



## Appendix F: Status of Secretary of Defense Initiatives



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The Secretary of Defense has directed 54 initiatives since Fiscal Year (FY) 2012 that have fundamentally reformed how the military prevents, responds to, and adjudicates sexual assault. The Department worked diligently to comply with these initiatives throughout FY15. Three initiatives remained in progress by the end of the FY. Many of the Secretary of Defense initiatives have been codified in National Defense Authorization Acts and will be tasks in the revised *Department of Defense (DoD) Sexual Assault Prevention and Response (SAPR) Strategic Plan* for FY16.

Initiative	Summary	Completion Status
Standardize Protections	The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) will review and ensure current policies prohibiting inappropriate relations between recruiters and recruits and trainers and trainees are consistent across the Military Services. This initiative was codified into law with the National Defense Authorization Act for Fiscal Year 2014.	● Complete
Review Alcohol Policies	The Secretaries of the Military Departments will review and revise, as necessary, alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, emphasizing responsible sale practices, and engaging local community leadership and organizations to expand efforts off-post.	● Complete
Ensure Investigative Quality	DoD Inspector General (IG) will plan to evaluate the adequacy of closed sexual assault investigations on a recurring basis.	● Complete
Ensure Victim's Rights	The Office of General Counsel (OGC), in coordination with the Joint Service Committee on military justice, will report on findings and recommendations to incorporate the rights afforded to victims through the Crime Victims' Rights Act (18 United States Code 3771) into military justice practice, to the extent appropriate.	→ In Progress Changes proposed as part of the Military Justice Act of 2016

Initiative	Summary	Completion Status
Improve Response for Male Victims	The Secretaries of the Military Departments, in conjunction with the Chiefs of the Military Services and NGB, will report implementation plans and methods to improve reporting and enhance efforts to encourage male victims to seek assistance. The Military Departments are to solicit male victim input in the development of these methods.	<p>➔ In Progress</p> <p>Feedback being incorporated into plan required in FY16 National Defense Authorization Act</p>
Installation Prevention Study	USD(P&R) will provide a concept of operations to conduct a multi-year initiative to customize prevention efforts at select military installations. This effort will identify installation and community risk factors for sexual assault and develop associated actions leadership can take to mitigate sexual violence.	<p>● Complete</p>
Enhance First Line Supervisor Skills and Knowledge	The Chiefs of the Military Services and the NGB will create a curriculum development plan to augment all supervisor training to address the role of the supervisor in unit SAPR programs. This training will apply to all junior officers, junior enlisted supervisors, and civilian employees that supervise military members. Curriculum will emphasize the importance of engaging with subordinates on SAPR, recognizing the signs of possible acts of retaliation, and provide the opportunity to practice leadership skills to promote a healthy command climate.	<p>➔ In Progress</p>
Engage Command to Prevent Retaliation	The Chiefs of the Military Services and the NGB will develop new procedures for installation commanders who serve as the SAPR case management group chair. These procedures will require installation commanders to regularly assess, and refer for appropriate corrective action, all reports from a victim, witness, or first responder of retaliation, ostracism, maltreatment, or reprisal in conjunction with a report of sexual assault.	<p>● Complete</p>
Provide Feedback to the Force	The Secretaries of the Military Departments will provide execution plans to provide the findings in the <i>Report to the President</i> to all Service members in an interactive manner.	<p>● Complete</p>

Initiative	Summary	Completion Status
Improve Organizational Culture to Address Sexual Harassment, Sexual Assault, and Reporting-Related Retaliation	The Secretaries of the Military Departments, in collaboration with USD(P&R), will submit proposed activities to incorporate insights derived from the <i>2014 RAND Military Workplace Study (RMWS)</i> into prevention training for sexual harassment, sexual assault, and reporting-related retaliation to address the linkages between sexual harassment and sexual assault.	● Complete
Evaluate Gender-Focused Treatment Capabilities and Provider Training	USD(P&R) will report plans to assess clinical interventions that address the specific needs of men and women who are seeking treatment for sexual assault.	● Complete
Employ a Common Prevalence Survey and Feedback Strategy	USD(P&R) will conduct force-wide sexual assault and sexual harassment prevalence surveys biennially for the Military Services and National Guard, using the measures created for the <i>2014 RMWS</i> . In alternate years, force-wide focus groups will be conducted by the Defense Manpower Data Center to obtain feedback from the field.	● Complete
Develop a Department Strategy to Prevent Retaliation Associated with Reporting Crimes and Other Misconduct	USD(P&R), in collaboration with the Secretaries of the Military Departments and DoD IG, will provide plans to develop a strategy to establish a comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of the victim in instances of sexual assault and other crimes.	● Complete