrolled cadet or midshipman.

The remaining 29 reports come from:

- Currently enrolled cadets or midshipmen reporting an incident that occurred prior to military service;
- Active duty Service members or current civilians who did not report an academy-based sexual assault until they were no longer enrolled at the MSA, making a report for an incident that occurred more than four years from the date of the report; or
- Prep school students.

Table 2 provides the breakdown of the 166 total reports into these two overarching categories.

Table 2: Sexual Assault Reports by Victim Category and Military Status, APY 22-23

	Unrestricted Reports	Restricted Reports	Total Reports
All Academy-related Reports	65	101	166
• Reports involving actively enrolled cadets/midshipmen at the time of incident and/or report	60	77	137
– Cadets/midshipmen victims reporting an incident that occurred during military service	59	65	124
– Active duty Service member victims reporting an incident that occurred within the last four years	1	12	13
– Civilian victims	0	0	0
• All other reports	5	24	29
– Cadets/midshipmen reporting an incident that occurred prior to military service	2	8	10
– Active duty Service members reporting an incident that occurred more than four years ago	1	12	13
– Prep school students	2	4	6

See Appendix D: Statistical Data on Sexual Assault and Sexual Harassment for more information on reporting data.

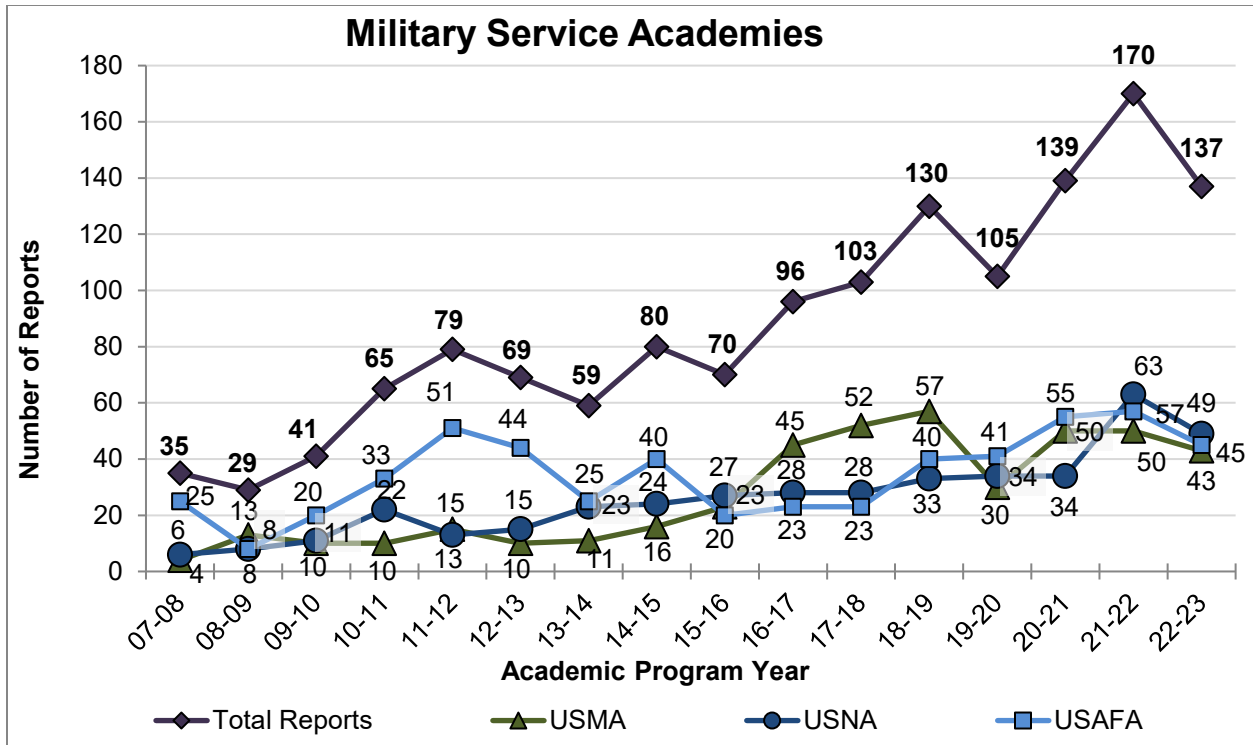


Figure 2. Reports by and/or against Academy Students Actively Enrolled at the Time of Report and Incident by Report Type, APY 07-08 to 22-23

Figure 2 illustrates the number of sexual assault reports in this category: reports made by and/or against academy students actively enrolled at the time of the report and incident. Compared to APY 21-22, the total number of sexual assault reports involving actively enrolled cadets or midshipmen made in APY 22-23 decreased by 33 reports.

Figure 2 also illustrates the number of sexual assault reports involving enrolled cadets and midshipmen by Academy. At USMA, 43 reports of sexual assault were made by and/or against actively enrolled cadets for an alleged incident that occurred during military service, representing a decrease of 7 reports since the previous APY. Of these 43 reports, 21 were Unrestricted, and 22 remained Restricted at the close of APY 22-23.

At USNA, 49 reports of sexual assault were made by and/or against actively enrolled midshipmen for an alleged incident occurring during military service, representing a decrease of 14 reports since the previous APY. Of these 49 reports, 16 were Unrestricted, and 33 remained Restricted at the close of APY 22-23.

At USAFA, 45 reports of sexual assault were made by and/or against actively enrolled cadets for an alleged incident occurring during military service, a decrease of 12 reports since previously measured. Of these 45 reports, 23 were Unrestricted, and 22 remained Restricted at the close of APY 22-23.

Because no prevalence survey was conducted this APY, it is not possible to determine if a true decrease in reporting occurred rather than a decrease in crime. For more detailed statistical data from APY 22-23, and analysis of these data, see Appendices D and E.

APY 22-23 Sexual Assault Reports Made to the Family Advocacy Program (FAP)

FAP is the congressionally mandated program within DoD responsible for supplying clinical assessment, support, and treatment services in response to domestic abuse incidents. Sexual assault occurring within the context of a marriage or intimate partner relationship (sexual abuse) is a subset of domestic abuse. In December 2021, the Department expanded its intimate partner definition to include Service members in a dating relationship.

Sexual assault occurring within the context of domestic abuse is referred to FAP for comprehensive safety planning for the victim, including victim advocacy and support. Alleged offenders for domestic violence are also subject to the UCMJ or other adverse actions, as appropriate, even when the case is referred to FAP. FAP provides guidance to FAP personnel on how to handle reports of sexual assault.²¹ Starting in APY 18-19, this report includes a section documenting cadet/midshipman reports to FAP to better understand all sexual assault cases reported by cadets/midshipmen. In APY 22-23, 2 reports (1 Unrestricted Report and 1 Restricted Report) of sexual assault at USAFA and 1 Unrestricted Report of sexual assault at USNA were initially made to FAP. There were no reports made initially to FAP at USMA. The 3 reports at USAFA and USNA that were initially made to FAP are not included in the above counts of the total number of reports made this APY (i.e., 166 sexual assault reports that involved cadets/midshipmen/prep students as victims and/or alleged offenders).

APY 22-23 Overall Complaint Data on Sexual Harassment at the MSAs

In APY 22-23, cadets and midshipmen made 13 formal complaints, 11 informal complaints, and 4 anonymous complaints of sexual harassment. As depicted in Figure 3 below, sexual harassment complaints at the Academies vary widely from year to year but remain low compared to survey estimates of sexual harassment. The Department recognizes these lower numbers may reflect underreporting and the normalization of sexual harassment in language and some behavior.

²¹ DoDI 6400.06, "DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel," May 16, 2023.

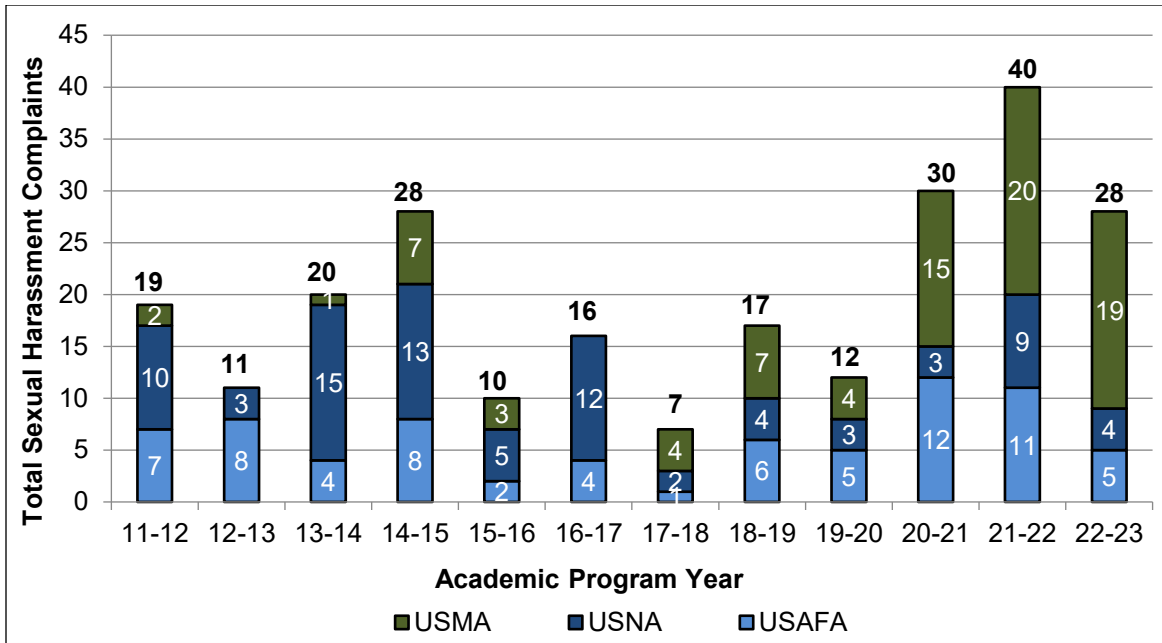


Figure 3. Total Sexual Harassment Complaints by Academy, APY 11-12 to 22-23

CATCH a Serial Offender Program Insights

The Department implemented the CATCH Program in August 2019 to provide individuals who have experienced sexual assault an opportunity to anonymously submit suspect information to help DoD identify serial offenders. The November 10, 2021 Deputy Secretary of Defense memorandum, “Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations,” expanded eligibility to participate in the CATCH program beyond those who filed a Restricted Report, to include adult sexual assault victims who file, or have already filed, an Unrestricted Report with a DD Form 2910, and the identity of their suspect was not disclosed by the victim and not subsequently uncovered by law enforcement.

Participation in the CATCH Program is voluntary and the victim may decline to participate in the CATCH Program at any stage, even after being informed that there was a potential “match” to another entry in the CATCH system or to a law enforcement case. There are no adverse consequences for victims if they do not agree to participate or opt out of the CATCH Program after being contacted with information of a potential “match.”

This APY, 41 CATCH entries originated from the Academies, down from the 70 entries made to the program in APY 21-22.

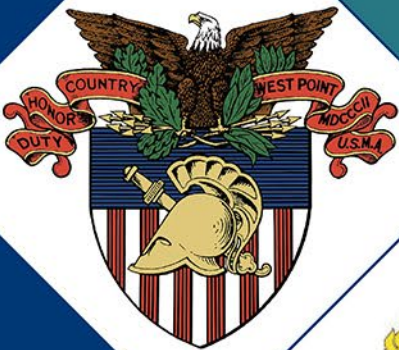
The Academies continued to publicize the CATCH Program. USMA places posters around the installation, includes an explanation of the CATCH Program in all SHARP briefs, and ensures that the CATCH Program is explained to all individuals who enter SHARP offices.

USNA Guides address the CATCH Program during company briefs, and flyers with the CATCH QR code are available throughout the Academy.

USAFA regularly briefs the CATCH program to cadets, permanent party, and leadership and provides those who enter the SAPR Office with CATCH Program victim information sheets.

Way Forward

The Department continues to approach sexual assault and sexual harassment holistically by focusing on integrated prevention for leaders at all levels, addressing problematic culture, and promoting reporting options, including confidential venues. This report is an assessment of the Department's programs and policies, and highlights areas of continued concern.



Appendix A: Army Self-Assessment of the United States Military Academy





SECRETARY OF THE ARMY
WASHINGTON

01 FEB 2024

MEMORANDUM FOR Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO), 4800 Mark Center, Suite 07G21, Alexandria, VA 22311-8000

SUBJECT: United States Military Academy Report for Academic Program Year 2022-2023

1. I approve the submission of the United States Military Academy (USMA) Academic Program Year 2022-2023 (encl).
2. This report is an annual data call of the USMA Sexual Harassment and Assault Response and Prevention (SHARP) program for the Academic Program Year 2022-2023. This report is a requirement to inform the Department of Defense (DoD) in order to prepare their broader report of SHARP programs at the Military Service Academies.

A handwritten signature in black ink, reading "Christine E. Wormuth", is positioned above the printed name.

Christine E. Wormuth



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000

OCT 31 2023

MASP

MEMORANDUM FOR Department of Defense Sexual Assault Prevention and Response
Office (DoD SAPRO), 4800 Mark Center Drive, Suite 07G21, Alexandria, VA
22311-8000

SUBJECT: United States Military Academy Report for Academic Program Year 2022-
2023

I approve submission of the United States Military Academy's (USMA) Academic
Program Year 2022-2023 for your review and consideration (encl).

A handwritten signature in black ink, appearing to read "Steven W. Gilland", written over a horizontal line.

STEVEN W. GILLAND
Lieutenant General, U.S. Army
Superintendent



United States Military Academy

Academic Year 2022-2023 Programmatic Data Call

Executive Summary

During Academic Program Year (APY) 2022-2023, the United States Military Academy (USMA) continued its efforts toward providing world-class Sexual Harassment and Assault Response and Prevention (SHARP) services to victim/survivors of sexual harassment and assault. The United States Military Academy has significant victim advocacy, medical, legal, and leadership response systems including dedicated and engaged leadership at all echelons, 24/7 forensic medical examination capability, full time Special Victim Prosecutor (SVP), full time Special Victim Counsel (SVC), Criminal Investigation Command (CID) special agents with specialized training and experience, Cadet counseling services, significant behavioral health resources, chaplains, and Military Family Life Consultants (MFLC).

In APY 2022-2023, USMA continued its intentional efforts to expand and improve prevention programming to encompass the prevention of all harmful behaviors. The ACT – Addressing Sexual Assault and Sexual Harassment; Creating Healthy Climates; and Tackling Holistic Health – cadet prevention program conducted peer-prevention efforts throughout the year. Additionally, internal evaluation efforts were fortified by external evaluations, specifically the On-Site Installation Evaluation (OSIE), and have provided USMA with several actions that have already been addressed and plans of action for moving forward. USMA is dedicated to continuing its work on improving policy compliance, prevention, and response efforts, and to the cultivation of a true culture of dignity and respect for all members of the West Point community.

Introduction

The United States Military Academy (USMA) has made considerable progress, including making significant policy and program improvements during Academic Program Year (APY) 2022-2023. Strategic level summaries of DoD-identified actions to address, challenges confronted, and progress made are organized within four categories:

- Policies and Practices
- Climate
- MSA Tools and Abilities
- Program Oversight

Policies and Practices

DoD SAPRO Inquiry: Are SAPR and sexual harassment prevention and response policies and practices at the MSAs consistent with current DoD policy and best practice?

1.1 Actions to Address: Identify and empower prevention decision-makers.

In keeping with the FY22 Independent Review Commission (IRC)-driven hiring actions, USMA remains committed to stopping harmful behaviors before they occur. In so doing, leadership at all echelons is fully committed to implementing IRC reforms and prioritizing specialization and professionalization of West Point's prevention workforce. On 10 August 2023, HQDA published EXORD 351-23 – Integrated Prevention Advisory Groups: Phase II Hiring and Implementation Guidance, enabling hiring timeline allowances, HQDA CHRA hiring assistance, and Integrated Prevention Division (IPD) technical assistance. With support from HQDA G9, USMA is now in the process of hiring its Prevention staff. Positions have been announced publicly, and the hiring actions are ongoing.

In April 2023, USMA incorporated the Command Climate Assessment (CCA) into the West Point Comprehensive Integrated Primary Prevention (CIPP) Plan of Action and Milestones (POA&M). The implementation plan for USMA's prevention workforce and leadership requirements is still in development and will be submitted to HQDA with a suspense date of 29 September 2023. This new POA&M will include the integration of a community needs assessment with the CIPP and CCA activities. Additionally, the POA&M will include specified and required training for new prevention staff, prevention decision maker, and leaders. West Point's Commander's Ready and Resilient Council (CR2C) will be integrated as the strategic platform to ensure prevention decision-makers and leaders have the tools needed to support prevention efforts.

1.2. Actions to Address: Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support.

The United States Military Academy updated both the Sexual Harassment/Assault Response and Prevention (SHARP) Policy which applies to all personnel assigned or attached to the West Point Military Reservation and USMA, including tenant units and the SHARP Standard

Operating Procedures (SOP) to incorporate updates from DoDI 6495.02, Volume 3; DoDI 6495.02, Volume 2; Deputy Secretary of Defense Memorandum "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations; and the Army's "Safe to Report" policies.

In addition to incorporating updates from the above referenced policies, the SHARP SOP was updated to include USMA's Case Management Group (CMG) – the Sexual Assault Review Board – and Quarterly CMG (QCMG) – the Quarterly Sexual Assault Response Team – instructions. These instructions include that the Co-chair of the CMG will ensure that the DD Form 2910-5 is used to document the meeting activities of the CMG and the Co-chair of the QCMG will ensure that the DD Form 2910-6 is used to document the meeting activities of the QCMG. Additionally, in the section detailing Safety Assessment and the High-Risk Response Team (HRRT) the SHARP SOP was updated to ensure the victims' SARC will "utilize the DD Form 2910-7 to document the high-risk response team meeting notes."

The USMA SHARP Program Office utilizes an internal Sexual Assault Report Rationale Form to anonymously track cases of cadet survivors of sexual assault who report under the Army's "Safe to Report" policy. No personally identifiable information (PII) is collected. In APY 22-23, of the 33 reported cases, 6 cadets cited the "Safe to Report" policy influenced their decision to report.

Regarding USMA's use of the Safety Assessment Tool and Safety Assessment Worksheet, both were already directed to be used in previous versions of the SHARP SOP. To ensure the Safety Assessment is conducted in accordance with policy, the SARC addresses any safety concerns in the Commander's Critical Information Requirements (CCIR) notification for both restricted and unrestricted reports of sexual assault. This is detailed in the SHARP SOP. For unrestricted reports of sexual assault, confirmation that the safety assessment has been completed is also included on each victim's slide during the monthly CMG.

Academy personnel are educated on policy changes in several ways. Prior to a policy going into effect, it is reviewed by all directorates at both the Steering Committee and the Policy Board. This allows for all stakeholders to provide input. Once a policy has been implemented, either newly or revised, it is disseminated to all personnel according to the policy's distribution requirements. For the updated SHARP Policy, the Brigade Tactical Officer (BTO) and all Regimental and Company Tactical Officers were briefed on the policy by the SHARP Program Office. Additionally, all personnel were tasked by the USMA G3 office in the Newly Updated and Signed SHARP Policies TASKORD with ensuring the dissemination and understanding of the policy updates throughout their directorate and reporting back to the SHARP Program Office that this was completed. Updates to the SHARP SOP were discussed within the SHARP Program Office to ensure understanding amongst all SHARP personnel.

1.3. Actions to Address: Implement a "Return to Health" Policy.

Prior to a policy going into effect, it is reviewed by all directorates at both the Steering Committee and the Policy Board. This allows for all stakeholders to provide input. Once a policy has been implemented, either newly or revised, it is disseminated to all personnel according to the policy's distribution requirements. The United States Military Academy's "Return to Health" policy was specifically discussed during the January 2023 Prevention Deep Dive. The January 2023 Prevention Deep Dive was attended by all cadets and focused on help seeking and the resources available, including the "Return to Health" policy. All incoming cadets were briefed on

the “Return to Health” policy during the SHARP briefing they received on their second day at USMA.

The USMA SHARP Program Office utilizes an internal Sexual Assault Report Rationale Form to anonymously track cases of cadet survivors of sexual assault who report as a result of the “Return to Health” policy. No PII is collected. This data should allow USMA to assess the policy’s impact on sexual assault reporting. In APY 22-23, of the 33 reported cases, 3 cadets cited the “Return to Health” policy influenced their decision to report.

The primary intention of the “Return to Health” policy is to allow victims of sexual assault to formally receive accommodations that increase the health and well-being of the victim while supporting them in completing their academic, military, and physical requirements to graduate and commission. To quantitatively evaluate the impact of the “Return to Health” policy on victim health and well-being, USMA plans to compare the number of victims who utilize the “Return to Health” policy and are placed on a Medical Leave of Absence (MLOA) versus those who do not utilize the “Return to Health” policy and are placed on an MLOA. Additionally, the SHARP Program Office plans to coordinate with the Cadet Professional Development (CPD) Office and Behavioral Health (BH) Office to assess victim progress for those that utilize CPD/BH services, doing our best to compare the progress of those who utilize the “Return to Health” policy versus those who do not while maintaining victim privacy and honoring the confidentiality of CPD/BH providers. To assess the “Return to Health” policy’s impact on cadets completing their academy career, the USMA SHARP Program Office plans to compare the number of known victims who do not graduate and who utilized the “Return to Health” policy versus the number of known victims who do not graduate and who did not utilize the “Return to Health” policy.

1.4. Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators.

To ensure cadet survivors and alleged perpetrators of sexual assault are able to complete their course of study at USMA without taking classes together or being in close, physical proximity during mandatory activities, USMA implemented Command Policy Letter #13. This new “Physical Separation” policy was reviewed by all directorates at both the Steering Committee and the Policy Board prior to being signed. Once signed, Command Policy #13 was distributed to all USMA directorates and staff. Additionally, all personnel were tasked by the USMA G3 office in the Newly Updated and Signed SHARP Policies TASKORD with ensuring the dissemination and understanding of the policy updates throughout their directorate and reporting back to the SHARP Program Office that this was completed.

To ensure all SHARP personnel are educated on this new policy, it was discussed at a USMA SHARP personnel meeting. Additionally, the “Physical Separation” policy was added to the internal Sexual Assault Report Rationale Form to ensure all victims who elect to file an unrestricted report of sexual assault are made aware of the policy and the actions that will be taken due to the policy.

1.5. Retaliation.

All USMA personnel and cadets are educated on what constitutes retaliation during their initial SHARP training and during all subsequent Annual SHARP Refresher Trainings. The United States Military Academy has not received any official reports of retaliation, though it is presented as a concern of victims when they come forward to report sexual assault. During those conversations, victims are reminded that retaliation is unacceptable and that they should

report it if they experience it. All prevention efforts focused on the prevention of sexual assault discuss the importance of treating everyone with dignity and respect and reiterate that retaliation of any kind is unacceptable.

Climate

DoD SAPRO Inquiry: To what extent does the MSA environment reflect a healthy, culturally responsive climate that supports reporting, freedom from retaliation, and support for victims? Are there strategies in place to provide coping skills and other support to cadet/midshipmen victims who choose not to report their sexual assault incident?

2.1. Actions to Address: Broaden the Skills of MSA Leaders to Assess and Act on Climate Factors Impacting their Cadet/Midshipman Units.

In March 2023, the USMA Superintendent selected appointees to support the DoD's Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC)-led working group. The Superintendent appointed the interim Violence Prevention Program Integrator (VPPI), the Director of the West Point Leadership Center, USCC Tactical Officers, and Senior Enlisted Leaders that oversee the TAC Academy and/or Eisenhower Leader Development Program (ELDP) and Benavidez Leader Development Program (BLDP) courses. USMA shared an overview of TAC officer and NCO leader preparation programs, to include summaries of all the ELDP and BLDP courses, with the working group. The United States Military Academy's SAPRTEC working group members attended all meetings, participating in discussions, and supporting the development of a MSA Leader/Training POA&M to broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet/midshipman units.

Within USMA, two courses from the ELDP and BLDP were identified to be modified to better support TAC integration into CCA and prevention education: LD710 – Quantitative Research Methods: Quantitative studies of human behavior and data investigative research questions of interest and LD740 - Leader(ship) Development: Developing individual leaders and creating cultures of leadership development.

Additionally, USMA will provide TACs with the most recent CCA and DEOCS data for their respective assigned company, to utilize within their data analysis projects for more TAC-relevant/ cadet-related data. USMA will leverage the TAC Academy to provide prevention education and training updates, as needed.

2.2. On-Site Installation Evaluations (OSIEs).

The United States Military Academy's OSIE was conducted 12-18 March 2023. Many of the findings in the 2023 Military Service Academies On-Site Installation Evaluation Report were consistent with ongoing internal assessments concurrently being evaluated through the CR2C and supporting structures within the CR2C.

Many of the cross cutting MSA recommendations are areas where USMA was identified as already having "strength" in that area. In example, related to the immediate recommendations of "Allow cadets and midshipmen the time and privacy required to seek and use mental health care or other helping resources, as appropriate" and "Encourage and promote a range of mental health and non-medical support services available to cadets and midshipmen, such as training,

skill building, or other support services that could be available prior to needing mental health services,” USMA’s highlighted strengths included “Referrals to help for those in need occur on a regular basis” and “Embedded Military and Family Life Counselors (MFLC) are widely viewed as an asset.” The United States Military Academy has MFLCs embedded within every regiment throughout USMA to provide non-clinical counseling and support services to help Cadets work through challenges at the lowest level and mitigate the need for (clinical level) mental health counseling.

Of the remaining cross-cutting MSA recommendations, many are areas where USMA had already identified similar findings from internal assessments and has started implementing actions to address these findings. For example, related to the intermediate recommendation of “Fully integrate prevention, character development, and leadership development efforts within each MSA,” USMA has developed and implemented a 47-month prevention plan concept, directly integrating prevention skills, character education, and leadership development starting with a more concise and deliberate course in the 4th class to provide them with the foundational skill set necessary at their development level. This plan will also support the leadership competencies being met as outlined in DoDI 6400.11.

The OSIE report included one immediate recommendation specific to USMA – “Repair and maintain barracks rooms locks to ensure physical safety.” This was immediately addressed by the Brigade Tactical Officer, in which the status of any remaining broken locks was identified and immediately repaired.

The OSIE included three long term recommendations specific to USMA – “Review and enhance preparation of peer leaders,” “Provide evidence-informed small group training led by subject matter experts on harmful behaviors and prevention,” and “Ensure NCOs are sufficient in number and represent diverse backgrounds will continue to encourage cadet engagement.” To address the first two of these recommendations, USMA has included them in the 47-month prevention plan concept – revising and enhancing the education for peer leaders, specifically the ACT prevention cadets and revising/enhancing small group trainings on harmful behaviors and prevention. To address the third recommendation, the 47-month prevention plan concept will incorporate this need in the long-term implementation plan, with an initial progress report and summary of actions taken completed by 31 January 2024.

MSA Tools and Abilities

DoD SAPRO Inquiry: Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO and/or ODEI technical assistance needed?

3.1. Actions to Address: Communicate the Importance of Military Justice Reform.

In preparation for the implementation of the military justice reforms, personnel from the Office of Special Trial Counsel (OSTC) and the Trial Counsel Assistance Program (TCAP) traveled to West Point to train Office of the Staff Judge Advocate (OSJA) personnel to train others. OSJA personnel have conducted small group trainings and discussions about the military justice reforms with commanders, SHARP, and CID. The Staff Judge Advocate (SJA) and Superintendent are briefing the Corps of Cadets about military justice reforms in a manner similar to the way they briefed the Corps in advance of the release of the SAGR Survey

results in March 2023. Additionally, the OSJA is in the process of preparing a video to educate the Corps of Cadets on the military justice reforms.

3.2. Defense Sexual Assault Incident Database (DSAID).

The SHARP SOP states that all SHARP personnel at USMA are required to document SAPR-Related Inquiry (SRI) entries in DSAID or, if one does not have access to DSAID, relay the information to be entered by a SHARP professional with access within 48-hours of the inquiry. The only barrier that exists to meeting the DSAID entry requirement is if the SHARP professional on-call with the 24/7 local hotline phone does not have access to DSAID and receives an SRI late Friday night or early Saturday morning. In that scenario, the SRI would not be entered until Monday morning by a SHARP professional with access, potentially outside of the 48-hour window.

At USMA, DSAID is utilized as a tool for documenting victim care and advocacy for sexual assault reporters, non-reporters, and those alleging retaliation related to a sexual assault report. This documentation allows for on-going trend analysis which assists in USMA's prevention efforts.

In the recent update to SHARP Policy, a provision was added to more accurately account for the number of victims seeking support from non-SHARP personnel. This provision dictates that "all permanent party individuals employed at or with duty at West Point who are not named as having confidentiality or not named as being a mandatory reporter, are required to report all allegations of sexual assault – any awareness or knowledge of an incident that may be categorized as sexual assault to include anything from a victim's disclosure of sexual assault to a rumor about an incident of sexual assault – to the SHARP Program Office," sharing only the victim's gender and class year. It further states that "the SHARP Program Office will appropriately document the allegation as an SRI in DSAID".

3.3. Training.

Since APY 20-21, USMA SHARP has been following the Comprehensive SHARP Prevention Plan finalized that year. As detailed in the plan, several platforms are used to provide trainings for cadets and USMA faculty and staff which are managed by the SHARP Program Office.

All cadets receive virtual training through the Vector Solutions (formerly EverFi) platform. These trainings are customized by the USMA SHARP Program staff to include local resources and content specific to USMA. The courses offered by Vector Solutions have built-in surveys that assess the effectiveness of the trainings. The SHARP Program Office is able to receive the raw data files from Vector Solutions which are analyzed internally with the support of USMA data analysts. The data received through Vector Solutions provides an insight into the baseline of the Corps of the Cadets, especially as the incoming class takes their training prior to arrival at USMA.

Large-scale, in-person briefings are given to both cadets and staff/faculty. In APY 22-23, two Prevention Deep Dives were briefed to the Corps of Cadets. In the September 2022 SHARP Deep Dive the training was focused on "Empathy, Compassion, Vulnerability and Hope." In the January 2023 Prevention Deep Dive, the training was focused on "Respect and Healing." Each of the 1 over 1000 person Prevention Deep Dives, separated by class, were followed by Officer-led, small group discussions within each company. In the fall, the Tactical Officers received a Fall 2022 Guided Reflection and Discussion Guide to support the officers in leading the

discussion. An After-Action Review (AAR) survey was offered to the cadets following each Deep Dive. These AAR Results were reviewed to inform the January 2023 Prevention Deep Dive. Following each of the January Prevention Deep Dive Briefings, along with the Spring 2023 Guided Reflection and Discussion guide, the Tactical Officers received a supplement of questions specific to each class. The AAR Survey results from Spring 2023 will be used to inform APY 23-24 Prevention Deep Dives.

Prior to Spring Break in March 2023, all staff/faculty and cadets were briefed on the results of the April 2022 SAGR survey. In addition to this Superintendent-led SAGR Brief, in a similar format as the Prevention Deep Dives, the Tactical Officers were provided frequently asked questions about the SAGR Survey and instructed to have company-level smaller group discussions about the larger briefing during a small group discussion.

The United States Military Academy also conducts Bystander Intervention Training annually. This three-hour, in-person training is comprised of two hours of vignettes in which cadets have the opportunity to take on being a bystander within a role-played scenario of harmful behaviors such as treating others with disrespect, followed by one hour of guided reflection. The Corps of Cadets is divided into mixed class and gender groups within each company such that no group is comprised of more than 25 individuals. The vignette section of the training is led by a trained cadet facilitator. The guided reflection is led by a trained staff or faculty member who observes the first two hours of the training to be better able to relate the reflection to what occurred within each room. The vignettes are written by the Theater Arts Guild (TAG) cadets to incorporate scenarios experienced by cadets for cadets. To assess the effectiveness of the training, cadets were asked to take both a pre- and post- survey. With the support of G5, the survey results were analyzed to provide sustains and improves for the APY 23-24 Bystander Intervention Training.

In addition to the above trainings, all cadets, staff, and faculty receive the trainings mandated in DoDI 6495.02, volume 2. This includes the initial SHARP brief within 14 days of arrival given by SHARP professionals, the Annual SHARP Refresher Training as described in the October 2021 Training Support Package which is leader-led, and all new commanders and leaders are briefed within 30 days on their responsibilities related to sexual assault and sexual harassment by a SHARP professional.

3.4. Catch a Serial Offender (CATCH) Program.

All incoming cadets were briefed on the CATCH Program during the SHARP briefing they received on their second day at USMA. The CATCH Program was also discussed in the Annual SHARP training all cadets receive each year. To further publicize the CATCH Program, the CATCH Program logo was printed on water bottles which were distributed to the entire Corps of Cadets. As per regulation, throughout APY 22-23, the CATCH Program was available to any victim of sexual assault who filed a report of sexual assault – restricted or unrestricted – as long as those filing an unrestricted report of sexual assault had not disclosed the name of the subject to CID. CATCH Program eligibility has since expanded to include victims who have not filed a report of sexual assault but who have made a SAPR Related Inquiry with SHARP Personnel. The expanded eligibility was briefed with the Class of 2027 during the SHARP Brief they received on their second day and will be included in the Annual SHARP training throughout APY 23-24.

Program Oversight

4.1 Report Transmission.

All completed MSA reports transmitted to the Secretary of Defense are also transmitted to the Board of Visitors (BOV).

4.2. Discuss other SAPR and sexual harassment prevention and response policies and programs not previously addressed in this data call that your MSA is implementing.

During APY 22-23, USMA had the opportunity to implement the ACT Program that had been conceived of in APY 21-22. Three prevention weeks were observed throughout the year, each focusing on the prevention of a different area of harm with events coordinated and run by the ACT cadets. Teal Ribbon Week was observed from 12 – 17 September 2022, and focused on the prevention of sexual assault and sexual harassment. Holistic Health Week was observed from 7 – 11 November 2022 and focused on the prevention of self-harm. Creating Healthy Climates week was observed from 13 – 18 March 2023 and focused on the prevention of bullying and hazing. In addition to these large-scale events, the ACT cadets were asked to complete an online survey detailing their activities within their company. Based on this self-reported data, throughout APY 22-23 the ACT cadets conducted 502 prevention activities including “Ongoing Initiatives,” “Company Events,” and “Company Trainings.” The ACT cadets also had 226 one-on-one interactions with their peers in their capacity as an ACT cadet. All of the ACT cadets and staff/faculty were offered a Comprehensive Prevention Resource Guide which contains information regarding all harmful behaviors USMA is committed to preventing as well as the available resources to support victims of harm.



Appendix B: Navy Self-Assessment of the United States Naval Academy





DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
121 BLAKE ROAD
ANNAPOLIS MARYLAND 21402-5000

1752
Ser 28/1011
3 Oct 23

MEMORANDUM FOR DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

SUBJECT: Submission for the Annual Report on Sexual Harassment and Violence at the
Military Service Academies, Academic Program Year 2022-2023

1. In accordance with Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 requirement to conduct annual assessments of Military Service Academies, I am forwarding the U.S. Naval Academy (USNA) Sexual Assault Prevention and Response (SAPR) programmatic assessment, SAPR compliance assessment (September 2022), sexual harassment program compliance assessment (September 2023), and supporting documentation.
2. USNA is fully compliant with DoD policies regarding sexual assault and sexual harassment. USNA instructions have been thoroughly reviewed and updated to include a Physical Separation Policy and a Return to Health Policy. Our self-assessment found sufficient evidence of compliance in all functional areas.
3. Prevention of destructive behaviors remains one of my top priorities across the institution. Aligning mixed messaging and providing transparency are a focus for Brigade leadership.

A handwritten signature in black ink, appearing to read "FWK", with a long horizontal stroke extending to the right.

F. W. KACHER
Rear Admiral, U.S. Navy
Superintendent
Acting

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2022-2023 Programmatic Data Call Template

Department of Defense Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023

The following Executive Summary Template should be used to capture a strategic summary of your submission regarding the progress made and principal challenges confronted by your Military Service Academy's (MSAs) Sexual Assault Prevention and Response (SAPR) and Military Equal Opportunity (MEO) programs for Academic Program Year (APY) 2022-2023 (22-23). The MSAs should provide a status update on actions not yet due or completed. This summary should be written from a high-level perspective and emphasize critical messaging points for your MSA that link significant actions taken throughout the reporting period.

Items labeled, "Actions to Address" refer to the list of initiatives included in previous years' reports.

Please do not include the above instructions with the Executive Summary.

1. Are SAPR and sexual harassment prevention and response policies and practices at the MSAs consistent with current DoD policy and best practice?

1.1 Actions to Address: Identify and empower prevention decision-makers: Consistent with the findings of the Independent Review Commission on Sexual Assault in the Military and the need to further develop a specialized prevention workforce, the Academies will appoint and/or hire a senior, civilian full-time Violence Prevention Program Integrator with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents. The Military Departments will program this position at each MSA and hire or re-align personnel into the position before September 30, 2023.

Develop an MSA Prevention Workforce Implementation Plan: MSA Superintendents to develop a Plan of Action and Milestones (POA&M) to revise their MSA's operating instructions integrating the new Department of Defense Instruction (DoD I) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders."

- Document actions taken to appoint and/or hire a senior, civilian full-time (i.e., a non-interim) Violence Prevention Program Integrator with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents.
- Document steps taken to hire and integrate the prevention workforce staff and create an integrating body for prevention initiatives.
- Document actions taken to specify and require training for new prevention staff.
- Document actions taken to ensure prevention decision-makers and leaders have the training and tools needed to support prevention efforts.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies," March 10, 2023; USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021)

Heather O'Beime Kelly, PhD assumed the role of Director of Wellness and Prevention (1710.09, Step 39) at the United States Naval Academy on July 31, 2023. Dr. Kelly is a clinical psychologist with 30 years of experience and expertise in mental health research, policy, prevention, intervention, and programming relevant to military personnel, veterans, their families, caregivers, survivors, and providers. Her most recent position was senior professional staff advisor to the Chairman of the House Veterans' Affairs Committee in the 116th and 117th Congresses, with responsibilities for legislation and oversight of mental health, substance use, suicide and interpersonal violence prevention, and research. She works directly for the Superintendent and chairs the Wellness Team alongside the Deputy Commandant of Midshipmen.

Monthly Wellness Team meetings with Mental Health, Suicide, Drugs and Alcohol, Equal Opportunity, Academics, SAPR, Athletics and Chaplain representatives address concerns and integrate prevention initiatives across all areas of destructive behavior. The purpose of these meetings is to align target messaging across all areas of destructive behaviors and create new ways to implement training throughout the Brigade. For example, in academic year 2022-2023, USNA's prevention decision-makers and leaders were invited to read the book, *Sexual Citizens: A Landmark Study of Sex, Power, and Assault on Campus*, by Dr. Jennifer Hirsch and Dr. Shamus Kahn, and join in weekly discussions regarding the research and

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2022-2023 Programmatic Data Call Template

prevention education programming implications. These discussions help inform ongoing research efforts and update prevention education efforts. Both the Commandant and the Deputy Commandant took part in the book group which has served as a catalyst to continue discussions up and down the chain of command. In some cases, the book has also been implemented in conduct remediation for midshipmen. Additional information on the comprehensive prevention efforts at USNA can be found in enclosure (1).

USNA currently employs two full-time civilian SAPR prevention staff who have been trained in the SPARX curriculum and regularly attend professional development training to keep current on research, trends and best practices in the field of prevention. The current SAPR Director of Prevention Education chairs the Prevention Working Group, a subgroup of the Wellness Team, and regularly informs the prevention workforce members of professional development training available in the field, on the All Partners Access Network (APAN) site and through the Department of the Navy (DoN). Pending funding, USNA intends to add (2) GS11 Training Specialists on the Prevention side and upgrade all GS positions on the Training and Prevention sides by 2024/2025. Enclosure (2) is the proposed SAPR manning submitted to human resources. USNA is requesting resourcing in the amount of \$2.5M over the FYDP, with an initial cost of \$750K.

USNA conducts several training evolutions to support rising Company Officers (CO) and Senior Enlisted Leaders (SEL). The training includes the following subjects: Legal, Policy, Prevention and Response, Reporting Options, and SAPR Program Overview. These trainings are focused on policy updates, different types of investigations and associated best practices, Command Managed Equal Opportunity (CMEQ) trends associated with SAPR cases, techniques for responding to a disclosure, and overviews of the Sexual Harassment and Assault Peer Education (SHAPE) and GUIDE programs among many other topics.

1.2 Actions to Address: Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support: Revise MSA policies to incorporate Service updates from the following: DoDI 6495.02, Volume 3; DoDI 6495.02, Volume 2; Deputy Secretary of Defense Memorandum "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations; and Military Service regulations implementing "Safe to Report" policies.

- Discuss your MSA's policy revisions that incorporated Service updates from the above referenced policies.
- Document actions taken to track cases of cadet and midshipman survivors of sexual assault who report under the Department's "Safe to Report" as directed in section 539A of the Fiscal Year (FY) National Defense Authorization Action (NDAA).
- Document the number of reports received wherein the victim cited the "Safe to Report" policy influenced their decision to report.
- Document any updates to the APY 21-22 actions taken to update victim intake documentation to capture reports by cadets and midshipmen who request to make a report using the "Safe to Report" policy as directed in section 539A of the FY21 NDAA.
- Discuss your MSA's oversight actions taken to ensure Case Management Group (CMG)/Quarterly CMG (QCMG), and (High Risk Response Team (HRRT) forms are used.
- Document any updates to leadership and CMG participant training curricula.
- Discuss your MSA's use of the Safety Assessment Tool and Safety Assessment Worksheet. If the tool is not used, discuss why not, and discuss what instruments are used to ensure the Safety Assessment is conducted in accordance with policy.
- Discuss how your MSA educates Academy personnel on policy changes as well as any specialized training with personnel on how to implement the policies.

(REF: Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022; Section 539A, William M. "Mae" Thornberry, FY 21 NDAA; USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021; DoDI 6495.02, volume 1, "Sexual Assault Prevention and Response: Program Procedures")

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2022-2023 Programmatic Data Call Template

USNA has updated USNAINST 1752.2 Sexual Assault Prevention and Response Program instruction to incorporate reformed Department of Defense Policies. Updates include added information on how to report retaliation, expansion of those eligible to make retaliation reports, the incorporation of the No Wrong Door Policy, updated roles and responsibilities for new positions in the organization, and an extension of the expedited transfer approval from 3 days to 5 days. Based on feedback, the updated instruction now also defines the mandatory reporters on campus and emphasizes that any survivor who discloses a sexual assault to their chain of command or Commander is still eligible to file a restricted report regardless of NCIS notification from the Commander. CATCH program updates and a physical separation policy for the survivors are also reflected in the latest version of the instruction. The instruction is included in enclosure (3). The Return to Health/ "On Ramp" Policy is a separate policy that outlines the process for a smooth transition back into USNA for all survivors of traumatic events and is referenced in the latest SAPR instruction.

Information regarding reports made as a result of the Safe to Report Policy are only captured informally and opportunistically by the Victim Advocates and SARCs as there is no way to document it formally in DSAID. The USNA response team provided feedback during the OSD visit suggesting that it is not appropriate to directly ask the survivors during the report about their reasoning for reporting and therefore only document the volunteered information. The recommendation from USNA would be for the legal team to document this information as it is more likely to be brought up organically and is more appropriate in those instances. That being said, in approximately 10% of ALL USNA reports, the victim voluntarily disclosed the Safe to Report Policy as an attributing factor to their report. Voluntary disclosures are documented in accordance with the APY 21-22 report.

USNA adopted the new Sexual Assault Case Management Group (SACMG)/ Quarterly Sexual Assault Case Management Group (QSACMG)/ High Risk Response Team (HRRT) forms during the August CMG and is adhering to OSD guidance that allows CMG Co-Chair/ note-taker to fill out the forms for the CMG Chair to carefully review and sign.

SACMG participant training with the Battalion Officers and Installation commanders happen on an individual basis, typically when checking in, with the lead SARC. During Quarterly CMGs, CMG participants review trauma-centric care to improve coordination amongst the resources available.

USNA refers to the Commander Navy Installation Command (CNIC) Safety Assessment Tool when a survivor has identified a threat of harm, ongoing contact or concerns with the subject, or a nonexistent support system. USNA has not had any significant safety concerns or had to stand up a HRRT in recent years. USNA has been able to mitigate proximity concerns with class and company changes and implements No-Contact Orders (NCO) and Military Protective Orders (MPO) when needed. The SAPR VAs and UVAs offer the Safety Plan Worksheet to further address those concerns and prepare for unexpected encounters.

Updated instructions are sent to all hands, both Active Duty and Midshipman, via email, and the content is posted on the intranet for easy accessibility. Midshipmen also are verbally briefed on policy changes each semester by the Midshipman GUIDES in company. At the discretion of the Commandant, policy changes have also been disseminated during All-Hands Calls with the Midshipman at the beginning of each semester or during mandatory meals in the form of a looped PowerPoint on the monitors in King Hall Cafeteria. For Faculty and Staff, policy updates are discussed verbally at the annual SAPR GMT which all active-duty personnel are required to attend. Faculty and Staff who have higher interaction with midshipmen to include Company Officers and Senior Enlisted Leaders, Sponsors, and Naval Academy Athletic Association (NAAA) participants also receive individualized SAPR training from a prevention specialist that covers policy changes when applicable.

1.3 Actions to Address: Implement a "Return to Health" Policy: Summarize the MSA's "Return to Health Policy and the measures that will be used to evaluate the impact of the policy.

- United States Naval Academy (USNA) and the United States Air Force Academy (USAFA):
 - Discuss your MSA's Return to Health policies
- All three Academies:
 - Discuss how academy personnel and cadet/midshipman populations are educated on the policy.
 - Discuss plans to assess the policy's impact on sexual assault reporting.
 - Discuss plans to evaluate the impact of the policy on victim health and well-being.
 - Discuss plans to assess the policy's impact on cadets/midshipmen completing their academy career.

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2022-2023 Programmatic Data Call Template

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

USNA has recently implemented a Return to Health "On Ramp Program" (ORP) that, for the privacy concerns of sexual assault victims, covers multiple traumatic life events to include death to immediate family members, sexual assault, and concussions. The sexual assault criteria and policy is listed under a separate enclosure to delineate from the other ORP paths and includes up to 10 days of excusals from classes and mandatory events (with a 5-day extension on a case-by-case basis) for victims who file an unrestricted report. Victims requiring more time away from class are recommended for a Leave of Absence covered under the updated SAPR instruction. Additional resources in the ORP authorizes midshipmen two extra instruction periods with a professor per missed class, delayed physical readiness tests at the discretion of the Battalion Officer, and a delayed graduation upon Superintendent's approval. Minor assignments may also be waived at the recommendation of the Battalion Officers and approval of the instructor to allow students to catch up more quickly. Enrollment in the ORP program will not negatively impact a midshipman's aptitude ranking for being absent in company participation. This policy is designed to provide midshipmen the ability to balance competing requirements while recovering from an event by affording them requisite time and space for healing mentally and physically, without the added stress of a subsequent "domino effect" of consequences in other mission areas. The Midshipman On-Ramp Program instruction is included in enclosure (4).

1.4 Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators. Current actions are not sufficient to fully comply with section 539 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2021.

- Discuss steps taken to ensure cadet and midshipman survivors and alleged perpetrators of sexual assault are able to complete their course of study at the academy without taking classes together or being in close, physical proximity during mandatory activities.
- Discuss training provided to educate SAPR personnel on the physical separation policy.
- Discuss how Command Teams and cadets and midshipmen are educated on the physical separation policy.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

The new physical separation policy included in the updated USNA SAPR instruction (enclosure (3)) states "Apart from the issuance of formal MPOs and NCOs, USNA will also endeavor to support victims by adjusting berthing assignments, company assignments, class schedules, training evolutions, and professional development activities (to include summer training sessions) to create physical distance and personal space between alleged offenders and victims to the maximum extent possible. Victims (or offenders) may seek such physical separation through contact and coordination with their respective Battalion Officers. Victims will have preference in any physical separation requested from either party. The goal of this policy is that neither a victim nor an alleged offender will have their USNA education or opportunities limited or negatively impacted by physical distancing from one another.

The USNA SAPR Staff members have already been briefed on the updates and the Midshipman SHAPE and GUIDE members will be briefed at their upcoming monthly meeting. The Brigade of Midshipmen will then be briefed by their peer educators during company training sessions. Additionally, the instruction will be promulgated to all and readily accessible on the intranet site. Any survivor/victim will also review the physical separation policy at the time they file their report.

1.5 Retaliation: Document plans for actions taken, or that will be taken in the following APY, regarding prevention of and response to retaliation involving cadets/midshipmen or other academy personnel.

- Discuss how academy personnel and cadet/midshipmen population are educated on what constitutes retaliation.
- Discuss how plans to prevent and respond to retaliation involving cadets/midshipmen impact sexual assault reporting.
- Discuss measures to evaluate the impact of the actions taken regarding prevention of and response to retaliation.
- Discuss measures to assess the policy and actions taken regarding prevention of and response to retaliation involving cadets/midshipmen (include actions to assess the impact on cadets/midshipmen completing their academy career).

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(REF: Independent Review Commission Recommendations on Combatting Sexual Assault in the Military, July 2, 2021)

Retaliation is taught at the Indoctrination Training for faculty and staff at Naval Station Annapolis (NSA) and annually at the SAPR GMT. For midshipmen, retaliation is included in plebe summer and addressed annually by the GUIDEs in their SAPR and CMEO reporting briefs to each company. The GUIDE briefs provide midshipmen relevant examples of retaliation and whom to report to for any incidents of retaliation.

The USNA SAPR instruction has been updated to include information on reporting retaliation through the SAPR program and extends to any personnel associated with the incident. All retaliation reports are referred to Naval Criminal Investigative Services (NCIS) and addressed at the monthly Sexual Assault Case Management Group (SACMG) with the victim's permission. USNA did not have any retaliation reports during AY 2023 and therefore does not have any feedback to address the measures to assess this policy.

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- **2. To what extent does the MSA environment reflect a healthy, culturally responsive climate that supports reporting, freedom from retaliation, and support for victims? Are there strategies in place to provide coping skills and other support to cadet/midshipmen victims who choose not to report their sexual assault incident?**

One of the latest initiatives to create a healthy and culturally responsive climate is the 4-minute drills that occur weekly amongst squads in the brigade (8-12 people). During one lunch every week, the midshipmen are presented with situations/topics that include active intervention, retaliation, suicide ideations, alcohol abuse, and honor amongst many others. Their squad leaders (senior midshipmen) then facilitate a discussion during the lunch hour on different ways to address the issue and topic. The goal is to get the midshipmen talking about what "right" looks like in advance so that in the event they find themselves in difficult positions, they have the thought process and tools available to make smart choices to promote a healthy command climate.

The Midshipman Development Center (MDC) also plays a key role in fostering a healthy environment for Midshipman. They exist to promote and enhance the adjustment, well-being, and development of midshipmen through psychological and nutritional counseling services while respecting diversity of gender, race, sexual orientation, and culture. The MDC coordinated a Theater of War (ToW) for all midshipmen to attend in October 2023. ToW employs prominent actors in presenting dramatic readings of seminal plays from classical Greek tragedies to modern and contemporary works. The dramatic readings are followed by town hall-style discussions designed to confront social issues through personal reactions to themes highlighted in the plays. Discussions amongst midshipmen, faculty, and staff invite audience members to share their perspectives and experiences in order to break down stigmas, foster empathy, compassion, and a deeper understanding of complex issues.

For any midshipman who wishes to speak with someone outside their chain of command but does not feel comfortable requesting SAPR services, USNA offers Chaplain and mental health services through the MDC. There are six Battalion Chaplains who work in Bancroft with the midshipman and are readily available for counseling. MDC has increased the number of mental health counselors and resources available for the midshipman. USNA also recognizes that midshipmen may feel more comfortable speaking with a peer, so USNA offers a team of trained midshipmen who can listen to disclosures and provide resources for SAPR and CMEC concerns. There are members of the GUIDE (Guidance, Understanding, Information, Direction, Education) in each company so midshipman have easy access.

2.1. Actions to Address: Broaden the Skills of MSA Leaders to Assess and Act on Climate Factors Impacting their Cadet/Midshipman Units: Provide a summary of actions taken to implement and /or improve initial and ongoing professional development that prepares Tactical Officers, Company Officers, Air Officers Commanding, Commanding Officers, and enlisted leadership to address climate challenges.

- Discuss MSA participation in the DoD working group.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

The Deputy Commandant and prevention personnel are engaged in the DoD Sexual Assault Prevention and Response Training and Education center of Excellence (SAPRTEC) MSA Working Group to improve initial and ongoing professional development for Company Officers and Senior Enlisted Leaders. The USNA SAPRTEC working group gathered data from the most recent Defense Organizational Climate Survey (DEOCS) survey to create a curriculum that addresses deficiencies and improves the knowledge and skills of first line leaders to address climate challenges at the Brigade level. Current curriculum discusses different types of investigations and associated best practices, CMEC trends associated with SAPR cases, techniques for responding to a disclosure, and overviews of the Sexual Harassment and Assault Peer Education (SHAPE) and GUIDE programs among many other topics. Additionally, the Company Officer involvement in DEOCS surveys has been expanded and extra Company Officers have been added to the Command Resiliency Team. A Midshipman Wellness Handbook was also promulgated at the beginning of AY2023, which provides a one stop shop for information of all resources on the yard and an excellent tool for Company Officers and Senior Enlisted Leaders.

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2.2 On-Site Installation Evaluations (OSIEs): Describe actions taken to evaluate and take action on recommendations from the OSIEs. How are OSIE findings being used to inform prevention planning and activities at the MSA? Also discuss how your MSA is reporting/reported the OSIE findings to DoD and Military Service leadership.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

Following the findings of the Spring 2023 On Site Installation Evaluation (OSIE) report, USNA submitted feedback through the DoN to the Secretary of the Navy that outlines actions addressed from the findings in the Spring OSIE report along with areas recommended for improvement. Actions taken from the recommendations of the Spring Report are briefed weekly as part of the Climate Transformation Task Force (CTTF) Working Group and Steering Committee briefs and will be outlined in the Harmful Prevention POAM.

The final report following the August OSD site-survey visit has yet to be released but areas of concern addressed in the out brief are outlined in enclosure (5).

USNA will be increasing the numbers of CMEO staff from two to six by providing four additional Assistant CMEOs (ACMEO). There will be one CMEO/ACMEO per battalion to ensure presence across the brigade. Individuals are being identified now and the goal date for implementation is by the end of the first semester AY24.

Concerns with the sensitivity of the previous Victims Legal Counsel (VLC) were debriefed to the current VLC. It was noted that preparations for sexual assault cases are often very intense on purpose so that the victim is ready for trial. The current VLC is aware to look out for midshipmen reaction to trial prep. Additionally, retaliation definitions are currently being addressed through GUIDE briefs at the company level, and Safe to Report information, to include Midshipman Regulations Manual (MIDREGS) violations, was addressed by the Commandant in the Brigade Reform Brief. The Deputy Commandant and Brigade Master Chief are awaiting case data from NCIS to determine if it is necessary to increase the number of Officer/Senior Enlisted Supervision at night; in the meantime, they have increased the upper-class midshipmen presence on the deck plates.

3. Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO and/or ODEI technical assistance needed?

USNA effectively conducts all DoD mandated training and provides additional training to both Faculty and Staff and Midshipman. Faculty and Staff INDOC training is conducted by NSA Annapolis Fleet and Family and the Annual GMT is administered by the USNA SAPR team to both USNA and NSA Annapolis uniformed personnel. In addition to what is mandated in the GMT, topics during this training also include any updates to policy at USNA. Following their mandatory introduction to SAPR during plebe summer, the Midshipman are provided training via eight lectures taught by their peers covering active intervention, language, consent, sexual harassment, escalation and survivor impact. They also have the opportunity to hear from four guest speakers who address the importance of leadership in deterring sexual assault and how sexual assault is prosecuted. SAPRO/Office of Diversity Equity and Inclusion (ODEI) Technical assistance is not needed to meet training requirements at this time.

3.1 Actions to Address: Communicate the Importance of Military Justice Reform: Describe how the Academy has informed its personnel, to include Command Teams and cadets and midshipmen, about the significant changes to the military justice process set to take effect in December 2023, including the role of the Office of Special Trial Counsel, the revised role of the Superintendent in military justice, and the impact of reforms on the MSA disciplinary processes.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

On October 12, 2023, Code 20 JAG Corps Officers briefed Brigade Leadership on the update to Military Justice Reform to include the roles of the Special Trial Council. The Company Officers, Battalion Officer and other Senior Leaders will then brief their respective company and battalions on the changes during the month of October.

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In the AY24 Spring semester, all 4/C midshipmen will receive a military justice SHAPE session specifically addressing the sexual assault legal process, the role of the Office of Special Trial Counsel, the revised role of the Superintendent in military justice, and the impact of reforms on the MSA disciplinary processes. The brief will be provided annually to 4/C midshipmen by Navy and Marine Corps Judge Advocates to directly improve their understanding of the disciplinary processes and procedures associated with sexual assault allegations to advance the general awareness of the Brigade, to reduce misunderstanding, and to decrease rumors, misinformation, and unfounded assertions all too prevalent among midshipmen-based social media.

3.2 Defense Sexual Assault Incident Database (DSAID): Discuss Academy policy that requires SAPR personnel to document SAPR-Related Inquiry (SRI) entries in DSAID.

- What barriers exist to meeting the DSAID entry requirements?
- Discuss how DSAID is utilized to provide victim care and advocacy for sexual assault reporters, non-reporters, and those alleging retaliation related to a sexual assault report.
- Discuss any other methods in place that document and track SAPR related inquiries.

(REF: DoDI 6495.02, volume 1, pg. 12, "Sexual Assault Prevention and Response (SAPR) Program")

DSAID is utilized to track all SAPR Related Inquiries (SRI). DSAID is also used to track referrals for victim care, safety assessments and Military Protective Orders, case status, and reports of retaliation. Current barriers to meeting DSAID entry requirement timelines exist because of DSAID's inability to merge with certain organizational databases (most notably NCIS), resulting in required data being unavailable. In order to overcome this barrier, SAPR personnel have to engage with CNIC and HQs to enter required data, resulting in an increased case closure timeline.

3.3 Training: Discuss training methods and tracking as well as responsibility for managing requirements.

- What platforms are being used to manage, track, and provide training for cadets/midshipmen and MSA faculty and staff?
- How are commanders and leaders trained on their responsibilities related to sexual assault and sexual harassment?
- Discuss how effectiveness of the training is being assessed and measured.
- Discuss processes in place to receive feedback on training and the training format from cadets/midshipmen and others? How does the feedback impact training?

(REF: DoDI 6495.02, volume 2, pg. 4, "Sexual Assault Prevention and Response: Program Procedures")

USNA effectively conducts all DoD mandated training and provides additional training to both faculty and staff and midshipmen. Faculty and staff INDOC training is conducted by NSA Fleet and Family, and the annual OPNAV GMT is administered by the USNA SAPR team to both USNA and NSA uniformed personnel. In addition to what is mandated in the GMT, topics during this training also include any updates to policy at USNA. Following their mandatory introduction to SAPR during plebe summer, the Midshipman are provided training via eight lectures taught by their peers (SHAPE) covering active intervention, language, consent, sexual harassment, intimate partner violence and survivor impact. They also have the opportunity to hear from four guest speakers that address the importance of leadership in deterring sexual assault and how sexual assault is prosecuted. Enclosure (6) shows the SHAPE and GUIDE curriculum throughout the 4 years at the Naval Academy. Additionally, Company Officers, Senior Enlisted Leaders and any other midshipmen in leadership roles are provided additional training that covers the importance of a positive command climate as it relates to sexual assault. Sponsor families and Naval Academy Athletic Association (NAAA) representatives also provide training on how prevent and respond to sexual assault.

All SHAPE lessons taught by peer educators have a feedback element built into them which is read by the USNA SAPR Director of Prevention Education (DPE) and used to provide instructor feedback to the educator or to edit the course content as necessary. If there is overwhelmingly negative feedback associated with a lesson, a diverse working group of students and faculty members is formed to re-write the lesson. Feedback for the GMT is provided from the Faculty and Staff directly to the SAPR Staff educators. The FY 23 SAPR GMT training was developed by OPNAV; feedback on its content is provided back to directly to OPNAV. The GMT training for the faculty and staff is tracked via a Google form and managed by the Personnel office on the yard that ensures 100% accountability is met. SHAPE lessons are mandatory, and accountability is tracked by SHAPE leadership and company leadership. There are make-up opportunities for any midshipmen who missed a lesson in the semester due to sickness or movement orders. The SHAPE program just completed

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<p>an in-depth program evaluation by National Opinion Research Center (NORC) survey. USNA is currently assessing the results.</p>
<p>3.4 Catch a Serial Offender (CATCH) Program: How are cadets and midshipmen educated on the CATCH Program?</p> <ul style="list-style-type: none"> • Please provide examples of communications to cadets/midshipmen about the CATCH program (flyers, e-mails, etc.). • Discuss how the MSA has expanded the CATCH program. <p>(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021)</p> <p>The CATCH program is addressed by the Guides during company briefs. Information is also displayed on the screens during lunch in King Hall and flyers with CATCH QR code information are also widely disseminated throughout the Brigade.</p> <p>USNA offers adult sexual assault victims who file restricted reports and certain unrestricted reports where the name of the suspect is not reported to law enforcement or uncovered by law enforcement, to participate in the CATCH Program. USNA has expanded program eligibility to adult sexual assault victims who do not report. Additionally, USNA victims can now print their CATCH entries.</p>
<p>Program Oversight</p>
<p>4. Report Transmission: Document actions taken to ensure completed MSA reports transmitted to the Secretary of Defense are also transmitted to the Board of Visitors.</p> <p>(REF: 10 U.S.C. § 7461, §8480, § 9461; Government Accountability Office (GAO) Report, GAO-22-103973, DoD and Coast Guard Should Ensure Laws Are Implemented to Improve Oversight of Prevention and Response Efforts, pgs. 49 -51)</p> <p>The Superintendent, Commandant, and SAPR/SHAPE leadership, met with the Board of Visitors (BoV) in person this spring to address any concerns they had on Sexual Assault Prevention and Response. The main topic was the results of the Service Academy Gender Relations (SAGR) survey. USNA was transparent and accountable to what the survey showed, and engaged in honest discussion about the current command climate at USNA, specifically with respect to sexual harassment and assault. The BoV asked questions, were properly informed of all issues, proposed ways ahead, and developed action items to be taken by leadership to reduce the number of harassments and assaults.</p>
<p>4.1. Discuss other SAPR and sexual harassment prevention and response policies and programs not previously addressed in this data call that your MSA is implementing.</p>
<p>Enclosure (1) (a) United States Naval Academy Comprehensive Integrated Prevention Plan Enclosure (1) (b) 2023 United States Naval Academy Prevention Plan Enclosure (2) United States Naval Academy Proposed Manning Chart Enclosure (3) USNAINST 1752.2J Sexual Assault Prevention and Response Program Enclosure (4) COMDTMIDNINST 6520 Midshipman On Ramp Program Enclosure (5) August '23 USNA On Site Assessment Out brief Enclosure (6) 2022-2023 SHAPE & GUIDE Overview</p>



Appendix C: Air Force Self-Assessment of the United States Air Force Academy





SECRETARY OF THE AIR FORCE
WASHINGTON

FEB 22 2024

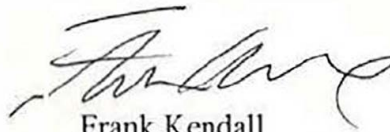
MEMORANDUM FOR DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

SUBJECT: Data Call for the Department of Defense Annual Report on Sexual Harassment and
Violence at the Military Service Academies for Academic Program Year 2022-2023

In response to the 10 March 2023 Secretary of Defense memorandum titled "*Actions to Address and Prevent Sexual Assault at the Military Service Academies*," attached is the approved draft response of the program compliance assessment of the United States Air Force Academy's (USAFA) Sexual Assault Prevention and Response (SAPR), sexual harassment prevention, and associated data calls.

The USAFA completed compliance assessments for both Sexual Harassment and Sexual Assault Programs. The USAFA Equal Opportunity (EO) program covering sexual harassment and the USAFA SAPR program remain compliant. The SAPR program showed every assessed item meets or exceeds program compliance standards during this APY 2022-23 evaluation.

SAPR, EO, Diversity and Inclusion, and other prevention focused offices jointly completed USAFA's prevention evaluation, demonstrating integrated prevention efforts across installations.



Frank Kendall



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY

OCT 30 2023

MEMORANDUM FOR DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

FROM: HQ USAFA/CC

SUBJECT: Department of Defense Annual Report on Sexual Harassment and Violence at the
Military Service Academies, Academic Program Year (APY) 2022 – 2023

1. This memorandum responds to the 14 Jun 2023 Under Secretary of Defense Personnel and Readiness memorandum for the Department of Defense (DoD) to conduct assessments at the Military Service Academies no later than Aug 2023 (IAW Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law No. 109-364). I am forwarding the response of program compliance assessment of the United States Air Force Academy (USAFA) Sexual Assault Prevention and Response (SAPR), sexual harassment prevention and reporting programs as well as the response to the prevention capability self-assessment.
2. The United States Air Force Academy has completed compliance assessments for both Sexual Harassment and Sexual Assault Programs. The USAFA Equal Opportunity (EO) program covering sexual harassment and the USAFA SAPR program covering sexual assault prevention and response and sexual harassment remain compliant. The USAFA/EO program remains compliant with explanations as appropriate. The SAPR program showed every assessed item meets or exceeds compliance standards during this APY 22-23 self-evaluation.
3. The USAFA Prevention Self-Assessment demonstrates integration of climate, resiliency and prevention factors across the installation. We remain committed to building a strong prevention framework and assessment strategy that provides leadership data to inform decisions for programming and policy for current and future cadets. USAFA remains resolute in its shared commitment to violence prevention and cultivating a culture of dignity and respect for all.

A handwritten signature in black ink, appearing to read "R. M. Clark".

RICHARD M. CLARK
Lieutenant General, USAF
Superintendent

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2022-2023 Programmatic Data Call

1. Are SAPR and sexual harassment prevention and response policies and practices at the MSAs consistent with current DoD policy and best practice?

USAFA Response:

Sexual Assault Prevention and Response (SAPR) and sexual harassment prevention and response policies and practices at the United States Air Force Academy (USAFA) are consistent with current Department of Defense (DoD) policy and best practices. In accordance with Secretary of Defense Memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies,” 10 Mar 2023, USAFA took swift action to ensure all SAPR and sexual harassment prevention and response policies and practices at USAFA are consistent with and compliant with current DoD policy and best practices. The USAFA Superintendent’s SAPR Policy Alignment memo, 31 Aug 2023, consolidates existing local policies and practices, which are consistent with DoD policy. Each of these are discussed in detail in the response to section 1.2.

- “Encouraged to Report” (ETR) Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 2023, is a companion policy to Secretary of the Air Force Memorandum, “Department of the Air Force Safe-to-Report Policy for Service Member Victims of Sexual Assault,” 25 Aug 2022.
- Return to Health (RTH) Policy for Cadet Sexual Assault Survivors, 11 Aug 2023, is in accordance with Secretary of Defense Memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies,” 10 Mar 2023.
- Physical Separation Policy for Cadet Victims and Alleged Perpetrators, 30 Aug 2023, is in accordance with Secretary of Defense Memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies,” 10 Mar 2023.
- Case Management Group (CMG) Operating Instruction (OI) Policy, 30 Aug 2023, is in accordance with Secretary of Defense Memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies,” 10 Mar 2023.

USAFA will continue to ensure all local SAPR-related operating procedures follow Air Force (AF) policy.

Reference Tab 6

Tab 6 Atch 1. USAFA Let’s Be Clear Campaign Strategic Design

Tab 6 Atch 2. USAFA Let’s Be Clear Campaign Strategic Plan

Tab 6 Atch 3. USAFA SAPR Policy Alignment, 31 Aug 23

Tab 6 Atch 4. USAFA Physical Separation Policy for Cadet Victims and Alleged Perpetrators, 30 Aug 23

Tab 6 Atch 5. “Encouraged to Report” Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 23

Tab 6 Atch 6. USAFA Return to Health Policy for Cadet Sexual Assault Survivors, 11 Aug 23

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Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

1.1 Actions to Address: Identify and empower prevention decision-makers: Consistent with the findings of the Independent Review Commission on Sexual Assault in the Military and the need to further develop a specialized prevention workforce, the Academies will appoint and/or hire a senior, civilian full-time Violence Prevention Program Integrator with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents. The Military Departments will program this position at each Military Service Academy (MSA) and hire or re-align personnel into the position before September 30, 2023.

Develop an MSA Prevention Workforce Implementation Plan: MSA Superintendents to develop a Plan of Action and Milestones (POA&M) to revise their MSA's operating instructions integrating the new DoD Instruction (DoDI) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders."

- Document actions taken to appoint and/or hire a senior, civilian full-time (i.e., a non-interim) Violence Prevention Program Integrator with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents.
- Document steps taken to hire and integrate the prevention workforce staff and create an integrating body for prevention initiatives.
- Document actions taken to specify and require training for new prevention staff.
- Document actions taken to ensure prevention decision-makers and leaders have the training and tools needed to support prevention efforts.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies," 10 Mar 2023; USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021)

USAFA Response:

- **Document actions taken to appoint and/or hire a senior, civilian full-time (i.e., a non-interim) Violence Prevention Program Integrator with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents.**

As of 30 July, 2023, HQ USAFA Integrated Prevention and Response Office (HQ USAFA/ CVV) is under the guidance of a Director, Integrated Prevention and Response, GS-15, with sufficient grade and authority to be a peer of O-6 officers and their civilian equivalents. This position was previously a GS-14 SAPR Program Manager. In coordination with HQ USAFA/A1 and the AF Personnel Center, the position was rewritten and upgraded to support division oversight at the GS-15 (O-6 equivalent) level.

- **Document steps taken to hire and integrate the prevention workforce staff and create an integrating body for prevention initiatives.**

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Prior to the Independent Review Commission (IRC) on Sexual Assault in the Military, USAFA had 10 positions supporting the installation, SAPR, and resilience. Following the IRC's recommendations, USAFA initiated position reviews, conversion and re-organization for manpower and program alignment with the IRC manpower change requirements. Of note, the Direct Reporting Unit (DRU) and MSA, USAFA no longer has a Violence Prevention Integrator, and instead has a Prevention Branch within HQ USAFA/CVV, staffed with a Prevention Chief (GS-13), two Prevention Analyst (GS-12), two Prevention Coordination Specialists (GS-12), and two Prevention Specialists (GS-11).

In calendar year 2023, USAFA funded the HQ USAFA/CVV for expedited hiring all 15 positions outlined in the IRC. Original projections showed DAF funding the positions between 2023 and 2025.

Also, under USAFA's Let's Be Clear Campaign and in coordination with the Secretary of the Air Force, funding for four additional Victim Advocates, one Unit Program Coordinator, one SAPR Non-Commissioned Officer in Charge, and six contracted prevention trainers, was executed for calendar year 2023.

IAW Secretary of Defense Memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies," 10 Mar 2023, USAFA has completed the draft Prevention Workforce and Leadership POA&M. The POA&M outlines an 18-month plan for actions. This plan addresses embedding victim advocates in cadet dormitories and co-location of prevention and response program management teams. The POA&M also aligned multiple policy updates, specifically the updated policies and practices under a Prevention Plan of Action which include how to implement, assess, and advocate for prevention and response. It also included an updated pre and post intervention crisis/suicide checklists and action teams, and align Community Action Board and Team (CAB/CAT) efforts in the DRU and MSA environment.

- **Document actions taken to specify and require training for new prevention staff.**

IAW DoDI 6400.09, 11 Sep 2020 and IAW DoDI 6400.11, 20 Dec 2022, all prevention personnel complete the identified and required initial training (DoD SPARX Training) as well as ongoing professional development as determined by each Military Service or the NGB (e.g., DoD-developed or authorized training), and document training completion. Additionally, prevention personnel, SAPR program personnel including Sexual Assault Response Coordinators (SARC), SAPR Victim Advocates (VA), and Equal Opportunity (EO) receive required DoD and DAF required career field training/credentialing, and On-the-Job Training (OJT) for USAFA policies and procedures, prior to assuming their full duties. SAPR program staff complete the VA credentialing IAW position requirements through Air University no later than 1 year after start date.

- **Document actions taken to ensure prevention decision-makers and leaders have the training and tools needed to support prevention efforts.**

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All prevention personnel, prevention decision-makers and leaders, and helping agency team members are provided prevention framework training annually through the CAB/CAT. This training reviews the prevention framework IAW the DoD SPARX Leadership Action Guide Reference.

Training on policy changes as well as specialized training and what constitutes harassment, assault, and retaliation is conducted for all USAFA staff, permanent party personnel and cadet/midshipmen populations. Additionally, Commanders, SARCs, SAPR/VAs, and EO personnel are responsible for ensuring victims are informed on what constitutes retaliation as soon as practicable following an initial report.

Reference Tab 6

Tab 6 Atch 1. USAFA Let's Be Clear Campaign Strategic Design

Tab 6 Atch 2. USAFA Let's Be Clear Campaign Strategic Plan

Tab 6 Atch 3. USAFA SAPR Policy Alignment, 31 Aug 23

Tab 6 Atch 4. USAFA Physical Separation Policy for Cadet Victims and Alleged Perpetrators, 30 Aug 23

Tab 6 Atch 5. "Encouraged to Report" Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 23

Tab 6 Atch 6. USAFA Return to Health Policy for Cadet Sexual Assault Survivors, 11 Aug 23

Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

Tab 6 Atch 9. USAFA Community Action Board and Team Policy

Tab 6 Atch 10. USAFA Prevention Workforce Plan of Action and Milestones Draft, 1 Sep 23

Tab 6 Atch 11. GS-15 Integrated Prevention Response Director Position Description

Tab 6 Atch 12. Prevention Contract Quality Assurance Surveillance Plan

Tab 6 Atch 13. Cadet Wingman Intervention Training Facilitator Guide

Tab 6 Atch 14. Cadet Healthy Personal Skills (CHiPS) Field Manual

Tab 6 Atch 15. Sexual Consent and Communication (SCC) Manual

Tab 6 Atch 16. Wingman Intervention Training Facilitator Guide

Tab 6 Atch 17. Healthy Relationships Education/Training Outline

Tab 6 Atch 18. Secure Bond Leadership Training Outline

Tab 6 Atch 19. Suicide Prevention (T1) Training Facilitator Guide

Tab 6 Atch 20. Suicide Prevention (T2) Training Facilitator Guide

Tab 6 Atch 21. DoD SPARX Leadership Action Guide Reference

1.2 Actions to Address: Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support:

Revise MSA policies to incorporate Service updates from the following: DoDI 6495.02, Volume 3; DoDI 6495.02, Volume 2; Deputy Secretary of Defense Memorandum "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations; Military Service regulations implementing "Safe to Report" policies.

- Discuss your MSA's policy revisions that incorporated Service updates from the above referenced policies.

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- Document actions taken to track cases of cadet and midshipman survivors of sexual assault who report under the Department’s “Safe to Report” as directed in section 539A of the Fiscal Year (FY) National Defense Authorization Action (NDAA).
- Document the number of reports received wherein the victim cited the “Safe to Report” policy influenced their decision to report.
- Document any updates to the APY 21-22 actions taken to update victim intake documentation to capture reports by cadets and midshipmen who request to make a report using the “Safe to Report” policy as directed in section 539A of the FY21 NDAA.
- Discuss your MSA’s oversight actions taken to ensure CMG/Quarterly CMG (QCMG), and High-Risk Response Team (HRRT) forms are used.
- Document any updates to leadership and CMG participant training curricula.
- Discuss your MSA’s use of the Safety Assessment Tool and Safety Assessment Worksheet. If the tool is not used, discuss why not, and discuss what instruments are used to ensure the Safety Assessment is conducted in accordance with policy.
- Discuss how your MSA educates Academy personnel on policy changes as well as any specialized training with personnel on how to implement the policies.

(REF: Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022; Section 539A, William M. “Mae” Thornberry, FY 21 NDAA; USD(P&R) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021; DoDI 6495.02, volume 1, “Sexual Assault Prevention and Response: Program Procedures”)

USAFA Response:

- **Discuss your MSA’s policy revisions that incorporated Service updates from the above referenced policies.**

IAW Secretary of Defense Memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies,” 10 Mar 2023, USAFA has taken swift action to ensure all local SAPR program related operating procedures are in compliance with Service and Department policy (to include revision where indicated, and expansion as necessary) with the following guidance:

- ETR Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, is a companion policy to Secretary of the Air Force Memorandum, “Department of the Air Force Safe-to-Report Policy for Service Member Victims of Sexual Assault,” 25 Aug 2022 and is designed to address barriers to reporting concerning collateral misconduct for witnesses of sexual assault as well as victims and witnesses of hazing, bullying, and unlawful harassment. The purpose of ETR is to restore discretion to commanders and provide exceptions for punishments or administrative actions otherwise mandatory under Air Force Cadet Wing (AFCW) Instruction 51-201 or other policies that may function as a barrier to reporting harassment, bullying, hazing, or sexual assault.

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- RTH Policy for Cadet Sexual Assault Survivors, is a formal application to accommodate survivors with the goal of facilitating their healing and recovery and ensuring their privacy. RTH is designed to provide more comprehensive accommodations for cadets needing multiple accommodations or accommodations across a lengthier span of time and/or provide an avenue for cadets to receive accommodations without disclosing their report. In addition, it does not change or impact the ability of cadets to request accommodations directly through the SAPR program, their chain of command, or faculty/staff.
- Physical Separation Policy for Cadet Victims and Alleged Perpetrators, ensures victims and alleged perpetrators remain physically separated, to the extent possible, when both reside in the cadet area. The desired end-state is to protect the health, safety, and welfare of victims as well as maintain good order and discipline, while to the extent practicable permitting victims and their alleged perpetrators to complete their coursework and satisfy training requirements.
- CMG is amended by issuing a policy letter to incorporate known revisions pending receipt of additional Service guidance. The policy letter incorporates the latest updates to SAPR policy from the Department. Updates include procedures for responding to retaliation, outlines services for those who report allegations of retaliation related to an unrestricted report, and procedures to track retaliation allegations and disposition in the monthly SAPR CMG meetings.

USAFA will continue to ensure all local SAPR-related operating procedures are in compliance with AF policy.

- **Document actions taken to track cases of cadet and midshipman survivors of sexual assault who report under the Department’s “Safe to Report” as directed in section 539A of the Fiscal Year (FY) National Defense Authorization Action (NDAA).**

To track cases of cadet survivors of sexual assault who reported under Safe to Report, as directed in Section 539A of the Fiscal Year (FY) National Defense Authorization Action (NDAA), the USAFA SAPR Program developed an intake form that requests feedback from cadet clients by asking if the client is aware of the Safe to Report Policy. If they are, the client is asked if the Safe to Report Policy influenced their decision to make a report. This informs future reports regarding engagement and utilization of both Safe to Report and ETR.

- **Document the number of reports received wherein the victim cited the “Safe to Report” policy influenced their decision to report.**

Between May 2022 and May 2023, 12 clients who filed either a Restricted or an Unrestricted Report cited that they were aware of the Safe to Report Policy and indicated, the Safe to Report Policy influenced their decision to file a report. One client indicated the Encourage to Report Policy influenced their decision to file a report.

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- **Document any updates to the APY 21-22 actions taken to update victim intake documentation to capture reports by cadets and midshipmen who request to make a report using the “Safe to Report” policy as directed in section 539A of the FY21 NDAA.**

The USAFA SAPR Program developed a revised intake form that requests feedback from cadet clients by asking, 1) Is the client aware of the Safe to Report Policy? If yes, 2) Did the Safe to Report Policy influence the client’s decision to make a report?

With the roll-out of the USAFA’s Encouraged to Report, our companion to Safe to Report, the USAFA SAPR Program developed an intake form that requests feedback from cadet clients by asking, 1) Is the client aware of the Encouraged to Report Policy? If yes, 2) Did the Encouraged to Report Policy influence the client’s decision to make a report?

- **Discuss your MSA’s oversight actions taken to ensure Case Management Group (CMG)/Quarterly CMG (QCMG), and High-Risk Response Team (HRRT) forms are used.**

USAFA implemented the HQ USAFA Sexual Assault and Response Operation Instruction 90-01, *Case Management Group*, 15 Aug 2022. For the new academic year, USAFA distributed an updated policy letter as interim guidance to the HQ USAFA Sexual Assault and Response Operation Instruction 90-01, *Case Management Group*, 15 Aug 2022, and is in revision pending additional DAF guidance. The policy letter incorporates the latest updates to SAPR policy from the DoDI 6495.02, Volume 3, Sexual Assault Prevention and Response: Retaliation. Updates include procedures for responding to retaliation, outlines services for those who report allegations of retaliation related to an unrestricted report, and procedures to track retaliation allegations and disposition in the monthly SAPR CMG meetings. These operating instructions outline the CMG, Quarterly CMG, and HRRT. SAPR Program staff are trained to utilize all forms as outlined in DoDI 6495.02, *SAPR: Program Procedures*.

- **Document any updates to leadership and CMG participant training curricula.**

USAFA utilizes AF CMG training curricula for leadership and a CMG participant guide. This training discusses the purpose and membership requirements. The CMG guidance was amended by issuing a policy letter to incorporate known revisions pending receipt of additional Service guidance. (The policy letter incorporates the latest updates to SAPR policy from the Department.) Updates include procedures for responding to retaliation, outlines services for those who report allegations of retaliation related to an unrestricted report, and procedures to track retaliation allegations and disposition in the monthly SAPR CMG meetings.

- **Discuss your MSA’s use of the Safety Assessment Tool and Safety Assessment Worksheet. If the tool is not used, discuss why not, and discuss what instruments are used to ensure the Safety Assessment is conducted in accordance with policy.**

Safety and immediate medical needs are discussed with all clients in accordance with policy. At intake, the USAFA staff utilize the Safety Assessment Tool to assess whether a client is in imminent danger due to harm to self or others and requires intervention from law enforcement or healthcare

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providers. When supporting a victim, SARCs and SAPR VAs are encouraged to continuously assess for safety throughout the lifecycle of client interactions.

- **Discuss how your MSA educates Academy personnel on policy changes as well as any specialized training with personnel on how to implement the policies.**

IAW DoDI 6400.09, 11 Sep 2020 and IAW DoDI 6400.11, 20 Dec 2022, all prevention personnel complete the identified and required initial training (DoD SPARX Training) as well as ongoing professional development as determined by each Military Service or the NGB (e.g., DoD-developed or authorized training), and document training completion. Additionally, prevention personnel, SAPR personnel including SARC, SAPR VA, and EO receive required DoD and AF required career field training/credentialing, and OJT for USAFA policies and procedures, prior to assuming their full duties. SAPR Program staff complete the VA credentialing IAW position requirements through Air University no later than 1 year after start date.

All prevention personnel, prevention decision-makers and leaders, and helping agency team members are provided prevention framework training annually through the CAB/CAT. This training reviews the prevention framework IAW the DoD SPARX Leadership Action Guide Reference.

Policy changes are addressed through a variety of methods. Subject Matter Experts (SMEs) conduct individual and small group in-person training for leadership, cadets, and permanent party. Leadership conduct all calls, and targeted strategic communication messaging to inform policy changes, updates, and direction on implementation plans. Changes are incorporated in annual trainings conducted for all of USAFA. Specialized training on what constitutes harassment, assault, and retaliation is conducted for all USAFA staff, permanent party personnel and cadets. Additionally, Commanders, SARCs, SAPR VAs, and EO personnel ensure victims are informed on what constitutes retaliation following an initial report.

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Tab 6 Atch 9. USAFA Community Action Board and Team Policy

Tab 6 Atch 21. DoD SPARX Leadership Action Guide Reference

Tab 6 Atch 28. SAPR Client Intake Form

Tab 6 Atch 33. Case Management Group Members Training Final, Jan 23

Tab 6 Atch 34. Case Management Group Training for Commanders Final, Jan 23

Tab 6 Atch 35. Case Management Group Training for Commanders Lesson Plan Final, Jan 23

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Tab 6 Atch 36. Case Management Group Member Training Lesson Plan Final, Jan 23

1.3 Actions to Address: Implement a “Return to Health” Policy: Summarize the MSA’s Return to Health Policy and the measures that will be used to evaluate the impact of the policy.

- United States Naval Academy (USNA) and the United States Air Force Academy (USAFA):
 - Discuss your MSA’s Return to Health policies
- All three Academies:
 - Discuss how academy personnel and cadet/midshipman populations are educated on the policy.
 - Discuss plans to assess the policy’s impact on sexual assault reporting.
 - Discuss plans to evaluate the impact of the policy on victim health and well-being.
 - Discuss plans to assess the policy’s impact on cadets/midshipmen completing their academy career.

(REF: USD(P&R) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

USAFA Response:

- **Discuss your MSA’s Return to Health policies**

USAFA’s RTH policy formally consolidated our processes for supporting the psychological and physical recovery of cadets following a report of sexual assault. The process enables cadets to balance their continued USAFA, military, physical, and character development requirements with access to support services and engagement in recovery while also maintaining their privacy. The policy does not alter the authority or ability of responsible parties to provide accommodations deemed necessary to provide support to cadets upon a cadet’s request. The policy also affirms that the primary responsibility to care for victims of sexual assault rests with the Commander, in accordance with Department of the Air Force Instruction (DAFI) 90-6001, SAPR Program.

The Sexual Assault Medical Manager (SAMM) will administer and manage RTH accommodations as an additional component of a comprehensive sexual assault response and recovery program. This policy provides clear guidance to cadets, staff, and faculty about options and processes available to cadets to request accommodations.

A cadet may receive RTH accommodations through any of the following:

- Directly (self-initiate) through mental health or medical providers, which is then relayed to the SAMM.
- Through a referral to the SAMM from a USAFA helping agency (e.g., SAPR office, Chaplain, Peak Performance Center (PPC), Family Advocacy Program (FAP), Teal Rope, or Personal Ethics and Education Representative
- Through a referral by any permanent party (e.g., command, faculty, coach) to the SAMM.

The SAMM will coordinate with the appropriate personnel to ensure instructors and commanders are informed of any profiles and/or accommodations. Each profile will be generic in nature, providing instructors and commanders with awareness that a profile exists and outlining

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accommodations in place but not the specific reason for the profile. Accommodations as part of an RTH plan may include, but are not limited to:

- Excusal from class/practice/training events or limited attendance/participation
- Excusal from airmanship programs or limited participation
- Excusal from games or competitions, either as participant or spectator
- Excusal from a specific lesson or activity that may trigger symptoms
- Limited engagement with others while balancing access to support
- Limited time in a laboratory
- Minimal reading
- Postponement of exams and graded events
- Extended deadlines and/or extended testing time
- Extra Instruction
- Reassignment to new cadet squadron or dormitory
- Change of classes/class section
- Bedrest/quarters

Additional accommodations for Mission Elements (ME; wing level equivalents) to consider include:

- An extension for a cadet to turn in missed work at the conclusion of midterms or the end of semester.
- Separate the midterm or final exam into multiple parts to allow for rest/recovery periods.
- A postponement of the final exam until the following semester (Spring or Summer Term) or otherwise agreed upon date
- A waiver of the final exam and acceptance of the current grade as the final grade with Vice Dean approval after coordination with the responsible Department Head
- Administrative or medical leaves authorized by appropriate officials.
- Waiver of outstanding or past due work from grade calculation with Vice Dean approval after coordination with the responsible Department Head
- Course Drop(s): A cadet may need to drop one or more classes. This request will be made with permission of the cadet, by SAMM coordination with the USAFA Dean of Faculty Registrar (DF/DFVR) and approval of the Vice Dean.
- Commissioning in less than or greater than 8 semesters: The USAFA Board will be convened to vote on the matter.

○ **Discuss how academy personnel and cadet/midshipman populations are educated on the policy.**

Training on the USAFA RTH policy is conducted to all USAFA staff and permanent party personnel and within the first 14 days of Cadet Basic Training for cadets. The RTH policy is also included in annual SAPR training for all faculty, staff, commanders which includes Cadet Wing (CW) Air Officers Commanding (AOC; squadron-level commanders) and cadets.

Additionally, a cadet who discloses a sexual assault to a coach or faculty member will be encouraged to meet with the SARC and/or the SAMM to learn about the options to report the sexual assault and/or to request accommodations.

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If the cadet chooses to meet with the SARC, the cadet will not be required to make a formal restricted or unrestricted report in order to initiate a SAPR Related Inquiry (SRI) to obtain information about reporting, accommodations, and RTH. If a cadet is interested in RTH, a cadet will then be directed to the SAMM to conduct the intake and provide basic information about RTH and possible accommodations.

- **Discuss plans to assess the policy's impact on sexual assault reporting.**

The impact of the USAFA RTH Policy on reporting will be tracked and assessed within the quarterly CMG and monthly leadership meetings for trend reporting.

- **Discuss plans to evaluate the impact of the policy on victim health and well-being.**

USAFA evaluates each victim's health and well-being and utilizes several processes to determine best way-forward for the individual to reduce possible negative impacts. RTH accommodations are managed by the SAMM in coordination with providers at the Cadet Clinic and/or Mental Health who will collaborate with the SAPR Program office, other appropriate agencies and ME to support the cadet, consistent with the cadet's permission and Health Insurance Portability and Accountability Act.

The SAMM will monitor and track all RTH requests and accommodations. If the cadet has made a restricted report, the Integrated Prevention and Response Director or the Integration Response and Care Branch Chief will support the SAMM monitoring the RTH plan to ensure tracking in the CMG. For unrestricted cases with an RTH plan, SARC or SAPR VA will provide updates at the monthly CMG

In addition to required monthly check-ins by SARC/SAPR VA for cadets requesting SAPR services, the SAMM maintains monthly check-ins to verify cadet wellness for any cadets with an RTH plan. Cadets can request to modify or extend the health profile through their medical provider or SAMM. To determine appropriate care for RTH, the 10th Medical Group will use criteria for evaluating cadets in RTH similar to those in place in the Return-to-Learn and Return-to-Play programs. To assist informing care, the below intake screening questions are utilized for ongoing support:

Medical/Clinical offices utilize intakes to track responses to the following questions for communication with SAPR Program personnel and command/leadership teams.

1. Have you been hit, kicked, punched or experienced any unwanted sexual contact within the past year? Y/N
2. Do you feel safe in your current dormitory room or squadron? Y/N
3. Is there a partner from a previous or current relationship who is making you feel unsafe now? Y/N

The DSAID aims to improve the support and care provided to sexual assault survivors and those affected by sexual assault, including victims, non-reporters, and individuals alleging retaliation

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related to a sexual assault report. DSAID utilizes data sharing and analysis to enhance victim care and advocacy as it can be used as an analysis tool to identify trends, patterns, and common challenges faced by survivors and those involved in sexual assault cases. DSAID can use data analysis to identify potential risk factors associated with sexual assault and retaliation. This information helps organizations and agencies develop preventive strategies and targeted interventions to reduce the incidence of sexual assault and protect survivors from retaliation. By understanding the data, DSAID can help allocate resources more effectively. For example, it can identify regions or communities with higher rates of sexual assault or retaliation and direct resources accordingly. Data analysis can reveal shortcomings in existing policies and laws related to sexual assault and retaliation as well as assist in policy changes aimed at improving legal protections for survivors and preventing retaliation.

- **Discuss plans to assess the policy’s impact on cadets/midshipmen completing their academy career.**

The SAMM evaluates each RTH request on a case-by-case basis and specific accommodations are written into the cadet’s RTH profile based on the needs for their well-being. Commanders, staff, and faculty will continue to have the flexibility and authority to make additional accommodations in their area of responsibility to support a cadet beyond the accommodations within the profile and beyond the expiration date of the profile.

Regarding the authority for approving any of the accommodations, the SAMM has the authority to excuse a cadet from classes or activities if it is determined that the excusal is medically necessary. ME have the authority to excuse cadets from activities within their respective area of responsibility to determine how excused activities will be made-up (e.g., need for extra instruction, impact on grades).

Although our aim is always to see cadets return to health, graduate, and commission from USAFA on time, we recognize that is not the most appropriate option for every survivor. As a result, we educate survivors on their options to assist them in their recovery.

Reference Tab 6

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Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

Tab 6 Atch 9. USAFA Community Action Board and Team Policy

1.4 Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators. Current actions are not sufficient to fully

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comply with section 539 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2021.

- Discuss steps taken to ensure cadet and midshipman survivors and alleged perpetrators of sexual assault are able to complete their course of study at the academy without taking classes together or being in close, physical proximity during mandatory activities.
- Discuss training provided to educate SAPR Program personnel on the physical separation policy.
- Discuss how Command Teams and cadets and midshipmen are educated on the physical separation policy.

(REF: USD(P&R) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

USAFA Response:

- **Discuss steps taken to ensure cadet and midshipman survivors and alleged perpetrators of sexual assault are able to complete their course of study at the academy without taking classes together or being in close, physical proximity during mandatory activities.**

The USAFA Superintendent’s Physical Separation Policy for Cadet Victims and Alleged Perpetrators provides consolidated options to address physical separation contained in DAFIs, Air Force Instructions (AFIs), and the Uniform Code of Military Justice (UCMJ), and existing local processes and policies into one document. The purpose of the policy is to provide guidance to command teams on how to ensure victims and their alleged perpetrators remain physically separated, to the maximum extent possible, when both reside in the cadet area to complete their course of study. USAFA has had processes in place for to support Physical Separation for more than 10 years; these processes are now memorialized into a consolidated policy. These options include:

- No-Contact Order (DAFI 51-201): Issued by Commanders, used to temporarily stop communications between two or more parties who are involved in a dispute that does not rise to the level of a criminal investigation or to safeguard the investigative process in a criminal matter.
- Protective Order (DAFI 51-201): Formal protective orders issued by Commanders, to limit communications, prohibit a subject or accused from being within a certain physical distance of a protected person or their household or place of work, mandate counseling, and/or take other measures necessary to ensure adequate protection of the protected person. Victims may work with their victim advocate and/or victims' counsel to facilitate a Civilian Protective Order/Military Protective Order (MPO) or No Contact Order request.
- Class Deconfliction/Schedule Change: Victims can make a request through their commander or victim advocate for class schedule changes. The request may be to change the victim's classes or the alleged perpetrator's classes to facilitate physical separation. Commanders and/or victim advocates will work with the CW Culture and Climate Division (CW/CWP) and DFVR to adjudicate the request. Where possible, victims and alleged perpetrators shall not be placed in the same class at the start of a semester and appropriate efforts shall be made to move the victim or alleged perpetrator to a new class if the

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semester has already begun. In addition to addressing schedule changes on an individual ad hoc basis, prior to each semester, the HQ USAFA/CVV will provide CWP with a list of cadets who have made an unrestricted report and those with an MPO. CWP will facilitate deconflicting the schedules of all cadets listed in the MPO with DFVR. DFVR will work with the Athletic Department Scheduling and Grading Office (ADPEG) and the 306th Flying Training Group (306 FTG) Scheduler to deconflict schedules to the extent practicable. If a cadet's case does not have an MPO, HQ USAFA/CVV will coordinate with CWP and DFVR to accommodate the cadet's request and deconflict schedules wherever possible. In the case of a restricted or open-with-limited report, HQ USAFA/CVV, with the approval of the cadet, will relay the cadet's schedule change request to CWP. CWP will then coordinate with DFVR to process schedule changes by providing the minimum amount of information necessary to facilitate the change. In deconflicting class schedules, consideration should be given to graduation and major's/minor's requirements and both cadets' ability to satisfy those requirements. In addition, and to the extent practicable, DFVR will work with ADPEG and the 306 FTG Scheduler to arrange class schedules to minimize classes in adjacent classrooms, reducing the likelihood of incidental contact.

- **Intercollegiate Athletics Deconfliction:** In the event a victim and alleged perpetrator are involved on the same athletic team, the Athletic Department (AD) will assess the safety and needs of the victim and take action as appropriate. Victims can make a request through their commander or victim advocate to AD/CCD and/or Sport Supervisors for excusals from team activities.
- **Extracurricular and Intramural Activity Deconfliction:** In the event a victim and alleged perpetrator are involved in the same extracurricular or intramural activity, the victim may request through their commander or victim advocate to be reassigned and/or excused from the activity or for their alleged perpetrator to be excused or reassigned from the activity. Depending on the activity, the request will be made through AD Programs (ADP), CW Training (CWT) (cadet clubs), 306 FTG (airmanship activities/clubs), or DFVR (if the activity is on the cadet's academic schedule).
- **Squadron/Dormitory Change:** Victims can make a request to their commander that either they or their alleged perpetrator be moved to a new cadet squadron. If the request involves moving the alleged perpetrator, commanders may request input from alleged perpetrators as to whether they oppose being moved to a new squadron and/or their preferred new squadron. If a squadron change is approved for either a victim or alleged perpetrator, commanders shall ensure that a support plan is in place to ensure the health, safety, and well-being of the transferred cadet. Commanders should also consider relocating cadets to a squadron in a different dormitory building to ensure the maximum amount of physical separation and reduce the likelihood of incidental contact in dorm hallways or common areas. CWP will coordinate with the Commander, Group Commander, and the Vice Commandant of Cadets for approval or disapproval of the cadet's request to transfer. HQ USAFA/CVV will track adherence to this timeline and report it to the USAFA Superintendent. HQ USAFA/CVV will notify CWP if there is a concern for the cadet's safety. CWP shall coordinate the cadet squadron transfer in no less than 24 hours. (All processes will remain the same, except for adopting a 24-hour timeframe for safety.) As outlined in USAFA Superintendent's Physical Separation policy, the command has five days and 24-hour timelines for the approval/disapproval process only. If a transfer is

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approved, the cadet's leadership will coordinate the most expeditious time for the actual move to take place. In the event that a request for squadron change involves a cadet with a restricted report, options may be limited, and parties involved should provide only the minimum amount of information necessary, with the consent of the victim. Ordinarily, a request to move an alleged perpetrator from a victim with a restricted report will not be approved. Similarly, unless safety concerns are present, a request to move an alleged perpetrator prior to that individual being notified by investigative agencies that they are suspected of an offense will not be approved until after the alleged perpetrator has been notified of the investigation.

- Transfer to Reserve Officer Training Course (ROTC) or another MSA (DAFI 90-6001 and DAFI 36-3501): IAW above-referenced authorities, victims may choose to temporarily or permanently transfer to an ROTC program or another MSA. Except in extraordinary circumstances, the transfer will coincide with the beginning of a new academic year or semester. If a USAFA cadet transfers to ROTC, they are responsible for getting admitted to the host university. If the cadet transfers to another MSA, they may choose to commission in the Air Force/Space Force, or the service associated with their gaining MSA. A transfer to ROTC or an MSA is voluntary, and a victim may not be forced to transfer. If a cadet chooses to transfer, the cadet or their commander will work with DFVR and ADP prior to departure to ensure they understand impacts to academic and physical fitness requirements. This option is not available to an alleged perpetrator. The USAFA Superintendent is the approval authority for MSA transfers.
- Voluntary Turnback (USAFI 36-2007): A victim or alleged perpetrator may take up to one year of administrative turnback for reasons of personal hardship or medical reasons. During this period, cadets will remain in active duty status and have access to all military benefits, including healthcare, but will not receive pay. Cadets on turnback will depart USAFA and may live anywhere of their choosing. During that time, they will not have any military training or academic requirements but are still subject to military law. The cadet's commander maintains responsibility for the care and support of their cadet while on turnback and must work with helping agencies to develop a safety and care plan prior to the cadet's departure. If an investigation or disciplinary process is pending at the time the cadet requests turnback, commanders should consult with the Air Force Office of Special Investigations and HQ USAFA Judge Advocate (HQ USAFA/JA) prior to recommending approval. If approved, the cadet should be informed that they may be required to return, at their own expense, to participate in investigative or legal proceedings.
- Suspension and Involuntary Excess Leave (10 U.S.C. §702, USAFAI 36-3504): The Commandant of Cadets can initiate the indefinite suspension of a cadet. An indefinite suspension is an involuntary action based on serious misconduct to indefinitely remove a cadet from all cadet duties and activities and deny access to the cadet area. It is only to be used when disenrollment, involuntary administrative discharge, pretrial confinement, no-contact orders, or other restrictive measures are not available, appropriate, or sufficient to provide for the safety of others and/or the preservation of good order and discipline. Prior to initiating the suspension of any cadet, the initiating authority must ensure one of the following criteria is met: (1) pending separation from USAFA; or (2) pending return to USAFA to repeat an academic semester or year; or (3) other good cause. The USAFA Superintendent is the approval authority for an indefinite suspension. Upon approving a

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suspension, the Superintendent may also direct that the cadet be placed on involuntary excess leave or relocated to a nearby Air Force Base. If the cadet is removed from the cadet area, their commander must work with helping agencies to develop a safety and care plan for the cadet. The cadet's commander remains responsible for the care and support of their cadet while on tum back.

- Pretrial Restraint (Article 10, UCMJ; R.C.M. 304; R.C.M. 305): Commanders may order pretrial restraint of any person who is subject to trial by court-martial if probable cause requirements are met. Because the pretrial restraint process involves a specific legal process, commanders may not initiate the process without first consulting with HQ USAFA/JA.
- Mandatory Formations and Meal Deconffliction: When both a victim and alleged perpetrator remain in the cadet area, commanders shall consider how the cadets will remain physically separated when required to attend a mandatory event in the same location. MPOs and no-contact orders should include guidance regarding a required physical distance and to the extent practicable, commanders should remind cadets with an MPO/no-contact order prior to such events of the existence of the MPO/no-contact order, the required physical separation distance, and instruct the cadets to not communicate with each other. Commanders should be familiar with seating arrangements in cadet dining facility (Mitchell Hall) or at other required events to ensure cadets are not required to sit at adjacent tables. If the health and safety of the cadets cannot be achieved while allowing them to be present at the same mandatory event, commanders shall evaluate alternative options for attendance or making up the required event.

○ **Discuss training provided to educate SAPR personnel on the physical separation policy.**

SAPR Program personnel including SARCs and SAPR VAs receive OJT on USAFA policies and procedures, including the Superintendent's Physical Separation Policy for Cadet Victims and Alleged Perpetrators after credentialing and prior to assuming their full duties. On request, the HQ USAFA/JA provides additional training related to legal requirements, processes, boundaries, etc. related to ethical victim care and support.

○ **Discuss how Command Teams and cadets and midshipmen are educated on the physical separation policy.**

Prevention personnel, SAPR Program personnel including the SARC, SAPR VA, and EO receive required DoD and AF required career field training/credentialing, and OJT for USAFA policies and procedures, prior to assuming their full duties. All prevention personnel, prevention decision-makers and leaders, and helping agency teams are provided prevention framework training which includes training on the USAFA Physical Separation Policy annually through the CAB/CAT. Training reviews the prevention framework IAW the DoD SPARX Leadership Action Guide Reference.

Cadets are briefed on the USAFA Physical Separation Policy through their annual SAPR training, as well as the Superintendent's published memo which they are responsible for reading. Additionally, Commanders and VAs are responsible for ensuring victims are informed of the physical separation options and processes as soon as practicable following an initial report. Commanders shall

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then implement the option(s) which best align with the purposes of the Superintendent's Physical Separation Policy for Cadet Victims and Alleged Perpetrators to ensure the health, safety, and welfare of victims as well as reduce the likelihood of additional, harmful interactions occurring between the victim and alleged perpetrator.

HQ USAFA/JA provides approximately five hours of training time with the incoming AOC cohort during their academic year prior to taking command. This training is provided by an attorney who covers many of these processes to include, suspension, disenrollment, no-contact orders, MPOs, etc.

Reference Tab 6

Tab 6 Atch 1. USAFA Let's Be Clear Campaign Strategic Design

Tab 6 Atch 2. USAFA Let's Be Clear Campaign Strategic Plan

Tab 6 Atch 3. USAFA SAPR Policy Alignment, 31 Aug 23

Tab 6 Atch 4. USAFA Physical Separation Policy for Cadet Victims and Alleged Perpetrators, 30 Aug 23

Tab 6 Atch 5. "Encouraged to Report" Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 23

Tab 6 Atch 6. USAFA Return to Health Policy for Cadet Sexual Assault Survivors, 11 Aug 23

Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

1.5 Retaliation: Document plans for actions taken, or that will be taken in the following APY, regarding prevention of and response to retaliation involving cadets/midshipmen or other academy personnel.

- Discuss how academy personnel and cadet/midshipmen population are educated on what constitutes retaliation.
- Discuss how plans to prevent and respond to retaliation involving cadets/midshipmen impact sexual assault reporting.
- Discuss measures to evaluate the impact of the actions taken regarding prevention of and response to retaliation.
- Discuss measures to assess the policy and actions taken regarding prevention of and response to retaliation involving cadets/midshipmen (include actions to assess the impact on cadets/midshipmen completing their academy career).

(REF: Independent Review Commission Recommendations on Combatting Sexual Assault in the Military, July 2, 2021)

USAFA Response:

- **Discuss how academy personnel and cadet/midshipmen population are educated on what constitutes retaliation.**

SAPR Program personnel, including SARCs and SAPR VAs, as well as EO, receive DoD and DAF-required career field training/credentialing, and OJT for USAFA policies and procedures regarding retaliation, prior to assuming their full duties. HQ USAFA/JA provides additional training related to legal requirements, processes, boundaries, etc. related to ethical victim care and support.

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This training is provided to the inbound AOCs during their academic year prior to taking command of a cadet squadron.

Training on policy changes as well as specialized training and what constitutes harassment, assault, and retaliation is conducted for all USAFA staff, permanent party personnel and cadet/midshipmen populations.

Additionally, Commanders, SARCs, SAPR VAs, and EO personnel are responsible for ensuring victims are informed on what constitutes retaliation as soon as practicable following an initial report.

o **Discuss how plans to prevent and respond to retaliation involving cadets/midshipmen impact sexual assault reporting.**

The USAFA Superintendent's plans to reduce the prevalence of, and increase the likelihood of victim and witness reporting sexual assault, as well as prevent and respond to retaliation involving cadets, are outlined in the USAFA SAPR Policy Alignment memorandum, 31 Aug 23. The memo aligns:

- DoDI 6495.02, Volume 3, "Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases," 24 Jun 2022
- DoDI 6495.02, Volume 2, "Sexual Assault Prevention and Response: Education and Training," 9 Apr 2021
- DAFI 90-6001 _ DAFGM2022-01, Sexual Assault Prevention and Response Program, 30 Sep 2022
- Secretary of Defense Memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies," 10 Mar 2023
- Deputy Secretary of Defense Memorandum, "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations," 10 Nov 2021
- Secretary of the Air Force Memorandum, "Department of the Air Force Safe-to-Report Policy for Service Member Victims of Sexual Assault," 25 Aug 2022
- USAFA Case Management Group Operating Instruction (OI) Policy memo, 31 Aug 2023

The policy memo incorporates the latest updates to SAPR Program policy from the DoDI 6495.02, Volume 3, Sexual Assault Prevention and Response: Retaliation. The revision includes procedures for the response to retaliation related to adult sexual assault cases within the SAPR Program, to facilitate services for those who report allegations of retaliation related to an unrestricted report to assist in their recovery, as well as track reports of retaliation allegations through disposition in the monthly SAPR CMG meetings. (Note: The CMG Policy outlines local updates for current implementation in advance of the OI being finalized). The following policies allow for open and continuous communication as well as showing support from leadership. These policies are intended to limit retaliation or allow leadership to become aware and take action on reports of retaliation.

- ETR Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 2023

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- ETR is a companion policy to Secretary of the Air Force Memorandum, “Department of the Air Force Safe-to-Report Policy for Service Member Victims of Sexual Assault,” 25 Aug 2022. The policy is designed to address barriers to reporting concerning collateral misconduct for witnesses who report sexual assault as well as victims and witnesses who report hazing, bullying, and sexual harassment (Note: USAFA Safe to Report (STR) is contained in a local USAFA instruction-AFCWI 36-3501). The purpose of the ETR policy is to restore discretion to commanders and provide exceptions for punishments or administrative actions otherwise mandatory under AFCWI 51-201, Administration of cadet discipline or other policies that may function as a barrier to reporting harassment, bullying, hazing, or sexual assault.
- RTH Policy for Cadet Sexual Assault Survivors, 11 Aug 2023
 - RTH is a policy intended to accommodate survivors with the goal of facilitating their healing and recovery and ensuring their privacy. RTH is designed to provide more comprehensive accommodations for cadets needing multiple accommodations or accommodations across a lengthier span of time and/or provide an avenue for cadets to receive accommodations without disclosing their report. The policy is in addition to the ability of cadets to request accommodations directly through SAPR Program personnel, their chain of command, or faculty/staff. The policy outlines all available accommodations for cadet survivors.
- Physical Separation Policy for Cadet Victims and Alleged Perpetrators, 30 Aug 2023
 - The Physical Separation Policy ensures victims and alleged perpetrators remain physically separated, to the extent possible, when both reside in the cadet area. The desired end-state is to protect the health, safety, and welfare of victims as well as maintain good order and discipline, while to the extent practicable permitting victims and their alleged perpetrators to complete their coursework and satisfy training requirements. The policy outlines all available options for commanders to facilitate the physical separation of survivors and alleged perpetrators.
- USAFA Let’s Be Clear Campaign, March 2023
 - Let’s Be Clear Campaign addresses Cadet Culture, Command and Community, and Frameworks and Systems with a focus on prevention, response and accountability through actions, policies and programs that re-center USAFA’s culture around dignity and respect with the goal of driving down prevalence of sexual harassment and assault. Retaliation will not be tolerated by peers or leaders in a culture of dignity and respect and could be prevented at the lowest level. Let’s Be Clear Campaign is a 3-phase campaign with three lines of effort: 1) Leaders of Character Use Their Power to Prevent Unhealthy Behaviors; 2) Warfighters Respond to Harm Courageously; and 3) Effective Teams Accelerate Accountability. Completed Let’s Be Clear Campaign efforts to date include:
 - Obtained USAFA/CC delegated authority from SecAF to place suspended cadets on involuntary excess leave if they present a threat to health, safety,

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or good order and discipline while their case goes through the justice process.

- Addressed gender inequities in facilities by removing urinals from women's restrooms, which remained following the integration of women into USAFA.
- Instituted "Encourage to Report" policy.
- Delivered HRE to rising sophomores (identified as the most at-risk population for sexual violence).
- Activated working groups to focus on efforts related to Take Back the Night, enhanced character development time, social media training, Catch a Serial Offender (CATCH) updates, and remediation program for harmful behaviors.
- Implemented Cadet Wing Open-Door Policy for Occupied Dorm Rooms.
- Embedded a Victim Advocate into each of the four Cadet Groups.
- Improved AOC cohort training, to include: adding survivor panel, commander panel, and scenario-based exercises for increased training related to sexual violence.
- Conducted Continuous Process Improvement event for sexual assault report to prosecution/disposition timelines and communication.

○ **Discuss measures to evaluate the impact of the actions taken regarding prevention of and response to retaliation.**

Evaluating the impact of actions taken regarding the prevention of and response to retaliation is crucial to ensure that the program is effective and continuously improving. Incident reporting and tracking allows for monitoring relationship reports over time. A decrease in prevalence rates will indicate success in prevention efforts. While the Service Academy Gender Relations Survey provides feedback every other year, USAFA is able to monitor reporting on a regular basis. USAFA also conducts annual climate surveys to gauge cadet and permanent party staff perceptions. Feedback mechanisms, such as training and education evaluations, assess the effectiveness of prevention training programs through pre- and post-training surveys aimed at measuring changes in knowledge, attitudes, and beliefs. Feedback channels, whether formal or informal, also allow for feedback regarding program improvement. Alternative methods of evaluation include reviews of investigations to examine the outcomes of investigations into retaliation claims. Retention and graduation rates may also be monitored in order to assess whether a decline in attrition among victims of retaliation may suggest improvements in support systems.

○ **Discuss measures to assess the policy and actions taken regarding prevention of and response to retaliation involving cadets/midshipmen (include actions to assess the impact on cadets/midshipmen completing their academy career).**

USAFA's Let's Be Clear Campaign will establish and institutionalize an assessment matrix in order to conduct enduring evaluation of USAFA's culture by examining factors such as cadet engagement in SAPR Programs and cadet involvement in leadership roles promoting a safe and respectful environment. Regularly reviewing and analyzing these measures will help USAFA ensure

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that its SAPR Program is effectively preventing and responding to retaliation and that it continues to evolve in line with the needs of the USAFA community. Additionally, seeking input from stakeholders and being open to making necessary changes will be essential in creating a safer and more supportive environment.

Reference Tab 6

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Tab 6 Atch 2. USAFA Let's Be Clear Campaign Strategic Plan

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Tab 6 Atch 5. "Encouraged to Report" Policy for Witnesses of Sexual Assault and Victims or Witnesses of Harassment, Bullying, and Hazing, 10 Apr 23

Tab 6 Atch 6. USAFA Return to Health Policy for Cadet Sexual Assault Survivors, 11 Aug 23

Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

Tab 6 Atch 9. USAFA Community Action Board and Team Policy

2. To what extent does the MSA environment reflect a healthy, culturally responsive climate that supports reporting, freedom from retaliation, and support for victims? Are there strategies in place to provide coping skills and other support to cadet/midshipmen victims who choose not to report their sexual assault incident?

USAFA Response:

Leadership at USAFA prioritizes fostering a protective environment by their communications and actions. All cadets have access to helping agency resources on and off-installation through embedded SAPR VAs, embedded Chaplains, embedded PPC limited-scope counselors, MFLCs and transportation access to off-installation referral sources. In 2020, the Superintendent added "fostering a culture of dignity and respect" as one of only three institutional priorities, which he communicated frequently with staff and cadets. From 2020-2022, in the absence of updated unwanted sexual contact prevalence data, and in recognition of the continued priority of addressing sexual violence, USAFA leadership took deliberate steps to expand the following: 1) Enhanced Assess, Acknowledge, Act training; 2) Sexual Communication and Consent and Cadet Healthy Personal Skills training and comparative study; and 3) Parent Based Intervention (pre-accessions training).

Upon receipt of the Spring 2022 Defense Organizational Climate Survey, the USAFA Superintendent directed the initiation of the Holistic Prevention Redesign, a collaboration between the Integrated Prevention and Response Program and CyberWorx. AF CyberWorx collected 1,200 data points from cadets, permanent party, stakeholders, and leadership addressing: Cadet Culture, Command and Community, Frameworks and Systems. Ultimately, this dialogue and the data gathered informed the USAFA Leadership Strategic "Culture & Climate" off-site in March, 2023. The Let's Be Clear Campaign is the culmination of the leadership team's efforts and was launched on 26 April, 2023 with a deliberate roll out to the entire USAFA population (Permanent Party and Cadets) through a series of Superintendent All Calls, campaign material distribution, and personal commitment memo completed by each individual. USAFA's Let's Be Clear Campaign serves as a cultural shift seeking to support reporting, freedom from retaliation, and support for victims. With the Let's Be Clear

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Campaign, there is also a deliberate effort to deliver HRE to the Center of Character and Leadership Development (CCLD). Additionally, USAFA works in collaboration with New York University, San Diego State University, the University of Florida, and RTI International for on-going research protocols related to the evaluation of Cadet Healthy Interpersonal Skills (CHiPS), eCHECKUP TO GO (brief alcohol intervention) and Sexual Communication and Consent (SCC). These research-based activities include a variety of feedback opportunities in order to evaluate Cadet engagement with interventions, perceived impacts on risk and protective factors, and time spent engaged in these programs.

Reference Tab 6

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Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

Tab 6 Atch 9. USAFA Community Action Board and Team Policy

Tab 6 Atch 13. Cadet Wingman Intervention Training Facilitator Guide

Tab 6 Atch 14. Cadet Healthy Personal Skills (CHiPS) Field Manual

Tab 6 Atch 15. Sexual Consent and Communication (SCC) Manual

Tab 6 Atch 16. Wingman Intervention Training Facilitator Guide

Tab 6 Atch 17. Healthy Relationships Education/Training Outline

Tab 6 Atch 29. 2023 Basic Cadet Training SAPR Training

Tab 6 Atch 29. 2023 Basic Cadet Training SAPR Training

Tab 6 Atch 30. 2023 Teal Rope Training Slides

Tab 6 Atch 31. 2023 Tier 1 Annual SAPR Training Presentation

Tab 6 Atch 33. Case Management Group Members Training Final, Jan 23

Tab 6 Atch 34. Case Management Group Training for Commanders Final, Jan 23

Tab 6 Atch 35. Case Management Group Training for Commanders Lesson Plan Final, Jan 23

Tab 6 Atch 36. Case Management Group Member Training Lesson Plan Final, Jan 23

2.1. Actions to Address: Broaden the Skills of MSA Leaders to Assess and Act on Climate Factors Impacting their Cadet/Midshipman Units:

Provide a summary of actions taken to implement and /or improve initial and ongoing professional development that prepares Tactical Officers, Company Officers, Air Officers Commanding, Commanding Officers, and enlisted leadership to address climate challenges.

- Discuss MSA participation in the DoD working group.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

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USAFA Response:

In March of 2023, USAFA Superintendent selected four appointees to support the DoD's SAPR Training and Education Center of Excellence (SAPRTEC)-led working group. These appointees were: 1) Integrated Prevention & Response Director, 2) Integrated Prevention & Response Deputy Director, 3) CCLD AOC lead, and 4) USAFA CW Training Department (CWX), Academy Military Training (AMT) Senior Enlisted Leaders that oversee the University of Colorado, Colorado Springs (UCCS) AOC Academy courses. As part of the working group USAFA shared an overview of AOC officer leader preparation programs, to include summaries of the AOC Master Syllabi, Program Curriculum Overview, AOC Master Course Descriptions, AOC Master Syllabi Learning Objectives Table 2023, and AOCC5750 Mental Health Triage Spring 2023. USAFA's SAPRTEC working group members attended all meetings, participated in discussions, and supported the development of a MSA Leader/Training POA&M to broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet and midshipman units.

USAFA has taken a multifaceted approach to implement/improve professional development to prepare our AOCs and AMTs to address unit climate challenges. Climate challenges have been integrated into existing initial UCCS curriculum and will be integrated into the ongoing professional development that is currently in development for both programs. Each class provides foundational knowledge to address character and leadership development in college-age students, which includes the ability to address, understand, and lead through experiences of violence and harassment. The AOCs conducting fieldwork receive extensive immersions with SAPR, Victims' Counsel, SAPR VAs, FAP and JA. Participants also receive multiple case studies, simulations and exercises with challenging unit culture scenarios. For the AMTs, this curriculum is also built into the First Sergeants Symposium. Both CCLD and CWX participate in the bi-weekly DoD working group.

Reference Tab 6

Tab 6 Atch 22. Air Officer Commanding Program Outcomes Table 2023

Tab 6 Atch 23. Air Officer Commanding Cohort Program Curriculum Overview

Tab 6 Atch 24. Air Officer Commanding Master Course Descriptions Table 2023

Tab 6 Atch 25. Air Officer Commanding Master Syllabi Learning Objectives Table 2023

Tab 6 Atch 26. Air Officer Commanding 5750 Mental Health Triage Spring 2023

2.2 On-Site Installation Evaluations (OSIEs): Describe actions taken to evaluate and take action on recommendations from the OSIEs. How are OSIE findings being used to inform prevention planning and activities at the MSA? Also discuss how your MSA is reporting/reported the OSIE findings to DoD and Military Service leadership.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

USAFA Response:

USAFA On-Site Installation Evaluations (OSIE) were conducted 19-23 March, 2023; results released 17 August, 2023. USAFA concurs with the broad recommendations outlined in the 2023 Military Service Academies OSIE Report. USAFA submitted feedback through the Secretary of the

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Air Force that outlines actions to address the findings, along with areas recommended for improvement that are nested in USAFA's Let's Be Clear Campaign. USAFA is providing regular updates to the Secretary of the Air Force and the USAFA Board of Visitors (BOV) on implementation, and building out an enduring footprint for the Let's Be Clear Campaign.

Strategically, USAFA took an effects-based approach to operations to execute the Let's Be Clear Campaign. USAFA thoroughly assessed the OSIE findings in the report. The recommendations were used to refine supporting initiatives outlined in USAFA's Let's Be Clear Campaign to ensure an enduring culture of honor and respect. The Campaign identifies tasks and resources required to execute, assess, and continuously adapt to influence the current cultural state. USAFA understands the complexity of sexual harassment and violence. USAFA's actions were adapted to consider the full array of outcomes surrounding risk and protective factors. These actions were also developed to mitigate trends as they arise.

Every three weeks, USAFA conducts an in-progress review with USAFA Senior Leaders and stakeholders to assess our progress and tie together effects at all levels. Progress reviews also allow for the evaluation of challenges and identification of constraints to adapt the execution of tactical efforts in line with the Campaign's end state goals. In addition, IAW the 16 Aug 2023 Secretary of Defense memo, USAFA representatives are participating in the MSA Climate Transformation Task Force.

Reference Tab 6

Tab 6 Atch 1. USAFA Let's Be Clear Campaign Strategic Design

Tab 6 Atch 2. USAFA Let's Be Clear Campaign Strategic Plan

Tab 6 Atch 37. 2023 On-Site Installation Evaluation Military Service Academy Report UPR001778-23 Kendall, 11 Jul 23

3. Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO and/or ODEI technical assistance needed?

USAFA Response:

The USAFA continues to assess the tools and abilities required to effectively fulfill the requirements in DoD policy related to SAPR and sexual harassment prevention and response programs. Collaborative efforts between leadership at all levels, HQ USAFA/JA, HQ USAFA/EO, HQ USAFA/ CVV, creates an open and transparent effort that supports deliberate sexual harassment and assault prevention and response program integration and implementation. USAFA will continue to communicate and collaborate with SAPRO and Office of Diversity, Equity and Inclusion for technical assistance for successful program integration and implementation.

3.1 Actions to Address: Communicate the Importance of Military Justice Reform: Describe how the Academy has informed its personnel, to include Command Teams and cadets and midshipmen, about the significant changes to the military justice process set to take effect in December 2023, including the role of the Office of Special Trial Counsel, the revised role of the Superintendent in military justice, and the impact of reforms on the MSA disciplinary processes.

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(REF: USD(P&R) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, 10 Mar 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

USAFA Response:

I AW the 10 Mar 2023 SECDEF Memorandum, HQ USAFA/JA has teamed with AF/JA and AF Office of Special Trial Counsel (AF/OSTC) to develop training for cadets to educate them on the importance of military justice reforms, the OSTC, changes to sentencing, etc. AF/JA and AF/OSTC developed/approved slides, HQ USAFA/JA recorded a video training and provided the video to all AOCs to deliver to their cadets prior to 23 October, 2023. The training included a QR code/link which cadets will use to ask any follow-up questions. HQ USAFA/JA also gave AOCs the option of adding additional live follow-on training.

Prior to delivery of the video training to cadets, HQ USAFA/JA conducted live in-person training with CW staff to include AOC/AMT Senior Enlisted Leaders as part of the regular Status of Discipline meeting. In addition, HQ USAFA/JA will work with other MEs to provide similar trainings to faculty, staff, coaches, and military criminal investigative organizations. HQ USAFA/JA briefed USAFA Senior Leaders on the changes at a senior staff meeting in August, 2023 as well as to the incoming cohort of AOCs during their May 2023 Article 137 training.

In addition to the above, which is intended as a one-time initial training, HQ USAFA/JA is working with AF/JAJ, AF/OSTC, and the USAFA Department of Law to incorporate the military justice reforms into the already existing military justice training and education programs. For example, the Article 137 trainings for all new military personnel and commanders will be updated to include the military justice reforms as will the military justice training for incoming AOCs. Also, the Dean of Faculty Department of Law intends to incorporate the military justice reforms into their Law 220: Law for Air Force Officers curriculum which is a required course for all USAFA cadets.

Reference Tab 6

Tab 6 Atch 27. USAFA Training on Military Justice Reforms

3.2 Defense Sexual Assault Incident Database (DSAID): Discuss Academy policy that requires SAPR personnel to document SAPR-Related Inquiry (SRI) entries in DSAID.

- What barriers exist to meeting the DSAID entry requirements?
- Discuss how DSAID is utilized to provide victim care and advocacy for sexual assault reporters, non-reporters, and those alleging retaliation related to a sexual assault report.
- Discuss any other methods in place that document and track SAPR related inquiries.

(REF: DoDI 6495.02, volume 1, pg. 12, “Sexual Assault Prevention and Response Program”)

USAFA Response:

DSAID aims to improve the support and care provided to sexual assault survivors and those affected by sexual assault, including victims, non-reporters, and individuals alleging retaliation related to a sexual assault report. DSAID utilizes data sharing and analysis to enhance victim care and advocacy as it can be used as an analysis tool to identify trends, patterns, and common challenges faced by survivors and those involved in sexual assault cases. DSAID can use data analysis to identify

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potential risk factors associated with sexual assault and retaliation. This information helps organizations and agencies develop preventive strategies and targeted interventions to reduce the incidence of sexual assault and protect survivors from retaliation. By understanding the data, DSAID can help personnel allocate resources more effectively. For example, it can identify regions or communities with higher rates of sexual assault or retaliation and direct resources there accordingly. Data analysis can reveal shortcomings in existing policies and laws related to sexual assault and retaliation as well as assist in the implementation of policy changes aimed at improving legal protections for survivors and preventing retaliation.

SAPR Program staff are required to adhere to DoD 6495.02, regarding documentation of SRI entries in DSAID. As part of new employee training and on-boarding, staff are trained regarding the process for inputting SRIs at USAFA. Additionally, staff are required to complete DSAID trainings (within JKO) and with service experts, as available, upon completion of the Air University SAPR VA/SARC course. USAFA SARCs are inputting SRIs supplied by victim advocates within 48 hours of the SAPR-related inquiry being made by the victim. As a geographically dispersed team of SARCs and SAPR VAs across USAFA, there are barriers to meeting DSAID entry requirements. To overcome these barriers, new personnel achieve currency as SAPR Program staff, DSAID oversight should be prioritized by USAFA SARCs to ensure accuracy and completeness of case notes. Moving forward, all offices will ensure all new SAPR VAs are trained and proficient in DSAID. This will help ensure all cases are updated in a timely manner and the SARC can provide the necessary oversight to ensure accuracy of cases. Additionally, USAFA will pursue a request for SAPR VAs to have access to DSAID as a geographically dispersed team. This will allow SARCs to delegate some of their DSAID duties, including entering the daily SRIs, opening/updating SAPR cases, and maintaining training records for staff.

3.3 Training: Discuss training methods and tracking as well as responsibility for managing requirements.

- What platforms are being used to manage, track, and provide trainings for cadets/midshipmen and MSA faculty and staff?
- How are commanders and leaders trained on their responsibilities related to sexual assault and sexual harassment?
- Discuss how effectiveness of the training is being assessed and measured.
- Discuss processes in place to receive feedback on training and the training format from cadets/midshipmen and others? How does the feedback impact training?

(REF: DoDI 6495.02, volume 2, pg. 4, “Sexual Assault Prevention and Response: Program Procedures”)

USAFA Response:

The Unit Training Manager tracks annual training by working closely with all the SAPR Program training facilitators. Facilitators of annual SAPR training coordinate directly with the units in order to establish the date and location for the face-to-face training. On a limited basis, the SAPR Program office also coordinates recorded training as an alternative option for those that are unable to attend the face-to-face training. The following list consists of training opportunities to discuss SAPR Program requirements with cadets, permanent party, and leadership: Basic Cadet Training (BCT; 14-day initial SAPR training for all incoming classes) and cadre training, annual SAPR training, Volunteer VA

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training, Teal Rope training, CMG training, AOC training, AMT, New Commander Orientation, New Employee Orientation/ Newcomer's Brief, New Department of Faculty and Athletics Instructor Training, post-deployment reintegration training, First Term Airmen Center training, Admissions, Parents Weekend panels and presentations, and at the Community Action Team. Legal Counsel, Victims' Counsel, and military justice personnel receive additional training and annual SAPR training. All response personnel, including firefighters, Security Forces, and medical treatment facility personnel, are trained by SAPR Program personnel. After completion of the training, feedback mechanisms include the use of QR codes for electronic surveys as well as paper surveys; feedback is used to inform development of future training.

All MEs leadership receive an immersion briefing upon arrival at USAFA to receive training regarding the Integrated Prevention and Response programs as well as their responsibilities as commanders and members of the CMG. In addition to their initial CMG training with SAPR Program staff, as new Commanders attend the CMG for the first time, they are provided with an additional refresher overview of the process by the Chair. AOC/AMT cohort classes received additional training in Spring 2023, prior to starting their term at USAFA. AOCs and AMTs attended a Survivor panel with cadets as a means of education, support, justice and healing. The educational component allowed these leaders to understand the impact they have on the lives of the survivors within their squadrons. The panel will continue in the next academic year as a best practice for incoming AOCs and AMTs. In addition, HQ USAFA/JA trains incoming AOCs for approximately 5 hours on military justice, discipline, and other legal processes prior to their taking command of cadet squadrons.

In addition to traditional feedback avenues, in January 2023, the CyberWorx Holistic Prevention Redesign aimed to evaluate the USAFA prevention program for efficacy and adapt approaches to further develop a consistent environment of dignity and respect. Following a human-centered design approach, utilizing qualitative and quantitative methods, CyberWorx led teams explored the root causes of behaviors across the spectrum of harm, identified underlying human needs, and ideated potential solution directions to address the needs. The initial feedback around Cadet Culture, Command and Community, and Frameworks and Systems informed the Senior Leadership Strategic, "Culture & Climate," off-site in March of 2023. This off-site informed insights on the way ahead for USAFA's Let's Be Clear Campaign. In April of 2023, the Let's Be Clear Campaign outlined the following lines of efforts over three phases, including multiple initiatives: Line of Effort 1: Leaders of Character Use Their Power to Prevent Unhealthy Behaviors; Line of Effort 2: Warfighters Respond to Harm Courageously; Line of Effort 3: Effective Teams Accelerate Accountability.

All prevention activities at USAFA operate utilizing data driven policies, continuous program evaluation and practices for our prevention programming. Program assessment utilizes empirically supported process and outcome metrics supported by data-driven quantitative and qualitative assessments to monitor and evaluate effectiveness. Current prevention programs that are analyzed by our Integrated Prevention Office include the Parent Based Intervention, Vector Solutions online training for sexual assault prevention, and HRE. Currently USAFA works in collaboration with New York University, San Diego State University, the University of Florida, and RTI International for on-going research protocols related to the evaluation of CHiPS, eCHECKUP TO GO (brief alcohol intervention) and SCC. These research-based activities include a variety of feedback opportunities in order to evaluate impacts on risk and protective factors. These programs are comprised of baseline

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surveys, interventions, as well as feedback surveys and/or follow-on focus groups to provide further insight into the experience with and the opinions of the programs. Analysis is on-going and will continue to be utilized to determine if short-term effects of these prevention activities will translate into decreased sexual harassment and assault prevalence rates.

Reference Tab 6

Tab 6 Atch 1. USAFA Let's Be Clear Campaign Strategic Design

Tab 6 Atch 2. USAFA Let's Be Clear Campaign Strategic Plan

Tab 6 Atch 7. USAFA Case Management Group Operating Instruction Policy, 30 Aug 23

Tab 6 Atch 8. USAFA Case Management Group Operating Instruction 90-01, 15 Aug 22

Tab 6 Atch 13. Cadet Wingman Intervention Training Facilitator Guide

Tab 6 Atch 14. Cadet Healthy Personal Skills (CHiPS) Field Manual

Tab 6 Atch 15. Sexual Consent and Communication (SCC) Manual

Tab 6 Atch 16. Wingman Intervention Training Facilitator Guide

Tab 6 Atch 17. Healthy Relationships Education/Training Outline

Tab 6 Atch 29. 2023 Basic Cadet Training SAPR Training

Tab 6 Atch 30. 2023 Teal Rope Training Slides

Tab 6 Atch 31. 2023 Tier 1 Annual SAPR Training Presentation

Tab 6 Atch 33. Case Management Group Members Training Final, Jan 23

Tab 6 Atch 34. Case Management Group Training for Commanders Final, Jan 23

Tab 6 Atch 35. Case Management Group Training for Commanders Lesson Plan Final, Jan 23

Tab 6 Atch 36. Case Management Group Member Training Lesson Plan Final, Jan 23

3.4 Catch a Serial Offender (CATCH) Program: How are cadets and midshipmen educated on the CATCH Program?

- Please provide examples of communications to cadets/midshipmen about the CATCH program (flyers, e-mails, etc.).
- Discuss how the MSA has expanded the CATCH program.

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021)

USAFA Response:

The USAFA SAPR Program SARCs and SAPR VAs ensure that the CATCH Program is discussed with all parties that inquire about services with the SAPR Program Office. CATCH Program victim information sheets are available to all cadets and permanent party members who come into SAPR Program Office to speak with the SARC or SAPR VA. Additionally, during the SAPR and/or intake process, the program is discussed. USAFA currently maintains dedicated, private space to facilitate CATCH entries in student academic center, Community Center, and embedded SAPR Program Offices (cadet dormitories). Private comfort rooms are available to accommodate CATCH inputs via standalone computers that can be utilized with a login that does not require a DoD Common Access Card. Upon receiving their access code from the SARC, these easily accessible locations allow victims who elect to participate in CATCH the space to input their submissions privately and at a location and time of their choosing.

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CATCH Program information is incorporated into all annual SAPR training at USAFA. The 2023 expansion of the CATCH Program is currently included in all SAPR training opportunities with the USAFA community. During these training opportunities, the CATCH program is defined, to include eligibility, process, and ways to obtain additional information regarding the program via the SARC, VAs, Victims' Counsel or the DoD SAPRO website. Cadets are also informed of the anonymity of the process, information about the match process, and options if notification of a match with other entries should occur. Instructors additionally discuss the benefits of participation in this program.

The following list of training events demonstrates opportunities where the CATCH Program is discussed with Cadets, permanent party, and leadership: BCT and cadre training, annual SAPR training, Teal Rope training, CMG training, AOC training, New Commander Orientation, New Employee Orientation/Newcomer's Brief, post-deployment reintegration training, First Term Airmen Center training, Admissions, Parents' Weekend panels and presentations, and at the Community Action Team. Legal Counsel, Victims' Counsel, and military justice personnel receive additional training in addition to annual SAPR training. All response personnel to include firefighters, Security Forces, and medical treatment facility personnel, are trained on the CATCH program by SAPR Program personnel.

Lastly, peer-to-peer education is highlighted through the USAFA Teal Rope program. Teal Ropes promote the CATCH program when educating fellow cadets on support services. Our Teal Ropes receive additional education regarding the CATCH program in order to ensure that they have appropriate and up-to-date information to supply to their peer group. Teal Ropes additionally ensure that updated posters for SAPR programs are placed within the squadron footprint.

Reference Tab 6

Tab 6 Atch 29. 2023 Basic Cadet Training SAPR Training

Tab 6 Atch 30. 2023 Teal Rope Training Slides

Tab 6 Atch 31. 2023 Tier 1 Annual SAPR Training Presentation

Program Oversight

4. Report Transmission: Document actions taken to ensure completed MSA reports transmitted to the Secretary of Defense are also transmitted to the Board of Visitors.

(REF: 10 U.S.C. § 7461, §8480, § 9461; Government Accountability Office (GAO) Report, GAO-22-103973, DoD and Coast Guard Should Ensure Laws Are Implemented to Improve Oversight of Prevention and Response Efforts, pgs. 49-51)

USAFA Response:

The USAFA Superintendent ensured that the annual 2021-2022 MSA Sexual Harassment and Violence (SH&V) report was transmitted to the USAFA BOV as outlined in 10 U.S.C. § 7461, §8480, § 9461; Government Accountability Office (GAO) Report, GAO-22-103973, DoD and Coast Guard Should Ensure Laws Are Implemented to Improve Oversight of Prevention and Response Efforts. Documentation of transmission of the report by the USAFA Superintendent on 10 March, 2023 to the USAFA BOV by email correspondence is attached under TAB D-Annual SH&V Release.

Reference Tab 6

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Tab 6 Atch 32. Annual Report on Sexual Harassment and Violence (SHV) Release 10 Mar 2023

4.1. Discuss other SAPR and sexual harassment prevention and response policies and programs not previously addressed in this data call that your MSA is implementing.

USAFA Response:

- **Embedding SAPR Victim Advocates**

USAFA is embedding SAPR VAs in cadet dormitories in order to increase access to care. By embedding our staff in dormitories, cadets have convenient access to essential response services without leaving their living spaces. This can save time and effort, especially since cadet schedules are typically demanding due to academic course load, military requirements, intercollegiate athletics, and club activities. To address the physical and mental well-being of cadets, these services are easily accessible in between activities and at the start/end of the academic day. Ultimately, embedding services in dorms reflects the changing needs and expectations of cadets. Embedded SAPR advocacy services aligns USAFA with contemporary practices and improves its competitiveness in serving as a best practice for service delivery.

- **Military Service Academy Transfer, Best Practices**

The USAFA SAPR Program team continues to work with USAFA leadership and fellow service academies to ensure the successful accomplishment of MSA transfers. This year, USAFA engaged in the first ROTC semester transfer. USAFA continues to operate these transfers to ROTC and MSAs in accordance with DAFI 90-6001 and DAFI 36-3501. IAW these authorities, victims may choose to temporarily or permanently transfer to an ROTC program or another MSA. Except in extraordinary circumstances the transfer will coincide with the beginning of a new academic year or semester. If the cadet transfers to ROTC, they are responsible for getting admitted to the host university. If the cadet transfers to another MSA, they may choose to commission in the Air Force/Space Force, or the service associated with their gaining MSA. A transfer to ROTC or an MSA is voluntary, and a victim may not be forced to transfer. In addition, this option is not available to an alleged perpetrator. The Superintendent is the approval authority for MSA transfers. If the request is denied, the victim may appeal to the Secretary of the Air Force. If a cadet transfer is temporary, CWT, and DFVR will track schedule requirements similar to Service Academy Exchange Program cadets to ensure cadets to not fall behind or miss milestones. The SAPR Program team will continue to support the recovery of victims through the best practice of ROTC/MSA transfers.

- **Direct Reporting Unit (DRU) and MSA Cohesion**

Within the HQ USAFA/CVV POA&M, USAFA is developing a dedicated Program Evaluation and Analysis branch. As a DRU, HQ USAFA/CVV does not report under HQ USAFA/A1 (like a Major Command) but is instead a standalone directorate led by a GS-15 Director reporting to the Superintendent. The directorate supports USAFA All with a staff of 36 (combined civil service, uniformed, and contractor personnel). The current directorate has 2 dedicated branches: Prevention and Response, both led by GS-13 Branch Chiefs. The addition of a 3rd branch allows for advanced data analysis and program success in the DRU/MSA environment. USAFA Senior Leadership and HQ

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USAFA/CVV are in close collaboration with HAF/A1Z to lead this effort for the DAF and ensure DAF policy supports USAFA's organizational structure and community needs.

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Acronym List

SAPR - Sexual Assault Prevention and Response

USAFA - United States Air Force Academy

DoD - Department of Defense

ETR - Encouraged to Report

RTH - Return to Health

CMG - Case Management Group

MSA - Military Service Academy

POA&M - Plan of Action and Milestone

DoDI - Department of Defense Instruction

HQ USAFA/CVV - HQ USAFA Integrated Prevention and Response Office

IRC - Independent Review Commission

DRU - Direct Reporting Unit

CAB/CAT - Community Action Board and Team

SARC - Sexual Assault Response Coordinator

VA - Victim Advocate

EO - Equal Opportunity

DAF - Department of the Air Force

OJT - On-the-Job Training

DAFI - Department of the Air Force Instruction

SAMM - Sexual Assault Medical Manager

PPC - Peak Performance Center

FAP - Family Advocacy Program

ME - Mission Elements

DF - Dean of Faculty

DFVR - USAFA Registrar

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CW - Cadet Wing

AOC - Air Officers Commanding

DSAID - Defense Sexual Assault Incident Database

AFI - Air Force Instruction

UCMJ - Uniform Code of Military Justice

MPO - Military Protective Order

CWP - Cadet Wing Culture and Climate Division

FTG - Flying Training Group

ADPEG - Athletic Department Scheduling and Grading Office

AD - Athletic Department

ADP - Athletic Department Programs

ROTC - Reserve Officer Training Course

CWT - Cadet Wing Training

JA - Judge Advocate

HRE – Healthy Relationship Education

CATCH - Catch a Serial Offender

CCLD - Center of Character and Leadership Development

CHiPS - Cadet Healthy Interpersonal Skills

SCC - Sexual Communication and Consent

SAPRTEC - SAPR Training and Education Center of Excellence

CWX - CW Training Department

AMT - Academy Military Training

UCCS - University of Colorado, Colorado Springs

OSIE - On-Site Installation Evaluations

BOV - Board of Visitors

OSTC - Office of Special Trial Counsel

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BCT - Basic Cadet Training

SH&V - Sexual Harassment and Violence

GAO - Government Accountability Office



Appendix D: Statistical Data on Sexual Assault and Sexual Harassment



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Appendix D: Statistical Data on Sexual Assault and Sexual Harassment

Introduction

The Department of Defense's (DoD) sexual assault data captures Restricted and Unrestricted Reports of sexual assault involving cadets, midshipmen, or prep school students ("academy students") as victims¹ and/or subjects in allegations made during the 2022-2023 Academic Program Year (APY 22-23). These reports may include:

- Sexual assaults alleged by academy students against academy students;
- Sexual assaults alleged by academy students against non-academy students (i.e., Service members, civilians/foreign nationals, or unknown subjects);
- Sexual assaults alleged by non-academy students (i.e., Service members, civilians/foreign nationals, adult military dependents) against academy students.

The number of sexual assaults reported to DoD authorities in APY 22-23 *is not* necessarily indicative of the number of sexual assaults that may have occurred, as estimated by scientific surveys of military academy students. DoD and civilian research indicate that a fraction of people who experience sexual assault report the crime to law enforcement.² Additionally, only evidence from an investigation and adjudication of the case can be used to legally conclude that the alleged sexual assault incident occurred.

DoD uses the term "sexual assault" to refer to intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.³ For the purpose of data analysis in this report, DoD organizes analyses by the most serious sexual assault allegation made by a victim or investigated by a Military Criminal Investigative Organization (MCIO).⁴ The information in initial reports and/or behaviors alleged do not necessarily reflect the final findings of the investigators or the matter(s) addressed by court-martial charges or other forms of disciplinary action against suspects (referred to by DoD as "subjects of investigation" or "subjects").

¹ The use of the terms "victim" or "perpetrator/offender" in this report is not intended as a statement as to the guilt or innocence of an individual. Without knowing the specific outcomes of the incidents or allegations (the terms "incident" and "allegation(s)" may be used interchangeably in this report) upon which reports are derived, the presumption of innocence applies until there is an investigation that substantiates the allegations and there is adjudication of guilt.

² DoD SAPRO. (2020). Annual Report on Sexual Harassment and Violence at the Military Service Academies (MSAs) for Academic Program Year (APY) 2018-2019.; DoD SAPRO. (2020). Department of Defense Fiscal Year 2019 Annual Report on Sexual Assault in the Military.; Kelly, T.C. & Stermac, L. (2008). Underreporting in Sexual Assault: A Review of Explanatory Factors. *Baltic Journal of Psychology*, 9 (1, 2): 30-45.; Kruttschnitt, C., Kalsbeek, W.D., & House, C.C. (Ed.). (2014). Estimating the Incidence of Rape and Sexual Assault. The National Academies Press.
https://www.hoplophobia.info/wp-content/uploads/2014/05/Estimating_the_Incidence_of_Rape_and_Sexual_Assault.pdf

³ Department of Defense Instruction 6495.02.

⁴ Criminal Investigative Command for the Army, Naval Criminal Investigative Service for the Navy and Marine Corps, and Air Force Office of Special Investigations for the Air Force.

To estimate the number of academy students who may have experienced a sexual assault in a given year, the Department employs a measure of unwanted sexual contact (USC) in scientific surveys every two years. The USC measure asks students about their experience, if any, with a range of sexual behaviors prohibited by the Uniform Code of Military Justice (UCMJ). Survey results provide a reliable estimate of the number of cadets and midshipmen who likely experienced some kind of penetrative or contact sexual assault in the past year.

The Department conducted the 2022 *Service Academy Gender Relations* (SAGR) Survey in the spring of 2022. The results from that survey found that of the cadets/midshipmen who indicated an experience of USC in the year prior to being surveyed (i.e., since June 2021), an estimated 14 percent reported the matter to a military authority – similar to the last estimate measured in 2018 (Exhibit 6). The following sections describe the reports received in APY 22-23 and the disposition information associated with completed investigations of Unrestricted Reports, a description of survey data collected in 2022, and information about sexual harassment at the academies.

Restricted Reports

As Service members, academy students may make Restricted Reports to specified individuals (i.e., Sexual Assault Response Coordinators (SARCs), Sexual Assault Prevention and Response Victim Advocates (SAPR VAs), or healthcare providers), who facilitate care and response services while maintaining confidentiality. Given that people who choose to make a Restricted Report desire confidentiality, DoD does not investigate this type of report or obtain extensive details about the incident. Rather, SARCs record limited data about the person creating the report and the alleged incident in the Defense Sexual Assault Incident Database (DSAID), but do not request or maintain the identity of the alleged perpetrator, even if known. SARCs notify command that a Restricted Report was made, but do not provide details that could identify the victim or alleged perpetrator unless reporting is necessary to prevent or mitigate a serious and imminent threat to the health and safety of the victim or another person. Additionally, a person can choose to convert a Restricted Report to an Unrestricted Report at any time.

DoD policy also allows adult military dependents to make a Restricted Report involving allegations against academy students. In addition to sexual assault allegations reported to a SAPR office, DoD has included in this report sexual assault allegations reported to the Family Advocacy Program (FAP) by an academy student. FAP offers victims of domestic abuse both Restricted and Unrestricted Reporting options.⁵

Unrestricted Reports

Unrestricted Reports involve notification to the command of the victim and the alleged perpetrator that an allegation(s) of sexual assault has been reported, as well as a referral for

⁵ DoD Instruction (DoDI) 6400.06, “DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel”, defines “domestic abuse” as domestic violence, or a pattern of behavior resulting in emotional or psychological abuse, economic control, or interference with personal liberty that is directed toward a person who is: a current or former spouse; a person with whom the alleged abuser shares a child in common; a current or former intimate partner with whom the alleged abuser shares or has shared a common domicile; or a person who is or has been in a social relationship of a romantic nature with the accused and determined to be an intimate partner (as defined in DoDI 6400.06). Academy students may report sexual assault in the context of an intimate partner relationship to the Family Advocacy Program (FAP) and receive services. FAP provides comprehensive safety planning, victim advocacy and support, and treatment when appropriate.

investigation by a Military Criminal Investigative Organization (MCIO). MCIO information systems are the systems of record for subjects of investigation in Unrestricted Reports. An interface between MCIO information systems and DSAID incorporates information about the subject of the investigation and investigative case into the DSAID database. SARCs enter additional victim and incident data directly into DSAID.

One Unrestricted Report includes only *one* victim but may include *multiple* subjects and/or allegations. The Department's sexual assault reporting statistics include data about completed and attempted sexual contact and penetrative offenses between adults, as defined in Articles 120 and 80 in the UCMJ, as amended in 2019. When a report falls under a criminal offense category (e.g., rape, sexual assault, aggravated sexual contact, abusive sexual contact), it means the offense alleged in that category was the most serious of the allegations reported by the victim or investigated by the MCIO. The offense alleged does not necessarily reflect the investigation's final findings or the allegation's final disposition.

Case Dispositions

The APY period of this report describes case dispositions made by commanders as described below. However, effective December 27, 2023, an Office of Special Trial Counsel of the Military Department concerned will make case disposition decisions on sexual assault offenses, and other covered offenses allegedly committed after that date. The Offices of Special Trial Counsel may also choose to exercise authority over allegations of sexual assault committed before that date.

MCIOs initiate an investigation for each Unrestricted Report of sexual assault that falls within their investigative purview. MCIOs and judge advocate personnel report each investigation's outcome/disposition to the Military Department concerned. The Military Department concerned may only take disciplinary action against individuals subject to the UCMJ. Academy students, who are Service members, are subject to the UCMJ.⁶ When a Service member commits an offense within a civilian jurisdiction (e.g., state, county, or municipality) in the United States (U.S.), civilian authorities may also prosecute that Service member. The civilian authority may choose not to exercise jurisdiction over the case. Service member prosecutions by civilian authorities are decisions made on a case-by-case basis. Such actions may not yield the same level of case or disposition detail obtained from the military justice system in this report.⁷

For alleged sexual assault and other covered offenses that predate December 28, 2023, over which a special trial counsel does not exercise authority, MCIOs provide reports to military leadership upon the conclusion of an investigation. In consultation with the servicing staff judge advocate (SJA), the subject's military commander reviews available evidence and considers 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 (SPCMCA) and in the grade of O-6 (Colonel or Navy Captain) or higher retains initial disposition authority.

The SPCMCA is responsible for determining initial disposition action. This includes whether an action is warranted and, if so, whether a court-martial, nonjudicial punishment (NJP),

⁶ Military staff at the MSAs are also subject to the UCMJ.

⁷ An accused civilian or foreign national is not often subject to the UCMJ, and DoD cannot discipline these persons under the military justice system, except in rare circumstances (e.g., a civilian accompanying the force in the field in a contingency operation). A host nation's ability to prosecute a Service member may be subject to a Status of Forces Agreement (SOFA) between the U.S. and a foreign government. SOFAs vary from country to country. Academy students are rarely involved in cases investigated and/or tried by a foreign government.

administrative discharge, or some other adverse administrative action is appropriate. At the Military Service Academies (MSAs), the Superintendent (a Lieutenant General or a Vice Admiral) is the initial disposition authority. SJAs assist these commanders in identifying charges and appropriate means of addressing misconduct and disposition options based on the available evidence.

Each year there are cases in which disciplinary actions are 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, a commander may be precluded from taking disciplinary action against a subject. In addition, disciplinary actions may not be possible when commanders choose to respect a victim's desire not to participate in proceedings regarding the alleged assault.

In the data that follows, when more than one disposition action is involved (e.g., when an administrative discharge follows NJP), only the most serious disciplinary action taken is reported. These actions, in descending order, include referral of court-martial charges, NJP, administrative discharge, and other adverse administrative actions. At the MSAs, adverse administrative actions include the cadet/midshipman disciplinary system.

Case Timelines

For this report, the Department uses the period of the APY. Some investigations extend across APYs, as it often takes several months to investigate a report of sexual assault thoroughly. Therefore, investigations opened near the end of the APY typically continue into the next APY. Likewise, case disposition actions can extend across APYs. DoD SAPRO marks dispositions as "pending" if they have not been completed or reported at the end of the APY. DoD 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, regardless of the amount of time between the incident and the report. As a result, DoD may receive reports for incidents that occurred in previous years. The Department 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 alleged offender criminally accountable, as appropriate, if the alleged offender is not subject to military law. DoD authorities may assist victims in contacting the appropriate civilian or foreign law enforcement agency to address their allegation if requested.

Data Sources

Defense Sexual Assault Incident Database (DSAID)

DSAID became the centralized system for data collection and reporting by the MSAs in APY 14-15. Since DSAID is a real-time data-gathering tool, not all data points are immediately available for this report. Therefore, data provided in this report represent the state of DSAID data at the time of the DoD's final query of the database in August 2023. Despite best efforts by DoD and the Services to enter data accurately and expediently, some information 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.”⁸

Also, data may change over time and may differ from data previously reported by DoD. Updates, changes, and corrections occur as a standard, continuous process of DSAID case management. DoD SAPRO works with the Academies and Service SAPR program managers to validate entries, identify errors, and make corrections throughout the year. The investigative process may also uncover additional information. For example, an investigation may clear some subjects of an allegation and/or implicate others. Data presented here reflect the outcome of this process.

Student Enrollment at the Military Service Academies

The MSAs reported their official enrollment for APY 22-23 as follows, as of May 1, 2023:

Table 1: Student Enrollment at the Military Service Academies

Academy	Cadets/Midshipmen		Prep School Students		Total
	Men	Women	Men	Women	
U.S. Military Academy	3,325	989	164	25	4,503
U.S. Naval Academy	3,091	1,237	196	57	4,581
U.S. Air Force Academy	2,794	1,182	169	50	4,195
Total Enrollment	9,210	3,408	529	132	13,279

APY 22-23 Overall Reporting Data on Sexual Assault at the Service Academies

In APY 22-23, the Department received a total of 166 sexual assault reports that involved cadets/midshipmen/prep students as victims and/or alleged perpetrators—a decrease of 40 reports from the previous APY (see Exhibit 1).

⁸ For DoD to classify a victim or subject accurately as a cadet, midshipman, or prep school student, demographic data must be completed in DSAID. This report uses the term “relevant data not available” when these data fields are missing or unavailable.

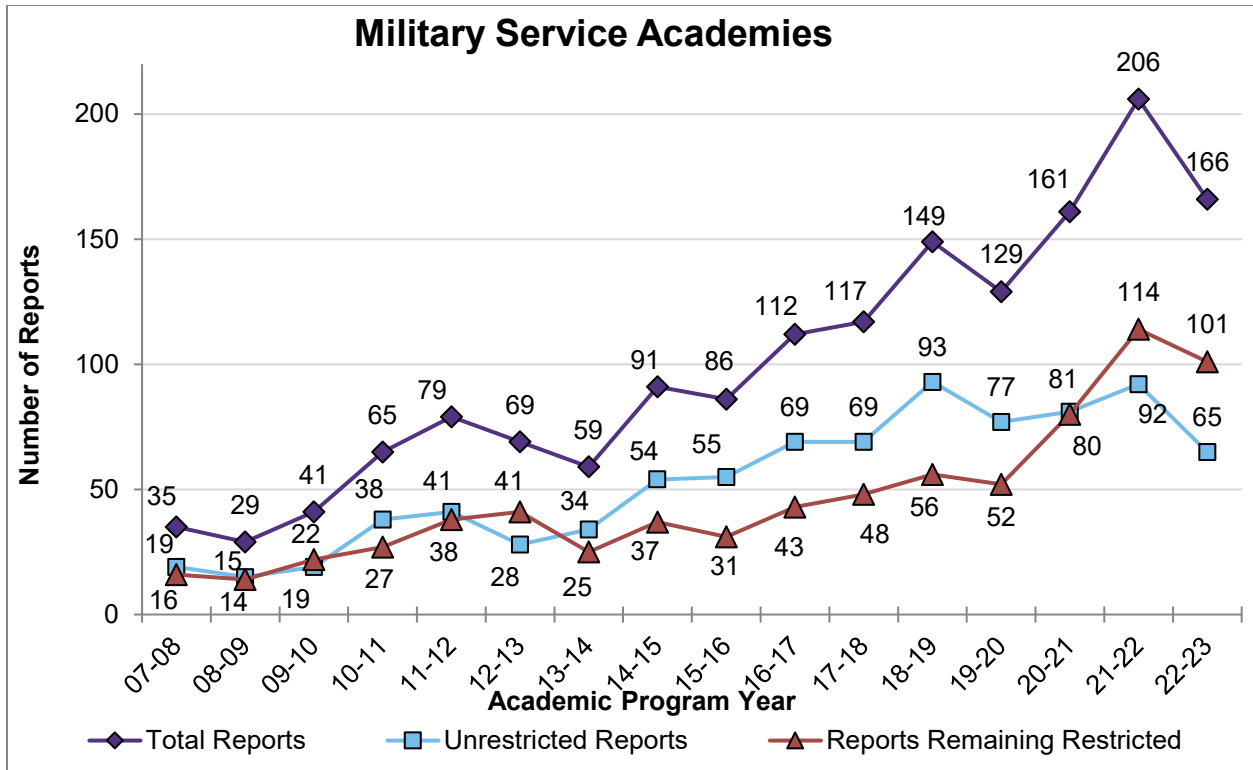


Exhibit 1: Reports of Sexual Assault by Report Type, APY 07-08 to 22-23

Top-line reporting of data, as illustrated in Exhibit 1, contains MSA cadet/midshipmen data responsive to Congressional requirements. The Department conducts additional analyses to better understand other trends and patterns in reporting data, which includes data on prep school students. To that end, the Department focuses on subsets of the 166 reports received in the current APY. Those additional views are described in the paragraphs that follow.

APY 22-23 Academy Student Sexual Assault Reporting

Department policy permits cadets and midshipmen to report sexual assaults and receive assistance, even when the reported incident occurred prior to entry into military service. Additionally, DoD accounts for non-cadet/midshipman reports that allege a sexual assault committed by an academy student. The Department has broken these total reports down to demonstrate the number of sexual assault reports by cadets and midshipmen that reflect the MSAs’ current conditions. Specifically, the Department sorts DSAID data to identify just the reports involving actively enrolled cadets and midshipmen for incidents that occurred during military service.

Table 2 provides the breakdown of the 166 total reports into two overarching categories. First, reports that involved an actively enrolled cadet or midshipman, including:

- Currently enrolled cadets or midshipmen reporting an incident that occurred during their military service;
- Active duty Service members, who are not cadets or midshipmen, reporting an alleged incident that occurred within four years of the date the incident was reported, either at an MSA or while they were a cadet or midshipman; and
- Civilians reporting an incident allegedly committed by an enrolled cadet or midshipman.

Second, Table 2 shows reports the Department received for incidents that involved:

- Currently enrolled cadets or midshipmen reporting an incident that occurred prior to military service;
- Active duty Service members or former academy students who did not report an academy-based sexual assault until they were no longer enrolled at the MSA for at least four years; and
- Prep school students who do not reside on MSA campuses.

Table 2: Sexual Assault Reports by Victim Category and Military Status, APY 22-23

	Unrestricted Reports	Restricted Reports	Total Reports
All Academy-related Reports	65	101	166
• Reports involving actively enrolled cadets/midshipmen at the time of incident and/or report	60	77	137
– Cadets/midshipmen victims reporting an incident that occurred during military service	59	65	124
– Active duty Service member victims reporting an incident that occurred within the last four years	1	12	13
– Civilian victims	0	0	0
• All other reports	5	24	29
– Cadets/midshipmen reporting an incident that occurred prior to military service	2	8	10
– Active duty Service members reporting an incident that occurred more than four years ago	1	12	13
– Prep school students	2	4	6

Reports by and/or against Academy Students Actively Enrolled at the Time of Report and Incident

In APY 22-23, DoD received 137 sexual assault reports involving an actively enrolled cadet or midshipman at the time of incident and/or report. This is a decrease of 33 reports from the last APY. The total number of reports decreased at all three Academies: by 7 at the U.S. Military Academy (USMA); by 14 at the U.S. Naval Academy (USNA); and by 12 at the U.S. Air Force Academy (USAFA). Exhibit 2 illustrates the number of sexual assault reports made by and/or against academy students actively enrolled at the time of the report and incident.⁹ Additionally, Exhibit 2 includes civilians and active duty Service members who alleged an incident against a cadet/midshipman who was actively enrolled at the time of the report.

⁹ Reports made prior to APY 14-15 when DSAID standardized data collection may not be directly comparable.

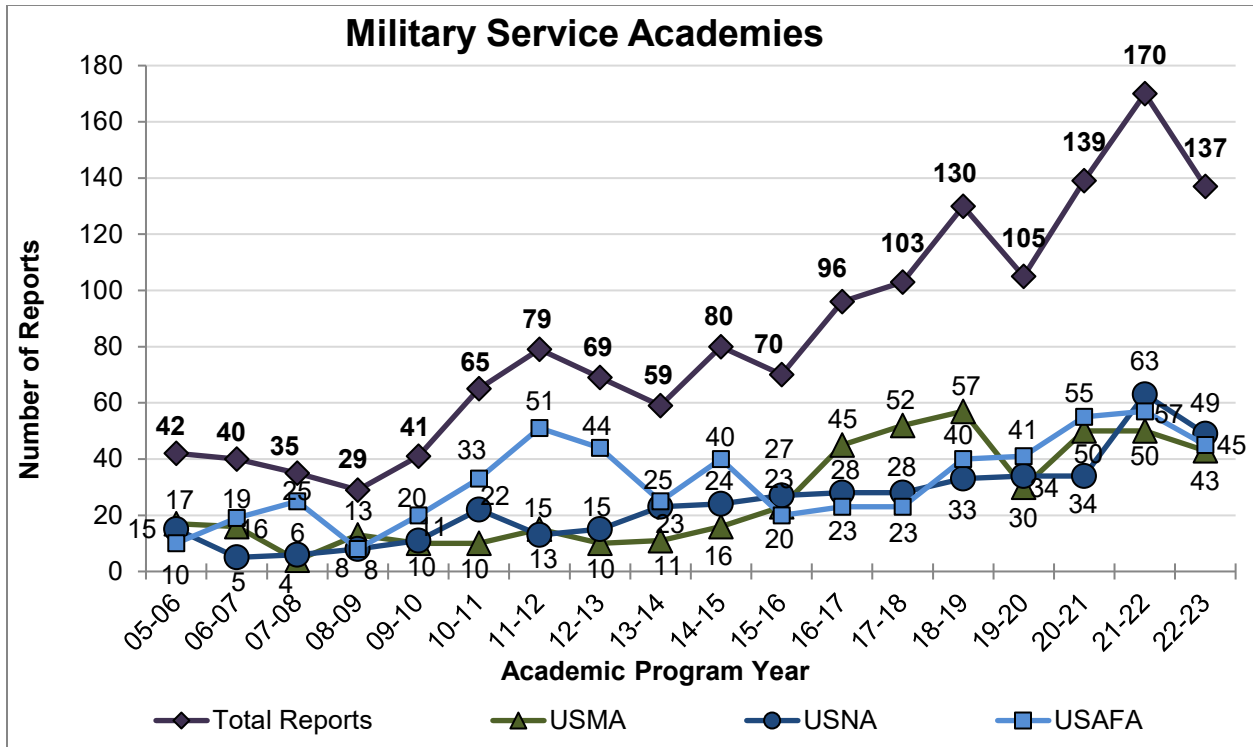


Exhibit 2: Reports by and/or against Academy Students Actively Enrolled at the Time of Report and Incident by Academy, APY 07-08 to 22-23

Table 3 breaks out in greater detail the types of sexual assault reports made by and/or against actively enrolled cadets/midshipmen at each MSA in APY 22-23.

Table 3: Reports by and/or Against Academy Students Actively Enrolled at the Time of Report and Incident by Academy and Report Type, APY 22-23

Academy	Total Reports	Unrestricted Reports	Restricted Reports Remaining
U.S. Military Academy	43	21	22
U.S. Naval Academy	49	16	33
U.S. Air Force Academy	45	23	22
Total Reports	137	60	77

Reports Involving Cadets and Midshipmen Who Made a Report of Sexual Assault that Occurred Prior to Military Service

Exhibit 3 below shows only those sexual assault reports made by cadets/midshipmen during APY 22-23. Of the 134 total cadets/midshipmen who made a report in APY 22-23, 10 made reports for an incident that occurred prior to academy enrollment/military service (2 Unrestricted and 8 Restricted Reports). DoD policy provides for reporting and assistance with any sexual assault incident, whether it occurred in military service or not.

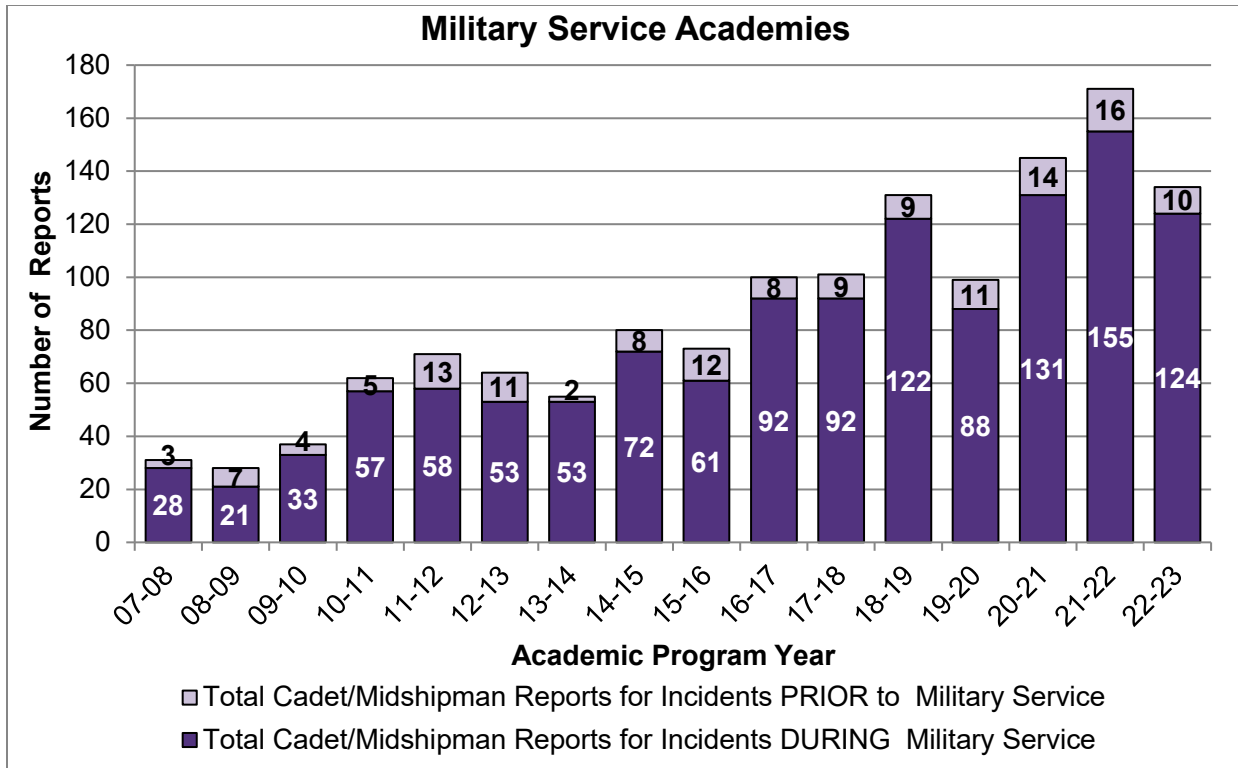


Exhibit 3: Total Reports to the MSAs by Academy Students Occurring Prior to and During Military Service, APY 07-08 to 22-23

All Other Reports Made in APY 22-23

The Department also receives reports made by non-cadets/midshipmen alleging assaults by academy students. As displayed in Exhibit 4, of the total 32 incidents reported to DoD this year that involved non-cadets/midshipmen as victims:

- 6 reports were made by prep school students:
 - 2 prep school students alleged an assault by an active duty Service member subject;
 - 2 prep school students alleged an assault by a U.S. civilian subject;
 - 2 prep school students alleged an assault by an unknown subject.
- 26 reports were made by active duty Service members.
- 0 reports were made by civilians alleging an assault against a cadet/midshipman.

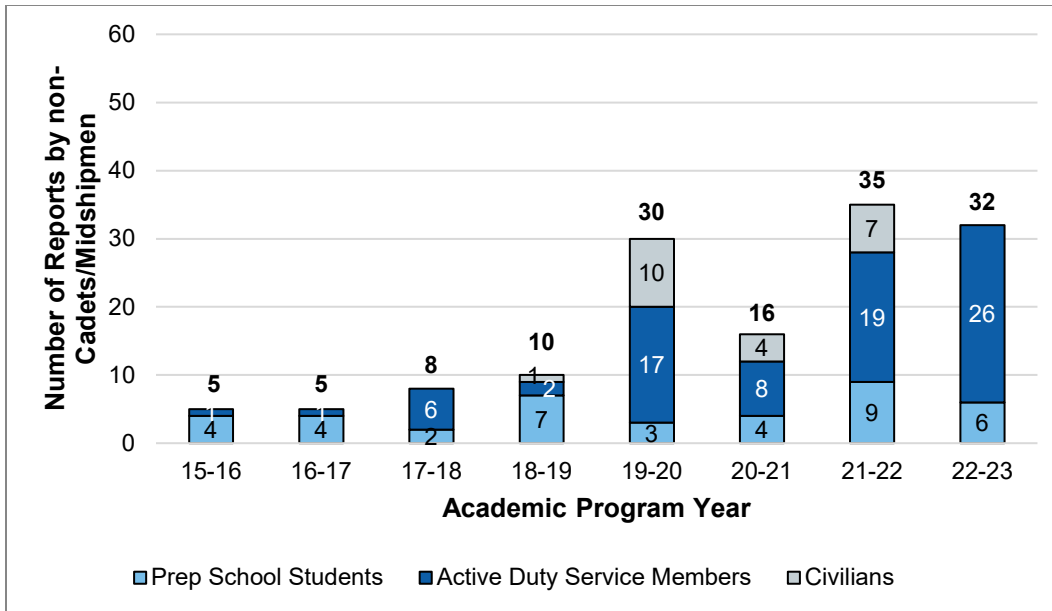


Exhibit 4: Reports Made by Non-Cadet/Midshipman Victims, APY 15-16 to 22-23

Sexual Assault Prevalence Estimates and APY 22-23 Reporting Data

DoD typically conducts a survey in even-numbered years to estimate the prevalence of unwanted sexual contact at the academies. The 2020 SAGR was scheduled to occur on the MSA campuses in March and April 2020. However, the survey could not be administered due to response measures taken due to the coronavirus pandemic. DoD resumed biennial administration of the SAGR in 2022. The next iteration of the survey, the 2024 SAGR, will be administered in 2024, and estimates will be published in the following Annual Report on Sexual Harassment and Violence at the Military Service Academies.

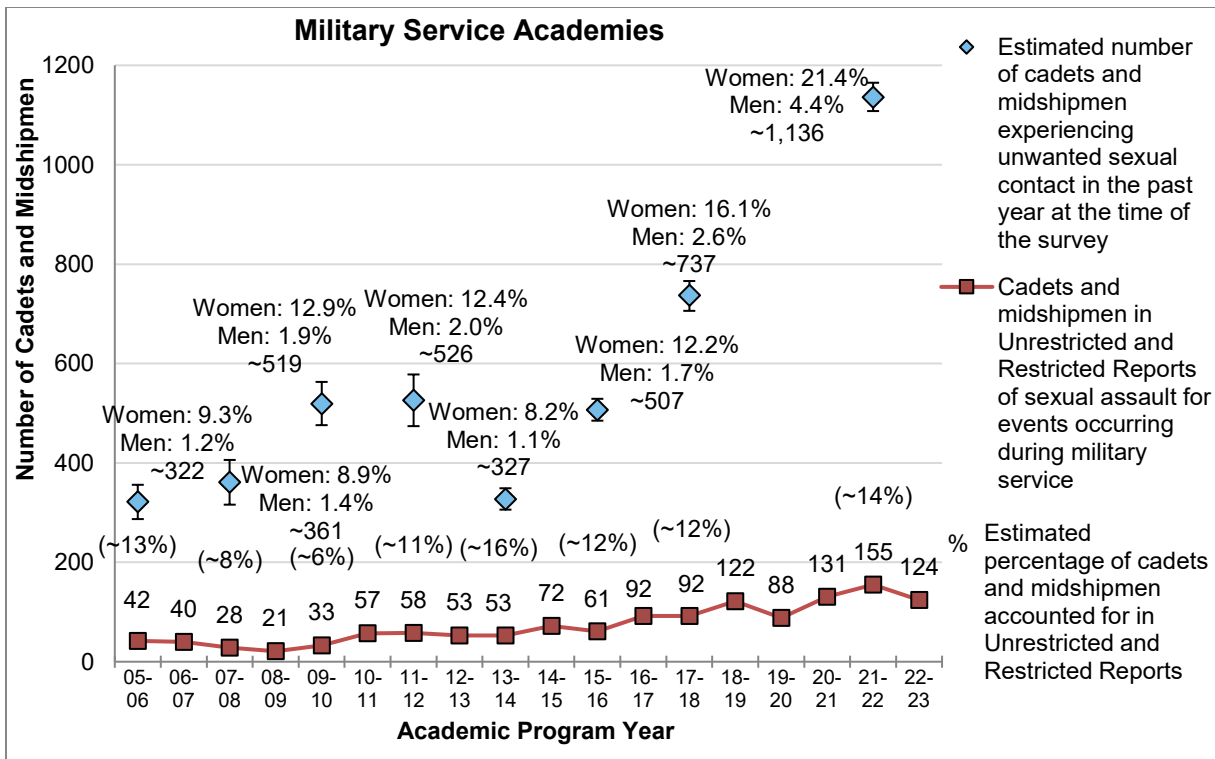


Exhibit 5: Estimated Cadets and Midshipmen Experiencing USC Based on Past-Year Prevalence Rates versus Number of Cadets and Midshipmen in Reports of Sexual Assault Made during the APY, for Incidents Occurring During Military Service, APY 05-06 to 22-23^{10,11,12}

Reports of sexual assault made to DoD authorities provide only partial insight into the overall occurrence of alleged 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 6 compares the estimated number of cadets and midshipmen¹³ who may have experienced past-year USC to the number of cadets and midshipmen who reported sexual assault in the APY. This graph excludes reports made by prep school students, active duty

¹⁰ Bars around survey point estimates represent margins of error. The 2022 SAGR estimates that 1,136 academy students may have experienced past-year USC, with a statistical range between 1,107 and 1,164 students.

¹¹ In 2022, OPA re-weighted APY 17-18 prevalence estimates to bring results into alignment with other WGR surveys. The updated estimated number of incidents in APY 17-18 changed from ~747 incidents to ~737 incidents. The estimated proportion of women who may have experienced an incident of USC in APY 17-18 changed from 15.8% to 16.1%, and the estimated proportion of men who may have experienced an incident of USC in APY 17-18 changed from 2.4% to 2.6%. The number of reports received by DoD (92) and the reporting rate (~12%) remained unchanged.

¹² Not included in the above are three cases reported to and managed by the USNA and USAFA Family Advocacy Programs.

¹³ In APYs 13-14 and prior, DoD received aggregated data from the Academies and could not separate prep school students from the total reports received, as depicted by the red line in Exhibit 6. Beginning in APY 14-15, DSAID gave DoD analysts the ability to separate reports made by prep school students from the total number of reports, allowing for greater precision identifying the sources of reports.

Service members, and civilians (Table 1). Results from the 2022 SAGR estimated that about 1,136 cadets and midshipmen may have experienced some form of USC in APY 21-22, compared to 155 reports of sexual assault received by DoD in APY 21-22 from cadets and midshipmen for an incident that occurred **during** military service. Using these figures, DoD estimated that the reporting rate in APY 21-22 was about 14 percent. That is, about 14 percent of the estimated cadets and midshipmen who may have experienced USC in 2022 made an official report of sexual assault to a DoD authority in APY 21-22.

APY 22-23 Military Justice Outcomes

The flow chart in Exhibit 5 depicts the status or outcome of all reports made to the Department in APY 22-23. Each point in the flow chart corresponds to a letter in the subsequent text. For example, academy students were involved in 166 reports of sexual assault as victims and/or subjects (Exhibit 5, Point A).

Of the 166 reports received, 65 were Unrestricted Reports involving academy students as either the victim or subject of a sexual assault investigation (Exhibit 5, Point B). Of the 65 Unrestricted Reports, 2 reports were made by cadets or midshipmen for alleged incidents of sexual assault that occurred prior to entering military service, and 59 Unrestricted Reports were made by cadets/midshipmen for alleged incidents that occurred during military service. Non-cadets/midshipmen made the remaining 4 Unrestricted Reports.¹⁴

DoD and civilian investigative agencies opened 50 investigations associated with 63 Unrestricted Reports this APY. The remaining 13 Unrestricted Reports did not move forward in the investigative process for a variety of reasons (e.g., allegations fell outside the MCIOs' authority to investigate, no covered sexual assault offense alleged, investigation opened in APY 23-24, investigative information not yet available at the time of data retrieval).

The Department's policy requires that the allegation be referred to an MCIO for investigation once a person 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 reports made in each APY are completely investigated by the end of that APY.

- Of the 50 criminal investigations initiated during APY 22-23, 30 were completed in APY 22-23 (Exhibit 5, Point E). DoD will report the outcomes of the other 20 investigations in forthcoming years' reports (Exhibit 5, Point D).
- MCIOs also completed 33 investigations of sexual assault initiated in reporting periods prior to APY 22-23 (Exhibit 5, Point E).
- In sum, MCIOs completed 63 investigations of sexual assault involving 57 subjects (Exhibit 5, Point E) during APY 22-23 for reports made in the current APY or prior APYs.

The Department categorizes Unrestricted Reports by the most serious sexual assault offense alleged. Table 4 shows the sexual assault offenses alleged for the 65 Unrestricted Reports made in APY 22-23. The offense charged or addressed with disciplinary action *may not always* reflect the offense alleged. 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.

¹⁴ Of the 4 reports that were made by non-academy students, 2 reports were made by Active Duty Service members, 2 reports were made by prep school students, and 0 were made by civilians.

Table 4: Sexual Assault Crimes Investigated in Unrestricted Reports, APY 20-21 to APY 22-23

Offense Alleged/Investigated	APY 20-21	APY 21-22	APY 22-23
Rape	7	4	6
Sexual Assault	32	29	14
Aggravated Sexual Contact	0	0	1
Abusive Sexual Contact	32	26	21
Attempts to Commit a Sexual Assault Crime	0	0	0

Note: In APY 20-21, the Academies received 81 Unrestricted Reports, but this table excludes 10 reports due to missing data on the offense investigated. In APY 21-22, the Academies received 92 Unrestricted Reports, but this table excludes 29 reports due to missing data on the offense investigated. In APY 22-23, the Academies received 65 Unrestricted Reports, and this table excludes 5 reports due to missing data on the offense investigated.

Table 5 illustrates the involvement of academy students in Unrestricted Reports of sexual assault. In APY 22-23, 31 of the 65 Unrestricted Reports involved an academy student alleging sexual assault by another academy student.

Table 5: Unrestricted Reports by Sexual Assault by Victim and Subject Status, APY 20-21 to APY 22-23

Relationship between Victim and Subject in Unrestricted Reports	APY 20-21	APY 21-22	APY 22-23
Academy Student Subject, Academy Student Victim	52	44	31
Academy Student Subject, Non-Academy Student Victim	7	12	2
Non-Academy Student Subject, Academy Student Victim	2	8	6
Unknown Subject, Academy Student Victim	7	7	8
Subject Data Not Available, Academy Student Victim	13	21	18

Disposition of Sexual Assault Reports Adjudicated in APY 22-23

When DoD authorities investigate an Unrestricted Report, the investigation’s goals include identifying which, if any, crimes may have been committed, and if so, who has been victimized, and who may be held appropriately accountable for the crime. DoD takes action to hold alleged offenders appropriately accountable when it has the legal authority and sufficient evidence to do so. As noted above, the allegations reflect a range of penetrative and sexual contact crimes. As in the U.S. civilian justice system, crimes in the military justice system vary in legal severity and carry potential penalties.

In APY 22-23, 54 criminal investigations were completed, involving 57 subjects. The MSAs also completed investigations for an additional 110 subjects in investigations closed in previous APYs for which disposition information was not yet reported. Of 167 cases with completed investigations in APY 22-23 or prior, 107 case dispositions were pending determination at the end of the APY.

By the end of APY 22-23, MSAs had completed disposition information for 60 subjects. Exhibit 6 and the information below outlines the disposition information regarding those 60 subjects.

- 60 Subjects of APY 22-23 investigations and pre-APY 22-23 investigations with disposition information to report at the end of APY 22-23

- 11 Subjects could not be identified, despite a thorough investigation (Exhibit 6, Point K)
- 2 Subjects were civilians or foreign nationals (Exhibit 6, Point L) and outside of DoD's legal authority
- 0 Subjects died or deserted (Exhibit 6, Point M)
- 0 Subjects with civilian authority exercising jurisdiction over the case (Exhibit 6, Point N)

- 47 Subjects under DoD legal authority review for possible action (Exhibit 6, Point O)
- 1 Subjects associated with victims who declined to participate in the military justice process (Exhibit 6, Point T)
- 13 Subjects whose investigations yielded insufficient evidence to prosecute an offense (Exhibit 6, Point T)
- 0 Subjects with allegation(s) unfounded by legal review (Exhibit 6, Point U)

- 33 Subjects for whom evidence supported command action (Exhibit 6, Point P):

DoD actions taken for alleged sexual assault crimes are as follows (Exhibit 6, Point Q):

- 9 Subjects had Court-Martial Charges Preferred
- 1 Subject received NJP
- 4 Subjects received an Adverse Administrative Discharge
- 11 Subjects received an Adverse Administrative Action, including the Cadet Disciplinary System or Midshipman Conduct System

DoD actions taken for other misconduct that was discovered during the sexual assault investigation are as follows (Exhibit 6, Point R):

- 3 Subjects had Court-Martial Charges Preferred
- 1 Subjects received NJP
- 0 Subject received an Adverse Administrative Discharge
- 4 Subjects received an Adverse Administrative Action, including the Cadet Disciplinary System or Midshipman Conduct System

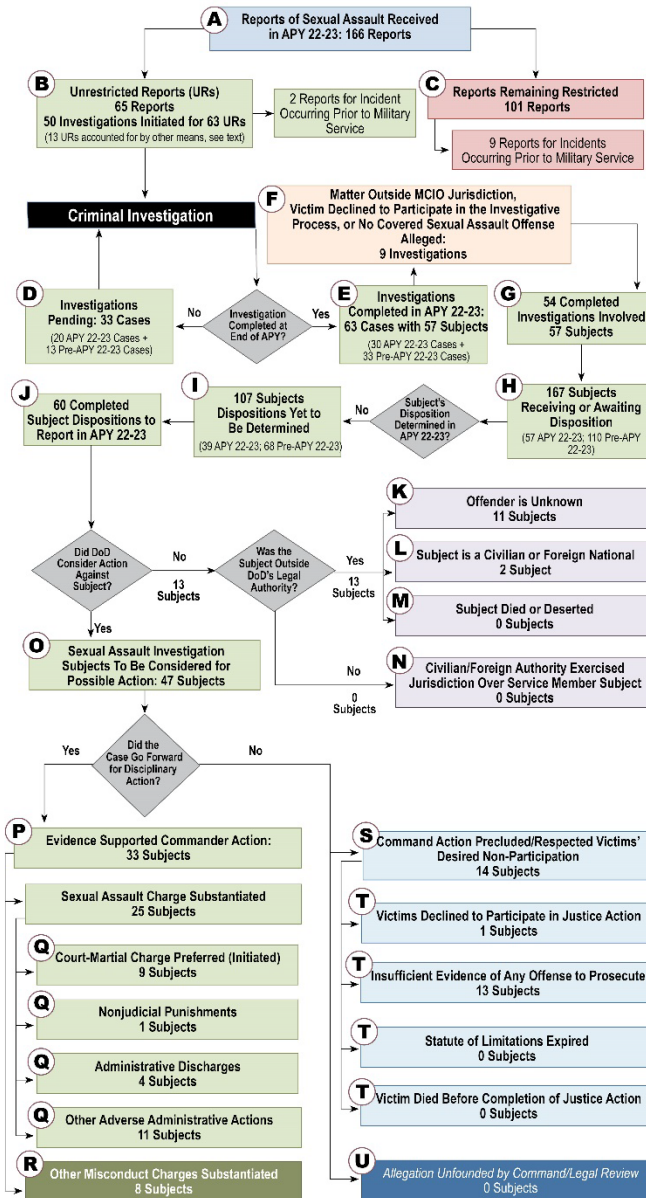


Exhibit 6: Reports of Sexual Assault, Investigations, and Dispositions Completed in APY 22-23

APY 22-23 Unrestricted Reports of Sexual Assault

The Department draws the following demographic information from the 63 investigations of sexual assault completed during APY 22-23. These investigations involved 65 victims and 57 subjects.

Table 6 displays the sex of victims and subjects in completed investigations of Unrestricted Reports in APY 22-23. As in previous APYs, most victims in investigations of Unrestricted Reports are female (91 percent), and most subjects are male (86 percent). Table 7 shows victim and subject age in completed investigations of Unrestricted Reports in APY 22-23. Most

victims and subjects are between ages 16 and 24 (87 percent of victims and 72 percent of subjects).

Table 6: Sex of Victims and Subjects in Completed Investigations of Unrestricted Reports, APY 22-23

Gender	Victims		Subjects	
	Count	Percentage	Count	Percentage
Male	6	9%	49	86%
Female	59	91%	2	4%
Sex Unknown/Data Not Available	0	0%	6	11%
Total	65	100 %	57	100 %

Table 7: Age of Victims and Subjects at the Time of Incident in Completed Investigations of Unrestricted Reports, APY 22-23

Age at Time of Incident	Victims		Subjects	
	Count	Percentage	Count	Percentage
0-15	0	0%	0	0%
16-19	29	45%	15	26%
20-24	27	42%	26	46%
25-34	0	0%	3	5%
35-49	0	0%	1	2%
50 and older	0	0%	0	0%
Age Unknown/Data Not Available	9	14%	12	21%
Total	65	100%	57	100%

APY 22-23 Restricted Reports of Sexual Assault

Department personnel collect limited data about the victim and the allegation made in a Restricted Report due to the reporter's desire for 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 121 initial Restricted Reports of sexual assault in APY 22-23. Of the 121 reports, 20 converted to Unrestricted Reports. At the close of APY 22-23, 101 reports remained Restricted:¹⁵

- 73 cadets/midshipmen made a Restricted Report:
 - 8 cadets/midshipmen made a Restricted Report for a sexual assault allegation that occurred prior to military service.
 - 65 cadets/midshipmen made a Restricted Report for a sexual assault allegation that occurred during military service.
- 28 non-cadets/midshipmen made a Restricted Report against a cadet/midshipman:
 - 24 active duty Service members made a Restricted Report.
 - 4 prep school students made a Restricted Report.

The share of victims who convert Restricted Reports to Unrestricted Reports at the MSAs fluctuates yearly. Exhibit 7 shows the Restricted Reports and conversion rates from APY 07-08

¹⁵ Unrestricted Report data presented earlier includes Restricted Reports that converted to Unrestricted Reports this year.

through APY 22-23.

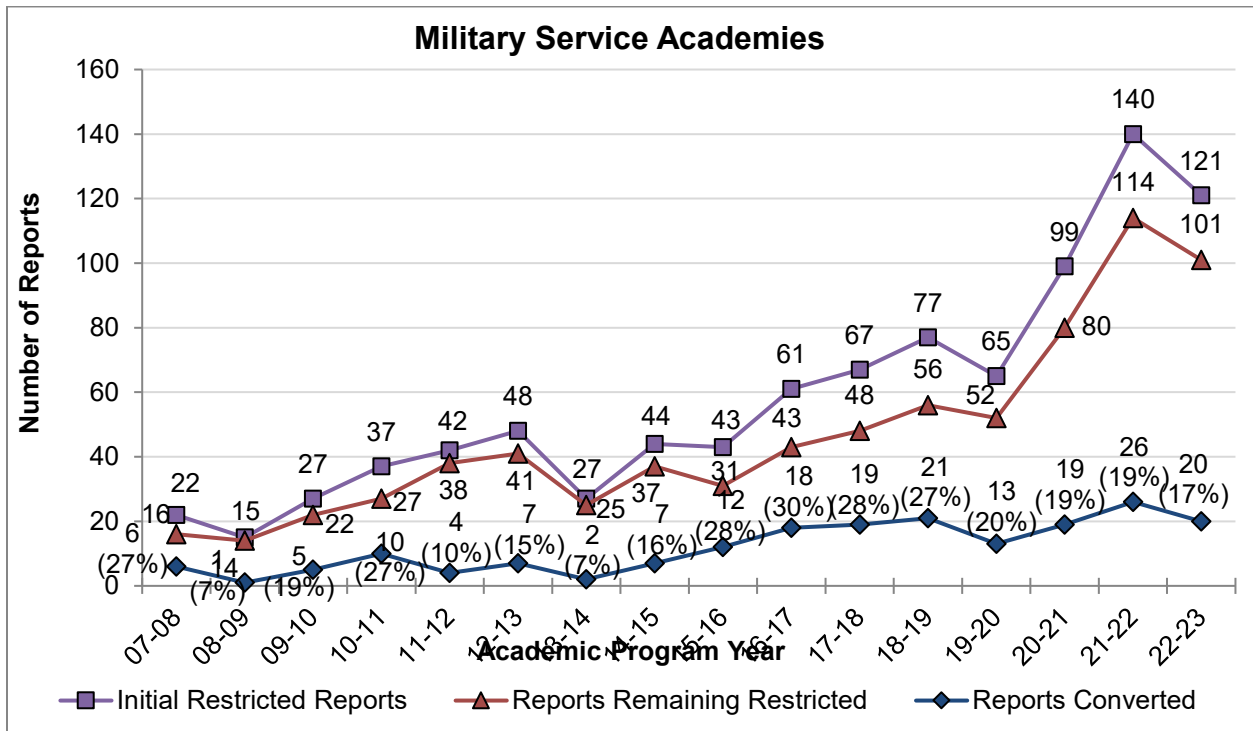


Exhibit 7: Reports Initially Made Restricted, Reports Remaining Restricted, and Restricted Reports Converted to Unrestricted, APY 07-08 to 22-23

Demographics of Restricted Reports of Sexual Assault

The following information pertains to people who made a Restricted Report that remained Restricted at the end of APY 22-23. Tables 8 and 9 display data by the reporter’s gender and age, respectively. As with Unrestricted Reports, females and people aged 16 to 24 comprise most Restricted Reports at the Academies.

Table 8: Restricted Reports by Gender, APY 22-23

Gender	Count	Share
Male	21	21%
Female	80	79%
Total	101	100%

Table 9: Age of Victims Making Restricted Reports at the Time of Incident, APY 22-23

Age at Time of Incident	Count	Share
0-15*	3	3%
16-19	39	39%
20-24	50	50%
25-34	6	6%
35 and older	2	2%
Data not available	1	1%
Total	101	100%

*Note: 3 cadets/midshipmen who fell into the “0-15” category reported an incident that occurred prior to military service.

Most Restricted Reports involved academy students as subjects and victims in APY 22-23, as depicted in Table 10.

Table 10: Restricted Reports of Sexual Assault by Victim and Subject Status, APY 20-21 to APY 22-23

Relationship between Victim and Subject in Restricted Reports	APY 20-21	APY 21-22	APY 22-23
Academy Student Subject, Academy Student Victim	53	80	54
Academy Student Subject, Non-Academy Student Victim	4	14	23
Non-Academy Student Subject, Academy Student Victim	19	10	16
Unknown Subject, Academy Student Victim	4	10	8

APY 22-23 Data on Sexual Harassment

Complaints of Sexual Harassment

The Department’s sexual harassment reporting process differs from policies governing sexual assault reporting; however, DoD considers both behaviors equally unacceptable. Department policy encourages resolving situations perceived to involve sexually harassing behaviors at the lowest appropriate level,¹⁶ but Service members may also elect to address offensive situations through an anonymous, informal, or formal complaint process via their designated SHARP or Military Equal Opportunity Advisor. In APY 22-23, academy students made 13 formal complaints, 11 informal complaints, and 4 anonymous complaints of sexual harassment. As depicted in Exhibit 8, sexual harassment complaints at the Academies vary widely from year to year but remain low compared to survey estimates of sexual harassment.¹⁷ However, the Department recognizes these lower numbers may also be correlated to underreporting and the normalization of sexual harassment in language and some behavior.

¹⁶ DoD Instruction 1020.03, Harassment Prevention and Response in the Armed Forces.

¹⁷ DoD encourages concerns of sexual harassment be resolved at the lowest appropriate level; therefore, most sexual harassment issues that are reported to a member of the chain of command will be worked within that chain of command and a complaint is not filed with an assigned Equal Opportunity Advisor or SAPR professional. When the Services report sexual harassment complaint data to the Office for Diversity, Equity, and Inclusion (ODEI), it is based on complaints that have been filed with Military Equal Opportunity (MEO) offices.

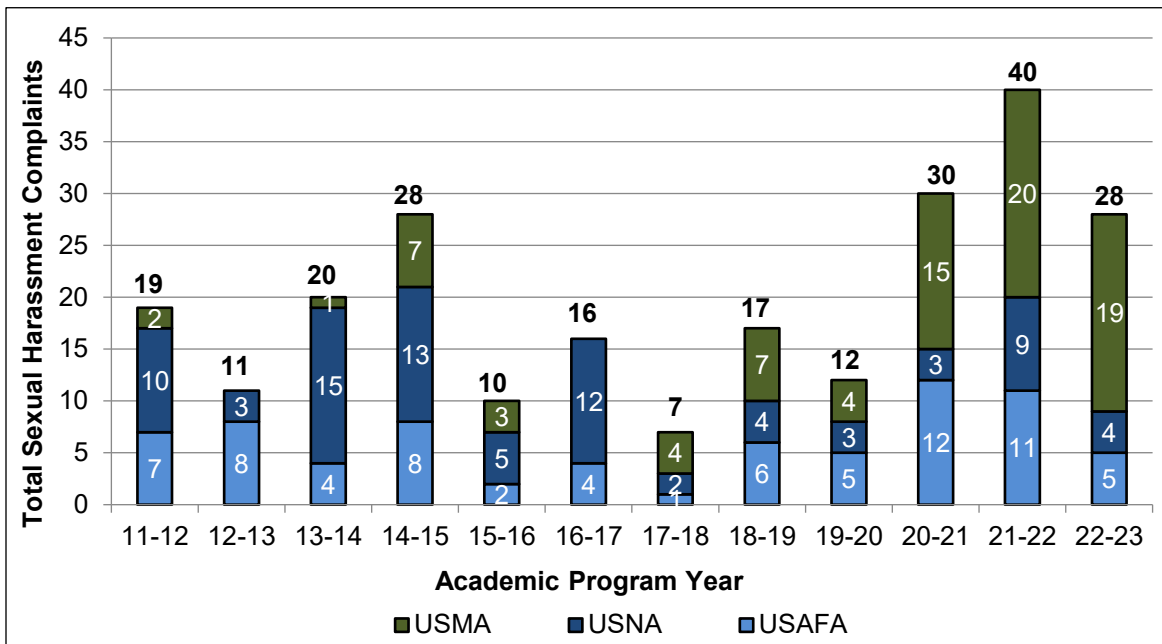


Exhibit 8: Total Sexual Harassment Complaints by Academy, APY 11-12 to 22-23

APY 22-23 Reports from the Family Advocacy Program

Reports from the Family Advocacy Program

During Fiscal Year 2019, the DoD Inspector General (IG) evaluated how USAFA handles sexual assault reports involving cadets.¹⁸ One of the DoD IG’s key findings indicated that 11 cadet reports of sexual assault were made to the Family Advocacy Program (FAP). FAP is the congressionally mandated program within DoD responsible for supplying clinical assessment, support, and treatment services in response to domestic abuse incidents. Sexual assault occurring within the context of a marriage or intimate partner relationship (sexual abuse) is a subset of domestic abuse.

DoD Instruction 6400.06, “DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel,” defines “domestic abuse” as domestic violence or a pattern of behavior resulting in emotional or psychological abuse, economic control, or interference with personal liberty that is directed toward a person who is one or more of the following:

- Current or former spouse.
- Person with whom the alleged abuser shares a child in common.
- Current or former intimate partner with whom the alleged abuser shares or has shared a common domicile.

¹⁸ U.S. Department of Defense Inspector General (September 30, 2019) “Evaluation of the DOD’s Handling of Incidents of Sexual Assault Against (or Involving) Cadets at the United States Air Force Academy” (Report No. DODIG-2019-125). Retrieved from <https://media.defense.gov/2019/Oct/02/2002189371/-1/-1/1/DODIG-2019-125.PDF>

- Person who is or has been in a social relationship of a romantic or intimate nature with the accused and determined to be an intimate partner (as defined in [DoD Instruction 6400.06]).

Sexual assault occurring within the context of the above definition of domestic abuse is referred to FAP for comprehensive safety planning for the victim, including victim advocacy and support. Alleged offenders for domestic violence are also subject to UCMJ or other adverse actions, as appropriate, even when the case is referred to FAP. Since publication of the Fiscal Year 2019 DoDIG report, the Department has issued a new policy to ensure that all sexual assault reports at the MSAs comply with Congressional reporting requirements. Since APY 18-19, this report includes a section documenting cadet/midshipman reports to FAP to better understand all sexual assault cases reported by cadets/midshipmen. In APY 22-23, one report of sexual assault at USNA was initially made to FAP. In APY 22-23, two reports of sexual assault at USAFA were initially made to FAP. There were no reports made initially to FAP at USMA. The two reports at USAFA and the one report from USNA that were initially made to FAP are not included in the above counts of the total number of reports made this APY.

Sexual Assault Reports by Victim Category and Military Service Academy

The following tables contain records of sexual assault involving cadets and midshipmen as victims and/or alleged perpetrators made in APY 22-23, broken out by reports that involve actively enrolled cadets and midshipmen and reports involving all others. This is the same information reported in Table 2 but broken out by MSA.

Table 11: USMA Sexual Assault Reports by Victim Category and Military Status, APY 22-23

	Unrestricted Reports	Restricted Reports	Total Reports
All Academy-related Reports	24	32	56
• Reports involving actively enrolled cadets/midshipmen at the time of incident and/or report	21	22	43
– Cadets/midshipmen victims reporting an incident that occurred during military service	21	12	33
– Active duty Service member victims reporting an incident that occurred within the last four years	0	10	10
– Civilian victims	0	0	0
• All other reports	3	10	13
– Cadets/midshipmen reporting an incident that occurred prior to military service	2	5	7
– Active duty Service members reporting an incident that occurred more than four years ago	0	5	5
– Prep school students	1	0	1

Table 12: USNA Sexual Assault Reports by Victim Category and Military Status, APY 22-23

	Unrestricted Reports	Restricted Reports	Total Reports
All Academy-related Reports	16	34	50
• Reports involving actively enrolled cadets/midshipmen at the time of incident and/or report	16	33	49
– Cadets/midshipmen victims reporting an incident that occurred during military service	15	31	46
– Active duty Service member victims reporting an incident that occurred within the last four years	1	2	3
– Civilian victims	0	0	0
• All other reports	0	1	1
– Cadets/midshipmen reporting an incident that occurred prior to military service	0	0	0
– Active duty Service members reporting an incident that occurred more than four years ago	0	1	1
– Prep school students	0	0	0

Table 13: USAFA Sexual Assault Reports by Victim Category and Military Status, APY 22-23

	Unrestricted Reports	Restricted Reports	Total Reports
All Academy-related Reports	25	35	60
• Reports involving actively enrolled cadets/midshipmen at the time of incident and/or report	23	22	45
– Cadets/midshipmen victims reporting an incident that occurred during military service	23	22	45
– Active duty Service member victims reporting an incident that occurred within the last four years	0	0	0
– Civilian victims	0	0	0
• All other reports	2	13	15
– Cadets/midshipmen reporting an incident that occurred prior to military service	0	3	3
– Active duty Service members reporting an incident that occurred more than four years ago	1	6	7
– Prep school students	1	4	5



Appendix E: Aggregate Data Matrices and MSA Case Synopses



Unrestricted Reports

DoD MSA APY22-23 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES MILITARY, NAVAL, AND AIR FORCE ACADEMIES		
<p>A. APY22-23 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 APY22-23. 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>		APY22-23 Totals
# APY22-23 Unrestricted Reports (one Victim per report)		59
# Cadet/Midshipman/Prep School Student Victims		57
# 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		59
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		29
# 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		6
# Unidentified Subject on Cadet/Midshipman/Prep School Student		7
# Relevant Data Not Available		15
# Unrestricted Reports of sexual assault occurring		59
# On military installation		31
# Off military installation		20
# Unidentified location		8
# Victim in Unrestricted Reports Referred for Investigation		59
# Victims in investigations initiated during APY22-23		53
# Victims with Investigations pending completion at end of 31-MAY-2023		24
# Victims with Completed Investigations at end of 31-MAY-2023		29
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		6
# 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		4
# All Restricted Reports received in APY22-23 (one Victim per report)		121
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		20
# Restricted Reports Remaining Restricted at end of APY22-23		101
B. DETAILS OF UNRESTRICTED REPORTS FOR APY22-23	APY22-23 Totals	APY22-23 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	59	57
# Reports made within 3 days of sexual assault	5	5
# Reports made within 4 to 10 days after sexual assault	4	4
# Reports made within 11 to 30 days after sexual assault	4	4
# Reports made within 31 to 365 days after sexual assault	16	16
# Reports made longer than 365 days after sexual assault	24	22
# Relevant Data Not Available	6	6
Time of sexual assault	59	57
# Midnight to 6 am	20	18
# 6 am to 6 pm	14	14
# 6 pm to midnight	15	15
# Unknown	4	4
# Relevant Data Not Available	6	6
Day of sexual assault	59	57
# Sunday	11	11
# Monday	7	6
# Tuesday	7	6
# Wednesday	4	4
# Thursday	4	4
# Friday	10	10
# Saturday	10	10
# Relevant Data Not Available	6	6

Unrestricted Reports (continued)

APY22-23 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	APY22-23 Totals		
	# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	27	1	0	1	0	0	0	0	29	
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	1	0	0	0	0	0	0	2		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5	1	0	0	0	0	0	0	6		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	2		
# Relevant Data Not Available	0	0	0	0	0	0	0	15	15		
APY22-23 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 APY22-23											
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						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	APY22-23 Totals
# Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	6	1	12	0	1	21	0	0	0	18	59
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	0	8	0	0	15	0	0	0	6	29
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	1	0	0	0	0	0	0	1	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	5	0	0	0	1	6
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	3	0	1	2	0	0	0	0	7
# Relevant Data Not Available	3	1	0	0	0	1	0	0	0	10	15

Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY22-23 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY22-23	
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 APY22-23	50
# Investigations Completed as of APY22-23 End (group by MCIO #)	30
# Investigations Pending Completion as of APY22-23 End (group by MCIO #)	20
# Subjects in investigations Initiated During APY22-23	43
# Service Member Subjects investigated by CID	10
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# 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	6
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	1
# 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	13
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	3
# 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	11
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	0
E2. Service Investigations Completed during APY22-23	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY22-23. These investigations may have been initiated during the APY22-23 or any prior APY.	
# Total Investigations completed by Services during APY22-23 (Group by MCIO Case Number)	62
# Of these investigations with more than one Victim	2
# 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 investigations completed during APY22-23 involving a Victim supported by your Service	56
# Service Member Subjects investigated by CID	15
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	12
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	1
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	14
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	14
# 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	12
# 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 completed Service Investigations involving a Victim supported by your Service	1
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	10
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY22-23, supported by your Service	64
# Service Member Victims in CID investigations	23
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	23
# 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	21
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	20
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	1
# 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	17
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	16
# 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	3
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY22-23	
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 APY22-23 (Group by Civilian Law Enforcement Case Number)	1
# 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 APY22-23	1
# 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	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	1
# 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 APY22-23, supported by your Service	1
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	1
# 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	1
# 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 APY22-23 (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 APY22-23 (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 APY22-23	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 APY22-23	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

Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY22-23 Note: The information below is drawn from all investigations that were closed during APY22-23, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY22-23											
	Penetrating Offenses				Contact Offenses				Other Offenses			APY22-23 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	24	0	1	17	0	0	0	20	65	
# Male	0	0	1	0	0	2	0	0	0	3	6	
# Female	3	0	23	0	1	15	0	0	0	17	59	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
F2. Age of Victims	3	0	24	0	1	17	0	0	0	20	65	
# 0-15	0	0	0	0	0	0	0	0	0	0	0	
# 16-19	2	0	3	0	1	10	0	0	0	3	26	
# 20-24	1	0	13	0	0	7	0	0	0	2	27	
# 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	24	0	1	17	0	0	0	20	65	
# Service Member	2	0	22	0	1	17	0	0	0	20	63	
# 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)	1	0	2	0	0	0	0	0	0	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	2	0	22	0	1	17	0	0	0	20	63	
# 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	1	0	0	0	0	0	0	1	2	
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	2	0	19	0	1	14	0	0	0	19	55	
# Academy Prep School Student	0	0	2	0	0	2	0	0	0	2	4	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
F5. Service of Service Member Victims	2	0	22	0	1	17	0	0	0	20	63	
# Army	2	0	10	0	1	7	0	0	0	2	22	
# Navy	0	0	8	0	0	4	0	0	0	9	21	
# Marines	0	0	0	0	0	0	0	0	0	0	0	
# Air Force	0	0	4	0	0	0	0	0	0	9	10	
# 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	2	0	22	0	1	17	0	0	0	20	63	
# Active Duty	0	0	1	0	0	0	0	0	0	1	3	
# 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	19	0	1	14	0	0	0	19	55	
# Academy Prep School Student	0	0	2	0	0	2	0	0	0	2	4	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	

Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY22-23 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)													Subject Data From Investigations completed during APY22-23	APY22-23 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	24	0	1	17	0	0	0	12		57		
# Male	3	0	21	0	1	16	0	0	0	5		46		
# Female	0	0	1	0	0	0	0	0	0	0		2		
# Unknown	0	0	2	0	0	1	0	0	0	3		4		
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0		0		
G2. Age of Subjects	3	0	24	0	1	17	0	0	0	12		57		
# 0-15	0	0	0	0	0	0	0	0	0	0		0		
# 16-19	2	0	5	0	0	0	0	0	0	2		15		
# 20-24	0	0	13	0	0	7	0	0	0	6		26		
# 25-34	0	0	1	0	0	2	0	0	0	0		3		
# 35-49	0	0	0	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	1	0	5	0	1	1	0	0	0	4		12		
G3. Subject Type	3	0	24	0	1	17	0	0	0	12		57		
# Service Member	2	0	10	0	0	10	0	0	0	4		46		
# 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	1	0	0	0	0	0	0	0		1		
# Unknown	1	0	4	0	1	1	0	0	0	3		10		
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0		0		
G4. Grade of Service Member Subjects	2	0	19	0	0	16	0	0	0	9		46		
# E1-E4	0	0	4	0	0	7	0	0	0	7		2		
# 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	3	0	0	0	0		4		
# O4-O10	0	0	0	0	0	0	0	0	0	0		0		
# Cadet/Midshipman	2	0	18	0	0	11	0	0	0	9		40		
# 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	19	0	0	16	0	0	0	9		46		
# Army	2	0	7	0	0	5	0	0	0	0		15		
# Navy	0	0	9	0	0	4	0	0	0	1		14		
# Marines	0	0	0	0	0	0	0	0	0	0		0		
# Air Force	0	0	3	0	0	2	0	0	0	0		7		
# 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	19	0	0	16	0	0	0	9		46		
# Active Duty	0	0	1	0	0	5	0	0	0	0		6		
# 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	18	0	0	11	0	0	0	9		40		
# 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 APY22-23 INVESTIGATIONS	APY22-23 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY22-23 INVESTIGATIONS	APY22-23 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 APY22-23, 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 APY22-23 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	67	# Victims in investigations completed in APY22-23	67
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY22-23	14	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY22-23	31
# 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	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	1
# 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	10		
# Unknown Offenders	8	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	1
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	7
# 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	1
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	1
# 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
		# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
# Subjects who died or deserted	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	14		
# 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	2
# Service Member Subjects whose investigations had insufficient evidence to prosecute	12	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	9
# 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	34	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	38
# Subjects for whom Command Action was completed as of 31-MAY-2023	7		
# APY22-23 Service Member Subjects where evidence supported Command Action	7	# APY22-23 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	6
# Service Member Subjects: Courts-Martial charge preferred	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferences against Subject	1
# 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	2	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	1
# 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	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferences for non-sexual assault offenses	1
# 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)	2	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	2
* 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 APY22-23		APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion		9
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23		2
# Subjects whose Courts-Martial was completed by the end of APY22-23		7
# 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		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		1
# 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 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		3
# Subjects Acquitted of Charges		2
# 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		0
# 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 APY22-23		APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY22-23		1
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23		1
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23		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.		APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23		2
# Subjects receiving an administrative discharge or other separation for a sexual assault offense		2
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		2
# 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 APY22-23		0
# Subjects receiving other adverse administrative action for a sexual assault offense		11

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.		APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY22-23		3
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23		0
# Subjects whose Courts-Martial was completed by the end of APY22-23		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 for a non-sexual assault offense		2
# Officer Subjects who were officers that where 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 non-sexual assault offense		1
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault 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		1
# 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		1
# Subjects receiving UOTHC administrative discharge		1
# 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.		APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY22-23		1
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23		0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23		1
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		1
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		1
# Subjects receiving correctional custody		0
# Subjects receiving reductions in rank		1
# Subjects receiving fines or forfeitures		0
# Subjects receiving restriction or some limitation on freedom		0
# Subjects receiving extra duty		0
# Subjects receiving hard labor		0
# Subjects receiving a reprimand		1
# Subjects 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.		APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23		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 APY22-23		2
# Subjects receiving other adverse administrative action for a non-sexual assault offense		2

Restricted Reports

DoD MSA APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY22-23 Totals
# TOTAL Victims initially making Restricted Reports	121
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	97
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	24
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY22-23*	20
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	19
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	1
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	101
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	78
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	23
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	101
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	54
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	16
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	23
# Unidentified Subject on Cadet/Midshipman/Prep School Student	8
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY22-23 Totals
# Reported sexual assaults occurring	101
# On military installation	47
# Off military installation	30
# Unidentified location	9
# Relevant Data Not Available	15
Length of time between sexual assault and Restricted Report	101
# Reports made within 3 days of sexual assault	13
# Reports made within 4 to 10 days after sexual assault	4
# Reports made within 11 to 30 days after sexual assault	8
# Reports made within 31 to 365 days after sexual assault	29
# Reports made longer than 365 days after sexual assault	21
# Relevant Data Not Available	26
Time of sexual assault incident	101
# Midnight to 6 am	24
# 6 am to 6 pm	10
# 6 pm to midnight	39
# Unknown	18
# Relevant Data Not Available	10
Day of sexual assault incident	101
# Sunday	9
# Monday	6
# Tuesday	3
# Wednesday	6
# Thursday	6
# Friday	20
# Saturday	25
# Relevant Data Not Available	26
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims	78
# Army Victims	18
# Navy Victims	31
# Marines Victims	0
# Air Force Victims	28
# Coast Guard Victims	0
# Relevant Data Not Available	1

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY22-23 Totals
Gender of Victims	101
# Male	21
# Female	80
# Relevant Data Not Available	0
Age of Victims at the Time of Incident	101
# 0-15	3
# 16-19	39
# 20-24	50
# 25-34	6
# 35-49	2
# 50-64	0
# 65 and older	0
# Relevant Data Not Available	1
Grade of Service Member Victims	101
# E1-E4	8
# E5-E9	6
# WO1-WO5	0
# O1-O3	6
# O4-O10	3
# Cadet/Midshipman	74
# Academy Prep School Student	4
# Relevant Data Not Available	0
Status of Service Member Victims	101
# Active Duty	22
# Reserve (Activated)	1
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman/Prep School Student	74
# Academy Prep School Student	4
# Relevant Data Not Available	0
Victim Type	101
# Service Member	101
# 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	APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service	11
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18	8
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18	3
# Cadet/Midshipman/Prep School Student Choosing Not to Specify	0
# Relevant Data Not Available	0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)	APY22-23 Totals
Mean # of Days Taken to Change to Unrestricted	56
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	52.39
Mode # of Days Taken to Change to Unrestricted	21
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY22-23	APY22-23 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY22-23	6
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	6
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	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 APY22-23 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:	APY22-23 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	281
# Medical	30
# Behavioral Health	33
# Legal/Special Victims' Counsel (SVC)	45
# Chaplain/Spiritual Support	26
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	56
# DoD Safe Helpline	32
# Other	59
# CIVILIAN Resources (Referred by DoD)	24
# Medical	0
# Behavioral Health	2
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	1
# DoD Safe Helpline	
# Other	21
# Cases where SAFEs were conducted	3
# 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. APY22-23 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY22-23 TOTALS
# Military Protective Orders issued during APY22-23	8
# Reported MPO Violations in APY22-23	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	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	APY22-23 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	627
# Medical	66
# Behavioral Health	85
# Legal/Special Victims' Counsel(SVC)	98
# Chaplain/Spiritual Support	72
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	134
# DoD Safe Helpline	77
# Other	95
# CIVILIAN Resources (Referred by DoD)	50
# Medical	2
# Behavioral Health	4
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	1
# DoD Safe Helpline	
# Other	43
# Cases where SAFEs were conducted	4
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

Unrestricted Reports

ARMY MSA APY22-23 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES MILITARY ACADEMY		
A. APY22-23 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 APY22-23. 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.	APY22-23 Totals	
# APY22-23 Unrestricted Reports (one Victim per report)		23
# Cadet/Midshipman/Prep School Student Victims		23
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		0
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		23
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		9
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		0
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		2
# Unidentified Subject on Cadet/Midshipman/Prep School Student		7
# Relevant Data Not Available		5
# Unrestricted Reports of sexual assault occurring		23
# On military installation		14
# Off military installation		6
# Unidentified location		3
# Victim in Unrestricted Reports Referred for Investigation		23
# Victims in investigations initiated during APY22-23		19
# Victims with Investigations pending completion at end of 31-MAY-2023		6
# Victims with Completed Investigations at end of 31-MAY-2023		13
# Victims with Investigative Data Forthcoming		0
# 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		1
# Victims - Other		3
# All Restricted Reports received in APY22-23 (one Victim per report)		35
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		3
# Restricted Reports Remaining Restricted at end of APY22-23		32
B. DETAILS OF UNRESTRICTED REPORTS FOR APY22-23	APY22-23 Totals	APY22-23 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report		23
# Reports made within 3 days of sexual assault	3	3
# Reports made within 4 to 10 days after sexual assault	2	2
# Reports made within 11 to 30 days after sexual assault	2	2
# Reports made within 31 to 365 days after sexual assault	3	3
# Reports made longer than 365 days after sexual assault	12	12
# Relevant Data Not Available	1	1
Time of sexual assault	23	23
# Midnight to 6 am	10	10
# 6 am to 6 pm	7	7
# 6 pm to midnight	3	3
# Unknown	2	2
# Relevant Data Not Available	1	1
Day of sexual assault	23	23
# Sunday	2	2
# Monday	4	4
# Tuesday	3	3
# Wednesday	3	3
# Thursday	1	1
# Friday	3	3
# Saturday	6	6
# Relevant Data Not Available	1	1

Unrestricted Reports (continued)

APY22-23 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	APY22-23 Totals		
	13	0	0	0	1	4	0	5	23		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	9	0	0	0	0	0	0	0	9		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	2		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2	0	0	0	1	4	0	0	7		
# Relevant Data Not Available	0	0	0	0	0	0	0	5	5		
APY22-23 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 APY22-23	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 (Pre-2019 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	APY22-23 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	3	0	6	0	1	11	0	0	0	2	23
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	3	0	0	0	0	0	0	0	9
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	2	0	0	0	0	2
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	3	0	1	2	0	0	0	0	7
# Relevant Data Not Available	2	0	0	0	0	1	0	0	0	2	5
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY22-23 Reports	3	0	6	0	1	11	0	0	0	2	23
# Cadet/Midshipman/Prep School Student Victims: Female	3	0	3	0	1	10	0	0	0	2	22
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	1	0	0	0	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY22-23 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY22-23	
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 APY22-23	18
# Investigations Completed as of APY22-23 End (group by MCIO #)	12
# Investigations Pending Completion as of APY22-23 End (group by MCIO #)	6
# Subjects in investigations Initiated During APY22-23	20
# Service Member Subjects investigated by CID	10
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# 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	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	10
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	0
E2. Service Investigations Completed during APY22-23	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY22-23. These investigations may have been initiated during the APY22-23 or any prior APY.	
# Total Investigations completed by Services during APY22-23 (Group by MCIO Case Number)	23
# Of these investigations with more than one Victim	1
# 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 investigations completed during APY22-23 involving a Victim supported by your Service	22
# Service Member Subjects investigated by CID	14
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	12
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# 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	1
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	7
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY22-23, supported by your Service	24
# Service Member Victims in CID investigations	22
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	22
# 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	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 APY22-23	
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 APY22-23 (Group by Civilian Law Enforcement Case Number)	1
# 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 APY22-23	1
# 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	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	1
# 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 APY22-23, supported by your Service	1
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	1
# 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	1
# 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 APY22-23 (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 APY22-23 (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 APY22-23	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 APY22-23	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

Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY22-23 Note: The information below is drawn from all investigations that were closed during APY22-23, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY22-23											
	Penetrating Offenses					Contact Offenses					Offense Code Data Not Available	APY22-23 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-F108)	Attempts to Commit Offenses (Art. 80)			
F1. Gender of Victims	3	0	11	0	1	8	0	0	0	2	25	
# Male	0	0	1	0	0	0	0	0	0	0	1	
# Female	3	0	10	0	1	8	0	0	0	2	24	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
F2. Age of Victims	3	0	11	0	1	8	0	0	0	2	25	
# 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	1	0	8	0	0	3	0	0	0	0	11	
# 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	11	0	1	8	0	0	0	2	25	
# Service Member	0	0	10	0	1	8	0	0	0	2	22	
# 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	2	0	10	0	1	8	0	0	0	2	23	
# 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	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	2	0	1	2	0	0	0	2	18	
# Academy Prep School Student	0	0	2	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	2	0	10	0	1	8	0	0	0	2	23	
# Army	2	0	10	0	1	7	0	0	0	2	22	
# 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	1	0	0	0	0	1	
# 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	2	0	10	0	1	8	0	0	0	2	23	
# Active Duty	0	0	11	0	0	0	0	0	0	0	11	
# 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	2	0	1	2	0	0	0	2	18	
# Academy Prep School Student	0	0	2	0	0	1	0	0	0	0	3	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	

Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY22-23 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY22-23										
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	APY22-23 Totals
G1. Gender of Subjects	3	0	11	0	1	8	0	0	0	0	23
# Male	3	0	8	0	1	7	0	0	0	0	19
# Female	0	0	1	0	0	0	0	0	0	0	1
# Unknown	0	0	2	0	0	1	0	0	0	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	3	0	11	0	1	8	0	0	0	0	23
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	2	0	7	0	0	2	0	0	0	0	9
# 20-24	1	0	7	0	0	2	0	0	0	0	9
# 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
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	4	0	1	1	0	0	0	0	7
G3. Subject Type	3	0	11	0	1	8	0	0	0	0	23
# Service Member	2	0	6	0	0	7	0	0	0	0	15
# Drill Instructors/Drill Sergeants	1	0	0	0	0	0	0	0	0	0	6
# 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	1	0	0	0	0	0	0	0	1
# Unknown	0	0	4	0	1	1	0	0	0	0	7
# 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	7	0	0	0	0	15
# 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	0	0	0	1	0	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	6	0	0	5	0	0	0	0	13
# 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	7	0	0	0	0	15
# Army	2	0	6	0	0	6	0	0	0	0	14
# 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	1	0	0	0	0	1
# 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	7	0	0	0	0	15
# Active Duty	0	0	0	0	0	2	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	6	0	0	5	0	0	0	0	13
# 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 APY22-23 INVESTIGATIONS	APY22-23 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY22-23 INVESTIGATIONS	APY22-23 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 APY22-23, 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 APY22-23 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	26	# Victims in investigations completed in APY22-23	26
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY22-23	5	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY22-23	13
# 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	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	1
# 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	8		
# Unknown Offenders	7	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	0
	1	# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	7
# 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
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	1
# Subjects who died or deserted	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
		# 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	4		
# Service Member Subjects where Victim declined to participate in the military justice action	0	# 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	4	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	2
# 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	8	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	11
# Subjects for whom Command Action was completed as of 31-MAY-2023	4		
# APY22-23 Service Member Subjects where evidence supported Command Action	4	# APY22-23 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	3
# Service Member Subjects: Courts-Martial charge preferred	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferences against Subject	1
# 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	1	# 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	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferences for non-sexual assault offenses	1
# 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 APY22-23		APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion		1
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23		0
# Subjects whose Courts-Martial was completed by the end of APY22-23		1
# 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		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		1
# 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		0
# Subjects Acquitted of Charges		0
# 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 APY22-23		APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY22-23		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23		0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23		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.		APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23		0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense		2
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		2
# 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 APY22-23		0
# Subjects receiving other adverse administrative action for a sexual assault offense		9

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.	APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY22-23	2
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23	0
# Subjects whose Courts-Martial was completed by the end of APY22-23	2
# 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	1
# Officer Subjects who were officers that 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 non-sexual assault offense	1
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Non-Sexual Assault 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	1
# 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	1
# Subjects receiving UOTHC administrative discharge	1
# 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.	APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY22-23	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23	0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23	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.	APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23	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 APY22-23	0
# Subjects receiving other adverse administrative action for a non-sexual assault offense	0

Restricted Reports

ARMY MSA APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY22-23 Totals
# TOTAL Victims initially making Restricted Reports	35
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	21
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	14
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY22-23*	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	32
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	18
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	14
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	32
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	12
# 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)	14
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY22-23 Totals
# Reported sexual assaults occurring	32
# On military installation	16
# Off military installation	7
# Unidentified location	3
# Relevant Data Not Available	6
Length of time between sexual assault and Restricted Report	32
# Reports made within 3 days of sexual assault	3
# 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	7
# Reports made longer than 365 days after sexual assault	4
# Relevant Data Not Available	13
Time of sexual assault incident	32
# Midnight to 6 am	7
# 6 am to 6 pm	5
# 6 pm to midnight	9
# Unknown	7
# Relevant Data Not Available	4
Day of sexual assault incident	32
# Sunday	0
# Monday	3
# Tuesday	2
# Wednesday	4
# Thursday	0
# Friday	3
# Saturday	7
# Relevant Data Not Available	13
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims	18
# Army Victims	18
# 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 APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY22-23 Totals
Gender of Victims		32
# Male		9
# Female		23
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		32
# 0-15		2
# 16-19		11
# 20-24		13
# 25-34		4
# 35-49		2
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		32
# E1-E4		8
# E5-E9		5
# WO1-WO5		0
# O1-O3		1
# O4-O10		0
# Cadet/Midshipman		18
# Academy Prep School Student		0
# Relevant Data Not Available		0
Status of Service Member Victims		32
# Active Duty		13
# Reserve (Activated)		1
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		18
# Academy Prep School Student		0
# Relevant Data Not Available		0
Victim Type		32
# Service Member		32
# 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		APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		5
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		3
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		2
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY22-23 Totals
Mean # of Days Taken to Change to Unrestricted		8.67
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		5.69
Mode # of Days Taken to Change to Unrestricted		4
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY22-23		APY22-23 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY22-23		1
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		1
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		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 APY22-23 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:	APY22-23 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	14
# Medical	2
# Behavioral Health	2
# Legal/Special Victims' Counsel (SVC)	2
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	4
# DoD Safe Helpline	0
# Other	3
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Behavioral Health	0
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	0
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	3
# 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. APY22-23 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY22-23 TOTALS
# Military Protective Orders issued during APY22-23	2
# Reported MPO Violations in APY22-23	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	APY22-23 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	28
# Medical	2
# Behavioral Health	6
# Legal/Special Victims' Counsel(SVC)	2
# Chaplain/Spiritual Support	2
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	12
# DoD Safe Helpline	0
# Other	4
# CIVILIAN Resources (Referred by DoD)	2
# Medical	1
# Behavioral Health	0
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	0
# DoD Safe Helpline	
# Other	1
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 1					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the subject strangled her and touched her in a sexual manner. Command Referred to Formal Misconduct Hearing. The Subject submitted a qualified resignation (QR). The victim supported accepting the QR. The QR was accepted and the subject was separated with a General Discharge.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					

No. 2					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Prep School Student	Female	Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: Yes; Pay Grade Reduced To: E-5; Extra Duty: No; Correctional Custody (NJP Only): No; Notes: Victim alleges unwanted touching by the Subject. Charges were preferred. Subject submitted an OTP for article 15/reprimand and ad sep. OTH
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	E-4	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q2 (January-March)	Courts-Martial Charge Preferred	Abusive Sexual Contact (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	N/A	N/A	Under Other than Honorable Conditions (UOTHC)	N/A	
Alcohol Use					
Unknown					

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 3					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the Subject sexually assaulted her after a football game. At a Cadet Misconduct Board, they found that there was insufficient evidence to substantiate the allegations.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Involved but not specified					

No. 4					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Prep School Student	Female	Courts-Martial discharge: None; Confinement: No; Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: Yes; Pay Grade Reduced To: E-6; Hard Labor: No; Notes: Victim alleges the subject forcibly kissed her. Charges were referred to a SCM for assault, conspiracy and violating a regulation. The subject pled guilty and was reduced to the grade of E6.OTH vs. MEB
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	E-7	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q1 (October-December)	Courts-Martial charge preferred for non-sexual assault offense	N/A	Assault (Art. 128)	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Convicted	N/A	Assault (Art. 128)	Under Other than Honorable Conditions (UOTHC)	N/A	
Alcohol Use					
Involved but not specified					

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 5					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the subject pulled her pants down and performed sexual acts on her. Subject was referred to the Cadet Formal Misconduct Hearing and he submitted a Qualified resignation in lieu of the hearing. The Supt approved his request and he was separated with a General discharge.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q2 (January-March)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					
No. 6					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the subject sexually assaulted her on multiple occasions. The subject was referred to a formal misconduct hearing. The formal misconduct hearing was dismissed with victim support.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q2 (January-March)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 7						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Male	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges abusive sexual contact by the subject. Subject referred to a misconduct hearing. Subject submitted a qualified resignation in lieu of the MI. It was approved by DASA with a General Discharge.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Army	C-2	Male	No	No		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
Other	Q2 (January-March)	Cadet/Midshipman Disciplinary System Action	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	N/A	N/A		
Alcohol Use						
Unknown						
No. 8						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Sexual Assault (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges sexual assault by the subject. No PC for Sexual assault but chain of command addressed underage drinking, sex in their barracks room through cadet disciplinary system.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Army	C-2	Male	No	No		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
Other	Q3 (April-June)	Cadet/Midshipman Disciplinary System Action	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	N/A	N/A		
Alcohol Use						
Unknown						

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 9						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Female	Notes: Victim alleges the subject touched her inappropriately. Referred to Formal Misconduct Hearing on 2 December 2021. The Subject submitted a qualified resignation (QR). The victim supported the QR. The SUPT approved the QR with a General Discharge on 23 March 2022.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Army	C-2	Male	No	No		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
Other	Q3 (April-June)	Administrative Discharge	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	General	N/A		
Alcohol Use						
Unknown						
No. 10						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Abusive Sexual Contact (Art. 120)	United States	N/A	US Civilian	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the subject sexually assaulted her while on leave. Referred to Formal MI on 8 Feb 22. Subject submitted a qualified resignation in lieu of the the MI. DASA-MP approved QR on 9JUN2022, separating Subject with a GEN and Recoupment.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Army	C-2	Male	No	No		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
Other	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	N/A	N/A		
Alcohol Use						
Unknown						

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 11					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleges the subject sexually assaulted her in the barracks. Subject was referred to Formal Misconduct hearing. The Subject was found guilty of 3 of 5 allegations. He was not found on sexual assault. SUPT approved suspended separation, 6-month turnback, and SLDP-R on 6JUN22.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					
No. 12					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Rape (Art. 120)	United States	N/A	US Civilian	Female	Notes: Victim alleges sexual assault by the Subject. Subject was a Cadet and went through the Cadet disciplinary system with an approved resignation (GEN).
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Administrative Discharge	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	General	N/A	
Alcohol Use					
Unknown					

APY 22-23 Service Member Sexual Assault Report Case Synopses: ARMY

*Note: RDNA reflects variables with relevant data not available

No. 13					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Army	Cadet/Midshipman	Female	Adverse Administration Action Type: Letter of Reprimand (LOR); Notes: Victim alleges the subject touched her inappropriately at a hotel. Subject received a letter of reprimand and was enrolled in SLDP-R (development program for Respect).
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Other Adverse Administrative Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					
No. 14					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Rape (Art. 120)	Unknown	Army	Cadet/Midshipman	Female	Notes: Victim alleges sexual assault by the Subject. Charges were preferred/referred against the Subject for domestic violence (128b), assault (128) and communicating a threat (115). Subject submitted a resignation that was approved with an OTH.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Army	C-2	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
Other	Q3 (April-June)	Courts-Martial charge preferred for non-sexual assault offense	N/A	Assault (Art. 128)	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Discharge or Resignation in Lieu of Courts-Martial	N/A	N/A	N/A	N/A	
Alcohol Use					
Unknown					

Unrestricted Reports

NAVY MSA APY22-23 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES NAVAL ACADEMY		
A. APY22-23 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 APY22-23. 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.	APY22-23 Totals	
# APY22-23 Unrestricted Reports (one Victim per report)	13	
# Cadet/Midshipman/Prep School Student Victims	12	
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject	1	
# Relevant Data Not Available	0	
# Unrestricted Reports in the following categories	13	
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4	
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	
# Relevant Data Not Available	7	
# Unrestricted Reports of sexual assault occurring	13	
# On military installation	4	
# Off military installation	4	
# Unidentified location	5	
# Victim in Unrestricted Reports Referred for Investigation	13	
# Victims in investigations initiated during APY22-23	13	
# Victims with Investigations pending completion at end of 31-MAY-2023	6	
# Victims with Completed Investigations at end of 31-MAY-2023	7	
# Victims with Investigative Data Forthcoming	0	
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement	0	
# 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	0	
# All Restricted Reports received in APY22-23 (one Victim per report)	39	
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)	5	
# Restricted Reports Remaining Restricted at end of APY22-23	34	
B. DETAILS OF UNRESTRICTED REPORTS FOR APY22-23	APY22-23 Totals	APY22-23 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	13	12
# Reports made within 3 days of sexual assault	0	0
# Reports made within 4 to 10 days after sexual assault	1	1
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	5	5
# Reports made longer than 365 days after sexual assault	1	0
# Relevant Data Not Available	5	5
Time of sexual assault	13	12
# Midnight to 6 am	2	1
# 6 am to 6 pm	2	2
# 6 pm to midnight	3	3
# Unknown	1	1
# Relevant Data Not Available	5	5
Day of sexual assault	13	12
# Sunday	1	1
# Monday	0	0
# Tuesday	1	0
# Wednesday	1	1
# Thursday	1	1
# Friday	1	1
# Saturday	3	3
# Relevant Data Not Available	5	5

Unrestricted Reports (continued)

APY22-23 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	APY22-23 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4	1	0	1	0	0	0	7	13		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	1	0	0	0	0	0	0	1		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	0	0	1		
# 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	7	7		
APY22-23 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						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	APY22-23 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	0	0	3	0	0	2	0	0	0	8	13
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	2	0	0	2	0	0	0	0	4
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	1	0	0	0	0	0	0	0	1
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	1	1
# 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	7	7
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY	0	0	2	0	0	2	0	0	0	8	12
TOTAL Cadet/Midshipman/Prep School Student Victims in APY22-23 Reports	0	0	2	0	0	2	0	0	0	8	12
# Cadet/Midshipman/Prep School Student Victims: Female	0	0	2	0	0	2	0	0	0	8	10
# Cadet/Midshipman/Prep School Student Victims: Male	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

Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY22-23 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY22-23	
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 APY22-23	15
# Investigations Completed as of APY22-23 End (group by MCIO #)	8
# Investigations Pending Completion as of APY22-23 End (group by MCIO #)	7
# Subjects in investigations Initiated During APY22-23	7
# 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	6
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	1
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	1
# 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	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	1
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	0
E2. Service Investigations Completed during APY22-23	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY22-23. These investigations may have been initiated during the APY22-23 or any prior APY.	
# Total Investigations completed by Services during APY22-23 (Group by MCIO Case Number)	21
# Of these investigations with more than one Victim	1
# 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 investigations completed during APY22-23 involving a Victim supported by your Service	17
# 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	14
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	14
# 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	3
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY22-23, supported by your Service	22
# 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	21
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	20
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	1
# 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	1
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY22-23	
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 APY22-23 (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 APY22-23	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 APY22-23, 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 APY22-23 (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 APY22-23 (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 APY22-23	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 APY22-23	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

Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY22-23 Note: The information below is drawn from all investigations that were closed during APY22-23, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY22-23											APY22-23 Totals
	Penetrating Offenses				Contact Offenses				Offense Code Data Not Available			
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	Offense Code Data Not Available	
F1. Gender of Victims	0	0	9	0	0	4	0	0	0	0	9	22
# Male	0	0	0	0	0	0	0	0	0	0	1	1
# Female	0	0	9	0	0	4	0	0	0	0	8	21
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	0	0	9	0	0	4	0	0	0	0	9	22
# 0-15	0	0	1	0	0	1	0	0	0	0	2	4
# 16-19	0	0	0	0	0	1	0	0	0	0	1	4
# 20-24	0	0	3	0	0	3	0	0	0	0	5	11
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	3	0	0	0	0	0	0	0	3	7
F3. Victim Type	0	0	9	0	0	4	0	0	0	0	9	22
# Service Member	0	0	3	0	0	3	0	0	0	0	5	21
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	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	1
# Foreign National	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	1	0	0	0	0	1	6
F4. Grade of Service Member Victims	0	0	0	0	0	4	0	0	0	0	4	21
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	3	0	0	1	0	0	0	0	3	21
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1	6
F5. Service of Service Member Victims	0	0	8	0	0	4	0	0	0	0	9	21
# Army	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	3	0	0	1	0	0	0	0	3	21
# Marines	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	3	0	0	0	0	0	0	0	3	6
F6. Status of Service Member Victims	0	0	8	0	0	4	0	0	0	0	9	21
# Active Duty	0	0	3	0	0	1	0	0	0	0	3	21
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	3	0	0	1	0	0	0	0	3	21
# Academy Prep School Student	0	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	0

Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY22-23 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY22-23											APY22-23 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	0	0	9	0	0	4	0	0	0	4	17	
# Male	0	0	4	0	0	2	0	0	0	1	11	
# Female	0	0	5	0	0	2	0	0	0	3	6	
# 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	
G2. Age of Subjects	0	0	9	0	0	4	0	0	0	4	17	
# 0-15	0	0	0	0	0	0	0	0	0	0	0	
# 16-19	0	0	4	0	0	1	0	0	0	0	5	
# 20-24	0	0	4	0	0	3	0	0	0	0	7	
# 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	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1	
G3. Subject Type	0	0	9	0	0	4	0	0	0	4	17	
# Service Member	0	0	9	0	0	4	0	0	0	1	14	
# 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	0	0	0	0	0	0	0	3	3	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G4. Grade of Service Member Subjects	0	0	9	0	0	4	0	0	0	1	14	
# 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	0	0	9	0	0	4	0	0	0	1	14	
# 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	0	0	9	0	0	4	0	0	0	1	14	
# Army	0	0	4	0	0	2	0	0	0	0	6	
# Navy	0	0	4	0	0	2	0	0	0	0	6	
# 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	0	0	9	0	0	4	0	0	0	1	14	
# Active Duty	0	0	9	0	0	4	0	0	0	0	13	
# 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	0	0	9	0	0	4	0	0	0	1	14	
# 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 APY22-23 INVESTIGATIONS	APY22-23 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY22-23 INVESTIGATIONS	APY22-23 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 APY22-23, but the agency could not open an investigation based on the reasons below.	0		
# 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	0		
# Subjects in investigations completed in APY22-23 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	22	# Victims in investigations completed in APY22-23	22
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY22-23	2	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY22-23	8
# 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	2		
# Unknown Offenders	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	1
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	1
		# 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
		# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
# Subjects who died or deserted	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	7		
# Service Member Subjects where Victim declined to participate in the military justice action	0	# 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	7	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	6
# 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	12	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	13
# Subjects for whom Command Action was completed as of 31-MAY-2023	1		
# APY22-23 Service Member Subjects where evidence supported Command Action	1	# APY22-23 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	1
# 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	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)	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 APY22-23		APY22-23 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 APY22-23		0
# Subjects whose Courts-Martial was completed by the end of APY22-23		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 who were allowed to resign in lieu of Courts-Martial		0
# Cadet/Midshipmen Subjects who were discharged in lieu of Courts-Martial		1
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge		2
# Subjects Acquitted of Charges		2
# 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 APY22-23		APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY22-23		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23		0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23		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.		APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23		2
# 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 APY22-23		0
# Subjects receiving other adverse administrative action for a sexual assault offense		0

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.	APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY22-23	1
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23	0
# Subjects whose Courts-Martial was completed by the end of APY22-23	1
# 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	1
# Officer Subjects who were officers that were allowed to resign in lieu of Courts-Martial	0
# Cadet/Midshipman Subjects who were discharged in lieu of Courts-Martial	1
# 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.	APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY22-23	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23	0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23	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.	APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23	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 APY22-23	0
# Subjects receiving other adverse administrative action for a non-sexual assault offense	0

Restricted Reports

NAVY MSA APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY22-23 Totals
# TOTAL Victims initially making Restricted Reports	39
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	35
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	4
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY22-23*	5
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	4
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	1
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	34
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	31
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	3
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	34
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	23
# 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)	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY22-23 Totals
# Reported sexual assaults occurring	34
# On military installation	11
# Off military installation	15
# Unidentified location	5
# Relevant Data Not Available	3
Length of time between sexual assault and Restricted Report	34
# Reports made within 3 days of sexual assault	6
# Reports made within 4 to 10 days after sexual assault	1
# Reports made within 11 to 30 days after sexual assault	4
# Reports made within 31 to 365 days after sexual assault	12
# Reports made longer than 365 days after sexual assault	3
# Relevant Data Not Available	8
Time of sexual assault incident	34
# Midnight to 6 am	8
# 6 am to 6 pm	1
# 6 pm to midnight	10
# Unknown	9
# Relevant Data Not Available	6
Day of sexual assault incident	34
# Sunday	6
# Monday	0
# Tuesday	0
# Wednesday	1
# Thursday	2
# Friday	3
# Saturday	11
# Relevant Data Not Available	8
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims	31
# Army Victims	0
# Navy Victims	31
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY22-23 Totals
Gender of Victims		34
# Male		5
# Female		29
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		34
# 0-15		0
# 16-19		12
# 20-24		20
# 25-34		1
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		1
Grade of Service Member Victims		34
# E1-E4		0
# E5-E9		1
# WO1-WO5		0
# O1-O3		2
# O4-O10		0
# Cadet/Midshipman		31
# Academy Prep School Student		0
# Relevant Data Not Available		0
Status of Service Member Victims		34
# Active Duty		3
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		31
# Academy Prep School Student		0
# Relevant Data Not Available		0
Victim Type		34
# Service Member		34
# DoD-Civilian		0
# DoD-Contractor		0
# Other US Government-Civilian		0
# Non-Service Member		0
# Foreign-National		0
# Foreign-Military		0
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY22-23 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)		APY22-23 Totals
Mean # of Days Taken to Change to Unrestricted		66.6
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		64.52
Mode # of Days Taken to Change to Unrestricted		11
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY22-23		APY22-23 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY22-23		3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		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 APY22-23 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:	APY22-23 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	47
# Medical	1
# Behavioral Health	7
# Legal/Special Victims' Counsel (SVC)	12
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	18
# DoD Safe Helpline	5
# Other	3
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Behavioral Health	0
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	0
# 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	0
B. APY22-23 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY22-23 TOTALS
# Military Protective Orders issued during APY22-23	4
# Reported MPO Violations in APY22-23	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	APY22-23 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	155
# Medical	5
# Behavioral Health	23
# Legal/Special Victims' Counsel(SVC)	32
# Chaplain/Spiritual Support	13
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	55
# DoD Safe Helpline	19
# Other	8
# CIVILIAN Resources (Referred by DoD)	5
# Medical	1
# Behavioral Health	2
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	1
# Victim Advocate	0
# DoD Safe Helpline	
# Other	2
# Cases where SAFEs were conducted	3
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

APY 22-23 Service Member Sexual Assault Report Case Synopses: NAVY

*Note: RDNA reflects variables with relevant data not available

No. 1					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Navy	E-1	Female	Notes: Court-martial charges preferred for violation of Art. 120. Member found not guilty of all preferred charges at a General Court Martial on 22 February 2022.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Navy	C-1	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q3 (April-June)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Acquitted	N/A	N/A	N/A	N/A	
Alcohol Use					
Involved but not specified					

No. 2					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Navy	Cadet/Midshipman	Female	Notes: Subject (S) allegedly sexually assaulted Victim 1 (V1) at an AirBnB on a training trip. V1 reports S and V1 consensually kissed in bed together. S then digitally penetrated and performed oral sex on her, which she reports made her uncomfortable. V1 alleges she repeatedly pulled up her pants to signal her lack of consent to further sexual activity, but she later woke up to S penetrating her vagina with either his finger or penis. V1 obtained SAFE kit. While V1's case was pending, Victim 2 (V2) converted a prior restricted report of sexual assault to unrestricted after receiving notification of V1's case against S through the CATCH program. V2 reported that S had touched her breast and digitally penetrated her without her consent at a beach house during summer training. Incident alleged by V2 occurred prior to incident alleged by V1, but V2's initial restricted report was delayed. On recommendation of RLSO
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Navy	C-1	Male	Yes	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q2 (January-March)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Discharge or Resignation in Lieu of Courts-Martial	N/A	N/A	N/A	N/A	
Alcohol Use					
All victims and subjects (multiple parties to the crime)					

APY 22-23 Service Member Sexual Assault Report Case Synopses: NAVY

*Note: RDNA reflects variables with relevant data not available

	<p>and SJA, SA-IDA preferred sexual assault charges pertaining to both victims. On the advice of the preliminary hearing officer, charges relating to V2 were withdrawn and dismissed after the Art. 32 hearing. Charges pertaining to V1 were referred to a General Court-Martial. Prior to trial, Convening Authority accepted pre-trial agreement (PTA) request from S for resignation in lieu of trial (RILT). PTA was positively endorsed by Trial Counsel and V1 through Victim's Legal Counsel.</p>
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No. 3a					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Rape (Art. 120)	United States	Navy	E-1	Female	Notes: Court-martial charges preferred for violation of Art. 120. Member found not guilty of all preferred charges at a General Court Martial on 22 February 2022.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Navy	C-1	Male	No	No	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q3 (April-June)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Acquitted	N/A	N/A	N/A	N/A	
Alcohol Use					
Involved but not specified					

APY 22-23 Service Member Sexual Assault Report Case Synopses: NAVY

*Note: RDNA reflects variables with relevant data not available

No. 3b						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Rape (Art. 120)	United States	Navy	E-1	Female	Notes: Court-martial charges preferred. An article 32 hearing was postponed due to plea agreement negotiations. An agreement was reached on 7 JUL 21 to administratively separate subject for violation of UCMJ article 128 with a general characterization of service, in exchange for subject's cooperation with RLSO with regard to another case. All charges and specifications that were preferred have been withdrawn and dismissed with prejudice on 25 February 2022.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Navy	C-1	Male	No	No		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
RDNA	Q3 (April-June)	Courts-Martial charge preferred for non-sexual assault offense	N/A	Assault (Art. 128)		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
Discharge or Resignation in Lieu of Courts-Martial	N/A	N/A	N/A	N/A		
Alcohol Use						
Involved but not specified						
No. 4						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Unknown	RDNA	Navy	Cadet/Midshipman	Female	Notes: NCIS was notified by JAGC, USN, of a unrestricted sexual assault report involving V/. V/ reported that while attending a social gathering at a residence in MD, in 2021, a Caucasian male she only knew by his nickname placed his hand on her leg and began caressing her inner thigh. NCIS conferred with RLSO, who has declined to prosecute this case as S/ was determined to no longer be in active duty status. NCIS contacted the local Police Department, who would possess jurisdiction in this case. Local PD noted the statute of limitations has expired in this case, but V/ can appeal that determination with the Commissioner for the State of Maryland.	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Unknown	RDNA	Unknown	RDNA	RDNA		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
RDNA	Q4 (July-September)	Offender is Unknown	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	N/A	N/A		
Alcohol Use						
Unknown						

Unrestricted Reports

AIR FORCE MSA		
<p>A. APY22-23 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 APY22-23. 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>		APY22-23 Totals
# APY22-23 Unrestricted Reports (one Victim per report)		23
# Cadet/Midshipman/Prep School Student Victims		22
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		1
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		23
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		16
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		1
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		3
# Unidentified Subject on Cadet/Midshipman/Prep School Student		0
# Relevant Data Not Available		3
# Unrestricted Reports of sexual assault occurring		23
# On military installation		18
# Off military installation		10
# Unidentified location		0
# Victim in Unrestricted Reports Referred for Investigation		23
# Victims in investigations initiated during APY22-23		21
# Victims with Investigations pending completion at end of 31-MAY-2023		12
# Victims with Completed Investigations at end of 31-MAY-2023		9
# Victims with Investigative Data Forthcoming		0
# 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		1
# Victims - Other		1
# All Restricted Reports received in APY22-23 (one Victim per report)		47
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		12
# Restricted Reports Remaining Restricted at end of APY22-23		35
B. DETAILS OF UNRESTRICTED REPORTS FOR APY22-23		APY22-23 Totals
		APY22-23 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report		23
# Reports made within 3 days of sexual assault		2
# Reports made within 4 to 10 days after sexual assault		1
# Reports made within 11 to 30 days after sexual assault		1
# Reports made within 31 to 365 days after sexual assault		8
# Reports made longer than 365 days after sexual assault		11
# Relevant Data Not Available		0
Time of sexual assault		23
# Midnight to 6 am		8
# 6 am to 6 pm		5
# 6 pm to midnight		9
# Unknown		1
# Relevant Data Not Available		0
Day of sexual assault		23
# Sunday		8
# Monday		3
# Tuesday		3
# Wednesday		0
# Thursday		2
# Friday		6
# Saturday		1
# Relevant Data Not Available		0

Unrestricted Reports (continued)

APY22-23 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	APY22-23 Totals		
	18	2	0	0	0	0	0	3	23		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	15	1	0	0	0	0	0	0	16		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	0	0	1		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	1	0	0	0	0	0	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	3	3		
APY22-23 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)											
D. UNRESTRICTED REPORTS MADE IN APY22-23	Penetrating Offenses				Contact Offenses					APY22-23 Totals	
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	3	1	3	0	0	8	0	0	0	8	23
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	0	3	0	0	5	0	0	0	6	16
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	1	1
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	3	0	0	0	0	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	1	1	0	0	0	0	0	0	0	1	3
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY	3	1	3	0	0	8	0	0	0	7	22
TOTAL Cadet/Midshipman/Prep School Student Victims in APY22-23 Reports	3	1	3	0	0	8	0	0	0	7	22
# Cadet/Midshipman/Prep School Student Victims: Female	3	0	3	0	0	0	0	0	0	7	15
# Cadet/Midshipman/Prep School Student Victims: Male	0	1	0	0	0	8	0	0	0	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY22-23 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY22-23	
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 APY22-23	17
# Investigations Completed as of APY22-23 End (group by MCIO #)	10
# Investigations Pending Completion as of APY22-23 End (group by MCIO #)	7
# Subjects in investigations Initiated During APY22-23	16
# 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	13
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	3
# 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	0
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	0
E2. Service Investigations Completed during APY22-23	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY22-23. These investigations may have been initiated during the APY22-23 or any prior APY.	
# Total Investigations completed by Services during APY22-23 (Group by MCIO Case Number)	18
# 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 investigations completed during APY22-23 involving a Victim supported by your Service	17
# Service Member Subjects investigated by CID	1
# 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	1
# 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	12
# 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 completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY22-23, supported by your Service	18
# Service Member Victims in CID investigations	1
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	1
# 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	17
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	16
# 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 APY22-23	
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 APY22-23 (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 APY22-23	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 APY22-23, 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 APY22-23 (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 APY22-23 (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 APY22-23	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 APY22-23	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

Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY22-23 Note: The information below is drawn from all investigations that were closed during APY22-23, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY22-23											APY22-23 Totals
	Penetrating Offenses				Contact Offenses							
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	0	0	4	0	0	0	5	0	0	0	9	18
# Male	0	0	0	0	0	0	2	0	0	0	2	4
# Female	0	0	4	0	0	0	3	0	0	0	7	14
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	0	0	4	0	0	0	5	0	0	0	9	18
# 0-15	0	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	0	0	0	0	0	0	0	0	0	0
# 20-24	0	0	2	0	0	0	1	0	0	0	1	4
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	0
F3. Victim Type	0	0	4	0	0	0	5	0	0	0	9	18
# Service Member	0	0	0	0	0	0	5	0	0	0	5	10
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	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	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	0	0	4	0	0	0	5	0	0	0	9	18
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	1	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	0
# Academy Prep School Student	0	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	0
F5. Service of Service Member Victims	0	0	4	0	0	0	5	0	0	0	9	18
# Army	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	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	0
F6. Status of Service Member Victims	0	0	4	0	0	0	5	0	0	0	9	18
# Active Duty	0	0	0	0	0	0	0	0	0	0	1	1
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	0
# Academy Prep School Student	0	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	0

Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY22-23 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)												APY22-23 Totals
Subject Data From Investigations completed during APY22-23												APY22-23 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Pre-2019 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	APY22-23 Totals	
G1. Gender of Subjects	0	0	4	0	0	5	0	0	0	8	17	
# Male	0	0	4	0	0	5	0	0	0	8	17	
# Female	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	
G2. Age of Subjects	0	0	4	0	0	5	0	0	0	8	17	
# 0-15	0	0	0	0	0	0	0	0	0	0	0	
# 16-19	0	0	1	0	0	2	0	0	0	3	5	
# 20-24	0	0	2	0	0	2	0	0	0	4	10	
# 25-34	0	0	1	0	0	0	0	0	0	1	1	
# 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	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G3. Subject Type	0	0	4	0	0	5	0	0	0	8	17	
# Service Member	0	0	4	0	0	5	0	0	0	8	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	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	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G4. Grade of Service Member Subjects	0	0	4	0	0	5	0	0	0	8	17	
# E1-E4	0	0	4	0	0	5	0	0	0	8	17	
# 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	2	0	0	0	3	3	
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	0	0	3	0	0	2	0	0	0	5	13	
# 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	0	0	4	0	0	5	0	0	0	8	17	
# Army	0	0	1	0	0	0	0	0	0	1	1	
# 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	3	0	0	2	0	0	0	5	16	
# 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	0	0	4	0	0	5	0	0	0	8	17	
# Active Duty	0	0	1	0	0	3	0	0	0	4	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	0	0	3	0	0	2	0	0	0	5	13	
# 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 APY22-23 INVESTIGATIONS	APY22-23 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY22-23 INVESTIGATIONS	APY22-23 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 APY22-23, 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 APY22-23 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	19	# Victims in investigations completed in APY22-23	19
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY22-23	7	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY22-23	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	0		
# Unknown Offenders	0	# 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	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
		# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
# Subjects who died or deserted	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	2
# 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	14	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	14
# Subjects for whom Command Action was completed as of 31-MAY-2023	2		
# APY22-23 Service Member Subjects where evidence supported Command Action	2	# APY22-23 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)	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)	2	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	2
* 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 APY22-23		APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion		5
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23		2
# Subjects whose Courts-Martial was completed by the end of APY22-23		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 who were allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		2
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge		0
# Subjects Acquitted of Charges		0
# 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 APY22-23		APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY22-23		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23		0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23		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.		APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23		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 APY22-23		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.	APY22-23 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY22-23	0
# Subjects whose Courts-Martial action was NOT completed by the end of APY22-23	0
# Subjects whose Courts-Martial was completed by the end of APY22-23	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.	APY22-23 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY22-23	1
# Subjects whose nonjudicial punishment action was not completed by the end of APY22-23	0
# Subjects whose nonjudicial punishment action was completed by the end of APY22-23	1
# 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.	APY22-23 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY22-23	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 APY22-23	2
# Subjects receiving other adverse administrative action for a non-sexual assault offense	2

Restricted Reports

AIR FORCE MSA APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY22-23 Totals
# TOTAL Victims initially making Restricted Reports	47
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	41
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	6
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY22-23*	12
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	12
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	35
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	29
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	6
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	35
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	19
# 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)	6
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY22-23 Totals
# Reported sexual assaults occurring	35
# On military installation	20
# Off military installation	8
# Unidentified location	1
# Relevant Data Not Available	6
Length of time between sexual assault and Restricted Report	35
# Reports made within 3 days of sexual assault	4
# Reports made within 4 to 10 days after sexual assault	1
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	10
# Reports made longer than 365 days after sexual assault	14
# Relevant Data Not Available	5
Time of sexual assault incident	35
# Midnight to 6 am	9
# 6 am to 6 pm	4
# 6 pm to midnight	20
# Unknown	2
# Relevant Data Not Available	0
Day of sexual assault incident	35
# Sunday	3
# Monday	3
# Tuesday	1
# Wednesday	1
# Thursday	4
# Friday	11
# Saturday	7
# Relevant Data Not Available	5
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims	29
# Army Victims	0
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	28
# Coast Guard Victims	0
# Relevant Data Not Available	1

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY22-23 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY22-23 Totals
Gender of Victims		35
# Male		7
# Female		28
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		35
# 0-15		1
# 16-19		16
# 20-24		17
# 25-34		1
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		35
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		3
# O4-O10		3
# Cadet/Midshipman		25
# Academy Prep School Student		4
# Relevant Data Not Available		0
Status of Service Member Victims		35
# Active Duty		6
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		25
# Academy Prep School Student		4
# Relevant Data Not Available		0
Victim Type		35
# Service Member		35
# 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		APY22-23 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		6
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		5
# 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)		APY22-23 Totals
Mean # of Days Taken to Change to Unrestricted		63.42
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		49.99
Mode # of Days Taken to Change to Unrestricted		21
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY22-23		APY22-23 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY22-23		2
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		2
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY22-23		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 APY22-23 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:	APY22-23 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	173
# Medical	24
# Behavioral Health	22
# Legal/Special Victims' Counsel (SVC)	26
# Chaplain/Spiritual Support	21
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	26
# DoD Safe Helpline	24
# Other	30
# CIVILIAN Resources (Referred by DoD)	21
# Medical	0
# Behavioral Health	1
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	0
# DoD Safe Helpline	
# Other	20
# Cases where SAFEs were conducted	2
# 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. APY22-23 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY22-23 TOTALS
# Military Protective Orders issued during APY22-23	2
# Reported MPO Violations in APY22-23	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	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	APY22-23 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	397
# Medical	56
# Behavioral Health	54
# Legal/Special Victims' Counsel(SVC)	59
# Chaplain/Spiritual Support	54
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	59
# DoD Safe Helpline	55
# Other	60
# CIVILIAN Resources (Referred by DoD)	40
# Medical	0
# Behavioral Health	1
# Legal/Special Victims' Counsel(SVC)	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate	0
# DoD Safe Helpline	
# Other	39
# 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 22-23 Service Member Sexual Assault Report Case Synopses: AIR FORCE

*Note: RDNA reflects variables with relevant data not available

No. 1					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Multiple Victims - Female	Notes: Subject was investigated for using his penis to penetrate Victim one's vulva when she was incapable of consenting due to alcohol intoxication. Subject was investigated for using is hand to touch Victim two's breast and genital area and his penis to V2's back without consent. After receiving the report of investigation and consulting with the staff judge advocate, the commander preferred charges. Subject submitted a request for a discharge in lieu of court-martial. After consultation with the Staff Judge Advocate, the commander approved Subject's discharge with a UOTHC service characterization.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q2 (January-March)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Discharge or Resignation in Lieu of Courts-Martial	N/A	N/A	N/A	N/A	
Alcohol Use					
RDNA					

No. 2					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim reported that without consent, Subject used his penis to penetrate Victim's vulva, touched his tongue to Victim's Vulva, and used his penis to penetrate victim's mouth. Victim communicated her preference that Subject undergo a Board of Inquiry. After reviewing the report of investigation, consulting with the staff judge advocate, and considering Victim's input, the commander took action. Subject was separated involuntarily with UOTHC service characterization.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
RDNA					

APY 22-23 Service Member Sexual Assault Report Case Synopses: AIR FORCE

*Note: RDNA reflects variables with relevant data not available

No. 3					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Female	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Subject was investigated for sexually assaulting victim. After consultation with the Staff Judge Advocate, the commander issued the Subject a Letter of Notification. Thereafter, Subject withdrew and separated from the Academy.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q4 (July-September)	Cadet/Midshipman Disciplinary System Action	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Victim (single victim)					

No. 4					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Multiple Services	Multiple Victims	Multiple Victims - Female	Courts-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Years): 6; Confinement (Months): 0; Confinement (Days): 0; Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Subject was investigated for sexually assaulting multiple women on different occasions. Subject used his penis and finger to penetrate V1's vulva without consent; used his penis to penetrate V2's vulva without consent; used his penis to penetrate V3's vulva when she was unable to consent due to alcohol intoxication; grabbed V4's breast without consent; used his penis to penetrate V5's vulva without consent. After receiving the report of investigation and consulting with the staff judge advocate, the commander preferred charges. Subject was convicted at court martial.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q1 (October-December)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Convicted	N/A	Sexual Assault (Art. 120)	N/A	Yes	
Alcohol Use					
Unknown					

APY 22-23 Service Member Sexual Assault Report Case Synopses: AIR FORCE

*Note: RDNA reflects variables with relevant data not available

No. 5					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Male	Adverse Administration Action Type: Letter of Reprimand (LOR); Notes: Victim reported that Subject used his penis to penetrate Victim's anus when Victim was unable to consent due to alcohol intoxication. Victim declined to participate in any military justice action. After receiving the report of investigation and consulting with the staff judge advocate, the commander issued the Subject a Letter of Reprimand for underage drinking and intimate behavior in the dormitories.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q1 (October-December)	Other adverse administrative actions for non-sexual assault offense	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Both Victim and Subject					
No. 6					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Abusive Sexual Contact (Art. 120)	United States	Air Force	Cadet/Midshipman	Female	Adverse Administration Action Type: Letter of Admonishment (LOA); Notes: Subject was investigated for rubbing victim's back, kissing victim's neck, and attempting to kiss victim's mouth without consent. After receiving the report of investigation and consulting with the staff judge advocate, the commander issued the Subject a Letter of Admonishment.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	No	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q2 (January-March)	Other adverse administrative actions for non-sexual assault offense	N/A	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
N/A	N/A	N/A	N/A	N/A	
Alcohol Use					
Both Victim and Subject					

APY 22-23 Service Member Sexual Assault Report Case Synopses: AIR FORCE

*Note: RDNA reflects variables with relevant data not available

No. 7					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Multiple Victims - Female	Notes: Subject investigated for using his penis to penetrate Victim's One's vulva and mouth, using his tongue to touch Victim's vulva, and using his hands to touch Victim Two's vulva. All conduct was done without Victims' consent. After receiving the report of investigation and consulting with the staff judge advocate, the commander preferred charges. Subject submitted a request for a discharge in lieu of court-martial. After consultation with the Staff Judge Advocate, the commander approved Subject's discharge with a UOTHC service characterization.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	C-1	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q3 (April-June)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)	N/A	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Discharge or Resignation in Lieu of Courts-Martial	N/A	N/A	N/A	N/A	
Alcohol Use					
RDNA					
No. 8					
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note
Sexual Assault (Art. 120)	United States	Air Force	Cadet/Midshipman	Female	Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: Yes; Pay Grade Reduced To: E-1; Extra Duty: No; Correctional Custody (NJP Only): No; Notes: Subject was investigated for pursuing sexual relationships with multiple women. During the course of the investigation Subject was insubordinate with superiors and disobeyed lawful orders. After receiving the report of investigation and consulting with the Staff Judge Advocate, the commander punished Subject under Article 15, UCMJ.
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	
Air Force	E-3	Male	RDNA	RDNA	
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	
RDNA	Q1 (October-December)	Non-judicial punishment for non-sexual assault offense	N/A	Insubordinate conduct toward a warrant officer, NCO, or PO (Art. 91)	
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	
Article 15 Punishment Imposed	N/A	N/A	None	N/A	
Alcohol Use					
Unknown					

APY 22-23 Service Member Sexual Assault Report Case Synopses: AIR FORCE

*Note: RDNA reflects variables with relevant data not available

No. 9						
Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Case Synopsis Note	
Unknown	RDNA	Air Force	Cadet/Midshipman	Female	Notes: Victim reported a sexual assault by Unknown Offender	
Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?		
Unknown	RDNA	Unknown	RDNA	RDNA		
Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged		
RDNA	RDNA	Offender is Unknown	N/A	N/A		
Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if Applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		
N/A	N/A	N/A	N/A	N/A		
Alcohol Use						
Unknown						

Appendix F: List of Acronyms



Appendix F: List of Acronyms

ACT	Addressing Sexual Assault/Sexual Harassment, Creating Healthy Climates, Tackling Holistic Health
APY	Academic Program Year
CATCH	Catch A Serial Offender Program
CCA	Command Climate Assessment
CID	Criminal Investigation Division
CIPP	Comprehensive Integrated Primary Prevention
CMEO	Command Managed Equal Opportunity Equal Opportunity
CMG	Case Management Group
CMG	Case Management Group
CPD	Center for Personal Development
CRT	Command Resilience Team
CTTF	Climate Transformation Task Force
DD	Defense Department
DEOCS	<i>Defense Organizational Climate Survey</i>
DoD	Department of Defense
DoDI	Department of Defense Instruction
DSD	Deputy Secretary of Defense
FAP	Family Advocacy Program
FY	Fiscal Year
HRRT	High-Risk Response Team
IG	Inspector General
IPAG	Integrated Prevention Advisory Group
IPTAC	Integrated Prevention Technical Assistance Center
LBG	Lesbian, Bisexual, Gay
LGBT	Lesbian, Gay, Bisexual, Transgender
MCIO	Military Criminal Investigative Organization
MEO	Military Equal Opportunity
MSA	Military Service Academy
NDAA	National Defense Authorization Act
ODEI	Office for Diversity Equity and Inclusion
ODIEO	Office of Diversity, Inclusion, and Equal Opportunity
OGC	Office of General Counsel
OPA	Office of People Analytics
OSIE	On-Site Installation Evaluation
OSJA	Office of the Staff Judge Advocate
OSTC	Office of Special Trial Counsel
POA&M	Plan of Action and Milestone
POC	Point of Contact
QCMG	Quarterly Case Management Group
ROTC	Reserve Officers' Training Corps
SAGR	<i>Service Academy Gender Relations Survey</i>

SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SAPRTEC	Sexual Assault Prevention and Response Training and Education Center of Excellence
SARC	Sexual Assault and Response Coordinator
SHAPE	Sexual Harassment and Assault Prevention Education
SHARP	Sexual Harassment/Assault Response and Prevention
SOP	Standard Operating Procedure
SRI	SAPR-Related Inquiry
TAC	Tactical Officer
UCMJ	Uniform Code of Military Justice
USAFA	United States Air Force Academy
USC	Unwanted Sexual Contact
USD(P&R)	Under Secretary of Defense for Personnel and Readiness
USMA	United States Military Academy
USNA	United States Naval Academy
VA	Victim Advocate



Military Service Academy Command Climate Assessment Process Evaluation

Office of People Analytics





Military Service Academy Command Climate Assessment Process Evaluation

Overview Report

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Military Service Academy Command Climate Assessment Process Evaluation

Overview Report

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¹ All individuals named in the report have consented to release of their name.

Executive Summary

Introduction

Since 2005, the Health and Resilience (H&R) Research Division within the Office of People Analytics (OPA) has conducted congressionally mandated² gender relations assessments at the U.S. Military Service Academies (Academy), known as the *Service Academy Gender Relations (SAGR)* Survey project. The cycle of the project alternates between qualitative data collection and a quantitative (survey) assessment. In even years, the assessment is used to monitor the past-year estimated prevalence of unwanted sexual contact (a proxy for sexual assault), sexual harassment and gender discrimination among cadets and midshipmen via scientific survey, and thereby to assess progress in preventing these unwanted behaviors from occurring. In odd-numbered years, these assessments involve qualitative data collection at the Academies to better understand their climates with respect to sexual harassment and sexual assault for cadets and midshipmen.

For the 2023 qualitative iteration of *SAGR* effort, OPA conducted a process evaluation of the Command Climate Assessment (CCA) cycle at the three Department of Defense (DoD) Academies. The primary objective of this process evaluation was to better understand how CCA is conducted at the Academies, to identify promising practices and areas for improvement, and to develop materials to bolster the Academies' CCA processes in the future.

The DoD has recognized the need for cross-cutting integrated prevention efforts across a range of self- and other-directed forms of violence and harm. Many forms of violence and harm have shared risk and protective factors, and thus prevention efforts that target these shared factors can help to prevent multiple harmful behavior outcomes. To this end, Department of Defense Instruction (DoDI) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders," issued in December 2022, uses an integrated primary prevention lens to establish policy, responsibilities, procedures, and requirements for addressing harmful behaviors in the military community.

A cornerstone of DoDI 6400.11 and the DoD's strategy toward the prevention of harmful behaviors, is the Command Climate Assessment (CCA). Per policy, CCAs must be conducted annually by DoD units and organizations to assess organizational climate, and the Academies are subject to this requirement.³ CCA is a standardized process for collecting reliable data regarding

² Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007, codified an assessment cycle at the Military Service Academies (Academies) that consists of alternating surveys and focus groups. This requirement applies to the DoD Service Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USAFA]).

³ Prior DoD policy was less clear on the requirement at the MSAs, but the Academies have been conducting CCAs for many years, with some variations in terms of timing and other aspects. Prior to 2021, the Academies relied upon an Academy-specific version of the *DEOCS* called the *Military Service Academy Organizational Climate Survey (MEOCS)*. Starting in 2021, the Academies began to use the same version of the *DEOCS* as the rest of the DoD, the *DEOCS 5.0*, which included the standard set of *DEOCS* content plus some Academy-specific content modeled after earlier forms of the Academy-specific climate survey.

the state of the climate within an organization and inform actions to address any climate challenges uncovered.

Of note, DoDI 6400.11 was published in the midst of the Academic Program Year (APY) 2022–2023 CCA that we observed for this study, and thus the requirements in the new policy were not yet reflected in the CCA process as we observed it. Nevertheless, our observations were foundational for understanding CCA at the Academies.

Methodology

The Academy CCA process evaluation used a hybrid qualitative approach, collecting data from a variety of information streams over the course of the 2022–2023 academic year at the U.S. Military Academy (USMA), U.S. Naval Academy (USNA), and U.S. Air Force Academy (USAFA) including observational research, document acquisition and review, semi-structured interviews, and focus groups. Utilizing the hybrid qualitative methodology employed by this study allowed us to gain crucial on-the-ground insight into the Academies' CCA process that would not have been possible with surveys or through focus-groups alone.

To gain a deeper understanding of how each Academy currently employs and applies the CCA process, OPA conducted both in-person and virtual site visits at the Academies during the Fall 2022 and Spring 2023 semesters to conduct semi-structured interviews and observe activities such as CCA meetings and trainings. A total of 52 interviews were conducted across Academies, with participants ranging from the Academy commandant and other senior Academy leaders to cadets and midshipmen enrolled at the Academy. Additional qualitative data were collected in Spring 2023 via Office of Force Resiliency (OFR) On Site Installation Evaluation (OSIE) visits to the DoD Academies, which included focus groups with cadets/midshipmen. These focus groups included three CCA-specific questions provided by OPA to OFR interviewers, who briefed OPA at the conclusion of the visits to discuss results.

The Academies also provided documentation related to the CCA process, such *DEOCS* results and action plans from APY 2021–2022, policies and procedures, and e-mail correspondence encouraging *DEOCS* participation. Academies provided a total of 125 documents, which were reviewed to gain a better understanding of the CCA process, including historical context and how the process is currently organized.

Content analysis was used to analyze interview and observational data to quantify and analyze the presence, meanings, and relationships of certain words and phrases, themes, or concepts. Using a two-stage iterative process, the research team developed a coding scheme including content code and coding rules. Four team members conducted the interview coding process in NVivo, first by independently coding the same interview, then splitting the remaining interviews among themselves. The codes were used to explore the CCA process at each Academy, often providing insight into the steps that were taken to complete the process. Emerging themes were used to identify overall successes and challenges with the CCA process at the Academies.

Results

We found that all of the Academies placed importance on CCAs, and each Academy demonstrated some promising practices that the other Academies can leverage. We also observed shared challenges across the Academies, as well as some unique challenges by Academy. Our process evaluation also reflected the evolving nature of the CCA process at each of the Academies due to emerging requirements and additional guidance being issued.

Facilitate Knowledge Sharing About the CCA Process

Through observations and discussions with each of the Academies about their CCAs, a shared challenge emerged around the turnover in the personnel responsible for facilitating the process. Due to changes in duty stations and assignments, often personnel tasked with executing an Academy's CCA process cycle in and out of the position every two to three years. With each turnover the CCA process is at risk of losing institutional knowledge that produces a successful CCA cycle.

A common theme brought up in interviews was that experiencing the CCA process in action, either at the Academy or at previous posts, increased buy-in to the process. Prior experience with a productive CCA process can motivate those involved in those successful efforts to share their experiences, whether faculty and staff or cadets/midshipmen. Building a strong, productive, and repeatable CCA process may thus start a virtuous cycle that increases buy-in with each subsequent year, and provides cadets/midshipmen, as future leaders, with a strong foundation in the value and importance of CCA that they will bring with them into the broader force.

Engage the Academy at All Levels in the Full CCA Process

A successful CCA process relies on input and participation from a variety of stakeholders at the Academy. Engaging these individuals early and often in the process will strengthen many aspects of the process, including boosting response rates, developing realistic prevention activities, and executing prevention activities effectively. Broadly, the stakeholders to include in the process can be categorized as cadets/midshipmen, leadership, and the program specialist and prevention stakeholder offices (including integrated primary prevention workforce, who are intended to serve as the drivers of the process under the new policy).

Cadet/Midshipman involvement increased their ownership of the process while also demonstrating to their peers that the CCA process was a substantial and credible method for addressing climate issues at the Academy. Interview respondents in leadership who indicated involving cadets/midshipmen in the CCA process commented that the cadets/midshipmen involved provided valuable insight into the process and made significant contributions to the effort at multiple junctures.

Similarly, when leadership, especially senior leadership, was involved in the process, interview respondents shared that they felt more empowered to conduct the CCA process in a way that could produce meaningful improvements to the command climate at the Academy. Leadership at all levels within the Academy should be involved with the CCA process, including

encouraging cadets/midshipmen leadership to participate in the *DEOCS* workgroups tasked with interpreting *DEOCS* results and developing Comprehensive Integrated Primary Prevention (CIPP) plans, and briefing the Academy on changes being made in response to the CCA process.

Leveraging the knowledge and expertise of program specialists⁴ and prevention stakeholders⁵ in the CCA process, particularly in results interpretation and CIPP plan development, can bolster the effectiveness of the process and reduce the burden on leadership who traditionally develop prevention activities for companies/squadrons. Indeed, these stakeholders are important not only because they can help identify and implement actions, but also because they can use the data from the CCA process, particularly the *DEOCS*, to assess how things are going in their own mission space at the Academy.

Improve Communication Across the Academy At All Stages of the CCA Process

Lastly, communicating with cadets/midshipmen (particularly cadet/midshipmen leadership) throughout the CCA process to help them understand the inner workings of the process and the impact of taking the *DEOCS* can lead to increased response rates and more interest about the process. The CCA process has a number of built-in communication opportunities, including sending e-mails, having discussions with cadets/midshipmen during the *DEOCS* fielding window to encourage participation, as well as sensing sessions⁶ during results interpretation and briefing results. Academies should utilize these opportunities to facilitate two-way communication, not only relaying information to cadets/midshipmen about the process, but also gathering feedback from them about the command climate and ways to improve it. Involving cadets/midshipmen leaders in the CCA process in this way also helps familiarize these leaders with Academy resources and support specialists (e.g., MEO, SAPR, substance abuse, etc.) that are available to them so that they can effectively point other cadets/midshipmen to these services and specialists when needed.

Assessing Effectiveness and Tracking Progress

While all of the Academies had various strategies for addressing the findings of their climate assessments, there did not appear to be any consistent method for assessing the effectiveness of assessment inspired interventions, nor a consistent way to track progress toward goals at the institutional level. These evaluation steps are important to ensure that proposed solutions are effective, and that ineffective solutions are not re-implemented after subsequent assessments. Because we often saw actions from previous years assessments referenced in action plans (sometimes verbatim), it is not clear the extent to which company officers were evaluating the plans and actions from prior years.

⁴ Program specialists are defined in DoDI 6400.11 as positions “in which the primary duties of the Service member or DoD civilian employee involve a harmful behavior remediation program such as suicide prevention, Military Equal Opportunity (MEO), Family Advocacy Program (FAP), and substance misuse.”

⁵ Prevention stakeholders are defined in DoDI 6400.09 as “individuals or organizations with equity in prevention of self-directed harm and prohibited abusive or harmful acts.” This includes individuals and organizations at the Academies that may not be directly involved in primary prevention, such as chaplains, or centers focused on academic integrity or athletics.

⁶ Sensing sessions are informal opportunities for open discussion. During the CCA process, sensing sessions can be used to discuss and provide context to *DEOCS* results.

Evaluation of the actions undertaken based on climate assessments will likely be improved with the integration of the prevention workforce at the Academies and the development of Academy-wide CIPP plans. However, tracking progress towards climate goals can happen at a variety of organizational levels and should involve multiple layers of leadership to ensure that the response to climate issues is unified across the Academy.

Use of Additional Data Sources in Command Climate Assessment

Some Academies did do sensing sessions or utilize focus groups, although it is unclear the extent to which this was representative. In addition to more qualitative methodologies, the Academies have a wealth of data at their disposal that would be useful in assessing climate related issues. This includes data from the biannual *SAGR* survey that would well compliment many of the factors on the *DEOCS* and provides much more contextual and granular information.

Conclusion

Developing healthy and supportive command climates is the primary objective of the CCA process. CCA is a powerful tool for understanding and shaping climate and culture at the local level, including for the prevention of sexual assault and sexual harassment and other forms of violence and harm. Efforts to bolster the CCA process are therefore a critical piece of Academies' efforts to enhance climate and culture and prevent sexual violence. CCA can only serve its intended purpose if actions and policies, based on the data collected, are put into place and followed through with fidelity. While this is often the most difficult part, it is also the most critical for the Academies to get right. To this end, the 2023 *SAGR* effort illuminated opportunities for improved efficiency, increased institutional knowledge, enhanced buy-in, and increased effectiveness of the CCA process at the Academies. As the Academies continue to enhance and refine their CCA processes, particularly proactively identifying climate problems and putting in place solutions at the source (e.g., within the specific company/squadron of concern), we expect that improvements to CCA execution will translate into improvements in climate and culture at the Academies.

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Chapter 1: Introduction

Since 2005, the Health and Resilience (H&R) Research Division within the Office of People Analytics (OPA) has conducted congressionally mandated⁷ gender relations assessments at the U.S. Military Service Academies (Academy), known as the *Service Academy Gender Relations (SAGR)* Survey project. In even years, the assessment is used to monitor the past-year prevalence of unwanted sexual contact (a proxy for sexual assault), sexual harassment and gender discrimination among cadets and midshipmen via scientific survey, and thereby to assess progress in preventing these unwanted behaviors from occurring. In odd-numbered years, these assessments use qualitative data collection techniques such as focus groups at the Academies to better understand the climates with respect to sexual harassment and sexual assault and inform improvements to both prevention and response efforts.

On the 2022 *SAGR* survey, rates of both unwanted sexual contact and sexual harassment reached all-time highs at the Academies for both women and men. In light of these concerning findings, the DoD undertook a number of actions to address sexual assault and sexual harassment, and the broader culture and climate, at the Academies. Among these efforts, we designed a new approach to the 2023 *SAGR* in order to directly support prevention efforts at the Academies. Specifically, we used the 2023 *SAGR* as an opportunity to observe, inform, and strengthen each Academy's Command Climate Assessment (CCA) process. As described in more detail below, the CCA is a critical tool for the prevention of sexual assault, sexual harassment, and other harmful behaviors. It provides localized, real-time climate leading indicators that can guide prevention and intervention efforts toward the biggest problems and greatest needs. Through the 2023 *SAGR* effort, we aimed to understand CCA processes at the Academies and provide feedback and tools for the Academies to further bolster and leverage CCA as a tool for prevention.

At their core, the Academies are training many of the military's future leaders, making it critical for each Academy to maintain a healthy climate. Through their *DEOCS* administration and CCA process, the Academies are ensuring tomorrow's leaders learn by observation how to conduct an effective CCA and have their voices heard about the important issues affecting them at the Academies. If we can teach our future military leaders to utilize the tools of CCAs to better their own Academy climates, they will be more likely to utilize them in the operational military to improve the readiness and resilience of the future force.

Integrated Primary Prevention Policy DoDI 6400.11

DoD policy regarding CCA is outlined in the Department of Defense Instruction (DoDI) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders"

⁷ Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007, codified an assessment cycle at the Military Service Academies (MSA) that consists of alternating surveys and focus groups. This requirement applies to the DoD Service Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USFA]).

(DoDI 6400.11). The DoD has recognized the need for cross cutting integrated prevention efforts across a range of self-directed harm and prohibited abuse and harm. Many forms of violence and harm have shared risk and protective factors, and thus prevention efforts that target these shared factors can help to prevent multiple harmful behavior outcomes. For optimal efficiency and, ultimately, impact in preventing harm, prevention efforts must be coordinated among the many existing prevention efforts and stakeholders across the force (Department of Defense, 2022).

To this end, the DoDI 6400.11, issued in December 2022, uses an integrated primary prevention lens to establish policy, responsibilities, procedures, and requirements for addressing harmful behaviors in the military population. This instruction created the roles, responsibilities, and training requirements for the integrated primary prevention workforce (IPPW) personnel, and it provides guidelines and objectives for leaders to supervise and support prevention activities. IPPW personnel are defined as “DoD civilian employees or Service members who engage in IPPW activities and whose positions require completion of specific IPPW training and other DoD IPPW program requirements” (DoDI 6400.11). IPPW personnel are required to attend trainings and participate in ongoing professional development depending on their specific roles and responsibilities. As part of the implementation of DoDI 6400.11, new trainings were established for IPPW personnel and released in Fall 2023.

Command Climate Assessment (CCA)

A cornerstone of the DoDI 6400.11 and the DoD’s broader strategy toward the prevention of harmful behaviors is the CCA. Per policy, CCAs must be conducted annually and after a change of command (though the characteristics of the CCA differs between the annual and the change of command CCA) by DoD units and organizations to assess organizational climate, and the Academies are subject to this requirement.⁸ Climate is defined by the DoD as “the collection of shared attitudes and perceptions of people within an organization or unit. In the military context, it often reflects the efforts of leaders to build cohesion or trust among their personnel” (DoDI 6400.11). The CCA is a standardized process for collecting reliable data regarding the state of the climate within an organization to inform actions to address any climate challenges uncovered.

The Academies conduct two separate CCA processes each year, one for faculty/staff and one for cadets/midshipmen. While the 2023 SAGR process evaluation focused on the CCA process for cadets/midshipmen, the faculty/staff CCA is a useful tool for understanding and shaping climate and culture among the faculty/staff at the Academies, which is likely to impact cadet/midshipmen climate and culture.

At a high level, the annual CCA process as outlined in DoDI 6400.11 begins with the administration of the *Defense Organizational Climate Survey (DEOCS)*, a web-based unit

⁸ The Academies have been conducting CCAs for many years, with some variations in terms of timing and other aspects. Prior to 2021, the Academies relied upon an Academy-specific version of the *DEOCS* called the *Military Service Academy Organizational Climate Survey (MEOCS)*. Starting in 2021, the Academies began to use the same version of the *DEOCS* as the rest of the DoD, the *DEOCS 5.0*, which is the standard set of *DEOCS* content plus some Academy-specific content modeled after earlier forms of the Academy-specific climate survey.

climate survey that is managed by OPA and administered between August-November annually (see Clare, et al., 2021 and Harcey, et al., 2023 for more information on the *DEOCS*). After the survey closes, results are automatically generated and available to the survey administrator and leader of the unit/organization within 2 weeks (typically less). Results are reported for the Academy overall, by demographic group (e.g., by gender, race/ethnicity, class year) and by “sub-groups” as defined by the organization (e.g., at the Academies, this is by squadron/company).

After reviewing the results from the survey, staff consider other potential data sources that can help to contextualize the survey findings. For example, staff may identify a squadron with particularly low morale and decide to conduct targeted interviews with members of the squadron to learn more. Data gathering can include records reviews, interviews, observations, reviewing other survey data (e.g., the prior year’s *SAGR* results) and/or focus groups. These additional data-gathering activities are not required per policy, but other existing data sources must be considered during the CCA process. The totality of the CCA data, including the *DEOCS* results and any additional data gathered, are then considered together. This information is used to identify climate strengths and weaknesses and create an action plan.

Historically at the Academies, action planning has largely involved companies/squadrons within the Academy each developing their own action plans. The DoDI 6400.11 establishes a new requirement for CIPP plans. CIPP plans are Academy-wide plans that will incorporate company/squadron level as well as broader battalion/wing and Academy-level CCA and other needs assessment findings and outline actions to address identified issues. Beginning in 2024, if additional survey data are needed prior to the next annual *DEOCS* administration, units and organizations can also leverage the *Defense Organizational Climate Pulse (DOCP)*.⁹ Created in response to approved recommendations from the Independent Review Commission on Sexual Assault in the Military (IRC, 2021), the *DOCP* is “a brief survey tool with flexible content that may be used between the Change of Command CCA and Annual CCA to provide timely feedback to unit commanders and unit leaders” (DoDI 6400.11). A *DOCP* can be administered no more than once per year, but not within 90 days before or after *DEOCS* administration.

The CCA process allows cadets to speak directly and confidentially to leadership about important issues and concerns affecting their Academy via the *DEOCS*. Results from the CCA empower the Academy to identify challenges and opportunities and to employ targeted, data-driven solutions. In prior years, results from the Academy CCA’s have been used to create positive change, such as changes to policy (e.g., closed door during night inspection [PMI]), living conditions (e.g., fixing air conditioners, changing dormitory buildings), and cafeteria improvements (e.g., including dietary needs).

Methodology

Overarching Goal

The 2023 *SAGR* process evaluation sought to understand and document the CCA process at each of the Academies to develop guidance to bring these processes into alignment with DoDI 6400.11, to identify promising practices to share across the Academies and potentially with the

⁹ The *DOCP* is scheduled to launch in February 2024.

broader force as applicable, and to identify challenges or opportunities to improve the CCA process at the Academies.

Data Collection

The 2023 SAGR process evaluation used a hybrid qualitative approach, collecting data from a variety of information streams over the course of the APY 2022–2023 at the U.S. Military Academy (USMA), U.S. Naval Academy (USNA), and U.S. Air Force Academy (USAFA). This included observational research, document review, semi-structured interviews, and focus groups. The evaluation questions that guided this process are provided in Appendix A.

Site Visits and Observations

To gain an understanding of how each Academy currently employs and applies the CCA process, OPA conducted both in-person and virtual site visits at the Academies during the Fall 2022 and Spring 2023 semesters. Both the frequency and duration of in-person site visits were determined by multiple factors, including data needs, feasibility, and meetings or activities taking place at the Academies for which our team wished to be present. For example, with multiple local research team members who could perform day trips to USNA, the team was able to attend trainings and meetings as day trips rather than setting up a multi-day observation trip. Table 1 summarizes the dates of site visits by the research team.

Table 1.
Academy Site Visit Schedule

	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023
USMA				14-15			21-23
USNA	7			1, 13	17	23	
USAFA			14-16				

During on-site observations, we observed CCA planning meetings and CCA debriefs at multiple Academies as well as a number of meetings of the Command Resilience Team (CRT) at USNA.

Document Acquisition and Review

To understand the context of the CCA process at each Academy, Academies were asked to provide all available documentation related to their CCA process, including items such as previous year’s DEOCS results and action plans, policies and procedures, and e-mail correspondence encouraging DEOCS participation. Additionally, results were reviewed from each Academy’s Fall 2022 DEOCS for better context when observing the rest of the CCA process, including each Academy’s review of the DEOCS results and action plan development.

Interviews

During site visits and virtually, Academy personnel and cadets/midshipmen participated in semi-structured interviews. Interview guides focused on the CCA process, including the interview participant's role and perceived successes and challenges with their Academy's process. Interview guides can be found in Appendix B. Interview participants, including senior leadership, survey administrators, and company/squadron leadership, were recruited based on knowledge and involvement in the CCA process at their Academy. Interviews lasted approximately 60 minutes and involved one to two researchers. All interviews were recorded for later transcription and analysis in NVivo.¹⁰ Table 2 highlights the interview participants from each Academy. CCA staff included administrators and staff who were directly involved with the CCA process, such as the Equal Opportunity Advisor (EOA) at USMA and members of the CRT at USNA. Senior leadership included Academy-wide roles such as the Integrated Prevention Chief. Regimental/Group Officers were individuals who oversaw Regiments at USMA and Groups at USAFA. Company/Squadron Officers were Tactical Officers (TACs) at USMA, Company Officers (CO) at USNA, and Air Officer Commanding (AOC) at USAFA. Company/Squadron Enlisted were TAC Non-Commissioned Officers (TACNCO) at USMA, Senior Enlisted Leaders (SEL) at USNA, and Academy Military Training (AMTs) at USAFA. Two midshipmen involved in the CRT at USNA were also interviewed.

¹⁰ NVivo is a qualitative data analysis software designed to help researchers organize, analyze and gain insights from unstructured qualitative data like interviews, focus groups and documents.

Table 2.
Interview Participants by Academy

	USMA	USNA	USAFA	Total
CCA Staff	1	4	1	6
Commandant	1	1	0	2
Senior Leadership	1	0	3	4
Regimental/Group Officers	1	0	4	5
Company/Squadron Officers	6	3	2	11
Company/Squadron Enlisted	5	2	2	9
Program Specialists ¹¹ and Prevention Stakeholders ¹²	9	1	3	13
Cadets/Midshipmen	0	2	0	2
Total	24	13	15	52

Focus Groups

In Spring 2023, the Office of Force Resiliency, Violence Prevention Cell (VPC) conducted On-Site Installation Evaluation (OSIE) visits to the DoD Academies. Part of these efforts included focus groups with cadets/midshipmen. OPA provided three questions for these focus groups, and then debriefed with VPC at the conclusion of the OSIE visits to discuss the results.

Strengths and Limits of the Methodology

Utilizing the hybrid qualitative methodology employed by this study allowed OPA to gain crucial on-the-ground insight into the Academies’ CCA process that would not have been possible with surveys or through focus-groups alone. Having researchers on-site allowed for a more dynamic research process that provided us with the ability to probe emerging themes and questions of interest in real time and to interact with faculty and staff in their own environment. However, this methodology does have some limitations. A necessary trade-off of this more dynamic research process is that the interviews were semi-structured and not every interviewee was asked all of the same questions. Moreover, we did not observe all aspects of the CCA process at all Academies. Despite these limitations, we contend that our hybrid qualitative approach is an excellent complement to past *SAGR* efforts and believe that the insights described in the subsequent chapters will benefit the Academies’ CCA processes and the DoD’s prevention mission.

¹¹ Program specialists are defined in DoDI 6400.11 as positions “in which the primary duties of the Service member or DoD civilian employee involve a harmful behavior remediation program such as suicide prevention, Military Equal Opportunity (MEO), Family Advocacy Program (FAP), and substance misuse.”

¹² Prevention stakeholders are defined in DoDI 6400.09 as “individuals or organizations with equity in prevention of self-directed harm and prohibited abusive or harmful acts.” This includes individuals and organizations at the Academies that may not be directly involved in primary prevention, such as chaplains, or centers focused on academic integrity or athletics.

Data Analysis

Document Review

The Academies provided a total of 125 documents, which were reviewed to gain a better understanding of the CCA process, including historical context and how the process is currently organized. A summary of the types and quantities of documents collected is located in Table 3. Documents were from current and past implementations of CCA processes and included the directives and policies that guide the process, past and present *DEOCS* results reports and briefing materials, as well as past and present action plans developed during the process.

Table 3.
Document Inventory by Service Academy

Document Type	USMA	USNA	USAFA	Total
DoD and Service Branch Directives and Policy	5	5	6	16
<i>DEOCS</i> Results Reports	4	6	21	31
<i>DEOCS</i> Results Briefing Materials	13	9	0	22
Action Plan Materials	42	2	12	56
Total Data Collection Materials	64	22	39	125

Emerging Themes From Qualitative Data

Content analysis was used to analyze both the structured and observation data (documents and field notes). Content analysis is a research tool for determining the presence of certain words, themes, or concepts within given qualitative data (i.e., text). Using content analysis, researchers can quantify and analyze the presence, meanings, and relationships of certain words and phrases, themes, or concepts (Drisko & Maschi, 2015). For this effort, we developed an initial coding scheme based on the project's research questions which included questions about specific elements in the Academies process as well as questions about how the Academies utilize CCA data to inform their policies and prevention efforts. Research team members reviewed all interview transcripts, and conducted an interview coding process. All analyses were conducted in NVivo. The coding scheme, including codes and coding rules can be found in Appendix C. The topical codes, based on the evaluation questions in Appendix A, were used to explore the CCA process at each Academy, often providing insight into the steps that were taken to complete the process. Where appropriate, de-identified quotes were included to provide richer details around the CCA process. Emerging themes were used to identify overall successes and challenges with the CCA process at the Academies. Where appropriate, de-identified quotes were included to enhance the details of the overall successes and challenges described in Chapter 5.

Organization of the Report

The subsequent chapters of this report will detail how the CCA process unfolded at the Academies as of Spring 2023. As of this writing, the APY 2023–2024 CCA process is underway at the Academies and has no doubt already evolved since last year due to emerging requirements and additional guidance being issued. Chapters 2-4 detail our observations and experiences with CCAs at each of the Academies, delving into how each Academy operationalized the CCA requirement through the three overarching phases (collect, synthesize, and act). Within each specific Academy chapter, we discuss some of the promising practices we encountered at that Academy, as well as identified areas for improvements. Chapter 5 summarizes our overall observations, including cross-Academy observations. We conclude the report by looking at how the CCA process has developed in the subsequent period since our visits. These anticipated changes were influential to our inquiry and shaped the questions we asked, how we looked at the Academies assessment process.

Chapter 2: Command Climate Assessment Process at U.S. Military Academy

In Academic Program Year (APY) 2022–2023 the U.S. Military Academy (USMA) conducted an annual Command Climate Assessment (CCA), as required by U.S. Department of Defense (DoD) policy (DoD Instruction [DoDI] 6400.11), for the United States Corps of Cadets (USCC). The USCC is led by the Commandant of Cadets and organized into four regiments of nine companies. There are approximately 100 cadets in each company, spanning all four class years. The cadet *Defense Organizational Climate Survey (DEOCS)* was conducted in the fall and was set up to provide subgroup reports to each company.¹³ The Equal Opportunity Advisor (EOA) from the USCC Military Equal Opportunity (MEO) office was assigned to lead the CCA and to serve as the *DEOCS* survey administrator. In this capacity, the EOA reported to the commandant directly. The upcoming sections will discuss the CCA process in more detail, followed by the successes and challenges of the CCA process at USMA.

Phase 1: Collect

In August 2022, the USMA USCC began planning and conducting its annual CCA, as required by DoD policy (Department of Defense, December 2022). The USCC Commandant appointed the USCC EOA as the CCA lead. In the role of the CCA lead, the EOA was responsible to the USCC Commandant as the sole coordinator and point of contact for the CCA process for the entire USCC. It is important to note that there are two separate CCA processes that take place at USMA annually, one for staff and faculty and the other for USCC. This 2023 *SAGR* CCA process evaluation focused on the process for the cadets only.

The EOA had been in this position for one and a half years before the 2022–2023 CCA process, and in that time had received guidance from the prior survey administrator and had overseen an entire CCA process cycle. The EOA used this experience to guide the 2022–2023 CCA process, including modifying fielding dates to take place earlier than the previous year based on challenges that had been reported by company officers, who requested more time to review *DEOCS* results with cadets.

As the CCA lead, the EOA coordinated the CCA timeline with the Commandant and communicated efforts to the entire USCC. The EOA also coordinated with the commandant to determine custom open- and close-ended questions¹⁴ and fielding dates. For the 2022 *DEOCS* survey, the Commandant and the EOA reviewed the custom questions from the previous *DEOCS* administration and chose to use those questions again to measure trends over time.

USMA fielded its *DEOCS* from 11 October to 10 November 2022 to ensure that results would be ready for distribution with sufficient time for company leadership to brief cadets before winter break. USMA registered the *DEOCS* into subgroups based on companies, leading to 37 *DEOCS*

¹³ This allows time for cadet briefings before the winter break.

¹⁴ The *DEOCS* allows for individual registrations to add up to 10 close-ended and 5 open-ended questions to the survey for enhanced customization.

subgroup reports within the USMA USCC.¹⁵ While the USCC *DEOCS* was fielding, cadets received e-mails and verbal reminders about participation from company military and cadet leadership at formations, as well as an e-mail message on behalf of the commandant encouraging cadets to participate. The strategy to encourage cadets' participation did not vary much beyond these formats.

Company military leadership expressed varying levels of enthusiasm for cadet *DEOCS* participation in their companies because the busy schedules and competing demands for time that limit cadets' ability to sit down to take the survey. Some TACs sought to eliminate this barrier by dedicating time with cadets to allow them to take the survey.

"At the beginning we only had 5% participation and trying to incentivize it in the right way, not incentivize it as in you get the day off. But using time we actually had, we had [Cadet Character Education Program] training and it was like, 'Hey, the first 15 minutes we're going to open this up for people to do the survey. You can continue doing it during the class and afterwards we're going to release everybody 15 minutes early.' So essentially, they got the time back and got 15 minutes of free time by doing it. And we got really good numbers at that point. But before that, the cadets' interest really just wasn't there."—USMA TAC Officer

Although company officers expressed interest in using other non-monetary incentives, such as offering performance passes, many were under the impression that incentives are not permitted to be offered to cadets to participate in the *DEOCS*.¹⁶

The EOA monitored *DEOCS* response rates via the *DEOCS* portal and sent out weekly reports to TACs, Regimental Tactical Officers (RTO) and the USCC senior enlisted leader to keep them apprised of the current response rates. The EOA also provided a biweekly update to the commandant on the response rates by company. The EOA indicated that it would have recommended extending the fielding period if response rates at the end of the designated fielding period had not been comparable to the previous year's rates. For the 2022 administration of the *DEOCS*, the USCC had a response rate of 47%, with company response rates ranging from 11% to 91% with all companies receiving enough participation to generate a report.

Phase 2: Synthesize

Once the *DEOCS* was complete, the USMA EOA reviewed the results over the next 10 days to prepare for a meeting with the USCC to review the results, including trends in the quantitative and qualitative data. Once complete, the commandant then briefed the superintendent on the

¹⁵ In addition to the 36 companies divided into four regiments, there is a 37th company that includes cadets called the Headquarters and Headquarters Company (HHC). This company falls under the Brigade Tactical Officer (BTO).

¹⁶ OPA was unable to locate any USMA, Army or DoD policy or guidance that explicitly forbids non-monetary incentives.

results, as required by DoD policy.¹⁷ The commandant also authorized dissemination of the results to the companies at this time. The EOA e-mailed each company TAC and tactical non-commissioned officer (TAC NCO) with their *DEOCS* results, written comments, and sample plans of action that had been developed previously at the Academy with instructions on completing and returning their action plans to the EOA. Additionally, rolled up results for each of the four regiments were provided to USMA by the DoD *DEOCS* team for review and distribution to the regiments.¹⁸ The EOA summarized the report for the RTOs stating, “I prepare just a little slide to help out the RTOs broken down so they can see their entire first regiment, second regiment, third, just their regiment to see where their companies fall in line with the statistical data for them.”

At this point, company leadership was tasked with reviewing their *DEOCS* results, back briefing their company, and developing an action plan. The responsibility for this portion of the CCA now fell on the TAC/TACNCO. How they conducted this portion of the assessment varied greatly depending on experience level, previous operational commands, knowledge and buy-in to the command climate assessment process. In one company, the TAC officer analyzed the *DEOCS* results and the written comments and created an action plan independently. Other companies had brought in the TACNCO and cadets at different leadership levels within the company to participate in the process. Another company relied primarily on cadets to navigate the process.

“So for the cadets, once we do the focus groups and we sit down with the cadet chain of command, they develop their course of action, then the [TAC and I] will give the [Lead Cadet] some feedback... kind of trying to level as many issues as we can. Then the cadets back brief the results to the company, as a whole.”—USMA TACNCO

Per DoDI 1350.02 (now subsumed by DoDI 6400.11) action plans were required at the command level.¹⁹ USMA elected to delegate this action to TAC officers at the company level. In the correspondence from the EOA with their *DEOCS* results, the EOA provided company leadership with an action plan template and guidance for completing it, along with a request to return their completed action plans to the EOA. There was no follow-up step to ensure that company leadership had created their action plans and returned them to the EOA. As a result, 23 of 37 companies returned action plans to the EOA at USMA. Some RTOs required their TAC officers to meet with them to discuss their action plans and to receive guidance and feedback, although this practice was inconsistent across regiments.

¹⁷ Unit/organization leaders were required to brief their supervisor on the results of the *DEOCS* per DoDI 1350.02 however, this has now been subsumed under DoDI 6400.11 which requires leaders to brief after the completion of ALL CCA activities.

¹⁸ OPA recently released (August, 2022) a self-service roll up capability that allows Survey administrators to aggregate multiple registrations that they have access to into a single registration. This functionality was released shortly before USMA’s fielding window and the EOA was unaware of this functionality.

¹⁹ Command-level action plans are not required in DoDI 6400.11, but rather, actions addressing *DEOCS* findings are included in Comprehensive Integrated Primary Prevention (CIPP) plans.

Prevention activities that company leadership incorporated in their action plans included implementing discussions with the company during TAC time (time set aside for cadets to discuss issues with their TAC officer) to focus on impacts of corrosive behavior; highlighting important topics to cover during Cadet Character Education Program training; encouraging the use of USMA resources such as the Military Family and Life Counselors, chaplains, and other resources to combat depression; offering time for conversation about the company's climate or dealing with stress; and increasing transparency through better communication strategies. Some company leadership described having sensing sessions with their companies to gain a better understanding of their *DEOCS* results. Furthermore, some companies involved cadets when developing their action plan by using the cadet chain of command and information gleaned from sensing sessions.²⁰

Phase 3: Act

At the company level, most companies sat down for a discussion with their cadets, talking through the results of the *DEOCS* and the actions that they would take to address issues that emerged in the results. Company leadership also mentioned leveraging the ACT team cadets in their companies to implement strategies to address climate issues. While "ACT" is not an acronym in the traditional sense, cadets on the team Address sexual harassment and assault, Create healthy climates, and Tackle holistic health. The ACT team comprises cadets in an informal leadership role who act as liaisons and provide peers with recommendations to support services at the Academy in collaboration with the Sexual Harassment/Assault Response and Prevention (SHARP) office and the Equal Opportunity (EO) office. Each company had three ACT team cadets, one for each topic area (sexual harassment and sexual assault, climate, and holistic health). Although ACT team cadets are primarily tasked with serving as liaisons to support services, many often take on additional roles to provide more active support. For example, company leadership mentioned having the ACT team cadets in their companies assisting during action plan execution. These ACT team cadets led conversations with cadets regarding stress and other climate issues.

Concurrently with this phase of the CCA process, USMA held a Creating Healthy Climates Week, planned by the ACT team cadets. Events took place in March 2023 and included a bystander intervention training presented by the SHARP office and discussions about diversity, equity, and inclusion (DEI).

Company action plans did not address any steps for evaluating the effectiveness of the implemented strategies and were largely based on previous years' action plans. Company leadership was ultimately responsible for ensuring completion of their action plans; there was no indication that USMA leadership followed up to ensure that prevention activities from company action plans had been completed. Comparing action plans from the previous year to the current year revealed that many of the strategies were similar (often verbatim), indicating that alternative strategies may be needed to address the command climate issues because companies with climate

²⁰ Sensing sessions are candid, informal small group discussions used for the purpose of information gathering during a CCA.

challenges were noting the same strategies for addressing said challenges year after year, with limited sign of improvement.

Successes

There were several elements of the process at USMA worth commenting on and emulating. These include high levels of participation in the *DEOCS* and cadet involvement in the CCA process. We discuss these successful elements below and why we believe they are important characteristics of a successful CCA at the Academies.

DEOCS Participation

At USMA we found high levels of participation in the *DEOCS*. Their overall response rate of 47% was higher than the DoD average of 42% in 2022. Some companies truly stood out, with six companies with response rates over 70% and one company reaching 91%. Even with confusion around whether TAC officers could provide non-monetary incentives to cadets, many company leaders did what they could to encourage survey participation and to ensure that they had the data necessary to assess the command climate and to identify concerns.

Cadet Involvement in the CCA Process

Cadet involvement in the CCA process was a clear success at USMA. Cadet involvement varied by company; some company leadership asked their cadets to promote taking the *DEOCS* survey, others asked their ACT cadets to assist with action items based on their *DEOCS* results.

“They're coming from a place of absolute good intent. They want to make their experience more positive; they want to make themselves more successful in the long run. And so, by bringing them in, I think early on in the process, I think that's better.”—USMA Regimental TAC Officer

By consistently involving cadets throughout the CCA process, leadership improved cadets' buy-in into the process. This buy-in also serves a didactic purpose and can help cadet leadership appreciate and learn to implement the CCA process when they become officers in the field.

“[CCAs provide] assurance to cadets that their voices were heard through the survey with continued meaningful conversation and engagement.”—USMA Commandant

Challenges

While there were multiple successes during USMA's 2022 CCA cycle, there are also challenges. These include: a lack of centralized action plans, lack of information sharing and limited Senior leadership involvement. Additionally, we believe USMA has the opportunity to utilize program

specialist and prevention stakeholder knowledge and expertise in future administrations. Below we discuss these areas.

Centralizing Prevention Planning

At USMA, company-level action plans were not systematically collected or reviewed for consistency, with 23 of 37 companies eventually providing their action plans. This lack of a systematic process can lead to a perception that not all company leadership are actively involved in the process. This could be remedied by Academy leadership reinforcing the importance of the CCA process through requiring follow-through at this stage. Additionally, a consolidated approach to improving problem areas from the *DEOCS/CCA* process at the USCC level was not developed, implemented, or disseminated as far as OPA was made aware. A centralized USCC plan, which addresses both company-specific and cross-cutting issues through a variety of prevention activities, can guide promising practices for addressing issues at all levels. The newly required Comprehensive Integrated Primary Prevention (CIPP) plans, in response to DoDI 6400.11, aim to address this challenge. The CIPP requirement was not yet in place for the 2022–2023 CCA. The IPPW will be instrumental for the development and implementation of the CIPP plans at the Academies moving forward. Their role will be particularly critical for identifying prevention activities that are evidence-based, and for evaluating the effectiveness of activities that are put into place. The use of evidence-based actions in response to the *DEOCS* was another area of challenge that we observed, with the majority of personnel developing action plans untrained in how to select evidence-based actions and evaluate their impact.

Information Sharing

Another challenge involved stove-piping or lack of sharing of information culminating in a lack of collaboration across the Academy. As mentioned in the previous section, USMA has a wealth of offices and resources available who have both equity in Academy climate issues and expertise in areas of primary prevention. Individuals in those offices indicated their readiness to assist with the CCA process, but they also seemed unaware of whom to contact or when to participate. Increasing engagement by collaborating with program specialists, prevention stakeholders, and advisory groups can lead to a more efficient process, reducing burden on the EOA, TAC Officers and TAC NCOs by leveraging program specialist and prevention stakeholder experience. This collaboration is not limited to involving program specialists and prevention stakeholders with prevention activity identification and execution, but it could begin earlier, during results interpretation, when program specialists and prevention stakeholders could provide insight into the many issues that arise out of the data gathered during the CCA. The data from the CCA overall, and the *DEOCS* in particular, are also a rich source of information for these offices as they evaluate the effectiveness of their programs and make decisions about where to target their resources.

A key function of the IPPW is to integrate prevention activities across the Academy. There are multiple advisory groups that already exist at USMA that could facilitate these efforts, in support of the IPPW. The Community Ready and Resilient Council (CR2C) includes representatives across the Academy, developed at USMA as part of the United States Army's Ready and Resilient program. The CR2C is chaired by the USMA superintendent, features members from multiple program specialist and prevention stakeholder offices, and focuses on the five domains

of health: spiritual, psychological, family, social, and physical. The CR2C can be integrated into the CCA process to provide oversight and ongoing support for the development, implementation, and tracking of the USCC CIPP plan and prevention activities in collaboration with IPPW personnel. USMA also has the Character Integration Advisory Group (CIAG), a group that addresses climate issues proactively. The CIAG is a superintendent-level advisory group within the Simon Center for the Professional Military Ethic (SCPME) that, among other tasks, develops character programming and training for cadets. The CIAG has knowledge and expertise that can be leveraged when integrating CCA factors and knowledge of how to address climate challenges via the curricula. The CR2C and CIAG both provide important venues for collaboration with multiple program specialist and prevention stakeholder offices and programs and can be great starting points for addressing information stove-piping.

Senior Leadership Involvement

Senior leadership direction for program specialist and prevention stakeholder offices and advisory groups can reduce silos and improve the effectiveness of these groups in the CCA process. This increased engagement would demonstrate to the Academy an increased level of buy-in to the process, showing cadets that the Academy takes their feedback on the command climate seriously. This engagement could also be used as a mechanism to develop consistent messaging during the CCA process, producing cohesive prevention activities for companies and demonstrating effective leadership working on the CCA process to the Army’s future leaders.

Program Specialist and Prevention Stakeholder Knowledge and Expertise

USMA also has several offices and advisory groups within the Academy that have equities in prevention activities and can make a positive impact on command climate and cadet life on campus, making them well-poised to contribute to the CCA process in a meaningful way. A few of the key offices include the SHARP, the CPD, and the ODIEO, all of which have expertise that can be further leveraged during the CCA process, particularly in developing follow on actions at the USCC or company level. Table 4 lists the individuals, offices, and programs that were identified during the process evaluation at USMA.

Table 4.
List of Program Specialists, Prevention Stakeholders, and Programs at USMA

ACT Cadets	Legal Services
Army Community Service Resiliency Center	Mologne Cadet Health Clinic
Center for Enhanced Performance (CEP)	Morale, Welfare, and Recreation (MWR)
Center for Personal Development (CPD)	Mounger Writing Center (MWC)
Center for the Advancement of Leader Development and Organizational Learning (CALDOL)	Office of Diversity, Inclusion, and Equal Opportunity (ODIEO)
Chaplain	Simon Center for the Professional Military Ethic (SCPME)
Directorate of Cadet Activities (DCA)	Sexual Harassment/Assault Response Prevention (SHARP)

Utilizing this vast network can bolster the CCA process at USMA, especially when these offices are included at multiple touchpoints in the process, from results interpretation to action item development. When meeting with some of these offices (ODIEO, SHARP, CEP), it was clear that while they have historically not contributed to the CCA process, the staff were enthusiastic about the possibility of collaboration, learning more about command climate assessments and believed they had much to offer TAC officers and Academy leadership when it comes to developing follow on activities, whether at the company or USCC level.

Chapter 3: Command Climate Assessment Process at U.S. Naval Academy

In Academic Program Year (APY) 2022–2023 the United States Naval Academy (USNA) conducted an annual Command Climate Assessment (CCA). Midshipmen at USNA are arranged into 30 companies, and there are approximately 150 midshipmen in each company, spanning all four class years. The midshipman *Defense Organizational Climate Survey (DEOCS)* was conducted in the fall and was set up to provide subgroup reports to each company.²¹ The Command Managed Equal Opportunity (CMEO) program manager and a Command Climate Specialist (CCS) were assigned as the leads of the midshipman CCA, with the CMEO acting as the survey administrator. They assembled a Command Resilience Team (CRT)²² to oversee the CCA process at the Academy, in accordance with Navy policy.

The USNA CCA process in 2022 including a separate CCA process for midshipmen and one for faculty and staff, with both sets of surveys fielding in the fall semester. The upcoming sections will discuss the 2022–2023 CCA process in more detail, followed by the successes and challenges of the CCA process at USNA.

Phase 1: Collect

In August 2022, USNA began planning to conduct their annual CCA, as required by DoD policy (DODI 6400.11). It is important to note that, as with the other Academies, two separate, annual CCA processes were conducted at USNA annually: one for staff and faculty and one for midshipmen. At USNA, these separate CCAs were conducted by different teams.²³ The 2023 *Service Academy Gender Relation (SAGR)* Survey analysis was focused on the CCA process for midshipmen only.

Both the CCS and CMEO had received CCA training. The CMEO participated in a 40-hour training that detailed the process of administering the *DEOCS*. This was the CMEOs first time acting as the survey administrator for a *DEOCS*, but the CMEO had prior experience with CCAs in the fleet. The CCS completed a course offered by the Defense Equal Opportunity Management Institute (DEOMI),²⁴ which included in-person training on the *DEOCS*. The CCS arrived at USNA shortly before the current CCA process began.

²¹ This allows time for cadet briefings before the winter break.

²² At USNA, the CRT is a group of representatives from the command that assists with the administration and oversight of the CCA process. According to the Navy’s CRT Guide, “Establishment of a Command Resilience Team (CRT) allows commanders to better understand factors impacting command personnel. CRTs are designed to provide the commander with information and insight into concerns of command personnel in order to implement positive measures to promote well-being and resilience.”

²³ The faculty/staff CCA process is administered by the USNA CCS and overseen by the USNA superintendent.

²⁴ Starting in October 2023, CCA training is no longer provided by DEOMI and is now provided as a distributed learning course via the Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC), under the direction of the DoD Office of Force Resiliency’s Violence Prevention Cell (OFR-VPC).

The CMEO utilized the Navy CRT Guide²⁵ during the CCA and this instruction influenced the make-up of the USNA midshipman CRT and each step of the CCA process. The CRT included two battalion officers, one battalion Chief Petty Officer, the Dean of Academics, a personnel officer/legal officer, the director of Sexual Assault Prevention and Response (SAPR) program, the drug/alcohol prevention advisor, the suicide prevention coordinator, and 12 midshipmen in various positions of brigade²⁶ leadership including the midshipmen brigade commander, who then selected two midshipmen from each class, excluding the first-year class, to be included in the CRT.

The CMEO coordinated with the CRT via e-mail to select custom questions to include in the midshipman *DEOCS*. This allowed midshipmen on the CRT to give their feedback on the most relevant custom open-ended and closed-ended questions. Once feedback about the custom questions was received from the CRT members, the CMEO coordinated with the Commandant on the final selection of questions.

USNA fielded the midshipman *DEOCS* from 7 October to 7 November 2022 so results could be received and analyzed before the holiday break. USNA developed subgroups based on companies, leading to 30 *DEOCS* subgroup reports. This subgroup designation was established to better understand the climate within each company.

While the *DEOCS* was fielding, midshipmen received e-mail and verbal reminders about *DEOCS* participation from company leadership and e-mail reminders from the CMEO on behalf of the Commandant encouraging *DEOCS* participation. The CMEO monitored responses rates daily informing the CCS of any updates. For the 2022 administration of the midshipman *DEOCS*, the response rate was 31% with a company response rate range of 22% to 80%.

Phase 2: Synthesize

Once the *DEOCS* was complete, the CMEO and CCS reviewed the results and prepared to present the initial results impressions to the CRT. Key highlights included the best-performing and worst-performing factors based on their overall percentages or ratings and the fact that the overall *DEOCS* response rate was comparable to previous midshipman *DEOCS* administrations.

Once the results were presented to the CRT, the team reviewed the overall brigade comments report. The comments were divided up into equal parts to allow for more efficient analysis and members of the CRT (including midshipmen members) spent a week reviewing their section of the comments. These members were told to come prepared to the next CRT meeting with a one-page summary of their findings and potential follow-on focus group questions to further probe certain comment themes. In the next CRT meeting, members discussed their findings with the team. Each member provided their perspective on what they had read, and different CRT members interjected their opinions and thoughts as members discussed their findings and

²⁵ The Navy CRT guide is a document that guides members of the CRT in terms of roles & responsibilities and actions.

https://www.mynavyhr.navy.mil/Portals/55/Support/Culture%20Resilience/Equal_Opportunity/CRT%20Guide.pdf?ver=hqz3d23YljinwB0cW3vMnXw%3D%3D

²⁶ “The brigade” refers to the student body of the USNA.

potential focus group questions. Using the provided questions, the survey administrator created a list of focus group questions.

Focus groups were led by midshipmen with Academy leadership serving as notetakers or sitting in on the focus group. Midshipmen were designated as leaders of the focus groups to make the midshipman focus group members feel more at ease discussing the questions. The midshipmen who were in charge of the focus groups were provided the questions ahead of time, but were not provided with any training on conducting focus groups. The primary purpose of the focus groups was to gain perspective and feedback from midshipmen. Those on the CRT believed that having the midshipmen lead the focus groups would result in more honest feedback that could best be understood by a fellow midshipman, rather than having an outsider or professional lead the groups.

The survey administrator (CMEO) also briefed Academy leadership on the *DEOCS* results and provided the company officers with subgroup results for their given company. Company officers were instructed to review their results, brief their midshipmen, and take action to address any identified issues. The Commandant also conducted town hall-style meetings with each battalion of midshipmen to brief the results of the *DEOCS* to keep them informed.

Phase 3: Act

At the Academy level, the first step of implementing actionable items to address climate challenges was to conduct an initial Plan of Actions and Milestones (POA&M) meeting with members of the CRT. During this meeting, members discussed the issues identified during CCA data collection, attempted to understand the root causes of these issues, and identified potential prevention activities to improve the climate at USNA. A variety of CRT members added their perspective and thoughts on prevention activities that could improve the command climate. The survey administrator noted the identified issues and challenges and potential prevention activities including trainings, potential policy changes, and other measures.

From this POA&M meeting, the survey administrator created a brief POA&M document recording the areas of concern, an overview of the issues, prevention activities, the lead(s) in charge of prevention activities, and milestones. Due to the COVID-19 pandemic, during the previous CCA (2021), the midshipmen and faculty and staff were combined into one *DEOCS* and focus group questions were responded to on Google sheets. A POA&M document was not created during the previous CCA, because USNA did not finish the CCA process. For this CCA, identified prevention activities included various trainings, updating midshipman regulations, creating working groups, and establishing four-minute drills which will be discussed in the “Successes” section later in this document. The leads for each action item were responsible for ensuring these actions were completed.

At the company level, company officers addressed their company-specific *DEOCS* results in different ways. Some met with their SEL to go over the subgroup report to get a better understanding of the results and how to interpret them. After analyzing the results, some company officers met with their midshipman company leadership to discuss the results. Some met with all the midshipmen in their company to go over the findings from the results. From these meetings, some identified actionable steps they could take to address company-specific

climate challenges, whereas others laid out the expected behavior at USNA to their midshipmen without identifying specific prevention activities. When company prevention activities were identified, they were rarely recorded and were more informally documented compared to prevention activities identified at the Academy level. Overall, different company officers took various steps during their review of company *DEOCS* results and took varying levels of actions after reviewing the results.

Successes

The command climate assessment process at USNA contained multiple noteworthy decisions and achievements, this included: having diverse and invested members of the CRT, a high level of engagement by the Commandant, and successful implementation of initiatives based on CCA results. These achievements are discussed below.

Diverse and Invested Members of the CRT driven by Commandant Engagement

The composition of the CRT was an excellent way to begin the CCA process for USNA. The CRT included a diverse and invested set of stakeholders that we learned had not been included during previous CCAs at USNA. These stakeholders included the director of prevention education for the Sexual Assault Prevention and Response Office (SAPRO), the Drug/Alcohol prevention advisor, and the Suicide Prevention coordinator. Along with these individuals, midshipmen's involvement created a team with diverse and valuable viewpoints on the issues impacting command climate at USNA and this CRT composition allowed for multiple Academy voices to be heard during the CCA process.

Along with an excellent composition of the CRT, we observed that each member seemed invested in the process and improving the Academy's climate. During meetings, various members spoke up to voice their opinions and there was always productive conversation that allowed anyone present to speak their mind. This type of environment created productive conversations and allowed for the CRT to effectively identify climate challenges, brainstorm potential solutions, and plan the best way forward.

This investment was bolstered by the Commandant. His involvement in the CRT and his enthusiasm for trying to understand *DEOCS* results and to improve the climate at USNA was beneficial to both the process and generated even more enthusiasm on the team. This posture of participation and involvement in the CCA process from the Commandant generated interest and investment as the CRT saw the process prioritized by senior leadership.

Implementation of Initiatives

At USNA, the CMEO as the survey administrator effectively managed the CCA process in collaboration with the CCS. During each step of the process, the CMEO was successfully coordinating and leading meetings to review results, documenting focus group questions and planning focus groups, coordinating the POA&M, and keeping everyone on the CRT informed. This enthusiasm carried over to the implementation of initiatives directed in the POA&M.

One such action identified in the POA&M was four-minute drills. These drills were a bright spot for leadership and midshipmen at USNA. They involved midshipmen discussing a scenario for four minutes, as a group, before mealtime weekly on Thursdays with one midshipman acting as the moderator of the conversation. These scenarios were designed to get midshipmen to talk about potential issues and interactions they may have and the best ways handle them. These conversations would often carry on after mealtime to get midshipmen to think critically about command climate and culture related issues. Implementation of these drills was an action that made visible the Commandant and the CRT's commitment to addressing and discussing issues raised during the CCA.

“But I’ve seen a lot of really positive success in [the four-minute drills] as well where there have been a lot of squads who will continue to talk about it and even after lunch they’ll keep talking about these issues. So I have seen a lot of really positive changes. Again, I think the [Commandant] really cares and the Deputy really cares about the command climate and they have really shown it through the implementation of the four-minute drills talking about the DEOCS survey constantly and also the SAGR survey.”—USNA Midshipman

Challenges and Opportunities

Although the CCA process at USNA had many highlights, there were some challenges. There was no formal process and there was a lack of expectations for company officers to document prevention activities at the company level. The lack of company prevention activities and their tracking likely led to a lack of implementation of actionable items at the company level. There was also a lack of involvement in the CCA process of battalion level leadership, and little to no visibility or awareness of the overall CCA process outside the CRT.

Lack of Documentation at the Company Level

At the Academy level, there was little detail in the PO&AM, and it is not clear how consistently these initiatives were followed through at both the Academy and company levels. According to the Navy CRT guide, the POA&M should include specific goals and metrics that will be used to evaluate the effectiveness of each action item, and the USNA 2022 CCA PO&AM did not include any goals or metrics.²⁷ The lack of specifics and limited progress tracking reduced the potential effectiveness of the POA&M. This oversight carried over to the company level where there was no consistent tracking of prevention activities or follow-up that we could discern. This absence of identified company level prevention activities and lack of adequate tracking means that there is no way for company officers to assess their effectiveness. The new CIPP Plan requirement should assist with ensuring that all CCA prevention activities are adequately tracked and completed.

²⁷ There was also no executive summary created as specified by the Navy CRT Guide, though we view this as less consequential.

No Involvement by Battalion-Level Leadership

With involvement from a variety of stakeholders within USNA, battalion leadership was notably missing from the CCA process. We observed a lack of communication between the company-level leadership and the Academy-level leadership during the CCA process at USNA that the battalion-level leadership could have filled. Increased involvement of battalion leadership would enhance consistency in CCA messaging and strengthen the development and execution of company prevention activities.

Lack of Visibility of CCA

Many in company level leadership as well as midshipmen seemed unaware of the CRT developed POA&M and the overall CCA process. Although midshipmen were briefed on the results of the brigade *DEOCS*, they were unaware of how the CCA process unfolds, what the POA&M contained and how those initiatives would translate at the company level. When a midshipman who was involved in the CRT was asked if they received any information from their company officer or if they were aware of any action planning at the company level, they responded, “Not that I’ve seen. I didn’t know that was a thing.”

While there appeared to be good communication between the CRT and the rest of the Academy while the *DEOCS* was fielding and when the results were briefed, there was a lack of communication about the follow up, which may have hindered the effectiveness of the POA&M. If this information was properly communicated, company officers could have coordinated their efforts at their level to align with the Academy POA&M and midshipmen would have been able to understand the prevention activities identified in the POA&M and how they impacted what happened at the most local level, the company. This would have allowed the midshipmen to understand the subsequent focus group conversations in context and know that, even at the company level, their *DEOCS* responses were being taken seriously and that real actions were being taken by all levels of leadership.

In addition, despite broad participation in the CRT, there appeared to be a lack of institutional knowledge of the CCA process due to turnover. Although the CMEO and CCS did an excellent job coordinating the CCA, they did not have much knowledge of previous CCAs and relied on the Navy CRT Guide to conduct this CCA. With this lack of institutional knowledge, there is the potential to lose track of previously completed prevention activities and reinstitute previously ineffective prevention activities that have already been attempted at the Academy.

Chapter 4: Command Climate Assessment Process at U.S. Air Force Academy

Command Climate Assessments (CCAs) are required by U.S. Department of Defense (DoD) policy (DoD Instruction [DoDI] 6400.11) for the Cadet Wing (CW). The CW is led by the Commandant of Cadets and is organized into four groups with ten squadrons in each group. There are approximately 100 cadets in each squadron, spanning all four class years. The cadet *Defense Organizational Climate Survey (DEOCS)* was conducted in the fall and was fielded as four separate surveys, one for each group. These surveys were also set up to provide results separately by squadron. The Equal Opportunity (EO) office led the CCA effort. The upcoming sections will discuss the CCA process followed by the successes and challenges of the CCA process at the U.S. Air Force Academy (USAFA).

Phase 1: Collect

In August 2022, the USAFA CW began the process of conducting their annual CCA. USAFA's EO office led the CCA efforts, including the administration of the *DEOCS*. The Equal Opportunity Advisor (EOA) was assigned as the *DEOCS* survey administrator whose duties included creating the CCA timeline and preparing to field the survey. To prepare for the *DEOCS*, the survey administrator held a planning briefing with the CW commandant and the four group commanders to discuss the fielding period, cadet communication, and the additional command-selected questions from the Custom Question Bank (CQB). Group commanders were given the entire list of potential questions on the CQB and provided their suggestions to the survey administrator. The commandant made the final selection of the additional questions to be included on the survey.

Once all pertinent information was gathered, the survey administrator registered the cadet *DEOCS*. The survey administrator registered four separate *DEOCS* registrations, one for each group. The squadrons were designated as subgroups. During the fielding period, the survey administrator and some of the group commanders monitored the response rates. Initially, the cadet *DEOCS* was scheduled to field for one week, beginning 19 October 2022. However, the survey end date was extended to 1 November 2022 due to a low response rate.²⁸ By the conclusion of the fielding period the Cadet Wing *DEOCS* had an overall response rate of 50%. The response rates by squadron ranged from 33% to 95%.

To increase response rates while the survey was still fielding, some leaders chose to incentivize participation. Although there were no incentives at the CW level to increase response rates, some group commanders let their squadron commanders, called Air Officers Commanding (AOCs), choose whether to incentivize taking the survey. Other group commanders chose to incentivize cadets at the group level. Even smaller incentives, like being able to sit down during their inspection period, provided a small boost. However, without systematically collecting data

²⁸ In the *DEOCS* portal, the survey administrator can manually extend the survey fielding period if the response rate is low by extending the end date. The system will automatically extend the survey end date by one week if, if the response rate is less than 30% or there are less than 16 participants three days before the scheduled end date (though survey administrators can opt-out of this auto-extend feature if they prefer).

on whether incentives were used by each squadron, we are unable to ascertain whether there is a difference in response rates between squadrons who offered incentives and those who did not.

“I’m the champion of them completing their DEOCS. Whenever the survey is available, they get tired of me begging for them to complete the DEOCS. I try to give them as much time as I control so I can get a better big picture of what they are experiencing. Every time I have an audience with them, I tell them to take it. I do have some incentives. I do give them some time back, like letting them close their door during lunch.”—USAFA AOC

In addition to communicating with cadets about response rates, AOCs and group commanders stressed the importance of taking the *DEOCS* in communications.

Phase 2: Synthesize

After the *DEOCS* fielding closed and the results were ready, *DEOCS* data synthesizing began at several levels, including the CW, group-, and squadron levels. The survey administrator reviewed and interpreted the results at the group and CW levels. The survey administrator then briefed the group commanders in separate briefs. With each group commander and their staff, the survey administrator discussed an overview of the *DEOCS*, the previous year’s results, current year’s trends, top risk and protective factors, recommended areas for action plans, next steps and timeline, and resources. The survey administrator provided each group commander with their group’s *DEOCS* results and written comments.

After the group commanders were briefed, the survey administrator briefed the overall CW results to the CW commandant. This briefing included the same types of information as the group briefings. The overall *DEOCS* results showed 38 of 40 squadrons required a Command Action Plan (CAP) for Sexually Harassing Behaviors and 18 required a CAP for Racially Harassing Behaviors (two factors on the *DEOCS*).²⁹ Combined, 39 out of 40 squadrons required a CAP for at least one of those two factors. Because these behaviors were so widespread amongst the wings, the commandant decided that they should be addressed at the CW level. The commandant made the decision to create a CW CCA working group to develop and implement a CW CAP.

USAFA’s Climate and Culture division led the CW CCA working group efforts and oversaw both the CW CAP and squadron CAPs. The working group included personnel from other offices, commanders, and cadets, including representatives from the Sexual Assault Prevention and Response (SAPR) office, the Office of Diversity and Inclusion, and the EO office. One AOC from each group was chosen: two were first-year AOCs and two were second-year AOCs. The CW CCA working group had three goals: (1) to analyze data and identify trends/themes, (2) to implement training, and 3) to shift the culture at USAFA. The CW CAP was the product of the second goal. The working group created a menu of training opportunities for AOCs to choose from to implement in their squadron. To do so, the working group reviewed all previous

²⁹ Air Force policy requires a command action plan for any factor that has a 49% or higher unfavorable rating.

CAPs and discussed with the EO office the most useful actions that could be assessed in six months. Other offices and departments, such as the athletic department, also provided their input.

Figure 1 shows the training options from which AOCs could choose. The menu of training options had three focus areas: (1) actions providing information about Sexually and Racially Harassing Behaviors, (2) actions to increase cadets’ skillsets to handle these situations, and (3) actions that deterred these problematic behaviors from occurring. AOCs and academy military trainers (AMT) worked with their cadet leadership to select and develop plans to implement a minimum of two of the training options. Each option had to be from a different focus area and had to be implemented by the end of the Spring semester.

Figure 1.
CW CAP Menu of Options

Focus Area	Goal	Actions/Implementation
Provide Information	The primary intent is to increase awareness/education through facts, discussion scenario based focus.	Take Back the Night (Squadron)- PP, Teal Ropes, or Volunteers to read developed anonymous testimonials from SAPR Victims with no larger than the squadron audience.
		Host Healthy Relationships Training/Education for at least one year group.
		Host Secure Bond Leadership Training.
		Host Relationship Attachment Training.
		Training class led by Equal Opportunity w/AOC and/or AMT presence.
		Require First and/or Second Class Cadets attend the Firstie Panel Discussion hosted by SAPR.
		Continuum of Harm education hosted by a SME from either SAPR, Legal, or CCLD or all.
Enhancing Skills	The primary intent is to increase someone’s skillsets	Host Bystander Training Class/Discussion led by Sq PP, CCD, SAPR, and/or trained ROPEs.
		Host Teal Rope led developed training/discussions with required Sq PP presence.
		Unite PEERS, Teal Ropes, D&I, Character & Honor cadets through monthly meetings to synchronize common functions and gain unity of effort.
Deter	The primary intent is to increase/decrease the probability of a specific behavior/reaction/belief by altering the consequence/outcome for performing that behavior.	Review/update unit policy regarding these harassing behaviors & emphasize at cadet discussions.
		Host a PP led discussion w/upperclassmen to emphasize the importance and expectation of setting the standard, upholding policy, and intervening during inappropriate behaviors.
		Host SF, Legal, and/or OSI to brief the cadets on implications of actions (UCMJ vs. civilian college offenses, federal records based on probable cause, consent, consequences).
		SAPR Trends - PP will share SAPR trends or numbers with their squadron 1x/quarter (or as information is made available).

This is a simplified version of the menu of options and does not show all the detail for the action, nor does it show the point of contact.

At the squadron level, the group commanders gave their AOCs a copy of their respective squadron’s results once the survey administrator had briefed the group commanders. The AOCs interpreted their own results and shared their interpretation with their Group commander. Some AOCs involved cadets in the result interpretation and action planning, whereas others did not. One AOC said “Having transparency with cadets with the DEOCS was very important to me. I’ve never had this kind of transparency for me.” Many AOCs noted they received very little training to interpret the results and relied on the Assessment to Solutions (A2S) website.^{30,31} After AOCs interpreted their results, they were tasked with creating their squadron action plan, which was required to be documented within 60 days from receiving results, as required by Air

³⁰ There are a couple guides related to result interpretation on A2S. They are “Guide to Interpreting Written Comments” and “Factor Interpretation Guide.”

³¹ As of January 2024, the resources previously available on A2S are now available at <https://www.prevention.mil/Climate-Portal/>

Force Instruction 36-2710. Squadron CAPs are required for any factors that received 49% or higher unfavorable ratings, except for the two risk factors that were covered in the CW CAP.

Phase 3: Act

Implementing the action plans occurred at both the CW and squadron levels. At the squadron level, AOCs briefed their cadets on the *DEOCS* results.³² Since the briefs were conducted by each squadron, there was variability in what was shared. In general, squadron-specific results were shared with graphs, statistics, and some comments results. Some AOCs shared quotes, with removed personally identifiable information, while others shared general themes from the comments.

Part of this squadron brief involved discussing steps to address the issues that emerged from the squadron results. The AOCs worked with their team, including AMTs, and some included cadets as well. One AOC involved their cadet leadership once approximately 80% of the planning had been completed. Many AOCs were in their first year at the Academy, so they were unsure of how to create a CAP. To do so, many relied on the CAPs from previous years or on their fellow AOCs, especially second-year AOCs who had gone through the process before.

In Spring 2023, after choosing from the menu of options for the CW CAP, AOCs and their teams implemented their two actions. A Microsoft Excel tracker was used to document the actions each squadron chose. Furthermore, AOCs, AMTs, and the new cadet leadership chose another two options from the menu to be implemented by the end of the new Fall semester. In total, four options were chosen from the menu. Apart from using next year's *DEOCS* results for comparison, there was no discussion of measuring the impact of these training items.

Successes

There were a number of useful strategies USAFA undertook during their 2022–2023 CCA. These include: the creation of the Cadet Wing CCA working group, collaboration among squadron leaders when creating CAPs, and involvement of senior leadership in CCA messaging.

Cadet Wing CCA Working Group

One major success of USAFA's CCA process was the CW CAP working group that created a list of actions to address the command risks discovered on the *DEOCS*. This effort was undertaken when the commandant recognized Cadet Wing-wide issues presented on the survey and brought many of the Academy stakeholders together to work through these concerns.

"It's really hard to see [high-level issues] when you're just breaking it down based on squadrons or groups or mission elements individually. Someone has to be able to look across the entire DEOCS for the institution on behalf of the commander and see if there are any common themes among those. So our office was brought in to look at that, and it gave us some insights and into not only the entire cadet wing, but also

³² The cadet briefs are required to be completed within 60 days of receiving results.

the entire installation on if there are common things that are happening across the institution.”—USAFA Senior Leadership

Many program specialists and prevention stakeholders were involved in the working group and provided their expertise, such as the EO and SAPR offices. Other offices that are involved with cadets, such as the athletic and academic departments, were also included in the working group. Cadets were involved and were able to provide their opinion regarding the actions to address issues that affected them. One meaningful change that came out of the CW CAP was instituting both an AOC and AMT panel which will allow cadets to have more input in their future AOCs and AMTs. This panel idea originated with the cadets in the Teal and Purple Ropes program but was revamped based on further input.³³ These panels will allow the cohort of leadership to interact with cadets, including those in the cadet chain of command and those involved in the Ropes programs. These panels give the cadets a space to share their opinions while also training incoming leaders.

“One strength I saw occur is that everything was focused on leadership development since we are creating leaders of character.” --USAFA Senior Leadership

Collaboration Among Squadron Leaders

Another success at USAFA was the collaborative nature of squadron leaders. Many AOCs relied on their peers to create their squadron CAP. This was especially true for first-year AOCs who had never experienced the *DEOCS* process as a leader. This collaboration was also helpful for interpreting the results of the CCA. Further, many second-year AOCs continued to have high participation rates when looking at their results from both 2021 and 2022. High participation may be attributed to the communication and collaboration regarding the CCA process at USAFA.

“I think it's the brief to the squad after the DEOCS and then showing action on some of the things that said that, ‘Hey, we are taking this seriously and moving out on things.’ If they see their comments being taken seriously, I think that will grow into the following year.”—USAFA AOC

Senior Leadership Involvement

Buy-in from senior leadership was conveyed via messaging to cadets about the CCA process. Many faculty and staff members recognized that senior leadership was highly invested in USAFA’s CCA process and that senior leadership was present at various events related to

³³ Teal Ropes cadets are trained in sexual violence prevention and response to provide peer-to-peer support. Purple Ropes cadets are trained in diversity to provide peer-to-peer support.

command climate. One AOC remarked they had seen the superintendent at several SAPR events, often staying late.

“When there's an e-mail that comes from higher leadership supporting any of these events, anything that has to do with support of something that's on the CAP, something that's going on externally, it's huge. And it's been happening regularly here at USAFA, and there is an increase in attendance to SAPR events. There's an increase of interest and there's an increase in chatter.”—USAFA Program Specialist

Challenges and Opportunities

Although the CCA process at USAFA had many successes, there were also some challenges, which included: lack of training around *DEOCS* results interpretation and lack of inclusion of cadets, program specialists, and prevention stakeholders throughout the CCA process. These challenges are discussed more below.

Training on How to Interpret Results³⁴

AOCs and group commanders received very little training for *DEOCS* results interpretation beyond the result briefing from the EO office. Many expressed how difficult it is to understand the data, including how the percentages are calculated. Some leaders also had a difficult time understanding the graphs provided in the *DEOCS* results reports. A few leaders used resources on the A2S website but still did not find the resources very helpful. More in-depth training would benefit AOCs and group commanders to interpret their *DEOCS* results, which would in turn aid them in the next step of the CCA process, which is creating actionable steps to target any issues highlighted on the *DEOCS*. AOCs also expressed difficulties in determining actionable steps. Although the CW CAP had a menu of options specific to sexually harassing behaviors and racially harassing behaviors, a similar list for other factors does not exist, which means that AOCs had to come up with actionable steps on their own, often relying on past CAPs, which may not have been useful.

Additionally, AOCs lack clear guidance on how to create a squadron CAP. The content on the CAP, including what is shared with the cadets, is not standardized. Many of the 2022 squadron CAPs differed significantly in content and breadth. Some AOCs created PDFs, whereas others created Microsoft PowerPoint presentations. One CAP included the purpose of the *DEOCS*, the list of protective and risk factors, data takeaways, comment examples, tables with data breakdowns, the objective, the responsible agency, planned steps, and the status. Another CAP included the problematic factor and rating, the objective, responsible agency, planned steps and status. Having a standardized set of information on the CAP could be useful for cadets so they can understand the problem, the data showing the problem, and the actions to be taken.

³⁴ Since the implementation of DoDI 6400.11 there has been a move to improve the training of Company Academy TACs, Company Officers and AOCs around command climate assessment. However, this had yet to take shape during our visits and process evaluation.

Expanding training and developing clear guidance on how to create a squadron CAP can lead to more effective CAPs.

Inclusion of Cadets, Program Specialists, and Prevention Stakeholders in the CCA Process

Some squadrons engaged their cadets throughout the CCA process, but this engagement was not widespread. Cadets in the chain of command and cadets involved in the Teal and Purple Ropes programs could be beneficial resources at multiple nodes in the process. Cadets can help raise awareness of the *DEOCS*, and cadets in the Ropes programs can offer support and context during the result interpretation and action planning phases. Furthermore, program specialist and prevention stakeholder involvement, such as SAPR and the Office of Diversity and Inclusion, could be increased at multiple critical junctures to advise on custom question inclusion based on previous years' survey results as well as interpretation and follow on actions.

Chapter 5: Overall Observations and Conclusion

Overall Observations for the CCA Process

This chapter details overall observations for the Command Climate Assessment (CCA) process at the Military Service Academies (Academy). These are based on observations at all three Academies, but can also apply across the broader range of military units and DoD organizations as they conduct annual CCAs. Observations are categorized into three primary areas:

1. Knowledge sharing about the CCA process and its importance
2. Engagement of all Academy stakeholders in the full CCA process
3. Communication across the Academy at all stages of the CCA
4. Tracking effectiveness and assessing progress on climate goals
5. Use of additional data sources

Knowledge Sharing About the CCA Process

Through observations and discussions with each of the Academies, a shared challenge that the Academies face with their CCA process is the turnover in the personnel responsible for facilitating the process. Due to changes in duty stations and assignments, the personnel tasked with executing an Academy's CCA process typically cycle in and out of the position every two to three years. With each turnover the CCA process is at risk of losing institutional knowledge needed to produce a successful CCA cycle.

The amount of turnover in CCA expertise may lessen with the hiring of the new Integrated Primary Prevention Workforce at the Academies. These positions will provide critical stability and expertise to the CCA process. In addition, CCA and CIPP online courses are now available for audiences across the DoD, including the Academies, and will provide critical background and training for all individuals engaged in the CCA and CIPP process.

Additionally, a March 10, 2023 Secretary of Defense memo directed the Under Secretary of Defense for Personnel and Readiness (USD [P&R]) to review and revise the training that tactical officers (TAC), company officers, and air officers commanding (AOC) receive to be sure they are fully prepared to address climate challenges within their cadets and midshipmen units. This new training with a specific climate focus will assist in generating a solid base of knowledge for incoming TACs/AOCs/Company Officers to conduct, and act on, CCAs.

Finally, strong documentation from the annual CCA is not maintained in a standardized way. Reviewing the Academy-specific documentation from the prior CCA can provide new CCA personnel with more context around the CCA process, including topics that have already been discussed and custom questions that should be considered.

Engagement of all Academy Stakeholders in the Full CCA Process

A common theme brought up in interviews was that experiencing the CCA process in action, either at the Academy or at previous posts, increases buy-in to the process.

“I don’t just see the DEOCS as a leadership tool, it’s also a leadership development tool because if you think about it, these cadets are going to be the future leaders. So if they get that positive exposure to it now, when they become leaders on the ground level or the operations level, they’ll know ‘I need to make this an important event or effort for my group, for my squadron, because I’m the leader of this fight.’”–USAFA AOC

Prior experience with a productive CCA process motivates those involved in those successful efforts to share their experiences, whether faculty and staff or cadets/midshipmen, such as extra emphasis on how the process allows those participating to have their voice heard and extolling the tangible and often transformative results of leadership taking action in response to the CCA findings.

A successful CCA process relies on input and participation from a variety of stakeholders at the Academy, such as cadets/midshipmen, leadership, and program specialist and prevention stakeholder offices. Engaging these individuals early and often in the process has been important to boost response rates, interpret the results, develop realistic and useful prevention activities, and execute prevention activities effectively.

Cadets/Midshipmen

Cadets/midshipmen were involved in varying capacities with the CCA process at the Academies. At USMA, cadets participated in the ACT team, which focuses on climate issues throughout the academic year, and company leadership asked ACT team cadets in their companies to assist with prevention activities developed during the CCA process (although “ACT” is not an acronym in the traditional sense, cadets on the team Address sexual harassment and assault, Create healthy climates, and Tackle holistic health). Additionally, USMA company leadership asked ACT cadets in their companies to assist with prevention activities developed during the CCA process. At USNA, midshipmen were involved with the CRT, responsible for interpreting *DEOCS* results and developing prevention activities. At the U.S. Air Force Academy (USAFA), cadets participated in developing the Cadet Wing (CW) CAP. These examples of cadet/midshipman involvement increased cadet/midshipman ownership of the process while also demonstrating to their peers that the CCA process is a credible method for addressing climate issues at the Academy. Interview respondents who indicated involving cadets/midshipmen in the CCA process said the cadets/midshipmen provided valuable insight into the process and into how their fellow cadets/midshipmen were feeling.

“I'm honestly very impressed with the ones that have agreed to do it and are engaging. So that's good. It's good. Anytime we can get midshipman involvement in this stuff is really beneficial.”—USNA Support Office Staff

Leadership

As with cadets/midshipmen, leadership was involved to varying degrees in the CCA process. When leadership, especially senior leadership, was involved in the process, interview respondents shared that they felt empowered to conduct the CCA process in a way that could produce meaningful improvements to the command climate at the Academies. Leadership at all levels within the Academies should be involved with the CCA process, including encouraging cadets/midshipmen to participate in the *DEOCS*, participating in workgroups tasked with interpreting *DEOCS* results and developing CIPP plans, briefing the Academy on changes being made in response to the CCA process, and tracking implementation of actions. Even in cases when leadership is already involved, increasing visibility of this involvement across the Academies can have an impact on cadets'/midshipmen's perceptions of the CCA process within the Academy community. Increasing visibility can be accomplished through periodic e-mails or in-person updates from leadership on the CCA process.

Program Specialists and Prevention Stakeholders

Based on our discussions, program specialists and prevention stakeholders at the Academies are often ready and willing to participate and share their expertise in the CCA process and were included in varying capacities during the 2022–2023 CCA process.

“I really want to commend [the CW], another best practice of bringing in subject matter experts from across the institution... What does the research tell us about how to approach these issues? Understanding our particular population of 18- to 22-year-olds, then developing from best practices and research, developing interventions for that group specifically versus a larger population that might be more diverse in their age or their backgrounds and identities.”—USFA Senior Leadership

Leveraging the knowledge and expertise of program specialists and prevention stakeholders in the CCA process, particularly when interpreting results and developing and executing CIPP plans, bolstered the effectiveness of the process and reduced the burden on leadership who traditionally develop prevention activities for companies/squadrons. It was critical that prevention activities were evidence based; not all activities were effective and sufficient training and expertise was needed to identify the best evidence based activities for the particular need, within the context of the Academy. Program specialists are particularly well situated to work with the IPPW to identify high-quality, evidence-based prevention activities and to evaluate the impact of the activities upon implementation.

Communication Across the Academy At All Stages of the CCA Process

One area that all of the Academies could improve upon is to foster better and clearer communication across all stages of the CCA process at the Academies.

“I think midshipmen just want more insight into how [the DEOCS] gets used and then where does it go? I don’t think they realize how high up it goes. And the superintendent’s going to get briefed on this data and he’ll make decisions and pass on to the next superintendent based off of this survey... I think a lot more midshipmen would do it if they knew about that.”—USNA Midshipman

Communicating with cadets/midshipmen throughout the CCA process to help them understand the inner workings of the process and the impact taking the *DEOCS* lead to increased response rates and more interest from cadets/midshipmen about the process. The CCA process has many built-in communication opportunities, including sending e-mails, having discussions with cadets/midshipmen during the *DEOCS* fielding window to encourage participation, and holding sensing sessions during results interpretation and briefing results and CIPP plans. These opportunities facilitate two-way communication, not only to relay information to cadets/midshipmen about the process, but also to gather feedback from them about the command climate, an important tool in the overall CCA process. Sensing sessions with cadets/midshipmen allow leadership to discuss trends in results from any data collection they have completed, including the *DEOCS*, and can provide more context to the results. Results briefings and CIPP plan briefings demonstrate to cadets/midshipmen that the CCA process continues beyond *DEOCS* participation, that their feedback has been heard, and that the Academy is looking to address their feedback in a tangible way. Involving cadets/midshipmen in the CCA process in this way also provides connection to and familiarity with Academy resources available outside the CCA process.

Assessing Effectiveness and Tracking Progress

While all of the Academies had various strategies for addressing the findings of their climate assessments, there did not appear to be any consistent method for assessing the effectiveness of assessment inspired interventions, nor a consistent way to track progress toward goals at the institutional level. These evaluation steps are important to ensure that proposed solutions are effective, and that ineffective solutions are not re-implemented after subsequent assessments. Because we often saw actions from previous years assessments referenced in action plans (sometimes verbatim), it is not clear the extent to which company officers were evaluating the plans and actions from prior years.

Evaluation of the actions undertaken based on climate assessments will likely be improved with the integration of the prevention workforce at the Academies and the development of Academy-wide CIPP plans. However, tracking progress towards climate goals can happen at a variety of organizational levels and multiple layers of leadership ensure that the response to climate issues is unified across the Academy.

Use of Additional Data Sources in Command Climate Assessment

The final overall observation relates to the use of additional data sources (besides the *DEOCS*) when conducting CCAs. Some Academies did do sensing sessions or utilize focus groups, although it is unclear the extent to which this was representative. In addition to more qualitative mythologies, the Academies have a wealth of data at their disposal that would be useful in assessing climate related issues. This includes data from the biannual *Service Academy Gender Relations (SAGR)* Survey that would well complement many of the factors on the *DEOCS* and provides much more contextual and granular information.

Impact of DoDI 6400.11

It is important to reiterate that DoDI 6400.11 was released during the 2022–2023 CCA process evaluation, and the Military Departments are phasing in implementation. Notably, this instruction established the CIPP plan requirement as well as set forth the responsibilities of the IPPW. Thus, the 2022–2023 CCA that we observed at the Academies did not include either of these two vital components of the updated CCA process.

Building IPPW personnel into the CCA process

At the Academies in APY 2022–2023, one person oversaw planning, administering, and interpreting the results of the *DEOCS*, typically an Equal Opportunity (EO) professional, consistent with prior DoD policy.³⁵ The EO professionals' subsequent involvement in the action planning portion varied by Academy, and centralized responsibility for action plan development and execution was limited at the Academies (some more than others).

The newly hired IPPW at the Academies will play a foundational role in CCA moving forward, in accordance with the DoDI 6400.11. The CCA, by definition, collects and integrates data and information across a wide range of climate and culture issues, and thus across a wide range of equities. In their role as integrators, IPPW will be well-positioned for guiding the CCA process and ensuring the process is well integrated across the many equities and stakeholders within the Academy. IPPW will also be responsible for the CIPP plan, which means they will need to be deeply involved in analyzing *DEOCS* data and collecting any follow-up data that the Academy deems necessary. The roles of the IPPW departs from the 2022–2023 CCA cycle that we observed (because the new policy was not yet in place).

Documenting Actions

During the 2022–2023 CCA process, the Academies had companies/squadrons developing action plans based on their *DEOCS* results. USNA and USAFA both included Academy-level action plans in their process that attempted to address flagged factors from the *DEOCS* that were prevalent across companies/squadrons. The DoDI 6400.11 establishes the CIPP plans as the

³⁵ Prior to the DoDI 6400.11, CCA policy was contained in the DoDI 1350.02 as part of Equal Opportunity policy and was enacted within units and organizations by equal opportunity professionals who were often trained at DEOMI. With the shift toward integrated primary prevention, policy oversight for CCA was transferred via the DoDI 6400.11 as CCA is intended as tool to address multiple forms of violence and harmful behavior, including but not limited to equal opportunity violations.

primary method of action planning. CIPP plans are required at the level of the “community,” as determined by the Service. For the Academies, the total Academy is the community of focus for the CIPP, and thus each Academy will complete one CIPP plan annually. There is no requirement for companies/squadrons to develop their own action plans independent of the CIPP plan, however, company/squadron-specific actions can and should be included within the CIPP plan when action is required at this level, in addition to actions at the battalion and Academy-wide levels, and leaders at all levels must have assigned responsibilities or actions in the CIPP plans.

Conclusion

To better understand the CCA process at the Academies, we conducted a process evaluation wherein we reviewed documentation, interviewed staff and stakeholders, and observed a full CCA cycle at each Academy. The CCA processes at the Academies are largely similar. Many of the identified challenges are also shared, with all Academies contending with communication silos, personnel turnover, and a need for broader involvement in the process. Each of the Academies also had strengths that could be leveraged across the Academies, such as assembling a multidisciplinary team to review *DEOCS* results and reviewing all *DEOCS* results to identify factors for Academy-level issues rather than company- or squadron-level issues, and involving cadets and midshipmen in various capacities in the CCA process.

Developing command climates that are strong and supportive is the primary objective of the CCA process and an important goal of the Academies. A healthy climate will allow all cadets and midshipmen to grow and thrive to their fullest abilities and be prepared as future leaders. It is critical for building a more resilient force for these future leaders to understand how to build and maintain healthy climates, with CCAs as an important tool for doing so. By observing the CCA process at the Academies and developing Guides for CCA implementation, our goal was to build efficiency and institutional knowledge of CCA at the Academies, to encourage further buy-in into the process, and ultimately to improve the efficacy of the CCA process at the Academies.

“I think one of the strengths of how this was approached in this way, it was always framed in the matter of leadership. This is about leadership development. We are an institution of leaders, developing leaders of character. It’s not only the right thing to do to not treat people disrespectfully, sexually harassing behaviors, racially harassing behaviors, whatever it is. It’s not just the right thing to do, it’s what makes us a better leader. So these are leadership skills that we’re teaching our students. And framing what they’re learning, whether it’s sexual assault, sexual harassment, whatever the climate and culture pieces tell us is a challenge, of framing that in a leadership way.”

–USAFA Senior Leadership

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Appendix A. Evaluation Questions

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Note: The evaluation questions utilize an older phase structure, with the CCA process broken into five phases.

General/Overarching

1. What is the CCA “life cycle” timeline?
 - a. Where do “pain points” most often appear?
2. What personnel (including student leaders) are involved in the CCA, and during which phase(s)? For each:
 - a. Position/title/rank?
 - b. CCA role(s)/responsibilities?
 - c. Trained? Extent/type of training?

Phase 1: Planning and Preparation

3. When does planning begin vis-à-vis the anticipated survey launch date?
4. How are subgroups determined/planned?
5. Challenges in registration/rostering?
6. What planning activities take place prior to fielding?
 - a. What personnel are involved? What are their roles and responsibilities? What are their relevant areas of expertise/experience?
 - b. What is the structure/format of these activities?
7. What resources are available/used to guide planning activities? (e.g., SOPs, checklists)
 - a. Are these resources sufficient? If not,
 - i. Why not?
 - ii. What else is needed?
8. How are custom questions identified/selected?
 - a. Single person vs. group consensus?
 - b. Printing out vs. using online search functionality?

9. What, if any, experiences from the prior year's CCA were used to inform the current CCA cycle?
10. What's the degree of turnover/loss of institutional knowledge within the CCA team year-to-year?
11. What barriers/challenges currently exist?
 - a. How are these the same/different as in prior years?
 - b. Are there challenges encountered in recent years that have since been remedied/addressed?
 - i. If so, how?
 - ii. If not, why?
12. How is awareness raised among potential participants/participation encouraged (prior to survey launch)?
 - a. What strategies are most/least effective?

Phase 2: Survey Fielding/Administration

13. How are the length and timing of survey fielding determined? What factors are considered?
14. What activities take place during survey fielding?
 - a. What personnel are involved? What are their roles and responsibilities? What are their relevant areas of expertise/experience?
 - b. What is the structure/format of these activities?
15. Are response rates monitored? If so,
 - a. How frequently?
 - b. How is this information used?
16. How is awareness raised among potential participants/participation encouraged (during survey fielding)?
 - a. What strategies are most/least effective?
17. What barriers to participation exist?

Phase 3: Results Interpretation and Data Triangulation

18. What is the process for initially reviewing DEOCS results (i.e., by the survey administrator/CCA team)?
 - a. Who is involved? (i.e., a single person?, a team of people?)
19. What challenges are encountered when interpreting DEOCS results?
20. What resources are used to help interpret the DEOCS resources?
21. What, if any, additional data collection activities are conducted following the DEOCS survey (e.g., focus groups/listening sessions)?

Phase 4: Action Plan Development and Outbriefs

22. How soon after DEOCS results are made available are they briefed to the Commandant/Superintendent?
 - a. What does a briefing of results to the Commandant/Superintendent consist of? Who is involved?
23. How soon after DEOCS results are made available are they briefed to the entire academy?
 - a. How is this done? Who is involved?
24. When does action planning begin?
 - a. What does this process look like? Who is involved?
 - b. What parts of the action plan is shared academy-wide?

Phase 5: Action Plan Implementation

25. How are DEOCS action plans tracked once created? Are follow-on meetings held?
26. Who is responsible for ensuring action items are executed?
27. Are status updates on action plans provided to top leadership? If so, how?
28. Are cadets/midshipmen informed of completion of action items?

Appendix B. Qualitative Interview Guides

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Fall Interview Guide

MSA CCA Interview Guide 10 Nov 2022

Interview Guide

Introduction

Thank you for finding the time to speak with me today. I'm talking to people who are involved in the command climate assessment process at West Point and I'm interested in your experiences. It's important to note that, since we are talking about your experiences and perspective, there are no wrong answers to my questions. The interview should last between 45 minutes and one hour.

Your participation in this interview is voluntary—you don't have to answer any questions that you don't want to, and you are free to stop the interview at any time. We would like to record the interview to facilitate notetaking and later analysis. This recording would not be shared outside of the OPA research team. Would this be okay? Do you have any questions before we begin?

(Begin recording if given permission.)

Background Questions

1. First, can you tell me a little more about yourself? How long have you been at West Point? Where were you before?
2. Can you tell me more about any experience you've had working on the DEOCS or on CCA teams, more generally—either at West Point or elsewhere?
 - a. What is your current role? How long have you been in it?
 - b. How did you end up in this role?
3. How many surveys does your academy conduct each year?
 - a. What office or offices oversee them?
 - b. (If yes) What are the differences, if any, between these types of administrations?
4. Have you received any training or education about administering or interpreting the DEOCS or conducting CCAs?
 - a. [If yes] Can you tell me more about the training/education you received?
5. To the best of your knowledge, how long has West Point conducted the DEOCS (or MEOCS)?

- a. Can you tell me how the process has changed at the Academy to your knowledge over the years?

Phase-Specific Interview Questions

Based on prior knowledge of the interviewee, as well as responses to the first set of questions, choose the questions below that the interviewee will have the experience to answer. If an individual is involved in that phase of the CCA process, ask the **detailed questions** as well as the **high-level questions**. If the individual is tangentially involved in a phase, ask the **high-level questions only**. If the individual is not involved in a phase at all, skip all questions related to that phase.

Phase	Detailed	High Level
Prepare	P1. When does planning for West Point DEOCS begin? <ul style="list-style-type: none"> a. Does this differ for the cadets and faculty/staff versions of the survey? b. How is the length and timing of survey fielding determined? <ul style="list-style-type: none"> i. What factors are considered? P2. Who is involved in the planning process? <ul style="list-style-type: none"> a. What, if any, documents from previous DEOCS/CCA cycles have you or others leveraged during the planning process? b. What, if any, documentation did you or others you work with feel would have been helpful in planning/executing the DEOCS/CCA? P3. How does West Point identify/select its roster subgroups? <ul style="list-style-type: none"> a. What’s the rationale for this break-up? b. Who’s in charge of this decision? c. Has it been generally consistent in previous years (If no, why not) 	P4. What challenges has the Academy experienced this year during DEOCS planning? <ul style="list-style-type: none"> a. Are these challenges similar to or different from challenges experienced in previous years? b. How have you addressed, or are trying to address, these challenges? P5. In your experience, is there anything that has helped improve the success of DEOCS preparation?
Conduct	C1. How is survey participation encouraged? <ul style="list-style-type: none"> a. Who is involved in these activities? <ul style="list-style-type: none"> i. What are their roles and responsibilities? ii. How would you encourage a Cadet who thought that there’s no reason to take the survey? C2. Does your service academy monitor response rates during survey fielding? <ul style="list-style-type: none"> a. How frequently? b. How is this information used? c. Does the response rate affect your fielding window? <ul style="list-style-type: none"> i. (Facilitator’s note: if needed, you can clarify with the following) In other words, could you extend your fielding window if you found your response rate to be low? 	C3. What challenges has the Academy experienced this year during DEOCS fielding? <ul style="list-style-type: none"> a. Are these challenges similar to or different from challenges experienced in previous years? b. How have you addressed, or are trying to address, these challenges? C4. In your experience, is there anything that has helped improve the success of DEOCS fielding?
Interpret	I1. What is the process for initially reviewing DEOCS/CCA results? <ul style="list-style-type: none"> a. Who is involved? (Single person, team?) I2. What challenges exist when interpreting DEOCS results? I3. What resources exist to assist in the interpretation of results? I4. What other data collection activities are conducted following a DEOCS survey (focus groups, record reviews, etc.)?	I6. What challenges has the Academy experienced this year during DEOCS analysis? <ul style="list-style-type: none"> a. Are these challenges similar to or different from challenges experienced in previous years? b. How have you addressed, or are you trying to address, these challenges? I7. In your experience, is there anything that has helped improve the success of DEOCS analysis?

	I5. How soon after the results are received is the commandant/super intendant briefed? a. Who does this briefing? b. Anyone else briefed?	
Develop	D1. When does action planning begin? a. What does this process look like? Who is involved? b. Who is briefed on the action plans? (Entire academy? Just leaders?) D2. Are there any status updates provided during the process? a. What is the cadence? b. Who does these and who is briefed?	D3. What challenges has the Academy experienced this year during action plan development? a. Are these challenges similar to or different from challenges experienced in previous years? b. How have you addressed, or are trying to address, these challenges? D4. In your experience, is there anything that has helped improve the success of action plan development?
Execute	E1. How are action plans tracked once created? Who does this? E2. Who is responsible for following through on action plans? E3. Are cadets/midshipmen informed of completion of action items?	E4. What challenges has the Academy experienced during action plan execution? a. Are these challenges similar to or different from challenges experienced in previous years? b. How have you addressed, or are trying to address, these challenges? E5. In your experience, is there anything that has helped improve the success of action plan execution?

Retrospective Questions about Prior Years

- 6. What feedback have you gotten from cadets either this year or in previous years?
 - a. How has this feedback been responded to?
- 7. Is there anything else you would like to share about the CCA process?

Closing

- 8. From your perspective, do you think the DEOCS overall, produces positive, meaningful change?
 - a. [If yes] Can you give me an example of a time in your experience (either in the military or at the Academy) that the survey produced change?
- 9. Is there anything else I haven't asked about that you think I should know?
- 10. Based on what I've told you about the goals of our projects and the questions that I've asked you today, are there other people that you think I should talk to?

Meet & Greet Interview Guide

Note: This interview guide was used in instances where a full interview was not feasible, such as with the Academy commandant.

MSA CCA Meet & Greet Guide

10 Nov 2022

Interviewer Introduction

Please take some time to introduce yourself and any colleagues with you.

Project Introduction

Thank you for finding the time to speak with me today. We are performing a process evaluation for command climate assessments at military service academies. We have interviews set up with [#] individuals at [Service Academy] to discuss their experiences and learn more about the successes and challenges around fielding a *DEOCS* and developing and executing an action plan. At the end of the evaluation, we will develop resources regarding best practices that MSAs can use when conducting future CCAs. Do you have any questions about our project before I ask you some questions about your views and experiences?

Meet & Greet Questions

1. Can you tell me about your philosophy with respect to command climate at [Service Academy]?
 - a. How does the *DEOCS* fit in with your philosophy?
 - b. [if applicable] How do you use *DEOCS* data at an executive level?
 - c. What parts of the data are most useful to you?
2. What challenges has [Service Academy] experienced during its command climate assessments?
 - a. How have you addressed, or tried to address, these challenges?
3. In your experience, is there anything that has helped improve the success of command climate assessments at [Service Academy]?
 - a. [if applicable] Can you provide any examples?
4. What resources do you feel would benefit [Service Academy] during the CCA process?

Closing

5. Is there anything else I haven't asked about that you think I should know?

Fall Support Staff Interview Guide

Note: This interview guide was used for interviews with support office staff.

MSA CCA Interview Guide
Support Staff
9 Dec 2022
Interview Guide

Introduction

Thank you for finding the time to speak with me today. I'm talking to people who are involved in the command climate assessment process at the [Service Academy] and I'm interested in your experiences. It's important to note that, since we are talking about your experiences and perspective, there are no wrong answers to my questions. The interview should last between 45 minutes and one hour.

Your participation in this interview is voluntary—you don't have to answer any questions that you don't want to, and you are free to stop the interview at any time. We would like to record the interview to facilitate notetaking and later analysis. This recording would not be shared outside of the OPA research team. Would this be okay? Do you have any questions before we begin?

(Begin recording if given permission.)

Background Questions

1. First, can you tell me a little more about yourself? How long have you been at the [Service Academy]? Where were you before?
2. Can you tell me more about any experience you've had working with the DEOCS or on CCA teams, more generally—either at the [Service Academy] or elsewhere?
 - a. What is your current position? How long have you been in it?
 - i. What do you see as your role in the DEOCS or CCA process, specifically?
 - ii. How did you end up in this role?
 - iii. Is there anything you'd like to see change about it? (e.g., more/less involvement, overall, or regarding certain aspects?)
3. How many surveys does [Support Service] support at the [Service Academy] each year?
 - a. What office or offices oversee them?
 - b. What are the differences, if any, between these types of administrations?
4. Have you received any training or education about administering or interpreting the DEOCS or conducting CCAs?
 - a. [If yes] Can you tell me more about the training/education you received?

5. To the best of your knowledge, how long has the [Service Academy] conducted the DEOCS (or MEOCS)?
 - a. Can you tell me how the process has changed at the Academy to your knowledge over the years?

Phase-Specific Interview Questions

Phase 1: Prepare

6. Are you involved in planning the DEOCS at the Academy?
 - a. (If NO) How, if at all, do you feel your role should be involved in that process?
 - i. After probing, skip to question 9
 - b. (If YES) Can you tell me more about your involvement?
7. What challenges have you observed at the Academy this year during DEOCS planning?
 - a. Are these challenges similar to or different from challenges experienced in previous years?
8. In your experience, is there anything that has helped improve the success of DEOCS preparation?

Phase 2: Conduct

9. Are you involved in conducting the DEOCS at the Academy?
 - a. (If NO) How, if at all, do you feel your role should be involved in that process?
 - i. After probing, skip to question 12
 - b. (If YES) Can you tell me more about your involvement?
10. What challenges have you observed at the Academy this year during DEOCS fielding?
 - a. How do these compare to challenges experienced in previous years?
11. In your experience, is there anything that has helped improve the success of DEOCS fielding?

Phase 3: Interpret

12. Tell me more about your involvement with helping the commands interpret the DEOCS results.

- a. How can your program/department/Service better help commands interpret their DEOCS results?
- 13. To what extent do you feel results are adequately communicated to Academy leadership? To students?
- 14. How seriously do you believe the results are taken by leadership? By students?
- 15. What challenges have you observed at the Academy this year during the interpretation of the DEOCS results?
 - a. How do these compare to challenges faced in previous years?
- 16. In your experience, is there anything that has helped improved DEOCS results interpretation?

Phase 4: Develop

- 17. What experience does your program/department/Service have with developing Action Plans for the benefit of improving overall command climate?
 - a. How might, or does, your program/department/service assist the commands with the development of action plans?
- 18. In your experience is your office consulted during the action plan development process in a meaningful way?
- 19. What challenges have you previously observed or do you anticipate occurring at the Academy this year during Action Plan development?
- 20. In your experience, is there anything that has helped improve the success of Action Plan development?

Phase 5: Execute

- 21. How have prior years' action plans attempted to create change at the Academy?
 - a. Do you believe they were successful?
- 22. What barriers do you believe exist that prevent the commands from soliciting for your program's/department's/Service's assistance?
- 23. What challenges have you observed or do you anticipate arising at the Academy this year during Action Plan execution?
- 24. In your experience, is there anything that has helped improve the success of Action Plan execution?

Retrospective Questions about Prior Years

25. What feedback have you or others received from [cadets/midshipmen] about the DEOCS or CCA process, either this year or in previous years?
 - a. How has this feedback been responded to?
26. Is there anything else you would like to share with me about the CCA process?

Closing

27. From your perspective, do you think the DEOCS overall produces positive, meaningful change?
 - a. **(If YES)** Can you give me an example of a time that, in your experience (either in the military or at the Academy), the survey produced change?
28. Is there anything I haven't asked about that you think I should know?
29. Based on what I've told you about the goals of our projects and the questions that I've asked you today, are there other people that you think I should talk to?

Spring Interview Guide

MSA CCA Interview Guide
Spring Interviews
Primary Focus: Action Plan Design and Execution
Last Updated: 3 March 2023

Interview Guide

Introduction

Thank you for finding the time to speak with us today. We are talking to people who are involved in the command climate assessment process, and we are interested in your perspective on action planning at the Academy. (If the person has already be interviewed): We appreciate you talking to us during the Fall semester. Your input was very helpful. In the fall, I primarily asked questions about your current role at the {Service Academy] and any prior CCA roles and experiences. Today, I'd like to ask questions mainly focused on 1) how you feel the CCA process, as a whole, has been going this academic year; and 2) activities conducted or planned for the Spring semester.

It's important to note that, since we are talking about your experiences and perspective, there are no wrong answers to my questions. The interview may last up to one hour.

Your participation in this interview is voluntary—you don't have to answer any questions that you don't want to, and you are free to stop the interview at any time. We would like to record the

interview to facilitate notetaking and later analysis. This recording would not be shared outside of the OPA research team. Do you consent to being recorded? Do you have any questions before we begin?

(Begin recording if given permission.)

Background Questions

****Qs 1-3 are duplicated from Fall Interview Guides.****

- *Ask as standard practice ask only if the interviewee has not been previously interviewed (e.g., might be new to the CCA team/Academy, or simply wasn't identified during the Fall).*
 - *If interviewee was interviewed in the Fall, review notes prior to this interview to make sure these questions were adequately covered, and no follow-ups seem warranted. If you feel some further digging into Qs 1, 2, and/or 3 would be helpful, please modify this guide accordingly in advance of the interview and save a version indicating the interviewee it's being used with.*
1. First, can you tell me more about yourself? How long have you been at the [Service Academy]? Where were you before?
 2. Can you tell me more about any experience you've had working on CCA teams, more generally—either at the [Service Academy] or elsewhere?
 - a. What is your current position? How long have you been in it?
 - i. What do you see as your role in the CCA process, specifically?
 - ii. How did you end up in this role?
 - iii. Is there anything you'd like to see change about it? (e.g., more/less involvement, overall, or regarding certain aspects)
 3. Have you received any training or education about conducting CCAs?
 - a. [If yes] Can you tell me more about the training/education you received?

****Q4 is new.****

- *Ask of everyone unless doing so simply does not make sense.*
4. How do you feel CCA activities conducted so far during this academic year have gone?

- a. *(If interviewee is new to the project)*: If you weren't directly involved in these earlier activities, please share any impressions you have that are based on your indirect experiences or comments made by other individuals.
- b. What has met or has not met your expectations? (Probe on both if interviewee only speaks to one.)

Dissemination of DEOCS Results

I'd like to learn a bit more about what the process of sharing *DEOCS* results with Academy students, faculty, and staff looks like.

5. How soon after *DEOCS* results are made available are those results typically briefed to the Commandant/Superintendent?
 - a. What does a briefing of results to the Commandant/Superintendent consist of?
 - b. Who all is involved?
 - c. Are all of the results briefed? If not, walk me through the process of deciding what information is shared and what is omitted.
 - d. When questions or comments come up, during the briefs:
 - i. Who is responsible for answering those questions?
 - ii. Are comments/questions taken into consideration when developing action plans?
6. How soon after *DEOCS* results are made available are they briefed to the entire Academy?
 - a. How is this done? (By e-mail, by company/squadron, etc.)
 - b. Who all is involved?
 - c. Are all of the results briefed? If not, walk me through the process of deciding what information is shared and what is omitted.

Action Plan Development

Now I'd like to ask you some questions about Action Planning at the [Service Academy].

7. What does this process consist of at the Academy?
 - a. When does it start?

- b. Who all is involved (whether through contributing to their development or being kept aware of/briefed on progress in this area)?
 - i. Which person or persons have the greatest responsibility for their development?
 - ii. How are individuals selected to be involved in the process? (e.g., mandatory, voluntary, etc.)
 - iii. Are students involved in the process?
 - 1. If so, how?
 - 2. If not, why is this the case?
- 8. How do you determine what main issues to focus on in your action plan (e.g., sensing sessions, *DEOCS* results, cadet feedback, etc.)?
 - a. (If they mention *DEOCS* results) How do you determine which *DEOCS* results to focus on and include in your plan?
- 9. In your experience (or based on what you've heard from others), to what extent do action plans differ notably from year to year?
 - a. Why do you think this is?
- 10. What challenges has the Academy experienced this year during action plan development?
 - a. Are these challenges similar to or different from challenges experienced in previous years?
 - b. How have you addressed, or are you trying to address, these challenges?
- 11. In your experience, is there anything that has helped improve the success of action plan development at the Academy?

Action Plan Implementation

- 12. How are action plans tracked once created?
 - a. Who is responsible for tracking progress?
- 13. Who is responsible for implementing action plans?
- 14. Are cadets/midshipmen informed when action items are completed? If so, how? And when?
- 15. Is Academy leadership updated on action plan progress? If so, how? And when?

16. What challenges has the Academy experienced this year during action plan implementation?
 - a. Are these challenges similar to or different from challenges experienced in previous years?
 - b. How have you addressed, or are you trying to address, these challenges?
17. In your experience, is there anything that has helped improve the success of action plan implementation at the Academy?

Retrospective Questions

18. How, if at all, has this year's action planning process built upon success from previous years?
 - a. How, if at all, has this year's action planning process learned from challenges from previous years?

Closing

19. From your perspective, do you think the action planning process produces positive, meaningful change?
 - a. [If yes] Can you give me an example of a time at the Academy that the action planning process produced change?
20. What support or resources do you think would help you and the Academy in developing and implementing effective and robust Action Plans?
21. Is there anything else I haven't asked about that you think I should know?
22. Based on what I've told you about the goals of our project and the questions that I've asked you today, are there other people that you think I should talk to?

Appendix C. Qualitative Coding Scheme

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Table 5.
Topical Codes

Code/Subcode Name	Code ID	Decision Rules
Timeline	T.0	Apply this code to all responses in which the participant discusses the timeline for the CCA process
CCA Phases	C.0	Apply this code to all responses about the CCA phases that do not fit into one of the following sub-codes
Planning and preparation	C.1	Apply this code to all responses in which the participant describes concepts around the planning and preparation phase of the CCA process
Survey fielding and administration	C.2	Apply this code to all responses in which the participant describes concepts around the survey fielding and administration phase of the CCA process
Results interpretation and data triangulation	C.3	Apply this code to all responses in which the participant describes concepts around the results interpretation and data triangulation phase of the CCA process
Action plan development	C.4	Apply this code to all responses in which the participant describes concepts around the action plan development phase of the CCA process
Action plan implementation	C.5	Apply this code to all responses in which the participant describes concepts around the action plan implementation phase of the CCA process
CCA Experiences	X.0	Apply this code to all responses in which the participant discusses their experiences with the CCA process that do not fit into one of the following sub-codes
Challenges	X.1	Apply this code to all responses in which the participant describes challenges they have encountered in the CCA process
Needs	X.2	Apply this code to all responses in which the participant identifies items or support that they need for the CCA process
Successes	X.3	Apply this code to all responses in which the participant describes successes they have had with the CCA process
Lessons Learned	X.4	Apply this code to all responses in which the participant describes lessons learned they have experienced with the CCA process
Available Resources	R.0	Apply this code to all responses in which the participant discusses resources available to them for the CCA process that do not fit within one of the following sub-codes
Documentation	R.1	Apply this code to all responses in which the participant discusses documentation available to them for the CCA process. Documentation may include resources at the

Code/Subcode Name	Code ID	Decision Rules
		Academy or <i>DEOCS</i> resources available through the A2S website
Personnel - Staff	R.2	Apply this code to all responses in which the participant discusses staff available as personnel resources during the CCA process
Personnel – Cadets/Midshipmen	R3	Apply this code to all responses in which the participant discusses cadets/midshipmen available as personnel resources during the CCA process
Institutional Knowledge	R.4	Apply this code to all responses in which the participant discusses Academy experience with the CCA process
Surveys	D.0	Apply this code to all response where the participant discusses surveys that do not fit within one of the following sub-codes
<i>DEOCS</i>	D.1	Apply this code to all response where the participant discusses the <i>DEOCS</i>
DoD-required surveys	D.2	Apply this code to all responses where the participant discusses DoD-required surveys, not including <i>DEOCS</i>
Survey Participation	S.0	Apply this code to all responses where the participant describes <i>DEOCS</i> survey participation
Outreach	O.0	Apply this code to all responses where the participant mentions outreach efforts that do not fit within one of the following sub-codes
Leadership	O.1	Apply this code to all responses where the participant discusses information-sharing with Academy leadership
Cadet/Midshipmen	O.2	Apply this code to all responses where the participant discusses information-sharing with cadets/midshipmen

Note. Topical codes are codes developed from research questions.

Table 6.
Emerging Themes

Code Name	Code ID	Decision Rules
Leadership buy-in	L.0	Apply this code to all responses where the participant discusses either active participation by leadership or the need for leadership to participate in the CCA process. “Leadership” may include Academy or Company leadership.
Ways to Improve DEOCS	I.0	Apply this code to all responses where the participant discusses shortcomings of the <i>DEOCS</i> or recommendations for improving the <i>DEOCS</i> survey.
Prior Experience with the CCA Process	P.0	Apply this code to all responses where the participant discusses their prior experience with the CCA process. This code primarily refers to experiences before coming to the Academy, but include any instances where the participant refers to assisting with the process in prior years at the Academy.
Cadet/Midshipmen involvement	M.0	Apply this code to all responses where the participant discusses ways in which cadets/midshipmen are involved in the CCA process at the Academy.
Increasing transparency	Tr.0	Apply this code to all responses where the participant discusses knowledge sharing within the Academy, particularly around the CCA process, including <i>DEOCS</i> results and Action Plans.
Limited Cadet Time	Lt.0	Apply this code to all responses where the participant discusses the lack of time that cadets have to participate in the CCA process. This includes time to take the <i>DEOCS</i> , participate in focus groups, or assist in the creation of Action Plans.
Turnover Rate	Tn.0	Apply this code to all responses where the participant discusses turnover rates with 1) staff involved in the CCA process, or 2) students at the Academy.

Note. Emerging themes are codes based on an initial review of the data. They are constructs that were heard in multiple interviews as agreed upon by the research team.

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